



Ethics Inquiries and Concerns Policy

8 November 2021

Overview

To outline Satellogic's management of inquiries and concerns that may surface regarding ethical behavior.

Purpose

This policy is intended to outline the ethics concerns hotline that is in place.

Scope

All Satellogic employees

Policy

1. Satellogic and each of its employees and business partners will adhere to the Code of Conduct.
 2. Should any employee have a concern they are encouraged to articulate that concern to their management, to Human Resources, or, if uncomfortable with these avenues, via Satellogic's EthicsLine.
 3. Satellogic will not retaliate against anyone articulating an inquiry or concern. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, or poor work assignments, and threats of physical harm. Anyone who may report an inquiry or concern and believes he/she is being retaliated against must contact the Human Resources Manager immediately. The right of this protection against retaliation does not include protection for any personal wrongdoing that is alleged and investigated.
 4. Satellogic will protect the confidentiality of the inquiry or concern to the maximum extent possible. There could be a need to disclose during an investigation into the reported concern, to comply with the law, and / or to provide individuals who may have acted outside of acceptable parameters with their legal rights of defense.
 5. Limitation to protections a. A person is not entitled to the protections under this policy unless he or she reasonably believes that the information reported is, or is about to become, a matter of serious concern; and reports the information in good faith. b. A person is entitled to the protections under this policy only if the matter of concern is not the result of conduct by the individual seeking protection, unless it is the result of conduct by the person that was required by his or her employer.
 6. All reports or concerns of illegal and / or dishonest activities will be promptly reviewed who is responsible for investigating and coordinating any necessary corrective action.
 7. The employee making an inquiry or reporting a concern is not responsible for investigating the alleged illegal or dishonest activity, or for determining fault or corrective measures; the Compliance Officer is charged with these responsibilities.
 8. Examples of illegal or dishonest activities include violations of federal, state, or local laws; violation of the Code of Conduct; billing for services not performed or for goods not delivered; and other fraudulent financial reporting. The employee must exercise sound judgment to avoid baseless allegations. An employee who intentionally files a false report of wrongdoing will be subject to disciplinary action.
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