

Code of Conduct

Axon respects human rights. This respect defines our engagement with the societies in which we operate, and with all partners throughout our supply chain. Axon respects the environment. We are determined to reduce the impact on the environment by both our organization and our supply chain.

Employment Relationship

Subcontractors shall adopt and comply to rules and conditions of employment that respect employees, and, at a minimum, safeguard their right under national and international labor and social security laws and regulations.

Safe Working Conditions

Subcontractors must provide safe and hygienic working conditions for all employees. Subcontractors must take all possible precautions to prevent accidents at the workplace, and should actively promote good occupational health and safety practices.

No Child Labor

Subcontractors may not employ anyone below 15 years of age, or the local legal minimum age, or the age for completing compulsory education, whichever is higher.

Freedom of Association

Subcontractors must recognize and respect the right of their employees to join unions, or other work related associations, and to bargain collectively. These rights must be given without fear of harassment, interference or retaliation.

No Discrimination

Subcontractors must not discriminate against any of their employees. All employees are treated with respect and equality regardless of race, ethnic origin, nationality, religion, gender, pregnancy, marital status, age, disability, political views or sexual orientation.

No Corruption or Bribery

Axon will not accept corruption or bribery in the supply chain or in its own operations.

These two commitments are expressed publicly and transparently in our Code of Conduct. All our employees and subcontractors are required to comply in full with this Code of Conduct. Where differences arise, the highest standard shall apply.

Dignity & Respect

Physical, sexual, psychological or verbal harassment or abuse is not tolerated in the Axon supply line. Subcontractors are not allowed to use any form of forced labor including prison labor, bonded labor or indentured labor.

Fair compensation

Each employee has a right to compensation for a regular work week that is sufficient to meet the employee's basic needs and provide some discretionary income. Employers shall pay at least the minimum wage required by national law, or the prevailing wage, whichever is higher, and provide legally mandated benefits. Where compensation does not meet employee's basic needs and provide some discretionary income, subcontractor shall develop, communicate and implement strategies to progressively realize compensation that does.

No Excessive Working Hours

Subcontractors employees shall not be obliged to work in excess of the regular workweek and maximum overtime allowed by national law. A regular workweek shall not exceed 48 hours and 24 consecutive hours of rest shall be guaranteed for every seven-day period. All overtime shall be voluntary and compensated at a premium and not be requested on a regular basis. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.

Respect of The Environment

Subcontractor must respect local environmental protection legislation or international industry standards, whichever is higher. All subcontractors must measure and progressively reduce their impact on the environment.

Subcontractors accept that their business practices may be subject to inspection. All subcontractor must be authorized by Axon. It is the responsibility of the subcontractor to ensure that this Code of Conduct is respected at their subcontractors. Axon reserves the right to cease trading with any company which is found to violate this Code of Conduct.