

Ethical Trading Policy

Summary Statement

In 1968, a small group of farmers developed plans for the forming of Hopkinsville Elevator Company (HEC) as a cooperative. From the elevator's inception, we have strived to provide the services that the members require for the efficient operation of their business.

1. All employment is freely chosen.
2. Working conditions are safe and hygienic, complying with grain industry standards.
3. Child labor is not used. We adhere to the Kentucky Child Labor Laws.
4. Wages are fair and exceed the minimum wage.
5. Working hours are not excessive but more than 40 hours are worked per week during our harvest seasons.
6. No discrimination is practiced.
7. Deductions from wages as a disciplinary measure shall not be permitted.
8. Intentional and unintentional harassment practices are prohibited.
9. No bribery, corruption, blackmailing, or bullying is permitted.

Policy Statement

Hopkinsville Elevator is a farmer owned cooperative with over 3600 members. We have 7 locations servicing Kentucky and Tennessee. We buy corn, wheat, and soybeans from our members and in turn service value added industries in ethanol, feed, pet Food, spirits, poultry, and dairy.

- No products are sourced by HEC.
- Any grain that is sold to other entities came from our 3600 plus members that we buy grain from.
- We provide maximum service to members and patrons to render a vital service promoting goodwill to develop understanding and acceptance of the cooperative's plans and objectives.

Employees

Hopkinsville Elevator is committed to ensuring that our employment practices follow the Federal and State labor laws. We aim to operate above the minimum standards required by law to ensure our employees are safe, rewarded, and valued. Employment with Hopkinsville Elevator is terminable at will, either by the employee or HEC with or without cause or notice, regardless of the length of my employment or the granting of benefits of any kind as stated in our Personnel Manual.

Purchasers

HEC securely procures raw grain from our cooperative members/producers while segregating, conditioning, and distributing those grains safely through our strategic partnerships with our purchasing agents.