

**CODE OF BUSINESS CONDUCT AND ETHICS
OF
UNIVERSAL LOGISTICS HOLDINGS, INC.**

I. OVERVIEW

- A. This Code of Business Conduct and Ethics (the “Code”) sets forth the guiding principles by which we intend to operate our company and conduct our daily business with our shareholders, customers, vendors and with each other, including:
1. honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships;
 2. full, fair, accurate, timely and understandable disclosure in the periodic reports required to be filed by the Company;
 3. compliance with applicable governmental rules and regulations;
 4. prompt internal reporting of Code violations to the appropriate persons identified in the Code; and
 5. accountability for adherence to the Code.
- B. These principles apply to all of the directors, officers and employees of Universal Logistics Holdings, Inc. and all of its subsidiaries (“Universal”).

II. PRINCIPLES

- A. **Complying with Laws, Rules, Regulations, Policies and Procedures**
1. All directors, officers and employees of Universal are expected to understand, respect and comply with the laws, rules, regulations, policies and procedures, including state and local laws in the areas in which Universal operates, that apply to them in their position with Universal. Universal’s policies that require compliance by directors, officers, and employees include but are not limited to those policies set forth on Exhibit A. Employees are responsible for talking to their managers or compliance officer, or with Universal’s legal department, to determine which laws, rules, regulations and policies apply to their position and what training is necessary to understand and comply with them.
 2. If a law conflicts with a policy in this Code, employees, officers and directors must comply with the law. If a local custom or policy conflicts

with a policy in this Code, employees, officers and directors must comply with this Code.

B. Insider Trading

1. Universal has a securities trading policy and all employees, officers and directors must sign a certification acknowledging that they have reviewed this policy and agree to be bound by its terms. This policy, among other things, provides that employees, officers and directors may not buy or sell stock in Universal when they are in possession of material, non-public information. They also are prohibited from passing on such information to others who might make an investment decision based on it. For more information about trading in Universal stock, please refer to Universal's Securities Trading Policy, a copy of which may be obtained from the Company's Chief Financial Officer, Vice President of Finance and Secretary, Vice President of Legal or Director of Internal Audit.
2. Employees, officers and directors also may not trade in stocks of other companies about which they learn material, non-public information through the course of their employment or service. Any questions as to whether information is material or has been adequately disclosed should be directed to Universal's legal department.

C. Conflicts of Interest

1. All directors, officers and employees of Universal shall act and perform their duties ethically and honestly. Honest conduct refers to conduct that is free from fraud or deception. Ethical conduct refers to conduct that conforms to accepted professional standards of conduct, including the unbiased handling of actual or apparent conflicts of interest between personal and professional relationships.
2. All directors, officers and employees of Universal should avoid any actions or interests that conflict or give the appearance of a conflict with Universal's interests. A "conflict of interest" exists whenever an individual's private interests interfere or conflict (or appear to interfere or conflict) with the interests of Universal. A conflict situation can arise when an employee, officer or director takes action or has interests that may make it difficult to perform his or her work for Universal objectively and effectively. Conflicts of interest may also arise when a director, officer, or employee or a member of his or her family receives improper personal benefits as a result of his or her position with Universal, whether from a third party or from Universal.
3. Loans by Universal to its employees or their family members are of special concern and could constitute improper personal benefits, depending on the

facts and circumstances. Loans by Universal to any director or executive officer or their family members are expressly prohibited.

4. Conflicts of interest may not always be clear-cut, so if a question arises, an officer or employee should consult with their supervisor or manager. Any employee, officer or director who becomes aware of a material transaction or relationship that is a conflict of interest or potential conflict of interest, or who has a question about whether a conflict or interest exists, should bring it to the attention of a supervisor, manager or other appropriate personnel, such as Universal's legal department, and take reasonable steps to handle the conflict of interest in an ethical manner that avoids the conflict from having an adverse effect on Universal. Conflicts of interest or potential conflicts of interest involving a director or executive officer should be brought to the attention of the Audit Committee of the Board of Directors.
5. Conflicts of interests are prohibited as a matter of corporate policy unless they have been approved by a supervisor, manager or other appropriate personnel, such as Universal's legal department or the Audit Committee. In certain limited cases, activities giving rise to potential conflicts of interest may be permitted if they are determined not to be harmful to Universal.

D. Corporate Opportunity

1. Directors, officers and employees are prohibited from (i) taking for themselves personally opportunities that properly belong to Universal or are discovered through the use of corporate property, information, or position; (ii) using corporate property, information or position for personal gain; and (iii) competing with Universal. Directors, officers and employees owe a duty to Universal to advance its legitimate interests when the opportunity to do so arises.

E. Confidentiality

1. Directors, officers and employees must maintain the confidentiality of confidential information entrusted to them by Universal, except when disclosure is specifically required by laws, regulations or legal proceedings or is permitted by law solely for the purpose of reporting or participating in an investigation of a suspected violation of law, or when such disclosure is specifically authorized by the Company's Chief Financial Officer or Vice President of Legal. Confidential information includes all non-public information that might be of use to competitors of Universal or its customers, or their employees if disclosed. Directors, officers and employees, in the course of their work for Universal may also receive confidential information from Universal's customers or suppliers. This information should also be treated as confidential information, and not disclosed outside of Universal.

2. This obligation to protect confidential information does not end when an employee, officer or director leaves Universal. Any questions about whether information is confidential should be directed to Universal's legal department.

F. Fair Dealing

1. Universal seeks to outperform its competition fairly and honestly. It seeks competitive advantages through superior and diligent performance, never through unethical or illegal business practices. Stealing proprietary information, possessing or utilizing trade secret information that was obtained without the owner's consent or inducing such disclosures by past or present employees of other companies is prohibited.
2. Each director, officer and employee is expected to deal fairly with Universal's customers, suppliers, competitors, officers and employees. No director, officer or employee should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair dealing practice.

G. Protection and Proper Use of Assets

1. All of Universal's assets should be used for legitimate business purposes. Directors, officers and employees who use Universal's assets are expected to use them in a reasonable manner, and to avoid wasting Universal's assets.
2. Universal's assets include intellectual property such as trademarks, business and marketing plans, salary information and any unpublished financial data and reports. Unauthorized use or distribution of this information is a violation of Universal's company policy.

H. Public Company Reporting

1. As a public company, it is important that Universal's filings with the Securities and Exchange Commission (the "SEC") and other public communications be accurate and timely. In that regard, Universal's management must take reasonably appropriate actions to:
 - a. establish and maintain effective disclosure controls and procedures and internal control over financial reporting;
 - b. ensure that Universal's periodic reports and other documents filed with the SEC are timely filed and comply with the requirements of the federal securities laws and the rules of the SEC; and

- c. ensure that information contained in Universal's periodic reports and financial statements fairly presents in all material respects the financial condition and results of operations of Universal.
2. Depending on his or her position with Universal, an employee, officer or director may be called upon to provide necessary information to assist Universal in making its public reports and other public communications complete, fair and understandable. Universal expects its employees, officers and directors to take this responsibility seriously and to provide prompt, accurate answers to Universal's inquiries related to its public disclosure requirements.
3. Each director, officer and employee who is involved in Universal's disclosure process must:
 - a. be familiar with and comply with Universal's disclosure controls and procedures and its internal control over financial reporting; and
 - b. take all necessary steps to ensure that all filings with the SEC and all other public communications about the financial and business condition of the Company provide full, fair, accurate, timely and understandable disclosure.
4. In addition, such employees, officers and directors must not knowingly:
 - a. make, or permit or direct another to make, materially false or misleading entries in Universal's financial statements or records;
 - b. fail to correct materially false and misleading financial statements or records;
 - c. sign, or permit another to sign, a document containing materially false and misleading information;
 - d. falsely respond, or fail to respond, to specific inquiries of Universal's independent auditor, internal audit department or outside legal counsel; or
 - e. take any action which has the effect of overriding Universal's financial controls.

I. Financial Statements and Other Records

Universal's books, records, accounts and financial statements should be maintained in reasonable detail, appropriately reflect Universal's transactions and conform to applicable legal requirements. Unrecorded or "off the books" funds or assets should

not be maintained unless permitted by applicable law or regulation. Records should be retained or destroyed according to Universal's record retention policies.

III. REPORTING ILLEGAL OR UNETHICAL BEHAVIOR & ACCOUNTING COMPLAINTS

A. Reporting

Employees, officers and directors who suspect or know of violations of this Code or illegal or unethical business or workplace conduct by employees, officers or directors have an obligation to promptly contact either their supervisor or superiors or Universal's Chief Financial Officer. If the individuals to whom such information is conveyed are not responsive, or if there is a reason to believe that reporting to such individuals is inappropriate in particular cases, then the employee, officer or director should report the information to an executive officer of Universal. If the employee, officer or director is still not satisfied with the response, he or she should contact the Audit Committee of the Board of Directors. If concerns or complaints relate to conduct involving a director or executive officer, the matter should be conveyed to the Audit Committee. If concerns or complaints relate to accounting, internal accounting controls or auditing matters, they may be reported on a confidential and anonymous basis using the procedures established by the Audit Committee for that purpose.

B. Non-Retaliation

Universal prohibits retaliation of any kind against individuals who have made good faith reports or complaints of violation of this Code or other known or suspected illegal or unethical conduct.

C. Communication with Government Agencies

None of the provisions in this Code prohibit or restrict any director, officer or employee from communicating directly with, filing a charge or complaint with, responding to any inquiry from, providing testimony before, participating in any investigation or proceeding conducted by, or fully cooperating with the SEC, the Equal Employment Opportunity Commission, the National Labor Relations Board, the Department of Justice, any other self-regulatory organization, or any other state or federal regulatory authority regarding Universal or compliance with applicable laws, rules, regulations, policies and procedures.

IV. ACCOUNTABILITY

The principles and responsibilities set forth in the Code are important to Universal and must be taken seriously. Each employee, officer or director has a duty to ensure that his or her actions adhere to the requirements of the Code. Any reported allegation of wrongdoing under this Code must be promptly investigated. Any violation of the Code may result in

disciplinary action, including termination of employment with Universal, and, if warranted, legal proceedings against the violating party.

V. AMENDMENT, MODIFICATION AND WAIVER

This Code shall be reviewed annually by the Board of Directors and may be amended or modified by the Board of Directors at any time. Waivers of the Code for directors or executive officers may only be granted by the Board of Directors. Waivers of this Code that relate to Universal's principal executive officer, principal financial officer, principal accounting officer or controller, or persons performing similar functions, or to directors or other executive officers, of the Company will be promptly disclosed to the shareholders and in Universal's public filings, with the reasons for the waiver, to the extent required by the federal securities laws, the rules and regulations thereunder, and the applicable rules of The Nasdaq Stock Market.

EXHIBIT A

CORPORATE POLICIES OF UNIVERSAL LOGISTICS HOLDINGS, INC.

Acceptable Use & Security Policy

Blogging/Social Networking Policy

Delegation of Authority Policy

Dress Code Policy

Drug and Alcohol Policy

Family Medical Leave Policy

Harassment Policy

Password Protection Standards Policy

Securities Trading Policy

Security Event Policy

Social Security Number Policy

Whistleblower Policy

Workplace Violence Policy