

**FRED'S, INC.**  
**CODE OF BUSINESS CONDUCT AND ETHICS**

**Introduction**

At Fred's our company promises state that we promise each other teamwork, **mutual respect** and **integrity**. At the foundation of that promise is that we act with mutual respect to each other and with integrity. When we talk about integrity what do we mean? We think of integrity as doing the right thing in a reliable way. It is not always easy, but by doing the right thing for our customers, team members and our Company Fred's is a great place to work.

This code of Business Conduct and Ethics covers a wide range of business practices and procedures to help you know what the right thing to do in different situations is. It does not cover every situation that may arise, but it sets out basic principles to guide you and all employees of Fred's, Inc. and its subsidiaries (the "Company"). All of our employees must conduct themselves accordingly and seek to avoid even improper behavior. This Code should also be provided to and followed by the Company's agents and representatives, including consultants.

If a law conflicts with a policy in this Code, you must comply with the law; however, if a local custom or policy conflicts with this Code, you must comply with the Code. And most importantly, if you don't know what to do, you should ask and raise the question! Questions about this code of conduct can be directed to your Supervisor, Human Resources Department, or our Legal and Compliance Department on how to handle any situation. In addition, the **Company's Handbook and Policy Book** contains additional information concerning how you should conduct yourself.

Those who violate the standards in this Code will be subject to disciplinary action, *if you are in a situation which you believe may violate or lead to violation of this Code, follow the guidelines described in Section 16 of this Code.*

And remember, when we act with integrity and mutual respect for all we make Fred's a better place to be and work.

**1. Compliance with Laws, Rules and Regulations**

Obeying the law, both in letter and in spirit, is an essential component of doing the right thing. All employees must respect and obey the laws, rules and regulations of the cities, states and countries in which we operate. Although not all employees are expected to know the details of these laws, it is important to know enough to determine when to seek advice from supervisors, managers or other appropriate personnel. The Company holds information and training sessions to promote compliance with laws, rules and regulations, including insider-trading laws. We also have resources to help you. Our legal and HR departments can help guide you when you have questions, so please don't hesitate to ask.

## **2. Conflicts of Interest and Related Party Transactions**

A "conflict of interest" exists when a person's private interest interferes in any way with the interests of the Company. A conflict 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 may also arise when an employee, officer or director, or members of his or her family, receives improper personal benefits as a result of his or her position in the Company. Loans to, or guarantees of obligations of, employees and their family members may create conflicts of interest.

It is almost always a conflict of interest for a Company employee to work simultaneously for a competitor, customer or supplier. You are not allowed to work for a competitor as a consultant or board member. You should avoid any direct or indirect business connection with our customers, suppliers or competitors, except on our behalf. Under no circumstances is an employee to deal directly or indirectly with the Company for personal profit, except with the prior approval of the Company's CEO given after full disclosure of all the circumstances.

A "related party transaction" is where the Company and you or any of your family members or an entity in which you or your family members have a significant participation have a business arrangement or relationship outside of your employment with the Company. Examples include a landlord tenant relationship where you lease property to the Company or a vendor relationship in which you provide goods or services to the Company.

Conflicts of interest or related party transactions are prohibited as a matter of Company policy, except as approved by the Board of Directors or the Chief Executive Officer. Conflicts of interest or related party transactions may not always be clear-cut, so if you have a question, you should consult with higher levels of management or the Company's Legal Department. Any employee, officer or director who becomes aware of a related party transaction or conflict or potential conflict should bring it to the attention of the Company's CEO and the Legal Department and consult the procedures described in section 16 of this Code.

Officers and certain other employees of the Company are required to submit an annual statement disclosing actual and potential conflicts of interest or related party transactions.

## **3. Insider Trading**

Employees who have access to material non-public information are not permitted to use or share that information for stock trading purposes or for any other purpose except the conduct of our business. Generally speaking you should treat all non-public information about the Company as confidential information and not disclose it or use it in making decisions to trade in Fred's Inc. stock. To use non-public information for personal financial benefit or to "tip" others who might make an investment decision on the basis of

this information is not only unethical but also illegal and prohibited. Prior to trading in any Company stock, if you are an officer or director, you are required to obtain pre-clearance from our Chief Financial Officer before trading. If you have any questions, please consult the Company's Chief Financial Officer and/or the Legal Department.

#### **4. Corporate Opportunities**

Employees, officers and directors are prohibited from taking for themselves personally opportunities that are discovered through the use of corporate property, information or position without the consent of the Board of Directors. No employee may use corporate property, information, or position for improper personal gain, and no employee may compete with the Company directly or indirectly. Employees, officers and directors owe a duty to the Company to advance its legitimate interests when the opportunity to do so arises.

Without limiting the generality of the foregoing, employees, officers and directors should avoid speculation or dealing in any kind of service or real or personal property in a geographic market during a period that the Company may be purchasing or dealing in services or property of the same or a similar kind in such geographic market.

#### **5. Competition and Fair Dealing**

We seek to outperform our competition fairly and honestly. We seek competitive advantages through superior performance, never through unethical or illegal business practices. Stealing proprietary information, possessing trade secret information that was obtained without the owner's consent, or inducing such disclosures by past or present employees of other companies is prohibited. Each employee should endeavor to respect the rights of and deal fairly with the Company's customers, suppliers, competitors and employees. No employee should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other intentional unfair-dealing practice. Similarly, no employee should discuss pricing or any confidential information with a competitor and should not make any agreement with a competitor on what prices to charge or similar arrangements.

To maintain the Company's valuable reputation, compliance with our quality processes and safety requirements is essential. In the context of ethics, quality requires that our products and services be designed and manufactured to meet our obligations to customers. All inspection and testing documents must be handled in accordance with all applicable regulations.

The purpose of business entertainment and gifts in a commercial setting is to create good will and sound working relationships, not to gain unfair advantage with customers. No gift or entertainment should ever be offered, given, provided or accepted by any Company employee, family member of an employee or agent unless it: (1) is not a cash gift, (2) is consistent with customary business practices, (3) is not excessive in value, (4) cannot be construed as a bribe or payoff and (5) does not violate any laws or regulations.

Please discuss with your supervisor any gifts or proposed gifts which you are not certain are appropriate.

## **6. Employment Relationship**

The diversity of the Company's employees is a tremendous asset. We are firmly committed to providing equal opportunity in all aspects of employment and will not tolerate any illegal discrimination or harassment of any kind. Examples include derogatory comments based on racial or ethnic characteristics and unwelcome sexual advances. Supervisors must be particularly sensitive to the maintenance of totally professional relations with subordinates. Undue pressures, no matter how subtle, which result in less than professional relations must be avoided. Evidence of violation of the letter or spirit of this policy will result in appropriate disciplinary measures.

The Company is entitled to the full working time and energy of each of its full-time employees. Accordingly, working (including self-employment) in or for any business activity competitive with the Company is prohibited, except with the prior approval of your supervisor given after full disclosure of all the circumstances. Special attention should be given to avoiding the conduct of any outside business during Company working hours, on Company premises, or in a manner that involves fellow employees during their Company working hours, and the solicitation of fellow employees (particularly subordinates, who could be especially vulnerable to what might be perceived as pressure from a supervisor) to participate in or with such business in any way, whether as a customer, employee, independent contractor, or otherwise.

## **7. Health and Safety**

The Company strives to provide each employee with a safe and healthful work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions. Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs or alcohol. The use of illegal drugs and/or alcohol in the workplace will not be tolerated.

## **8. Record-Keeping**

The Company requires honest and accurate recording and reporting of information in order to be able to make responsible business decisions and to be able to make full, fair, accurate, timely and understandable disclosure in the reports and documents the Company files with, or submits to, the Securities and Exchange Commission and in its other public communications. It is the Company's policy to make responsible business decisions and to make such disclosure.

All of the Company's books, records, accounts and financial statements must be maintained in reasonable detail, must appropriately reflect the Company's transactions

and must conform both to applicable legal requirements and to the Company's system of internal controls. Unrecorded or "off the books" funds or assets should not be maintained unless permitted by applicable law or regulation. Many employees regularly use business expense accounts, which must be documented and recorded accurately. If you are not sure whether a certain expense is legitimate, ask your supervisor or the controller. Rules and guidelines are available from the Accounting Department.

Business records and communications often become public, and we should avoid exaggeration, derogatory remarks, guesswork, or inappropriate characterizations of people and companies that can be misunderstood. This applies equally to e-mail, internal memos, and formal reports. Records should always be retained or destroyed according to the Company's record retention policies. In accordance with those policies, in the event of litigation or governmental investigation please consult the Company's Chief Financial Officer of Legal Department.

## **9. Confidentiality**

Employees must maintain the confidentiality of confidential information entrusted to them by the Company or its suppliers, except when disclosure is authorized by Senior Management or required by laws or regulations. Confidential information includes all nonpublic information that might be of use to competitors, or harmful to the Company or its suppliers, if disclosed. It also includes information that suppliers have entrusted to us. The obligation to preserve confidential information continues even after employment ends.

## **10. Protection and Proper Use of Company Assets**

All employees should endeavor to protect the Company's assets and ensure their efficient use. Theft, carelessness, and waste have a direct impact on the Company's profitability. Any suspected incident of fraud or theft should be immediately reported for investigation. Company equipment should not be used for non-Company business, though incidental personal use may be permitted.

The obligation of employees to protect the Company's assets includes its proprietary information. Proprietary information includes intellectual property such as trade secrets, patents, trademarks, and copyrights, as well as business, marketing and service plans, product and production ideas, equipment, designs, databases, records, salary information and any unpublished financial data and reports. Unauthorized use or distribution of this information would violate Company policy. It could also be illegal and result in civil or even criminal penalties.

Except for routine ongoing services, all fees to consultants, agents, and attorneys must be approved in advance by the Company's Senior Management. Manifestly, such fees must be solely for legitimate company services rendered and must not be used as a device for making industry political contributions or other payments not allowed directly.

## **11. Political Contributions**

Contributions by the Company, directly or indirectly, to or on behalf of candidates are generally not made by the Company. Political contributions will only be made by the Company as permissible under applicable laws, rules and regulations, as determined by the Company's Chief Financial Officer after consultation with the Legal Department, and only if approved in writing by the Company's CEO.

## **12. Payments to Government Personnel**

The U.S. Foreign Corrupt Practices Act prohibits giving anything of value, directly or indirectly, to officials of foreign governments or foreign political candidates in order to obtain or retain business. It is strictly prohibited to make illegal payments to government officials of any country. In addition, the U.S. government has a number of laws and regulations regarding business gratuities, which may be accepted by U.S. government personnel. The promise, offer or delivery to an official or employee of the U.S. government of a gift, favor or other gratuity in violation of these rules would not only violate Company policy but could also be a criminal offense. State and local governments, as well as foreign governments, may have similar rules.

Therefore, you should not authorize or make any payments to any government entities or officials. These are most likely illegal and against Company policy. The Company's Legal Department can provide guidance to you in this area.

## **13. Waivers of the Code of Business Conduct and Ethics**

Any waiver of this Code for executive officers or directors may be made only by the Board or a Board committee and will be promptly disclosed as required by applicable law, rule or regulation, including stock exchange regulation.

## **14. Reporting any Illegal or Unethical Behavior**

Employees are encouraged to talk to supervisors, managers or other appropriate personnel about observed illegal or unethical behavior and when in doubt about the best course of action in a particular situation. If you don't feel comfortable talking with your supervisor you can always talk to your HR or Legal Departments. Violations of this Code should be reported promptly to a member of Senior Management. It is the policy of the Company not to allow retaliation for reports of misconduct by others made in good faith by employees. Employees are expected to cooperate in internal investigations of misconduct. Additionally, the Company's Senior Management should always be informed of matters, which might appear to risk damage to the Company's reputation, as well as its financial condition or profitability.

## 15. Annual Statement

Officers and certain other employees of the Company are required to submit an annual statement disclosing actual and potential conflicts of interest, related party transactions and including the following affirmation:

“I have examined and understand the Company’s Code of Business Conduct and Ethics (the “Code”). I undertake to report promptly, in accordance with the Code, any circumstances in the Company’s business or operations that may involve a violation of any applicable law, rule or regulation and any other circumstances that may involve a violation of the Code. I confirm that I do not know of any such circumstances not previously reported.”

## 16. Compliance Procedures

We must all work to ensure prompt and consistent action against violations of this Code. However, in some situations it is difficult to know right from wrong. Since we cannot anticipate every situation that will arise, it is important that we have a way to approach a new question or problem. These are the steps to keep in mind:

- Make sure you have all the facts. In order to reach the right solutions, we must be as fully informed as possible.
- Ask yourself: What specifically am I being asked to do? Does it seem unethical or improper? This will enable you to focus on the specific question you are faced with, and the alternatives you have, Use your judgment and common sense; if something seems unethical or improper, it probably is.
- Clarify your responsibility and role. In most situations, there is shared responsibility. Are your colleagues informed? It may help to get others involved and discuss the problem.
- Discuss the problem with your supervisor. This is the basic guidance for all situations. In many cases, your supervisor will be more knowledgeable about the question, and will appreciate being brought into the decision-making process. Remember that it is your supervisor’s responsibility to help solve problems.
- Seek help from Company resources. In the case where it may not be appropriate to discuss an issue with your supervisor, or where you do not feel comfortable approaching your supervisor with your question, discuss it with any member of management above the level of your supervisor, including the Senior Management of the Company. If that also is not appropriate, call 901-238-2231, the Company’s Chief Legal Officer, which will put you in direct contact with the appropriate people at Company headquarters.
- Submission of confidential information to the Audit Committee. The Audit Committee is responsible for overseeing the accounting and financial reporting process of the Company. In order to ensure the integrity of the Company’s financial reports, the Committee welcomes and encourages employees to report directly to them any practice, policy or acts that could impair the integrity of the Company’s financial records or reports.

If you have any information that you believe would be beneficial to the Committee please send communication by sending a letter to Audit Committee, Fred's Inc., c/o General Counsel, 4300 New Getwell, Memphis, TN 37072. All communication will be reviewed by our Legal Department and forwarded to the Audit Committee on a quarterly basis, unless required by the Committee on a more frequent basis. Your communication will be treated confidentially, subject to applicable law, regulation or legal proceedings, if so marked on the envelope or in the communication.

You may report ethical violations in confidence and without fear of retaliation. Reports may be made to your Supervisor, HR Department, Legal and Compliance Department or Audit Committee. To assist you in reporting, the Company has set-up its integrity hotline at 1 (866) 498-8849 as a way to receive any reports of improper conduct. If your situation requires that your identity be kept secret, your anonymity will be protected. The Company does not permit retaliation of any kind against employees for good faith reports of ethical violations.

**FRED'S, INC.**  
**CODE OF BUSINESS CONDUCT AND ETHICS ACKNOWLEDGEMENT**

I have examined and understand the Company's Code of Business Conduct and Ethics (the 'Code'). I undertake to report promptly, in accordance with the Code, any circumstances in the Company's business or operations that may involve a violation of any applicable law, rule or regulation and any other circumstances that may involve a violation of the Code. I confirm that I do not know of any such circumstances not previously reported.

Additionally I confirm that all conflict of interests or transactions (besides normal compensation transactions and employee business expense reimbursements) between me, or my immediate family members and Fred's or its subsidiaries have been disclosed below:

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Signature

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Date

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Printed Name