

EthicsLine

What happens when you report a concern?

You are protected.

As stated in our Speak Up and Nonretaliation policy, Wells Fargo strictly prohibits retaliation or any adverse employment action, as a result of an employee speaking up.



1. You have options.

While there are multiple ways to Speak Up, the EthicsLine allows you to:

- Anonymously* report a concern or identify yourself if you choose.
- Report your concern online or by phone using the number listed for your country.



2. You receive confirmation.

- Save your assigned EthicsLine report key and password in a safe place. You will not be able to obtain this information from the Ethics Office.
- If you shared your contact information, expect a [follow-up](#) call or email for most matters.
- If you reported anonymously, call back or follow up on the [EthicsLine](#) site after 5 business days.



3. Your report is assigned.

- Based on the type of concern, it's assigned to the appropriate group.
- Your concern is researched, investigated, and resolved.
- The length of time required to research, investigate, and resolve a matter depends on its complexity.



4. You can add details or check for an update.

- Return with your report key and password to the [follow-up](#) section of the [EthicsLine](#) website or use the phone option to do the following:
 - Add information to your report or upload files regardless of whether your original report was by phone or online.
 - If reported anonymously check for follow-up questions from your assigned investigator after 5 business days.
- If you provided contact information, you may receive updates by phone or email depending on the nature of your concern.



5. Your report is closed.

- For reports with contact information on file, you may be informed when your report is closed.
- For anonymous reports, report closure information may be available online or telephonically using the assigned report key and password.
- To preserve the confidentiality of all involved, you may not receive details regarding the findings or actions taken.

If you have any questions about reporting concerns, please contact the Ethics Office Ethics@wellsfargo.com.

*where permitted by local laws and regulations.