



### TABLE OF CONTENTS

Introduction	
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L3Harris ensures an ethical workplace by going beyond policies and procedures, to embody ethical principles and norms that permeate within and outside the company. L3Harris is an active member of the Defense Industry Initiative (DII) on Business Ethics and Conduct. As a member of the DII, we are committed to complying with all applicable laws and regulations, ensuring fair competition, and upholding the highest standards in our business dealings with the U.S government. We require our suppliers to share this commitment.

Our culture is driven by our commitment to our values of integrity, excellence and respect, which govern all our business activities and relationships. Our success depends on maintaining a culture of integrity and doing the right thing including speaking up when we observe misconduct. Anyone who becomes aware or suspects a violation of this Suplier Code should report the matter to the L3Harris Helpline at the following

#### OUR SUPPLIER CODE OF CONDUCT

### aligned with the recommendations of the DII and sets forth our expectation that suppliers will:

conduct business ethically and in compliance with all applicable laws and regulations;

support the human rights of workers;

treat people with respect;

maintain safe and healthy working conditions;

safeguard assets entrusted to them; and

strive to protect the environment.

We expect our suppliers to maintain full compliance with this Code and all laws and regulations applicable to their business and to

# Our Expectations

#### SUPPORT HUMAN RIGHTS

We require our suppliers to share our commitment to uphold the human rights of all workers.

#### This means we expect our suppliers to:

ensure all employment is freely chosen and prohibit all forms of modern slavery and human trafficking;

prohibit the use of child labor or labor by anyone under the minimum legal age for employment where the work is performed;

comply with all applicable laws in the countries in which they operate, including those related to wages, benefits and working hours;

respect the right of workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly, as well as respect the right of workers to refrain from such activities; and

refrain from violating the human rights of others.

### Our commitment to prohibit modern slavery and human trafficking means suppliers must never:

destroy, conceal, or confiscate identity or immigration documents;

use recruiters that do not comply with local labor laws of the country in which the recruiting takes place;

use misleading or fraudulent tactics in recruiting;

charge employee recruitment fees or provide inadequate housing based on local standards, laws and directives:

fail to provide employment contracts and other documentation in the

fail to provide return transportation upon the end of employment for employees brought to the country for the purpose of working on a U.S. Government contract or subcontract; or

fail to investigate and protect employees suspected of being trafficking victims.

III

Suppliers must educate employees on prohibited trafficking activities, discipline employees found to have violated the law or rules, and notify the contracting officer of violations and action taken against employees.

#### TREAT PEOPLE WITH RESPECT

Our suppliers should treat people with respect and dignity, encourage diversity, promote equal opportunity for all, and foster an inclusive and ethical culture.

#### This means we expect our suppliers to:

value the differences that make people unique;

be inclusive, support others and remain open and receptive to different ideas and opinions;

provide a work environment that is free from discrimination and all forms of harassment or other abusive conduct; and

provide equal employment opportunities to employees and applicants for employment, without regard to race, ethnicity, religion, color, sex, national origin, age, military veteran status, ancestry, sexual orientation, gender identity or expression, marital status, family structure, genetic information, or mental or physical disability, so long as the essential functions of the job can be competently performed with or without reasonable accommodation.

#### MAINTAIN A SAFE AND HEALTHY WORKPLACE

Suppliers should protect the health, safety, and welfare of their people, visitors, and others who may be affected by their activities.

#### This means we expect our suppliers to:

maintain safe, healthy, and humane working conditions at all locations;

comply with all applicable environmental, health and safety laws, regulations, and directives; and

maintain a workplace free from the illegal use, possession, sale, or distribution of controlled substances.

#### PROHIBIT BRIBERY AND CORRUPTION

Our suppliers must comply with the U.S Foreign Corrupt Practices Act and other applicable anti-corruption laws (e.g., the UK Bribery Act), directives and/or regulations that govern operations in the countries in which they do business, regardless of local customs.

#### This means we expect our suppliers to:

refrain from offering or making any payments of money or anything of value (including kickbacks, favors, gifts, gratuities, entertainment, travel, political contributions, charitable donations or other business courtesies) to customers, government officials, political parties, candidates for public office, charities, or other business-related parties that could be considered to improperly influence a business decision;

prohibit facilitating payments intended to expedite or secure performance of a routine governmental action like obtaining a visa or customs clearance, except in situations where there is an imminent threat to personal health or safety; and

conduct appropriate due diligence and monitoring activities to prevent and detect corruption in all business arrangements, including partnerships, joint ventures, offset agreements, and the engagement of third parties, including consultants.

#### SOURCE RESPONSIBLY

Suppliers must adhere to federal laws and regulations regarding conflict minerals (gold, tantalum, tin, and tungsten) when sourcing materials. U.S stock-listed companies who manufacture or contract to manufacture products containing conflict minerals must make specialized disclosure and file reports as required by the U.S Securities and Exchange Commission.

### This means we expect our suppliers whose products contain these minerals to:

conduct due diligence on the source and chain of custody of these minerals; and

support efforts to eradicate the use of conflict minerals which directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo or adjoining countries.

III

#### **COMPETE FAIRLY**

Suppliers must compete on the merits of their products and services rather than by any illegal or unethical business practice.

#### This means we expect our suppliers to:

comply with competition and antitrust laws;

never make agreements with competitors to fix prices, rig bids, allocate customers or markets, or exchange any pricing information; and

never use the exchange of business gifts and hospitality to gain an unfair competitive advantage

#### COMPLY WITH GLOBAL TRADE REQUIREMENTS

#### Imports and Exports

Our suppliers must comply with the laws, directives and regulations that govern international trade, including those that govern the import and export of parts, components, and technical data such as the International Traffic in Arms Regulation and the Export Administration

#### MAINTAIN ACCURATE RECORDS

We expect suppliers to be honest and transparent and to create and maintain complete and accurate records for all transactions and business processes related to

timekeeping and invoicing purposes. All records, regardless of format, made or received in furtherance of a business transaction must fully and accurately represent the transaction or event being documented. Suppliers must not alter any record to conceal or misrepresent the underlying transaction represented by it. Records should be retained based on the applicable records retention requirements.

#### AVOID CONFLICTS OF INTEREST

Conflicts of interest can arise when personal interests interfere or appear to interfere with a p make objective business decisions or perform their duties without bias. This applies to a conflict between the interests of our company and the personal interests of those working on our behalf, or their close relatives, friends, or associates.

#### This means we expect our suppliers to:

avoid all situations that create a conflict of interest, or the appearance of one, in their dealings with our company;

avoid offering our employees any gift or hospitality that is frequent, lavish or extravagant, or otherwise does not comply with the law, our policies or employee Code of Conduct; and

provide notification to all affected parties when an actual or potential conflict of interest arises so

## COMMIT TO THE ETHICAL USE OF ARTIFICIAL INTELLIGENCE

We are committed to the ethical use of artificial intelligence.

This means we expect our suppliers to review and support the <u>United States Department of Defense</u>

<u>Ethical Artificial Intelligence Principles</u> when developing or using artificial intelligence solutions on our behalf.

#### SAFEGUARD ASSETS AND INFORMATION

We rely on our suppliers to protect the company assets that we have entrusted to them, against unauthorized access, loss, damage, theft and misuse, and to only use them in a manner that is permitted under our contract.