



## Transparency in Supply Chains – Preventing Human Trafficking

### 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](#)

### Definition

**Human Trafficking** – involves the use of force, fraud, or coercion to obtain some type of labor or sex act. It includes work or service that a person is compelled to carry out under threat of punishment.

#### **L3Harris and its supply chain**

Headquartered in Melbourne, Florida, L3Harris is an aerospace and defense company that employs approximately 50,000 employees, with over 3,500 of those, or about 7%, residing outside of the U.S.

The majority of L3Harris' business is with U.S. federal government agencies, including Department of Defense, NASA, NOAA, Coast Guard, and FAA.

L3Harris' supply chain consists of more than 9,400 suppliers, of which approximately 7,800 are located in the U.S.

#### **Practices and Procedures**

##### **I. Awareness**

L3Harris communicates our expectations concerning human trafficking to all our suppliers through standard purchasing general provisions, including flow down clauses in subcontracts (e.g., of FAR 52.222-50, as applicable by contract). In addition, L3Harris provides all new suppliers with a copy of the L3Harris Supplier Code of Conduct that clearly prohibits human trafficking.

##### **II. Monitoring**

L3Harris reserves the right to require suppliers to demonstrate compliance with human trafficking requirements and inspect any supplier site used in the manufacturing or provisioning of products for L3Harris. L3Harris also maintains ethics and compliance reporting hotlines and resources, and related investigation protocols.

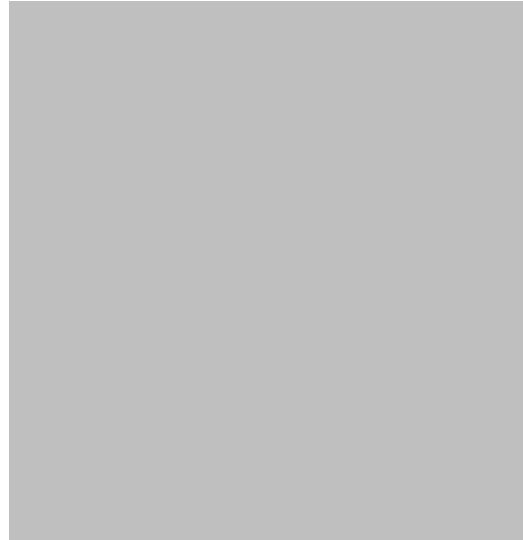
##### **III. Certification**

Pre-subcontract renewal/award and annually thereafter, L3Harris requires its suppliers to certify their prohibition of human trafficking. L3Harris also includes appropriate compliance with laws provisions in its contracts and subcontracts.

##### **IV. Accountability**

L3Harris performs risk-based due diligence on 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 human trafficking are subject to termination of the engagement/relationship.

L3Harris maintains a Code of Conduct that includes 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 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.



L3Harris will continue to periodically review and, as appropriate, modify or enhance its policies, procedures, training and other tools and efforts designed to combat human trafficking and promote supply chain transparency. L3Harris 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-compliance with its policies and procedures, or with applicable laws regarding human trafficking.

#### **V. Training**

All L3Harris employees, regardless of position, annually receive Code of Conduct related training, which includes content as to how L3Harris expects its employees to conduct business on behalf of L3Harris, and periodically includes specific human rights and respect in the workplace content.