



# **Modern Slavery Statement**

This statement is issued on behalf of Raytheon Australia Pty Ltd ('Raytheon Australia') for the financial year ending 31 December 2025, pursuant to the Modern Slavery Act 2018 (Cth) (the Act).

Raytheon Australia is committed to ensuring human trafficking, forced labor, and child labor (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 2025 by Raytheon Australia to ensure modern slavery is not taking place in any part of our operations or supply chain.

## OUR CORPORATE STRUCTURE

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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 1300 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 defense 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, U.S.A. As a global technology and innovation-driven company, we depend on a highly skilled workforce comprised of approximately 180,000 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 leader in technologically advanced, intelligent solutions that help redefine the aerospace and defense industry. Collins Aerospace dedicates its capabilities, comprehensive portfolio and expertise to solving its customers' toughest challenges and meeting the demands of the global market.
- **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 defense solutions to help the U.S. government; our allies and partners defend their national sovereignty and ensure their security. For more than 100 years, Raytheon has developed new technologies and enhanced existing 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 family, 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 below section titled, "Managing Modern Slavery Risks").

## OUR OPERATIONS

Raytheon Australia is one of Australia’s leading providers of whole-of-life capabilities for the Australian Defence Force. With an in-country history spanning more than two decades, we are delivering for all of those who defend all of us.

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 1,300 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 through our Multi Domain Effects, Maritime Systems, and Defence Support Systems Product Lines.

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. These capabilities enable us to engage with Capability Managers, Delivery 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 almost every mainland state and territory in Australia, either at dedicated sites or co-located on Defence bases with our customer.



**Figure 1: Raytheon Australia geographic operations**

Raytheon Australia is structured to deliver for our customer, and to respond to the requirements and capabilities they require for the future, and is organised into three broad groups:

**Driving Growth**

- Requirements and Capabilities

**Enabling Capability**

- Contracts and Supplier Governance
- Finance
- Government Relations
- Marketing and Communications
- Operations
- People and Culture
- Technology

**Execution**

- Maritime Systems
- Multi Domain Effects
- Defence Support Systems

**Figure 2: Raytheon Australia business structure**

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All future work and pursuits are managed through the Requirements and Capabilities function (Driving growth). 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 deliver cross-organisational, multidiscipline subject matter expert support. These functions are 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 three Product Lines are outlined below:

## Defence Support Systems



**Raytheon Australia supports the delivery of complex defence services for the Australian Defence Force, including mission rehearsal and training, range testing, aircrew training and mission system sustainment.**

**Delivering complex services in support of critical Defence capabilities**

- Advance Test and Training Environment
- Electronic Warfare Threats, Targets and OPFOR Presentation
- Range Surveillance, Tracking and Telemetry systems
- Safe & Secure Range Sustainment
- Large Force Exercise Design
- Aviation Maintenance Repair and Overhaul
- Flight Simulation
- Asset Management
- Very Low Frequency Communications
- Space Domain Awareness

## Multi Domain Effects



**Raytheon Australia is delivering critical, integrated capabilities to the Australian Defence Force in electronic warfare, integrated air and missile defence, communications and networks and air traffic management across all domains.**

**Delivering advanced technology for Australia's defence edge**

- Integrated Air and Missile Defence
- Electronic Warfare
- Theatre C2, Battle Management Systems and Communications
- Tactical Data Networks
- Air Traffic Management

## Maritime Systems



**Raytheon Australia utilises decades of experience to deliver mission critical support to the Royal Australian Navy Fleet.**

**Focused on delivering major systems and sovereign capability**

- Integrated Combat System Support
- Capability Life Cycle Management
- Sustainment and training services
- Communication Systems Design and Integration
- Combat System architecture, integration, test and sustainment
- Combat System Modernisation
- Management of Combat System Shore Facilities

**Figure 3: Raytheon Product Lines**

## OUR SUPPLY CHAIN

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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 1230 active suppliers across the globe, with more than ninety percent (>90%) of our suppliers located in Australia. A further eight percent (8%) of our suppliers are in New Zealand or North America (USA / Canada). Less than half of one percent (<0.5%) of Raytheon Australia’s supply chain is based in Asia or South Africa. The balance of our supply chain is based in Western Europe including Denmark, France, Germany, Norway and the United Kingdom. More than 99.9% of our supply chain comes from regions / countries considered to be low risk for modern slavery and human trafficking.

## OUR EXPOSURE TO MODERN SLAVERY

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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 labor, and child labor (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 defense 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

Because 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 strategic suppliers are qualified and reputable before onboarding, 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**

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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 2022, the Committee on Governance and Public Policy of the Board of Directors for RTX approved an enterprise-wide policy on human rights. A copy of our current policy is available on RTX's website ([www.rtx.com](http://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 are committed to good citizenship and engaging with others to promote better working conditions for all.*

*Why it matters*

*Our global footprint allows us to fight for safer working conditions and equal opportunities. We protect our workers and promote positive change by holding ourselves and our business partners and communities accountable for respecting human rights, including environmental responsibility, equal opportunities, fair wages, and safe working conditions.*

*How we make it happen*

*Respecting and protecting human rights mean that we:*

- *Promote responsible sourcing and hold partners to our standards.*
- *Work with partners committed to fighting human trafficking and supporting human rights.*
- *Condemn and prohibit child or forced labor.*
- *Follow policies and regulations on conflict minerals*

The *Code* is available [here](#).

## **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.

RTX promotes behaviors based on trust, safety, 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 [here](#).

RTX has zero tolerance for retaliation of activities that impact good-faith reporting, and anyone engaging in retaliatory behavior 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 2025, 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 labor 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 labor, bonded labor, indentured labor, involuntary prison labor, 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](http://www.rtx.com)).

- **RTX standard terms and conditions of purchase** also 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 to Organisation for Economic Co-operation and Development (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](http://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 is encouraged to 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 have specific human rights-related questions in onboarding requirements for strategic suppliers and supplier certifications. Suppliers are 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 labor, forced labor, or human trafficking in connection with the goods and services they provide to their customers.

## EFFECTIVENESS OF ACTIONS TAKEN

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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 were verified 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.

## REMEDATION MEASURES

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We have not identified any actual instances of modern slavery, including forced or child labor, 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

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Since December 31, 2025, Raytheon Australia has taken, or intends to take the following steps as part of our regular business operations to continue to ensure modern slavery is not taking place in its organization or supply chain.

- Raise internal and external awareness regarding our corporate policy condemning and prohibiting the use of child and forced labor;
- 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 labor 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;
- Our Global Ethics & Compliance Office, thoroughly investigate any concerns or allegations of misconduct submitted to the RTX or Raytheon Australia 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

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This statement has been approved by the Raytheon Australia Pty Ltd Board of Directors on 28 April 2026.

Signed by:



Ohad Katz  
Managing Director  
Raytheon Australia Pty Ltd  
1 May 2026