

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

Australian Modern Slavery Act 2018

UK Modern Slavery Act 2015

L3Harris Communications Australia Pty Ltd, a subsidiary of L3Harris Technologies, Inc.

L3Harris Technologies, Inc. ('L3Harris') is a global aerospace and defence company headquartered in the United States of America, that employs approximately 50,000 employees worldwide, with approximately 200 of those being employed by L3Harris Communications Australia Pty Ltd in Australia.

Reporting Entity and Reporting Period

L3Harris has a number of operating entities within Australia. This Modern Slavery Statement covers the L3Harris Communications Australia Pty Ltd ('L3HCA') entity only, with ABN 88 054 982 151, for the financial year reporting period 1 January 2022 to 31 December 2022.

Structure, Operations and Supply Chains

L3HCA has facilities in Brisbane, Canberra, Melbourne and Williamstown, as well as personnel based in New Zealand. The majority of L3HCA's business is with government agencies, such as Department of Defence, government bodies and public safety agencies, including state emergency services. L3HCA provides military and commercial goods and services, including but not limited to products, project management, engineering, design, testing and integration, manufacture, research and development and training.

Describe the Risks of Modern Slavery Practices in the Operations and Supply Chains

L3HCA primarily employs Australian citizens, many of whom are Australian Defence Force veterans, and have been vetted accordingly. All L3HCA personnel are required to be familiar with L3Harris and L3HCA policies and procedures on anti-human trafficking. All L3HCA personnel attend regular training and workshop sessions which includes Modern Slavery, Code of Conduct, ethics and values and company whistle blower processes.

L3HCA's supply chain consists of around 115 Approved Suppliers, of which approximately 90% are located in Australia and New Zealand, with the United States of America being the other predominant country of origin for procurement.

Due to the nature of the work conducted and extensive due diligence processes for personnel, contractors and suppliers, L3HCA believes there is minimal risk in relation to Modern Slavery within its own operations and supply chains; however, L3HCA remains vigilant in its approach to reduce the risk of Modern Slavery.



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

L3HCA communicates our expectations concerning anti-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 and supplier agreements (including FAR 52.222-50, as applicable by United States Government contracts), with our suppliers. Suppliers are also required to comply with the L3Harris Supplier Code of Conduct and be vetted successfully through a Supplier Evaluation Questionnaire (both of which include a section on Modern Slavery compliance) prior to becoming an Approved Supplier.

All L3Harris owned entities, including L3HCA, adhere to a global corporate policy statement on anti-human trafficking and furthermore follow an internal corporate procedure “LGL_03-Preventing Human Trafficking”. L3HCA actively implements L3Harris corporate policies and procedures in preventing human trafficking and conducts all business dealings in accordance with the L3Harris corporate values of Integrity, Respect and Excellence.

As mentioned, pre-award and annually thereafter, L3HCA requires its Approved Suppliers to complete the Supplier Evaluation Questionnaire and confirm their compliance with the Modern Slavery Act 2018 (Cth). L3HCA also includes appropriate compliance with legislative provisions in its subcontracts and supplier terms and agreements.

Assessment of effectiveness of actions

All Approved Suppliers are required to complete the Supplier Evaluation Questionnaire on an annual basis. L3HCA reserves the right to require Approved Suppliers to demonstrate compliance with anti-human trafficking requirements and modern slavery, and where suppliers do not currently hold a Modern Slavery Statement, further questions are answered prior to becoming an Approved Supplier to ensure the supplier does not engage in any anti-human trafficking and modern slavery practices during the on-boarding process.

L3HCA also has the ability to inspect Approved Supplier site/s as part of the procurement and quality assurance process. Suppliers who do not maintain the highest of standards are reassessed and (where applicable) removed periodically.



During this reporting period, upon review of conditional criteria, approximately 30 suppliers were removed from L3HCA's Approved Supplier Register, with a further 32 suppliers placed on hold, pending further information and clarification from the companies. L3HCA also maintains ethics and compliance reporting hotlines and resources, and related investigation protocols, through L3Harris. During this reporting period, no known negative reports were received.

During this reporting period, L3HCA has also focussed on gaining a better understanding of Modern Slavery risks within its operations and supply chains. L3HCA will continue to work on developing further processes to ensure we can review the effectiveness of the actions we are taking to assess and address these risks, albeit minimal due to the nature of our business.

L3HCA performs risk-based due diligence on potential 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 and modern slavery are subject to not being engaged. Approved Suppliers who fail to comply have their engagement/relationship terminated and are removed from the Approved Supplier Register on a periodic basis.

L3HCA, through L3Harris, maintains a Code of Conduct that includes anti-human trafficking provisions, to which all employees annually certify compliance. The commitment is further amplified and supported by an internal L3Harris policy procedure "LGL_03-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.

L3HCA 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. L3HCA 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.

All L3HCA employees, regardless of position, annually receive Code of Conduct related training, which includes content as to how L3HCA expects its employees to conduct business on behalf of L3HCA and includes specific anti-human trafficking and human rights and respect in the workplace content.



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Consultation

L3HCA does not own or control any other entities and therefore this criterion is not applicable.

Approval by the principal governing body

This statement is approved by the responsible governing body, the President and Managing Director for L3Harris Communications Australia Pty Ltd, for the reporting period 1 January 2022 to 31 December 2022 on 28 June 2023.

Alan Callaghan
President and Managing Director
L3Harris Communications Australia Pty Ltd,
A Subsidiary of L3Harris Technologies, Inc.