



Code of Ethics

UNION DRILLING, INC.

MESSAGE FROM THE CEO REGARDING OUR ETHICAL STANDARDS

November 27, 2007

Dear Employee or Director:

It is the Company's policy that its affairs be conducted with the highest standards of integrity and business ethics. To that end, the Company maintains a Code of Ethics. Attached is a copy of our Code of Ethics, which I ask you to read very carefully.

The successful business operation and reputation of Union Drilling is built upon the principles of fair dealing and ethical conduct. Our reputation for integrity and excellence requires careful observance of the spirit and letter of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity.

Union Drilling will comply with all applicable laws and regulations and expects its employees and directors to conduct business in accordance with the letter, spirit and intent of all relevant laws and to refrain from any illegal, dishonest or unethical conduct.

In general, the use of good judgment, based on high ethical principles, will guide you with respect to acceptable conduct. You should also refer to our Code of Ethics. If a situation arises where it is difficult to determine the proper course of action, the matter should be discussed openly with your immediate supervisor.

Compliance with the Code of Ethics is the responsibility of every Union Drilling employee and director. Disregarding or failing to comply with our Code of Ethics could lead to disciplinary action, up to and including possible termination of employment, and/or possible legal action against you.

Sincerely,

Christopher D. Strong
President and Chief Executive Officer

CODE OF ETHICS

Compliance with Laws, Rules and Regulations

Union Drilling is subject to numerous laws and regulations in the United States. Violation of applicable governing laws and regulations is unethical and subjects both the individual involved and Union Drilling to significant risk of fines, penalties and damaged reputation. Full compliance with the law, both in letter and in spirit, is the foundation on which our ethical standards are based. You must respect and obey the laws of the cities and states in which we operate. Although you are not expected to know every law that is applicable to Union Drilling, it is important to be familiar with those laws that apply to your areas of responsibility and to know enough to determine when to seek advice from supervisors, managers or the corporate office. Should you have any questions regarding any of the above matters or any other legal compliance issues, please contact your immediate supervisor.

Disclosure Policies and Controls

It is Union Drilling policy to make full, fair, accurate, timely and understandable disclosure in compliance with all applicable laws and regulations in all reports and documents that Union Drilling files with, or submits to, the Securities and Exchange Commission (SEC) and in all other public communications made by Union Drilling. Depending on your position with Union Drilling, you may be called upon to provide information to assure that Union Drilling's public reports are complete, fair and understandable. Union Drilling expects all of its personnel to take this responsibility very seriously and to provide prompt and accurate answers to inquiries related to Union Drilling's public disclosure requirements.

Insider Trading

Federal law and Union Drilling policy prohibit you, directly or indirectly through your families or others, from purchasing or selling Union Drilling stock while in the possession of material, non-public information concerning Union Drilling. This same prohibition applies to trading in the stock of other publicly held companies on the basis of material, non-public information. Violations of insider trading laws may be punishable by fines and/or imprisonment under applicable laws. Union Drilling has adopted, and you are required to read, understand and comply with, a detailed policy on insider trading, which has been provided separately to you. You should familiarize yourself with their contents. If you have a question about trading in Union Drilling securities, or the sharing of Union Drilling information with third parties, you should contact the Company's General Counsel.

Conflicts of Interest

Union Drilling expects you to exercise good judgment and the highest ethical standards in the conduct of the Company's affairs and in your private activities outside the Company which in any way can affect the Company. In particular, you have an obligation to avoid any activity, agreement, business investment or interest, or other situation which is, or may appear to be, in conflict with the Company's interests or interferes, or may appear to interfere, with your duty to serve the Company at all times to the best of your ability. To establish clear guidelines, the following has been adopted; however, we cannot list all possible conflicts and a situation not listed below may still be or appear to be a conflict:

1. You shall not furnish services to or seek or receive, for personal or any other person's gain, any payment, whether for services or otherwise, loan (except from a bank), gift or discount of more than nominal value, or entertainment which goes beyond common courtesies usually associated with accepted business practice, from any business enterprise which is a competitor of the Company or has current or known prospective dealings with the Company as a supplier, customer, lessor or lessee, except with the prior written approval of the Chief Executive Officer upon complete disclosure of the facts.
2. You shall not, for personal or any other person's gain, deprive the Company of any opportunity or benefit which could be construed as related to any existing or reasonably anticipated future activity of the Company.
3. You shall not, for personal or any other person's gain, make use of or disclose confidential information learned as a result of employment by, or other involvement with, the Company.
4. You shall not have any outside interest that materially interferes with the time or attention you should devote to the Company.
5. You shall not have a direct or indirect financial interest in, or receive any compensation or other benefits as a result of, transactions between Union Drilling and any individual or business firm:
 - o From which the Company purchases supplies, materials or property;
 - o Which renders any service to the Company;
 - o Which enters into leases or assignments to or from the Company;
 - o To which the Company sells any of its products, materials, facilities or properties;
 - o Which has any other contractual relations or business dealings with the Company; except with the prior written approval of the Chief Executive Officer upon complete disclosure of the facts.

The financial interests mentioned above do not include interests in corporations listed on a national stock exchange or trade over the counter, providing the financial interest is one percent or less of said corporation's outstanding shares.

If you or a member of your immediate family has or is about to assume an interest or other outside relationship, which might result in a conflict of interest, it is your responsibility immediately to give all the pertinent information to the Chief Executive Officer.

The use of the Company's, or any subsidiary's, funds or assets (including computer equipment) for any unlawful, personal, or improper purpose is strictly prohibited. Company facilities and equipment are only to be utilized for business use. Unauthorized use for personal or non-job-related activities is prohibited. In case of any doubt regarding the legality of any such use of funds or assets, the Chief Financial Officer shall be consulted.

No undisclosed or unrecorded fund, asset or liability of the Company, or any subsidiary, shall be established for any purpose.

No false or artificial entry shall be made on the books and records of the Company or its subsidiaries for any reason, nor shall any necessary entry be intentionally omitted, and you shall not engage in any arrangement that results in such prohibited act.

No payment on behalf of the Company or any of its subsidiaries shall be approved or made with the intention or understanding that any part of such payment is to be used for purposes other than those described by the documents supporting the payment.

If you have information or knowledge of any unrecorded fund or asset or any prohibited act, you must promptly report such matters to the Chief Financial Officer of the Company.

Employee Relations

Union Drilling believes that the work conditions, wages and benefits it offers to its employees are competitive with those offered by other employers in the drilling industry in the respective geographic locations of Union Drilling's facilities and drilling operations. If you have concerns about work conditions or compensation, you are strongly encouraged to address these concerns openly and directly with your supervisor.

Our experience has shown that when employees deal openly and directly with supervisors, the work environment can be satisfying, communications can be clear, and attitudes can be positive. Union Drilling strives to demonstrate its commitment employees to by responding promptly and effectively to employee concerns.

Equal Employment Opportunity

It is the policy of Union Drilling that there shall be no discrimination with respect to employment or any of the terms and conditions of employment, because of an individual's race, religion, creed, color, national origin, gender, sexual orientation, marital status, mental or physical disability, citizenship, veteran status or any characteristic protected under federal, state or local laws. Union Drilling will make a reasonable accommodation to known physical or mental limitations of a qualified applicant or employee with a disability unless the accommodation would impose undue hardship. Any employee who believes he or she may require such accommodation should contact their immediate supervisor.

Employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these to the attention of their immediate supervisor. If any employee believes that he or she has been subjected to any form prohibited discrimination, the employee should report the circumstances to his or her immediate supervisor.

Anti-Harassment Policy

Union Drilling is committed to providing a constructive work environment that is free of harassment and that supports individual dignity and respect. Accordingly, Union Drilling maintains a strict policy prohibiting sexual harassment and harassment because of an individual's race, religion, creed, color, age, national origin, gender, sexual orientation, marital status, mental or physical disability, citizenship, veteran status, liability for service in the United States armed forces or any other characteristic protected under federal, state or local laws. Such harassment is unlawful and will not be tolerated. This policy applies to all persons involved in the operation of Union Drilling's affairs and prohibits unlawful harassment by any employee, director, visitor, contractor, vendor or customer of Union Drilling.

Sexual harassment includes, but is not limited to, the following:

1. Unwelcome sexual advances; requests for sexual favors; and all other verbal or physical conduct of a sexual or offensive nature, directed at an employee based on gender, especially where:
 - a. submission to such conduct is made explicitly or implicitly a term or condition of employment;
 - b. submission to or rejection of such conduct is used as the basis for decisions affecting an individual's employment;
or
 - c. such conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment.
2. Offensive comments, jokes, drawings, pictures or cartoons, innuendoes, and other sexually oriented statements, verbal or written.

Sexual harassment includes the harassment of women by men, men by women and same-sex, gender biased harassment.

Unlawful harassment because of race, religion, age, color, national origin, ancestry, physical or mental disability, sexual orientation or any other protection basis may include, but is not limited to:

- Verbal conduct such as epithets, derogatory comments, slurs, or unwanted sexual advances, invitations, jokes, comments;
- Visual conduct such as derogatory posters, photography, cartoons, drawing, or gestures;

- Physical conduct such as assault (unwanted touching), blocking normal movement, or inappropriate physical gestures;
- Retaliation for having objected to reported or threatened to report harassing conduct.

Anyone who feels that he or she has witnessed or been subjected to harassment should immediately notify his or her immediate supervisor or the Company's Director of Human Resources. Employees, supervisors, managers and/or directors who become aware of any violation of this policy must immediately advise their immediate supervisor (or the Board Chairman if you are a director), whether or not the employee requests that "nothing be done." In this way, Union Drilling can ensure that unlawful harassment does not occur and/or that appropriate corrective action be taken immediately.

Every report of perceived harassment will be thoroughly investigated and corrective action will be taken where appropriate. In addition, Union Drilling will not allow any form of retaliation against individuals for reporting unwelcome conduct to management or for cooperating in the investigation of such reports in accordance with this policy. Violation of this policy will result in disciplinary action, up to and including discharge for the harasser.

If you have any questions concerning this policy in general, please feel free to contact your immediate supervisor.

Workplace Health & Safety

Union Drilling is committed to protecting the environment and the health and safety of our employees, our business partners and the communities in which we operate. Meeting this commitment is a management objective as well as the responsibility of all Union Drilling employees.

This commitment is guided by the following principles:

- Comply with all applicable laws, regulations and internal Union Drilling environmental, health and safety policies and procedures.
- Establish management systems to ensure that environmental, health and safety programs company-wide are managed consistently and meet expectations.
- Encourage and prepare employees to be environmentally responsible and to safely conduct work practices in accordance with policies and procedures.
- Design, construct and operate our facilities in a manner that protects human health. Make environmental, health and safety considerations a priority throughout our operational processes.
- Encourage and promote waste minimization, the sustainable use of natural resources, recycling, energy efficiency, resource conservation and resource recovery wherever possible.
- Regularly review and improve the status of compliance with these principles.

Confidential Information

During your employment or service at Union Drilling, you may learn of or be exposed to non-public proprietary information relating to the business of Union Drilling (collectively, "Confidential Information"). You are obligated to maintain the confidentiality of all Confidential Information, and may not disclose any such information to any other entity or person or use such information for any purpose other than the business of Union Drilling, except as expressly authorized in writing by a Vice President or the CEO of Union Drilling. The unauthorized disclosure of Confidential Information may subject you to disciplinary action, up to and including termination of employment and legal action, even if you do not actually benefit from the disclosure.

Additionally, at the time of employment, new employees assign to Union Drilling the right to any ideas, inventions and computer programs and documents that they develop during their employment if they relate to Union Drilling's actual or anticipated business, research or development or result from or are suggested by any work assigned by Union Drilling. This obligation applies no matter where or when -- at work or after hours -- such intellectual property is created.

If you leave Union Drilling, your obligations not to disclose or use Union Drilling's Confidential Information continue. In addition, Union Drilling's ownership of intellectual property that you created while you were an employee continues after you leave Union Drilling. Union Drilling has the right to take all necessary measures, including legal, to protect its intellectual property and Confidential Information if such intellectual property or Confidential Information is wrongfully taken, disclosed or used. As a condition of your employment, you may be required to execute a Proprietary Information and Invention Agreement which addresses the foregoing obligations in more detail. If this is applicable to you, you are responsible for reading and understanding the provisions of this agreement. Questions regarding this agreement should be directed to the Director of Human Resources or the General Counsel.

Inadvertent Disclosure - The unintentional disclosure of proprietary Confidential Information can be just as harmful as

intentional disclosure. To avoid this, never discuss with any unauthorized person any information or knowledge that you may have about Union Drilling which may not be publicly known. You should never discuss Confidential Information, even with authorized Union Drilling employees if you are in the presence of others who are not authorized to have such information, for example, at a trade show or on an airplane. This also applies to discussions with family members or with friends who might innocently or inadvertently pass the information on to someone else. In addition, you are prohibited from writing messages to online "chat" rooms that discuss Union Drilling at any time, in order to avoid the inadvertent disclosure of Confidential Information.

Direct Requests for Information - If you receive a request from someone outside of Union Drilling for information about Union Drilling that is not publicly available, you should immediately refer the request to your immediate supervisor. You are also required to coordinate with a Vice President or the CEO regarding the preparation, approval and issuance of any public statements regarding Union Drilling, including presentations or statements to the media or any political, industry or public interest groups. If you are contacted by an attorney, an investigator, any state or federal authority or any law enforcement officer regarding Union Drilling's business, you should immediately refer the request to the Company's General Counsel or your immediate supervisor, as appropriate under the circumstances.

Governmental Relations

It is vital that we maintain good relations and communications with federal, state and local governments. We must work cooperatively with all governmental entities and their employees in a fair and straightforward manner that recognizes our obligations.

Just as we always strive to operate within our own policies of business and ethical conduct, those of us who come into contact with government agencies must become familiar with their codes of conduct as well. We are specifically not permitted to place government employees in any conflict of interest, either actual or apparent.

There may be situations where Union Drilling will consider it necessary to contest, oppose or support existing or proposed government policies and decisions, including proposed legislative and regulatory actions. In such instances, Union Drilling representatives will strive to represent our views factually and responsibly before various government agencies.

Conduct in International Business Affairs

We will conduct the affairs of Union Drilling consistent with applicable laws wherever we do business. Recognizing that laws, business practices and customs differ from country to country, we will seek reasonable ways to resolve conflicts arising from those differences consistent with the requirements of U.S. law and relevant international law.

Consistent with the provisions of the Foreign Corrupt Practices Act of 1977, neither we nor our colleagues, partners or third parties acting on our behalf will authorize, promise or permit the giving of payments or gifts to foreign officials, foreign political parties or candidates in order to obtain or retain business or to gain a business advantage.

Company Assets

It is the responsibility of each of us to safeguard Union Drilling assets to prevent their abuse, unauthorized personal use, loss or theft. You must only use and/or authorize use of Union Drilling assets solely for legitimate business purposes. Union Drilling assets include our facilities; equipment; supplies; tools; vehicles; cash funds; informational data, including electronic data; and labor intended for conducting Union Drilling's business. We must not take, use, sell, loan or give away Union Drilling property unless expressly authorized by management and in accordance with Union Drilling policy. This also applies to disposing of surplus, obsolete or junked property.

Union Drilling is the owner and operator of the e-mail system and its connections to the Internet. Both systems are provided for the purpose of conducting Union Drilling business. There is no expectation of privacy or confidentiality relating to use of the Internet and the e-mail systems. Union Drilling reserves the right to access and monitor information stored and/or transmitted through Union Drilling's Internet and e-mail system, with or without our employees' knowledge or consent. Anyone accessing or disseminating pornographic, obscene, defamatory, inflammatory or terroristic or other inappropriate or illegal information or messages through the use of Union Drilling's Internet access, including through participation in online "chat" rooms, is subject to disciplinary action up to and including immediate termination. You may not disguise your identity when using Union Drilling's e-mail system or its connections to the Internet. You are required to follow corporate practices governing the use of the Internet and email system.

Internal Control Responsibilities

To maintain an ethical environment, Union Drilling relies on an integrated system of internal checks and balances. These controls, mainly in the form of Union Drilling policies and procedures, assure that activities and transactions are executed in accordance with management's authorization. You are responsible for understanding and maintaining the system of controls established for their operations. Union Drilling maintains books and records that accurately reflect all transactions. Each transaction entered into must have proper authorization and approval, followed by proper and complete accounting and reporting of the transaction. The creation of off-book funds or false entries is strictly prohibited and may result in disciplinary action, up to and including termination of employment.

Gifts, Entertainment and Meals

It is our goal that all business decisions are made objectively, solely on the basis of quality, service, price or similar competitive factors and what is in the best interests of Union Drilling. We should not seek or accept gifts, services or other favors from a business partner, supplier or contractor. Nor should we give gratuities, money or gifts to anyone in a business relationship. These practices could be viewed as having been done to gain an unfair business advantage. Advertising novelties or trinkets of a nominal value, such as those provided by Union Drilling to partners and employees, are not considered gifts and are excluded from these restrictions.

Meals and other social events, the main purpose of which is to establish and maintain necessary business relationships, are considered legitimate business expenses. Employees may accept business meals and entertainment as long as the business purpose is valid. Employees should attempt to reciprocate by paying when the next business occasion occurs. Employees should decline any offers of lavish business meals or entertainment or any offers that could appear as having been made with the intent to influence an employee's business judgment. As a measure of whether a particular expense is lavish, employees should only accept meals and entertainment of a value that their management would approve if included by the employee on his or her expense account.

It is often appropriate for us to provide people outside Union Drilling with promotional items, meals, refreshments, transportation, lodging or incidental hospitality. Expenditures for such purposes should be moderate and done within the framework of good business judgment.

Many government agencies strictly prohibit the receipt of any meals, gratuities or entertainment by employees. Additionally, public officials may also be prohibited or severely restricted in receiving meals, gratuities, entertainment or other forms of gifts from members of the public. We should be aware of and honor the policies governing these agencies and officials.

In short, gifts, entertainment or other courtesies may not be offered or received where prohibited by law, regulation, this Code of Ethics, the policies of the business partner, customer or supplier, or where there may be an appearance of impropriety.

If you have any concerns as to whether giving or receiving a gift, entertainment or meal is appropriate under this Code of Ethics, you should speak with your immediate supervisor and/or our Director of Human Resources.

Waivers

There shall be no waiver of any part of this Code of Ethics for any executive officer or director except by a vote of the Board of Directors, which will be promptly disclosed in a Form 8 K filing with the Securities and Exchange Commission. Any waivers of this Code of Ethics for other employees may only be granted by the General Counsel and either of the Chief Executive Officer and Chief Financial Officer, acting jointly, with such waiver to be promptly disclosed to Union Drilling's Board of Directors. Complying with this Code of Ethics by obtaining permission where required will not be deemed to be a waiver of any provision of the Code of Ethics for purposes of this paragraph. Amendments to this Code of Ethics must be approved by the Corporate Governance and Nominating Committee of the Board of Directors.

Reporting of Violations

You should be alert and sensitive to situations that could result in actions that might violate federal, state or local laws, rules and regulations, this Code of Ethics, or related Union Drilling policies. If you believe your own conduct or that of any employee, contractor, vendor, customer or director may have violated any of the foregoing, you have an obligation to report the matter as provided in "Compliance Procedures," below. This obligation also applies to you if you are informed by a third party of such a potential violation.

You are expected to cooperate fully in internal investigations of suspected violations as well as any investigation by any regulatory or law enforcement agency, elected official or other person responsible for such matters. All reported violations will be promptly investigated and treated confidentially to the extent possible, given the need to conduct an investigation. It is imperative that reporting persons not conduct their own preliminary investigations. Investigations of alleged violations may involve complex legal issues, and acting on your own may compromise the integrity of an investigation and adversely affect both you and Union Drilling.

Non-Retaliation for Reporting

In no event will Union Drilling take or threaten any action against you as a reprisal or retaliation for making a complaint or disclosing or reporting information in good faith. However, if a reporting individual was involved in improper activity, the individual may be appropriately disciplined even if he or she was the one who disclosed the matter to Union Drilling. In these circumstances, we may consider the conduct of the reporting individual in promptly reporting the information as a mitigating factor in any disciplinary decision.

Retaliation for reporting any violation of a law, rule or regulation or a Union Drilling policy or provisions of this Code of Ethics is prohibited. Retaliation will result in discipline up to and including termination of employment and may also result in criminal prosecution.

Compliance Procedures

We must all work to ensure prompt and consistent actions against violations of this Code of Ethics and related Union Drilling policies. Because 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, consult with your supervisor, the Director of Human Resources or the General Counsel.
- 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 Union Drilling resources. In a 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 the Director of Human Resources or the General Counsel. You should talk to supervisors, managers or other appropriate personnel when in doubt about the best course of action in a particular situation.

Report suspected violations of law and Union Drilling policies. You must immediately report any suspected violations of law, rules and regulations, this Code of Ethics or other Union Drilling policies to your immediate supervisor. If a concern is in relation to a matter in which you believe your supervisor may be involved or if for any reason you would like to report the matter to senior management of Union Drilling, you may report suspected violations to our Chief Financial Officer or General Counsel.

If for any reason you are uncomfortable contacting any of the above persons, or if you believe that appropriate action has not been taken within a reasonable time period, or if you are concerned about maintaining anonymity or for any other reason, written correspondence may be sent to the Audit Committee of the Board of Directors c/o Union Drilling, Inc., 4055 International Plaza, Suite 610, Fort Worth, TX 76109, Attn: Chairman of Audit Committee. You may also report suspected violations in confidence and without fear of retaliation by utilizing the confidential employee hotline. Union Drilling will use its best efforts to maintain, if you so desire, your anonymity and the confidentiality of the information that is reported. However, in order to conduct an effective investigation, it may not be possible to maintain anonymity and confidentiality. The confidential employee hotline toll-free number is 1-800-689-0399.

Report complaints and concerns regarding accounting, internal accounting controls and auditing matters. It is your responsibility to promptly report complaints or concerns regarding accounting, internal accounting controls and auditing matters, without regard to materiality. Reports may be made directly to the Audit Committee as set forth above. Reports may be made anonymously (except if made through our internal e-mail or a third party e-mail provider) and will be treated confidentially to the extent possible.

Always ask first, act later. If you are unsure of what to do in any situation, seek guidance before you act.

Contact Information

Throughout this Code of Ethics, we have indicated circumstances under which you may wish to contact certain employees or departments at Union Drilling. The contact numbers are as follows:

Director of Human Resources: (817) 735-8568

Chief Financial Officer: (817) 735-8776

General Counsel: (817) 546-4325

Conclusion

Clearly, this Code of Ethics covers a number of issues that are vital to our reputation and to ensuring that our actions are legal, fair and individually self-fulfilling. With the Code of Ethics, we can go forward confident that our actions will support the future well-being of Union Drilling.

You are responsible for understanding the Code of Ethics and its application to your individual job responsibilities. Full compliance is a condition of employment or board service. Noncompliance may result in discipline up to and including termination of employment, criminal prosecution and reimbursement to Union Drilling for losses or damages resulting from the violation.

The Code of Ethics is, for the most part, written generally rather than specifically. Thus, Union Drilling relies on the personal judgment of each of us. To attempt to cover all situations where questions of ethics may arise is virtually impossible, given our varied opportunities for decision-making. In addition, laws are changed frequently, and our Code of Ethics may go beyond what is legally requisite.

The Code of Ethics can and will change as the times demand. However, the overriding intent is for our Code of Ethics to be clear, understandable and familiar so that it becomes ingrained in our behavior.

In conclusion, to help everyone abide by our Code of Ethics, we suggest the following questions to guide our judgment:

- Is this action honest in every respect?
- Will my action comply with the intent and purpose of Union Drilling policies and practices?
- Can I defend my action in front of supervisors, fellow employees, the general public and my family?
- Can I feel comfortable about doing this, or does it violate my personal code of conduct?