

## Modern Slavery Act Statement 2024 – L3Harris (UK)

Published: December, 2024

### Statement

Embodying our Corporate Values of Integrity, Respect, and Excellence, L3Harris is second to none when it comes to our accountable, honest, and ethical behavior. We understand the dynamic challenges the world faces when identifying and managing the risks of modern slavery in the workplace. At L3Harris we strive to do what is right and are committed to upholding the highest standard in our efforts to deliver technologically advanced and innovative products to our communities.

This statement is made pursuant to Section 54 of the United Kingdom (UK) Modern Slavery Act 2015 and sets out the steps L3Harris and its UK subsidiaries have taken to identify and prevent slavery and human trafficking in our business and supply chain, in the UK, for the year ending 31 December 2023.

### Our Structure, Business and Supply Chains

L3Harris is a leading global defence technology company with four well-positioned segments: Space & Airborne Systems, Integrated Mission Systems, Communication Systems and Aerojet Rocketdyne. L3Harris customers include departments and agencies of the United States government, foreign governments, and other global defence contractors.

Headquartered in Melbourne, Florida and publicly traded on the New York Stock Exchange (Symbol: LHX), with a generated revenue of over \$19 billion globally for the year ending 31 December 2023, L3Harris strives to be a leader in the market and to drive change around the world. L3Harris is an aerospace and defence company that employs approximately 52,000 employees, with over 5,000 of those, or about ten percent (10%), residing outside of the U.S. c n-12.50 Tc 0 Tw 13lf%3 (l)3LK(.).6 (w)-awall of our actions and decisions.

L3Harris also works hard to maintain the trust we have earned with our customers. We do so through cultivating mutually rewarding relationships with complimer meet our standards of corporate citizenship. We ensure that our current supply highest principles and standards in all economic, human rights and environmental

Through our policies, resources, and iterative approach to assessing our str

and conditions require our suppliers to commit to avoid human trafficking and child and forced labor.

- II. Our Training – All L3Harris employees must complete annual training which includes content on our Code of Conduct, how to conduct business on behalf of L3Harris, human rights, and respect in the workplace.

Our [Human Trafficking Policy](#) makes clear that Modern Slavery activities such as debt bondage, forced labor, human trafficking, involuntary servitude, or coercion are under no circumstances acceptable and we will not knowingly work with employees, suppliers, or business partners that engage in such behavior. As such, we follow strict guidance to hold ourselves, employees, suppliers, and partners accountable. This policy includes instructions on reporting, managing violations, cooperating with government agencies, creating compliance plans, and properly certifying all parties that we work with – all of which directly aligns with the UK Social Value Model.

Our Compliance Plan specifically outlines the implementation of such policies and sets out which functional entities within L3Harris are responsible for assessing and ensuring that we are following high ethical standards around our human rights practices. As a Tier 3 member of the U.S. Customs Trade Partnership Against Terrorism program, L3Harris has also established a multi-layered security program and corporate policy applicable to all operations worldwide to protect our organization and supply chain from any illegal or illicit activities, including human rights violations and to assist in the worldwide campaign to stop these activities.

L3Harris commits to doing the right thing. This means that the processes we have in place may result in a need for action. If there is a failure to comply with our policies, L3Harris retains the right to terminate employment, or relationships with employees and/or suppliers. We will continue to periodically review, and modify or enhance policies, procedures, trainings and other tools and efforts designed to combat human trafficking and promote supply chain transparency.

#### Our Due Diligence

As an active member of the Defense Industry Initiative (DII) on Business Ethics and Conduct, L3Harris is committed to upholding the highest standards in our business dealings, and we require our suppliers to share this commitment.

Therefore, as an integral part of the supply chain onboarding process and prior to contract award, L3Harris representatives conduct supplier eligibility reviews to ensure our supply partners are not in violation of the L3Harris [Supplier Code of Conduct](#).

Explicitly stated within this Supplier Code of Conduct, is the fact that ~~we require~~ ~~our suppliers~~ ~~to~~ ~~share~~ ~~the~~ ~~same~~ ~~commitment~~ ~~to~~ ~~upholding~~ ~~the~~ ~~highest~~ ~~standards~~ ~~in~~ ~~our~~ ~~business~~ ~~dealings~~ ~~and~~ ~~we~~ ~~require~~ ~~our~~ ~~suppliers~~ ~~to~~ ~~share~~ ~~this~~ ~~commitment~~.

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labor; indentured, prison or compulsory labor; slavery; and human trafficking. Our suppliers must also impose this same contractual obligation on ~~h~~ lower-tier suppliers. We reserve the right to require that our suppliers demonstrate compliance with the Supplier Code of Conduct and their contractual obligations, and our terms and conditions allow us to inspect any supplier site if needed. We also maintain ethics and compliance reporting hotlines for suppliers and resources and related investigation protocols. Additionally, L3Harris performs risk bas<sup>3</sup> (i)34 (i)3.2 ( (or)-18.4 )-12.3basetatfperor





outlines the corporate investigation, final action, and corporate expectations which informed the final decision-making process.

\_\_\_\_\_ 2024

### Approval by subsidiaries

The L3Harris Modern Slavery Act Statement 2024 has been approved by the board of directors of the following subsidiaries:

Airline Placement Limited
FAST Holdings Limited
FAST Training Services Limited
Harris Pension Management Limited
L3HarrisAutonomous Surface Vehicles Limited
L3Harris Commercial Training Solutions Limited
L3Harris Communications Systems UK Limited
L3Harris CTS Airline and Academy Training Limited
L3Harris CTS Group Limited
L3Harris CTS Limited
L3Harris Defence Investments Limited
L3Harris Flight Data Services Limited
L3Harris MAPPS Limited
L3Harris Release & Integrated Solutions Ltd
L3Harris Technologies (New Finco) Limited
L3Harris Technologies ASA Limited
L3Harris Technologies CTS Holdings Limited
L3Harris Technologies UK Limited
L3Harris Technologies UK Topco Limited
L3Harris TRL Technology Limited

They all delegated authority to Graeme Mackay to sign this statement on their behalf.



Graeme Mackay  
VP, UK Operations  
L3Harris Technologies UK Limited

Signed on \_\_23 Dec\_\_\_\_\_ 2024 following Board approvals passed on 18 December 2024. The financial year end for all L3Harris UK subsidiaries is 31 December (save for Harris Pension Management Limited, whose financial year ends 30 June).