

# CONDUCT

CODE OF

At Thrivent Financial for Lutherans, we expect everyone acting on behalf of our organization to know and understand our Code of Conduct and follow its principles.



More information about Thrivent Financial's Code of Conduct is available on the Web site at [www.thriventcodeofconduct.com](http://www.thriventcodeofconduct.com).

**Hotline numbers:**

**Thrivent Code Office:** ext. 5505  
888-422-5737, follow prompts and say  
"Code of Conduct"

OR

**Independent Hotline:** 800-688-6046

# CODE OF CONDUCT

## Reporting Process

**TIER 1 Corporate employees:** Notify your manager  
**Field members:** Notify your managing partner, group senior partner, DVP or market conduct specialist.

OR

**TIER 2** Contact the area that owns the specific policy for guidance. For example, call the HR Help Line with any Human Resources policy questions.

OR

**TIER 3** Contact the Thrivent Code Office at ext. 5505 for policy guidance or to report an issue.  
888-422-5737, follow prompts and say “Code of Conduct”  
E-mail: BOX Code of Conduct @ thrivent.com

OR

**HOTLINE** Call the external hotline at 800-688-6046 or fill out a Web report at [www.thriventcodeofconduct.com](http://www.thriventcodeofconduct.com)

- Managed by fully independent third party
- Completely anonymous at your option
- Reports only; no policy guidance

If you have concerns about non-compliant behavior or wish to report a breach, you may choose to follow our tiered process, or contact our external hotline directly.