

Southern National Bancorp

&

SONABANK

CODE OF ETHICS

Last Approved By BOD March 2014

The company and bank's reputation for integrity is perhaps one of its most valuable assets and is determined by the conduct of its employees and directors. Therefore, each must strive to avoid any situation that might cause conflict of interest between the Company and Bank, its customers, its shareholders and ourselves.

Directors

Directors of Southern National Bancorp and Sonabank will conduct business in conformance with the highest possible personal, professional, and ethical standards. The importance of maintaining the independence and objectivity of the Company and Bank, consistent with the best interests of the Company and Bank, its customers and its shareholders, requires that all Directors bear the responsibility of adhering to guidelines set forth in this policy.

As a condition of continued service on the Board, no director may enter into any relationship, direct or indirect, that might constitute a conflict of interest. Directors must avoid actual conflict of interest and the appearance of conflict of interest in financial holdings, work activities, and outside activities. A Director faced with potential or apparent conflict of interest is required to inform the Chairman as soon as possible. If the Chairman feels the matter warrants review, he/she will discuss the matter with the Board of Directors.

Directors are prohibited from directly or indirectly accepting from (or offering to) any person, group, or corporation any rebate, gift, gratuity, favor or anything of monetary value to influence any matter which the Company and Bank has an interest or which appears to be of such nature that it could affect the Directors impartiality.

Company and Bank Officers & Employees

Employees of Southern National Bancorp and Sonabank will conduct business in conformance with the highest possible personal, professional, and ethical standards. The importance of maintaining the independence and objectivity of the Company and Bank, consistent with the best interests of the Company and Bank, its customers and its shareholders, requires that all employees bear the responsibility of adhering to guidelines set forth in this policy.

As a condition of continued employment, no employee may enter into any relationship, direct or indirect, that might constitute a conflict of interest. Employees must avoid actual conflict of interest and the appearance of conflict of interest in financial holdings, work activities, and outside activities. An employee faced with potential or apparent conflict of interest is required to inform his/her supervisor as soon as possible. If the supervisor feels the matter warrants review, he/she will discuss the matter with the COO & CEO.

Employees are prohibited from directly or indirectly accepting from (or offering to) any

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person, group, or corporation any rebate, gift, gratuity, favor or anything of monetary value to influence any matter which the Company and Bank has an interest or which appears to be of such nature that it could affect the employees impartiality.

Company and Bank Officers and other staff members should not engage in any business or accept any other employment during or after working hours where such employment interferes or conflicts with the interest of the Company or Bank. The Company or Bank must be your first priority. Examples of conflict would be employment with another financial institution, activities which involve the use of company or bank equipment, supplies or facilities, services which involve rendering advice or exercising judgment based on information acquired primarily from company or bank employment, or activities which may imply sponsorship or support of the company or bank.

Penalties

Any violation of this policy will result in a disciplinary action which may include immediate discharge. Where sufficient evidence of violation of this policy and any Federal or State Law exists, the Company or Bank will report such to appropriate authorities.

Confidentiality

Southern National Bancorp and Sonabank employees may have access to information of a highly sensitive nature. This information will be contained in Company and Bank records, correspondence with customers, and other similar documents. Employees of Southern National Bancorp and Sonabank are in a position of trust and have an obligation to the Company and Bank and to its customers to see that the confidentiality of this information is strictly maintained and protected. Unauthorized use or disclosure, even if inadvertent, compromises both the employee and the Company or Bank and seriously erodes customer service.

Information regarding Southern National Bancorp and Sonabank or its customers, including the names of these customers, or descriptions of their business with the company or bank, is considered confidential and proprietary information. Information regarding accounts should not be given to any unauthorized individuals, including immediate family. Employees may not disclose, duplicate or use this information except as required in the performance of their duties. We are required by law to protect the privacy of our customers.

Employees should not openly discuss the company or bank strategies in public or in front of customers or potential customers.

Accuracy

Nowhere is accuracy more crucial and carelessness more potentially damaging than in the area of financial service. Employees cannot make mistakes when handling other people's

money. Any written record or message should be neat, accurate, and legible so that anyone relying on the information can be confident it is correct. All of the work must be thorough and followed through to completion. Errors can set off unpleasant chain reactions that eventually could affect many people.

Personal Finances

Employees of Southern National Bancorp and Sonabank are expected to be conservative and prudent. Employees are expected to keep their checking accounts in proper order so as to avoid an overdraft balance in your account. Management is aware that extraordinary circumstances do arise and will provide some latitude for these circumstances however Southern National Bancorp and Sonabank cannot allow overdrafts to occur on a continuing basis. In accordance with state banking regulations, overdraft penalties must be assessed on employee accounts since they are assessed on non-employee accounts.

All Southern National Bancorp and Sonabank employees are *prohibited* from transacting business on their own personal accounts and on any accounts owned by relatives. Further, employees are *prohibited* from originating, processing or approving loans for themselves and relatives.

Drug Free Workplace Statement

The manufacturing, distribution, dispensation, or possession and/or use of illegal drugs, or any controlled substance on Company or Bank property is prohibited. It is a violation of our policy for employees to report to work under the influence of alcohol or illegal drugs. Southern National Bancorp and Sonabank reserves the right to require employees to submit to a blood or urine test prior to employment, or at any point during employment. Failure to comply with a drug/alcohol screen or an investigation is grounds for termination.

Alcohol

Alcoholic beverages may not be consumed on Southern National Bancorp and Sonabank premises during business hours. Employees reporting for work under the influence of alcohol or drugs where performance is adversely affected are subject to immediate termination. When “after hours” social functions are held on company or bank premises and customers are present, any Employee not an Officer of the Company or Bank must obtain approval of senior management prior to consuming alcohol. Employees, guests, or visitors under the age of 21 will not be permitted to consume any alcoholic beverage on company property.

Smoke Free Workplace

Smoking is prohibited throughout the Company and Bank. This policy applies to all employees and will be adhered to in all instances. Please refrain from smoking in proximity to all public entrances of Southern National Bancorp and Sonabank branch and

office locations.

Gambling

Gambling is not permitted on Company or Bank property.

Firearms and Other Weapons

Firearms and other weapons are not permitted for any reason on Company or Bank property. Firearms and other weapons represent unnecessary risk to the lives and safety of our customers and employees. Violation of this policy will lead to dismissal.

Safety in the Workplace

Southern National Bancorp and Sonabank believes in providing safe, decent, and healthful working environments for employees and customers. However, safety is everyone's responsibility and requires active participation from all employees to reduce or eliminate accident hazards. Employees should immediately report any unsafe condition to their supervisor. Any work-related accident or injury must be reported to your supervisor and the Human Resource department with 24 hours of the occurrence.