

SENTRY INSURANCE CODE OF ETHICS AND CONDUCT



SENTRY
INSURANCE

*Sentry Insurance makes a powerful promise to our customers – **Strength, Protection, Vigilance.** Fulfilling that promise requires each Sentry employee to adhere to the highest level of ethical conduct.*

I will perform my work with honesty and integrity, avoid conduct that would harm the reputation of Sentry, and promptly report suspected violations of the Code of Ethics and Conduct.

COMPLIANCE I will comply with applicable laws, rules and regulations that apply to my work at Sentry. If I am unsure of the details of a law, rule or regulation, I will ask advice from an appropriate person.

CONFIDENTIALITY I will maintain and protect the confidentiality of information to which I have access. I will maintain confidentiality of information even after my employment with or service to Sentry has ended.

COMPANY PROPERTY I will protect Sentry's property and will not use Sentry property for unauthorized, non-company purposes.

CONFLICT OF INTEREST I will not let my personal interests come before the interests of Sentry. I will disclose all potential conflicts of interest to Sentry.

IMPROPER GAIN I will not use my position at Sentry, Sentry property or Sentry information for improper personal gain.

RESPONSIBILITY If I am an officer of Sentry, I acknowledge that Sentry's best interests must come before my individual interests.

VIOLATION I understand that a violation of the Code of Ethics and Conduct will result in discipline, up to and including termination of employment.

REPORTING VIOLATIONS If I believe that a violation of the Code of Ethics and Conduct may have occurred I will promptly contact either the toll free, confidential hotline or Sentry's Director of Privacy & Compliance or Sentry's Vice President, General Counsel and Corporate Secretary. Retaliation against me for reporting a suspected violation, even if the report is mistaken, violates this Code.

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