

# **CORPORATE CODE OF BUSINESS CONDUCT**

**GOLD KIST INC.**

Dear Gold Kist Employees:

As you know, we are beginning a transition in our company from that of a cooperative organized under the Georgia Cooperative Marketing Act to a for profit corporation organized under the laws of the State of Delaware. There will be certain aspects of the company that will change and we will now be subject to many different rules and regulations, but for the most part, we will be the same company as before and, as I have said, I intend for us to be run in a manner and on principles that are consistent with how we have been operating for years.

One aspect of our company that I am very proud of is our strong reputation for honesty and integrity in the communities in which we work. Our reputation is one of our most valuable assets. It determines how people think and feel about our products, how they see our work, how we're valued as an organization and how we will be valued as an investment. Our reputation is built on our personal and professional commitment to act in every instance with honesty, integrity, accountability and respect.

We have always had a code of ethics and as we transition into the next phase of our corporate history, this code of ethics has evolved to meet our changing structure and the new laws and rules that govern us as a company. Our new code, which we are calling the Code of Business Conduct, is intended to provide us direction so that we all play by the rules, wherever we operate around the world. The Code has been drafted to provide clear, easy-to-understand principles to guide our conduct as employees of Gold Kist and as a company as a whole.

The Code applies to all directors, officers and employees, and your understanding and compliance with the Code of Business Conduct will help protect our long-standing valued reputation as a company.

*John Bekkers*

PRESIDENT AND  
CHIEF EXECUTIVE OFFICER

# SUMMARY

## CORPORATE CODE OF BUSINESS CONDUCT GOLD KIST INC.

The Code of Business Conduct has been adopted by the Board of Directors of Gold Kist Inc. to provide standards by which employees of the Company will conduct themselves in order to protect and promote organization-wide integrity and to enhance the Company's ability to achieve the organization's mission.

The Code is designed to give you a broad and clear understanding of the conduct expected of all our employees everywhere we do business. The Code of Business Conduct applies to all officers, employees and directors of the Company, who, unless otherwise specified, are referred to jointly as "employees."

What you will see in the pages that follow are a series of conduct and ethical guidelines. Most of what you will read probably won't surprise you, for the pervasive theme of these guidelines can be summed up this way: As a representative of the Company, you must act with honesty and integrity in all matters.

### GENERAL PRINCIPALS OF THE CODE

- **Compliance with Laws.** Employees must follow the law wherever they are around the world.
- **Honesty and Integrity.** Employees must accurately and honestly represent the Company and must not engage in any activity or scheme intended to defraud anyone. No employee shall make false or misleading statements about the products or services of the Company or its competitors. Employees will act with candor and honesty in their communications with our stockholders and potential investors and our attorneys and auditors.
- **Conflicts of Interest.** Employees must avoid conflicts of interest. Be aware of appearances. All employees owe a duty of undivided and unqualified loyalty to the organization. Employees may not use their positions to profit personally or to assist others in profiting in any way at the expense of the organization. The Code can't specifically address every potential conflict of interest, so use your conscience and common sense. When questions arise, seek guidance.
- **Financial Records.** Financial records – both for internal activities and external transactions – must be timely and accurate. All financial reports, accounting records, contracts, research reports, expense accounts, time sheets and other documents must accurately and clearly represent the relevant facts or the true nature of the transaction. Employees should not enter into side letters or supplements to contracts that are not disclosed to the Legal Department.

- **Use of Company Assets.** Company assets – computers, software, materials and work time – must not be used for personal benefit. Common sense should prevail. The occasional personal phone call from your workplace, for example, is inevitable and certainly acceptable. Substantial personal phone calls, however, represent misuse. The point is to recognize that deliberate misuse of Company assets is a violation of the Code.
- **Working with Customers and Suppliers.** Customers and suppliers must be dealt with fairly and at arm's length. It often is customary to exchange gifts and entertainment with customers and suppliers. The key is to keep an arm's length relationship. Avoid excessive or lavish gifts that may give the appearance of undue influence. Also, remember that contracts with certain of our suppliers or customers expressly prohibit any gifts or gifts above a stated value. Avoid personal financial transactions with customers and suppliers that may influence your ability to perform your job. Again, the Code can't specifically address every situation, so use your conscience and common sense. When questions arise, seek guidance.
- **Working with Governments.** Employees must never attempt to bribe or improperly influence a government official. The public trust associated with transactions between the private sector and government entities imposes special responsibilities on Company employees and representatives to adhere to the same high standard of conduct expected of the government employee. Company employees shall take no actions that would otherwise cause the government employee to violate, to appear to violate, or that would be otherwise inconsistent with, that standard of conduct. Specifically, no Company employee may offer or give anything of monetary value, including gifts, gratuities, favors, entertainment, or loans, to an employee of a government agency with which the Company has or is seeking to obtain contractual or other business.
- **Protecting Information.** Employees must safeguard the Company's nonpublic information. The Company and its employees are in possession of and have access to confidential, sensitive and proprietary information, the inappropriate release of which could be injurious to individuals, the Company's business partners, or the Company itself. Every Company employee has an obligation actively to protect and safeguard confidential, sensitive and proprietary information in a manner designed to prevent the unauthorized disclosure of such information.
- **Information About Other Companies.** Employees must respect the nonpublic information of other companies, including our competitors. Collecting information on our competitors from legitimate sources to evaluate the relative merit of their products, services and marketing methods is proper and often necessary. However, some methods of acquiring information are not proper. For example, Company employees should not seek confidential information from a new employee who recently left a competitor, and Company employees should not misrepresent their identity in the hopes of getting confidential information about a competitor. Any form of questionable intelligence gathering is strictly against the Code.

- **Violations.** Violations of the Code include asking other employees to violate the Code, not reporting a Code violation or failing to cooperate in a Code investigation.
- **Disciplinary Action.** Violating the Code will result in disciplinary action. Discipline will vary depending on the circumstances and may include, alone or in combination, a letter of reprimand, demotion, loss of merit increase, bonus or future stock awards, suspension or even termination.
- **Certain Approvals.** Under the Code, certain actions require written approval by your Principal Manager. The Principal Manager is the head of your department or division.
- **Other Approvals.** For those who are themselves Principal Managers, written approvals must come from the General Counsel or the Vice President of Human Resources. Written approvals for executive officers must come from the Board of Directors or a designated committee.
- **If you have questions about any situation, ask. Always ask.**

This Code should help guide your conduct. But the Code cannot address every circumstance and isn't meant to; this is not a catalogue of workplace rules. You should be aware that the Company has policies in such areas as securities trading, and workplace conduct. Employees should consult the policies of Gold Kist Inc. in specific areas as they apply.

## YOUR RESPONSIBILITIES

- This summary is not the entire Code of Business Conduct – it is a summary intended to provide you with the highlights of the Code. It is your responsibility to read and understand the Code of Business Conduct, which is available for viewing on the Gold Kist website at [www.goldkist.com](http://www.goldkist.com) in the Investor Relations Section.
- You must comply with the Code in both letter and spirit. Ignorance of the Code will not excuse you from its requirements.
- Follow the law wherever you are and in all circumstances.
- Never engage in behavior that harms the reputation of the Company. If you wouldn't want to tell your parents or your children about your action - or wouldn't want to read about it in a newspaper – don't do it.
- Some situations may seem ambiguous. Exercise caution when you hear yourself or someone else say, “Everybody does it,” “Maybe just this once,” “No one will ever know” or “It won't matter in the end.” These are signs to stop, think through the situation and seek guidance. Most importantly, don't ignore your instincts. Ultimately, you are responsible for your actions.

- You have several options for seeking guidance. You may discuss concerns with your manager, higher levels of management, or the responsible employees in Human Resources or the General Counsel.
- Employees are obliged to report violations, and suspected violations, of the Code. This includes situations where a manager or colleague asks you to violate the Code. In all cases, there will be no reprisals for making any reports, and every effort will be made to maintain confidentiality.
- You can report violations of the Code to the Gold Kist Information Hot Line, to your manager or higher levels of management, to the Vice President of Human Resources or the General Counsel.
- Employees are obliged to cooperate with investigations under the Code. Principal Managers must understand the Code, seek guidance when necessary and report suspected Code violations. If a manager knows that an employee is contemplating a prohibited action and does nothing, the manager may be held responsible along with the employee.
- **The most important message is this: When you are uncertain about any situation, ask for guidance.**

## ADMINISTRATION OF THE CODE

Failure to abide by the Code of Business Conduct or the guidelines for behavior that the Code of Business Conduct represents may lead to disciplinary action. For alleged violations of the Code of Business Conduct, the Company will weigh relevant facts and circumstances. Discipline will vary depending on the circumstances and may include, alone or in combination, a letter of reprimand, demotion, loss of merit increase, bonus or future grants of stock awards, suspension or even termination.

## REPORTING AND INVESTIGATION OF CONCERNS REGARDING COMPLIANCE WITH THE CODE

All employees are encouraged to report any concerns they may have pertaining to non-compliance with the Code of Business Conduct. Concerns may be reported by using a “Report of Compliance Concern” form available on the Gold Kist website at [www.goldkist.com](http://www.goldkist.com) in the Investor Relations Section, or any other manner with which the employee is comfortable. You can report violations of the Code to the Gold Kist Alertline (1-800-932-5378), to your manager or higher levels of management, to the Vice President of Human Resources or the General Counsel. The identity of any employee reporting a concern will be kept as confidential as possible. The Company will strictly follow the laws regarding non-retaliation against anyone who, in good faith, reports a violation or suspected violation of the Code and will prohibit any employee from retaliating against another individual who reports a good faith concern of non-compliance under the Code of Business Conduct.

All reports will be taken seriously and investigated promptly. The General Counsel will be notified and ongoing investigations will not be discussed in a public forum.

As necessary, corrective and disciplinary action will be taken. Violations of the law will be reported through the General Counsel to the proper authorities.

## CERTIFICATION

Employees must certify that they have read the Code of Business Conduct, that they understand it, that any questions they may have had about the Code of Business Conduct have been resolved and that they agree to abide by it. Failure to read the Code or sign an acknowledgment form, however, does not excuse an employee or director from the terms of the Code.

**The Code of Business Conduct is not an express or implied contract of employment and does not create any contractual rights of any kind between Gold Kist and its employees. In addition, all employees should understand that the Code does not modify their employment relationship, whether at-will or governed by contract.**

**Gold Kist reserves the right to amend, alter or terminate the Code at any time for any reason, without notice to any person or employee.**

# CORPORATE CODE OF BUSINESS CONDUCT GOLD KIST INC.

## CONFLICTS *of* INTEREST

### OVERVIEW

Your personal activities and relationships must not conflict, or appear to conflict, with the interests of the Company. Keep in mind, the Code can't specifically address every potential conflict, so use your conscience and common sense. When questions arise, seek guidance.

### GENERAL PRINCIPLES

- Avoid situations where your personal interests conflict, or appear to conflict, with those of the Company.
- You may own up to 1% of the stock in a competitor, customer or supplier without seeking prior approval from your Principal Manager so long as the stock is in a public company and you do not have discretionary authority in dealing with that company. If you want to purchase more than 1% of the stock in a customer, competitor or supplier, or the company is nonpublic or you have discretionary authority in dealing with the company, then the stock may be purchased only with prior approval of your Principal Manager.
- If you have a financial interest in a transaction between Gold Kist and a third party--even an indirect interest through, for example, a family member--that interest must be approved by your Principal Manager prior to the transaction. However, if you have a financial interest in a supplier or customer only because someone in your family works there, then you do not need to seek prior approval unless you deal with the supplier or customer or your family member deals with Gold Kist.
- For any transaction that would require reporting under SEC rules, officers of Gold Kist must obtain written confirmation from the Board of Directors or its designated committee that the proposed transaction is fair to Gold Kist. If you are unsure whether a transaction would require reporting under SEC rules, you should contact your Principal Manager or the General Counsel.
- If you'd like to serve as an officer or director or consultant to an outside business on your own time, you must receive prior approval in writing from your Principal Manager. If your Principal Manager changes, or the circumstances of the outside business change substantially, you must seek re-approval. (Employees are permitted, however, to serve on charity boards or in family businesses that have no relationship to Gold Kist.)
- Any potential conflict of interest that involves an officer of Gold Kist or of a subsidiary must be approved in advance by the General Counsel. Any potential conflict of interest that involve an executive officer of Gold Kist must be approved by the Board of Directors or its designated committee.
- Loans (as defined under Sarbanes-Oxley) from Gold Kist to directors and executive officers are prohibited. Loans, outside the ordinary course of business, from Gold Kist to other officers and employees must be approved in advance by the Principal Manager.

# FINANCIAL RECORDS

## OVERVIEW

Every Company financial record--including time sheets, sales records and expense reports--must be accurate, timely and in accordance with the law. These records are the basis for managing the Company's business and for fulfilling its obligations to stockholders, employees, customers, suppliers and regulatory authorities.

If you know of violations by others, take note: You must report those instances, or you are in violation of the Code. Accurate records are everyone's responsibility. It's always a good idea to double-check them.

## GENERAL PRINCIPLES

- Always record and classify transactions in the proper accounting period and in the appropriate account and department. Delaying or prepaying invoices to meet budget goals is a violation of the Code.
- Never falsify any document or distort the true nature of any transaction. All transactions must be supported by accurate documentation.
- All reports made to regulatory authorities must be full, fair, accurate, timely and understandable.
- Employees must cooperate with investigations into the accuracy and timeliness of financial records. To the extent estimates and accruals are necessary in company reports and records, they must be supported by appropriate documentation and based on good faith judgment.
- Payments can only be made to the person or the firm that actually provided the goods or services, unless approved in advance by the General Counsel.

# USE *of* COMPANY ASSETS

## OVERVIEW

Company assets are meant for company, not personal, use. Company assets include your time at work and work product, as well as the Company's equipment and vehicles, computers and software, company information, and trademarks and name.

Common sense should prevail, of course. The occasional personal phone call from your workplace, for example, is inevitable. Substantial personal phone calls, however, represent misuse. The point is to recognize that theft or deliberate misuse of Company assets is a violation of the Code.

## GENERAL PRINCIPLES

- Except as otherwise authorized by Company corporate policy, you may not use the Company's assets for your personal benefit or the benefit of anyone other than the Company.
- You may not take for yourself any opportunity for financial gain that you find out about because of your position at the company or through the use of Company property or information.
- Misuse of Company assets may be considered theft and result in termination or criminal prosecution. Except as otherwise authorized by Company corporate policy, you must have permission from your Principal Manager before you use any Company asset--including information, work product or trademark--outside of your Company responsibilities.
- Before accepting payment for speeches or presentations related to the Company or your work at the Company, always get your Principal Manager's approval.
- Company computer systems and equipment are meant for company use only. For example, they should never be used for outside businesses, illegal activities, gambling or pornography.

# WORKING *with* CUSTOMERS & SUPPLIERS

## OVERVIEW

It often is customary to exchange gifts and entertainment with customers and suppliers. The key is to keep an arm's length relationship. Avoid excessive or lavish gifts that may give the appearance of undue influence. Avoid personal financial transactions with customers and suppliers that may influence your ability to perform your job.

You should know that special restrictions apply when dealing with government employees. For more information, see the next section on Working With Governments. In all cases, when in doubt, seek guidance.

## GENERAL PRINCIPLES

- The Code prohibits employees from accepting lavish gifts or entertainment. This is an area in which your judgment is critical. If you are uncertain, seek prior written approval from your Principal Manager.
- Gifts and entertainment for customers, potential customers and suppliers must support the legitimate business interests of the Company and should be reasonable and appropriate under the circumstances. Always be sensitive to our customers' and suppliers' own rules on receiving gifts and entertainment and remember that contracts with certain customers and suppliers expressly prohibit any gifts or any gifts above a stated value.
- Company stock cannot be given as a gift on behalf of the Company under any circumstances.
- Consistent with the obligation we all have to act with integrity and honesty at all times, you should deal fairly with the Company's customers, suppliers, competitors and employees. No officer or employee should take unfair advantage of anyone through misrepresentation or any unfair business practice.

# WORKING *with* GOVERNMENTS

## OVERVIEW

Conducting business with governments is not the same as conducting business with private parties. These transactions often are covered by special legal rules. You should consult with the General Counsel to be certain that you are aware of any such rules and you must have approval of local legal counsel before providing anything of value to a government official.

The Company prohibits the payment of bribes to government officials. “government officials” are employees of any government anywhere in the world, even low-ranking employees or employees of government-controlled entities. The term “government officials” also includes political parties and candidates for political office. It is your obligation to understand whether someone you deal with is a government official. When in doubt, consult the General Counsel.

Our Company and its subsidiaries must comply with all applicable trade restrictions and boycotts imposed by the U.S. government. (A boycott is a restriction on a company’s ability to ship goods into a specific country or do business there.) Moreover, our Company and its subsidiaries also must abide by U.S. anti-boycott laws that prohibit companies from participating in any international boycott not sanctioned by the U.S. government. If questions arise, contact the General Counsel.

## GENERAL PRINCIPLES

- The ban on bribes applies to third parties acting on behalf of the Company, including all contractors and consultants. Employees must not engage a contractor or consultant if the employee has reason to believe that the contractor or consultant may attempt to bribe a government official.
- The Company may hire government officials or employees to perform services that have a legitimate business purpose, with the prior approval of the Principal Manager. For example, an off-duty police officer might provide security. Government officials should never be hired to perform services that conflict with their official duties.
- All facilitating payments must be approved in advance by the General Counsel and recorded appropriately.
- Employees must comply with all U.S. boycott and anti-boycott restrictions.
- Political contributions by the company must be in accordance with local law. They must be approved by both your Principal Manager and the General Counsel and they must be properly recorded.
- Employees will not be reimbursed for political contributions. Your job will not be affected by your choices in personal political contributions.

# PROTECTING INFORMATION

## OVERVIEW

It is your obligation to safeguard the Company's nonpublic information. You should not share this information with anyone outside the Company unless it is necessary as part of your work responsibilities.

Nonpublic information is any information that has not been disclosed or made available to the general public. Trading in stocks or securities based on nonpublic information, or providing nonpublic information to others so that they may trade, is illegal and may result in prosecution.

Nonpublic information includes items such as financial or technical data, customer lists and information, plans for acquisitions or divestitures, new products, inventions or marketing campaigns, personal information about employees, major contracts, expansion plans, financing transactions, major management changes and other corporate developments.

## GENERAL PRINCIPLES

- Do not disclose nonpublic information to anyone outside the Company, except when disclosure is required for business purposes and appropriate steps have been taken to prevent misuse of the information in accordance with Company policy and procedures.
- Employees may not buy or sell stocks or securities based on nonpublic information obtained from their work at the company.
- Disclosing nonpublic information to others, including family and friend, is a violation of the Code and may violate the law.
- Just as the Company values and protects its own nonpublic information, we respect the non-public information of other companies. If you have any questions about obtaining or using nonpublic information of other companies, contact the General Counsel for guidance.
- Consult with the General Counsel regarding retention of records in the case of actual or threatened litigation or governmental investigation.

# ADMINISTRATION *of* THE CODE

## DISTRIBUTION

All officers and employees will receive or have access to a copy of this Code at the time they join the Company and will receive periodic updates. Also, any agent, consultant, government official or government employee who is retained by the company should receive this Code and understand the obligations under it.

## APPROVALS

The appropriate Principal Managers must review and approve in writing any circumstance requiring special permission, as described in the Code. Copies of these approvals should be maintained by the Company and made available to auditors or investigators.

Waivers of any provision of this Code for officers must be approved by the Board of Directors or its designated committee and promptly will be disclosed to the extent required by law or regulation.

## MONITORING COMPLIANCE

Employees should take all responsible steps to prevent a Code violation.

Employees should report suspected Code violations to the Gold Kist Alertline (1-800-932-5378), to their manager or higher levels of management, to the Vice President of Human Resources or the General Counsel. Concerns may be reported by using a “Report of Compliance Concern” form available on the Gold Kist website at [www.goldkist.com](http://www.goldkist.com) in the Investor Relations Section, or any other manner with which the employee is comfortable.

## INVESTIGATIONS

The responsibility for administering the Code, investigating violations of the Code and determining corrective and disciplinary action rests with the Director of Security and Audit, the General Counsel and the Vice President of Human Resources. They will work together with the employee’s managers to recommend corrective and disciplinary actions.

If allegations involve criminal conduct, employees should seek guidance from the General Counsel before engaging in any inquiries.

The General Counsel will periodically report Code violations and the corrective actions taken to the Board of Directors, as appropriate.

## DISCIPLINARY ACTIONS

The Company strives to impose appropriate discipline for each Code violation that fits the nature and particular facts of the violation. The Company uses a system of progressive discipline. The Company generally will issue warnings or letters of reprimand for less

significant, first-time offenses. Violations of a more serious nature may result in suspension without pay, demotion, loss or reduction of bonus or future stock awards, or any combination. Termination of employment generally is reserved for conduct such as theft or other violations amounting to a breach of trust, or for cases where a person has engaged in multiple violations.

Violations of this Code are not the only basis for disciplinary action. The Company has additional policies and procedures governing conduct.

#### SIGNATURE AND ACKNOWLEDGMENT

All employees must sign an acknowledgment form confirming that they have read the Code and understand its provisions. Failure to read the Code or to sign an acknowledgment form, however, does not excuse an employee from the terms of this Code.

#### IT'S UP TO YOU

Administration of the Code is everyone's responsibility. There are colleagues to help you do the right thing. If you act with integrity and seek guidance when you are uncertain, you'll be doing the right thing.

APPLICABILITY *of* CODE  
TO MEMBERS OF THE BOARD OF DIRECTORS

Except as stated below, members of the Board of Directors of the Company and its subsidiaries are subject to the Code and the standards in the Code on the same terms as employees of the Company. Any activities that require the approval of an employee's Principal Manager under the Code will, in the case of a director, require the approval of the Board Audit Committee. In addition, directors should report any violations of the Code to a member of the Board Audit Committee.

Directors are not subject to the following provisions contained in the Conflicts of Interest Section of the Code: restrictions on ownership of stock of competitors, customers or suppliers; interested transactions or transactions involving a conflict of interest between the Company and the director (which are to be disclosed to the Board of Directors and approved by the Audit Committee and by any other method required by the governing documents of the Company or applicable law); and restrictions on serving as an officer or director or consultant to an outside business.

## CERTIFICATION

I, \_\_\_\_\_, am employed by Gold Kist Inc. in the following capacity: \_\_\_\_\_. My signature below acknowledges that I have been provided a copy of, or online access to, the Gold Kist Inc. Code of Business Conduct:

I hereby certify that I have received, read and understood the information contained in the Gold Kist Inc. Code of Business Conduct, and I agree to abide by the information contained within it.

\_\_\_\_\_  
Name of Employee

\_\_\_\_\_  
Date of Certification

## REPORT OF COMPLIANCE CONCERN

- 1 The subject of the concern is the following (identify individual, contract, or program at issue):

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2. Describe the conduct which is concerning.

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3. Please provide as much information as you can to help identify others that should be contacted to investigate the identified concern.

Name	Location	Phone
_____	_____	_____
_____	_____	_____
_____	_____	_____

4. Please provide your name, your position, and a phone number where you can be contacted to discuss the concern you have reported. If there is a particular time you prefer to be contacted, please identify it. Communications between you and \_\_\_\_\_ will be kept confidential to the extent possible. Investigating the concern, however, may necessitate that your name be disclosed.

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Phone Number: \_\_\_\_\_ (Preferable time to call: \_\_\_\_\_)

**COMPLIANCE INVESTIGATION FORMAT**

Concern No. \_\_\_\_\_

I. Date Received \_\_\_\_\_

II. Brief Description of Concern \_\_\_\_\_  
\_\_\_\_\_

A. Facility Name \_\_\_\_\_

B. Employees Involved \_\_\_\_\_

III. Investigation Activity

A. Employees Interviewed \_\_\_\_\_  
\_\_\_\_\_

B. Documents Reviewed \_\_\_\_\_  
\_\_\_\_\_

C. Other action taken (e.g. referred to HR or other internal department) \_\_\_\_\_  
\_\_\_\_\_

IV. Compliance Investigation Result

A. Resolved -- no discipline warranted

B. Resolved with discipline; action noted in personnel file of affected employees

C. Referred to counsel due to complexity of issue

V. Notification to Individual who Identified Concern

A. Did the individual who identified the concern request anonymity? If not,

1. Caller Name \_\_\_\_\_

2. Caller Phone Number \_\_\_\_\_

B. Confirm the individual who identified the concern is advised of the resolution, if possible

Yes \_\_\_\_\_ No \_\_\_\_\_

C. Had the individual notified his or her supervisor of concern?

Yes \_\_\_\_\_ No \_\_\_\_\_

D. Was this an issue identified previously as a potential concern?

If yes, identify Concern Number \_\_\_\_\_

Investigator \_\_\_\_\_

Date Closed \_\_\_\_\_

## **CONTACT INFORMATION FOR REPORTING VIOLATIONS**

Employees should report suspected Code violations to their manager or higher levels of management, to the Vice President of Human Resources or the General Counsel. Contact information for the Vice President of Human Resources and the General Counsel are as follows:

### **Vice President of Human Resources:**

Harry McDonald  
244 Perimeter Center Parkway, NE  
Atlanta, Georgia 30346  
Phone: 770-393-5000  
Email: [harry.mcdonald@goldkist.com](mailto:harry.mcdonald@goldkist.com)

### **General Counsel:**

David Dyson  
244 Perimeter Center Parkway, NE  
Atlanta, Georgia 30346  
Phone: 770-393-5000  
Email: [david.dyson@goldkist.com](mailto:david.dyson@goldkist.com)

Concerns may be reported by using the Gold Kist Alertline (1-800-932-5378), a “Report of Compliance Concern” form available on the Gold Kist website at [www.goldkist.com](http://www.goldkist.com) in the Investor Relations Section, or any other manner with which the employee is comfortable.