COMPANY HOTLINES

Loss Preventions 24-Hour HELP (Honest Employees Love Profits)

Confidential Line

800-999-7040

The Accounting Complaint Legal & Ethics Anonymous Reporting Hotline

866-341-2633

or

legal@zalecorp.com

or

Legal Department 901 West Walnut Hill Lane, MS-6A Irving, Texas 75038

Zale Coporation's Code of Business Conduct Policy for Receipt of Complaints