

**ADDUS HOMECARE CORPORATION  
CODE OF BUSINESS CONDUCT AND ETHICS**

(Available online at <http://www.addus.com>)



Dear Addus employees, officers and directors:

We encourage you to conduct yourself everyday in a way that helps us maintain an outstanding reputation in the communities we serve. Nevertheless, this written Code should serve as a reference source for employees, officers and directors, especially in situations where it may be difficult to determine the proper action. Additional guidance is also provided in the Company's employee manuals and handbooks.

You should keep in mind these important considerations when reading this Code:

- The Code should be applied both in letter and in spirit.
- This Code should be considered together with any applicable laws and regulations, as well as any of our applicable policies and procedures.
- The Code applies to all of our employees, officers and directors of Addus HomeCare Corporation and its subsidiaries regardless of where they work or their positions in the overall organization.
- If you become aware of any possible violation of this Code or of any Company policy or legal requirement, it is your duty to report the possible violation. We will not tolerate retaliation against anyone for such reporting.
- Anyone who does not comply with this Code, as well as with our other policies and procedures, may be disciplined up to and including termination. Violations of the standards outlined in this Code also could result in criminal penalties, civil liabilities or both.

We will take steps to communicate the provisions of this Code and our other policies and procedures to our workforce through periodic training programs and the dissemination of other information. Your commitment to this Code is required. If you have questions about this Code or the proper course of action to take in a particular situation, ask your immediate supervisor or the Compliance Officer specified below for direction. We may modify the Code from time to time, so please be alert to notices relating to changes.

### **Principal Executive Officer and Other Senior Financial Officers**

This Code contains additional standards of conduct for our Chief Executive Officer, Chief Financial Officer, Controller and principal accounting officer. These can be found under the section entitled "Supplemental Standards for Principal Executive Officer and Other Senior Financial Officers."

### **REPORTING VIOLATIONS**

If you are aware of a possible violation of this Code, or any other Company policy or legal requirement, please report that possible violation to us. There are several options available to you if you need to make a report:

***You can speak with your supervisor.*** We encourage you first to contact your immediate supervisor, who is in turn responsible for informing the Compliance Officer of any concerns raised.

***You can call our compliance hotline.*** If for whatever reason you feel uncomfortable about communicating a concern to your supervisor, you can call the Compliance Hotline at (800) 259-4514, anytime, 24 hours a day, 7 days a week. The Compliance Hotline goes to a private voicemail box that can only be accessed by the Compliance Officer. The call will not be traced and your anonymity will be preserved up to the limits of the law, if you wish to remain anonymous (although you are always free to leave your name and contact information). All relevant reports will be investigated or referred to appropriate management personnel for resolution.

***You can submit through our web site.*** You may submit concerns online, at <http://www.addus.silentwhistle.com>, at any time. Concerns submitted through this web site are forwarded directly to our Compliance Officer. Web site submissions will remain anonymous, if you wish to remain anonymous (although you are always free to leave your name and contact information). All relevant reports will be investigated or referred to appropriate management personnel for resolution.

If you report a possible violation, regardless of the method that you use to make the report, it is important that you provide as much detail as possible, including names, dates, times, locations and the specific conduct in question. Only with sufficient specific information can we adequately investigate the reported action.

Your submission of information will be treated in a confidential manner to the extent reasonably possible. Please note, however, that if we investigate the activities you have reported, it may be impossible for us to maintain confidentiality as to the fact of the report or the information reported.

We reserve the right to take appropriate disciplinary action with respect to false reports and reports that an employee reasonably should know are groundless.

If you believe that you have been subjected to any action that violates this policy, you may file a complaint with your supervisor, the Compliance Officer or the Human Resources Contact specified below. If it is determined that you experienced any improper employment action in violation of this policy, we will take corrective action.

## **INVESTIGATIONS AND ENFORCEMENT**

Reports of possible violations of the Code will be collected, reviewed and processed by the Compliance Officer or his or her designee. The Compliance Officer may refer reports submitted, as he or she deems appropriate or as required under the directives of the Board of Directors, to the Board or an appropriate committee of the Board. Any reports submitted that involve our accounting, auditing and internal auditing controls and disclosure practices will be presented directly to the Audit Committee of the Board of Directors on a periodic basis, unless immediate attention by the Audit Committee is warranted.

We will investigate reports of possible violations of the Code and, if we substantiate a violation of the Code, we may take disciplinary action, including appropriate sanctions for the individual(s) involved, up to and including termination of employment. Any executive officer or

director believed to have participated in a possible violation shall not be permitted to participate in any investigation or recommendation for disciplinary action or sanctions.

Violations of the Code that may also constitute illegal conduct shall be addressed, which may include making a report to civil or criminal authorities for further action. In addition, we may, under certain circumstances, be required to disclose violations of the Code to our shareholders. We may also from time to time conduct reviews to assess compliance with the Code.

## **WAIVERS**

In certain extraordinary circumstances, a waiver of the provisions of the Code (other than matters required by law) may be granted. Contact the Compliance Officer if you believe special circumstances warrant a waiver of any provisions of the Code. Any waiver of the Code for any Senior Financial Officer (defined below), executive officer or director may be made only by the Board of Directors or a duly authorized committee thereof. To the extent required by law or applicable stock market rules, any such waivers for senior financial officers, executive officers or directors shall be disclosed publicly.

## **COMPLIANCE WITH LAWS, RULES AND REGULATIONS**

It is our policy that business shall be conducted in accordance with all applicable laws and in a manner that reflects a high standard of ethics. We are engaged in a highly regulated business, and as such, the laws and regulations applicable to us are far-reaching and complex. The following standards are intended to provide you with guidance to assist you in your obligation to comply with applicable laws, rules and regulations. These standards are neither exclusive nor complete, and in order to comply with law, you should learn enough about the laws that affect your position to identify potential issues and to obtain proper guidance on the correct way to proceed and to know when and where to seek advice. Additional Company policies and rules can be found in our employee handbook and others may be published from time to time.

For additional guidance, or if questions regarding the existence, interpretation or application of any law, rule or regulation arise, please contact your supervisor or the Compliance Officer.

### ***Antitrust Laws***

All employees must comply with applicable antitrust and similar laws that regulate competition where we operate. Examples of conduct prohibited by such laws include:

- agreements to fix prices, bid rigging, market allocation and collusion (including price sharing) with competitors;
- boycotts, certain exclusive dealing arrangements and price discrimination agreements; and

- unfair trade practices, including bribery, misappropriation of trade secrets, deception, intimidation and similar unfair practices.

In addition to disciplinary action under this Code, violations of antitrust laws may subject the Company to substantial penalties and may lead to civil and criminal prosecution of employees violating these laws.

Remember that any contact with a competitor is hazardous and could be illegal. Illegal agreements are often proved with evidence of "small talk," "casual discussions" and "harmless" exchanges of business information. Avoid such discussions, whether they occur in a large, formal group or in a social setting following a trade association meeting. If a competitor raises such a topic or any other matter that you believe might violate the antitrust laws or Addus policy, you must immediately and firmly decline to discuss it. You should then promptly notify our Compliance Officer of such an event.

### ***Health Care AntiKickback and Referral Laws***

We expect our employees to refrain from conduct that may violate federal and state laws governing patient referrals, health care financial relationships and participation in federal and state health care benefit programs. The federal anti-kickback law prohibits any person or entity from offering, paying, soliciting or receiving anything of value, directly or indirectly, (i) inducing the referral of patients covered by Medicare, Medicaid and other federal and state health care benefit programs or (ii) the leasing, purchasing, ordering or arranging for or recommending the lease, purchase or order of any item, good, facility or service covered by these programs. There are many similar state laws. These anti-kickback laws are broad and may apply to some of our activities or our relationships with our consumers or business partners. Federal and state laws also prohibits certain physician referrals to entities in which a physician has a financial interest. If you have any questions about the Anti-kickback or referral laws, please contact the Compliance Officer.

### ***Coding and Billing Compliance***

We are committed to ensuring that our coding and billing practices comply with all federal and state laws, regulations, guidelines and policies. You shall use due care to assure that patient records and reports are prepared and maintained accurately and honestly. All claims submitted to any government or private health care program, individual, department or agency shall be accurate and conform to all pertinent Federal and State laws and regulations. Claims shall accurately reflect services or products that were actually rendered, and you shall use due care to assure that claims are for medically necessary services and are supported by relevant documentation. You should immediately report any billing error, inaccuracy or issue to your supervisor or the Compliance Officer, so that it may be addressed.

### ***Patient Privacy***

We are committed to maintaining the confidentiality of patients' protected health information. You must comply with all applicable HIPAA provisions including those provisions that regulate the privacy, security and electronic transmission of health information. In addition,

other state and federal laws also govern the collection, storage, dissemination, transfer, use, access to and confidentiality of personal information and patient health information. You must comply with all provisions of these laws, including the privacy, security and electronic transmission of health and other personal information. Addus employees shall only use and disclose (or refrain from disclosing) protected health information as allowed by law. It is also our policy to adhere to the established uniform standards relating to data reporting, formatting and coding that HIPPA covered entities must use in conducting certain health care transactions. Please see our HIPAA manual for specific guidance regarding the use and disclosure of protected health information.

### ***Environmental Laws***

It is our policy to comply with all applicable environmental laws, rules and regulations, particularly with respect to the disposal of medical waste. Our employees, officers and directors will strive to utilize resources appropriately and efficiently and dispose of waste in accordance with applicable laws, rules and regulations. Any person, who knowingly violates requirements or prohibitions of such laws, including the stated conditions of approved permits, can be subject to civil and criminal fines and penalties.

### ***Discrimination Laws***

We believe the fair and equitable treatment of employees, consumers and payors and other persons is critical to fulfilling our visions and goals. It is our policy to conduct our business, and to recruit, hire, train, promote, assign, transfer, layoff, recall and terminate employees, without regard to the race, color, religion, gender, ethnic origin, sexual orientation, age or disability of such person or any other classification protected by applicable law. It is our policy to recruit, hire, train, promote, assign, transfer, layoff, recall and terminate employees based on their own ability, achievement, experience and conduct and other legitimate business reasons. In addition, we will not tolerate sexual harassment or other harassment based on race, religion, gender, age, national origin, sexual preference, disability or any other protected or personal characteristic.

Employees should report allegations of harassment or discrimination immediately upon their occurrence to the Human Resources Contact or the Compliance Officer. Reported allegations of harassment or discrimination will be investigated in accordance with applicable laws and human resources policies. Employees are expected to seek advice from the Human Resources Department when confronted with business decisions involving a risk of violation (or even the potential appearance of violation) of these laws. See our Administrative Policy and Procedure for further details.

### ***Insider Trading***

The purchase or sale of our securities while aware of material nonpublic information about us, or the disclosure of material nonpublic information to others who then trade in our securities, is prohibited by us and by the federal securities laws. Our Board of Directors has adopted an insider trading policy that applies to all directors, officers and other employees. You should review the insider trading policy carefully and follow the policies and procedures

described therein. Failure to comply with our insider trading policy may subject a violator to Company-imposed sanctions, up to and including termination for cause, whether or not the failure to comply results in a violation of law. For specific information regarding this subject matter, please see our Insider Trading Policy, or you can direct specific questions and concerns to our Compliance Officer.

### ***Political Process***

You shall comply with all laws, rules and regulations governing campaign finance and lobbying activities and shall not engage in any conduct that is intended to avoid the application of such laws to activities undertaken on our behalf. In addition, executive officers shall monitor compliance with lobbyist registration and disclosure requirements by all individuals who act on our behalf.

## **CONFLICTS OF INTEREST**

A "conflict of interest" occurs when an individual's private interest interferes in any way, or even appears to interfere, with our interests as a whole. A conflict of interest situation can arise when an employee, officer or director takes actions or has interests that may make it difficult to perform his or her Company work objectively and effectively. Conflicts of interest also arise when an employee, officer or director, or a member of his or her family, receives improper personal benefits as a result of his or her position with us.

In addition to the general need to prevent conflicts of interest, we are also subject to laws and regulations strictly controlling contractual and other relationships with referral sources. Such matters are discussed in more detail in our specific corporate policies.

You should not have any business, financial, civic or professional interest outside the Company that in any way conflicts with your ability to perform your duties at Addus with undivided loyalty, unless our Compliance Officer or Chief Executive Officer expressly consents to such interest. In the case of conflicts where the amount involved may exceed \$120,000, the conflict must be approved by the Audit Committee, or another independent committee of the Board of Directors in the event it is inappropriate for the Audit Committee to review such transaction if there is a conflict of interest. Such transactions will only be approved if they are in, or not inconsistent with, the best interest of the Company, as determined by the Audit Committee or such other committee determines in good faith in its sole discretion. If you find that there is any such conflict that must be disclosed that has not previously been approved by the Audit Committee or such other committee, then it is your duty to bring such conflict to the attention of the Compliance Officer. Notwithstanding the foregoing, compensatory transactions will be ratified by the Compensation Committee. In addition, you must communicate to the Compliance Officer any material transaction or relationship that reasonably could be expected to give rise to a conflict of interest.

While not all inclusive, the following will serve as a guide to the types of activities that might cause conflicts of interest:

### ***Outside Financial Interests***

- Conducting business, not on our behalf, with any Addus payor, consumer, contractor, referral source or agency, or any of their directors, officers or employees.
- Representation of us by a director, officer or employee in any transaction in which he or she, or a family member, or any entity controlled by the such person, has a substantial personal interest.
- Disclosure or use of confidential, special or inside information of ours or about us, particularly for personal profit or advantage of the director, officer or employee, or a family member of such person.
- Competition with us by a director, officer or employee, directly or indirectly, in the purchase, sale or ownership of property or services or business investment opportunities.

### ***Services for Competitors, Payors, Consumers and Suppliers***

You may not perform work or render services for any competitor of ours or for any organization or individual with which we do business or which seeks to do business with us, outside of the normal course of your service or employment with us, without the approval of the Compliance Officer or our Board of Directors or a proper committee thereof (for executive officers, Senior Financial Officers or directors). You may not be a director, officer or consultant of such an organization or individual, nor permit your name to be used in any fashion that may indicate a business connection with such organization or individual without such approval. This prohibition extends to benefits, loans (including loan guarantees) and other forms of compensation.

### ***Participation on Boards of Directors/Trustees***

- In order to avoid any conflict of interest, or appearance of a conflict, that could arise from service by an employee of ours as a director of another organization, employees and officers must obtain approval from the Compliance Officer prior to serving as a member of the board of directors or trustees of any business, trade or community organization, and directors must provide notice to the Compliance Officer prior to serving as a member of the board of directors or trustees of any business, trade or community organization.
- We retain the right to prohibit membership by officers or employees on any board of directors/trustees where such membership might conflict with our best interests.
- You must disclose all board of directors or trustees activities in your Conflict of Interest Disclosure Statement, attached to this policy.

### ***Family Members, Controlled Entities and Close Personal Relationships***

You may not use personal influence to direct our business to an entity in which any family member or friend has an interest. You should disclose to the Compliance Officer any interest held by any such person in any entity doing business with us, including interests held by their immediate family, except for ownership of less than 1% of a public corporation. In addition, you are required to disclose any other arrangements such as consulting or part-time employment arrangements or other dealings with such an entity. The employment of any member of your family or any friend by such entity must also be disclosed. It should be understood that such information shall not be regarded by its nature as undue or special influence, but is to be disclosed to allow us to determine if any undue or special influence could appear to be involved and in deciding what action we should take to safeguard our interests and the best interests of our stockholders.

### ***Investments***

You may not allow your personal investments to influence, or appear to influence, your independent judgment on behalf of the Company. You must disclose to the Compliance Officer if you or any family member owns any interest in any corporation or entity that directly or indirectly competes with the Company or any division or affiliate of the Company. Any holdings of less than 1% in a public corporation whose stock is regularly traded on a stock exchange need not be reported; however, interests held in excess of that amount or in any private entity by you or your immediate family must be so disclosed. If there is any doubt about how an investment might be perceived, it should be disclosed to the Compliance Officer.

### ***Gifts***

You may not accept kickbacks, lavish gifts or gratuities, which may include entertainment or travel. You may accept items of nominal value, such as small promotional items bearing another company's name. You may not accept anything that might make it appear that your judgment would be compromised. In some situations, it would be impractical or harmful to refuse or return a gift. When this happens, discuss the situation with the Compliance Officer.

Some business situations call for giving gifts. Our gifts must be legal, reasonable, and approved by management. You may never pay bribes or provide any cash or cash equivalents to any person. You may not provide any gift prohibited by law, Company policy or the policy of the recipient's organization. For example, the employees of many governmental entities around the world are prohibited from accepting gifts. If in doubt, check first.

Special rules govern the giving of gifts to or receipt of gifts from referral sources. We are subject to laws and regulations strictly controlling contractual and other relationships with sources of referrals or recipients of referrals. Specific Company policies govern these practices and supersede the general policies regarding gifts noted above. Please contact your supervisor or the Compliance Officer for copies of such specific policies.

## ***Entertainment***

In general, you may accept entertainment that is reasonable in the context of the business and that advances the Company's interests. For example, accompanying a business associate to a local cultural or sporting event, or to a business meal, would in most cases be acceptable. Entertainment that is lavish or frequent may appear to influence one's independent judgment on our behalf. Accepting entertainment that may appear inappropriate should be discussed with management in advance of accepting such entertainment.

Special rules govern entertainment provided by or to referral sources. We are subject to laws and regulations strictly controlling contractual and other relationships with referral sources. Specific Company policies govern these practices and supersede the general policies regarding entertainment noted above. Please contact your supervisor or the Compliance Officer for copies of such specific policies.

## ***Travel***

In general, employees, officers and directors may accept transportation and lodging provided by a third party, if the trip is for business and is approved in advance by the individual's supervisor.

Special rules govern travel provided by or to referral sources. We are subject to laws and regulations strictly controlling contractual and other relationships with referral sources. Specific Company policies govern these practices and supersede the general policies regarding travel noted above. Please contact your supervisor or the Compliance Officer for copies of such specific policies.

## **CORPORATE OPPORTUNITIES**

Employees, officers and directors owe a duty to us to advance our legitimate interests when the opportunity to do so arises. To the extent officers or employees learn of a business opportunity that is within our existing or proposed lines of business, they should inform their supervisor or the Board of Directors, as appropriate, of the business opportunity and refrain from personally pursuing the matter until such time as we decide to forego the business opportunity. To the extent a director is approached in his or her capacity as a director of the Company regarding a business opportunity that is within our existing or proposed lines of business, he or she should inform the Board of Directors. You are prohibited from:

- taking for yourself or your family members opportunities related to our business;
- using our property or information or your position for personal gain; or
- competing with us for business opportunities.

Certain activities, such as opportunities that come to a director in his or her individual capacity where the Company does not have an interest in the opportunity, opportunities that are not within the Company's lines of business or proposed future lines of business or transactions with a competitor that are not within the Company's lines of business or proposed future lines of

business may not be a usurpation of a corporate opportunity. If you are unsure of whether a corporate opportunity needs to be reported, please discuss the matter with the Compliance Officers. In the case of directors, if the disinterested members of our Board of Directors determines that we will not pursue a related business opportunity, then a director may pursue such opportunity. Officers and employees should refer questions regarding the appropriate course of action to the Compliance Officer before taking any action.

## **PROTECTION AND PROPER USE OF COMPANY ASSETS**

All employees, officers and directors shall strive to preserve and protect our assets and resources and to promote their efficient use. The standards set forth below are intended to guide employees, officers and directors by articulating our expectations as they relate to activities or behaviors that may affect our assets.

### ***Personal Use of Corporate Assets***

Theft, carelessness and waste have a direct impact on our profitability. You may not convert our assets to personal use. Our property should be used for Addus' legitimate business purposes and our business shall be conducted in a manner designed to further Addus' interest rather than the personal interest of an individual employee, officer or director. You are prohibited from the unauthorized use or taking of our equipment, supplies, materials or services. All of our assets in the custody of Addus officers or employees are to be returned in acceptable condition upon termination of employment. Directors are to return any of our assets upon the termination of service as a director.

### ***Use of Company Software***

Our employees use software programs for word processing, spreadsheets, data management, and many other applications. Software products purchased by us are covered by some form of licensing agreement that describes the terms, conditions and allowed uses. It is our policy to respect copyright laws and observe the terms and conditions of any license agreements. Do not reproduce our software without prior authorization. Copyright laws impose civil and criminal penalties for illegal reproductions and use of licensed software.

### ***Computer Resources/E-mail***

Our computing resources, which include the electronic mail system, belong to us and not to the employee. They are intended solely for use by employees to conduct Company business and should not be used to conduct personal, private or non-business related communication. The use of the computer systems to make or forward derogatory or offensive remarks about other people or groups is prohibited. E-mail messages should be treated as any other written business communication. Our policies regarding our electronic systems and communications are more fully described in our Computer, E-Mail and Internet Access Policy.

## **CONFIDENTIAL AND PROPRIETARY INFORMATION**

### ***Confidentiality***

Confidential information includes all non-public information that might be of use to competitors, or harmful to us or our consumers, if disclosed. Confidential or proprietary information includes, for example, pricing, technology developed for use by the Company, clinical protocols, financial data, trade secrets and know-how, acquisition and divestiture opportunities, marketing and sales programs and consumer and payor information. Confidential information also includes information that suppliers and consumers have entrusted to us. All information (in any form, including electronic information) that is created or used in support of our business activities is the property of Addus. This Company information is a valuable asset and employees, officers and directors are expected to protect it from unauthorized disclosure. This includes our consumer, payor, business partner and employee data. Federal and state law may restrict the use of such information and impose penalties for impermissible use or disclosure. However, in no instance does confidential information include information that has been publicly disclosed by the Company or information that is generally known by the public.

You must maintain the confidentiality of information entrusted to you by us or our consumers, payors or consultants except when disclosure is properly authorized by the Company or legally mandated. You shall take all reasonable efforts to safeguard such confidential information that is in your possession against inadvertent disclosure and shall comply with any non-disclosure obligations imposed on Addus in its agreements with third parties.

Information pertaining to our competitive position or business strategies, payment and reimbursement information, information relating to negotiations with employees or third parties and other information that could be considered confidential should be protected and shared only with employees having a need to know such information in order to perform their job responsibilities. In addition, you should not discuss confidential work matters with friends, relatives or other non-employees, or in public places, such as elevators, public transportation (including airplanes) or restaurants.

### ***Records Management***

Our corporate records are important assets. Corporate records include essentially everything you produce as an employee, regardless of its format. A corporate record may be in the form of paper, computer tapes, microfilm, e-mail, or voice mail.

We are required by law to maintain certain types of corporate records, usually for a specified period of time. Failure to retain such documents for such minimum periods could subject us to penalties and fines, cause the loss of rights, obstruct justice, place us in contempt of court or place us at a serious disadvantage in litigation. We expect all employees to become familiar with and fully comply with our Record Retention Policy. If you believe documents should be retained beyond the applicable retention period, consult with your supervisor or the Compliance Officer.

## **INTEGRITY OF RECORDS AND COMPLIANCE WITH ACCOUNTING PRINCIPLES**

The preparation and maintenance of accurate and reliable business records is required by law and is of critical importance to our decision-making processes and to the proper discharge of our financial, legal, and reporting obligations. All financial and other business records, including expense accounts, purchase orders, requisitions, bills, payroll, reports to government agencies and other reports, books and records of ours must be prepared with care and honesty. False or misleading entries in such records are unlawful and are not permitted. All corporate funds and assets must be recorded in accordance with generally accepted accounting principles and applicable corporate procedures. No undisclosed or unrecorded corporate funds shall be established for any purpose nor should our funds be placed in any personal or non-corporate account. No director, officer or employee, whatever his or her position, is authorized to depart from our policy or to condone a departure by anyone else.

We maintain a system of internal controls and procedures that we believe provides reasonable assurance that transactions are executed in accordance with management's authorization and properly recorded and that financial records and reports are accurate and reliable. This system includes written policies and procedures. All directors, officers and employees are expected to adhere to these procedures.

Compliance with accounting and internal controls and procedures and auditing procedures is required at all times. We expect for both the letter and the spirit of internal controls and procedures to be strictly adhered to at all times.

## **RELATIONS WITH GOVERNMENT AGENCIES**

Special care must be taken when dealing with government payors. Do not directly or indirectly promise, offer or make payment in money or anything of value to anyone, including a government official, agent or employee of a government, political party, labor organization or business entity or a candidate of a political party or their families, with the intent to induce favorable business treatment or to improperly affect business or government decisions. This policy prohibits actions intended either to influence a specific decision or merely to enhance future relationships. It is also inappropriate in certain circumstances to discuss employment possibilities with government employees while doing business with the government. In short, special care must be taken when dealing with government payors. Contact the Compliance Officer if you have questions concerning compliance with these obligations.

## **SUPPLEMENTAL STANDARDS FOR PRINCIPAL EXECUTIVE OFFICER AND OTHER SENIOR FINANCIAL OFFICERS**

The Board of Directors has established certain supplemental ethical standards for our Chief Executive Officer, Chief Financial Officer, Controller and principal accounting officer (the "Senior Financial Officers"). The Senior Financial Officers must comply with these standards in addition to all of the other standards contained in this Code.

### ***Integrity and Accuracy of Public Disclosures***

The Senior Financial Officers shall take all reasonable steps to provide full, fair, accurate, timely and understandable disclosures in the reports and documents that we file with or submit to the Securities and Exchange Commission and in our other public communications. In the event that a Senior Financial Officer becomes aware of any information that would place in doubt the accuracy or completeness of any such report, document or communication in any material respect, then such officer shall review and investigate such deviation, advise the Board of Directors or the appropriate committee of the Board of Directors regarding the deviation and, where necessary, revise the relevant report, document or communication.

### ***Internal Controls***

Each Senior Financial Officer is responsible for promptly bringing to the attention of counsel and, if necessary, the Audit Committee any credible information of which he or she becomes aware that indicates any significant deficiency in the Company's internal control over financial reporting within the meaning of Section 404 of the Sarbanes-Oxley Act and the SEC's or Public Company Accounting Oversight Board's implementing rules, and/or the Company's disclosure controls and procedures for preparing SEC reports or other public communication as mandated by Section 302 of the Sarbanes-Oxley Act and the SEC's implementing rules, even if a materially inaccurate or incomplete disclosure by or on behalf of the Company has not resulted or is not expected imminently to result from such deficiency.

### ***Accounting Treatment***

Although a particular accounting treatment for one or more of our operations may be permitted under applicable accounting standards, the Senior Financial Officers shall not authorize or permit the use of such an accounting treatment if the effect is to distort or conceal our true financial condition. The accounting standards and treatments utilized by us shall, in all instances, be determined on an objective and uniform basis and without reference to a single transaction or series of transactions and their impact on our financial results for a particular time period. Any new or novel accounting treatment or standard that is to be utilized in the preparation of our financial statements shall be first discussed with the Audit Committee of the Board of Directors and our independent auditors. Additionally, Senior Financial Officers are prohibited from directly or indirectly taking any action to fraudulently influence, coerce, manipulate or mislead the Company's independent registered public accounting firm for the purpose of rendering the financial statements of the Company misleading.

### ***Compliance with Supplemental Standards***

Senior Financial Officers should promptly bring to the attention of the Audit Committee or the full Board of Directors:

- Any matters that could compromise the integrity of the Company's financial reports;
- Any disagreement with respect to any material accounting matter; and

Any violation of this Code or of any law or regulation related to the Company's accounting or financial affairs.

**CONTACTS AND PHONE NUMBERS**

Human Resources Contact..... (630) 296-3470  
Tammy Spialek [tspialek@addus.com](mailto:tspialek@addus.com)

Internal Audit Contact ..... (630) 296-3418  
Michael Manrot [mmanrot@addus.com](mailto:mmanrot@addus.com)

Compliance Hotline ..... (800) 259-4514

Compliance Website..... <http://www.addus.silentwhistle.com>

*This Code is not intended to create, nor does it create, any contractual rights related to employment.*

**CONFLICT OF INTEREST DISCLOSURE STATEMENT**

I, \_\_\_\_\_, disclose to the Board of Directors of Addus HomeCare Corporation that I serve either as an officer or as a member of the Board of Trustees/Board of Directors of the following entities and receive as remuneration for my services the amounts set forth below:

|               |              |                     |
|---------------|--------------|---------------------|
|               |              |                     |
| <u>Entity</u> | <u>Title</u> | <u>Compensation</u> |

Date of Disclosure Statement

Print Name

\_\_\_\_\_  
Signature

I further disclose that I, or a member of my family, holds a direct or indirect ownership interest greater than 1% in assets or stock of the following entities that sell products or services or have contracts with Addus:

|                      |               |                               |   |
|----------------------|---------------|-------------------------------|---|
|                      |               |                               |   |
| <u>Family Member</u> | <u>Entity</u> | <u>Nature and % Ownership</u> | <u>Contact or Nature of Relationship With Addus</u> |

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Date of Disclosure Statement

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Print Name

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Signature

**Certification and Acknowledgement of Receipt  
of Code of Business Conduct and Ethics**

I certify that I have received Addus HomeCare Corporation's Code of Business Conduct and Ethics, and I have read or agree to read the information contained within the Code of Business Conduct and Ethics.

I agree to comply with Addus' Code of Business Conduct and Ethics and Addus' policies and procedures and understand that compliance with these policies is a condition of my continued employment with Addus. I also understand that violation of the Code of Business Conduct and Ethics may lead to disciplinary action up to and including termination of my employment with Addus.

Signature: \_\_\_\_\_

Name (Print): \_\_\_\_\_

Date: \_\_\_\_\_