



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Fiscal Year 2023

Introduction

Axon Enterprise, Inc. (“Axon” or the “Company”), a Delaware corporation headquartered in Scottsdale, Arizona, is a leader in public safety technology. Axon, on behalf of its subsidiaries (as defined in the UK Companies Act), whether incorporated within or outside the UK (as listed in [Appendix A](#)), hereby presents its Modern Slavery and Human Trafficking Statement for the fiscal year spanning January 1, 2023, to December 31, 2023. This statement is provided voluntarily in accordance with Section 54(1) of the UK Modern Slavery Act 2015 and Part 2 of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.

As a global entity, Axon recognizes the imperative to combat modern slavery and human trafficking within its operations, including its supply chain. This commitment extends beyond geographical boundaries, encompassing the United Kingdom, Canada, and jurisdictions worldwide. In line with this ethos, Axon maintains a zero-tolerance policy against all forms of forced labor, human trafficking, servitude, and child labor.

Axon’s dedication to eradicating modern slavery is embedded in its corporate culture and operational practices. The Company undertakes extensive due diligence measures to assess and mitigate risks across its supply chain, collaborating closely with suppliers to uphold ethical standards. Axon endeavors to promote transparency and accountability, fostering a culture of responsible sourcing and labor practices.

Axon acknowledges the collective responsibility shared by governments, businesses, and civil society in addressing the scourge of modern slavery. By aligning its actions with global standards and regulations, Axon reaffirms its commitment to upholding human rights and ethical principles in all aspects of its operations.

This statement reflects Axon’s ongoing dedication to combatting modern slavery and underscores its pledge to drive positive change within the industry and beyond.

Axon's Business and Supply Chain

Axon is a mission-driven, market-leading provider of law enforcement technology solutions focused on protecting life and promoting peace, justice, and strong institutions. Axon envisions a world where bullets are obsolete, social conflict is significantly reduced, and everyone has access to a fair and effective justice system. Our commitment to this vision and our [values](#) is demonstrated with the launch of our moonshot goal to cut gun-related deaths between police and the public in the United States in half by 2033.

Axon is developing the public safety operating system of the future, integrating advanced hardware devices and cloud software solutions that revolutionize modern policing and serve federal agencies, corrections, justice, and enterprise security needs. Our suite includes cloud-hosted digital evidence management, productivity and real-time operations software, body-worn and in-car cameras, TASER energy devices, and robotic security and training solutions.

Axon manufacturing takes place at its facilities in Scottsdale, Arizona. As Axon continues to grow and conduct business in many countries, our supply chain is becoming larger and more diverse. Collectively, Axon's global talent force is approximately 3,400 employees (96 of whom work in the United Kingdom and 65 work in Canada) and its global revenue is approximately \$1.56 billion (as of December 31, 2023).

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

Axon's Governance and Policies Related to Modern Slavery Risks

Axon has a zero-tolerance policy regarding trafficking in persons. No employee or any Axon consultant, contractor, subcontractor, vendor, or supplier may be involved in the following activities: trafficking in persons, soliciting or obtaining prostitution or any commercial sex act or using debt bondage, slave, forced or child labor. If any employee, consultant, contractor or subcontractor is found to have engaged in such behavior, Axon will take appropriate action, up to and including termination of employment or engagement. If any vendor or supplier is found to have engaged in such behavior, Axon will take appropriate action, up to and including the termination of the business relationship.

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 Mineral Report](#)
- [Axon Supplier Code of Conduct](#)
- [Environmental, Social & Governance FAQ](#)
- [Forced Labor and Human Trafficking Policy](#)

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

Axon continues to update and improve its understanding of 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 routinely 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 our business scales and spending on materials increases, Axon unlocks new tiers of suppliers that are larger and more sophisticated than previous partners. Axon considers that longer-term relationships with larger and more well-established suppliers based on a mutual understanding of transparency and visibility will assist to address the risk of modern 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 Code of Conduct. Additionally, Axon has a supplier vetting questionnaire that requires all new, potential suppliers to answer a number of questions providing background information on their company and other relevant data points. This assists us in identifying unethical practices and key indicators for further inquiries.

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. Axon collaborates with strategic suppliers in a spirit of continuous improvement, focusing on increasing efficiencies to drive value and support modern slavery objectives.

Axon's Performance Against 2022 Modern Slavery Objectives

The focus of our activity in 2023 has been continuing to work towards the prior year's objectives to develop processes that identify, address, and mitigate risks related to modern slavery and human trafficking.

Within the past fiscal year, Axon has laid the foundation of a Modern Slavery and Human Trafficking compliance program with assistance of a third-party framework. An initial risk assessment was made through surveying Axon's direct material suppliers and indirect product suppliers with the Social Responsibility Alliance's (SRA) standard template. Responses from these surveys identified areas of higher risk within Axon's supplier base and gave visibility into countries and sectors where Axon sources materials and services. These efforts provided an initial baseline for evaluation of Axon's supplier base and will be used to measure and assess this critical area going forward. In addition, this program is continually updated and improved to capture more detailed responses through enhanced user templates and improved reporting.

Further, Axon developed an E-learning training course on Modern Slavery and Human Trafficking distributed to its current and onboarded suppliers. This training explains the concepts of modern slavery and human trafficking, how to recognize warning signs, and Axon's due diligence activities and policies. This effort will provide renewal and annual training for our supplier partners as we continue to develop this program.

Additionally, Axon reported on human rights progress in its 2021-2023 [Force For Good Report](#). This public report communicates to stakeholders the human rights issues prevalent in the world today and actions Axon is taking to prevent the problem.

Axon's Ongoing Modern Slavery & Human Trafficking Compliance Work


Axon believes in continuous improvement of our entire supply chain and continues to pursue a greater level of understanding for critical evaluation and mitigation of risk related to modern slavery and human trafficking. Priorities moving forward will include the following:

- Develop a process to address the areas that have been identified as highest risk, understand the factors leading to risk level, and determine whether further action is required.
- Continue improving reporting methods and work with non-responsive suppliers to complete all outstanding data requests and training, with a target of 100% participation.
- Identify key performance indicators that measure progress of the program year over year.
- Continue due diligence activities established in prior years, including communicating Axon's stance and expectations of responsible sourcing through policies and training when onboarding new suppliers, conducting targeted audits on higher risk suppliers, and reporting performance and progress of objectives to stakeholders.
- Expand the Forced Labor and Human Trafficking Policy by developing and drafting a broader Human Rights Policy.

Acknowledgement

This Statement was approved by Axon's Board of Directors on behalf of Axon Enterprise, Inc. and all of its subsidiaries on June 10, 2024.

This Statement was signed by Isaiah Fields, Chief Legal Officer, on June 11, 2024.

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Isaiah Fields
Chief Legal Officer

Appendix A

Company Name

Axon Public Safety Canada Inc.

Axon Public Safety UK Limited

Axon Public Safety B.V.

Axon Public Safety Germany SE

Axon Enterprise France SAS

Axon Public Safety Australia PTY Ltd

Axon Enterprise Italia S.r.l.

Axon Public Safety Spain SL

Axon Public Safety B.V.

TASER Holland B.V. Netherlands

Axon Public Safety India Private Limited

Axon Public Safety Belgium SRL

Axon Public Safety Finland Oy

Axon Public Safety Southeast Asia LLC