

	Policy number	MG-000-027
	Policy title	Whistleblower and Non-Retaliation Policy
	Revision	B
Effective date 31-Jul-2018	Site(s)	Global
Review date 01-Mar-2019	Function	Legal

RESPONSIBLE PARTY/APPROVALS		
Policy Approvers	Stratasys Ltd.'s Board of Directors	
Policy Approvers	Lilach Payorski, Stratasys Ltd.'s CFO	
Policy Approvers	Vered Ben Jacob, VP, Head of Legal	
REVISION CONTROL		
Revision	Date	Reason/Description
A	03-Dec-2012	Initial Policy Release
B	31-Jul-2018	Current Version
B*	01-Mar-2019	New link and phone number for our Whistleblower and Ethics hotline

**WHISTLEBLOWER AND NON-
RETALIATION POLICY
DATED JULY 31, 2018**

CONTENTS

1.	WHY DO WE HAVE THIS POLICY?.....	2
2.	WHO MUST COMPLY WITH THIS POLICY?.....	2
3.	WHAT ARE MY RESPONSIBILITIES UNDER THIS POLICY?	2
4.	DOES THIS POLICY PROTECT EMPLOYEES AGAINST RETALIATION FOR REPORTING SUSPECTED VIOLATIONS OR COOPERATING WITH INVESTIGATIONS?.....	3
5.	WHAT SHOULD AN EMPLOYEE DO IF HE OR SHE BELIEVES HE OR SHE IS THE SUBJECT OF RETALIATION PROHIBITED BY THIS POLICY?.....	3
6.	WHAT ARE THE CONSEQUENCES OF RETALIATING AGAINST EMPLOYEES FOR REPORTING VIOLATIONS?.....	4
7.	WHAT ARE THE CONSEQUENCES OF VIOLATING THE LAW, THE CODE OR STRATASYS POLICIES?.....	4
8.	WHAT SHOULD I DO IF I LEARN OF A VIOLATION OR POSSIBLE VIOLATION OF LAW, REGULATION OR THE CODE?	4
9.	WILL THE INFORMATION I PROVIDE BE KEPT CONFIDENTIAL?.....	5
10.	HOW ARE REPORTS HANDLED UNDER THIS POLICY?.....	5
11.	WHO SHOULD I CONTACT WITH QUESTIONS?.....	5

1. WHY DO WE HAVE THIS POLICY?

1.1 Stratasys is committed to conducting business in a legal, ethical, and professional manner, and to promoting a culture of honesty, integrity, and respect for the law. As such, Stratasys relies on its Directors, Executive Officers, and employees to help ensure that it is complying with relevant laws, regulations, and policies. Consequently, we are all required to comply with applicable laws, regulations, the Code of Business Conduct and Ethics (the “Code”), and Stratasys' other policies, and we should report any suspected or known violations using appropriate channels. Employees should feel safe reporting misconduct to Stratasys, and should be confident that Stratasys is committed to fostering an open reporting environment and preventing retaliation, retribution, or harassment when an employee makes a good faith report, or cooperates with an investigation of any such report.

1.2 Specifically, this Whistleblower and Non-Retaliation Policy (this “Policy”) provides that:

1.2.1 under the oversight of the Stratasys Audit Committee, Stratasys maintains a reporting system whereby Stratasys employees, as well as third parties (such as outside advisors, competitors, vendors, and consumers)- where permitted or required by law- can report suspected legal and ethical concerns, including those related to accounting, internal accounting controls, or auditing matters;

1.2.2 all reported concerns should be submitted in a manner consistent with this Policy;

1.2.3 except where prohibited by local law, Stratasys employees, executive officers, and directors may report their concerns confidentially and anonymously;

1.2.4 reports of suspected violations of law, the Code, or other Stratasys policies will be investigated pursuant to procedures established by the Stratasys Audit Committee as applicable; and

1.2.5 Stratasys is committed to protecting anyone who makes a report from retaliation, retribution, or harassment. Stratasys will investigate each complaint of retaliation and take appropriate disciplinary action, up to, and including, termination of employment of a retaliating employee or supervisor.

2. WHO MUST COMPLY WITH THIS POLICY?

This Policy applies to all directors, executive officers, employees, and contingent/temporary workers of Stratasys worldwide, including those of Stratasys-controlled entities and joint-ventures (collectively, “Stratasys Personnel”). It is the responsibility of Stratasys Personnel to read, comply with, and understand how this Policy applies to their respective job functions.

3. WHAT ARE MY RESPONSIBILITIES UNDER THIS POLICY?

3.1 We all should report any known violations or suspected violations of applicable law, regulations, the Code, or other Stratasys policies. All reports should be made in accordance with this Policy.

3.2 Some examples of reports covered by this Policy include those instances where:

- 3.2.1 an employee discloses to his/her manager information about conduct he/she believes is illegal or in violation of the Code or Stratasys' policies;
- 3.2.2 an employee reports his/her concerns regarding Stratasys' compliance with accounting standards, internal controls or fraud, deliberate misstatements in Stratasys' public disclosures, or any impairment to the full and fair reporting of Stratasys' financial condition;
- 3.2.3 an employee discloses questionable conduct by a co-worker or business unit during a compliance review process; or
- 3.2.4 an employee files a complaint or incident report.

4. DOES THIS POLICY PROTECT EMPLOYEES AGAINST RETALIATION FOR REPORTING SUSPECTED VIOLATIONS OR COOPERATING WITH INVESTIGATIONS?

Yes. Stratasys will not tolerate retaliation against any individual who submits a report of a violation or possible violation of law, the Code or this Policy. Stratasys Personnel must never intimidate, harass, or take any retaliatory action against another Stratasys Personnel who, in good faith, makes a report of a potential violation of law, regulation, or the Code, or who cooperates with an investigation of any such report. For purposes of this Policy, “retaliation” includes, but is not limited to, any adverse action taken against an employee because he or she:

- 4.1 submitted a report of a violation or suspected violation of the Code, other Stratasys policies or procedures, or applicable law (including a report regarding accounting irregularities);
- 4.2 participated or provided information or otherwise assisted in an investigation of any suspected violation of the Code, other Stratasys policies or procedures, or applicable law; or
- 4.3 provided truthful information to any regulatory or law enforcement agency regarding the commission or possible commission of any federal or state offense, or regarding potential violations of anti-corruption, workplace safety, anti-discrimination, anti-harassment, or other laws.

5. WHAT SHOULD AN EMPLOYEE DO IF HE OR SHE BELIEVES HE OR SHE IS THE SUBJECT OF RETALIATION PROHIBITED BY THIS POLICY?

- 5.1 This Policy is intended to enable and encourage Stratasys Personnel to raise serious concerns within Stratasys. Anyone who is the target of retaliation should promptly report it to one of the resources listed in the Code or in this Policy. Examples of prohibited retaliation, retribution, and harassment include:
 - 5.1.1 attempting to intimidate an employee into withdrawing or altering his/her report;
 - 5.1.2 punishing a person who has made a good faith report by taking adverse action concerning the employee's work or shift assignments, salary, evaluation, vacation, and/or other terms of employment;
 - 5.1.3 bullying or hazing in response to the filing of a good faith report;

- 5.1.4 terminating, demoting, suspending, or disciplining an employee for making a good faith report; or
 - 5.1.5 threats to do any of the above.
- 5.2 Any Stratasys Personnel who witnesses or knows about any employee retaliation, retribution or harassment, or who has any questions about this Policy, should:
- 5.2.1 report violations or potential violations of this Policy as described in the Policy and in the Code;
 - 5.2.2 forward reports of violations or potential violations to his or her manager, any member of the Legal Department, the Chief Compliance Officer or the Ethics Hotline in a prompt manner; or
 - 5.2.3 ask a manager or the Ethics Hotline for guidance if he or she is uncertain how to implement this Policy in his or her area of responsibility.

6. WHAT ARE THE CONSEQUENCES OF RETALIATING AGAINST EMPLOYEES FOR REPORTING VIOLATIONS?

Any Stratasys Personnel who retaliates against someone who has reported a violation may be exposing both himself or herself and the company to liability and is subject to discipline, up to, and including, termination of employment. Stratasys shall investigate each complaint of retaliation and, if any such retaliation claim is substantiated, take appropriate disciplinary action, up to, and including, termination of employment, and implement any appropriate remedial measures.

7. WHAT ARE THE CONSEQUENCES OF VIOLATING THE LAW, THE CODE OR STRATASYS POLICIES?

Violation of applicable laws, regulations, the Code or Stratasys policies is a serious matter and can result in criminal or civil penalties against Stratasys and the individual involved in the violation, as well as harm to Stratasys' reputation. Anyone determined to have committed a violation will be subject to discipline, up to and including termination.

8. WHAT SHOULD I DO IF I LEARN OF A VIOLATION OR POSSIBLE VIOLATION OF LAW, REGULATION OR THE CODE?

Any Stratasys Personnel who becomes aware of any actual or potential violation of the Code or any Stratasys policy or of any applicable law, or who would like guidance on how to comply with the Code or applicable law, is invited to report his or her concerns or questions to:

- 8.1 his or her manager;
- 8.2 any member of the Stratasys legal department;
- 8.3 the Chief Compliance Officer, who can be reached at:

Lilach.Payorski@stratasys.com; and/or

8.4 the Ethics Hotline;

8.4.1 Call the Toll-Free Phone Number at 1-833-359-2501 or at 1- 757-278-0743.

8.4.2 Website:

File online Web report at <https://stratasys.gan-compliance.com/report>.

8.4.2.1 One must include our company name (Stratasys) as part of such an online report.

8.4.3 The Hotline is available 24 hours, seven days a week.

8.4.4 Translators are available to document your concerns in your local language.

9. WILL THE INFORMATION I PROVIDE BE KEPT CONFIDENTIAL?

Except where prohibited by local law, Stratasys Personnel who report a concern may choose to remain anonymous. Consistent with the need to conduct an adequate investigation into the allegations, as well as our duty to comply with local laws, including requests and directives from legal authorities, those responsible for investigating reported concerns will keep confidential the reporter's identity.

10. HOW ARE REPORTS HANDLED UNDER THIS POLICY?

Any manager or other individual who receives a report of a violation or a possible violation should refrain from conducting any independent investigation, and promptly forward the report to his or her regional legal counsel, who will advise on next steps. Any such report will be evaluated promptly and investigated, where appropriate, in accordance with applicable data privacy laws and procedures that the Audit Committee might establish from time to time. Except in the case of an anonymous report, the complainant will be informed that follow-up has or is occurring promptly after the report has been received and processed.

11. WHO SHOULD I CONTACT WITH QUESTIONS?

Questions regarding how to comply with this Policy should be directed to your manager. If further guidance is needed, the employee or manager should contact his or her regional legal counsel or the Chief Compliance Officer.