



# BADGER®







# W.S. Badger Company



- Celebrating 21 years in business
- Family owned & operated since 1996
- Over 100 products sold in the U.S., Canada and 20 countries



# Mission-Based Business

---

To create fabulously pure and effective products of the highest natural quality, based on simplicity and thoughtful preparation, with the intention to protect, soothe and heal.

To run a business that is fun, fair and profitable; where money is fuel, not a goal; and where our vision for a healthier world finds expression through the way we work and through the way we treat each other and the people we serve.

***Healing Products · Healthy Business · Make a Difference***



# Principles in Action

---

## Principles

- Individual responsibility in a team concept
- Personal and caring approach in communications
- Supporting organic, sustainable agriculture through our purchasing practices
- A business environment that is respectful and supportive of all employees, and of the people we serve
- Personal and social healing through our charitable giving
- Environmental responsibility
- Honesty and integrity in our business practices
- Fun is good
- Generosity





# Family-Friendly Workplace Culture

---

A family friendly culture enhances employee loyalty, generates teamwork, and increases productivity.

## **Badger offers:**

- 5 Weeks Paid Parental Leave
- 2 Weeks Caregiver Leave for Secondary Caregiver
- Long & Short-Term Disability
- Paid Vacation Days
- Paid Holidays (13 including one-week closure during the Christmas holidays)
- 40 hours of paid **Health Days**—used for sick time (self, friend or a loved one), doctor's appt. or to enhance personal or family health
- Wellness Fund
- Flexible Work Schedules
- Profit Sharing



*"Badger honors personal and family health, allows employees to have balanced lives, and fosters connections to the community."*





# Badger Bill Tells It Best

---

