

# **MEDICAL MARIJUANA INDUSTRY GROUP**

## **Code of Ethics**

The members of the Medical Marijuana Industry Group (“MMIG”) recognize that we play a unique role in securing the respect and confidence of patients, the public, and policy makers necessary to foster the health and growth of the medical marijuana industry.

As such, we are committed, individually and as an organization, to the highest standards of ethical conduct in all our business practices.

Toward those ends, each member of MMIG agrees to abide by and to implement the following principles and practices:

### **I. Legal Compliance**

- A. It is the duty of each MMIG member to be in “clear and unambiguous compliance” with the Colorado Medical Marijuana Code, C.R.S. § 12-43.3-101, et seq., in accordance with the October 29, 2009 memorandum issued by the U.S. Department of Justice and generally referred to as the “Ogden Memorandum.” The Ogden Memorandum states that it is unlikely that using federal resources to prosecute individuals who are in “clear and unambiguous compliance” with state law governing medical marijuana is an efficient use of those resources.

The Ogden Memorandum outlines the following conduct that will not be considered “clear and unambiguous compliance” with applicable state law:

- Unlawful possession or unlawful use of firearms;
- Violence;
- Sales to minors;
- Financial and marketing activities inconsistent with the terms, conditions, or purposes of state law, including evidence of money laundering activity and/or financial gains or excessive amounts of cash inconsistent with purported compliance with state or local law;
- Illegal possession or sale of other controlled substances; or
- Ties to other criminal enterprises.

A copy of the Ogden Memorandum is attached.

- B. It is the duty of each MMIG member to obtain and maintain all state and local licenses required by applicable state and local law to engage in any aspect of the medical marijuana business.
- C. It is the duty of each MMIG member engaged in political advocacy to comply with Colorado campaign finance laws set forth in the Article XXVIII of the Colorado Constitution, the Colorado Fair Campaign Practices Act, C.R.S. § 1-45-

101, and the campaign finance rules promulgated by the Colorado Secretary of State.

- D. Each MMIG member understands that it is bound by federal law, including the Fair Labor Standards Act, 29 U.S.C. §§ 201-209, and by state law, including the Colorado Wage Claim Act, C.R.S. § 8-4-101, et seq., with respect to its treatment and payment of employees. Each member further acknowledges its obligation to, at all times, comply with the applicable requirements of the Workers Compensation Act of Colorado, and the Colorado Unemployment Compensation Act.
- E. MMIG members shall use only legal and ethical means in all business activity, including compliance with all antitrust laws and regulations.
- F. Each MMIG member recognizes that it is bound by the applicable provisions of the Colorado Consumer Protection Act, C.R.S. § 6-1-101, et seq., and that it must conduct all of its business activities in accordance with those provisions.

## **II. Advertising**

- A. MMIG members shall advertise in a manner that reflects positively on the medical marijuana business and shall comply with all truth-in-advertising standards. Unacceptable advertising tactics include promoting medical marijuana to individuals under 21 years of age or promoting the use of recreational marijuana.

## **III. Compliance with MMIG Policies & Procedures**

- A. MMIG members agree to read and abide by MMIG's bylaws.
- B. MMIG members agree to structure their business conduct to reflect and adhere to the mission of MMIG.
- C. MMIG members agree to adhere to MMIG's media and lobbying policy.
- D. Each MMIG member shall treat each other member with honesty, respect, integrity, and good faith. Members shall relate opinions about other members and the products they offer in a fashion that will facilitate a collegial, professional, and productive atmosphere within the organization. Members shall further avoid conflicts of interest, predatory practices, and anti-competitive behavior.
- E. Each member of MMIG not only agrees to abide by and implement all of the principles and practices set forth in this Code of Ethics, but also acknowledges that a material violation of any of the provisions of this Code could constitute grounds for immediate removal from the organization.

## **IV. Binding Arbitration**

- A. As a condition of membership, MMIG members agree to settle conflicts between members and between members and MMIG with binding arbitration and shall sign binding arbitration agreements to acknowledge acceptance of this condition.

**V. Confidentiality**

- A. MMIG members acknowledge and agree that the fulfillment of MMIG’s mission rests on building trust among members and fostering a secure environment for MMIG members to communicate freely. MMIG members agree that confidentiality is of utmost importance and shall sign a confidentiality agreement as a condition of membership.

**VI. Dealings with employees**

- A. Each MMIG member shall provide training to each individual it employs regarding the law and regulations governing the medical marijuana industry, so as to create a knowledgeable workforce regarding the compliance requirements of the medical marijuana industry.
- B. Each MMIG member acknowledges its continuing obligation to treat employees fairly and with respect and to pay its employees in strict compliance with all applicable federal, state, and local laws and regulations.

**VII. Industry Standards**

- A. MMIG members agree to adhere to the standards of the medical marijuana industry as such standards are developed, including industry standards for tracking marijuana plants to assure compliance with the Colorado Constitution, the Colorado Medical Marijuana Code, applicable state regulations, and applicable local law.

This Code of Ethics was duly adopted by the membership of MMIG on \_\_\_\_\_ and may be amended in accordance with the Bylaws of the organization.

On behalf of the member named below, I am authorized to accept the principles and practices set forth in the Medical Marijuana Industry Group Code of Ethics.

\_\_\_\_\_  
*Member Name*

\_\_\_\_\_  
*Signature and title of authorized representative*

\_\_\_\_\_  
*Date*