

# Code of Business Ethics & Values

## U.S. Ag, LLC & Subsidiaries

To those current and/or prospecting parties (individuals, companies) considering business dealings (operational, transactional) with U.S. Ag, LLC & Subsidiaries (U.S. Ag Fertilizer, U.S. Ag Industrial), we have endeavored to list out our particular and official methods of operations, sales, manufacturing, and distribution Code of Business Ethics & Values in the following document.

### **1. The Right of Business Contract Refusal/Terminations**

U.S. Ag, LLC & Subsidiaries maintain the right to refuse or terminate business with any interest or party (client, distributor, dealer, contractor) for any reason pertaining to these:

- The detriment of our own business profitability.
- The threat of our own personal and religious morals or ethics being compromised and/or abused, both as a company and as the employed individual.
- The Constitution of the United States of America not being upheld.
- The practices and/or operations of certain individuals, Operations Leadership teams, or acting Board of Directors regarding current and/or potential sales or business contracts that are deemed unethical and/or compromise our Code of Business Ethics & Values.
- The breaking of the law by current and/or potential clients, distributors, dealers, and contractors.

### **2. Anti-Discrimination Policy**

That said, U.S. Ag, LLC & Subsidiaries do not discriminate in doing business with any company or customer unless it conflicts with Clause 1 (“The Right of Business Contract Refusal/Terminations”), and we welcome people from all backgrounds to work with us. The factors not discriminated against (pertaining to business partnerships and/or sales) include:

- Sex
- Race
- National origin
- Gender
- Social or economic class
- Education
- Age
- Political beliefs
- Religion

### **3. Being Respectful, Acting Professionally**

U.S. Ag, LLC & Subsidiaries will be conscientious of its clients, distributors, dealers, and contractors in the respect of treating them with the dignity owed to any member of humanity. U.S. Ag, LLC & Subsidiaries will endeavor to be kind and considerate to its clients, distributors, dealers, contractors, and the general public. U.S. Ag, LLC and all members of its Subsidiaries and affiliates (U.S. Ag Fertilizer, U.S. Ag Industrial, distributor, dealer, contractor) will act professionally and with integrity as befits a representative of U.S. Ag, LLC. Any failure to do so will be subject to employee and/or contract termination per Clause 1 (“The Right of Business Contract Refusal/Terminations”).

### **4. Considering Actions, Admitting Mistakes**

U.S. Ag, LLC & Subsidiaries will consider actions, choices, contracts, etc. before making and taking them to ensure that no portion of our Code of Business Ethics & Values will be compromised, undermined, and/or broken, and to ensure that the business integrity (financially, operationally) of both us and our business interests (clients, distributors, dealers, contractors) is protected and maintained. If U.S. Ag, LLC & Subsidiaries make any mistake that is confirmed to be the fault of the company, we will admit to said mistake and take full responsibility, unless subsequently proven to be the fault of another entity (individual, companies).

### **6. Conflicts of Interest**

U.S. Ag, LLC & Subsidiaries do not forbid its employees or contractors in pursuing or having romantic or personal relationships with each other unless it conflicts with our Code of Business Ethics & Values. U.S. Ag, LLC & Subsidiaries will not make business decisions based off possible personal relationships with its business interests (clients, distributors, dealers, contractors) or the influence thereof. U.S. Ag, LLC & Subsidiaries will not manipulate or extort any current and/or prospecting party (individuals, companies) with personal relationships in the pursuit of business dealings (operational, transactional).

### **7. Protecting Company Assets**

U.S. Ag, LLC & Subsidiaries reserve the right to protect our property, including records, computer systems, equipment, facility, and intellectual property (i.e., patents), via the Constitution of the United States of America, the American Judicial System, and private security measures (IT, on-site).

### **8. Personal Accountability**

All current members of U.S. Ag, LLC & Subsidiaries presently hold themselves accountable to God (Jesus Christ), His Biblical Christian teachings, and to this Code of Business Ethics & Values. Those parties employed by U.S. Ag, LLC & Subsidiaries are not forced into Christianity as a personally held religion, but they will be required to act according to the universal values found in the 10 Commandments, the values and morals of common human decency which are expressed via the Bible, and this Code of Business Ethics & Values. Failure to do so will be subject to employment termination per Clause 1 (“The Right of Business Contract Refusal/Terminations”).