



# L3HARRIS

## Transparency in Supply Chains – Preventing Human Trafficking & Modern Slavery

### 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](#)

#### **Harris Communications (Australia) Pty Ltd, a subsidiary of L3Harris Technologies, Inc. and its supply chain**

L3Harris Technologies, Inc. ('L3Harris') is a global aerospace and defence company that employs approximately 50,000 employees worldwide, with approximately 150 of those being employed by Harris Communications (Australia) Pty Ltd ('HCA') in Australia.

The majority of HCA's business is with government agencies, including Department of Defence, Police and SES Services.

HCA's supply chain consists of around 200 suppliers, of which approximately 85% are located in Australia.

#### **Practices and Procedures**

##### **I. Awareness**

HCA communicates our expectations concerning human trafficking and modern slavery to our employees and our Suppliers. This is completed via regular training with our employees and through standard purchasing terms and conditions, including flow down clauses in subcontracts, (including FAR 52.222-50, as applicable by U.S. Government contracts), with our Suppliers. Suppliers are also required to comply with the L3Harris Supplier Code of Conduct.

##### **II. Monitoring**

HCA reserves the right to require Suppliers to demonstrate compliance with anti-human trafficking requirements and modern slavery. HCA has the ability to inspect Supplier site/s as part of the procurement and quality assurance process. In addition, HCA requires all new Suppliers to complete a Supplier Evaluation Questionnaire with specific questions relating to anti-human trafficking and modern slavery. All Suppliers are required to complete this on an annual basis.

HCA also maintains ethics and compliance reporting hotlines and resources, and related investigation protocols, through L3Harris.

##### **III. Certification**

Pre-award and annually thereafter, HCA requires its Suppliers to complete the Supplier Evaluation Questionnaire and confirm their compliance with the Modern Slavery Act 2018 (Cth). HCA also includes appropriate compliance with laws provisions in its contracts and supplier agreements.

### LEGISLATION

**Australian Modern Slavery Act 2018**

**UK Modern Slavery Act 2015**



**L3HARRIS**

#### **IV. Accountability**

HCA performs risk-based due diligence on Suppliers and Third Parties and has established strong internal controls consistent with L3Harris' Code of Conduct and applicable laws and regulations. Suppliers that fail to comply with the company standards and regulations regarding anti-human trafficking are subject to termination of the engagement/relationship and removed from the Approved Supplier Register.

HCA, through L3Harris, maintains a Code of Conduct that includes anti-human trafficking provisions, to which all employees annually certify compliance. The commitment in the Code of Conduct is further amplified and supported by an internal L3Harris policy on Preventing Human Trafficking, and a related Compliance Plan. Any employee failing to abide by these policies and procedures is subject to disciplinary action, up to and including termination.

HCA will continue to periodically review and, as appropriate, modify or enhance its policies, procedures, terms and conditions, training and other tools and efforts designed to combat human trafficking, modern slavery and promote supply chain transparency. HCA is committed to verification and oversight of its supply chain, promotion of internal awareness and accountability, and to the investigation and remediation of potential non-compliances with its policies and procedures, or with applicable laws regarding human trafficking and modern slavery.

#### **V. Training**

All HCA employees, regardless of position, annually receive Code of Conduct related training, which includes content as to how HCA expects its employees to conduct business on behalf of HCA, and periodically includes specific human rights and respect in the workplace content.

#### **VI. Approval**

This statement was approved by the responsible governing body, the President and Managing Director of Harris Communications (Australia) Pty Ltd, on 8 October 2021.

**Alan Callaghan**  
President and Managing Director  
Harris Communications (Australia) Pty Ltd  
Subsidiary of L3Harris Technologies, Inc.