



OPEN DOOR & DIAL

Talking About Concerns

Farmers encourages you to discuss concern(s) about your job or the treatment you are receiving at work through Open Door conversations or the DIAL for Ethics Hotline.

Our Door Is Always Open

Your concern(s) are important and should be expressed. You can talk to your supervisor, your manager, any other leader or Human Resources if that is more comfortable for you.

Farmers will make every reasonable effort to look into and resolve your concern(s) with the understanding that not every situation will be resolved to your satisfaction.

DIAL for Ethics Hotline

Farmers is committed to maintaining the highest ethical and professional standards without compromise.

If you believe someone is violating a Farmers policy or any legal or ethical standards, you can call the confidential DIAL (Direct Independent Access Line) for Ethics Hotline managed by a third party vendor with the option of remaining anonymous.

Submit your report either by phone or online 24 hours a day, seven days a week:

- Phone: (800)780-7824
- Online link: [EthicsPoint - Farmers Group, Inc.](#)

Follow the instructions you are given and retain the **report key** that will be provided.

No Retaliation

Farmers prohibits retaliation against anyone who reports, or assists in reporting, suspected violations of a Farmers policy or any legal or ethical standards, or cooperates in investigations or proceedings relating to such suspected violations. Any individual who retaliates in violation of Farmers' policy will be subject to corrective action, up to and including termination of employment.