



06 ANTI- HARASSMENT

Anti-harassment

We support our team members and are committed to making Exos a safe place, both physically and psychologically. Cultivating this kind of environment is vital to our success and we need you to let us know when things aren't as they should be.

No retaliation

Exos prohibits any form of retaliation against any team member for filing a bona fide complaint under this policy, for assisting in a complaint investigation, or for engaging in any other protected category as defined by law. However, if after investigating any complaint of harassment or unlawful discrimination, Exos determines that the complaint isn't bona fide and wasn't made in good faith, or that a team member has provided false information regarding the complaint, disciplinary action may be taken against the individual who filed the complaint or gave the false information.

Team members should report any retaliation to their designated people operations representative, their supervisor, or via our ethics reporting website speakup.teamexos.com. Team members may also wish to include contact information such as phone number and/or email address to report such incidents. Any report of retaliatory conduct will be investigated in a thorough and objective manner. If a report of retaliation is substantiated, appropriate disciplinary action, up to and including termination of employment, will be taken.

Additional harassment policies

Please review the appropriate harassment policies below for specific information:

- [Workplace violence prevention](#)
- [Workplace harassment](#)