# CODE OF ETHICS

It is the expectation of USSEC that Board Members, staff, and contractors work under USSEC’s Code of Ethics.

**Ethics - USSEC Professional and Ethical Code of Conduct**

Individuals representing USSEC in any capacity and at any time or place are responsible for their personal conduct. This responsibility means acting with integrity, respect, and in an ethical and professional manner with the public, stakeholders, customers, prospective customers, employees, colleagues, and other participants in the global soy markets. It is also consistent with USSEC’s Code of Ethics and legal standards of its policies regarding conflicts of interest; personal gain; harassment; discrimination; and uncovered state and federal laws.

Ethics can be defined as a set of moral principles or rules of conduct that provide guidance for our behavior when it affects others. Individuals representing USSEC must not engage in any conduct that compro­mises the reputation or integrity of the organization.

Not only does unethical/unprofessional behavior have the potential for serious personal conse­quences — but such conduct from representatives of the organization can damage stakeholder trust and thereby seriously impair the efforts of the organization to achieve its mission. Therefore, when representing USSEC in any capacity one shall act with integrity, respect and in an ethical manner.

Personal responsibility for ethical and professional conduct extends beyond the US borders. It also means understanding and respecting the customs and cultures of our current and prospective international customers and partners.

We are dedicated to show:

1. Respect for the people we work with and serve;
2. Integrity in our actions;
3. Responsibility for our decisions and their consequences.

We are committed to:

* Act honestly, truthfully and with integrity in all our transactions and dealings.
* Avoid conflicts of interest and the appropriate handling of actual or apparent conflicts of interest in our relationships.
* Treat our fellow Directors fairly and to treat every individual with dignity and respect.
* Comply with both the spirit and letter of the law.
* Be a responsible representative of the soybean farmers of the United States and our membership.
* Demonstrate USSEC’s mission and values in our decision making.
* Initiate and promote discussion of controversial issues affecting the industry and organization.
* Respect the confidentiality of sensitive information known due to board service
* Treat our staff and contractors with respect, fairness and good faith, and to provide conditions of employment/engagement that safeguard their rights and welfare.
* Show commitment to cooperation, collaboration and partnership with soybean organizations which represent the farmers and our membership.
* Promote continuous improvement in the accountability, transparency, ethical conduct and the effectiveness of U.S. Soybean Export Council.

We are committed to:

* Use of board time, facilities, equipment, and/or supplies for board purposes only.
* The policy prohibiting the board from receiving or accepting money or any other considerations from anyone or any organization other than the Board – not including salary derived from one’s primary employment – for the performance of duties as a Director, unless approved by USDA.
* The policy prohibiting the board from receiving or accepting anything of value from anyone who is doing or seeking to do business with the board concerned under circumstances from which it reasonably could be inferred that the item was intended to influence the officer in an official action as an officer of the government.
* Not engaging in unauthorized commitments or promises of any kind purporting to bind the Board, or Committees.
* Avoiding preferential treatment to any private organization or individual.

The Code of Ethics will be distributed during orientation to the Directors and staff.

Adhere to the USSEC Values Core Values:

* + USSEC’s Mission is to maximize the use of U.S. soy internationally by meeting the needs of our stakeholders and global customers. We are able to support and achieve this mission by adhering to a set of guiding principles and beliefs. Our overarching commitment is to always act honorably, responsibly and with integrity.
  + The USSEC team is governed by core values that have been approved by the USSEC Board of Directors. These values shape our culture and define the very character of our organization. They guide how we behave and make decisions.
    - Delver World Class Performance – We aim to deliver world class services to our clients, the customers of US soy and our teammates. We act honorably as advocates for U.S. soybean growers. We perform with diligence and perseverance, challenging ourselves to exceed expectations
    - Act Responsibly – We act with integrity in an open and honest manner in all of our relationships. We are good stewards of our resources and recognize that the disciplined management of assets is paramount to our operation. We are ethical, transparent and fiscally responsible. Foster Our Diversity – We operate in over 70 counties. We help our teammates, and the communities in which we live and work, reach their full potential. We respect every individual and believe that our diverse backgrounds and experiences make us stronger.
    - Trust Our Team – We believe that the best outcomes are achieved with teamwork. When we work together with trust, shared ownership and accountability, we all succeed.

(approved by USSEC Board of Directors, 2/28/2017)