

# Non-Retaliation and Non- Retribution Policy

Function/Department: Legal and Compliance

Region: Global

Effective: 17 September 2018

A large, abstract graphic at the bottom of the page, consisting of a curved, flowing shape in various shades of blue, resembling a stylized wave or a dynamic motion blur effect.

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# Non-Retaliation and Non-Retribution Policy

## Purpose

Blue Yonder has implemented an Ethics and Compliance program that promotes the highest standard of ethical and legal conduct. Standards of business and ethical conduct have been implemented which apply to all Blue Yonder associates (including contingent workers and contractors) and also to third party legal entities (including their personnel) sub-contracted to work for or with Blue Yonder or that provide goods or services to Blue Yonder.

Blue Yonder believes that positive associate relations and morale can be best achieved and maintained in a working environment that promotes ongoing open communication between executives, managers and all associates. Open and candid discussions of problems and concerns by associates are encouraged.

Blue Yonder understands that associates may not report concerns if they feel that they will be subject to retaliation, retribution or harassment for reporting such concerns. This non-retaliation and non-retribution policy has been established to reassure associates who wish to report concerns, either through the [Blue Yonder EthicsLine](#), or directly to the Legal and Compliance or Associate Success Departments or to their manager.

## Policy

All Blue Yonder associates are responsible for promptly reporting actual or potential wrongdoing, including an actual or potential violation of law, regulation, policy, or procedure.

The Legal and Associate Success departments will maintain an “open door policy” to allow individuals to report problems and concerns. The Legal and Associate Success departments will act upon the concern promptly and in the appropriate manner.

The [Blue Yonder EthicsLine](#) is designed to allow individuals to call or submit online, anonymously and/or in confidence a report of any problem or concern, or to seek clarification of compliance-related issues.

Blue Yonder expressly forbids and does not tolerate any form of retaliation or retribution. Associates who report concerns in good faith will not be subjected to retaliation, retribution, or harassment.

No associate is permitted to engage in retaliation, retribution, or any form of harassment against another employee for reporting compliance-related concerns. Any retribution, retaliation, or harassment will be met with disciplinary action.

Associates cannot exempt themselves from the consequences of wrongdoing by self-reporting, although self-reporting may be taken into account in determining the appropriate course of action.

## Policy Scope

This policy is applicable to all Blue Yonder associates globally.

## Reporting procedures for Retaliation or Retribution

Knowledge of actual or potential wrongdoing, misconduct, or violations of the compliance plan must be reported immediately to management, the Legal or Associate Success Department, or the [Blue Yonder EthicsLine](#).

All Blue Yonder managers must maintain an open-door policy and take aggressive measures to assure their staff that the system truly encourages the reporting of problems and that there will be no retaliation, retribution, or harassment for doing so.

If associates have concerns on experiencing any form of retaliation or retribution, they should be addressed in the following order:

1. Contact Immediate supervisor or manager
2. Contact Department manager
3. Contact Department head or director
4. Contact Compliance Department at [ComplianceInquiries@jda.com](mailto:ComplianceInquiries@jda.com)

If an associate feels uncomfortable reporting to any of the above individuals, the associates should report concerns directly to the Legal or Associate Success Departments or to the [Blue Yonder EthicsLine](#). All concerns will be investigated within 30 days.

## Definitions

Term	Definition
Blue Yonder EthicsLine	<a href="#">Blue Yonder EthicsLine</a> is an external service operated by EthicsPoint, an independent company. All reports submitted using Blue Yonder's EthicsLine (via web or phone) are received directly by EthicsPoint and then routed to the appropriate person within Blue Yonder, who will ensure that each report is handled in a professional and confidential manner.

## Reference

- [Blue Yonder EthicsLine](#)
- [Blue Yonder Code of Conduct](#)
- All Blue Yonder policies can be located on [One Hub](#)