

Top 10 Frequently Asked Questions about Reporting Ethical Concerns

Question: *Will I face retaliation for reporting a concern to Ethics or EthicsPoint helpline?*

Answer: V2X has a zero-tolerance policy for retaliation. In fact, retaliation is a violation of our Code of Conduct and could result in disciplinary action, including termination. If you feel you've been mistreated because you raised a concern, please report it so it can be properly investigated and addressed.

Question: *If my report is substantiated, will those involved be disciplined?*

Answer: Although due to confidentiality reasons you won't be informed of any disciplinary actions taken against others, many substantiated cases result in some form of discipline. Regardless of position or grade level, there are real consequences for wrongdoing.

Question: *Will I hear about the progress or outcome of my claim?*

Answer: V2X cannot discuss case specifics or disclose disciplinary action with anyone other than the employees involved. However, if you make a report to the EthicsPoint helpline - even anonymously - you will be provided a unique report key which will allow you to anonymously obtain updates or provide additional information that may be necessary for a thorough investigation into your concern.

Question: *Is the helpline really anonymous or can the company trace my call?*

Answer: The purpose for using a 3rd party vendor, EthicsPoint, is to ensure that employees and stakeholders have access to a truly anonymous mechanism for reporting concerns. EthicsPoint does not capture identifiable information (i.e. does not use caller ID, does not record calls, and does not track network addresses). The primary interest is in resolving potential issues, not with trying to determine who might have reported it.

Question: *Will my concern be seen by the right people?*

Answer: All allegations are first reviewed Ethics. When necessary, the Ethics & Compliance Review Board ECRB works with subject matter experts in HR, Audit, Legal or Security to conduct a proper and thorough investigation.

Question: *If I call the helpline, will my claim be ignored?*

Answer: Under V2X policy, it is required that all claims are formally reviewed to determine an appropriate course of action. Not all claims require an investigation, but V2X addresses all reports.

Question: *Is it right to raise concerns about co-workers?*

Answer: Although it takes courage to raise concerns about possible misconduct, speaking up is always the right thing to do. Remember, people involved in possible misconduct are harming themselves, their colleagues and the company.

Question: *If I raise a concern, will my manager or co-workers find out?*

Answer: Whether your claim is anonymous or not, V2X will make every reasonable effort to keep your identity confidential in a manner consistent with a thorough investigation and meeting any legal requirements.

Question: *What if I am unsure about what to do?*

Answer: The Code of Conduct is an ideal tool for general guidance. But if you need to discuss an issue with someone, start with your supervisor. If that isn't an option, contact any of the following resources for further assistance:

- Human Resources
- Legal
- Compliance representative in the areas of Ethics & Compliance
- Internal Audit/Finance
- Environmental, Health & Safety
- Security
- Trade
- Ethics or an ECRB member

Question: *If the wrongdoing doesn't affect me, should I get involved?*

Answer: Get involved. Looking the other way does not benefit anyone. In the Code of Conduct training, you acknowledged your commitment to act responsibly by reporting action that appears inconsistent with the Code. Asking questions and raising concerns protects you and the company.