



TEA & HERBAL
ASSOCIATION OF CANADA
ASSOCIATION DU
THÉ ET DES TISANES
DU CANADA

MEMBERSHIP CODE OF CONDUCT:

As a non-profit organization representing the interest of its members, the Tea and Herbal Association (THAC) strives to uphold the highest legal, ethical, and moral standards. Our members and volunteers support THAC because they trust us to be good stewards of their resources, and to uphold rigorous standards of conduct.

This policy is designed to establish principles of conduct for Members and Directors and applies to all Members and Directors of the Tea and Herbal Association of Canada (THAC). THAC expects all Members and Directors to conduct themselves within the guidelines of this policy.

Our reputation for integrity and excellence requires the careful observance of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity. THAC will comply with all applicable laws and regulations and expects its directors, officers, and employees to conduct business in accordance with the letter and spirit of all relevant laws; to refrain from any illegal, dishonest, or unethical conduct; to act in a professional, businesslike manner; and to treat others with respect.

- Our Mission is to be the absolute voice of the Tea Industry responsible for government relations, advocacy and providing PR & communication to consumers & industry.
- Our Vision is to be the leading authority and industry voice on all things tea in Canada.

PROFESSIONAL RESPONSIBILITY :

A member is responsible for adding value to the Tea and Herbal Association of Canada (THAC) and contributing to the ethical success of the organization. Each member accepts professional responsibility for individual decisions and actions.

All members are also advocates for THAC by engaging in activities that enhance its credibility and value.

Members commit to the following:

1. Support THAC's Mission to provide proactive leadership on behalf of all members in the areas of advocacy, generic promotion, education and information in order to ensure the long-term viability of the tea industry in Canada, and internationally.
2. Adhere to the highest standards of ethical and professional behaviour.
3. Adhere to the THAC's Anti Trust rules, attached to this document.
4. Not share with anyone outside THAC's membership any files, correspondence or material produced by THAC.
5. Not to engage in any practice which is in violation of local, Provincial or Federal laws and regulations or is considered illegal or unethical.
6. Not abuse the name or insignia of THAC for our own personal profit or profit of the company we represent, gain or benefit, nor shall we allow our name, or the name or insignia of THAC to be used



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by others in a manner deemed to be inappropriate by the Board of Directors of the Association. Any roundtable, committee or individual wishing to utilize the THAC name or insignia must obtain the written permission of the Board in advance. This includes, but is not limited to, signs, media advertising or articles, correspondence, etc.

7. Work consistently with the values of the profession and treat all other members of THAC with respect.
8. Strive to achieve the highest levels of service, performance and social responsibility.
9. Always act with fairness, honesty, integrity and openness; respect the opinions of others and treat all with equality and dignity without regard to gender, race, colour, creed, ancestry, place of origin, political beliefs, religion, marital status, disability, age, or sexual orientation.
10. Maintain membership in good standing in THAC and use the associated logo only in accordance with such guidelines as THAC may establish or amend from time to time.