



Angelica®

“In Touch With Healthcare Value”

Code of Conduct and
Ethics

(disponible en español)

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Dear Angelica Associates, Officers and Directors:

Angelica has a long tradition of professional integrity and high ethical standards. During more than a century in business, our actions and commitment have gained the trust of our customers, suppliers, shareholders and associates.

Angelica's outstanding reputation of honesty, integrity and fair play grows out of our daily activities of serving customers, engaging in transactions with suppliers, working together as associates, and otherwise conducting our business. We have prepared this Code of Conduct and Ethics to help make sure that all of us are familiar with how we carry out these fundamental principles. It applies to everyone at Angelica – officers, directors and all associates, whether we work at the company full-time, part-time, or on a temporary basis, and whether we are part of Textile Services, Life Uniform or corporate headquarters.

Angelica is committed to conducting business in an honest, lawful and ethical manner. All Angelica associates, officers and directors must observe these principles and contribute to an environment in which they are followed throughout the Company.

Although it is impossible to anticipate every situation of our Code of Conduct and Ethics will help keep our conduct on behalf of Angelica beyond reproach. Should you become aware of conduct that is not honest, ethical or legal, report the problem as discussed in the Code's section on "Reporting Violations"

Angelica's superior corporate reputation is a significant asset. We must commit to exceptional levels of personal integrity and honest business dealings. Each of us is responsible for protecting our Company's reputation and making sure that Angelica operates in accordance with our high level of ethical standards.

Sincerely,

Don W. Hubble
Chairman of the Board,
President and Chief Executive Officer

GUIDING PRINCIPLES

- **HONEST AND ETHICAL BEHAVIOR** – Angelica will abide by laws that govern sales, purchasing, employee relations, and relationships with customers.
- **ASSOCIATE RELATIONS** – Angelica will treat all associates fairly without regard to race, age, national origin, religion, gender, disability, or military service status.
- **COMMUNITY RELATIONS** – Angelica will maintain positive community relationships by promoting business activities that contribute to the economic vitality of the communities in which we operate.
- **BUSINESS RELATIONSHIPS** – Associates, officers and directors will always treat customers, suppliers and competitors fairly.
- **CONFIDENTIAL OR INSIDE INFORMATION** – Associates, officers and directors are responsible for protecting Angelica’s proprietary information. Use of confidential or inside information for personal gain is prohibited, whether that information is used in the purchase or sale of Company stock or other situations.
- **COMMITMENT TO QUALITY AND PRODUCTIVITY** – Angelica will provide high-quality products and services in a cost-efficient manner for the benefit of our customers, shareholders and associates.
- **CONFLICTS OF INTEREST** – Associates, officers and directors must avoid business activities with suppliers, customers or competitors that could result in personal enrichment or personal financial gain.
- **BRIBERY** – No Angelica associate, officer, director or agent may engage in commercial bribery or make bribes of any kind to government officials, either foreign or domestic.
- **FINANCIAL RECORDKEEPING AND PUBLIC DISCLOSURE** – Angelica will maintain accurate financial records, reports and statements. All company officers will comply with statutory and regulatory requirements with respect to the preparation of financial statements, the conduct of audits, the certification of published financial documents, and public disclosure generally.
- **ACCOUNTABILITY** – Every associate, officer and director is expected to adhere to this Code of Conduct and Ethics. Violation of any of the Code’s policies may result in suspension, dismissal or removal without warning.

ANGELICA CORPORATION CODE OF CONDUCT AND ETHICS

Commitment to Honest and Ethical Behavior

Angelica is committed to being a good corporate citizen. As part of this responsibility we insist that our associates, officers and directors obey all laws that apply to how we conduct our business. This includes, for example, laws that govern purchasing, selling and marketing our products, management of our human resources, relationships with our competitors, financial reporting and the purchase and sale of Angelica stock.

For many years Angelica has followed corporate policies that provide guidance regarding legal and ethical behavior. We will continue to do so. These policies are maintained with the belief that such behavior is both appropriate and in the interest of the Company. Honesty and integrity must continue to be the basis of all our business relationships.

Everyone acting on behalf of Angelica should understand and follow the corporate policies outlined in this booklet.

Violation of these policies could subject Angelica and the individuals involved to criminal or civil penalties. Also, violation of these policies may subject the individuals involved to discipline, up to and including termination of employment, or could result in a director's removal. An associate can obtain advice concerning these policies from any supervisor, the Human Resources Department or the Legal Department. (Officers and directors should seek such advice from the Company's General Counsel.) If in doubt, you should seek and receive advice in advance of taking action that you think may violate these policies.

Nothing in this Code prohibits or restricts the Company from taking disciplinary action on any matters pertaining to associate conduct, whether or not such conduct is expressly discussed in this document.

This Code of Conduct and Ethics is not intended to create any expressed or implied contract with any associate or third party, in particular, nothing in this document creates any employment contract between the Company and any of our associates.

Employee Relations

Angelica seeks to maintain our reputation as an outstanding employer and to ensure high levels of associate motivation and commitment. Our policy is to treat applicants and associates fairly without regard to race, color, religion, gender, age, national origin, disability or military service status. Our goal is to provide challenging advancement opportunities, fair and open communication, and a safe work environment free from harassment.

Managers and supervisors have direct responsibility for implementing these policies. Each associate is responsible for observing and practicing these policies.

Community Relations

Angelica has a long-standing commitment to be a good corporate citizen. The company recognizes that positive relationships with our host communities is important to our success. We achieve good relationships by conducting business in a way that contributes to the host community's overall economic vitality.

Records Retention

The Company has limited space to store paper and electronic documents. Periodic disposal of excess documents should take place when necessary and as permitted by law.

When it becomes apparent that documents or records of any type, including electronic records and files, may be needed or required in connection with a lawsuit or government investigation, they must be preserved. Disposal or alteration of documents pertaining to existing or expected litigation or investigations must be immediately stopped – even if they otherwise would be destroyed pursuant to any other records retention policy.

Associates, officers and directors should be familiar with Angelica's records retention policy before disposing of or deleting Company documents or records. Associates who are unsure about the need to keep particular documents should consult with their supervisor.

Supervisors, officers and directors should seek direction from Angelica's Legal Department.

Fair Dealing

Each associate, officer and director should always deal fairly with customers, suppliers, competitors and other associates. No one

**Safeguarding
Confidential
Information**

should attempt to take unfair advantage of anyone through manipulation, concealment, use of another's proprietary information, misrepresentation of material facts or any other unfair practice.

Protection of the Company's confidential information is essential. Confidential information can include financial information, technical knowledge, expertise developed in the course of the Company's activities and all other non-public information that might be used by others to the detriment of the Company or our customers.

The loyalty, integrity and sound judgment of Angelica associates, officers and directors, both on and off the job, are essential to the protection of the Company's confidential information.

**Quality,
Productivity,
Protection and
Proper Use of
Company
Assets**

Quality continues to be the hallmark of Angelica products and services. A commitment to quality is a commitment to providing products that meet high standards and services that are prompt, efficient and courteous.

Equally important is Angelica's commitment to productivity. High productivity results in a lower cost per unit. This translates into benefits for our customers, shareholders, and associates.

All associates, officers and directors shall protect the Company's assets and ensure their efficient use. Theft, carelessness and waste have a direct negative impact on our profitability. All of the Company's assets should be used at all times for the Company's legitimate business purposes.

**Avoiding
Conflicts of
Interest**

The Company respects the rights of our associates, officers and directors to manage their private affairs, including their investments, and does not wish to interfere with their personal lives. At the same time, each of us must avoid situations that present a potential conflict between our personal interests and the interests of the Company – as well as those situations that have even the appearance of doing so.

A conflict of interest can arise when an associate, officer or director:

- Has a personal financial interest which could affect his or her judgment regarding the Company's business;
- Gains personal enrichment through use of Company property or confidential information;
- Uses his or her position with the Company in a way that results in personal gain, especially when this takes potential opportunities away from the Company; or
- Takes actions or has interests that make it difficult to perform his or her work objectively or effectively.

A conflict of interest can arise, for example, when an associate, officer or director has a personal interest, direct or indirect, in any supplier, customer or competitor of the Company. An indirect interest can arise if an immediate family member has an interest in a supplier, customer or competitor of the Company.

Investment by associates, officers and directors and members of their families in stocks and bonds of publicly held corporations with which the Company does business would not create a conflict of interest unless the investment is significant. A significant investment is one in which a substantial portion of an individual's net worth is at risk. In addition, any interest in or other financial arrangement in which a substantial portion of the individual's net worth is at risk could also constitute a conflict of interest. Finally, any interest having monetary value to the associate, officer or director and resulting from any business transaction in which the Company was, is or is about to become a party, is prohibited. Loans or guarantees of obligations by the Company for associates, officers or directors are strictly forbidden.

Written approval of the associate's or officer's immediate supervisor and Angelica's General Counsel is required before that associate or officer may serve as a director, officer, or consultant of any other for-profit organization. Executive officers and directors must have approval of the Board of Directors or its Audit Committee before doing so.

Angelica prohibits gifts to customers or suppliers of other than nominal value. All gifts should be consistent with customary business practice, and should comply with the policies of the organization with which the recipient is affiliated. If you suspect that subsequent disclosure of all facts surrounding any gift might

prove embarrassing to the Company, the gift is likely not appropriate and you should seek your supervisor's guidance and approval before proceeding.

Gifts, loans or payments to labor officials or labor organizations are generally not permitted under the National Labor Relations Act. Any such gift, loan or payment of money or other thing of value must be pre-approved in writing by Angelica's General Counsel.

It is acceptable to entertain, in accordance with such practices and standards, employees of customers and individuals representing entities with which Angelica does business.

In situations involving entertainment of a customer or supplier, you must avoid lavish expenditures. The cost and nature of the entertainment should be planned and carried out in a way which reflects positively upon the Company and reasonably furthers the conduct of business of Angelica.

Per Company policy, the senior most Angelica person participating in a reimbursable entertainment event should pay for the event and receive reimbursement from the Company.

Entertainment of and gifts to government officials, regardless of motive, intent, or value may be perceived by others as having an improper purpose and may be illegal. Therefore, they should be avoided – even if requested by a government official and even at the risk of ill-will or other adverse business consequences to the Company.

Angelica forbids bribes or kickbacks to government officials, whether foreign or domestic under all circumstances. This includes payments in the form of money, property or services directly or indirectly to any governmental official or employee or for the benefit of any such individual.

Angelica prohibits all associates, officers, directors, consultants, or other agents acting on such individuals' behalf or on behalf of the Company from directly or indirectly engaging in commercial bribery. "Commercial bribery" deals with furnishing something of value to an agent, without the knowledge of the agent's principal, in the hope that the agent will influence the principal's

Prohibition of
Bribery of
Government
Officials

Prohibition
of
Commercial
Bribery

Political
Contributions

commercial conduct. An example would be paying money or giving a gift to an employee of a customer, without the knowledge of the customer, in the hope that the employee will influence the customer to purchase our products or services. Commercial bribery is unlawful under federal laws and the laws of most states.

Angelica is prohibited by law from contributing to any candidate running for public office. Associates, officers and directors can contribute on their own behalf and otherwise take part in the political process. In fact, the Company encourages everyone to practice good citizenship and take part in the political process in the manner each person deems appropriate.

Accurate
Financial
Records
and Public
Disclosure

By policy and practice, Angelica is committed to maintaining the integrity of our financial records, reports and statements. All funds and assets of the Company are to be recorded in our records of account and are not to be hidden. Complete, fair, accurate, timely and clear disclosure in reports and documents filed with the United States Securities and Exchange Commission or in other public communications is required. No false, artificial or misleading entries shall be made in the records of the Company for any reason. No payment on behalf of the Company shall be approved or made with the intention or understanding that any part of such payment is to be used for any purpose other than that described by the documents supporting the payment.

Financial officers and other senior officials of the Company must comply with all statutory and regulatory requirements relating to preparation of financial statements, the conduct of audits and the certification of the Company's published financial statements and reports.

Any associate, officer or director having information or knowledge of any hidden fund or asset, any false or artificial entry in the books and records of the Company, questionable accounting or auditing practices or any such payment or other irregularity, must promptly report the matter through the toll-free Compliance Assistance telephone number or P.O. Box as directed below under "Reporting Violations" so that the situation comes to the attention of Angelica's Audit Committee.

The federal government and most state governments have enacted antitrust laws. These laws are intended to encourage competition in the marketplace and to regulate certain conduct involving competitors, customers or suppliers that “restrain trade.” These laws ensure that customers enjoy the benefit of open competition among their suppliers and that sellers can compete fairly.

Contact and communications between competitors can lead to antitrust law violations. Under very limited circumstances, and with the guidance of legal counsel, it may be appropriate for Angelica to agree with another company to restrict its competitive activities within carefully defined guidelines. An example of this might occur in connection with a formal written contract between them for the purchase and sale of a business operation. However, under no circumstance without guidance of legal counsel, is any associate to engage in any discussion, or enter into any agreement or understanding, with any competitor of Angelica, that relates in any way to the prices to be charged for products or services, the territories or markets in which products or services are to be sold or any other competitive aspect of Angelica’s business. Similarly, associates are not to engage in discussions, or enter into agreements, with third parties to limit or restrict the parties to whom Angelica’s products or services will be sold.

There are antitrust pitfalls in dealing with customers and suppliers as well. These include pricing products or services below cost with the intent to drive away competition; and conditioning the sale of a product or service on the purchase of a second product or service that the customer does not want.

Antitrust laws apply to many aspects of business behavior, and all associates and officers who have responsibility in areas of the business to which these laws apply must be aware of them and their implications. Questions concerning a specific situation should be directed to Angelica’s Legal Department before taking action that may violate these laws.

Angelica policy forbids our associates, officers and directors from using Company information for personal advantage. Information that has been acquired during the course of their employment with the Company and has not been publicly disclosed is inside information. One way that it could be used for personal advantage is in decisions about whether to buy or sell Company stock.

The trading of Company stock by an associate, officer or director based on material inside information or by others who have acquired inside information is prohibited and may subject the user

Reporting
Violations
of this
Code of
Conduct
and Ethics

of such information to legal risks. All associates, officers and directors must exercise caution not to disclose inside information to outsiders, either intentionally or inadvertently, under any circumstances.

Angelica may inform certain associates, as well as officers and directors, of non-trading periods for Angelica stock. During such times, these individuals may not buy, sell or engage in other transactions involving Company stock. Additionally, individuals who have been designated by the Company as “insiders” for SEC reporting purposes, must notify the Legal Department in advance of any transaction involving Angelica stock in which they propose to be involved.

If you are unsure whether any stock transaction would constitute insider trading, you should get approval from the Legal Department before you proceed.

Any violation of this Code of Conduct and Ethics is considered a very serious matter. If you believe a violation has occurred you must promptly report it. You are encouraged to report the suspected violation to your immediate supervisor or to the Human Resources Department. Reports of suspected violations may also be submitted, in writing to: Angelica Compliance Assistance, P.O. Box 6143, Chesterfield, MO 63006-6143, or by calling (toll free) 800-331-9687. You may also contact Angelica’s Office of General Counsel at 424 South Woods Mill Road, Chesterfield, Missouri 63017, in writing, or by calling 314-854-3859.

Reports of suspected violations relating to the integrity of Angelica’s financial records or to the accuracy of its financial statements, will be submitted to Angelica’s Audit Committee for appropriate action.

Routine matters involving work conditions, performance related disputes, difficulties with co-workers, and other job related issues, should be discussed with your supervisor or your Human Resources representative.

In reporting a violation, it is important to provide as much factual information as possible to allow for a thorough investigation of the matter, especially if you are making the report anonymously. You are not required to provide your name. However, by including your name, you will facilitate the investigation of the

suspected violation. In either case, any report will be received on a confidential basis. If you report a violation and want to receive confirmation that your report has been received, it will be necessary to provide your name and work location. Every report involving a suspected violation of this Code will be carefully considered and appropriately investigated.

Retaliation, in any form, against anyone who in good faith reports a suspected violation – even if the report is a mistake – or against anyone who cooperates in an investigation, is strictly prohibited. Any acts of retaliation should be reported immediately by following the same course of action that was used to report the violations initially.

Every associate, officer and director is expected to adhere to every provision in this Code of Conduct and Ethics. Under recently enacted regulations, any waiver of any provision for any executive officer or director must have the approval of the Board of Directors or the Audit Committee and must be promptly disclosed to the shareholders.

Disciplinary Action

The Company will take appropriate disciplinary action against any associate, officer or director who is found to have violated any of the policies in this Code of Conduct and Ethics. This may include suspension or dismissal, without additional warning,

Distribution

This booklet is distributed to new associates, officers and directors at the time they join the Company. You must sign and return a written acknowledgement indicating that you have received it. Certain associates, officers or directors may be asked to sign a further affirmation on an annual or more frequent basis.

Conclusion

This Code of Conduct and Ethics is intended as just one element in our effort to ensure lawful and ethical conduct on the part of the Company and our associates, officers and directors. This Code is part of a larger process that includes compliance with the corporate policies themselves, ongoing audit practices, an open relationship between associates and supervisors that is conducive to good business conduct and, above all, the integrity and good judgment of each of us.

Your Acknowledgement

By signing this document, you acknowledge that you have received Angelica's Code of Conduct and Ethics.

Print Name

Signature

Date

Please complete and return to the person who gave it to you.