



Raytheon
Australia

Modern Slavery Statement

This statement is issued on behalf of Raytheon Australia Pty Ltd ('Raytheon Australia') for the financial year ending 31 December 2023, 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 2023 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 1500 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 185,000 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 defence products and aftermarket service solutions for civil and military aircraft manufacturers, commercial airlines, and regional, business and general aviation, as well as for defence 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 the nation's leading provider of whole-of-life capabilities for the Australian Defence Force. With an in-country history spanning more than two decades, we have become a trusted Capability Partner for Australia's defence.

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 1,500 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 for the fielded capability. These capabilities enable us to engage with Capability 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 every mainland state and territory in Australia, either at dedicated sites or co-located on Defence bases with our customer.

- 1 Canberra – Headquarters
- 2 Nowra
- 3 Sydney
- 4 Williamstown
- 5 Brisbane / Amberley
- 6 Toowoomba
- 7 Tindal
- 8 Exmouth
- 9 Perth
- 10 Adelaide
- 11 Woomera



Figure 1: Raytheon Australia geographic operations

Raytheon Australia is structured for delivery and growth and is organised into three groups:

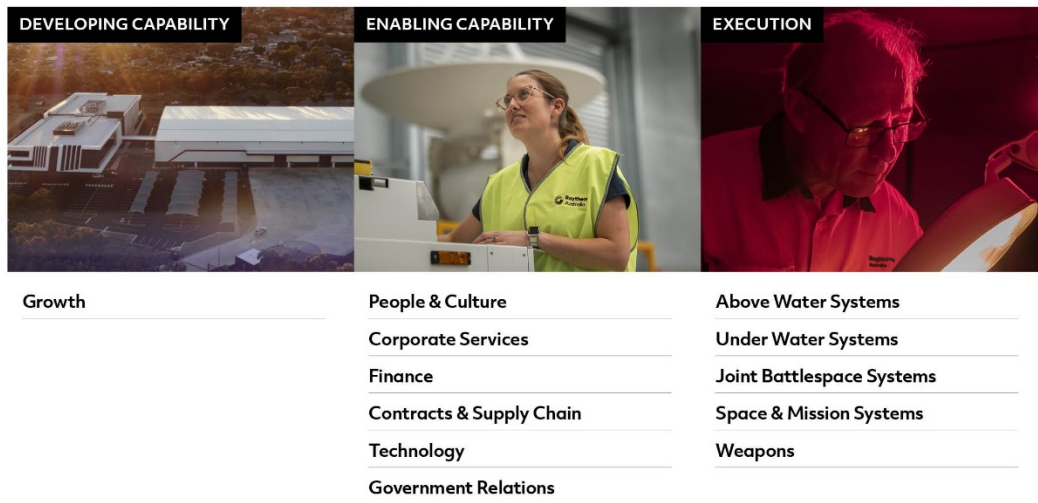


Figure 2: Raytheon Australia business structure

All future work and pursuits are managed under the Developing Capability function. 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 also 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 five Product Lines are outlined below:



SPACE & MISSION SYSTEMS

Capabilities

Trusted Partner in delivering and supporting critical Defence capabilities across:

- Joint Adversarial Training and Testing Services (JATTS)
- Air Combat Training Services
- Air Weapons Ranges
- Harold E. Holt Naval Communications Station
- Space
- Asset management
- Information Warfare



ABOVE WATER SYSTEMS

Capabilities

Focused on delivering major systems for the Defence surface fleet:

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



UNDER WATER SYSTEMS

Capabilities

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



JOINT BATTLESPACE SYSTEMS

Capabilities

Delivering advanced technology for Australia's defence:

- Ground Based Air Defence LAND 19 Phase 7B
- Woomera Test Range Mission Trial Planning and Support
- Mobile Threat Training Emitter System (MTTES)
- JP 2072 Enhanced Position Location Reporting System
- Advanced Field Artillery Tactical Data System (AFATDS)
- Situational Awareness and Battle Management



WEAPONS

Capabilities

Working with Defence we will identify and develop opportunities to:

- Manufacture selected RTX guided weapons in Australia
- Provide enhanced maintenance support to RTX guided missiles within the current ADF inventory
- Support the acquisition of RTX Guided Weapons via Foreign Military Sales and Direct Commercial Sales
- Support the development of future advanced guided weapons to meet the emerging needs of the ADF

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 1200 active suppliers across the globe, primarily North America and Western Europe. More than ninety-seven percent (>97%) of our suppliers are located in Australia, New Zealand or North America (USA / Canada). The balance of our supply chain is predominantly based in the United Kingdom, with some Western European suppliers (e.g., Denmark, Norway, Spain, Germany). Less than one percent (1%) of Raytheon Australia’s supply chain is based in Asia or South Africa. More than 99% 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

As a consequence of the nature of the goods and services we predominantly source, where our suppliers are predominantly 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

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. By setting standards and by guiding us 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:

We choose our business partners based on merit and shared values and treat them fairly. We seek business partners who can help us achieve our goals by working collaboratively to provide expertise, resources, efficiency, and innovation. This helps us deliver excellent, reliable

products on time and on budget. We expect partners to share our high ethical and safety standards and our passion for making a positive impact in the world. Selecting and collaborating with the right partners means that we:

- *Seek to do business with partners who meet our needs and share our values;*
- *Conduct risk-based due diligence to ensure potential partners are qualified and reputable before on-boarding;*
- *Monitor business partner performance on an ongoing basis;*
- *Expect our partners to uphold our values and comply with anti-bribery conventions and all other applicable laws; and*
- *Formalize relationships in writing to provide transparency and accountability.*

Respecting and protecting human rights mean that we:

- *Ensure safe and healthy working conditions for our employees, by applying best practices in our day-to-day activities and facilities and ensuring compliance with the most stringent applicable EHS standard;*
- *Promote responsible sourcing practices and hold business partners accountable to the standards we set in our Supplier Terms and Conditions and Code of Conduct;*
- *Work only with business partners who share our commitment to fighting human trafficking and supporting human rights;*
- *Condemn and prohibit the use of child or forced labor; and*
- *Follow company policies, regulations, and guidance regarding potential conflict minerals.*

The Code is available under the “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. This is an enterprise-wide value.

RTX promotes behaviours based on trust, respect, accountability, collaboration, and innovation. When employees, contractors and partners observe or suspect something that conflicts with our values, the Code, company policies or laws and regulations, we encourage them 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 “Ethics and Compliance” section of Raytheon Technologies’ website (www.rtx.com).

RTX has zero tolerance for retaliation of activities that impact good-faith reporting, and anyone engaging in retaliatory behaviour is subject to disciplinary action.

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 2023, 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 in regard to business conduct, ethics and compliance. Among other things, the *Supplier Code* requires suppliers:
 - to ensure child labour is not used in the performance of their work, whether or not related to RTX business.
 - 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.
 - 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.
 - 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.
 - 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.
 - 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.

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 labor 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, 2022, 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 24 April 2024.

Signed by:



Michael J Ward

Managing Director

Raytheon Australia Pty Ltd

1 May 2024