	STANDARD OPERATING PROCEDURE	ETHICS PART OF CORPORATE STANDARDS
Page 1 of 6	JUNE 8, 2006	S.O.P. 071A Ethics Exerpt

1. CODE OF ETHICS AND BUSINESS CONDUCT FOR EMPLOYEES, OFFICERS AND DIRECTORS

Leo Alarie and Sons Limited expect the highest possible ethical conduct from its employees, officers and directors. They are expected to participate in and foster a culture of transparency, integrity and honesty in our Company. Each director, officer and employee is required to review this Code on an annual basis and on an as-required basis to be aware and remain aware of the applicable standards set forth herein. Certain personnel designated by the President shall be required to confirm their receipt and understanding of this Code on no less than an annual basis.

This Code provides rules and procedures to help our Company's employees, officers and directors recognize and respond to situations that present ethical issues. For guidance with respect to issues not addressed in this Code, employees are directed to our current manuals which set forth our Company's policies on a wide range of issues that arise in the course of service with our Company, including, but not limited to, Nondisclosure and Confidentiality, Company Resources and E-mail and Internet Acceptable Use Policies. For other questions not addressed by our Company's written policies, employees are also directed to our Company's human resources department. Your full compliance with this Code is mandatory and those who violate the standards in this Code may be subject to disciplinary action, including but not limited to, termination of employment with our Company.

Conflicts of Interest


As an employee, director or officer of our Company, it is imperative that you avoid conflicts of interest. A conflict of interest arises when a person takes action or enters into relationships that oppose the interests of our Company or that interfere with the person's performance or independent judgment when carrying out his or her Company duties. You may not exploit your position or relationship with our Company for the purpose of obtaining personal gain. You shall take every reasonable step to promptly disclose to your supervisor or the human resources department any business or financial interest or relationship of any employee which might interfere with the ability of the employee to pursue the best interests of our Company. For example, it may be a conflict of interest if you:

- Cause our Company to engage in business transactions with relatives or friends;
- Use non-public Company, customer or vendor information for personal gain by you, relatives or friends;
- Have more than a modest financial interest in our Company's vendors, clients or competitors;
- Receive a loan, or guarantee of any obligation, from a third party as a result of your position at our Company; or
- Compete, or prepare to compete, with our Company while still employed by our Company.

There are other situations in which a conflict of interest may arise. If you have concerns about any situation, follow the steps outlined in the Section entitled "Reporting Violations". Engaging in any conduct that is a conflict of interest is strictly prohibited.

Gifts, Bribes and Kickbacks

Other than for modest gifts given or received in the normal course of business (including travel or entertainment), neither you nor your relatives may give gifts to, or receive gifts from our Company's clients or vendors. Other gifts may be given or accepted only with prior approval of your senior supervisor or our Company's management and in no event should you put our Company or yourself in a position that would be embarrassing if the gift was made public. Dealing with government employees is often different than dealing with private persons. Many

	STANDARD OPERATING PROCEDURE	ETHICS PART OF CORPORATE STANDARDS
Page 2 of 6	JUNE 8, 2006	S.O.P. 071A Ethics Exerpt

governmental bodies strictly prohibit the receipt of any gratuities by their employees, including meals and entertainment. You must be aware of and strictly follow these prohibitions.

Any employee, director or officer who pays or receives bribes or kickbacks may be immediately terminated and reported as warranted, to the appropriate authorities. A kickback or bribe includes any item intended to improperly obtain favourable treatment, including a bribe to guarantee that our Company will use the services of a particular vendor.

Improper Use or Theft of Property

Every director, officer and employee must safeguard our Company's property from loss or theft, and may not take such property for personal use. Company property includes confidential information, software, computers, office equipment and supplies. You must appropriately secure all Company property within your control to prevent its unauthorized use. Directors, officers and employees may make certain, limited non-business use of our Company's electronic communications systems, provided that such use: (i) is occasional; (ii) does not interfere with the person's responsibilities to our Company; (iii) does not diminish productivity; and (iv) does not violate this Code, our Company's current manuals or other Company policies then in effect.

Protection of our Company, Customer and Vendor Information

You may not use or reveal Company, customer or vendor confidential or proprietary information to others. Additionally, you must take appropriate steps – including securing documents, limiting access to computers and electronic media, and proper disposal methods – to prevent unauthorized access to such information. Proprietary and/or confidential information, among other things, includes: business methods, pricing and marketing data, strategy, computer code (source and object), screens, forms, experimental research, information about, or received from, our Company current, former and prospective customers, vendors and employees.

Gathering Competitive Information


You may not accept, use or disclose the confidential information of our competitors. If you obtain confidential competitive information, you must not violate our competitors' rights to confidential use of such information. Particular care must be taken when dealing with competitors' customers, former customers and former employees. Never ask for confidential or proprietary information. Never ask a person to violate a non-compete or non-disclosure agreement. If you are uncertain as to your compliance responsibilities, the human resources department can assist you.

Fair Dealing

An exhaustive list of unethical practices cannot be provided. Instead, our Company relies on the judgment of each individual to avoid such practices. No Company employee, director or officer should take unfair advantage of anyone, including our Company's customers, suppliers, competitors and employees, through manipulation, concealment, abuse of privileged information, misrepresentation, or any other unfair dealing practice.

Fair Competition and Antitrust Laws

Our Company must comply with all applicable fair competition and antitrust laws. These laws attempt to ensure that businesses compete fairly and honestly and prohibit conduct seeking to reduce or restrain competition. If you are uncertain whether a contemplated action raises unfair competition or antitrust issues, the human resources department or the President can assist you.

	STANDARD OPERATING PROCEDURE	ETHICS PART OF CORPORATE STANDARDS
Page 3 of 6	JUNE 8, 2006	S.O.P. 071A Ethics Exerpt

Securities Trading

It is usually illegal to buy or sell securities using material information not available to the public. Persons who provide such undisclosed “inside” information to others may be as liable as a person who trades securities while possessing such information. Securities laws may be violated if you, or any relatives or friends trade in securities of any of our Company’s clients or vendors while possessing inside information. If you are uncertain as to your compliance responsibilities, the human resources department or the President can assist you.

Retention of Business Records


Our Company business records must be maintained for the periods specified in our Company’s file storage policy or the more specific policies of a business unit. Records may be destroyed only at the expiration of the pertinent period. In no case may documents involved in a pending or threatened litigation, government inquiry or under subpoena or other information request, be discarded or destroyed, regardless of the periods specified in the file storage policy. In addition, you may never destroy, alter, or conceal, with an improper purpose, a record or otherwise impede any official proceeding, either personally, in conjunction with, or by attempting to influence, another person.

Books and Records, Accurate Periodic Reports and Financial Statements

Our Company requires that all its books and records be maintained accurately and honestly. This requires that no fund, asset, liability, revenue or expense be concealed or incompletely recorded for any purpose. All entries must be supported by documentation adequate to permit the books and records to be verified by audit. Proper accounting requires not only careful compliance by our Company’s internal auditors, but also the cooperation of all employees who are involved in keeping financial records of any type.

Full, fair, accurate, timely and understandable disclosures in our Company’s periodic reports to internal and governmental authorities are legally required and are essential to the success of its business. You should exercise the highest standard of care in contributing to or preparing such reports in accordance with the following guidelines:

- All our Company’s accounting records, as well as reports produced from those records, must be in accordance with the laws of each applicable jurisdiction.
- All records must fairly and accurately reflect the transactions or occurrences to which they relate.
- All records must fairly and accurately reflect, in reasonable detail, our Company’s assets, liabilities, revenues and expenses.
- Our Company’s accounting records must not contain any false or intentionally misleading entries.
- No transactions should be intentionally misclassified as to accounts, departments or accounting periods.
- All transactions must be supported by accurate documentation in reasonable detail and recorded in the proper account and in the proper accounting period.
- No information should be concealed from the internal authorities or the independent auditors, who shall have unrestricted access to all documents and records.
- You shall cooperate fully with internal and external auditors to gather information as requested, explain processes, and suggest possible improvements.
- Compliance with our Company’s system of internal accounting controls is required.

	STANDARD OPERATING PROCEDURE	ETHICS PART OF CORPORATE STANDARDS
Page 4 of 6	JUNE 8, 2006	S.O.P. 071A Ethics Exerpt

- You must disclose and explain any background or “side arrangements” or other understandings connected to any agreement, contract or Company undertaking which may not be clearly ascertainable from the face of a relevant written document.

If you have knowledge of any unreported or improperly reported financial activity you should report the information to the Controller or the President.

Compliance with Law and Reporting Violations

You are expected to comply with both the letter and spirit of all applicable governmental laws, rules and regulations. If you fail to comply with this Code and/or with any applicable laws, you may be subject to disciplinary measures, up to and including immediate discharge from our Company without any defence or precedent being considered. Whenever an applicable law, rule or regulation is unclear or seems to conflict with either another law or any provision of this Code, you are urged to seek clarification from your supervisor, the appropriate compliance official or the human resources department.

Our Company encourages all employees to talk to their supervisors, managers and human resources department when in doubt about the proper course of action. If you believe that you witnessed or know of a violation of laws, rules, regulations, or this Code, you should report the violation(s) to the appropriate person within our Company. Retaliation for the report of misconduct that was made in good faith by an employee is against our Company’s policy. However, you may be required to cooperate in any internal investigations of misconduct.


Compliance Resources

In some situations, you may be uncertain how to proceed in compliance with this Code. This uncertainty may concern the ethical nature of your own acts or your duty to report the unethical acts of another. When determining the proper course of action, you should carefully analyze the situation and seek guidance from your supervisor or other appropriate personnel in accordance with the following four steps:

1. *Gather all the facts.* Do not take any action that may violate the Code until you have gathered all the facts that are required to make a well-informed decision and, if necessary, you have consulted with your supervisor or the human resources department.
2. *Ask whether the action is illegal or contrary to the Code.* If the action is illegal or contrary to the provision of this Code, you should not carry out the act. If you believe that the Code has been violated by an employee, an officer or a director, you must promptly report the violation in accordance with the procedures set forth herein.
3. *Discuss the problem with your supervisor.* It is your supervisor’s duty to assist you to comply with this Code. Feel free to discuss the situation with your supervisor if you have any questions. You will suffer no retaliation for seeking such guidance.
4. *If necessary, seek additional resources.* Your manager is available to speak with you about problematic situations if you do not feel comfortable approaching your direct supervisor. Alternatively, contact the human resources department to assist with the reporting of such matters.

Reporting Violations

Your conduct can reinforce an ethical atmosphere and positively influence the conduct of fellow employees. If you are powerless to stop suspected misconduct or discover it after it has occurred, you must report it to the appropriate level of management at your location. Misconduct cannot be excused because it was directed or requested by another. In this regard, you are expected to alert management whenever an illegal, dishonest or unethical act is discovered or suspected.

	STANDARD OPERATING PROCEDURE	ETHICS PART OF CORPORATE STANDARDS
Page 5 of 6	JUNE 8, 2006	S.O.P. 071A Ethics Exerpt

Your calls, detailed notes and/or e-mails will be dealt with confidentially, although there may be a point where your identity may become known or have to be revealed in the course of an investigation or to take corrective action. You have the commitment of our Company and the Audit Committee of our Company's Board of Directors, which includes an independent director, that you will be protected from retaliation for your good faith actions.

Waivers

Our Company expects you to comply with the provisions of this Code. Any waiver of this Code for officers or directors may be made only by the Board of Directors and will be promptly disclosed as required by law, rule or regulation. When necessary, a waiver will be accompanied by appropriate controls designed to protect our Company.

Disciplinary Action

Our Company has implemented the following disciplinary policies to ensure that prompt and consistent actions are taken in response to violations of this Code:


1. *Range of Penalties.* All violations of this Code will be treated seriously and will result in the prompt imposition of penalties which may include; (i) an oral or written warning; (ii) a reprimand; (iii) suspension; (iv) termination; and/or, (v) restitution. When required, violations may also be reported to the appropriate regulatory agencies or other authorities.
2. *Disciplinary Process.* The penalty for a particular violation will be decided on a case-by-case basis and will depend on the nature and severity of the violation as well as the person's history of non-compliance and cooperation in the disciplinary process. Significant penalties will be imposed for violations resulting from intentional or reckless behaviour. Penalties may also be imposed when a person fails to report a violation due to the person's indifference, deliberate ignorance or reckless conduct. Where there is credible evidence of a violation, the President will determine appropriate sanction.
3. *Consistent Enforcement.* All employees, officers and directors will be treated equally with respect to the imposition of disciplinary measures. Pursuant to this policy, all persons will be subject to the same disciplinary action for the commission of the same or similar offence.

Conclusion

In the final analysis you are the guardian of our Company's ethics. While there are no universal rules, when in doubt ask yourself:

- Will my actions be ethical in every respect and fully comply with the law and with our Company's policies?
- Will my actions have the appearance of impropriety?
- Will my actions be questioned by my supervisors, fellow employees, clients, family and the general public?
- Am I trying to fool anyone, including myself, as to the propriety of my actions?

If you are uncomfortable with your answer to any of the above, you should not take the contemplated actions without first discussing them with your manager. If you are still uncomfortable, please follow the steps outlined above in the Section entitled "Reporting Violations".

	<p align="center">STANDARD OPERATING PROCEDURE</p>	<p align="center">ETHICS PART OF CORPORATE STANDARDS</p>
<p align="center">Page 6 of 6</p>	<p align="center">JUNE 8, 2006</p>	<p align="center">S.O.P. 071A Ethics Exerpt</p>

Any person who ignores or violates any of our Company's ethical standards, and any manager who penalizes a subordinate for trying to follow these ethical standards, may be subject to corrective action, including immediate dismissal. However, it is not the threat of discipline that should govern your actions. Our Company expects you to share its belief that a dedicated commitment to ethical behaviour is the right thing to do and is good business, as well as being the surest way for our Company to remain a world class organization.

IF PRINTED THIS DOCUMENT BECOMES UNCONTROLLED