

L3Harris Space and Airborne Systems Australia Pty Ltd

Modern Slavery Statement 2023

[Reporting Period January to December 2023]

POLICIES

L3Harris Policy Statement

L3Harris does not engage in human trafficking and will not willingly or knowingly assist in any human trafficking committed by any other party, nor will knowingly work with suppliers or business partners that engage in such activities.”

L3Harris maintains internal policies and compliance plans designed to foster compliance with applicable human trafficking-related laws. Its commitment to compliance with these laws is also reflected in its Code of Conduct and Supplier Code of Conduct:

- L3Harris [Code of Conduct](#)
- L3Harris [Supplier Code of Conduct](#)

LEGISLATION

Modern Slavery Act 2018 (Cth)

This Modern Slavery Statement 2023 is submitted under the *Modern Slavery Act 2018 (Cth)* by L3Harris Space and Airborne Systems Australia Pty Ltd (ACN: 098 350 479 / ABN: 11 098 350 479) for the financial year ending 31 December 2023.

About L3Harris Space and Airborne Systems Australia Pty Ltd (L3Harris SASA), its structure and operations

L3Harris Space and Airborne Systems Australia Pty Ltd is a wholly owned subsidiary of head Australian entity, L3Harris Technologies Australia Group Pty Ltd (ABN: 61 654 390 146).

L3Harris Technologies, Inc (USA) wholly owns the L3Harris companies within Australia. Headquartered in Melbourne, Florida, USA, L3Harris Technologies, Inc is a global aerospace and defence company that employs approximately 50,000 employees worldwide.

L3Harris SASA employs approximately 120 personnel in Australia, whom are based in Brisbane and Canberra. L3Harris SASA specialises in the manufacture and supply of military and commercial products, capability and associated support services, including but not limited to, project management, engineering, design, integration, manufacture and research and development. The Australian group builds, delivers, maintains and supports complex systems and equipment for Australia and for export. Major customers include federal agencies such as the Australian Department of Defence and commercial companies operating in Australia that provide goods and services to the Department of Defence.

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The L3Harris Australia companies have achieved ISO 45001:2018 and ISO 9001:2015 certification.

Operational Risk

All L3Harris Technologies, Inc owned entities, including L3Harris SASA, adhere to a global corporate policy statement on human trafficking within its Supplier Code of Conduct and furthermore follow an internal corporate procedure “LGL_03-Preventing Human Trafficking”.

L3Harris SASA actively implements L3Harris Technologies corporate policies and procedures in preventing human trafficking and conduct all business dealings in accordance with the L3Harris corporate values of Integrity, Respect and Excellence.

All L3Harris SASA personnel are required to be familiar with these policies and procedures on anti-human trafficking. All L3Harris personnel attend regular mandatory training (with

compliance checks on attendance) and workshop sessions which includes Modern Slavery, Code of Conduct, ethics and values and company whistle blower processes.

L3Harris SASA primarily employs Australian citizens, approximately 12% whom are Australian Defence Force veterans, and have been vetted accordingly.

Due to the nature of the work conducted, extensive due diligence processes for employees and direct contractors and the rigorous security requirements of its customers, considers L3Harris SASA there is negligible risk pertaining to Modern Slavery within its own operations, however L3Harris SASA remains vigilant in its approach to reducing the risk of Modern Slavery.

L3Harris SASA's Standard Terms and Conditions of Sale includes a statement that no form of slavery is used in L3Harris SASA's business and a warranty of compliance with Modern Slavery statutory requirements. Where it is practical and agreeable with the customer, L3Harris SASA will seek to utilise these terms in providing goods or services to its customers. Supply Chain Risk .

L3Harris SASA's supply chain consists of around 355 Approved Suppliers which have been qualified through the supplier evaluation process. During 2023, L3Harris SASA transacted with 179 such Approved Suppliers, of which 92% are located in the low risk countries of Australia (121), the United States (37) of America (37), Canada (1), and United Kingdom (5). Furthermore, some of the USA, and United Kingdom spend is with other L3Harris subsidiary companies.

As tier 1 supplier spend is almost wholly with either other L3Harris entities or longstanding suppliers located in low risk countries for the purchase of low risk commodities, L3Harris SASA's overall tier 1 supply chain risk continues to be assessed as low.

Actions taken to assess and address the risks, including due diligence and remediation processes

L3Harris SASA undertakes a variety of actions to address risk at the individual supplier level, including:

- Using only qualified Approved suppliers which have been vetted through a supplier evaluation and registration process
- The supplier evaluation and registration process requires suppliers to commit to upholding our Supplier Code of Conduct, which contains express provision on Modern Slavery compliance and specific expectations that suppliers must have whistleblower protection for staff
- Screening all suppliers through a 'Denied and Restricted Party Screening Solution' - Descartes Visual Compliance and/or Ease.
- Utilising Purchase Order terms that incorporate Modern Slavery provisions where practicable
- Incorporation of Modern Slavery clauses into more complex contractual arrangements

- Purchase from companies based and headquartered in low risk countries
- For higher risk laptops/computers and electronics commodities, purchase from member companies of the Responsible Business Alliance to full extent practicable
- Comply with conflict minerals compliance requirements set out in Section 1502 of the Dodd Frank Act (US), as a subsidiary of ultimate parent company, L3Harris Technologies, Inc.

Assessment of effectiveness of actions

L3Harris SASA will continue to periodically review its supplier base, utilise only Approved Suppliers and, as appropriate, re-evaluate suppliers.

L3Harris SASA also has the ability to inspect Approved Supplier site/s as part of the Supplier evaluation, and procurement and quality assurance processes. Suppliers who do not maintain the highest of standards are reassessed and (where applicable) removed periodically. Periodic quality audits/inspections are scheduled.

L3Harris SASA reserves the right to terminate supplier relationships for violation of the Supplier Code of Conduct.

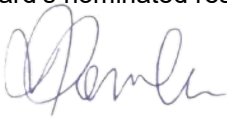
Consultation

L3Harris SASA does not own or control any other entities and therefore this section is not applicable.

Approval by the principal governing body

For L3Harris Space and Airborne Systems Australia Pty Ltd this Modern Slavery Statement 2023 is approved by its principal governing body, being the Board of Directors, by Director's Resolution dated .

Signed by the Board's nominated responsible delegate:

Signature	
Name	Dean Jeffrey Lawrence Powell
Position	Company Secretary