

2023

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



GRI GENERAL DISCLOSURES

L3Harris has reported with reference to the GRI Standards for the period January 1 through December 31, 2023.

GRI INDICATOR	TITLE	LOCATION
Disclosure 2-1	Organizational details	About L3Harris/Approach page 5
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, 2023. L3Harris intends 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. L3Harris underwent a formal materiality assessment in 2023. Our new material topics and the materiality process can be found on pages 8–9 of the 2023 Sustainability Report .
Disclosure 2-5	External assurance	L3Harris received external assurance for GHG emissions inventory in 2023.
Disclosure 2-6	Activities, value chain and other business relationships	About L3Harris/Approach page 5 Supply Chain Management/Social page 51
Disclosure 2-7	Employees	About L3Harris/Approach page 5 Diversity, Equity and Inclusion/Social page 43
Disclosure 2-8	Workers who are not employees	Confidentiality Constraints
Disclosure 2-9	Governance structure and composition	Corporate Governance/Governance page 11
Disclosure 2-10	Nomination and selection of the highest governance body	Corporate Governance/Governance page 11
Disclosure 2-11	Chair of the highest governance body	Corporate Governance/Governance page 11
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance/Governance page 11
Disclosure 2-13	Delegation of responsibility for managing impacts	Corporate Governance/Governance page 11
Disclosure 2-14	Role of the highest governance body in sustainability reporting	Corporate Governance/Governance page 11



GRI INDICATOR	TITLE	LOCATION
Disclosure 2-15	Conflicts of interest	Corporate Governance/Governance page 11
Disclosure 2-16	Communication of critical concerns	Corporate Governance/Governance page 13
Disclosure 2-17	Collective knowledge of the highest governance body	Corporate Governance/Governance page 11
Disclosure 2-18	Evaluation of the performance of the highest governance body	Corporate Governance/Governance page 13
Disclosure 2-19	Remuneration policies	Corporate Governance/Governance page 13
Disclosure 2-20	Process to determine remuneration	Corporate Governance/Governance page 13
Disclosure 2-21	Annual total compensation ratio	Corporate Governance/Governance page 13
Disclosure 2-22	Statement on sustainable development strategy	A Message From the CEO/Approach page 4
Disclosure 2-23	Policy commitments	Business Ethics/Governance page 14
Disclosure 2-24	Embedding policy commitments	Business Ethics/Governance page 14
Disclosure 2-25	Processes to remediate negative impacts	Business Ethics/Governance page 16
Disclosure 2-26	Mechanisms for seeking advice and raising concerns	Business Ethics/Governance page 14
Disclosure 2-27	Compliance with laws and regulations	EHS and Sustainability Management System/Environment page 24



GRI INDICATOR	TITLE	LOCATION
Disclosure 2-28	Membership associations	<ul style="list-style-type: none"> ▪ Aerospace Industries Association (AIA) ▪ AFCEA ▪ Air Force Association ▪ American Chamber of Commerce (Abu Dhabi) ▪ American Chamber of Commerce (Canberra) ▪ American Chamber of Commerce (Taiwan) ▪ American League for Exports & Security Assistance (ALESA) ▪ Army Aviation Association of America (AAAA/Quad-A) ▪ Association for Unmanned Vehicle Systems (AUVSI) ▪ Association of the United States Army (AUSA) ▪ Catalyst Inc ▪ Clean Energy Buyers Association (CEBA) ▪ Defense Industry Initiative on Business Ethics and Conduct (DII) ▪ Ethics & Compliance Initiative (ECI) ▪ International Aerospace Environmental Group (IAEG) ▪ National Defense Industrial Association (NDIA) ▪ National Industry Liaison Group ▪ Navy League of the United States ▪ The Naval Submarine League (NSL) ▪ The Surface Navy Association (SNA) ▪ The Wings Club ▪ US-India Business Council ▪ US-UAE Business Council ▪ US-Saudi Arabian Business Council ▪ US Taiwan Business Council ▪ US India Strategic Partnership Forum (USISPF)
Disclosure 2-29	Approach to stakeholder engagement	Stakeholder Engagement/Approach page 7
Disclosure 2-30	Collective bargaining agreements	Workforce Demographics of 10-K page 5 Human Rights Policy
Disclosure 3-1	Process to determine material topics	Focus Areas/Approach page 8 Human Rights/Social page 48
Disclosure 3-2	List of material topics	Focus Areas/Approach page 8
Disclosure 3-3	Management of material topics	Each material topic begins with our management approach throughout the Sustainability Report



GRI INDICATOR	TITLE	LOCATION
Disclosure 204	Management Approach: Procurement Practices	Supply Chain Management/Social page 51
Disclosure 205	Management Approach: Anti-Corruption	Anti-Corruption/Governance page 18
Disclosure 205-1	Operations assessed for risks related to corruption	Anti-Corruption/Governance page 18
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption/Governance page 18
Disclosure 301	Management Approach: Materials	Advanced Technology and Innovation/Governance page 20 Waste and Hazardous Waste/Environment page 35
Disclosure 302	Management Approach: Energy	Energy and Climate Change/Environment page 25
Disclosure 302-1	Energy consumption within the organization	Energy and Climate Change/Environment page 26
Disclosure 302-4	Reduction of energy consumption	Energy and Climate Change/Environment page 25
Disclosure 303	Management Approach: Water and Effluents	Water/Environment page 31
Disclosure 303-1	Interactions with water as a shared resource	Water/Environment page 33
Disclosure 303-3	Water withdrawal	Water/Environment page 31
Disclosure 303-5	Water consumption	Water/Environment page 31
Disclosure 305	Management Approach: Emissions	Energy and Climate Change/Environment page 25
Disclosure 305-1	Direct (Scope 1) GHG emissions	Energy and Climate Change/Environment page 26
Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	Energy and Climate Change/Environment page 26
Disclosure 305-3	Other indirect (Scope 3) GHG emissions	Energy and Climate Change/Environment page 28
Disclosure 305-4	GHG emissions intensity	Energy and Climate Change/Environment page 26
Disclosure 305-5	Reduction of GHG emissions	Energy and Climate Change/Environment page 25
Disclosure 306	Management Approach: Waste	Waste and Hazardous Waste/Environment page 34
Disclosure 306-1	Waste generation and significant waste-related impacts	Waste and Hazardous Waste/Environment page 36
Disclosure 306-2	Management of significant waste-related impacts	Waste and Hazardous Waste/Environment page 36
Disclosure 306-3	Waste generated	Waste and Hazardous Waste/Environment page 36



GRI INDICATOR	TITLE	LOCATION
Disclosure 306-4	Waste diverted from disposal	Waste and Hazardous Waste/Environment page 36
Disclosure 306-5	Waste directed to disposal	Waste and Hazardous Waste/Environment page 36
Disclosure 308	Management Approach: Supplier Environmental Assessment	Supply Chain Management/Social page 52
Disclosure 401	Management Approach: Employment	Human Capital/Social page 38
Disclosure 401-1	New employee hires and employee turnover	Human Capital/Social page 39
Disclosure 401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employee	Human Capital/Social page 38
Disclosure 401-3	Parental leave	Human Capital/Social page 38
Disclosure 403	Management Approach: Occupational Health and Safety	Health and Safety/Social page 45
Disclosure 403-1	Occupational health and safety management system	Health and Safety/Social page 45
Disclosure 403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety/Social page 45
Disclosure 403-3	Occupational health services	Health and Safety/Social page 45
Disclosure 403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety/Social page 45
Disclosure 403-5	Worker training on occupational health and safety	Health and Safety/Social page 45
Disclosure 403-6	Promotion of worker health	Health and Safety/Social page 47
Disclosure 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Supply Chain Management/Social page 52
Disclosure 403-9	Work-related injuries	Health and Safety/Social page 47
Disclosure 404	Management Approach: Training and Education	Human Capital/Social page 38
Disclosure 404-1	Average hours of training per year per employee	Human Capital/Social page 39
Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	Human Capital/Social page 40
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	Human Capital/Social page 41
Disclosure 405	Management Approach: Diversity and Equal Opportunity	Diversity, Equity and Inclusion/Social page 42



GRI INDICATOR	TITLE	LOCATION
Disclosure 405-1	Diversity of governance bodies and employees	Diversity, Equity and Inclusion/Social page 43
Disclosure 406	Management Approach: Non-discrimination	Business Ethics/Governance page 14
Disclosure 406-1	Incidents of discrimination and corrective actions taken	Business Ethics/Governance page 14
Disclosure 413	Management Approach: Local Communities	Community/Social page 49
Disclosure 413-1	Operations with local community engagement, impact assessments, and development programs	Community/Social page 50
Disclosure 415	Management Approach: Public Policy	Lobbying and Political Advocacy/Governance page 19
Disclosure 415-1	Political contributions	Lobbying and Political Advocacy/Governance page 19
Disclosure 416	Management Approach: Customer Health and Safety	Product Safety and Quality/Social page 56
Disclosure 416-1	Assessment of the health and safety impacts of product and service categories	Product Safety and Quality/Social page 57
Disclosure 418	Management Approach: Customer Privacy	Data Privacy and Cybersecurity/Social page 54
Disclosure 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Cybersecurity/Social page 54



SASB DISCLOSURES

SASB NUMBER	TITLE	LOCATION
000.B	Number of employees	About L3Harris/Approach page 5
130a.1	Energy Management	Energy and Climate Change/Environment page 26
150a.1	Hazardous Waste Management	Waste and Hazardous Waste/Environment page 36
230a.1	Data Security	Data Privacy and Cybersecurity/Social page 54
230a.2	Data Security	Data Privacy and Cybersecurity/Social page 54
250a.2	Product Safety	Product Safety and Quality/Social page 57
510a.3	Business Ethics	Business Ethics/Governance page 14



TCFD ALIGNMENT INDEX

TOPIC AND RECOMMENDED CONTENT	SELECT L3HARRIS MATERIAL
GOVERNANCE	
a) Describe the board’s oversight of climate-related risks and opportunities	2023 Sustainability Report: Corporate Governance, pages 11–13 2023 CDP Climate Change Questionnaire Response: C1.1b
b) Describe management’s role in assessing and managing climate-related risks and opportunities	2023 Sustainability Report: Corporate Governance, pages 12–13 2023 CDP Climate Change Questionnaire Response: C1.2; 1.2a
STRATEGY	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term	2023 Sustainability Report: Energy and Climate, page 30 2023 Sustainability Report: Supply Chain Management, page 52 2023 CDP Climate Change Questionnaire Response: C2.1, 2.1a, 2.2, 2.2a,2.3, 2.3a, 2.4, 2.4a
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning	2023 Sustainability Report: Energy and Climate, page 30 2023 CDP Climate Change Questionnaire Response: C2.2, 2.3, 2.3a, 2.4, 2.4a, 3.1, 3.3, 3.4
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, include a 2°C or lower scenario	2023 Sustainability Report: Energy and Climate page 30 2023 CDP Climate Change Questionnaire Response: C3.2, 3.2a, 3.2b
RISK MANAGEMENT	
a) Describe the organization’s processes for identifying and assessing climate-related risks	2023 Sustainability Report; Energy and Climate, page 30 2023 Sustainability Report: Corporate Governance, page 12 2023 Sustainability Report: Supply Chain Management, page 52 2023 CDP Climate Change Questionnaire Response: C2.1, 2.1a, 2.1b, 2.2, 2.2a



TOPIC AND RECOMMENDED CONTENT	SELECT L3HARRIS MATERIAL
b) Describe the organization's processes for managing climate-related risks	2023 Sustainability Report: Energy and Climate, page 30 2023 Sustainability Report: Corporate Governance, page 12 2023 CDP Climate Change Questionnaire Response: C2.1, 2.1a, 2.1b, 2.2, 2.2a, 2.3a
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	2023 Sustainability Report: Energy and Climate, pages 30 2023 Sustainability Report: Corporate Governance, page 12 2023 CDP Climate Change Questionnaire Response: C2.1, 2.1a, 2.1b, 2.2, 2.2a, 2.3a
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	2023 Sustainability Report: Energy and Climate, pages 25–30 2023 CDP Climate Change Questionnaire Response: C4.1, 4.1a, 4.2, 4.2c
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	2023 Sustainability Report: Energy and Climate, pages 25–30 2023 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	2023 Sustainability Report: Energy and Climate, pages 23; 25–30 2023 CDP Climate Change Questionnaire Response; Section 4

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

DESCRIPTION	LOCATION
#3 GOOD HEALTH AND WELL-BEING	
<p>L3Harris prioritizes the health and well-being of employees, customers and the communities where we operate. Through our various programs and initiatives, L3Harris supports the development and engagement of all employees while providing parental support, retirement, work/life balance and mental and physical health benefits to our employees.</p> <p>In 2023, L3Harris launched our new benefits brand, CARE (creating a rewarding experience). CARE is about our focus on employees and providing a customized benefits experience to support employees during all stages of life. L3Harris is committed to supporting employees fully in their health, including their mental health and well-being. When an employee faces a stressful or challenging life event, our Employee Assistance Program (EAP) offers confidential counseling and other helpful services.</p> <p>The L3Harris Environmental Sustainability Policy also supports the health and well-being of our employees and surrounding communities by promoting environmental stewardship through resource conservation and waste management. These activities prevent environmental pollution which further reduces the health risks associated with exposure to hazardous chemicals and resource contamination.</p>	<p>2023 Sustainability Report: Health and Safety, pages 45–47</p> <p>2023 Sustainability Report: Human Capital, pages 38–41</p> <p>2023 Sustainability Report: Waste and Hazardous Waste, pages 34–36</p>
#4 QUALITY EDUCATION	
<p>Maintaining a culture of continuous growth and education is a top priority for L3Harris and starts with our employees. While the development of our early career professionals is key to our performance, we aim to equip all L3Harris professionals and leaders with foundational and technical knowledge and key insights to maximize the skills and expertise of our workforce. At L3Harris, we have implemented various programs and initiatives to promote the development of our professionals, leadership and executive employees including: The L3Harris Frontline Leadership Training Program, Education Assistance Program, Excellence Academies and the Wharton School of Business Partnership.</p> <p>The company also encourages educational development outside of the organization for employees to enhance their personal growth. L3Harris provides college tuition reimbursements for full degree programs and university-based certificates. This program assists L3Harris personnel striving to expand their knowledge through university degree or credit-bearing certificate programs.</p> <p>L3Harris invests and partners with multiple non-profits and philanthropies, through the L3Harris Foundation, which allows our employees to give back to the communities in which they live and work. The L3Harris Foundation provides vast opportunities for our employees to build up their communities and promote our three service pillars: Science, Technology, Engineering and Math (STEM), Mission Aligned and Community. Our employees and communities are at the heart of all L3Harris commitments and values. Our business is driven by these individuals, and we aim to support, uplift and improve their lives through L3Harris social contributions. One program that embodies the Community Pillar is The L3Harris Investing for Tomorrow (LIFT) program.</p>	<p>2023 Sustainability Report: Human Capital, pages 38–41</p> <p>2023 Sustainability Report: Community, pages 49–50</p>
#5 GENDER EQUALITY / #10 REDUCE INEQUALITIES	
<p>Diversity, equity and inclusion (DE&I) is embedded throughout the L3Harris business. We maintain a DE&I strategy and commitments within our workforce, governance bodies and overall corporate culture that require and support the values and points of view of our diverse employee base across race, ethnicity, gender identity, sexual orientation, age, ability and education.</p> <p>L3Harris values diverse leadership and employees throughout the organization, from our facilities to the Boardroom. Different viewpoints, backgrounds, experiences and personal characteristics, including age, gender and gender identity, sexual orientation, ability, race and ethnicity, enable us to remain agile and innovative. Our Diversity Council was established four years ago to inspire and advance leadership, employee engagement and our values.</p> <p>In alignment with the L3Harris values and our dedication to creating an inclusive workplace for all, L3Harris created the LGBTQ+ Self-ID Program. U.S. employees are now able to voluntarily self-identify as LGBTQ+ within our internal systems. This optional LGBTQ+ self identification program is an important step toward creating a safe, welcoming and inclusive workplace for all L3Harris employees.</p>	<p>2023 Sustainability Report: Diversity, Equity and Inclusion, Pages 42–44</p>
<p>Additional information can be found in our 2023 Diversity, Equity and Inclusion Annual Report</p>	



DESCRIPTION	LOCATION
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#6 CLEAN WATER AND SANITATION	
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L3Harris works to reduce our exposure to water-related risks and maintain our negligible impact on the water quality in the regions we operate by following water discharge requirements determined by federal, state and local regulations. Minimizing water usage and water-related impacts drives the continued progress towards exceeding our 20% water use reduction goal and is a key focus of our EHS and Environmental Sustainability (EHS&S) Program.

In 2023, L3Harris updated our Climate and Water Risk Management Plan (CWRMP) to further identify potential water-related impacts to our global business operations. Water stress, depletion, reliability and availability were identified as key risks to our assets and operations causing potential disruptions, increased costs or health and safety concerns for our employees.

To mitigate these risks, L3Harris is upgrading our facilities to use less water for daily operations and has decreased our yearly water use by 43 megaliters in 2023. Various facility water reduction initiatives include a condensate recovery system at the Greenville site and evaluation of existing water processes and the use of alternative water sources to reduce potable water demand.

Given our diverse global supply chain, our exposure to water-related risks within our value chain is limited and provides a level of risk mitigation against potential water-related, climate-related and human health-related impacts.

[2023 Sustainability Report: Water, pages 31–33](#)

[2023 Sustainability Report: Corporate Governance, pages 12–13](#)

[2023 Sustainability Report: Supply Chain Management, pages 51–52](#)

[2023 CDP Climate Change Questionnaire Response: C2.1, 2.1a, 2.1b, 2.2, 2.2a](#)

[2023 CDP Water Security Questionnaire Response: W1.1, 1.2j, 3.1a, 3.3, 3.3a, 3.3b, 4.3a, 6.1a, 6.4a, 8.1a, 8.1b](#)

#8 DECENT WORK AND ECONOMIC GROWTH	
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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, the Human Rights Policy 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.

[2023 Sustainability Report: Human Rights, page 48](#)

[2023 Sustainability Report: EHS and Sustainability Management System, pages 23–24](#)

#12 RESPONSIBLE CONSUMPTION AND PRODUCTION	
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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.

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.

In the UK a new packaging solution was selected for one of our products to balance reduced environmental impacts and ensure product protection throughout the shipping process. The solution is to use cardboard, which eliminates plastic, and is made of 66% recycled material. An added benefit of the new packaging is reduced weight, lowering its carbon emissions impact from transport by 44%. L3Harris aims to apply similar packaging solutions where feasible for other products and customers in the future.

[2023 Sustainability Report: Waste and Hazardous Waste, Pages 34–36](#)

[2023 Sustainability Report: Advanced Technology and Innovation, page 20](#)





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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 29, 2023. 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.

