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Modern Slavery Statement

L3Harris Integrated Mission Systems Australia Pty Ltd

(Reporting Period January to December 2024)

POLICIES

L3Harris Policy Statement

L3Harris promote and comply with all human rights laws and standards in all our locations and expect the same of everyone who works on our behalf, including our agents, partners and suppliers.....L3Harris does not engage in human trafficking within our operations, in accordance with our internal policies and compliance plan, or knowingly assist in any human trafficking committed by any other party, including our suppliers, as set forth in our Supplier Code of Conduct..

- [L3Harris Code of Conduct](#)
- [L3Harris Human Rights Policy](#)
- [L3Harris Supplier Code of Conduct](#)

LEGISLATION

Modern Slavery Act 2018 (Cth)

Reporting Entity and Reporting Period

This Modern Slavery Statement 2024 is submitted under the *Modern Slavery Act 2018 (Cth)* by L3Harris Integrated Mission Systems Pty Ltd (ABN: 28 009 019 603) for the financial year 1 January 2024 to 31 December 2024.

About L3Harris Integrated Mission Systems Australia Pty Ltd (IMSA), its structure and operations

L3Harris has a number of operating entities in Australia, owned by L3Harris Technologies, Inc (USA), including IMSA. Headquartered in Melbourne, Florida (USA) L3Harris Technologies, Inc is a global aerospace and defence company that employs approximately 50,000 employees worldwide.

IMSA employs approximately 200 personnel across Australia, based in Fremantle, Adelaide, Sydney, Brisbane and Cairns. IMSA provides military and commercial products, capability and associated support services, including but not limited to; project management, engineering, design, integration, manufacture, research and development and training. 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.

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

Operational Risk

All L3Harris Technologies, Inc owned entities, including IMSA, adhere to a global corporate policy statement against human trafficking (contained collectively in the Code of Conduct and Human Rights Policy) and further follow an internal corporate procedure "LGL_03-Preventing Human Trafficking". L3Harris requirements for compliance by suppliers are set out in the Supplier Code of Conduct. IMSA actively implements L3Harris corporate policies and procedures and conducts all business dealings in accordance with the L3Harris corporate values of Integrity, Respect and Excellence.

All IMSA personnel are required to be familiar with these policies and procedures on anti-human trafficking. Any employee failing to abide by these policies and procedures is subject to disciplinary action.



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Operational Risk (cont)

All IMSA personnel attend regular mandatory training (with compliance checks on attendance) which periodically include Modern Slavery, Code of Conduct, ethics and values and company whistle blower processes.

IMSA, like all L3Harris entities, is committed to not engaging in any misleading or fraudulent recruiting or employment practices. IMSA primarily employs Australian citizens, many of whom are Australian Defence Force veterans, and have been vetted accordingly.

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

Similarly, IMSA's Purchase Order Standard Terms and Conditions include an obligation upon suppliers to conform to Modern Slavery requirements. Where it is practical and agreeable with the supplier, IMSA utilises these terms in purchasing goods or services.

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, IMSA considers there is negligible risk pertaining to Modern Slavery within its own operations, however, IMSA remains vigilant in its approach to reducing the risk of Modern Slavery

Supply Chain Risk

As at 31 December 2024, IMSA's supply chain consists of 291 Approved Suppliers which have been qualified through the supplier evaluation process. During 2024, IMSA transacted with 225 such Approved Suppliers, of which 99.42% are located in the low risk countries of Australia, the United States of America, Canada, United Kingdom, New Zealand and Germany. Furthermore, much of the USA, Canada and United Kingdom spend is with other L3Harris subsidiary companies.

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



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

At the L3Harris corporate level a specific procedure is in place, being LGL-03-1 Preventing Human Trafficking Compliance Plan, to assess, track and ensure compliance with anti-human trafficking laws. In addition, IMSA 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
- 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.

In 2025, IMSA aims to conduct enhanced due diligence on 25% of its highest-spend suppliers. This process will involve reviewing each supplier's publicly available Modern Slavery Statement, along with any internal policies where accessible, to assess their commitment to identifying, mitigating, and preventing modern slavery risks within their operations and supply chains. The outcomes of this review will be documented and used to strengthen IMSA's supplier risk profiling, guide engagement efforts, and support informed procurement decisions.



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Assessment of effectiveness of actions

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

IMSA 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.

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

Consultation

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

Approval by the principal governing body

For L3Harris Integrated Mission Systems Australia Pty Ltd this Modern Slavery Statement 2024 is approved by its principal governing body, being the Board of Directors, by Director's Resolution dated 3 June 2025.

Signed by the Board's nominated responsible delegate:

Jamie Rebbeck (Responsible Member)
Managing Director and General Manager]
L3Harris Integrated Mission Systems Australia Pty Ltd

3 June 2025