



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Fiscal Year 2020

Introduction

This Statement is made by Axon Enterprise, Inc. (“Axon” or the “Company”), a Delaware corporation headquartered in Scottsdale, Arizona. The Statement is made in accordance with the U.K. Modern Slavery Act 2015 and the California Transparency in Supply Chains Act and covers the financial year January 1, 2020 to December 31, 2020 (“FY 2020”).

This Statement summarizes Axon’s current approach to modern slavery and the next steps Axon plans to take in the future in addressing the risk of modern slavery in our business and supply chain. Axon knows that eradicating slavery, human trafficking, servitude and forced labor (altogether “modern slavery”) presents a global challenge for governments and business. As the world’s premier public safety company with an emphasis on integrity, Axon recognizes our responsibility to be aware of the risks of modern slavery within our organizations and supply chain and to do our utmost to help eradicate modern slavery.

Axon Business and Supply Chain

Axon’s mission is to protect life by creating technology and services that promote safety, efficiency, and transparency. Axon is a developer and manufacturer of advanced conducted electrical devices designed for use by law enforcement, military, corrections, private security personnel, and by private individuals for personal defense. Axon manufacturing takes place at its headquarters in Scottsdale, Arizona. In addition, Axon has developed full technology solutions for the capture, secure storage, and management of video/audio evidence, as well as other tactical capabilities for use in law enforcement. In the United Kingdom specifically, our business focuses on supporting public safety organizations such as police services.

Collectively, Axon has a global talent force of approximately 1,700 employees (20 of which work in the United Kingdom) and global revenue of approximately \$681 million. Axon operates and conducts business in over 75 countries with more than 5,000 suppliers worldwide. As Axon continues to grow and conduct business in many countries, our supply chain is becoming more vast and diverse.

For more information about Axon and our business, please see our [website](#) and [financials](#), including Annual Reports.

Axon Governance and Policies Related to Modern Slavery Risks

Prior to falling under the umbrella of the UK Modern Slavery Act 2015, Axon has issued statements and created policies touching on human rights and labor issues that encapsulate our commitment to eradicating practices of modern slavery, including:

- [Corporate Governance](#)
- [Code of Business Conduct & Ethics](#)
- [Conflict Minerals Report](#)
- [Axon Supplier Partner Information](#)
- [Environmental, Social & Governance FAQ](#)

Axon Procedures Related to Risk Assessment, Due Diligence, Contracting & Certification, Auditing, and Training

Presently, Axon annually conducts global supply chain mapping and labor risk assessment, including most recently in 2020. As a result, Axon updates and improves its understanding of its highest risk areas for modern slavery exposure, with a particular emphasis on geography, service type and operational context.

As part of our supplier evaluation and onboarding process, Axon thoroughly reviews the suppliers' labor practices, amongst other key attributes, such as cost, quality, and service expectations. Axon conducts ongoing due diligence of suppliers based on international indices, media searches and other indicators of supplier risk. As business scales and spend on material increases, Axon unlocks new tiers of suppliers that are larger and more sophisticated than our previous partners. Axon considers that longer-term relationships with larger and more well-established suppliers will assist to address the risk of slavery and human trafficking.

Axon's standard contracts with suppliers stipulate that suppliers will comply with all applicable laws, rules and regulations. Axon also requires that suppliers certify compliance with our Axon Supplier Partner Information. Additionally, Axon has implemented a new supplier vetting questionnaire that requires all new potential suppliers to answer twenty (20) questions providing background information on their company and other relevant data points. This will assist in identifying unethical practices.

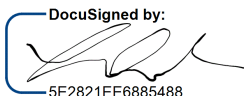
As part of our supplier management process, Axon audits suppliers by requiring them to demonstrate conformance and assurance that, where applicable, they have flowed down our requirements to their suppliers. With all of our strategic supplier partners, Axon operates in a spirit of continuous improvement, working to identify any area of improvement and further drive value by increasing efficiencies and driving shared cost reductions.

Axon's Next Steps

As part of our commitment to combating modern slavery, in Fiscal Year 2021 (i.e., January 1, 2021 to December 31, 2021), Axon will be robustly reviewing our key policies, procedures, and contractual terms as they relate to human rights and modern slavery. Additionally, Axon will aim to develop training for relevant Axon employees, as well as aim to introduce reporting requirements for applicable Axon employees, suppliers, and stakeholder. Finally, Axon recognizes the importance of stakeholder engagement and will look into signing onto relevant international compacts.

Acknowledgement

Axon's Board of Directors approved this Statement on behalf of Axon on June 14, 2021.

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Luke Larson, President of Axon