

Nonprofit Code of Conduct

Grange Enterprise (the “Enterprise”) is proud of its longstanding tradition as an ethical and socially responsible organization and is committed to conducting business in such a manner. Over the years, this has meant dealing fairly with our associates, our agents, our policyholders, governmental regulators, suppliers and the public. Everything we achieve depends upon the trust of these essential constituencies.

The Enterprise also requires Nonprofit 501c3 Organizations with whom it works to adhere to and comply with the following Code of Conduct. Nonprofit 501c3 Organization refers to those nonprofits that receive in kind services, volunteering, giving or any benefit whatsoever from the Enterprise (“Nonprofits”). If you believe a violation of this policy has occurred, you should immediately notify the Office of General Counsel and Compliance.

Basic Expectations

- **Respect Rights:** The Enterprise is committed to providing an environment free from discrimination and harassment and requires all Nonprofits to comply with applicable anti-discrimination and anti-harassment laws. No Nonprofit shall discriminate against or harass any individual on the basis of race, color, religion, age, sex, national origin, handicap, disability, sexual orientation, gender identity or expression, gender stereotyping, genetic information, ancestry, pregnancy, veteran status, citizenship, or any other legally protected status.
- **Conduct Business Ethically:** The Enterprise expects all Nonprofits to conduct their activities with integrity, uphold the highest ethical standards, and demonstrate social responsibility in furtherance of their missions. The Enterprise's success depends upon fostering trust, acting responsibly, and meeting the expectations of our customers, communities, regulators, and other stakeholders.
- **No Nonprofit shall improperly influence, coerce, manipulate, mislead, or otherwise attempt to interfere with the independent judgment of the Enterprise, or any individual or entity involved in work performed for or on behalf of the Enterprise.**
- **Know and Comply with All Laws and Regulatory Requirements.** The Enterprise expects all Nonprofits to comply with all applicable federal, state, and local laws, regulations, rules, and governmental requirements in connection with their activities and any work performed for or on behalf of the Enterprise.

¹ The term “Enterprise” means Grange Mutual Holding Company, Grange Holdings, Inc., Grange Insurance Company, Grange Indemnity Insurance Company, Trustgard Insurance Company, Grange Insurance Company of Michigan, Grange Property & Casualty Insurance Company, Integrity Insurance Company, Integrity Property & Casualty Insurance Company, Integrity Select Insurance Company, GrangeAmerica Corporation, and Northview Insurance Agency, Inc., as well as any other corporation, partnership or other business entity with which any of the foregoing may become associated at any time hereafter.

Equal Employment Opportunity & Non-Discrimination Statements

As an equal employment opportunity employer, the Enterprise will always endeavor to select the best qualified individuals based on job-related qualifications, regardless of race, color, religion, age, sex, national origin, handicap, disability, sexual orientation, gender stereotyping, gender identity or expression, genetic information, ancestry, pregnancy, veteran status, citizenship or any other legally protected status. This policy commits the Enterprise to provide equal employment opportunities in all phases of employment including, but not limited to, recruiting, selection, hiring, training and development, transfers, promotions, compensation, benefits, and all other privileged and conditions of employment. The Enterprise requires Nonprofits to hold themselves to these same non-discriminatory standards in their employment practices. The Enterprise will not tolerate any discriminatory conduct by its Nonprofits.

Anti-Harassment

Each Nonprofit shall prohibit any harassment on the basis of race, color, religion, age, sex, national origin, handicap, disability, sexual orientation, gender stereotyping, gender identity or expression, genetic information, ancestry, pregnancy, veteran status, citizenship or any other status protected by law.

Harassment may include unwelcome verbal, written, visual, or physical conduct that has the purpose or effect of creating an intimidating, hostile, abusive, or offensive working environment. Examples include derogatory comments, slurs, epithets, offensive jokes, unwanted advances, persistent comments regarding an individual's protected characteristics, or the display or distribution of offensive, obscene, or sexually explicit materials.

Conflict of Interest

Each Nonprofit shall avoid any actual, potential, or perceived conflict of interest that could impair, or appear to impair, its ability to act objectively, ethically, or in the best interests of the Enterprise. Nonprofits shall promptly disclose any circumstances that may give rise to a conflict of interest and shall cooperate with the Enterprise in addressing or mitigating such conflicts.

Nonprofits shall not offer, provide, or authorize gifts, hospitality, entertainment, or other items of value that could improperly influence, or appear to influence, the judgment or decision-making of the Enterprise or its personnel.

The Enterprise may revise this Nonprofit Code of Conduct from time to time by providing notice of the revised version. Continued participation in, or receipt of benefits from, the Enterprise's programs or activities following such notice constitutes acceptance of the revised Code of Conduct.