Modern Slavery Statement

This statement is issued on behalf of Raytheon Australia Pty Ltd ('Raytheon Australia') for the financial year ending 31 December 2024, pursuant to the Modern Slavery Act 2018 (Cth) (the Act).

Raytheon Australia is committed to ensuring human trafficking, forced labour and child labour (collectively, 'modern slavery') are not taking place in our business or supply chains. This statement sets out the actions taken for the financial year ending 31 December 2024 by Raytheon Australia to ensure modern slavery is not taking place in any part of our operations or supply chain.

OUR CORPORATE STRUCTURE

Raytheon Australia is a proprietary company limited by shares, registered under the *Corporations Act 2001* (Cth), and a member of a global group of companies ultimately owned by RTX Corporation ('RTX'). All of the shares issued in the capital of Raytheon Australia Pty Ltd are owned by Raytheon Systems Limited, a company incorporated in the United Kingdom. Both Raytheon Australia Pty Ltd and Raytheon Systems Limited are ultimately owned by RTX. Raytheon Australia has approximately 1350 employees. Raytheon Australia does not control other entities.

RTX is incorporated under the laws of the State of Delaware, USA and listed on the New York Stock Exchange (Ticker Symbol: RTX). RTX is an aerospace and defence company that provides advanced systems and services for commercial, military and government customers worldwide. RTX, formerly known as Raytheon Technologies Corporation, is headquartered in Arlington, Virginia, USA. As a global technology and innovation-driven company, RTX depends on a highly skilled workforce comprised of approximately 186,000 employees.

RTX consists of three principal business segments: Collins Aerospace Systems, Pratt & Whitney, and Raytheon, with each segment comprised of groups of similar operations.

- *Collins Aerospace* is a leading global provider of technologically advanced aerospace and defense products. Collins' solutions include aftermarket services for civil and military aircraft manufacturers, commercial airlines, and regional, business and general aviation, as well as for defense and commercial space operations.
- *Pratt & Whitney* is among the world's leading suppliers of aircraft engines for commercial, military, business jet and general aviation customers.
- *Raytheon* is a leading provider of defensive and offensive threat detection, tracking and mitigation capabilities for U.S. and foreign government and commercial customers. Raytheon designs, develops, and provides advanced capabilities in integrated air and missile defense, smart weapons, missiles, advanced sensors and radars, interceptors, space-based systems, hypersonics, and missile defense across land, air, sea, and space.

Raytheon Australia is organised under Raytheon.

As a part of the RTX group of companies, we benefit from global, enterprise-wide policies and procedures aimed at preventing and mitigating the risk of modern slavery from occurring in our operations and supply chains (these are described in more detail in the section titled, "Managing Modern Slavery Risks").

OUR OPERATIONS

Raytheon Australia is one of Australia's leading providers of whole-of-life capabilities for the Australian Defence Force. With an in-country history spanning more than two decades, we are delivering for all of those who defend all of us.

Since our establishment in 1999, we have formed an enduring and vital part of Australia's defence fabric and have invested in developing a truly sovereign workforce and comprehensive capability for Australia.

Our team of approximately 1,350 employees, which includes over 700 engineers and technicians, complemented by a team of highly skilled program managers, integrated logistics support, sustainment and training experts, technical governance specialists and corporate professionals, has positioned us to successfully deliver on a range of diverse programs in Joint Battlespace Systems, Space & Mission Systems, Above Water Systems, Under Water Systems and Weapons.

Raytheon Australia undertakes the full spectrum of design, systems engineering and sustainment activities, including systems architecture, specification of subsystems and components, performance and evaluation of trade-studies, procurement, systems integration, acceptance testing, installation and set to work during the production phase, and provision of training. We also support Commonwealth validation, verification and certification activities. These capabilities enable us to engage with Capability Managers, Delivery Managers and Program Offices to support and contribute to the entire capability life cycle from requirements definition, specification development, program execution and acceptance, to sustainment and disposal.

Raytheon Australia is established in almost every mainland state and territory in Australia, either at dedicated sites or co-located on Defence bases with our customer.

Figure 1: Raytheon Australia geographic operations

1	Canberra	
2	Adelaide	
3	Woomera	
4	Perth	
5	Exmouth	
6	Darwin	
7	Cairns	
8	Brisbane / Amberley	
9	Toowoomba	
10	Williamtown	
11	Sydney	
12	Nowra	
13	Delamere	
14	Tindal	

Raytheon Australia is structured to deliver for our customer, and respond to the requirements and capabilities they require for the future, and is organised into three broad groups:

Driving growth	Enabling capability	Execution
→ Requirements & Capabilities	→ Contracts & Supplier Governance	→ Above Water Systems
	→ Finance	→ Joint Battlespace Systems
	→ Government Relations	→ Space & Mission Systems
	→ Marketing & Communications	→ Under Water Systems
	→ Operations	
	→ People & Culture	
	→ Technology	

Figure 2: Raytheon Australia business structure

All future work and pursuits are managed through the Requirements and Capabilities function (Driving growth). This includes forward planning of the required workforce and professional development needed to deliver future contracted responsibilities. Once a new contract is awarded, work responsibility is handed over to a Product Line for execution.

The Product Lines are responsible for the day-to-day execution of programs of work and are accountable for the management of staff, scheduling, planning, budgets, costs, and deliveries. Product Lines and their programs are supported by the company's Enabling capability functions which delivers cross-organisational, multidiscipline subject matter expert support. These functions are responsible and accountable for maintaining robust, industry leading business processes, providing specialist expertise and conducting independent reviews to ensure program integrity.

Each Product Line maintains the highly specialised capabilities needed to execute programs of work. Our four Product Lines are outlined below:

ABOVE WATER SYSTEMS

Raytheon Australia provides integrated combat systems, communications and capability life cycle management solutions for surface ships of the Royal Australian Navy.

Focused on delivering major systems for the RAN surface fleet:

→ Capability Life Cycle Management
→ Sustainment and training services
→ Combat System and shipborne mission package integration
→ Ship Communications Systems

JOINT BATTLE SYSTEMS

Through integrated weapons systems to ensure mission success on land, at sea and in the air, Raytheon Australia is ready to deliver the capability to defend the nation.

Delivering advanced technology for Australia's defence edge:

→ Woomera Test Range
→ Integrated Air and Missile Defence
→ Mobile Threat Training Emitter System

SPACE AND MISSION SYSTEMS

Raytheon Australia provides sovereign space solutions, communications and asset management solutions for the Australian Defence Force.

Trusted partner in delivering and supporting critical Defence capabilities across:

Advanced Combat Enablers

→ Joint Adversarial Training and Testing Services (JATTS)
→ Air Combat Training Services
→ Air Weapons Ranges

Mission Capabilities

→ Harold E. Holt Naval Communications Station
→ Space
→ Asset Management
→ Information Warfare

UNDER WATER SYSTEMS

For over two decades, Raytheon Australia has established itself as a trusted partner of the Royal Australian Navy on the Collins Class submarines.

A sovereign capability, the Collins Class Submarine combat system:

→ Combat System Manager
→ Life of Type Extension
→ Combat System architecture, design and sustainment
→ Management of the Combat System Shore Facility

Figure 3: Raytheon Product Lines

OUR SUPPLY CHAIN

Raytheon Australia seeks to develop strategic relationships with reputable, responsible suppliers that are committed to the highest standards of ethics and business conduct. We rely on a global supply chain to deliver goods and services, in a timely and satisfactory manner, and in full compliance with applicable terms and conditions.

Our global supply chain spans many industries. Our suppliers can be divided into two broad categories:

- Product suppliers (a/k/a "direct" suppliers) – i.e., those that support the delivery of services and products to our customers; and
- Non-product suppliers (a/k/a "indirect" suppliers) – i.e., those that support our operations.

The products we procure for the delivery of our programs are predominantly high-end technology or commercial off-the-shelf products. We procure from large multinational companies and from small and medium-sized businesses.

Raytheon Australia's supply chain consists of approximately 1170 active suppliers across the globe, with more than ninety one percent (>91%) of our suppliers located in Australia. A further eight percent (8%) of our suppliers are in New Zealand or North America (USA / Canada). Less than one percent (<1%) of Raytheon Australia's supply chain is based in Asia or South Africa. The balance of our supply chain is based in Western Europe including Czechia, Denmark, France, Norway and the United Kingdom. More than 99.9% of our supply chain comes from regions / countries considered to be low risk for modern slavery and human trafficking.

OUR EXPOSURE TO MODERN SLAVERY

We consider our exposure to modern slavery to be low due to the nature of our business, the marketplaces that we and our suppliers operate in, and our company's policies and procedures for combatting modern slavery.

Risk in Our Operations

We do not have a significant risk of modern slavery within our operations or workforce. We condemn and prohibit human trafficking, forced labour and child labour (collectively 'modern slavery'). Our internal policies and procedures are designed to provide a positive, safe work environment, ensure compliance with applicable law, and respect and protect human rights. As an aerospace and defence company, we operate in a highly regulated industry, predominantly employ a highly skilled workforce, and do not operate in any sector or industry that has a prevalence to modern slavery risks.

Risk in Our Supply Chain

Due to the nature of the goods and services we predominantly source and where our suppliers are primarily located, the risk-based due diligence we conduct to ensure potential suppliers are qualified and reputable before on-boarding, and our standard terms and conditions of purchase requiring suppliers to comply with applicable laws, we do not have a significant risk of modern slavery within our supply chain. However, we recognize that modern slavery has the potential to intersect with our supply chain where we do not have visibility, such as actors involved in the mining or extraction of certain raw minerals - many tiers removed from our suppliers. As described below in more detail, we have established policies and procedures to mitigate these risks.

MANAGING MODERN SLAVERY RISKS

Raytheon Australia is committed to responsible and ethical business practices and expects our employees, as well as our customers, suppliers, and other partners to uphold principles respecting and protecting human rights.

RTX Human Rights Council

RTX established a Human Rights Council (HRC) consisting of leaders from each of the company's three business units and its relevant corporate functions. The HRC is responsible for overseeing a common framework to identify, assess and address human rights risks associated with the company's operations and products.

RTX Human Rights Policy

Respecting and protecting human rights is fundamental to how our people and businesses operate globally. In 2023, the Committee on Governance and Public Policy of the Board of Directors for RTX approved an enterprise-wide policy on human rights. A copy is available under the RTX website (www.rtx.com) under the heading "Our Responsibility - Resources".

RTX Code of Conduct

"Act with Integrity", the RTX's global Code of Conduct (the "Code") is intended to inspire, guide, and support our best performance – individually and collectively. The Code provides information about how we should conduct our business and hold ourselves to the highest standards of business conduct. Setting standards in line with our values, the Code helps us to build a strong ethical culture and to achieve our business goals with integrity. It applies to all our directors, officers, and employees, and in certain respects, to business partners such as suppliers, consultants, representatives, and agents. Among other things, the Code includes the following statements regarding selecting and collaborating with the right partners and the protection of human rights:

> ***Selecting and collaborating with the right partners.***
> *We choose our business partners based on merit and shared values and treat them fairly. We collaborate with partners who provide expertise, resources, efficiency, and innovation to help us deliver reliable products on time and on budget. Our partners must share our ethical and safety*

standards, commitment to compliance and passion for making a positive impact. How we make it happen Selecting and collaborating with the right partners means that we:

- *Choose partners who meet our needs and share our values.*
- *Evaluate based on quality and safety record, price, service, reliability, and availability.*
- *Conduct due diligence to ensure partners are qualified and reputable.*
- *Monitor partner performance regularly.*
- *Expect compliance with anti-bribery laws and other laws and regulations.*
- *Treat all partners fairly and with integrity. • Avoid conflicts of interest.*
- *Do not accept inappropriate gifts or favoritism.*
- *Ensure collaborations meet antitrust and competition laws.*
- *Formalize relationships in writing.*
- *Seek partnerships with small, disadvantaged, and minority-owned businesses*

Respecting and protecting human rights
We are committed to good citizenship and engaging with others to promote better working conditions for all. Why it matters Our global footprint allows us to fight for safer working conditions and equal opportunities. We protect our workers and promote positive change by holding ourselves and our business partners and communities accountable for respecting human rights, including environmental responsibility, equal opportunities, fair wages, and safe working conditions. How we make it happen Respecting and protecting human rights mean that we:

- *Promote responsible sourcing and hold partners to our standards.*
- *Work with partners committed to fighting human trafficking and supporting human rights.*
- *Condemn and prohibit child or forced labor.*
- *Follow policies and regulations on conflict minerals*

The *Code* is available under the Who We Are, Corporate Governance, Ethics and Compliance" section of the RTX website (www.rtx.com).

Internal Accountability Standards – Reporting Encouraged, without Fear of Retaliation

Raytheon Australia is committed to a culture where people are encouraged and confident to speak up, without fear of retaliation.

The RTX Speak Up Helpline is an anonymous reporting channel for all stakeholders to report any type of issue or concern. RTX *Code* empowers employees, contractors and partners who observe or suspects a violation of the law, a regulation, the Code or company policy to speak up and report it. The RTX Speak Up Helpline is an anonymous reporting channel for all stakeholders to report any type of issue or concern.

Additional information regarding the various resources available to ask a question or raise concerns is available under the "Who We Are, Corporate Governance, Ethics and Compliance" section of the RTX website (www.rtx.com).

When a violation of the law, Code, or policy is reported, RTX will conduct a thorough investigation, maintaining confidentiality as much as possible.

RTX Code prohibits retaliation against anyone who raises ethical concerns in good faith or cooperates with investigations.

Internal Training

RTX recognizes that our people play an important role in building and maintaining a strong ethical culture where we achieve our business goals with integrity, in accordance with our Code, and applicable laws. All employees receive annual ethics and compliance training. We also make available to all employees training that is designed to raise awareness of the potential risks of modern slavery in global supply chains and how to identify 'red flags' (based on the International Labour Organization's Indicators of Forced Labor) and report concerns. In 2024, all RTX employees in the supply chain function were assigned this training.

Supply Chain Expectations and Assessment Processes

Raytheon Australia's suppliers are critical to our success and our ability to provide superior products and services in a responsible manner. As a vital part of our team, we have the same expectations of our suppliers for ethics and compliance as we have for our officers, directors, employees, and representatives.

- **Compliance with all Applicable Laws:** Our standard terms and conditions of purchase require suppliers to comply with all applicable laws and regulations.

- **Raytheon Supplier Conduct:** Through Raytheon Australia's standard terms and conditions of purchase, suppliers must represent that they have not participated in any conduct in connection with the contract that violates our company's Code of Conduct or, alternatively, equivalent business ethics and conduct standards of the supplier; failure to do so can result in contract termination.

- **RTX Supplier Code of Conduct (*Supplier Code*)** establishes the principles and expectations we expect from our suppliers regarding business conduct, ethics and compliance. Among other things, the *Supplier Code* requires suppliers:

  - Child Labour - to ensure child labour is not used in the performance of their work, whether or not related to RTX business.

  - Human Trafficking - to comply with laws and regulations prohibiting human trafficking. This includes prohibiting the use of forced labour, bonded labour, indentured labour, involuntary prison labour, slavery, or trafficking in persons.

  - Harassment - to develop and implement policies and procedures to ensure that employees may perform their work in an environment free from physical, psychological or verbal harassment or intimidation, or any other form of abusive conduct.

- Wages & Benefits - to pay all workers at least the minimum wage required by the applicable laws and regulations and, at a minimum, provide all legally-mandated benefits, as well as to compensate all hourly workers for overtime at the rate required by applicable laws and regulations.

- Business Partners - to flow down the principles set forth in the *Supplier Code* to their business partners providing products or services that will be incorporated in products or services furnished to RTX.

- Code Compliance - to allow RTX and/or its representatives to assess the supplier's compliance with the expectations set forth in the *Supplier Code* in performing work for RTX, including on-site inspection of facilities.

- No Retaliation – to prevent any adverse action against anyone who reports conduct that he or she reasonably believes to be illegal or otherwise in violation of this Code.

The *Supplier Code* is available in many languages under the "Suppliers" section of RTX's website (www.rtx.com).

- **RTX standard terms and conditions of purchase** require a supplier to adopt and comply with a code of conduct or policy statement regarding business conduct, ethics and compliance that satisfies, at a minimum, the principles and expectations set forth in the Supplier Code. A supplier's failure to do so can result in contract termination.

- **RTX Conflict Minerals Compliance Program**: RTX takes seriously reports that armed groups in the Democratic Republic of the Congo region partially finance the violent conflict by exploiting and trading of certain metals known as conflict minerals through forced labour to mine these minerals. RTX participates in and supports initiatives that encourage smelters and refiners across the globe to become validated through an independent third-party assessment as having management systems and sourcing practices that conform with an OECD-aligned due diligence program, such as the Responsible Minerals Initiative (RMI) Responsible Minerals Assurance Program (RMAP). As part of a RTX global enterprise-wide compliance program, each business segment conducts risk-based due diligence on the origin of potential conflict minerals using an internationally recognized framework. Additional information can be found in the RTX Conflict Minerals Policy Statement available under the "Suppliers" section of RTX's website (www.rtx.com).

- **Supplier Assessment and Verification (including Audits):** Suppliers are subject to robust selection processes and criteria, including for example, verification against government denied party lists. Periodically, in the normal course of business, we may conduct a site visit with a supplier. However, in the ordinary course of business, we do not conduct site visits or otherwise evaluate or audit suppliers specifically for the purpose of verifying the eradication of slavery and human trafficking in their supply chains. Anyone who suspects or observes such conduct may ask a question or raise concerns, including in complete confidence, through the resources described above in the section titled, "Internal Accountability Standards – Reporting Encouraged, Without Fear of Retaliation."

- **Supplier Certification:** Each of RTX's three business segments are in the process of rolling out specific human rights-related questions in onboarding requirements for strategic suppliers and supplier certifications. Suppliers will be asked to certify whether they have policies and procedures in place to promote the protection of human rights within their operations and prohibit all forms of child labour, forced labour, or human trafficking in connection with the goods and services they provide to their customers.

EFFECTIVENESS OF ACTIONS TAKEN

The main mechanism for assessing the effectiveness of our controls against modern slavery resides within our Global Ethics & Compliance organization. Questions or concerns raised through the above-described reporting mechanisms would be directed to Global Ethics & Compliance for a thorough investigation. No such reports or concerns were made during the Reporting Period, and we have not otherwise identified any instances of modern slavery or human trafficking in our business or in our supply chain. This is consistent with our assessment that overall, our exposure to human trafficking and modern slavery is low.

REMEDIATION MEASURES

We have not identified any actual instances of modern slavery, including forced or child labour, in our activities and supply chains. As such, we have not needed to take remediation measures at this time.

CONTINUOUS IMPROVEMENT EFFORTS TO MITIGATE RISK

Since December 31, 2023, Raytheon Australia has taken or intends to take the following steps to continue to ensure modern slavery is not taking place in its organization or supply chain. As part of our regular business operations, we intend to:

- Raise internal and external awareness regarding our corporate policy condemning and prohibiting the use of child and forced labour;

- Seek to do business with reputable, responsible suppliers that are committed to the highest standards of ethics and business conduct;

- Require our suppliers, through our standard terms and conditions of purchase, to represent that they will (1) comply with all applicable laws and regulations (including those that prohibit forced labour and modern slavery) and (2) comply with a code of conduct or policy statement regarding business conduct, ethics and compliance that satisfies, at a minimum, the principles set forth in the RTX Supplier Code of Conduct;

- Provide employees with training resources designed to increase awareness of ethics and compliance matters generally, as well as on recognizing and mitigating the risks of human trafficking and modern slavery in supply chains;

- Through our Ethics Office, thoroughly investigate any concerns or allegations of misconduct submitted to the RTX or Raytheon Australia Ethics Office and, if substantiated, resolve through appropriate corrective action; and

- Monitor the development of new regulations relating to prevention of modern slavery and human trafficking, to ensure that our policies and procedures remain current and compliant.

STATEMENT APPROVAL

This statement has been approved by the Raytheon Australia Pty Ltd Board of Directors on 19 May 2025.

Signed by:

Ohad Katz

Managing Director

Raytheon Australia Pty Ltd

30 May 2025