



Planet Labs PBC Human Rights Policy

Planet Labs PBC (together with its affiliates, “**Planet**”) is committed to respecting the human rights and the fundamental dignity of all persons, including at-risk populations such as minors, women, and underrepresented minorities. This commitment includes respecting the dignity and worth of all employees, encouraging all employees to reach their full potential and providing equal opportunities to employees regardless of their race, gender or other protected characteristics.

This Human Rights Policy (the “**Policy**”) contains general guidelines for, and applies to, all Planet directors, employees, contractors and others who may formally act on Planet’s behalf. In addition, our fundamental expectation is that our suppliers, business partners and vendors, or others with whom do business with or on behalf of Planet will adhere to the guidelines set out in this Policy. Where this Policy sets standards higher than required by applicable law, we expect compliance with this Policy.

As a Public Benefit Corporation, Planet’s purpose is to accelerate humanity toward a more sustainable, secure and prosperous world by illuminating the most important forms of environmental and social change. This Policy is one way in which we work to put our purpose, values, and commitments into practice.

In addition to Planet’s Ethical Principles, which are available at <https://www.planet.com/ethics/>, Planet seeks to empower our business to be operated in a manner consistent with the following guidelines and commitments:

- Planet is committed to respecting human rights in a manner aligned with the corporate responsibility guidance set forth in the United Nations Guiding Principles on Business and Human Rights (“UNGPs”), including general alignment with internationally recognized human rights as defined by the International Bill of Human Rights—which consists of the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; and the International Covenant on Economic, Social and Cultural Rights—as well as the International Labour Organization Declaration on

Fundamental Principles and Rights at Work and the OECD Guideline for Multinational Enterprises.

- Planet recognizes the diversity of laws in the locations where we operate, and where people use our products. We strive to respect domestic laws. When faced with conflicts between such laws and our human rights commitments, we seek to honor the principles of internationally recognized human rights (so long as they set standards higher than such law) to the greatest extent possible.
- Planet seeks to compensate its employees, including temporary, student, contract, direct employees, and any other type of worker competitively relative to our industry and/or local labor markets. We work to promote full compliance with all applicable labor and employment laws and regulations in the locations where we operate, including all applicable wage, work hours, overtime, and benefit laws.
- Planet values and advances the diversity, equity, inclusion and belonging of the people with whom we work. We strive to abide by all labor laws and regulations and do not tolerate any form of discrimination or harassment based on gender, race, color, ethnicity, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, veteran status, citizenship, national origin, genetic information, or any other characteristic protected by law.
- Planet is committed to maintaining a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats.
- Planet prohibits the use in its workplace of all forms of forced labor, including prison, indentured, bonded, and military labor, and we oppose modern forms of slavery and any form of human trafficking.
- Planet prohibits the hiring of children younger than the minimum age of employment required by the laws of the jurisdictions in which we operate.
- Planet is committed to minimizing the incidence of work-related injury and illness. A safe and healthy work environment enhances the quality of work and services, consistency of output, and worker retention and morale. We also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace.
- Planet is committed to giving back to the communities around us through donation of food and monetary resources and support of various volunteer and non-profit initiatives.

- Anyone subject to this Policy who observes or suspects practices that may violate this Policy should report their concerns to Planet directly by reaching out to their supervisor, Planet's legal team or their Planet Representative, as applicable. Alternatively, violations of this Policy can be reported to our legal department at legalcompliance@planet.com. Getting in touch with the appropriate person can quickly help to prevent further violations in a timely fashion. Planet will handle all reports promptly, fairly, and as confidentially as possible.

For more information regarding how Planet does business, you are encouraged to review Planet's Code of Business Conduct and Ethics, which is available on our Investor Relations page at <https://investors.planet.com/> [and Planet's Supplier and Business Partner Code of Conduct which can be found at [https://assets.planet.com/docs/Supplier_and_Business_Partner_Code_of_Conduct_\(2022.1\).pdf](https://assets.planet.com/docs/Supplier_and_Business_Partner_Code_of_Conduct_(2022.1).pdf)]. In addition, Planet's Ethical Principles can be found at <https://www.planet.com/ethics/>.