



LOCKHEED MARTIN AUSTRALIA PTY LTD

and

SIKORSKY AIRCRAFT AUSTRALIA LIMITED

**STATEMENT ON SUPPLY CHAIN
TRANSPARENCY CONCERNING
MODERN SLAVERY**

1. Reporting Entities

Lockheed Martin Australia Pty Ltd (ACN 008425509) of 8 Brisbane Avenue, Barton ACT

Sikorsky Aircraft Australia Limited (ACN 003 031 509) of 29 Wugan Street, Yerriyong NSW

2. Introduction

Lockheed Martin Australia Pty Limited (*LMA*) and Sikorsky Aircraft Australia Limited (*SAAL*) firmly uphold our commitment to respect human rights within our operations and supply chains. We recognise this responsibility as integral to our corporate citizenship and the sustained prosperity of the company. Aligned with the core values of our parent company, Lockheed Martin Corporation (*LMC*) - “Do What’s Right”, “Respect Others” and “Perform with Excellence” – we strive to embed a respect for human rights in all our actions. We anticipate that our business partners and suppliers will mirror these values, fostering an ethical and transparent supply chain ecosystem. This Statement on Supply Chain Transparency concerning Modern Slavery underscores our unwavering dedication to combating Modern Slavery and promoting ethical business practices.

3. Structure, Operations and Supply Chains of Reporting Entities

3.1 Structures and Operations

LMA and SAAL are wholly owned subsidiaries of LMC, headquartered in Bethesda, Maryland, United States. LMA, headquartered in Canberra, Australian Capital Territory and SAAL headquartered in Nowra, New South Wales maintain advanced aerospace systems for government and commercial customers. Both organisations specialise in the integration and sustainment of advanced technology systems, and products & services across space, air, land, sea and cyber domains. Conversely, SAAL, headquartered in Nowra, New South Wales, specialises in airframe, component and rotor blade maintenance, repair and overhaul, complemented by Design Engineering, Material Sales and Maintenance Training.

Beyond their respective headquarters, LMA and SAAL maintain operational presence across various Australian locations, as illustrated in the below diagram.

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Figure 1: LMA and SAAL locations within Australia

LMC maintains comprehensive anti-trafficking policies, including a Human Trafficking Summary Statement, accessible on its official website. Both LMA and SAAL are obligated to comply with these corporate policies.

The *Modern Slavery Act 2018* (Cth) (*the Act*) mandates commercial entities disclose their anti-slavery policies and related actions taken within the preceding financial year to prevent slavery and human trafficking within their operations and supply chains. LMA and SAAL are steadfast in their commitment to ensuring that their employees and suppliers implement necessary measures to eliminate the risk of Modern Slavery across all facets of their operations and supply chains. The ensuing information is furnished in compliance with the Act's requirements.

3.2 LMA & SAAL Supply Chain

LMA and SAAL, collectively operate in Australia employing over 1800 people. The current supply chain consists of more than 1400 approved suppliers with approximately 600 being readily engaged to provide various goods and services. The Supply Chain team conducted a review of our spend data and information contained in our Approved Supplier List. This data allowed LMA and SAAL to identify that the majority of our suppliers are from Australia (90%), with other key

countries being United States (3%), United Kingdom (2%), Canada (1%), and Germany (1%). Analysis of our spend data allows LMA and SAAL to understand if we have any trends that would change our level of Modern Slavery risks in our supply chain.

LMA and SAAL operate in a sophisticated technical landscape and provide a suite of specialised and precision solutions to our customers. Given the nature of the industry, our procurement landscape involves sourcing goods, services and solutions that are highly specialised and leverage advanced manufacturing and technology. The key categories of spend relate to Subcontracting and Consulting services, Facilities, Engineering, and Software and Hardware. As a result, our supply chain also typically operates in a highly technical and professional environment.

4. Risks of Modern Slavery Practices

Given the highly specialised nature of our customer solutions, and the fact that 90% of our goods and services are procured via Australian suppliers, our exposure to Modern Slavery risks is deemed low. Neither LMA or SAAL currently source products or services from suppliers in geographically high-risk areas. Our international supply chains are also deemed low risk concerning Modern Slavery legislation violations.

To ensure compliance with Modern Slavery requirements across our supply chain, LMA and SAAL employ a risk-based analysis and a phased approach, as outlined below:

1. Develop an overall LMA supplier risk assessment
2. Review global and local policies to identify any gaps pertaining to Modern Slavery requirements
3. Identify and analyse existing suppliers to prioritise application of high-risk assessment
4. Apply the risk assessment to all suppliers including updating supplier checklists as necessary

This meticulous analysis of the Modern Slavery risk within the LMA and SAAL supply chains has yielded an overall assessment outcome as low, reflecting our unwavering commitment to ethical business practices.

5. Actions Taken to Address Risks of Modern Slavery Practices

5.1 Supply Chain Verification

To ensure the integrity of our supply chains, LMA and SAAL have undertaken multiple verification methods. LMA was a founding member of the JOSCAR-AU Buyer Prime Governance Group, which collectively developed a supplier onboarding questionnaire inclusive of targeted questions pertaining to Modern Slavery. LMA and SAAL leverage the services of JOSCAR-AU to assist in the onboarding of suppliers and to improve the visibility and reporting of supplier-provided data. Approximately 30% of our approved suppliers have been onboarded via JOSCAR. Alternatively, suppliers are onboarded using our LMA supplier onboarding questionnaire, which includes Modern Slavery based questions.

Should the answers to the JOSCAR or LMA supplier questionnaires identify potential points of risk, further investigation within our supply chain would be prompted. Following review of questionnaire answers, neither LMA or SAAL have identified any suppliers that pose a heightened level of risk.

Risk-based due diligence is conducted against several criteria including (but not limited to) location of their operations, proposed subcontractors, experience, qualifications, knowledge of their own supply chain, and quality assurance processes. Additional checks also include site evaluations, inspections and verification of government debarments, and denied parties lists. Further to this, LMA and SAAL have developed contractual requirements that require suppliers to adhere to all applicable laws and regulations.

LMA and SAAL have recently established a dedicated Supply Chain Team inclusive of Procurement, Subcontract Management and functional support. This Procurement team creates an open forum to discuss how we will strengthen efforts to understand the risk associated with human trafficking and forced labour. By establishing an enterprise-wide Supply Chain team, LMA and SAAL can ensure that suppliers' performance and risk profiles are being managed across the organisation.

5.2 Supplier Compliance Evaluation and Audits

In order to assess Modern Slavery risk within potential suppliers, LMA and SAAL mandate that suppliers complete a comprehensive questionnaire. This questionnaire probes various aspects of the supplier's organisation and supply chain to gauge potential vulnerabilities. As part of the standard evaluation process, procurement teams meticulously review supplier responses to assess compliance with specific human trafficking and Modern slavery standards. These responses are diligently recorded for future reference.

To bolster our commitment to combating Modern Slavery, LMA and SAAL have a Modern Slavery Working Group, comprising key personnel from diverse functional areas including Commercial, Supply Chain, Legal, Human Resources, Ethics and Communications. This group meets regularly to ensure the appropriate focus and momentum is maintained in addressing Modern Slavery risk. Discussion includes compliance measures and how to best leverage the knowledge of senior managers and key employees who interact with our supply chain on a regular basis.

In 2025 there were no substantiated incidents of forced labour or human trafficking in our supply chain.

5.3 Ethics Helpline and Reporting Mechanism

Lockheed Martin offers suppliers an ethics helpline (at US: 1-800-LM-ETHIC; international users should dial their country's exit code first) for reporting any conduct contrary to the principles outlined in Lockheed Martin's Code of Conduct "Setting the Standard". This helpline also enables anonymous reporting. This helpline number is included in all supply contracts, encouraging open communication and vigilance against unethical practices. LMA and SAAL promptly investigate all reported matters and take appropriate action, including disclosure to relevant governmental authorities where necessary. This robust reporting mechanism underscores our dedication to maintaining a transparent, ethical and Modern Slavery-free supply chain, where our suppliers are given every opportunity to report concerns.

5.4 Supplier Certification

As a prerequisite for contracting with LMA, all suppliers are required to pledge their commitment to comply with applicable laws and regulations, including the Act.

5.5 Supplier Code of Conduct

LMA and SAAL have established a comprehensive Supplier Code of Conduct, which outlines the core principles we expect our suppliers to uphold. The Code of Conduct encompasses the following provisions:

- **Human Rights**
LMA and SAAL expects our suppliers treat individuals with respect and dignity, encourage diverse viewpoints, champion equal opportunities for all, and contribute to an inclusive and ethical work environment.
- **Human Trafficking**
Our suppliers must categorically refrain from engaging in forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery, or human

Lockheed Martin Proprietary Information

trafficking. This prohibition extends to the transportation, harbouring, recruitment, transfer, or receipt of vulnerable individuals through force, coercion, abduction, or fraud for exploitative purposes.

- **Child Labour**

Our suppliers must categorically refrain from using child labour in the execution of work. The term “child” pertains to any person below the minimum legal employment age in the jurisdiction where the work is performed.

By adhering to these stringent guidelines, we strive to maintain an ethical and transparent supply chain that respects human rights and combats Modern Slavery.

5.6 Internal Accountability Standards

LMA and SAAL uphold stringent internal accountability standards and procedures to address any employee or contractor shortcomings concerning Modern Slavery and human trafficking. The Lockheed Martin Code of Ethics and Business Conduct “Setting the Standard” includes expectations in relation to trafficking in persons and modern slavery, reporting violations and the like. All employees must sign off on Setting the Standard. Several internal policies also enforce this commitment, including the Corporate Policy Statement - *Good Corporate Citizenship and Respect for Human Rights*. . This policy underscores our dedication to enhancing the global society in which we operate, fostering technological and economic development, maintaining transparency and fulfilling our promises to stakeholders, including our customers, shareholders, employees, partners, suppliers, and communities. Simultaneously, we strive to minimise any adverse impacts of our business activities.

To foster a working environment that encourages open communication and vigilance, LMA and SAAL have established procedures enabling employees to report suspected Modern Slavery-related activities, without fear of retaliation through an independent function – the Ethics Function. As is the case with our suppliers, anonymous reporting is available. The Ethics Function investigates such reports and should violations involving employees be substantiated, appropriate disciplinary action is taken. In situations where supplier involvement is confirmed, decisive action up to and including termination of contracts is taken, thereby upholding our commitment to ethical business practices and human rights.

5.7 Employee Training

LMA and SAAL employees have access to an online training module “Combating Trafficking in Persons”.

LMA has developed information to assist our Talent Acquisition team to ensure compliance with our stringent Modern Slavery and human trafficking standards. Proper disclosure of information, and accurate representations during the recruitment process including key terms and conditions of employment, wages, fringe benefits, work location, housing, and nature of work

LMA has historically developed specific training focused on its human resources, commercial, procurement and supply chain management teams to address the Act. Nevertheless, LMA continues to identify new educational courses whether locally or overseas to improve the relevant teams' understanding of Modern Slavery risks within the supply chain. LMA and SAAL staff are required to participate in mandatory training focussing on our Code of Conduct. The training covers essential components of Modern Slavery such as Human Trafficking, Human Rights and Child Labour, ensuring that our workforce remains well-informed and vigilant in upholding our ethical standards and commitment to human rights.

6. Further Development and Reassessment

Stakeholders from both LMA and SAAL meet to discuss, reassess, and further refine our Modern Slavery approach, ensuring not only statutory compliance but also alignment with LMC's core values: "Do What's Right", "Respect Others" and "Perform with Excellence".

During this past reporting period the Supply Chain team has taken accountability for developing the Modern Slavery statement. As a result, the Supply Chain team has reviewed enterprise-wide processes and templates, and updated them accordingly, to ensure they contain the requisite references to Modern Slavery risks. The review of our enterprise-wide documentation ensures we operate consistently across LMA and SAAL by being able to identify and address Modern Slavery risks in our supply chain .

7. Consultation

While LMA and SAAL are separate wholly owned subsidiaries of LMC, several resources and support functions are shared between the companies. The reviews and assessments described above were undertaken on behalf of both LMA and SAAL by shared corporate staff. Furthermore, the policies and procedures and Codes of Conduct developed by LMC are applicable to LMA, SAAL, and their supply chains.

8. Any other relevant information

LMA and SAAL will continue to actively review the Modern Slavery approach and continue to identify best practices that can be adopted to enhance existing policies and procedures. Collaboration with other Lockheed Martin entities internationally will enable implementation of a contemporary framework for Modern Slavery risk, ensuring we maintain the highest standards of ethical conduct.

9. Approvals

This Modern Slavery statement was reviewed by the board of directors of LMA. The board has resolved to approve this statement, authorise Jeremy King to sign the statement on behalf of LMA and direct the company to lodge this statement as required by the Act.

This Modern Slavery statement was reviewed by the board of directors of SAAL. The board has resolved to approve this statement, authorise Jeremy King to sign the statement on behalf of LMA and direct the company to lodge this statement as required by the Act.

Signed,

Signed by:

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Jeremy King

Chief Executive, Lockheed Martin Australia Pty Limited

Director, Sikorsky Aircraft Australia Limited