



## **Axon Enterprise, Inc.**

# **AUDIT COMMITTEE COMPLAINT PROCEDURES**

*(Approved by the Audit Committee on April 18, 2003; Last Revised on August 22, 2017)*

### **I. STATEMENT OF POLICY**

The purpose of our audit committee complaint procedures is to ensure that the Axon Enterprise (“Company”) audit committee receives and respond to complaints regarding accounting, internal accounting controls, or auditing matters. The Company is absolutely committed to compliance with all applicable securities laws and regulations, accounting standards, accounting controls and audit practices. The procedures are designed to encourage employees to come forward with concerns (including anonymous complaints), assure employees of protections against retaliation, and provide for prompt investigation and correction of any concerns raised. These procedures will also be effective in raising issues early, avoiding or reducing potential liability for accounting or securities law violations, and protecting against retaliatory conduct and minimizing the likelihood of whistleblower claims.

### **II. COMPLAINT PROCEDURES**

- A. **Prohibited Activities.** All Company employees, agents and contractors must comply with all applicable laws, regulations, rules and regulatory orders regarding the fair and accurate reporting of financial matters of the Company. The Company is absolutely committed to the fair and accurate reporting of financial matters and prohibits any employee from violating its Code of Conduct and Ethics or engaging in fraud or misrepresentation of financial records.
  
- B. **Reporting Concerns or Violations.** All employees have a responsibility and are encouraged to report suspected violations and to raise concerns they have regarding any suspected violations of the standards by reporting them as outlined in the policy. Reporting suspected violations anonymously is sufficient. Supervisory employees are required to report suspected violations.

- C. **Complaint Point of Contact.** Violations of this Code should be reported to the Chairman of the Audit Committee; provided that if the alleged violation involves the Chairman of the Audit Committee, then the violation should be reported to the remaining members of the Audit Committee; provided further, that if the alleged violation involves the Chairman of the Audit Committee and at least one other member of the Audit Committee, then the violation should be reported to the remaining members of the Board of Directors.

The process to report a violation shall be through the Company's Ethics Hotline at 844-428-6530. Callers can remain anonymous when calling the Ethics Hotline. Please refer to the Company's website at [www.axon.ethicspoint.com](http://www.axon.ethicspoint.com) for further information regarding the Ethics Hotline.

- D. **Complaint Investigation.** All complaints or concerns received by the Chairman of the Audit Committee shall be promptly investigated and reported to the full audit committee for review, consideration and discussion on a quarterly basis at audit committee meetings. Any serious concerns that are substantiated will be reviewed with the audit committee on an expedited basis before the next audit committee meeting. before implementation of any final corrective actions.
- E. **Reports.** A written report and record will be made of all concerns and complaints made to the Chairman of the Audit Committee or the audit committee as well as of all follow up actions taken to investigate and respond to each concern or complaint. These reports and records shall be retained under the Company's record retention policy. All reports will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.
- F. **Corrective Action.** The audit committee shall take all appropriate corrective action if warranted by the investigation, including the discipline or prosecution of any employee.
- G. **Prohibition Against Retaliation.** Retaliation against employees who raise concerns or complaints will not be tolerated by the Company, whether such retaliation is by any officer, employee or agent of the Company or by any contractor or subcontractor of the Company.
- H. **Ongoing Communication.** The Company will provide for the regular distribution, training and communication to employees of the Company's accounting and financial controls policies in order to encourage employee reports of concerns on an on-going basis.