

CODE OF CONDUCT AND ETHICS FOR MEMBERS OF THE BOARD OF DIRECTORS OF FIREFIGHTERS COMMUNITY CREDIT UNION

The Board of Directors (the 'Board') of the Firefighters Community Credit Union adopts the following Code of Conduct and Ethics (the 'Code') for directors of the Credit Union. This Code is intended to focus the attention of each director on areas of ethical risk, provide guidance to directors to help them recognize and deal with ethical issues, provide a mechanism to report unethical conduct, and help foster a culture of honesty and accountability.

-Collective Authority: The function of the Board of Directors is to ensure the Credit Union's success by collectively directing the Credit Union's affairs and meeting the interests of our shareholders. Each director recognizes that the CEO is hired to be the fulltime leader and the Credit Union's top operational decision maker who runs the Credit Union and is responsible for day-to-day decisions. The Board of Directors holds the CEO accountable and sets the overall direction and handles strategy. Individual board members should refrain from unnecessarily adding to the CEO's operational workload.

-Collaboration, Cooperation and Reliance: Directors should respect the diversity of opinions as expressed by the board members and formally register dissent as appropriate; however, each director should strive to promote collaboration, cooperation, and partnership among Board members. In exercising the directors' duty of care, directors may rely on board committees, management representations and professional advisors, absent knowledge that makes reliance unwarranted.

-Make inquiries: Directors should make inquiry about potential problems that come to their attention but should not conduct an independent investigation of them; any such inquiry should be addressed by the Board or a committee appointed by the Chair of the Board and then referred to the full Board.

-Confidentiality: Directors should maintain the confidentiality of information entrusted to them by the Credit Union that comes to them, from whatever source, in their capacity as a director, except when disclosure is authorized or legally mandated. For purposes of this Code, 'confidential information' includes all non-public information relating to the Credit Union.

-Interaction with Credit Union Community and Media: The Board seeks to ensure appropriate communication with shareholders, employees, and media subject to concerns about confidentiality.

Directors acknowledge that the CEO speaks for the Credit Union consistent with Board policy. If comments from the Board of Directors are appropriate, those prospective comments should be reviewed and discussed by the Board in advance, and, in most circumstances, come from the Chair of the Board.

-Compliance Procedure: Directors should communicate any suspected violation of this Code promptly to the Chairman of the Board of Directors. Violations will be investigated by the Board (or committee chosen by the Board) and appropriate action will be taken by the full Board in the event of any violation of the Code.