

Ethics and Reporting of Unethical, Illegal or Improper Acts

Employees of SPIE are to conduct themselves in a responsible, professional and ethical manner. Report unethical or dishonest behavior to your immediate supervisor or utilize our open door policy. Reported activities will be investigated by appropriate SPIE management team members. The management team will determine appropriate means for proper resolution. Employees found to be conducting themselves in an unethical manner may be subject to appropriate disciplinary action, up to and including termination.

SPIE is committed to the highest standards of ethical and legal business conduct and therefore has established a policy and procedure by which complaints and/or concerns regarding inappropriate and/or illegal activity, accounting, internal controls and audit matters can be brought to the attention of SPIE management and the Audit Committee and to provide for appropriate resolution of such matters. We encourage all employees to report any act or omission at the company that he or she believes is inappropriate or illegal and the company will not retaliate against the employee for bringing that matter to the company's attention. A confidential 3rd party hotline has been established for reporting suspicious activities. You may call 1-888-818-6898 or go to www.SPIE.ethicspoint.com to file your report.