

Axon Profil AS

# Supplier Code of Conduct.

2025



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## 1. Introduction

At Axon, we recognize that operating responsibly is essential to long-term success. Our business is shaped not only by applicable laws and regulations, but also by our values of ethics, fairness, and sustainability. We aim to ensure that our practices—and those of our partners—are lawful, respectful of people, and mindful of environmental impact.

Suppliers are vital to our growth, and we choose to work with those who share our commitment to ethical conduct. This includes respecting the rights of employees, minimizing harm to the environment, and safeguarding personal data in accordance with recognized data protection standards.

This Supplier Code of Conduct (“the Code”) sets out the principles we expect our suppliers and their subcontractors to uphold. It reflects our belief that compliance with law is only the foundation. We expect continuous progress, transparency, and cooperation to raise standards across our shared value chain.

## 2. Purpose of the Code

Trust is the basis of our relationships—with customers, stakeholders, and suppliers. By following this Code, suppliers help us maintain that trust.

Suppliers must comply with all applicable legislation, this Code, and international best practices. Where local laws set stricter requirements than this Code, the higher standard applies. Where this Code exceeds local laws, suppliers are expected to follow the Code, provided it does not create a conflict with the law.

The goals of the Code are to:

- Encourage fair, safe, and sustainable practices.
- Clarify responsibilities in the supplier relationship with Axon.
- Provide practical guidance for ethical decision-making.

## 3. Scope of Application

This Code applies to all suppliers, contractors, and business partners working with Axon worldwide.

Supplier includes not only the contracting company but also its employees, subcontractors, affiliates, and agents. Suppliers are responsible for ensuring their own networks follow these principles, applying appropriate due diligence and monitoring.

## **4. People and Working Conditions**

### **4.1 Respect and Equality**

Axon believes that every individual deserves to be treated with dignity and fairness. Discrimination or harassment based on race, ethnicity, gender, religion, age, disability, sexual orientation, or any other status will not be tolerated. We expect suppliers to uphold these principles, ensuring equal opportunity and respectful workplaces.

### **4.2 Health and Safety**

Suppliers must provide safe and healthy workplaces, supported by policies, procedures, and accountable leadership. Preventing accidents, injuries, and unsafe practices is essential.

### **4.3 Human Rights and Labor Practices**

Suppliers must:

- Prohibit child labor and employ only individuals of legal working age.
- Ban forced or bonded labor in any form.
- Pay fair wages at or above the legal minimum and provide benefits as required by law.
- Respect working hours and rest periods as per regulations.
- Provide clear contracts of employment to all staff.
- Allow freedom of association and collective bargaining without retaliation.

## **5. Ethical Business Practices**

### **5.1 Integrity**

Axon operates with integrity, openness, and professionalism. We expect suppliers to reject all forms of bribery, fraud, and corruption, and to avoid conflicts of interest.

### **5.2 Fair Competition**

Suppliers must compete lawfully and fairly, avoiding practices such as collusion, price fixing, or bid-rigging.

### **5.3 Confidentiality and Data Protection**

Suppliers must respect the confidentiality of information shared by Axon and others. Personal data must be handled in accordance with applicable privacy laws and contractual obligations, with appropriate safeguards against misuse or unauthorized disclosure.

## 5.4 Anti-Money Laundering

Payments must comply with anti-money laundering and anti-terrorism laws. Transactions should always be transparent and made through accounts held in the name of the contracting party.

## 6. Environmental Responsibility

Sustainability is central to Axon's way of working. Suppliers should:

- Comply with all environmental regulations.
- Minimize waste and emissions.
- Improve energy efficiency.
- Promote sustainable transportation and alternatives to unnecessary travel.
- Raise awareness among employees of environmental responsibilities.

Where specific environmental requirements are relevant to the goods or services supplied, these will be detailed in contracts and must be adhered to.

## 7. Engagement and Collaboration

Axon values open dialogue with our suppliers. We encourage continuous improvement and may request records or documentation to monitor progress on social, ethical, and environmental matters.

## 8. Compliance and Implementation

Suppliers are expected to integrate this Code into their daily operations and management systems. Information about compliance must be made available to Axon upon request.

## 9. Breaches and Corrective Measures

Failure to meet the requirements of this Code is considered a material and serious violation and may constitute a breach of contract. Depending on the severity, Axon may request corrective actions, require documentation, or ultimately end the business relationship if compliance is not achieved.

## 10. Audit Rights

Axon reserves the right to conduct audits, directly or through independent third parties, to verify supplier compliance. Access to premises, documents, and relevant personnel must be granted upon reasonable request. In cases where prior notice would compromise the audit, Axon may proceed without notice.