

# GENDER PAY GAP REPORT 2022

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

We understand the need and expectation to be transparent about our business. As a public company, we have long shared our financial results. As an organisation, we prioritise communicating about [diversity, equity and inclusion](#) (DE&I) and [sustainability commitments](#).

We are committed to DE&I in every aspect of our business. Our inclusive culture welcomes all employees and rewards and recognises people based on their achievement of individual objectives, their role in helping the company achieve its objectives, and professional competencies as aligned to our core values.

## CAUSE OF GENDER PAY GAP

L3Harris TRL Technology Limited has a large proportion of engineers; careers that have historically been male dominated. The gap is largely because of a lack of female representation in engineering roles.

We are dedicated to creating a strong company that our employees, communities, customers, suppliers and investors are proud to be associated with.

## PAY DIFFERENCE

MEDIAN %	MEAN %
23.0	20.1

## BONUS

The proportion of men and women in receipt of a bonus is provided below.



MEDIAN %	MEAN %
51.4	42.6

