

Ethics and Compliance Reporting Policy

This policy's intent is to establish a clear, accessible process by which all employees and subcontractors of Agile Partnering can raise ethics and compliance concerns – including potential violations of law, regulation, or company policy – in good faith and without fear of retribution or retaliation.

This policy applies to all employees, contractors, consultants, and any other individuals acting on behalf of Agile Partnering.

Anyone covered by this policy may raise a concern through any of the following channels:

1. **Direct Supervisor** – Concerns may be raised verbally or in writing with your immediate supervisor at any time.
2. **Senior Leadership** – If you are uncomfortable speaking with your supervisor, or if the concern involves your supervisor, you may bring the matter directly to senior leadership at hr@agilepartnering.com.
3. **Anonymous Reporting** – Concerns may be submitted anonymously via hr@agilepartnering.com. Anonymous submissions will be reviewed and actioned with the same seriousness as identified reports. While anonymous reporting is supported, providing contact details where possible allows for follow-up and a more thorough investigation.

There is no requirement to use channels in any particular order. Members are encouraged to use whichever channel they feel most comfortable with.

Agile Partnering strictly prohibits retaliation against any individual who raises a concern in good faith, participates in an investigation, or reports a potential violation – regardless of the outcome of that investigation. Any employee found to have retaliated against a reporting individual will be subject to disciplinary action, up to and including termination.

All reports will be handled with discretion. The identity of individuals who raise concerns will be protected to the fullest extent possible, consistent with the organization's obligation to conduct a fair and thorough review.

Questions about this policy may be directed to hr@agilepartnering.com.