



**L3HARRIS™**  
FAST. FORWARD.

# **GRI/SASB/TCFD/ UN SDG INDEX 2021**

## GRI GENERAL DISCLOSURES

GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
102-1	Name of the organization	<a href="#">Approach / About L3Harris page 6</a>
102-2	Activities, brands, products, and services	<a href="#">Approach / About L3Harris page 6</a>
102-3	Location of headquarters	<a href="#">Approach / About L3Harris page 6</a>
102-4	Location of operations	<a href="#">Approach / About L3Harris page 6</a>
102-5	Ownership and legal form	<a href="#">Approach / About L3Harris page 6</a>
102-6	Market served	<a href="#">Approach / About L3Harris page 6</a>
102-7	Scale of the organization	<a href="#">Approach / About L3Harris page 6</a>
102-8	Information on employees and other workers	<a href="#">Approach / About L3Harris page 6</a>
102-9	Supply chain	<a href="#">Social / Supply Chain page 43</a>
102-10	Significant changes to the organization and its supply chain	No key organizational changes occurred in 2021, however L3Harris reorganized the core businesses on Jan. 1, 2022 by moving from four to three segments which is referenced up front in this report. Disclosures will more accurately reflect this change in business units in the next Sustainability Report.

GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
102-11	Precautionary principle or approach	<a href="#">Governance / Business Ethics page 19</a>
102-12	External initiatives	<p>L3Harris endorses or participates in several externally developed voluntary programs, charters and initiatives driving standardization and best practices in organization, governance, environment and equity, particularly in the Aerospace &amp; Defense sector.</p> <ul style="list-style-type: none"> <li>■ <a href="#">ANSI Z10</a></li> <li>■ <a href="#">AS9100</a></li> <li>■ <a href="#">GRI Standards</a></li> <li>■ <a href="#">ISO 9001</a></li> <li>■ <a href="#">ISO 14001</a></li> <li>■ <a href="#">ISO 27001</a></li> <li>■ <a href="#">ISO 45001/OHSAS 18001</a></li> <li>■ <a href="#">NIST Special Publication 800-171</a></li> <li>■ <a href="#">SASB</a></li> <li>■ <a href="#">SBTi</a></li> <li>■ <a href="#">TCFD</a></li> <li>■ <a href="#">UN SDGs</a></li> </ul>
102-13	Membership associations	<p>L3Harris also maintains memberships with a variety of industry and other associations and organizations.</p> <ul style="list-style-type: none"> <li>■ Aerospace Industries Association (AIA)</li> </ul>



GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
<b>102-13</b>	Membership associations (continued)	<ul style="list-style-type: none"> <li>■ AFCEA</li> <li>■ Air Force Association</li> <li>■ American Business Group in Riyadh</li> <li>■ American Chamber of Commerce (Abu Dhabi)</li> <li>■ American Chamber of Commerce (Canberra)</li> <li>■ American Chamber of Commerce (Taiwan)</li> <li>■ American League for Exports &amp; Security Assistance (ALESA)</li> <li>■ Army Aviation Association of America (AAAA/Quad-A)</li> <li>■ Association for Unmanned Vehicle Systems (AUVSI)</li> <li>■ Association of the United States Army (AUSA)</li> <li>■ Business Roundtable (BRT)</li> <li>■ Catalyst Inc</li> <li>■ Defense and Aerospace Export Council</li> <li>■ Defense Industry Initiative on Business Ethics and Conduct (DII)</li> <li>■ Ethics &amp; Compliance Initiative (ECI)</li> <li>■ International Aerospace Environmental Group (IAEG)</li> <li>■ National Association for EHS&amp;S Management (NAEM)</li> <li>■ National Defense Industrial Association (NDIA)</li> </ul>

GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
<b>102-13</b>	Membership associations (continued)	<ul style="list-style-type: none"> <li>■ National Industry Liaison Group</li> <li>■ Navy League of the United States</li> <li>■ Renewable Energy Buyers Alliance (REBA)</li> <li>■ The Naval Submarine League (NSL)</li> <li>■ The Surface Navy Association (SNA)</li> <li>■ The Wings Club</li> <li>■ US-India Business Council</li> <li>■ US-UAE Business Council</li> <li>■ US-Saudi Arabian Business Council</li> <li>■ US Taiwan Business Council</li> <li>■ US India Strategic Partnership Forum (USISPF)</li> </ul>
<b>102-14</b>	Statement from senior decision-maker	<a href="#">Approach / CEO Letter page 5</a>
<b>102-16</b>	Values, principles, procedures and norms of behavior	<a href="#">Governance / Business Ethics page 19</a>
<b>102-17</b>	Mechanisms for advice and concerns about ethics	<a href="#">Governance / Business Ethics page 19</a>
<b>102-18</b>	Governance structure	<a href="#">Governance / Corporate Governance page 17</a>
<b>102-19</b>	Delegation of authority	<a href="#">Governance / Corporate Governance page 17</a>



GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
102-20	Executive-level responsibility for economic, environmental and social topics	<a href="#">Governance / Corporate Governance page 17</a>
102-22	Composition of the highest governance body and its committees	<a href="#">Governance / Corporate Governance page 17</a>
102-23	Chair of the highest governance body	<a href="#">Governance / Corporate Governance page 17</a>
102-24	Nominating and selecting the highest governance body	<a href="#">Governance / Corporate Governance page 17</a>
102-25	Conflicts of interest	<a href="#">Governance / Corporate Governance page 17</a>
102-26	Role of highest governance body in setting purpose, values and strategy	<a href="#">Governance / Corporate Governance page 17</a>
102-29	Identifying and managing economic, environmental and social impacts	<a href="#">Governance / Corporate Governance page 17</a>
102-30	Effectiveness of risk management processes	<a href="#">Governance / Corporate Governance page 18</a>
102-31	Review of economic, environmental and social topics	<a href="#">Governance / Corporate Governance page 17</a>
102-32	Highest governance body's role in sustainability reporting	<a href="#">Governance / Corporate Governance page 17</a>

GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
102-33	Communicating critical concerns	<a href="#">Governance / Corporate Governance page 19</a>
102-35	Remuneration policies	<a href="#">Governance / Corporate Governance page 19</a>
102-36	Process for determining remuneration	<a href="#">Governance / Corporate Governance page 19</a>
102-37	Stakeholder involvement in remuneration	<a href="#">Governance / Corporate Governance page 19</a>
102-38	Annual total compensation ratio	<a href="#">Governance / Corporate Governance page 19</a>
102-39	Percentage increase in annual total compensation ratio	<a href="#">Governance / Corporate Governance page 19</a>
102-40	List of stakeholder groups	<a href="#">Approach / Stakeholder Engagement page 8</a>
102-41	Collective bargaining agreements	<a href="#">Employee section of Annual Report page 10</a>
102-42	Identifying and selecting stakeholders	<a href="#">Approach / Stakeholder Engagement page 8</a>
102-43	Approach to stakeholder engagement	<a href="#">Approach / Stakeholder Engagement page 8</a> <a href="#">Governance / Lobbying and Political Advocacy page 22</a>



GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
102-44	Key topics and concerns raised	<a href="#">Approach / Stakeholder Engagement page 8</a>
102-45	Entities included in the consolidated financial statements	Unless otherwise noted, L3Harris full global operations are represented in this report, including activities at all facilities owned and leased, over which we have operational control.
102-46	Defining report content and topic boundaries	<a href="#">Approach / Focus Areas page 9</a>
102-47	List of material topics	<a href="#">Approach / Focus Areas page 9</a>
102-48	Restatements of information	There are no significant changes from the previous reporting period in restatements or in the list of material topics and topic boundaries.
102-49	Changes in reporting	
102-50	Reporting period	This is L3Harris' annual Sustainability Report. This iteration covers the calendar year from January 1 to December 31, 2021. L3Harris is intending to continue reporting on our ESG initiatives and progress and publish a Sustainability Report annually.
102-51	Date of most recent report	
102-52	Reporting cycle	
102-53	Contact point for questions regarding the report	We welcome your feedback on our Sustainability Report, as well as any other comments or questions you may have. You may contact us at <a href="mailto:sustainability@L3harris.com">sustainability@L3harris.com</a>

GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
102-54	Claims of reporting in accordance with the GRI Standards	This Sustainability Report has been prepared in accordance with the GRI Standards: Core Option, and has also been developed to include key SASB disclosure topics. This year's report also initiates support of the TCFD recommendations and the UN SDGs.
102-55	GRI content index	Page 2 of this document
102-56	External assurance	No external assurance

## GRI ECONOMIC DISCLOSURES

GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
204 Procurement Practices		
MANAGEMENT APPROACH	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Social / Supply Chain page 43</a>



GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
<b>205 Anti-corruption</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Governance / Anti-Corruption page 21</a>
<b>205-1</b>	Operations assessed for risks related to corruption	<a href="#">Governance / Anti-Corruption page 22</a>
<b>205-2</b>	Communication and training about anti-corruption policies and procedures	<a href="#">Governance / Anti-Corruption page 22</a>

## GRI ENVIRONMENTAL DISCLOSURES

GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
<b>301 Materials</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Environment / Sustainable Products / Services and Packaging Materials page 25</a>

GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
<b>302 Energy</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Environment / Energy and Climate Change page 26</a> <a href="#">Environment / EHS and Sustainability Management System page 24</a>
<b>302-1</b>	Energy consumption within the organization	<a href="#">Environment / Energy and Climate Change page 27</a>
<b>302-4</b>	Reduction of energy consumption	<a href="#">Environment / Energy and Climate Change page 26</a>
<b>303 Water and Effluents</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Environment / Water page 29</a> <a href="#">Environment / EHS and Sustainability Management System page 24</a>
<b>303-1</b>	Interactions with water as a shared resource	<a href="#">Environment / Water page 29</a>
<b>303-2</b>	Management of water discharge-related impacts	<a href="#">Environment / Water page 30</a>
<b>303-3</b>	Water withdrawal	<a href="#">Environment / Water page 30</a>
<b>303-5</b>	Water consumption	<a href="#">Environment / Water page 30</a>



GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
<b>305 Emissions</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Environment / Energy and Climate Change page 26</a> <a href="#">Environment / EHS and Sustainability Management System page 24</a>
<b>305-1</b>	Direct (Scope 1) GHG emissions	<a href="#">Environment / Energy and Climate Change page 27</a>
<b>305-2</b>	Energy indirect (Scope 2) GHG emissions	<a href="#">Environment / Energy and Climate Change page 27</a>
<b>305-3</b>	Other indirect (Scope 3) GHG emissions	<a href="#">Environment / Energy and Climate Change page 28</a>
<b>305-4</b>	GHG emissions intensity	<a href="#">Environment / Energy and Climate Change page 27</a>
<b>305-5</b>	Reduction of GHG emissions	<a href="#">Environment / Energy and Climate Change page 28</a>
<b>306 Waste</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Environment / Waste and Hazardous Waste page 31</a> <a href="#">Environment / EHS and Sustainability Management System page 24</a>

GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
<b>306-1</b>	Waste generation and significant waste-related impacts	<a href="#">Environment / Waste and Hazardous Waste page 31</a>
<b>306-2</b>	Management of significant waste-related impacts	<a href="#">Environment / Waste and Hazardous Waste page 31</a>
<b>306-3</b>	Waste generated	<a href="#">Environment / Waste and Hazardous Waste page 33</a>
<b>306-4</b>	Waste diverted from disposal	<a href="#">Environment / Waste and Hazardous Waste page 33</a>
<b>306-5</b>	Waste directed to disposal	<a href="#">Environment / Waste and Hazardous Waste page 33</a>
<b>307 Environmental Compliance</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Environment / EHS and Sustainability Management System page 24</a>
<b>307-1</b>	Non-compliance with environmental laws and regulations	<a href="#">Environment / EHS and Sustainability Management System page 25</a>

GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
<b>308 Supplier Environmental Assessment</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Social / Supply Chain page 43</a>

## GRI SOCIAL DISCLOSURES

GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
<b>401 Employment</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Social / Human Capital page 35</a>
<b>401-1</b>	New employee hires and turnover	<a href="#">Social / Human Capital page 35</a>
<b>401-2</b>	Benefits provided to full-time employees	<a href="#">Social / Human Capital pages 35-36</a>

GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
<b>403 Occupational Health and Safety</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Social / Health and Safety page 39</a>
<b>403-1</b>	Occupational health and safety management system	<a href="#">Social / Health and Safety pages 39-40</a>
<b>403-2</b>	Hazard identification, risk assessment and incident investigation	<a href="#">Social / Health and Safety pages 39-40</a>
<b>403-3</b>	Occupational health services	<a href="#">Social / Health and Safety pages 39-40</a>
<b>403-4</b>	Worker participation, consultation and communication on occupational health and safety	<a href="#">Social / Health and Safety pages 39-40</a>
<b>403-5</b>	Worker training on occupational health and safety	<a href="#">Social / Health and Safety pages 39-40</a>
<b>403-6</b>	Promotion of worker health	<a href="#">Social / Health and Safety page 40</a>
<b>403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Social / Health and Safety page 40</a>
<b>403-9</b>	Work-related injuries	<a href="#">Social / Health and Safety page 40</a>





GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
<b>404 Training and Education</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Social / Human Capital page 35</a>
<b>404-1</b>	Average hours of employee training	<a href="#">Social / Human Capital page 36</a>
<b>404-2</b>	Programs for upgrading employee skills and transition assistance programs	<a href="#">Social / Human Capital pages 36-37</a>
<b>404-3</b>	Percentage of employees receiving regular performance reviews	<a href="#">Social / Human Capital page 37</a>
<b>405 Diversity and Equal Opportunity</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Social / Diversity, Equity and Inclusion page 37</a>
<b>405-1</b>	Diversity of governance bodies and employees	<a href="#">Social / Diversity, Equity and Inclusion page 38</a>

GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
<b>412 Human Rights Assessment</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Social / Human Rights page 41</a>
<b>412-2</b>	Employee training on human rights policies or procedures	<a href="#">Social / Human Rights page 42</a>
<b>413 Local Communities</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Social / Community page 42</a>
<b>413-1</b>	Operations with local community engagement, impact assessment and development programs	<a href="#">Social / Community page 42</a>
<b>415 Public Policy</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Governance / Lobbying and Political Advocacy page 22</a>



GRI #	DISCLOSURE TITLE	REFERENCE / LOCATION
415-1	Political Contributions	<a href="#">Governance / Lobbying and Political Advocacy page 22</a>
<b>416 Customer Health and Safety</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Social / Product Quality and Safety / Quality page 45</a>
<b>418 Customer Privacy</b>		
<b>MANAGEMENT APPROACH</b>	Explanation of the material topic, its boundary, how the topic is managed and mechanisms for evaluating the effectiveness of the company's strategy	<a href="#">Social / Data Privacy and Cybersecurity page 44</a>
418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	<a href="#">Social / Data Privacy and Cybersecurity page 45</a>

## SASB DISCLOSURES

SASB #	DISCLOSURE TITLE	REFERENCE / LOCATION
000.B	Number of Employees	<a href="#">Approach / About L3Harris page 6</a>
000.A	Production by Reportable Segment	<a href="#">Approach / About L3Harris page 6</a>
510a.3	Business Ethics	<a href="#">Governance / Business Ethics page 19</a>
130a.1	Energy Management	<a href="#">Environment / Energy and Climate Change page 27</a>
150a.1	Hazardous Waste	<a href="#">Environment / Waste and Hazardous Waste page 33</a>
230a.1	Data Security (breaches)	<a href="#">Social / Data Privacy and Cybersecurity page 45</a>
230a.2	Data Security (risks)	<a href="#">Social / Data Privacy and Cybersecurity page 44</a>
250a.2	Product Quality	<a href="#">Social / Product Safety and Quality page 45</a>

## ALIGNMENT WITH THE TCFD RECOMMENDATIONS

Recognizing the value of environmental, social and governance (ESG) reporting frameworks such as the Task Force on Climate-Related Financial Disclosure (TCFD), L3Harris started the process to align with TCFD Recommendations. The table below demonstrates the relationship between L3Harris' sustainability reporting and the Recommendations put forth by the TCFD Final Report. The company anticipates expanding upon these in future reports.

TOPIC AND RECOMMENDED CONTENT	SELECT L3HARRIS MATERIAL
<b>Governance</b>	
a) Describe the board's oversight of climate-related risks and opportunities	<ul style="list-style-type: none"> <li>■ <a href="#">2021 Sustainability Report; Corporate Governance page 18</a></li> <li>■ <a href="#">2021 CDP Climate Change Questionnaire Response; C1.1b</a></li> </ul>
b) Describe management's role in assessing and managing climate-related risks and opportunities	<ul style="list-style-type: none"> <li>■ <a href="#">2021 Sustainability Report; Corporate Governance page 18</a></li> <li>■ <a href="#">2021 CDP Climate Change Questionnaire Response; C1.2; 1.2a</a></li> </ul>
<b>Strategy</b>	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term	<ul style="list-style-type: none"> <li>■ <a href="#">2021 Sustainability Report; Energy and Climate pages 28-29 / Supply Chain Management page 18</a></li> <li>■ <a href="#">2021 CDP Climate Change Questionnaire Response; C2.1, 2.1a, 2.3, 2.3a, 2.4, 2.4a</a></li> </ul>

TOPIC AND RECOMMENDED CONTENT	SELECT L3HARRIS MATERIAL
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	<ul style="list-style-type: none"> <li>■ <a href="#">2021 Sustainability Report; Energy and Climate pages 28-29</a></li> <li>■ <a href="#">2021 CDP Climate Change Questionnaire Response; C2.2, 2.3, 2.3a, 2.4, 2.4a, 3.1, 3.1b, 3.3, 3.4, 3.4a</a></li> </ul>
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, include a 2°C or lower scenario	<ul style="list-style-type: none"> <li>■ <a href="#">2021 Sustainability Report; Energy and Climate pages 28-29</a></li> <li>■ <a href="#">2021 CDP Climate Change Questionnaire Response; C3.2, 3.2b</a></li> </ul>
<b>Risk Management</b>	
a) Describe the organization's processes for identifying and assessing climate-related risks	<ul style="list-style-type: none"> <li>■ <a href="#">2021 Sustainability Report; Energy and Climate pages 28-29 / Corporate Governance page 18 / Supply Chain Management pages 43-44</a></li> <li>■ <a href="#">2021 CDP Climate Change Questionnaire Response; C2.1, 2.1a, 2.2, 2.2a</a></li> </ul>
b) Describe the organization's processes for managing climate-related risks	<ul style="list-style-type: none"> <li>■ <a href="#">2021 Sustainability Report; Energy and Climate pages 28-29 / Governance page 18</a></li> <li>■ <a href="#">2021 CDP Climate Change Questionnaire Response; C2.1, 2.1a, 2.2, 2.2a</a></li> </ul>
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	<ul style="list-style-type: none"> <li>■ <a href="#">2021 Sustainability Report; Energy and Climate pages 28-29 / Governance page 18</a></li> <li>■ <a href="#">2021 CDP Climate Change Questionnaire Response; C2.1, 2.1a, 2.2, 2.2a</a></li> </ul>

## TOPIC AND RECOMMENDED CONTENT

## SELECT L3HARRIS MATERIAL

## Metrics and Targets

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process

- [2021 Sustainability Report; Energy and Climate pages 26-28](#)
- [2021 CDP Climate Change Questionnaire Response; C4.1, 4.1a](#)

b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks

- [2021 Sustainability Report; Energy and Climate pages 26-28](#)
- [2021 CDP Climate Change Questionnaire Response; Section 6, Section 7](#)

c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets

- [2021 Sustainability Report; Energy and Climate pages 26-28](#)
- [2021 CDP Climate Change Questionnaire Response; Section 4](#)

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDG) ALIGNMENT

### #3 Good Health and Well-Being

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The company protects the health and well-being of employees, customers and the communities where we operate. L3Harris offers various programs and benefits that address employee assistance and counseling, parental support and, in some countries, back-up childcare and elder care.

L3Harris' Environmental Sustainability Program also supports the health and well-being of employees through environmental stewardship. Resource conservation and proper waste management supports the prevention of environmental pollution and reduces the health risks of being exposed to hazardous chemicals and resource contamination.

[2021 SUSTAINABILITY REPORT: HEALTH AND SAFETY, PAGES 39-41](#)

[2021 SUSTAINABILITY REPORT: HUMAN CAPITAL, PAGES 35-37](#)

[2021 SUSTAINABILITY REPORT: WASTE AND HAZARDOUS WASTE, PAGES 31-33](#)

### #4 Quality Education

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The company provides early career development support, facilitates professional and technical advancement through our Frontline Leadership training, and offers continuous learning programs to improve technical skills, create networking opportunities and foster cross-segment collaboration.

The company encourages the educational development of its employees to enhance their personal growth as well as their contribution to the success of the organization. Towards this end, L3Harris

provides approved employees financial assistance to obtain additional education through not-for-profit, regionally accredited college or university degree programs and credit-bearing certificate programs.

L3Harris partners with a wide range of non-profits and philanthropies to create outreach programs that empower youth and other community members, providing equitable access to education that supports technical skillsets and creates a variety of professional opportunities. L3Harris' Investing for Tomorrow (LIFT) program encourages employees to engage their communities and promote access to science, engineering, technology and math for all.

[2021 SUSTAINABILITY REPORT: HUMAN CAPITAL, PAGES 36-37](#)

### #5 Gender Equality

### #10 Reduce Inequalities

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The company values a diverse employee base that contributes multiple points of view across race, ethnicity, gender, sexual orientation, age, ability and education. We actively embed our commitments to diversity, equity and inclusion (DE&I) into our workforce, governance bodies and overall culture activities.

DE&I criteria are part of the Board nominating and selection process. Our Diversity Council influences and evaluates company policies and strategies designed to advance DE&I and build a high-performance, diverse workforce.

Additional information can be found in our [2021 Diversity, Equity and Inclusion Annual Report](#).

[2021 SUSTAINABILITY REPORT: DIVERSITY, EQUITY AND INCLUSION, PAGES 37-38](#)

### #6 Clean Water & Sanitation

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L3Harris follows water discharge requirements determined by federal, state and local regulations. Minimizing water usage and water-related impacts is a key focus of our EHS Environmental Sustainability (EHS&S) Program.

In 2021, L3Harris updated its previous Water Risk Assessment (WRA) to evaluate water-related impacts that may exist now or in the future in the watersheds where L3Harris operates. This assessment helps to mitigate public employee health risks that could occur due to potential water quality issues.

L3Harris has a diverse, well-established supply chain with suppliers located across the globe, which limits our exposure to water risks in our value chain and provides a level of risk mitigation for potential climate-related and human health-related impacts.

L3Harris supports community outreach projects through our LIFT program.

[2021 SUSTAINABILITY REPORT: WATER, PAGES 29-30](#)

## **#8 Decent Work & Economic Growth**

L3Harris conducts business in a way that protects our society and human rights throughout our value chain. We abide by policies and compliance plans that support this commitment including the L3Harris Code of Conduct, the Human Trafficking Policy Statement and the annual supplier letter in response to the UK Modern Slavery Act and California Transparency in Supply Chains Act requirements.

Protecting the health and safety of our employees, customers and the communities where we operate is important to L3Harris. The company has implemented a robust EHS&S Management System to establish policies and procedures, risk assessment tools and enterprise initiatives that seek to reduce or eliminate exposure to daily hazards.

[2021 SUSTAINABILITY REPORT: HUMAN RIGHTS, PAGES 41-42](#)

## **#12 Responsible Consumption & Production**

The company developed a Solid Waste & Recycling Procedure that is applied across our business and governs our management of solid waste. Each location is required to use the EHS&S Management System to identify appropriate practices, procedures and operational controls to manage potential environmental causes and impacts regarding waste. Hazardous and radioactive waste is managed specifically through our Environmental Compliance Policy, and is tracked from “cradle-to-grave,” meeting all federal, state and local regulatory requirements.

L3Harris has committed to a 75% solid waste diversion rate from landfill by 2026.

The company’s EHS&S Program objectives include the reduction of waste through resource conservation, pollution prevention and waste diversion. L3Harris’ approach to managing solid waste generation is realized by optimizing resources, rather than managing discards. Priority is given to source reduction, reuse, recycling, composting and energy recovery before landfill disposal.

[2021 SUSTAINABILITY REPORT: WASTE AND HAZARDOUS WASTE, PAGES 31-33](#)

[2021 SUSTAINABILITY REPORT: SUSTAINABLE PRODUCTS/SERVICES AND PACKAGING, PAGE 25](#)



## L3HARRIS TECHNOLOGIES

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This report contains forward-looking statements that are based on the views of management regarding future events at the time of publication of this report. These forward-looking statements, which include, but are not limited to: our plans, strategies and objectives for future operations; new products, services or developments; future economic conditions; outlook; the effect of our acquisitions on our business; our growth potential; and the potential of the industries and markets we serve, are subject to known and unknown risks, uncertainties and other factors that may cause our actual results to be materially different from those expressed in or implied by each forward-looking statement. These risks, uncertainties and other factors are discussed in our Form 10-K for the fiscal year ended December 31, 2021.

