1-3. Non-Harassment

It is Progenity, Inc.’s policy to prohibit intentional and unintentional harassment of any individual by another person on the basis of any protected classification including, but not limited to, actual or perceived race, color, religious belief or dress, alienage or national origin, ancestry, citizenship status, age, physical or mental disability or handicap, pregnancy, sex, marital status, veteran status, sexual orientation, gender identity or expression, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws. Harassment based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics is also prohibited. The purpose of this policy is not to regulate our employees’ personal morality, but to ensure that in the workplace, no one harasses another individual.

This policy applies to all persons involved in the operation of the Company and prohibits unlawful harassment by any of our employees, including Supervisors and managers, as well as vendors, customers, independent contractors, interns (paid or unpaid) and any other persons. Prohibited unlawful harassment includes, but is not limited to:

- Verbal: Conduct such as epithets, derogatory jokes or comments, or slurs;
- Visual: Displays such as derogatory posters, photography, cartoons, drawings, screen savers or gestures;
- Physical: Conduct including assault, unwanted touching, intentionally blocking normal movement or interfering with work because of sex, race or any other protected basis;
- Retaliation for reporting or threatening to report harassment.

If you feel that you have been subjected to conduct which violates this policy, you should immediately report the matter to the Head of Human Resources or the Company’s General Counsel. If the person toward whom the complaint is directed is one of the individuals indicated above, you should contact any higher-level manager in your reporting hierarchy. Every report of perceived harassment will be fully investigated and corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed. In addition, the Company will not allow any form of retaliation against individuals who report unwelcome conduct to management or who cooperate truthfully in the investigations of such reports in accordance with this policy. Employees who make complaints in bad faith may be subject to disciplinary action, up to and including discharge. All employees
must cooperate with all investigations. Any employee who has been found, after an appropriate investigation, to have harassed or discriminated against another employee or prospective employee will be subject to disciplinary action, up to and including discharge.

1-4. Sexual Harassment

It is Progenity, Inc.’s policy to prohibit harassment of any employee by any Supervisor, employee, customer or vendor on the basis of sex or gender. The purpose of this policy is not to regulate personal morality within the Company. It is to ensure that at the Company all employees are free from sexual harassment. While it is not easy to define precisely what types of conduct could constitute sexual harassment, examples of prohibited behavior include unwelcome sexual advances, requests for sexual favors, obscene gestures, displaying sexually graphic magazines, calendars, posters or screen savers, sending sexually explicit e-mails, text messages and other verbal or physical conduct of a sexual nature, such as uninvited touching of a sexual nature or sexually related comments. Improper conduct also includes sexual joking, vulgar or offensive conversation or jokes, commenting about an employee’s physical appearance in an inappropriate manner, conversation about your own or someone else’s sex life, or teasing or other conduct directed toward a person because of his or her gender. Additionally, improper conduct includes threats and demands to submit to sexual requests as a condition of continued employment, or to avoid some other loss, and offers of employment benefits in return for sexual favors.

If you feel that you have been subjected to conduct which violates this policy, you should immediately report the matter to the Head of Human Resources or the Company’s General Counsel. If the person toward whom the complaint is directed is one of the individuals indicated above, you should contact any higher-level manager in your reporting hierarchy. Every report of perceived harassment will be fully investigated and corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed. In addition, the Company will not allow any form of retaliation against individuals who report unwelcome conduct to management or who cooperate truthfully in the investigations of such reports in accordance with this policy. Employees who make complaints in bad faith may be subject to disciplinary action, up to and including discharge. All employees must cooperate with all investigations. Any employee who has been found, after an appropriate investigation, to have sexually harassed another employee or prospective employee will be subject to disciplinary action, up to and including discharge.
Receipt of Non-Harassment and Sexual Harassment Policies

It is Progenity, Inc.’s policy to prohibit intentional and unintentional harassment of any individual by another person on the basis of any protected classification including, but not limited to, race, color, national origin, disability, religion, marital status, veteran status, sexual orientation or age. The purpose of this policy is not to regulate our employees’ personal morality, but to ensure that in the workplace, no one harasses another individual.

It is also Progenity, Inc.’s policy to prohibit harassment of any employee by any Supervisor, employee, customer or vendor on the basis of sex or gender. The purpose of this policy is not to regulate personal morality within the Company. It is to ensure that at the Company all employees are free from sexual harassment. While it is not easy to define precisely what types of conduct could constitute sexual harassment, examples of prohibited behavior include unwelcome sexual advances, requests for sexual favors, obscene gestures, displaying sexually graphic magazines, calendars or posters, sending sexually explicit e-mails, text messages and other verbal or physical conduct of a sexual nature, such as uninvited touching of a sexual nature or sexually related comments. Depending upon the circumstances, improper conduct also can include sexual joking, vulgar or offensive conversation or jokes, commenting about an employee’s physical appearance, conversation about your own or someone else’s sex life, or teasing or other conduct directed toward a person because of his or her gender which is sufficiently severe or pervasive to create an unprofessional and hostile working environment.

If you feel that you have been subjected to conduct which violates these policies, you should immediately report the matter to the HR Manager. If you are unable for any reason to contact this person, or if you have not received a satisfactory response within five (5) business days after reporting any incident of what you perceive to be harassment, please contact the HR Administrator. If the person toward whom the complaint is directed is one of the individuals indicated above, you should contact any higher-level manager in your reporting hierarchy. Every report of perceived harassment will be fully investigated and corrective action will be taken where appropriate. Violation of this policy will result in disciplinary action, up to and including discharge. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed. In addition, the Company will not allow any form of retaliation against individuals who report unwelcome conduct to management or who cooperate in the investigations of such reports in accordance with this policy. Employees who make complaints in bad faith may be subject to disciplinary action, up to and including discharge. All employees must cooperate with all investigations.

I have read and I understand Progenity, Inc.’s Non-Harassment and Sexual Harassment Policies.

Employee’s Printed Name: ___________________ Position: ___________________

Employee’s Signature: ___________________ Date: ___________________

The signed original copy of this receipt should be given to management - it will be filed in your personnel file.