

# Whistleblower Policy

*Adopted on March 2016*

## Policy Overview

Consistent with our core values, we rely upon our directors, officers, and associates others who do business with us to bring to light good faith concerns regarding Ecoark’s business practices, including: (1) reporting suspected legal violations; (2) providing truthful information in connection with an inquiry or investigation by a court, an agency, law enforcement, or any other governmental body; and (3) identifying potential violations of our Corporate Governance Policy and Code of Ethics. Throughout this Policy, we refer to the scenarios set forth in items 1, 2 and 3 together as “Violations”.

The integrity of our business practices and financial information is paramount and we aspire to maintain a workplace where associates, when they reasonably believe that they are aware of questionable accounting, internal accounting controls, or other financial matters, or the reporting of fraudulent financial information (which we refer to in this Policy as “Fraudulent Activities”), can raise these concerns free of any retaliation, discrimination or harassment.

Ecoark associates are expected to act and perform their duties ethically, honestly and with integrity – to do the right thing even when “no one is looking” – and the success of Ecoark depends on this. As an Ecoark associate, if you are aware of a potential Violation or Fraudulent Activity and do not report it according to this Policy, your inaction may be considered a Violation itself, which may result in disciplinary action, up to and including termination of your employment or any other working relationship that you may have with Ecoark.

## Who does this Policy apply to?

This Policy applies to all directors, officers, and associates of Ecoark or any of its subsidiaries (all of whom we will refer to collectively as “associates” or “you” throughout this Policy). For purposes of this Policy, “we” and “our” refers to Ecoark and its subsidiaries.

## Reporting and Investigation

If you have a good faith concern regarding conduct that you believe to be a violation of Ecoark’s policies, or you believe that any Violation or Fraudulent Activity has occurred or is occurring, we encourage you to:

- discuss the situation with your manager; or,
- if your manager is involved in the situation or you are uncomfortable speaking with your manager, contact the head of human resources, legal counsel or chief financial officer; or,
- if you don’t believe your concern is being adequately addressed, or you are not comfortable speaking with one of the above-noted contacts, you may report your concern via our confidential Reporting Hotline at (844) 280-0005, through which you may choose to identify yourself or remain anonymous. Concerns submitted through the reporting



hotline that are financial or accounting related will be reviewed by a member of the Audit Committee and legal counsel or their delegates, as appropriate.

**Toll-Free Telephone:**

- o English speaking USA and Canada: **844-280-0005**
- o Spanish speaking USA and Canada: **800-216-1288**
- o French speaking Canada: **855-725-0002**

Website: [www.lighthouse-services.com/ecoarkusa](http://www.lighthouse-services.com/ecoarkusa)

Reported violations will be taken seriously and will be investigated. The specific action taken in any particular case depends on the nature and gravity of the conduct or circumstances reported and the results of the investigation. Where a Violation or Fraudulent Activity has been reported and confirmed, we will take corrective action proportionate to the seriousness of the offense. This action may include disciplinary action against the accused party, up to and including termination of employment or any other working relationship that the offending party may have with Ecoark. Reasonable and necessary steps will also be taken to prevent any further Violation or Fraudulent Activity.

## No Retaliation

We are committed to providing a work environment in which you feel free to raise any good faith concern, free of retaliation, discrimination or harassment (to which we refer collectively throughout this Policy as “Retaliation”). Accordingly, Ecoark will not tolerate any Retaliation against any individual who reports in good faith or participates in the investigation of any suspected Violation or Fraudulent Activity in accordance with this Policy.

If you believe that you have been subject to Retaliation for having made a report in compliance with this Policy or for having participated in any investigation relating to an alleged Violation or Fraudulent Activity, please immediately report any alleged Retaliation to the legal counsel, chief financial officer or head of human resources. If, for any reason, you do not feel comfortable discussing the alleged Retaliation with these people, please report the alleged Retaliation through the Reporting Hotline at (844) 280-0005. Bringing any alleged Retaliation to our attention promptly enables us to honor our values, and to promptly and appropriately investigate the reported Retaliation. If a complaint of Retaliation is proven to be true, appropriate disciplinary action will be taken against the accused party, up to and including termination of employment or any other working relationship that the accused may have with Ecoark.

## Confidentiality

Information disclosed during the course of the investigation will, to the extent practical and appropriate, remain confidential. Exceptions to confidentiality may be reasonably necessary in circumstances including, but not limited to, disclosure necessary to facilitate the investigation; take any remedial action; and, to comply with applicable law.



For any Violation or Fraudulent Activity not reported through an anonymous report, we will advise the reporting associate that the Violation or Fraudulent Activity has been addressed and, if we are able, of the specific resolution. However, due to confidentiality obligations, there may be times when we will not be able to provide the details regarding the corrective or disciplinary action that was taken.

## **Retention of Complaints**

The legal counsel shall retain any written complaints made under this policy, including any accounting and auditing matters log created, and all related documentation as required under applicable law.

## **Additional Enforcement Information**

Consistent with our core value of growing our business in a way that makes us proud, Ecoark endeavors to operate on a highly transparent basis, and we want to be made aware of alleged wrongdoings and to address them as soon as possible. However, nothing in this Policy is intended to prevent any associate from reporting information to Federal or State law enforcement agencies when an associate has reasonable cause to believe that the violation of a Federal or State statute has occurred. A report to law enforcement agencies may be made instead of, or in addition to, a report directly to Ecoark through its management or the Reporting Hotline.

## **Amendments**

We are committed to continuously reviewing and updating our policies, and therefore reserve the right to amend this Policy at any time, for any reason, subject to applicable law.

