



# Global Non-Discrimination & Inclusion Policy

## Purpose

ORBCOMM's employees are our most valuable asset. We recognize and value the contributions of our employees with different capabilities and perspectives. As such, we are committed to fostering, cultivating and preserving a culture which is inclusive of these different experiences.

The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our Company's reputation and achievement in our global marketplace as well.

## Scope

ORBCOMM embraces our employees' differences that make employees unique. We believe that a workforce that both reflects diversity of ideas and the communities in which we operate benefits everyone. Discrimination and biases are wholly rejected by ORBCOMM, our employees and our business partners. Whether overt discrimination or unconscious bias, ORBCOMM strives to create a place where our employees feel valued and safe.

ORBCOMM is committed to the ongoing development of an inclusive work environment that strongly encourages and facilitates:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work life balance.

All employees and contractors have a responsibility to treat others with dignity and respect in a way that reflects ORBCOMM's values.

## **Training and Reporting Procedures**

All employees and managers receive mandatory training while employed at ORBCOMM. Employees must implement these principles in their day-to-day work and interactions with colleagues, customers and partners. We ask that employees report any concerns with regards to inappropriate conduct to their manager and/or Human Resources.

Managers are responsible for implementing these principles as a part of their day-to-day management of employees and in applying policies and practices in fair and equitable ways. They must also recognize unacceptable behavior and take immediate appropriate action.

Additional reporting procedures are listed in ORBCOMM's Global Violence & Harassment Policy.

Any employee found to have violated this policy or ORBCOMM's EEO and/or Global Violence & Harassment policies will be subject to disciplinary action.