



## **Brown Integrated Logistics Code of Business Conduct and Ethics**

It is the Company's policy to observe the highest standards of ethics, honesty, loyalty and integrity as we strive to gain leadership status in a competitive industry. This code of Business Conduct and Ethics covers a wide range of business practices and procedures and applies to all of our directors, officers, and employees. All employees are expected to assume personal responsibility for protecting and safeguarding Company property, assets and reputation. What constitutes a breach of ethical standards is both a moral and legal issue. Employment by the Company carries with it a responsibility to be constantly aware of the importance of ethical conduct. Employees must refrain from taking part in, or exerting influence in, any transaction in which their own interests may conflict with the best interests of the Company. Also, every employee has a responsibility to ensure that all others related to the company are operating within these same ethical boundaries. **You may call an independent company, Navex Global EthicsPoint, at 1-866-614-4987 to report unethical behavior. These communications will be dealt with anonymously if you prefer and confidentially, to the fullest extent possible.**