

Deer Breeders Co-Op of Texas (DBC) will conduct its business honestly and ethically wherever we operate in Texas. We will constantly improve the quality of our services, products and operations and will create a reputation for honesty, fairness, respect, responsibility, integrity, trust and sound business judgment. No illegal or unethical conduct on the part of members, officers, directors, employees or affiliates is in the company's best interest. The DBC will not compromise its principles for short-term advantage. The ethical performance of this Co-Op is the sum of the ethics of the men and women who are members and who work for the DBC. Thus, we are all expected to adhere to high standards of personal integrity.

Officers, directors, and employees of the company must never permit their personal interests to conflict, or appear to conflict, with the interests of the DBC, its members or affiliates. Officers, directors, and employees shall avoid using their DBC contacts to advance their private business or personal interests at the expense of the DBC, its members, its clients or affiliates.

No bribes, kickbacks or other similar remuneration or consideration shall be given to any person or organization in order to attract or influence business activity. Officers, directors and employees shall avoid gifts, gratuities, fees, bonuses or excessive entertainment, in order to attract or influence business activity.

Officers, directors and employees of the DBC will often come into contact with, or have possession of, proprietary, confidential or business-sensitive information and must take appropriate steps to assure that such information is strictly safeguarded. This information—whether it is on behalf of our Cooperative or any of our clients or affiliates—could include strategic business plans, operating results, marketing strategies, customer lists, personnel records, upcoming acquisitions and divestitures, new investments, and manufacturing costs, processes and methods. Proprietary, confidential and sensitive business information about this company, other companies, individuals and entities should be treated with sensitivity and discretion and only be disseminated on a need-to-know basis.

#### Member Conduct:

Each member will be required to trade or sell its' products or services in a fair, honest and ethical manner. In the event that a member has a history of writing bad checks for the purchase of products and /or services from another member or fails to resolve such an event between the seller in a transaction in a manner that is satisfactory to the seller and/or the DBC board, then that event could be a cause leading to loss of membership in the DBC and/or financial penalties as established by the board of directors. In addition the members name may be placed on a watch list and posted on the DBC website or in the DBC magazine by 2/3<sup>rd</sup> vote of the WDBC board of directors.

Each whitetail deer breeder member or TPWD deer permit holder must adhere to the rules and regulations established by the TPWD for that permit. A member who has been found by the TPWD to be in violation of the permit rules and regulations must correct the violation as soon as possible and must notify the DBC of the status of resolving the violation with the TPWD within thirty days of the violation taking place. If the violation is not resolved with the TPWD and the members' deer permit is revoked, then the member agrees to immediately forfeit its membership

with the DBC. The DBC reserves the right to publish the facts of this event on its' website and in the DBC magazine if approved by 2/3 vote of the DBC board of directors.

The members of the DBC must conduct their business in a fair, reputable, honest and ethical manner. Each member is held to a high standard of integrity in the way business transactions are performed. Each member should act in good faith in dealing with other members of the DBC. Each member should report ethics code violations and provide proof of any violation to the DBC Director and/or board members.

Officers, directors and employees will obey all Equal Employment Opportunity laws and act with respect and responsibility towards others in all of their dealings.

Officers, directors and employees agree to disclose unethical, dishonest, fraudulent and illegal behavior, or the violation of company policies and procedures, directly to management.

Violation of this Code of Ethics can result in discipline, including possible termination. The degree of discipline relates in part to whether there was a voluntary disclosure of any ethical violation and whether or not the violator cooperated in any subsequent investigation.

The DBC code of ethics can be revised, amended or defined by a 2/3<sup>rd</sup> vote of the DBC board of directors.

Remember that good ethics is good business!