



Confidential AlertLine[®]

Recognizing Crawford & Company's commitment to its CODE OF BUSINESS CONDUCT AND ETHICS, all employees must commit themselves to act with honesty and integrity in the workplace and to speak up when they notice others acting in violation of these standards. If you should witness a dishonest or illegal act in the workplace, report it to your line manager or, if you feel more comfortable remaining anonymous, call the Confidential AlertLine[®] 24 hours a day.

Please keep in mind that Crawford & Company (including its subsidiaries) will never tolerate retaliatory acts taken against employees for making a report in good faith.

**Toll Free • 24 hours a day
ANONYMOUS**

Dial the following Access Code:

**When prompted, dial the AlertLine[®]
phone number:**

800-854-3205

*If the access code you dial is not functioning properly, please access the following website for up-to-date Access Code information by country: <http://www.business.att.com/bt/access.jsp>

**Use the AlertLine[®] to report
concerns related to:**

- *Unethical business practices*
- *Theft*
- *Policy violations*
- *Conflicts of interest*
- *Fraud*
- *Bribery*
- *Discrimination or harassment*
- *Other violations of laws or regulations*

