

Fitbit Government Contract Whistleblower Policy

A Fitbit employee may not be retaliated against for providing to a supervisor, manager, co-worker, appropriate United States Government (Government) official or Government entity or agency, information that the employee reasonably believes is evidence of (1) gross mismanagement of a Department of Defense or any other Government contract, (2) an abuse of authority relating to such a contract, (3) a violation of law related to such a contract, or (4) a substantial and specific danger to public health or safety.

A Fitbit employee who believes he or she has been subjected to a prohibited retaliation may submit a complaint to the Inspector General of the Department of Defense and/or to any other appropriate Government entity, agency, department, person and/or branch of Government including any Inspector General of any Government agency. To be covered under the applicable whistleblower protections and provisions, a complaint must be brought within three years of the date on which the alleged retaliation took place. The Inspector General may not respond to any inquiry or disclose any information from or about any person alleging the retaliation except as authorized by law.

If the Inspector General determines that Fitbit has subjected the complainant to a prohibited retaliation it will take one or more of the following actions: (1) Order Fitbit to abate the retaliation; (2) Order Fitbit to reinstate the person to the position the person held before the retaliation occurred, together with back pay and other employment-related benefits that would apply to the person had the retaliation not occurred; (3) Order Fitbit to pay the complainant an amount equal to all costs and expenses reasonably incurred by the complainant in connection with bringing the complaint, including reasonable and allowable attorneys' fees.

For further information see "10 United States Code 2409" which is available [online](#).