



## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

**Fiscal Year 2024**

### **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 in or outside the United Kingdom and as listed in [Appendix A](#), makes this joint Modern Slavery and Human Trafficking Statement (the “Statement”) for the reporting period of January 1, 2024, to December 31, 2024.

This Statement is provided to comply with Section 1714.43 of the California Civil Code, Section 16 of the Australian Modern Slavery Act 2018 (Cth), Part 2 of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, and Section 54(1) of the UK Modern Slavery Act 2015. In preparing this joint Statement Axon engaged and consulted with each of the reporting entities covered by this statement and consulted with entities the Company owns or controls.

### **Axon’s Governance and Policies Related to Modern Slavery**

Axon recognizes the importance of combatting modern slavery within its operations and across its supply chains. As part of its business ethos, Axon maintains a zero-tolerance policy against all forms of modern slavery.

Axon has issued statements and created policies touching on human rights and labor issues, 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](#)
- [Human Rights Policy](#)

Axon further undertakes extensive due diligence measures to assess and mitigate risks across its manufacturing and supply chains, including the risk of modern slavery. The Company has and maintains

a commitment to conduct its business in observance of the highest ethical standards and expects all employees and other persons acting on its behalf, as well as its suppliers, partners and subcontractors, to uphold this commitment. By aligning this commitment with international standards and regulations, Axon confirms its dedication to combatting modern slavery and underscores its pledge to drive positive change within the public safety and technology 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 mission and our [values](#) is demonstrated through our 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 product 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's global talent force is approximately 4,500 employees (40 of whom work in Australia, 78 work in Canada, and 144 of work in the United Kingdom) and its global revenue is approximately \$2.1 billion as of December 31, 2024. Axon requires its workforce to complete the Company's Modern Slavery and Human Trafficking (MSHT) employee training.

Axon works with approximately 182 suppliers across 25 countries, including 34 identified as strategic partners. Axon's supply chain is relatively short, uncomplicated and consists of primarily direct materials suppliers. The majority of these partners are based in the United States, Taiwan, Mexico, China, Vietnam, and South Korea—together accounting for nearly half of Axon's supplier spend in the reporting period. While we source many of our products and services from regions near our office locations, we recognize that our suppliers often maintain their own global supply chains. This shapes Axon's approach to our modern slavery risk assessments, which consider both geographic and supply chain risk factors.

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

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

Axon continues to update and improve its understanding of high risk areas for modern slavery exposure, with a particular emphasis on geography, service type and operational context. Axon does not consider its relationships with its suppliers as presenting a material risk in the context of slavery and human

trafficking whereas one-off relationships with certain suppliers and those located in certain regions may pose medium risk, as opposed to Axon's ongoing contractual relationship. This risk is actively managed.

Axon routinely reviews suppliers' labour practices. The Company conducts ongoing due diligence of suppliers based on international indices, media searches and other indicators of supplier risk. In addition, Axon supports routine supplier site visits from our Commodity Managers and Supplier Quality personnel. Axon considers that longer-term relationships with larger and well-established suppliers based on a common approach to modern slavery prevention will assist in addressing the risk of modern slavery.

Axon's standard supply contracts requires suppliers to certify compliance with the Axon Supplier Code of Conduct. Together with Axon's Annual Supplier Information Form and supplier vetting questionnaire, all potential and new suppliers must provide relevant background information on the supplier. This information assists the Company in identifying unethical practices and the risk of modern slavery. To manage legacy and new contracts against the risk of modern slavery, Axon conducts an annual recertification of suppliers.

In addition, Axon partners with a third-party compliance organization to conduct regular supplier audits. This partnership provides an added layer of visibility, robust reporting, and enhanced risk management across our supply chain. Axon further requested current suppliers and all new suppliers to complete Axon's MSHT training.

### **Our Effectiveness in Combatting Modern Slavery**

Axon made meaningful progress in combatting modern slavery within its supply chains. Through established procedures, including the Supplier Code of Conduct, supplier vetting questionnaire, third party audits, and supplier MSHT training, Axon completed an initial risk assessment of its direct material suppliers and indirect product suppliers. This assessment identified higher-risk areas within the Company's supplier base and provided enhanced visibility of the countries and sectors from which Axon sources goods and services. It serves as a foundational baseline to evaluate our supply chain and will be used to monitor and assess critical areas over time.

In 2024, Axon acquired DEDRONE, a company focused on airspace security. We were able to quickly and expeditiously integrate DEDRONE into our existing modern slavery due diligence processes and training protocols. This swift onboarding reflects the scalability and strength of our existing program, ensuring continuity of oversight and alignment with our global supply chain standards.

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 address the problem. In support of these commitments, Axon recently published its new Human Rights Policy, which affirms our stance on dignity, fairness, and freedom from exploitation. This policy was incorporated into our expanded training and awareness offerings for both internal stakeholders and our global supplier base, further embedding human rights considerations into our corporate culture and supply chain practices. Internal participation in the updated training program was completed at 100%, reflecting strong organizational engagement with our human rights commitments.

For the current reporting period, Axon did not identify any incidents of modern slavery within its operations or supply chains. While this is encouraging, we recognize that the landscape of modern slavery risks is dynamic. As our business and supply chains evolve, we remain vigilant and committed to continually strengthening our processes to detect and address potential issues proactively.

Tackling modern slavery remains central to Axon’s ethical framework. Upholding human rights is essential not only to regulatory compliance, but also to sustaining trust with our customers, investors, and communities. Now that Axon’s modern slavery program has matured, we are better positioned in future years to provide meaningful analytics and insights that will further enhance our ability to detect, assess, and mitigate risk across our global supply chain. As Axon’s global footprint expands, we remain steadfast in our commitment to ensuring that progress is never achieved at the expense of human dignity.

**Acknowledgement**

This Statement was approved by Axon’s Board of Directors on behalf of Axon Enterprise, Inc. and all of its subsidiaries on June 23, 2025.

This Statement was signed by Isaiah Fields, Chief Legal Officer, on June 23, 2025.

Signed by:  
*Isaiah Fields*  
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Isaiah Fields  
Chief Legal Officer

## **Appendix A**

### Company Name

Axon Public Safety Canada Inc.

Axon Public Safety Belgium SRL

Axon Public Safety Finland Oy

Axon Enterprise France SAS

Axon Public Safety Germany SE

Dedrone GmbH

Axon Public Safety Greece SmPC

Axon Enterprise Italia S.r.l.

Axon Public Safety B.V.

TASER Holland B.V.

Axon Public Safety Spain SL

Axon Public Safety UK Limited

Dedrone UK

Axon Public Safety Australia Pty Ltd

Axon Public Safety India Private Limited

Axon Public Safety Southeast Asia LLC