



# GRI/SASB/TCFD/ UN SDG INDEX

**Sustainability  
Report 2022**



# GRI GENERAL DISCLOSURES

L3Harris has reported in accordance with the GRI Standards for the period January 1 through December 31, 2022.

GRI INDICATOR	TITLE	LOCATION
Disclosure 2-1	Organizational details	<a href="#">About L3Harris/Approach page 7</a>
Disclosure 2-2	Entities included in the organization's sustainability reporting	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.
Disclosure 2-3	Reporting period, frequency and contact point	This is L3Harris' annual Sustainability Report. This iteration covers the calendar year from January 1 to December 31, 2022. L3Harris is intending to continue reporting on our ESG initiatives and progress and publish a Sustainability Report annually.
Disclosure 2-4	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.
Disclosure 2-5	External assurance	L3Harris received external assurance for GHG emission inventory in 2022.
Disclosure 2-6	Activities, value chain and other business relationships	<a href="#">About L3Harris/Approach page 7</a> <a href="#">Supply Chain Management/Social page 49</a> No key organizational changes occurred in 2022
Disclosure 2-7	Employees	<a href="#">About L3Harris/Approach page 7</a> <a href="#">Diversity, Equity and Inclusion/Social page 44</a>
Disclosure 2-8	Workers who are not employees	Confidentiality Constraints
Disclosure 2-9	Governance structure and composition	<a href="#">Corporate Governance/Governance page 18</a>
Disclosure 2-10	Nomination and selection of the highest governance body	<a href="#">Corporate Governance/Governance page 18</a>

GRI INDICATOR	TITLE	LOCATION
Disclosure 2-11	Chair of the highest governance body	<a href="#">Corporate Governance/Governance page 18</a>
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Corporate Governance/Governance page 18</a>
Disclosure 2-13	Delegation of responsibility for managing impacts	<a href="#">Corporate Governance/Governance page 18</a>
Disclosure 2-14	Role of the highest governance body in sustainability reporting	<a href="#">Corporate Governance/Governance page 18</a>
Disclosure 2-15	Conflicts of interest	<a href="#">Code of Conduct pages 15 and 21</a>
Disclosure 2-16	Communication of critical concerns	<a href="#">Corporate Governance/Governance page 20</a>
Disclosure 2-17	Collective knowledge of the highest governance body	<a href="#">Corporate Governance/Governance page 18</a>
Disclosure 2-18	Evaluation of the performance of the highest governance body	<a href="#">Corporate Governance/Governance page 20</a>
Disclosure 2-19	Remuneration policies	<a href="#">Corporate Governance/Governance page 20</a>
Disclosure 2-20	Process to determine remuneration	<a href="#">Corporate Governance/Governance page 20</a>
Disclosure 2-21	Annual total compensation ratio	<a href="#">Corporate Governance/Governance page 20</a>
Disclosure 2-22	Statement on sustainable development strategy	<a href="#">A Message From the CEO/Approach page 6</a>
Disclosure 2-23	Policy commitments	<a href="#">Business Ethics/Governance page 21</a>
Disclosure 2-24	Embedding policy commitments	<a href="#">Business Ethics/Governance page 21</a>
Disclosure 2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Business Ethics/Governance page 21</a>
Disclosure 2-27	Compliance with laws and regulations	<a href="#">EHS and Sustainability Management System/Environmental page 28</a>



GRI INDICATOR	TITLE	LOCATION		
Disclosure 2-28	Membership associations	<ul style="list-style-type: none"> <li>▪ Aerospace Industries Association (AIA)</li> <li>▪ AFCEA</li> <li>▪ Air Force Association</li> <li>▪ AmCham Saudi Arabia</li> <li>▪ American Chambers 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>▪ Aviation association of America (AAAA-Quad-A)</li> <li>▪ Association of the United States Army (AUSA)</li> <li>▪ Catalyst, Inc.</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> <li>▪ National Industry Liaison Group</li> <li>▪ Navy League of the United States</li> <li>▪ Clean Energy Buyers Association (CEBA)</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>		
		Disclosure 2-29	Approach to stakeholder engagement	<a href="#">Stakeholder Engagement/Approach page 9</a>
		Disclosure 2-30	Collective bargaining agreements	Workforce Demographics of 10-K page 9 <a href="#">Human Rights Policy</a>

GRI INDICATOR	TITLE	LOCATION
Disclosure 3-1	Process to determine material topics	<a href="#">Focus Areas/Approach page 10</a>
Disclosure 3-2	List of material topics	<a href="#">Focus Areas/Approach page 10</a>
Disclosure 3-3	Management of material topics	Each material topic begins with our management approach throughout this report.
Disclosure 204	Management Approach: Procurement Practices	<a href="#">Supply Chain Management/Social page 49</a>
Disclosure 205	Management Approach: Anti-Corruption	<a href="#">Anti-Corruption/Governance page 24</a>
Disclosure 205-1	Operations assessed for risks related to corruption	<a href="#">Anti-Corruption/Governance page 24</a>
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Anti-Corruption/Governance page 24</a>
Disclosure 301	Management Approach: Materials	<a href="#">Sustainable Products/Services and Packaging Materials/Environmental page 29</a>
Disclosure 302	Management Approach: Energy	<a href="#">Energy and Climate Change/Environmental page 30</a>
Disclosure 302-1	Energy consumption within the organization	<a href="#">Energy and Climate Change/Environmental page 31</a>
Disclosure 302-4	Reduction of energy consumption	<a href="#">Energy and Climate Change/Environmental page 30</a>
Disclosure 303	Management Approach: Water and Effluents	<a href="#">Water/Environmental page 34</a>
Disclosure 303-1	Interactions with water as a shared resource	<a href="#">Water/Environmental page 34</a>
Disclosure 303-3	Water withdrawal	<a href="#">Water/Environmental page 35</a>
Disclosure 303-5	Water consumption	<a href="#">Water/Environmental page 35</a>



GRI INDICATOR	TITLE	LOCATION
Disclosure 305	Management Approach: Emissions	<a href="#">Energy and Climate Change/Environmental page 30</a>
Disclosure 305-1	Direct (Scope 1) GHG emissions	<a href="#">Energy and Climate Change/Environmental page 31</a>
Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Energy and Climate Change/Environmental page 31</a>
Disclosure 305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Energy and Climate Change/Environmental page 32</a>
Disclosure 305-4	GHG emissions intensity	<a href="#">Energy and Climate Change/Environmental page 31</a>
Disclosure 305-5	Reduction of GHG emissions	<a href="#">Energy and Climate Change/Environmental page 32</a>
Disclosure 306	Management Approach: Waste	<a href="#">Waste and Hazardous Waste/Environmental page 36</a>
Disclosure 306-1	Waste generation and significant waste-related impacts	<a href="#">Waste and Hazardous Waste/Environmental page 38</a>
Disclosure 306-2	Management of significant waste-related impacts	<a href="#">Waste and Hazardous Waste/Environmental page 38</a>
Disclosure 308	Management Approach: Supplier Environmental Assessment	<a href="#">Supply Chain Management/Social page 49</a>
Disclosure 401	Management Approach: Employment	<a href="#">Human Capital/Social page 40</a>
Disclosure 401-1	New employee hires and employee turnover	<a href="#">Human Capital/Social page 41</a>
Disclosure 401-2	Benefits provided to full-time employees that are not provided to temporary or part time employee	<a href="#">Human Capital/Social page 40</a>
Disclosure 403	Management Approach: Occupational Health and Safety	<a href="#">Health and Safety/Social page 45</a>
Disclosure 403-1	Occupational health and safety management system	<a href="#">Health and Safety/Social page 45</a>

GRI INDICATOR	TITLE	LOCATION
Disclosure 403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Health and Safety/Social page 45</a>
Disclosure 403-3	Occupational health services	<a href="#">Health and Safety/Social page 45</a>
Disclosure 403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Health and Safety/Social page 45</a>
Disclosure 403-5	Worker training on occupational health and safety	<a href="#">Health and Safety/Social page 45</a>
Disclosure 403-6	Promotion of worker health	<a href="#">Health and Safety/Social page 46</a>
Disclosure 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Health and Safety/Social page 46</a>
Disclosure 403-9	Work-related injuries	<a href="#">Health and Safety/Social page 46</a>
Disclosure 404	Management Approach: Training and Education	<a href="#">Human Capital/Social page 40</a>
Disclosure 404-1	Average hours of training per year per employee	<a href="#">Human Capital/Social page 40</a>
Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Human Capital/Social pages 41–42</a>
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Human Capital/Social page 42</a>
Disclosure 405	Management Approach: Diversity and Equal Opportunity	<a href="#">Diversity, Equity and Inclusion/Social page 43</a>
Disclosure 405-1	Diversity of governance bodies and employees	<a href="#">Diversity, Equity and Inclusion/Social page 44</a>



GRI INDICATOR	TITLE	LOCATION
Disclosure 406	Management Approach: Non-discrimination	<a href="#">Business Ethics/Governance page 47</a>
Disclosure 406-1	Incidents of discrimination and corrective actions taken	<a href="#">Business Ethics/Governance page 21</a>
Disclosure 413	Management Approach: Local Communities	<a href="#">Community/Social page 48</a>
Disclosure 413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Community/Social page 48</a>
Disclosure 415	Management Approach: Public Policy	<a href="#">Lobbying and Political Advocacy/Governance page 25</a>
Disclosure 415-1	Political contributions	<a href="#">Lobbying and Political Advocacy/Governance page 25</a>
Disclosure 416	Management Approach: Customer Health and Safety	<a href="#">Product Safety and Quality/Social page 51</a>
Disclosure 416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Product Safety and Quality/Social page 51</a>
Disclosure 418	Management Approach: Customer Privacy	<a href="#">Data Privacy and Cybersecurity/Social page 50</a>
Disclosure 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">Data Privacy and Cybersecurity/Social page 50</a>

# SASB DISCLOSURES

SASB NUMBER	TITLE	LOCATION
000.B	Number of employees	<a href="#">About L3Harris/Approach page 7</a>
130a.1	Energy Management	<a href="#">Energy and Climate Change/Environmental pages 30–31</a>
150a.1	Hazardous Waste Management	<a href="#">Waste and Hazardous Waste/Environmental page 38</a>
230a.1	Data Security	<a href="#">Data Privacy and Cybersecurity/Social page 50</a>
230a.2	Data Security	<a href="#">Data Privacy and Cybersecurity/Social page 50</a>
250a.2	Product Safety	<a href="#">Product Safety and Quality/Social page 51</a>
510a.3	Business Ethics	<a href="#">Business Ethics/Governance page 21</a>



# TCFD ALIGNMENT INDEX

TOPIC AND RECOMMENDED CONTENT	SELECT L3HARRIS MATERIAL
<b>Governance</b>	
a) Describe the board's oversight of climate-related risks and opportunities	<a href="#">2022 Sustainability Report: Corporate Governance, pages 18–19</a> <a href="#">2022 CDP Climate Change Questionnaire Response: C1.1b</a>
b) Describe management's role in assessing and managing climate-related risks and opportunities	<a href="#">2022 Sustainability Report: Corporate Governance, page 19</a> <a href="#">2022 CDP Climate Change Questionnaire Response: C1.2; 1.2a</a>
<b>Strategy</b>	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term	<a href="#">2022 Sustainability Report: Energy and Climate, page 33</a> <a href="#">2022 Sustainability Report: Supply Chain Management, page 49</a> <a href="#">2022 CDP Climate Change Questionnaire Response: C2.1, 2.1a, 2.2, 2.2a, 2.3, 2.3a, 2.4, 2.4a</a>
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	<a href="#">2022 Sustainability Report: Energy and Climate, page 33</a> <a href="#">2022 CDP Climate Change Questionnaire Response: C2.2, 2.3, 2.3a, 2.4, 2.4a, 3.1, 3.3, 3.4</a>
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, include a 2°C or lower scenario	<a href="#">2022 Sustainability Report: Energy and Climate, page 33</a> <a href="#">2022 CDP Climate Change Questionnaire Response: C3.2, 3.2a, 3.2b</a>

TOPIC AND RECOMMENDED CONTENT	SELECT L3HARRIS MATERIAL
<b>Risk Management</b>	
a) Describe the organization's processes for identifying and assessing climate-related risks	<a href="#">2022 Sustainability Report: Energy and Climate, page 33</a> <a href="#">2022 Sustainability Report: Corporate Governance, page 19</a> <a href="#">2022 Sustainability Report: Supply Chain Management, page 49</a> <a href="#">2022 CDP Climate Change Questionnaire Response: C2.1, 2.1a, 2.1b, 2.2, 2.2a</a>
b) Describe the organization's processes for managing climate-related risks	<a href="#">2022 Sustainability Report: Energy and Climate, pages 33</a> <a href="#">2022 Sustainability Report: Corporate Governance, page 19</a> <a href="#">2022 CDP Climate Change Questionnaire Response: C2.1, 2.1a, 2.1b, 2.2, 2.2a, 2.3a</a>
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	<a href="#">2022 Sustainability Report: Energy and Climate, pages 33</a> <a href="#">2022 Sustainability Report: Corporate Governance, page 19</a> <a href="#">2022 CDP Climate Change Questionnaire Response: C2.1, 2.1a, 2.1b, 2.2, 2.2a, 2.3a</a>
<b>Metrics and Targets</b>	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	<a href="#">2022 Sustainability Report: Energy and Climate, pages 30–33</a> <a href="#">2022 CDP Climate Change Questionnaire Response: C4.1, 4.1a, 4.2, 4.2c</a>
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	<a href="#">2022 Sustainability Report: Energy and Climate, pages 30–33</a> <a href="#">2022 CDP Climate Change Questionnaire Response: Section 6, Section 7</a>
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<a href="#">2022 Sustainability Report: Energy and Climate, pages 27; 30–33</a> <a href="#">2022 CDP Climate Change Questionnaire Response: Section 4</a>



# UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

DESCRIPTION	LOCATION
<p><b>#3 Good Health and Well-Being</b></p> <p>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.</p> <p>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.</p>	<p><a href="#">2022 Sustainability Report: Health and Safety, pages 45–46</a></p> <p><a href="#">2022 Sustainability Report: Human Capital, pages 40–42</a></p> <p><a href="#">2022 Sustainability Report: Waste and Hazardous Waste, pages 36–38</a></p>
<p><b>#4 Quality Education</b></p> <p>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.</p> <p>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.</p> <p>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.</p>	<p><a href="#">2022 Sustainability Report: Human Capital, pages 40-42</a></p> <p><a href="#">2022 Sustainability Report: Community, page 48</a></p>

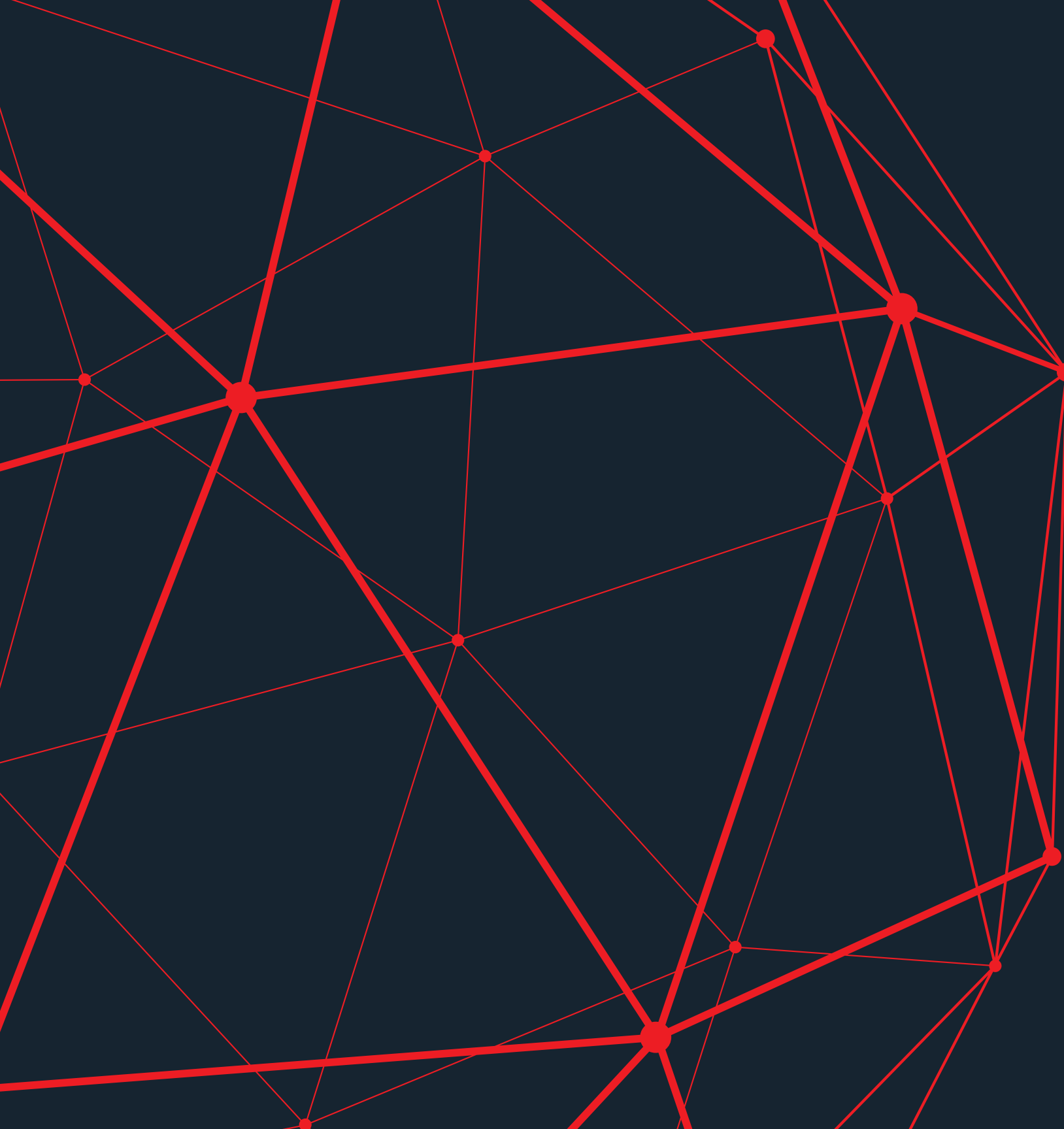
DESCRIPTION	LOCATION
<p><b>#5 Gender Equality / #10 Reduce Inequalities</b></p> <p>The company values a diverse employee base that contributes multiple points of view across race, ethnicity, gender and gender identity, sexual orientation, age, ability and education. We actively embed our commitments to diversity, equity and inclusion (DE&amp;I) into our workforce, governance bodies and overall culture activities.</p> <p>DE&amp;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&amp;I and build a high-performance, diverse workforce.</p> <p>In 2022, we held our first internal Inclusion Conference with the theme of Forward. Together. Connecting through I.D.E.A.S (Inclusion, Diversity, Equity, Allyship and Social Advocacy). Over 320 leaders came together to advance their DE&amp;I knowledge and skills in order to promote an inclusive workplace at L3Harris.</p> <p>Additional information can be found in our <a href="#">2022 Diversity, Equity and Inclusion Annual Report</a>.</p>	<p><a href="#">2022 Sustainability Report: Diversity, Equity and Inclusion, pages 43–44</a></p>
<p><b>#6 Clean Water and Sanitation</b></p> <p>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 Environmental Sustainability Program.</p> <p>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.</p> <p>In 2022 we continued our water strategy initiative by identifying four priority facilities based on relatively high water usage and high water costs to implement large-scale water conservation and efficiency projects. Potential opportunities to reduce onsite water use were considered for each site, including the evaluation of existing water processes and use of alternative water sources to reduce potable water demand.</p> <p>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.</p> <p>L3Harris supports community outreach projects through our LIFT program.</p>	<p><a href="#">2022 Sustainability Report: Water, page 34-35</a></p> <p><a href="#">2022 Sustainability Report: Corporate Governance, page 19</a></p> <p><a href="#">2022 Sustainability Report: Supply Chain Management, page 49</a></p> <p><a href="#">2022 CDP Climate Change Questionnaire Response; C2.1, 2.1a, 2.1b, 2.2, 2.2a</a></p> <p><a href="#">2022 CDP Water Security Questionnaire Response: W1.1, 3.3, 3.3a, 3.3b, 4.3a, 6.1a, 6.4a, 8.1a</a></p>



DESCRIPTION	LOCATION
<b>#8 Decent Work and Economic Growth</b>	
<p>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, Supplier Code of Conduct, the Human Rights Policy, the Human Trafficking Policy Statement and the 2022 UK Modern Slavery Act Statement.</p> <p>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&amp;S Management System to establish policies and procedures, risk assessment tools and enterprise initiatives that seek to reduce or eliminate exposure to daily hazards.</p> <p>In 2022, L3Harris took an additional step to support our Human Rights expectations by developing our Human Rights Policy.</p>	<p><a href="#">2022 Sustainability Report: Human Rights, page 47</a></p> <p><a href="#">2022 Sustainability Report: EHS and Sustainability Management System, pages 27-28</a></p>
<b>#12 Responsible Consumption and Production</b>	
<p>The company developed a Solid Waste &amp; Recycling Procedure that is applied across our business and governs our management of solid waste. Each location is required to utilize the procedure to identify appropriate practices 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.</p> <p>L3Harris has committed to a 75% solid waste diversion rate from landfill by 2026.</p> <p>The company’s approach to solid waste includes the reduction of waste through resource conservation 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.</p>	<p><a href="#">2022 Sustainability Report: Waste and Hazardous Waste, pages 36–38</a></p> <p><a href="#">2022 Sustainability Report: Sustainable Products/Services and Packaging Materials, page 29</a></p>







➤ **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. Such statements are made in reliance on the safe harbor provisions of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. These forward-looking statements, which include, but are not limited to: our plans, strategies and objectives for future operations; new products, services, initiatives or programs; future goals and targets and anticipated actions to meet goals and targets; our outlook on future economic, business, political, social and climate conditions; our growth potential; allocation of resources; planned, encouraged or anticipated actions; 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, 2022. Actual results could differ materially due to factors which include but are not limited to: the availability of funding for the programs described in this report; our ability to achieve reductions in energy use, water, greenhouse gas emissions and other sustainability goals and objectives; changes in our priorities and changes in the priorities of our customers and suppliers; the amount of our future investments; the accuracy of our estimates and assumptions; the future effect of legislation, rulemaking and changes in policy; the impact of acquisitions or divestitures or other changes in our employee or product and service base; the success of our diversity and inclusion initiatives; the impact of cyber or other security threats; the willingness of suppliers and other third parties to adopt and comply with our programs; and changes in global economic, business, political, social and climate conditions.

