



Subcontractor Bidding Ethics Statement

"In the spirit of Duke Realty maintaining a business relationship with each subcontractor at the highest of ethical standards, we have a code of conduct policy relating to our associates providing or obtaining gifts, meals and entertainment. It is improper for a Duke Realty associate or his/her family members to knowingly request, accept or offer anything which could be construed as an attempt to influence the associate's performance of duties or to favor a customer, supplier or competitor contrary to the best interests of Duke Realty. In general, Duke Realty associates should not offer or receive anything that could be construed as a bribe, payoff, or kickback - directly or indirectly, is not business appropriate, or given/received frequently.

Duke Realty does recognize that gifts, meals and entertainment are common courtesies intended to build goodwill and sound working relationships among business professionals, and not to gain unfair advantage with customers or suppliers. Meals and entertainment may be accepted from or offered to other business professionals if they are voluntarily offered, for a legitimate business purpose, are of reasonable value, and do not compromise (or appear to compromise) an associate's ability to make objective and fair business decisions.

If you have any questions, or concerns, regarding any particular circumstances you are encouraged to discuss the matter with the associate's supervisor or with Duke Realty's Human Resources Department or, when necessary, seek further guidance from the General Counsel of Duke Realty."