

STOUT SIGN COMPANY ETHICS POLICY

Stout's policy and practice is to conduct business lawfully and ethically. As a condition of employment, each of us has an obligation to act fairly and honestly at all times. Such commitment to ethical conduct as an institution and as an employee is fundamental in the business sector. Stout intends to have all officers and employees conduct themselves in a way that demonstrates uncompromising ethical standards in all of their dealings with customers, suppliers, the government, the public and each other.

PRIVACY...Each employee has a responsibility to protect the privacy of all communications and to guard against intrusions by others. All inquiries received from outside sources or agencies should be processed in accordance with applicable laws and Stout policies protecting proprietary information and the privacy of individuals and other special relationships with our employee, customers and suppliers. **PROPRIETARY INFORMATION**...Some of the information handled by employees regarding Stout's products, materials, sales procedures (including customer information), manufacturing processes and business methods is proprietary and intended solely for company purposes. It is a valuable business asset that is confidential and must be protected. Unauthorized disclosure could destroy its value to Stout and give an unfair advantage to others.

This information may include trade secrets as well as such confidential and patented information as products; engineering and manufacturing information; customer lists; Stout policies and procedures; and financial information, including operating results, budgets and other financial plans and systems. It may concern new development projects, marketing plans, or personal data. It should also be clear that Stout does not expect or want any employee to disclose trade secrets or confidential information obtained during previous employment in violation of any obligation to others.

CONFLICT OF INTEREST... It should be clear that no employee should have any financial or other relationship with outside suppliers or competitors that might impair or appear to impair independence of judgment on behalf of the company. It is important to avoid any "conflict of interest" in business relationships as well as personal activities within the community.

Gifts, loans or other compensation or unusual hospitality that could influence actions should not be accepted or solicited. Our policy-covering suppliers are to award business solely on merit without favoritism, and at the lowest reasonable price. Likewise, employees should not assist in the design, manufacture, sale, installation or maintenance of competitors' products.