



Transparency in Supply Chains – Preventing Human Trafficking & Modern Slavery – June 2022

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. and its supply chain

L3Harris Technologies, Inc. ('L3Harris') is a global aerospace and defence company that employs approximately 50,000 employees worldwide, with approximately 200 of those being employed by L3Harris Communications Australia Pty Ltd ('L3HCA') in Australia.

The majority of L3HCA's business is with government agencies, such as the Department of Defence and public safety agencies, including state emergency services.

L3HCA's supply chain consists of around 125 Approved Suppliers, of which approximately 85% are located in Australia and New Zealand.

Practices and Procedures

I. Awareness

L3HCA communicates our expectations concerning 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, (including FAR 52.222-50, as applicable by U.S. Government contracts), with our Suppliers. Suppliers are also required to comply with the L3Harris Supplier Code of Conduct and successfully complete a Supplier Evaluation Questionnaire prior to becoming an Approved Supplier.

II. Monitoring

L3HCA reserves the right to require Approved Suppliers to demonstrate compliance with anti-human trafficking requirements and modern slavery. L3HCA has the ability to inspect Approved Supplier site/s as part of the procurement and quality assurance process. In addition, L3HCA requires all new Suppliers to complete a Supplier Evaluation Questionnaire with specific questions relating to anti-human trafficking and modern slavery. All Approved Suppliers are required to complete this on an annual basis. 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 75 Suppliers were removed from L3HCA's Approved Supplier Register. L3HCA also maintains ethics and compliance reporting hotlines and resources, and related investigation protocols, through L3Harris.

III. Certification

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 laws provisions in its contracts and supplier terms and agreements.



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IV. Accountability

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 are subject to termination of the engagement/relationship and 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 in the Code of Conduct is further amplified and supported by an internal L3Harris policy on 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.

V. Training

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 periodically includes specific human rights and respect in the workplace content.

VI. Approval

This statement is approved by the responsible governing body, the President and Managing Director for L3Harris Communications Australia Pty Ltd, for the January to December 2021 period on 28 June 2022.

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