



L3HARRIS®

L3HARRIS MAS ACCESSIBILITY PLAN

Prepared by:

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1 L3HARRIS MAS ACCESSIBILITY PLAN

This Accessibility Plan (the “Plan”) outlines the policies, practices and actions that L3Harris MAS (the “Company”) have or will implement in its operations to improve accessibility for individuals with disabilities. The Plan also incorporates and references the Company’s existing accessibility policies and practices, where applicable.

1.1 GENERAL

The Company is committed to treating all people, including individuals with disabilities, in a manner that respects their dignity and independence. We believe in integration and equal opportunity. To this end, we are committed to meeting the needs of individuals with disabilities in a timely manner and will endeavour to identify and remove barriers to accessibility in all aspects of the Company’s operations. The Company is also committed to ensuring compliance with the accessibility requirements contained in the Accessible Canada Act and its regulations (collectively the “Act”). This Plan outlines the steps the Company is taking to meet those requirements and to improve opportunities for people with disabilities.

All feedback (that be done anonymously) should be directed to

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The Company will take such steps as are necessary in the circumstances to rectify any issues or concerns raised in a manner consistent with the Plan. Such steps may include requesting additional information from the individual providing the feedback and/or investigating specific complaints. The Company will advise the individual providing the feedback of the results of the feedback review process as appropriate in the circumstances.

The Plan and a description of the Company’s feedback process is available upon request in other accessible formats. Requests will be answered as soon as is feasible, but no later than the deadlines set forth in the Act.

2 EXECUTIVE SUMMARY

This plan, in concert with the guiding principles and values of our company, Respect, Integrity and Excellence will highlight its strategic focus areas, which are to build a strong DE&I foundation, to grow representation and develop underrepresented talent, to enhance a culture of thoughtful and conscientious inclusion and move toward a greater equity focus. The aim is to realize a barrier free Canada by 2040 by removing barriers within federal jurisdictions and publish the L3Harris MAS Accessibility Plan (the Plan”) by 31 December 2024.

This plan, compliant with the Accessible Canada Act (ACA) of 2019 aligns with our priority areas that are applicable to the Aerospace and Defense business:

- Awareness and Capacity Building (Training)
- Employment
- Built environment
- Information and Communication (inclusive of ICT)
- Procurement of Goods, Services and Facilities
- Transportation
- Culture

The purpose of this Plan is to outline how the company will identify, remove and prevent barriers for Persons with Disabilities and meet relevant ACA requirements.

The L3Harris MAS Plan was informed and developed by internal and external consultations with:

- Persons with Disabilities, including employees, clients and subcontracted vendors.
- Accessibility Standards Canada’s “nothing without us” principle in mind.
- Consultations and feedback from our employees, clients and members of the public who identified as having a disability.

We will develop action plans to remove these barriers and prevent new ones from occurring in the priority areas applicable to the company. In some instances, a more thorough assessment is required to identify an effective long-term solution and implementation. We will provide more detail in future progress updates to this Plan. This Plan will continue to evolve as we progress toward our accessibility goals and with the release of future accessibility standards/requirements.

This Plan outlines the roadmap towards identifying and removing disability barriers by establishing short and long-term goals and commitments on how those goals will be achieved. We will publish an updated Plan in 2027 and progress reports in the interim, which will incorporate any feedback we receive.

3 GLOSSARY

ACA: Accessible Canada Act

ASL: American Sign Language

Accessible formats: Refers to print, large print, Braille, audio format or an electronic format that is compatible with adaptive technology that is intended to assist persons with disabilities.

Barrier: According to the ACA, anything physical, architectural, technological or attitudinal based on information or communications that is the result of a policy or a practice that hinders the full and equal participation in society of persons with an impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation.

DEI: Diversity Equity & Inclusion

Disability: According to the ACA, any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment – or a functional limitation – whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person’s full and equal participation in society. Types of disabilities include, but are not limited to:

- Seeing or vision
- Mobility
- Speech
- Hearing
- Flexibility
- Dexterity
- Pain-related
- Learning
- Cognitive
- Developmental
- Mental-health related
- Memory

ERG: Employee Resource Group is a framework designed to be embedded in the organization’s strategy that considers the needs and ways in which group may support those with similar interests to generate value for all organizational stakeholders.

RfDG: Return from Disability Group – Employees who have suffered from a disability absence are consulted on the manner their disability was handled and barriers regarding their eventual return to work.

WCAG 2.0/2.1: Web Content Accessibility Guidelines (WCAG) that is available in both English and French covers a wide range of recommendations for making web content more accessible. Following these guidelines will make content more accessible to a wider range of Persons with Disabilities, including accommodations for blindness and low vision, deafness and hearing loss, limited movement, speech disabilities, photosensitivity, and combinations of these; and some accommodation for learning disabilities and cognitive limitations.

Workplace Accommodation: Refers to an adjustment in a standard or practice, or the removal of a barrier, that enables employees to successfully achieve the goals and expectations of their roles. Examples include, but are not limited to, physical modifications to a workstation or premises, providing adaptive technology, flexibility of scheduling to meet personal needs or accommodation for religious and cultural observances

4 GOALS AND COMMITMENTS

4.1 AWARENESS AND CAPACITY BUILDING (TRAINING)

Goal

L3Harris MAS will foster a culture of accessibility and equity, encourage and facilitate the prevention and removal of barriers to participation, and build capacity in these areas among employees.

Commitments

Commitment 1: Leverage, and Enhance existing awareness and training programs for employees and contractors to increase knowledge and understanding of accessibility, equity, human rights, disability rights, and barriers to participation in the workplace. This commitment will be achieved by:

- Regularly highlighting through the DE&I committee strategic focus areas such as disability awareness
- Reinforcing the use of existing managerial and employee toolkits located on the company intranet
- Creating companywide awareness on yearly progress reports towards DE&I (disability) progress
- Educate all levels of management and employees in general on how to gain support and resources such as accessibility tools for any disability (e.g., temporary, situational, etc.)

Commitment 2: Encourage and support departments and employees to review and integrate areas of accessibility and disability issues into their daily work environment.

- Foster companywide awareness with a top-down commitment from senior leadership and management discussions and capture progress by establishing key performance indices.
- Participating in annual L3Harris “All-IN Summits” that are three day conferences that foster a sense of responsibility and inclusion within every role with a focus on the L3Harris six inclusive behaviors.

Commitment 3: Collaborate with the Accessibility Canada resources to build capacity and increase awareness about the obligations under the Accessible Canada Act (ACA).

- Participating in external conferences and workshops to stay current on accessibility issues
- Developing external communities of interest with like-minded federal agencies

4.2 EMPLOYMENT

Goal

The goal of the Employment area under the Accessible Canada Act is to ensure access to employment opportunities and accessible workplaces. Ensuring L3Harris MAS is a diverse workplace that includes persons with disabilities, both visible and invisible has been a commitment of the company, as reflected in the Multi-Year Diversity and Equity Plan. To that end, L3Harris MAS will focus on jobs and long-term career prospects for persons with disabilities (PWD), focusing on:

- Recruitment, retention, and promotion of persons with disabilities and
- Ensuring an accessible workplace with no barriers to employee accommodations.

Commitments

Commitment 1: Working with the Talent and Inclusion Organization and key disability stakeholders, L3Harris MAS will review staffing and assessment tools, approaches and resources to ensure they are accessible and inclusive. This commitment will be achieved by:

- Including statements of accommodation in all job postings, articulating our commitment to ensuring accessibility and full participation and providing contact information to request accommodation in the recruitment process.
- Ensuring employees are informed of all accessibility policies at the time of job offer and any updates to these policies throughout the duration of their employment.
- Providing accessibility information in all packages, onboarding programs, and employee resource pages.

Commitment 2: Support managers in meeting or exceeding L3Harris MAS hiring targets using an enhanced recruitment experience. This commitment will be achieved by:

- Increased awareness and capacity building through management training
- Including a statement on each employment requisition that highlights if the position can be accommodated and still meet bona fide occupational requirements for the position

Commitment 3: Enable career success and progression of employees with disabilities through onboarding, training, access to accommodations, talent management and mentorship. This commitment will be achieved by:

- Having a specific individual career development plan for employees with declared disabilities.
- Ensuring employees have employment-related information in accessible formats and with communication supports if and as needed;
- Developing individual accommodation and return-to-work policies and plans;
- Ensuring the accessibility needs of employees with disabilities are taken into account in the Company's performance management, career development and redeployment processes.

4.3 THE BUILT ENVIRONMENT

Goal

The goal of the Built Environment area under the Accessible Canada Act is to ensure all people can move freely around federal buildings and public spaces. L3Harris MAS buildings and facilities are a combination of owned and leased spaces, which include aircraft maintenance facilities, office accommodations, and special purpose spaces.

In all L3Harris MAS buildings and facilities projects, whether in owned or leased spaces, the plans, designs and construction, or fit-ups meet or exceed current accessibility standards. L3Harris MAS looks at ways to include features such as adaptable lighting and wayfinding technology, and continues to reinforce scent free work environments to address environmental sensitivities. To that end, it is an L3Harris MAS objective to modernize all L3Harris MAS spaces to meet or exceed accessibility standards by 2040 focusing on:

- Instituting an accessibility review for all new designs, builds and refits and
- Consulting and incorporating feedback of persons with disabilities who access the facilities at the planning and design stage and throughout any project.

Commitment 1: Continuously engage internal and external stakeholders to identify and remove barriers to the built environment and use innovative or novel technologies to support accessibility. This commitment will be achieved by:

- Monitoring and reporting on all owned facilities for barriers, physical or otherwise (service counters, walkways, waiting areas, etc.) that might reduce individual capabilities
- Providing employees with disabilities with individualized emergency response information where necessary.
- Taking steps to determine whether employees require individualized emergency response information on an ongoing basis as part of our human resources and occupational health and safety functions

Commitment 2: Work with all leased space owners to ensure that all new facility fit-ups/construction are accessible, and implement an assessment process for existing facilities to identify potential accessibility upgrades to be incorporated into planned/future projects. This commitment will be achieved by:

- Assessing leased facilities through periodic ergonomic consults for all employees as well as special accommodations, including adjustable height workstations or other ergonomic accessories, as needed.
- Reporting employee requirements for individualized or emergency response information on an ongoing basis as part of our human resources and occupational health and safety functions.

4.4 INFORMATION AND COMMUNICATION (INCLUSIVE OF ICT)

Goal

The goal of the information and communication technologies (ICT) area of the Accessible Canada Act is to ensure the accessibility of digital content and technologies. Information and communication at L3Harris MAS locations is accessible. When communicating with a person with disabilities, the Company will do so in a manner that takes into account the person's disability. In determining the appropriate method and form of communication, the Company will consider accessibility needs resulting from disabilities. The Company encourages individuals it communicates with to identify any accessibility needs so that we can respond appropriately to those needs.

The Company is also committed to ensuring that individuals with disabilities have the ability to access the Company's feedback processes. To this end, the Company has or will complete a review of all existing feedback processes and consider the manner in which those processes can be made accessible upon request by individuals with disabilities. The public will be notified about the accessibility of feedback processes. While all L3Harris MAS ICT meet accessibility standards, its objective will be to meet or exceed this standard by focusing on:

- New systems and applications being accessible for all employees and external users
- Accessibility of existing information technology (IT) systems is assessed and areas are identified for short and long-term improvement

Commitments

Commitment 1: Ensure the communications policies, procedures, and practices at L3Harris MAS location institutions facilitate accessibility. This commitment will be achieved by:

- Educating (See Awareness and Capacity Building) on the company's Digital Accessibility resource centre that first encourages voluntary disability self-identification and then learning and accessibility help tools

Commitment 2: Strengthen the current level of accessibility of ICT at L3Harris MAS by continuing to ensure new (internal and public facing) systems, including internally developed or procured hardware and software, meet modern accessibility standards. This commitment will be achieved by building on existing resources that include accessibility learning on work related tools (e.g., Microsoft Office) for those who require accessibility assistance with

- Vision
- Hearing
- Neurodiversity
- Mobility
- Mental Health

Commitment 3: Promote accessibility awareness across L3Harris MAS by providing training and raising awareness to foster an accessibility-first mindset for all IT projects. This commitment will be achieved by:

- Requiring new projects to include accessibility criteria in roll outs of new software capabilities such as guidance for using Microsoft Teams for deaf or hard of hearing

4.5 THE PROCUREMENT OF GOODS, SERVICES AND FACILITIES

Goal

The goal of the Procurement pillar of the Accessible Canada Act is to ensure the purchasing of goods, services and facilities is accessible. L3Harris MAS procures most of the goods, services and facilities needed for the conduct of its business in accordance with Shared Services Canada and Public Services and Procurement Canada.

Commitments

Commitment 1: Incorporate accessibility into procurement and contracting documents, templates and guidance. This commitment will be achieved by:

- Developing Requests for Proposal (RFP) criteria that reflect L3Harris MAS' evolving accessibility requirements, as applicable
- Reviewing L3Harris MAS Third-Party Risk Management Policy and Standards to ensure expectations regarding accessibility are clearly articulated.

Commitment 2: Increase awareness amongst procurement officers and cost center managers to consider accessibility from the start of a procurement process through training, information sessions, or guidance documentation. This commitment will be achieved by:

- Training staff, where appropriate, on matters such as how to most inclusively interact and communicate with people with varying disabilities, what to do if a person with a disability expresses barriers or faces challenges accessing the Company's services, as well as our policies, procedures and practices to ensure accessible customer service to people with disabilities.

4.6 TRANSPORTATION

Goal

The goal of the Transportation area under the Accessible Canada Act is to ensure a barrier-free federal transportation network. L3Harris MAS has a limited role in this area. L3Harris MAS maintains a fleet of vehicles for specific operational purposes, such as aircraft maintenance support or security monitoring.

The fleet is composed of standard passenger vehicles such as sedans and sport utility vehicles or trucks, which have no modifications related to accessibility. In cases where an employee requires accessibility features in order to operate a fleet vehicle, an accommodation would have to be made.

At this time, L3Harris MAS does not have any fleet vehicles which would meet the technical definition of accessible, namely a motor vehicle designed and manufactured, or converted, for the purpose of transporting persons who use mobility aids. To this end, L3Harris MAS' objective will be to continually assess the accessibility requirements for fleet vehicles by focusing on current and future accessibility standards, and ensuring fleet purchases meet those standards.

Commitment

Commitment 1: The Company will provide easily accessible instructions on how to locate our facilities on our webpage. Parking spaces designated for those with disabilities will be positioned close to the entrance and will be easily accessible.

4.7 CULTURE

The Accessible Canada Act also focusses on building accessibility confidence and creating a culture of accessibility within the federal public service.

At L3Harris MAS, through Employee Resource Groups (ERG) and allies, work has begun to increase awareness of barriers, to create an all-inclusive culture. L3Harris MAS has raised awareness of the barriers faced by persons with disabilities, through engagement within the Diversity Equity and Inclusion (DE&I) network, by providing forums to normalize persons with disabilities, and through the development of this Accessibility Plan. L3Harris MAS has begun to put in place programs and supports to enable full participation of persons with disabilities in the workplace.

More progress is required to ensure a representative workforce and to increase the hiring of persons with disabilities at all levels and in all functions.

Ongoing consultations with stakeholders in the persons with disabilities community will be required to inform research, policy and program development and design. This will be enabled through the L3Harris MAS objective to promote a culture that supports the inclusion of persons with disabilities and a vision to proactively eliminate and prevent barriers to ensure greater opportunities for persons with disabilities, with emphasis on understanding and inclusive approach.

Commitments

Commitment 1: Promote an accessibility-informed culture that creates a positive, inclusive workplace.

Commitment 2: Ensure all L3Harris MAS employees have the knowledge and tools to become accessibility confident through training and engagement.

5 RESOURCE ALLOCATION COMMITMENT

The L3Harris MAS Accessibility Plan and Roadmap is published with the guidance of the Accessibility Plan Steering Committee as created by the Diversity Equity and Inclusion (DE&I) Advisory Committee. All members of the L3Harris MAS senior leadership team are members of the steering committee and all departmental managers and members of the Diversity, Equity & Inclusion committee will form the advisory committee whose role it will be to identify, review and make recommendations on accessibility areas of improvement including the provision of funding for such improvements.

6 CONSULTATIONS

Consultations were conducted by internally through surveys, virtual meetings, group discussions and took place between Jan –Dec 2024. The Company has drafted this Plan to address the barriers that were identified in consultation, and the strategies described herein were made in accordance with the advice, instruction, and feedback we received on how to best remove and prevent such barriers.

The company will continue to develop its awareness and capacity to gain insight into the potential barriers for people with disabilities to through meaningful consultations with external partners and share information through communities of interest within the aerospace and federally regulated industries. Such consultations will enhance the company's ability to develop strategies and implement practices to best address, remove or prevent barriers.

7 MODIFICATION OF THE PLAN

This Plan will be reviewed and updated by the Company at least every 3 years in accordance with the Act. At the time of revision, information regarding accessibility policies and practices adopted by the Company in accordance with the Plan or otherwise will be included in the revised Plan.