

**STATEMENT OF POLICY ON CODE OF ETHICS
OF
KNIGHTS OF COLUMBUS
M. R. FOUNDATION OF TENNESSEE, INC.
AND KC HELPING HANDS**

It is expected that the Officers, Directors, and employees will fully observe the rules expected of professional, business and fraternal people of honor and probity. Without limiting the generality of the foregoing, such rules require that the Offices, Directors and employees of the M. R. Foundation of Tennessee and KC Helping Hands Inc. will not:

1. Have any material interest or affiliation, which is, or is likely to conflict with their official duties.
2. Have or any family member have any financial connection of any kind with any business entity or individual that furnished goods or services to the M. R. Foundation of Tennessee, Inc. or KC Helping Hands during the past three years.
3. Represent the M. R. Foundation of Tennessee, Inc. or KC Helping Hands in any negotiations or business dealings with any person or business entity in which they or a family member have any financial interest or investment.
4. Knowingly compete with the M. R. Foundation of Tennessee Inc. or KC Helping Hands in the disposition or sales of any property or in any manner that might be to the detriment of the M. R. Foundation of Tennessee, Inc. or KC Helping Hands.
5. Accept Gifts or Articles of value from persons or business entities that provide goods or services to the M. R. Foundation of Tennessee, Inc. or KC Helping Hands.
6. Derive any personal financial benefit by use of any property or privileges belonging to the M. R. Foundation of Tennessee, Inc. or KC Helping Hands unless specifically approved by the M. R. Foundation of Tennessee, Inc. or KC Helping Hands.
7. Hire any family member to accomplish any M. R. Foundation of Tennessee, Inc. or KC Helping Hands.
8. Be an Officer or Director on any Board, which is the direct beneficiary of or is represented by the M. R. Foundation or KC Helping Hands unless specifically approved by the M. R. Foundation of Tennessee, Inc. or KC Helping Hands.
9. Fail to disclose to the Officers of the M. R. Foundation of Tennessee, Inc. or KC Helping Hands any conflict of interest that may arise between themselves and the M. R. Foundation of Tennessee, Inc. or KC Helping Hands.
10. Fail to obey all rules and laws of the Knights of Columbus or fail to notify the M. R. Foundation of Tennessee, Inc. or KC Helping Hands of forfeiture of good standing in the Order unless an employee is not a member of the Order.

Adopted by the Board of Directors of the M. R. Foundation of Tennessee, Inc. and KC Management on January 7, 1994.

Revised and approved on April 8, 2000.