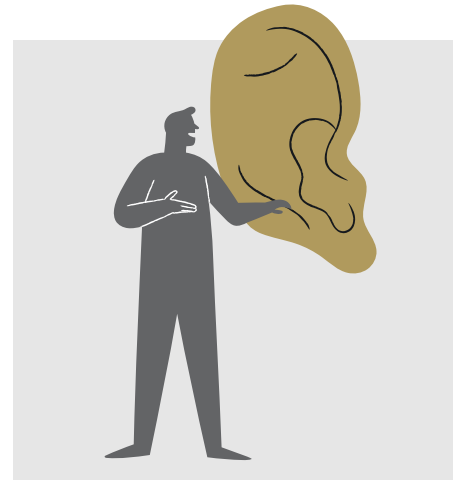




Speaking up

Don't fear retaliation. Trust the power of the process.



Meet Sue. She's concerned, but not sure there's a real problem.

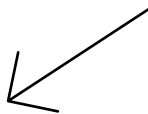


After Sue reads the policy, she thinks there's an issue.



But it's her coworker and Sue is worried about retaliation.

Sue has options.



Talk with her leader, any leader or HR

More than ¾ of people at Thrivent prefer to raise concerns to their leader or another leader.*

You can also reach out to your HR Business Partner.



Code of Conduct Office

Phone x844-5505
Email [Box Code of Conduct](mailto:Box_Code_of_Conduct)
Web weThrive

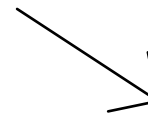
- In person.
- Staffed by Thrivent employees.
- We can help with questions or concerns.



External Hotline

Web thriventcodeofconduct.com
Phone 800-688-6046
Always available

- Only for reporting concerns.
- Anonymous if you choose.
- [Check back](#) for updates and questions if anonymous.



No Action

Concern goes unaddressed. We may be [unaware of an issue](#).

90%

at Thrivent are **comfortable reporting if they see misconduct**.*

Nearly half

who see misconduct **report it**.*

*2019 Ethics Perception Survey of workforce.

Questions? Contact

Code of Conduct Office, Box Code of Conduct, ext. 844-5505 or 888-422-5737, say "directory," and dial ext. 844-5505.
thriventcodeofconduct.com