

BLUE DIAMOND GROWERS

CODE OF CONDUCT

The following sets forth the Code of Conduct (the “Code”), for the members and non-member growers of Blue Diamond Growers, which provides the key guiding ethical and moral principles of Blue Diamond Growers. It establishes policies and practices designed to assure that Blue Diamond Growers remains a strong and highly ethical organization. The Code applies to all members (MBA and MB5 contracts) and non-member growers (GR5, GR2 and GRA contracts).

In general, the Code charges Blue Diamond members and non-member growers:

- to maintain professional, business-like relations with one another as well as Blue Diamond Growers employees and team members, customers, vendors or suppliers, free of unlawful bias, prejudice or harassment;
- to conduct business in accordance with all applicable federal, state, and local laws and regulations; and,
- to act honestly and ethically in dealing with one another as well as Blue Diamond Growers employees and team members, customers, vendors or suppliers.

The Code prohibits retaliation against any person who brings a complaint in good faith, even if there is an ultimate finding that no such violation has occurred or that there is insufficient conclusive evidence to make such a finding.

When a potential violation of the Code of Conduct is reported, Blue Diamond Growers reserves the right to conduct a thorough investigation of the underlying conduct. Termination of membership is a serious and consequential measure that may be employed by the Board of Directors in certain situations in accordance with Bylaws.