



Freedom of Association Policy

ORBCOMM supports Freedom of Association and the rights of workers to lawfully and peacefully associate and organize. This policy is in line with ORBCOMM's goal of having a positive social impact and respecting international human rights, while maximizing our business opportunities.

ORBCOMM employees are our greatest asset. We believe that our employees have a right to work together in the establishment and protect their rights as ORBCOMM employees. The ability to organize in this way allows employees to work together with a common voice and provides them with a structure for engaging with management on matters that are important to them, including the ability to work under fair and decent terms and conditions.

We recognize that employees' opportunities to express concerns often depend on factors beyond their control. This is why ORBCOMM makes an anonymous hotline available to employees through which they may communicate with management. We also support the rights of workers and employees for freedom of association and collective bargaining.

ORBCOMM similarly requires that our suppliers and vendors interact with their employees in a way that positively reflects on us. Our Vendor Code of Conduct requires that our suppliers and vendors also respect human rights and the right of their employees to freely associate.