

# Hiland Dairy Foods Company's

## Code of Ethics

### Introduction

The purpose of this policy statement is to reaffirm Hiland's strong commitment to the highest standards of legal and ethical conduct in its business practices, and to ensure that all employees adhere to those standards as well.

### Statements on Professional Conduct

**1. Maintain high ethical standards.** It has been the long-standing policy of Hiland Dairy Foods Company to maintain the highest ethical standards in the conduct of Company affairs and in its relationship with customers, suppliers, employees, advisors and the communities in which our operations are located.

**2. Exhibit personal integrity.** As an integral member of the Hiland Dairy Foods Company's team, you are expected to accept certain responsibilities, adhere to established rules of quality control, and exhibit a high degree of personal integrity at all times. This not only involves sincere respect for the rights and feelings of others, but also demands that in your business life, you refrain from any behavior that might be harmful to you, your co-workers, or Hiland Dairy Foods Company, or that might be viewed unfavorably by current or potential customers, or by the public at large. When you are at work, your conduct reflects on Hiland Dairy Foods Company. You are, consequently, encouraged to observe the highest standards of professionalism at all times.

**3. Use good judgment.** It would be virtually impossible to cite examples of every type of activity which might give rise to a question of unethical conduct. Therefore, it is important that each of us rely on our own good judgment in the performance of our duties and responsibilities. When those situations occur where the proper course of action is unclear, request advice and counsel from your department head. The reputation and good name of Hiland Dairy Foods Company depends entirely upon the accurate reporting, honesty and integrity of each one of us.

**4. Disciplinary action for failure.** All employees must conform to ethical and legal standards to abide by the law and to preserve Hiland Dairy Foods Company's integrity and reputation. Failure to adhere to this policy may result in disciplinary action, up to and including discharge from employment.

**5. Take action.** Employees must feel free to report any suspected violations of this Code. If you have knowledge of possible improper conduct relating in any way to our business, you are encouraged to report it immediately to your Supervisor, the Ethics Compliance Officer (800-417-4558), or directly to the federal government through their hotline (1-800-424-9098). Reports may be anonymous.

**Hiland Dairy Foods Company's**  
**Code of Ethics Acknowledgment Form**

I, \_\_\_\_\_, hereby acknowledge that I have read and  
(Print Name)  
understand Hiland Dairy Foods Company's Code of Ethics. I agree to obey all laws and regulations  
relating to our business and will conduct myself with honesty and integrity.

Signature \_\_\_\_\_

Date \_\_\_\_\_