



# CODE OF CONDUCT



# WELCOME TO OUR CODE OF CONDUCT



Our values of integrity, excellence and respect provide the foundation for our company’s long-term success. We share an unwavering commitment to never compromise these values to achieve business objectives.

Our Code of Conduct highlights the policies and regulations that govern our business operations and guide our actions each day. How we conduct our business and the actions we take each day have a significant impact on our reputation. Adhering to our Code, our policies and the law is non-negotiable.

It is important for you to know that you are never alone — we have many resources available to help you apply the principles in our Code to your daily work. We are counting on you to raise concerns about potential violations so that we may address them in a timely manner and maintain our commitment to our values. We will not tolerate retaliation against anyone who raises a concern in good faith even if the concern is not substantiated

We owe it to our shareholders, customers, suppliers, communities and to each other — to live our values every day. Because we can’t be the Trusted Disruptor without TRUST.

Sincerely,

**CHRISTOPHER E. KUBASIK**  
Chief Executive Officer

**RACHEL SEMANCHIK**  
Chief Ethics and Compliance Officer



## › OUR MISSION

As the Trusted Disruptor, we innovate relentlessly and deliver capability with the speed, passion and determination that our customers demand in executing their most challenging missions.

## › OUR VALUES

Our shared values of Integrity, Excellence and Respect are at the heart of everything we do. They are the standards that guide our behavior everywhere we do business.



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Our Code is not considered an express or implied employment contract or a guarantee of employment for any specific time period.





# OUR GUIDE TO LIVING OUR VALUES

Our Code of Conduct (“Code”) is a guide to putting our values into action every day. Though it cannot cover every possible situation we may encounter, our Code provides guidance on:

- Acting with integrity, excellence and respect
- Complying with company policies and the laws that govern our business everywhere we operate
- Where to go for additional information, advice and guidance when we need it
- How to raise a concern if we see something that doesn’t align with our values, company policies, the law or our Code

The principles in our Code apply to all employees, officers, and members of the Board of Directors of L3Harris and its subsidiaries (collectively “L3Harris” or the “Company”). We each have an obligation to comply with our Code, our policies and the law whenever we are representing L3Harris.

We also expect all third parties working on L3Harris’ behalf including suppliers, agents, contractors and business partners to adhere to these principles and our Supplier Code of Conduct.

## ► OUR RESPONSIBILITIES

We each have a responsibility to act with integrity, excellence and respect.

This means we will:

- Be honest and accountable for our own conduct
- Comply with the policies, laws and regulations that apply to our jobs
- Seek guidance when we have questions, and raise concerns if we observe or suspect misconduct
- Cooperate with investigations
- Complete all required training on time, including training on our Code

Supervisors, managers and leaders in our organization have an added responsibility to:

- **Set the tone** by promoting our values and our Code, and by responding appropriately to employee concerns
- **Model ethical behavior** by demonstrating integrity, being inclusive, treating others with respect and ensuring employees are not pressured to compromise policies or the law
- **Foster an ethical culture** where employees are encouraged to speak up, ask questions and raise concerns about behavior they believe to be inconsistent with our values and our Code, without fear of retaliation

# SEEKING GUIDANCE AND RAISING CONCERNS

We have a responsibility to seek guidance or raise concerns when we are unsure about a situation or behavior. Though it is usually best to speak directly with a supervisor, manager or any member of management, there are a number of resources and reporting avenues, including Ethics Advisors and the L3Harris Helpline, to ask questions or report a concern. Refer to the [L3Harris Resource](#) section of our Code for more information.

All reports of possible misconduct are taken seriously and followed up on as appropriate. We are all expected to cooperate fully and honestly with internal investigations. To the extent possible, the content of all investigations will be treated confidentially. Confirmed violations of our Code, policy or the law may result in disciplinary action, up to and including termination of employment.

## › WE DO NOT RETALIATE

We strictly prohibit any form of retaliation against an employee who, in good faith, reports a violation of our Code or the law or assists in the investigation of a reported concern. Employees who engage in retaliatory behavior against others may be subject to disciplinary action, up to and including termination.

## › GOVERNMENT INVESTIGATIONS AND INQUIRIES

Given the highly regulated environment in which we operate and the nature of the work we do, there may be times when a government official contacts an L3Harris employee directly as part of an inquiry or investigation. In these cases, we are expected to:

- Immediately notify Security and/or the Legal Department to assist in confirming the identity and authority of the individual as a government official
- Be cooperative and honest when responding to such inquiries
- Not present ourselves as L3Harris representatives to government authorities, or release any information on behalf of L3Harris, unless specifically authorized to do so by the Legal Department

If contacted by a third party that is not a government official, such as an attorney from another company, promptly notify the Legal Department and do not respond to any requests for information until properly approved.

## › FOR MORE INFORMATION:

[LGL-14 Engaging with Law Enforcement and Government Agencies](#)

[Procedures for Reporting and Responding to Complaints or Concerns About Accounting and Auditing and Certain Other Covered Matters](#)

**ACT** ask  
consider  
take action

VALUES-BASED ETHICS

## › MAKING VALUES-BASED DECISIONS

Our culture is driven by a commitment to our values and doing the right thing. The right thing may not always be clear, but these simple steps will help us to make decisions guided by our values.

**A**

### ASK WHAT THE ISSUES ARE

Many serious ethics issues can be avoided by taking a moment to think about the situation and any potential negative consequences before taking any action.

**C**

### CONSIDER OUR VALUES AND YOUR RESPONSIBILITIES

Good decisions are based on our values and applicable policies and laws, as well as common sense.

**T**

### TAKE ACTION

In a timely manner, ask for help, obtain more information, or report the matter to an L3Harris Resource.



# INTEGRITY

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Our decisions and actions are based on ethical, honest and accountable practices.



## WE ARE ACCOUNTABLE

We are each accountable to maintain honest, accurate, complete and timely business and financial records for our areas of responsibility. Accurate books and records are critical to ensuring all transactions are properly recorded, business decisions are based on reliable information and information provided to external stakeholders can be trusted.



This means we:

- Follow all applicable U.S. and international laws and regulations, U.S. Generally Accepted Accounting Principles, and Company policies, procedures and internal controls
- Retain business and financial records as required by Company policy on records management and the procedures for handling legal holds
- Ensure all reports (including bids and proposals) to customers and regulatory authorities are current, truthful, complete, accurate and submitted in a timely manner
- Never circumvent internal controls, including those related to the procurement of goods and services
- Never falsify documents, including financial accounts, quality reports, timesheets, expense reports or other submissions

**› FOR MORE INFORMATION:**

- [AC-01 Accounting Methods](#)
- [CTR-02 Pre-Award Activities](#)
- [GBS-02 Procurement Card](#)
- [LGL-11 Record Retention and Destruction – North America](#)
- [LGL-13 Legal Hold](#)
- [SC-01 Global Procurement & Supply Chain](#)



## WE COMPETE FAIRLY

Competition and antitrust laws are designed to promote free and open competition and to prohibit activities that restrain trade. We compete fairly and comply with applicable competition and antitrust laws wherever we do business.

As a government contractor, we must also comply with the Procurement Integrity Act which protects the integrity of the procurement process and enables fair competition among entities that compete for government contracts.

We win business based on our reputation as trusted disruptors who provide innovative, high-quality products and services and never through unethical or illegal business practices.

This means we:

- Never discuss pricing, markets, territory, production or customer information with a competitor or make any agreement that could be viewed as anti-competitive
- Never make false or misleading statements about our competitors or their products
- Appropriately gather competitive intelligence that is publicly available or has been provided to us through proper means
- Never seek to obtain or use a competitor’s confidential or proprietary information to which we are not clearly and legitimately entitled, including information possessed by new hires from their former employers
- Never obtain or use information, such as proposal prices, competitor pricing or technical data, proposal evaluations, internal government estimates, or any information marked by the U.S. government or other government entity as “source selection information” or similar

**› FOR MORE INFORMATION:**

[LGL-39 Antitrust & Competition Law Compliance](#)

## WE ARE RESPONSIBLE IN GOVERNMENT INTERACTIONS

Our commitment to doing business with integrity extends to our interactions with governments and public sector organizations where the rules for providing products, services and innovative solutions are more complex and considerably stricter than doing business with commercial customers.

This means we:

- Maintain the highest levels of procurement integrity
- Prohibit kickbacks, bribes and other illegal or unethical payments

- Provide accurate submissions of time charging and other costs
- Understand and avoid organizational conflicts of interest
- Do not hire former government employees without proper authorization
- Coordinate with Human Resources prior to discussing employment opportunities or assigning work to former government employees to avoid gaining a competitive advantage or obtaining “inside” information
- Immediately report any possible violations of the law or an overpayment on a government contract or subcontract to an [L3Harris Resource](#)

**› FOR MORE INFORMATION:**

[CTR-01 Organizational Conflicts of Interest](#)

[HR-03 Employment](#)





## WE PROMOTE TRANSPARENCY

We take a zero-tolerance approach to bribery and corruption because of the harm it ultimately does to the communities where we do business and potentially to L3Harris. We are responsible for complying with anti-corruption and anti-bribery laws, such as the U.S. Foreign Corrupt Practices Act (FCPA), as well as the anticorruption laws of any countries in which we do business. These laws prohibit offering, giving, soliciting or accepting a bribe or kickback in any form whether dealing with government officials, political parties or representatives of commercial organizations.



L3HARRIS CODE OF CONDUCT

This means we:

- Never give, offer or promise anything of value to anyone, directly or indirectly through a third party, such as a subcontractor, consultant or agent, in an attempt to gain an unfair advantage or to improperly influence a decision
- Do not make facilitation payments unless someone’s safety or welfare is at stake, or the Legal Department has approved in advance
- Consult the Legal Department before giving any business courtesies or gifts of any kind to L3Harris customers
- Ensure all payments and transactions are accurately described and properly recorded to ensure integrity and transparency in our books and records
- Do not engage in financial transactions that may be connected to criminal activity, such as false invoices, unauthorized payments to offshore banking locations, unauthorized payments to third parties outside the territory in which the third party operates or that may provide support to terrorist activity

### Q

**Who is considered a “government official”?**

---

### A

For the purposes of these laws, the definition of government official is very broad and includes elected officials, government employees at all levels, employees of government-controlled entities and state-owned enterprises or companies, as well as political parties and candidates for political office. In some countries it can be difficult to understand which companies or entities are government-owned. If you are uncertain, consult the Legal Department.

**› FOR MORE INFORMATION:**

[LGL-35 – Global Anti-Corruption](#)

### DEFINITIONS

**› BRIBE**

Anything of value, including cash, gifts, entertainment, hospitality, travel or other favors offered, given, solicited or received, to gain an improper business advantage.

**› KICKBACK**

Anything of value to reward favorable treatment on a contract or subcontract.

**› FACILITATION PAYMENT**

Also known as a **grease payment**, it is a small sum of money or a low-value gift given to non-U.S. officials to facilitate or expedite the performance of a government service to which L3Harris is entitled. Facilitating payments do not include payment of established fees for government services.

## WE EXCHANGE BUSINESS COURTESIES APPROPRIATELY

Although the exchange of business courtesies such as gifts, meals and entertainment are common in many countries and business relationships, we must be careful to avoid the appearance that they are being used to gain favorable treatment or otherwise improperly influence business decisions or actions. This is particularly important when dealing with government employees.

This means we:

- Exchange appropriate business courtesies openly and transparently to avoid the appearance of improper conduct
- Never give, offer, promise or accept anything of value without first consulting the applicable business courtesies policy and procedure and/or prior approval from the Legal Department
- Expect our third-party intermediaries and business partners that represent our interests to comply with these rules regardless of local custom



**Business courtesies are generally acceptable if they are:**

- > **Modest in value and will not create, or appear to create, a conflict of interest**
- > **Given and received openly and transparently**
- > **Infrequent and consistent with good business practices**
- > **Not solicited**
- > **Not cash, a gift card or other cash equivalent**
- > **Not offered or accepted in exchange for favorable treatment or during active negotiations**
- > **Not against the law or company policy for either party**

### › **FOR MORE INFORMATION:**

[LGL-37 Providing and Receiving Business Courtesies, Charitable Contributions, and Sponsorships](#)

[Business Courtesies Request System](#)

## WE AVOID CONFLICTS OF INTEREST

We have a duty to act in the best interests of L3Harris and avoid conflicts of interest. A personal conflict of interest can arise when a personal interest conflicts, or appears to conflict, with our judgment or the best interests of L3Harris.

An organizational conflict of interest can occur when we perform activities for a government contract that impair our ability to be objective or create an unfair competitive advantage in the future. For example, if we drafted specifications for a government contract, we might be precluded from bidding on that contract.

Actual or perceived conflicts of interest can harm our reputation for doing business with integrity, so it is best to avoid even the appearance of such a conflict.

This means we:

- Must promptly disclose any situation that may create a conflict of interest through the [Conflict of Interest Disclosure Tool](#), so that it can be properly managed or mitigated

### › **FOR MORE INFORMATION:**

[LGL-02 Conflicts of Interest \(personal\)](#)

[LGL-02.1 COI Situational Examples](#)

[Conflict of Interest Disclosure Tool](#)

## WE FOLLOW THE RULES FOR ENGAGING IN POLITICAL ACTIVITIES

Political contributions and lobbying are highly regulated activities and violations of these laws and regulations can lead to significant penalties.

This means we:

- Must use care to ensure we comply with these regulations everywhere we do business
- Do not contribute L3Harris funds or the use of its assets or facilities for the benefit of

political parties or candidates without advance approval by the Legal Department

- Do not make a payment to anyone to influence or attempt to influence government officials, or their staffs, in the awarding or modification of a U.S. government contract
- Coordinate any engagement with officials regarding public policy or legislation through the Government Relations Department to ensure such lobbying activities are lawful, properly approved, aligned with corporate priorities and fully disclosed as required

### › FOR MORE INFORMATION:

[GR-01 Political Advocacy](#)

Q

**I am very active in local politics outside of work. Are there any rules I should be following?**

A

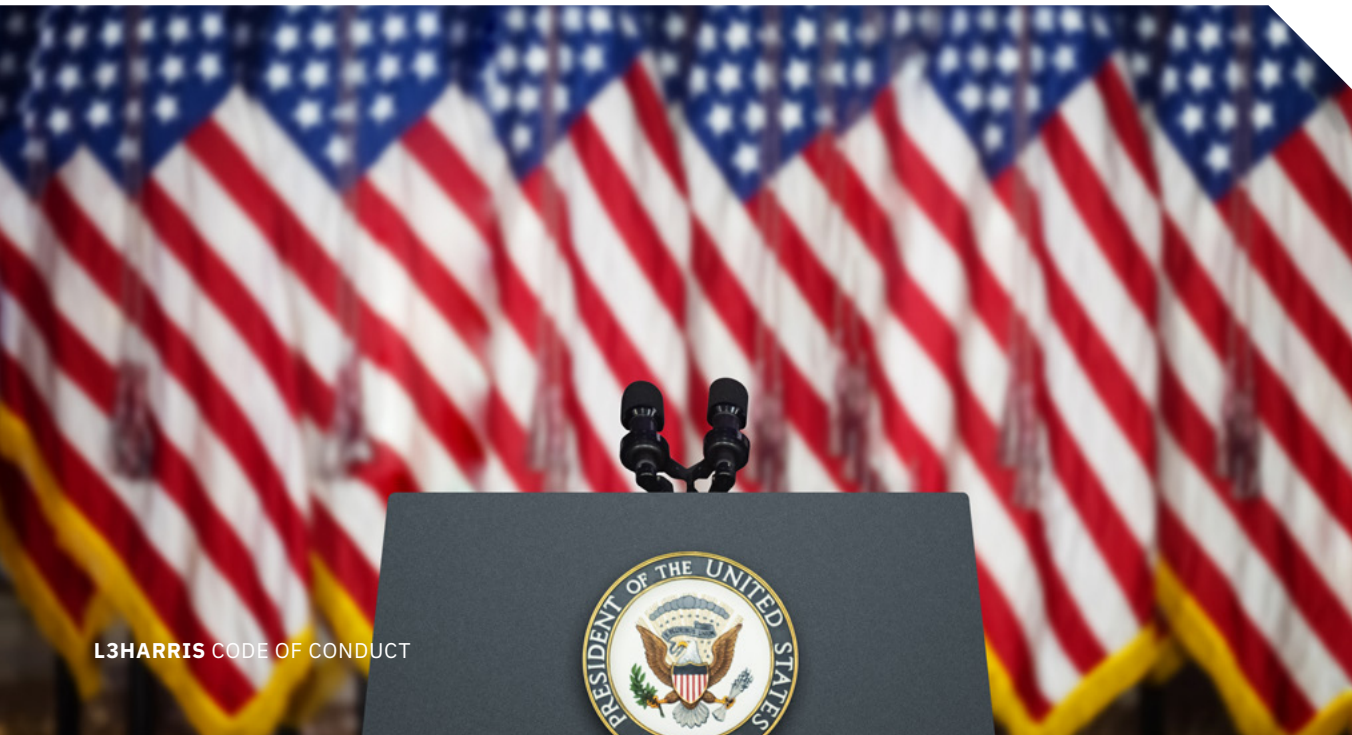
If you choose to personally participate in political activities, you must:

- Do it on your own time, with your own funds and be clear that you are acting as an individual and do not represent L3Harris
- Not use company resources, including time, property, equipment or personnel for these activities
- Respect that everyone has a right to their own views and never pressure coworkers to support a particular candidate or party

### DEFINITIONS

#### › LOBBYING

Involves communications with covered executive branch officials, legislators, regulators or their staff in an effort to influence legislative or certain other administrative actions.





## WE DO NOT TRADE ON INSIDE INFORMATION

During the course of our work, we may have access to material information about L3Harris, its businesses or a company that L3Harris does, or may do, business with that is not yet known to the public. Trading in securities based on material nonpublic or inside information — or informing others so that they may do so — is called insider trading. Insider trading is illegal.

Q

What is considered material inside information?

A

Material inside information is information that is not yet known to the public and would be considered important to a reasonable investor when considering an investment decision. Examples of material inside information include:

- Acquisition or divestiture discussions
- Changes in management structure or changes at the executive level
- Awards or cancellations of major contracts
- Development of new products, services or processes
- Financial information, such as corporate earnings

This means we:

- Cannot use this information for personal gain
- Cannot buy or sell L3Harris securities or securities of any other company when we have material inside information about that company
- Cannot provide inside information or a “tip” to a family member, friend or any other person for the purposes of trading
- Must avoid even the appearance of violating these rules

» **FOR MORE INFORMATION:**

[LGL-23 Material Non-Public Information and Insider Trading](#)

## WE WORK WITH PARTNERS WHO SHARE OUR COMMITMENT TO ETHICAL BUSINESS PRACTICES

We are committed to conducting business with integrity and we expect our suppliers and anyone working on behalf of L3Harris to share our commitment.

This means we:

- Conduct appropriate due diligence to ensure our business partners share our commitment



to ethical business practices and are not involved in illegal activities such as bribery, fraud, terrorist financing, money laundering or human trafficking

- Require suppliers, and their related subcontractors, to comply with our Supplier Code of Conduct

» **FOR MORE INFORMATION:**

[Supplier Code of Conduct](#)

A dark, monochromatic photograph of a man in a cap and work vest standing in a factory. The background is filled with industrial machinery, including large gears. A white network diagram with nodes and connecting lines is overlaid on the right side of the image.

# EXCELLENCE

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We perform at the highest levels through flawless execution, customer focus and constant innovation.



## WE PRODUCE QUALITY PRODUCTS

We are committed to fostering a Culture of Quality that permeates every aspect of our business. Our dedication to customer satisfaction is unwavering, and we understand that quality is more than just producing parts; it's about performing our jobs with integrity, excellence and respect. Personal warranty is integral to our ethos, as we stand behind the work we do, ensuring it aligns with our Quality policy. Our commitment to producing quality products is foundational to our success. We deliver products and services that meet or exceed our customers' expectations, which is crucial for nurturing long-term relationships.

This means we:

- Strive to do each job right the first time
- Embrace Front Loading (Early Product Management) to anticipate and address potential issues before they arise
- Empower our employees with Stop Work

Authority, reinforcing the idea that anyone can halt operations without fear of reprisal if they believe a situation threatens safety of personnel or quality of our products

- Comply with all environmental, health and safety regulations, Company policies and procedures, contract specifications, design requirements, inspections and test procedures
- Only use materials and processes conforming to the quality levels specified in each contract
- Do not use substitute materials or processes unless they have been approved in writing and in advance by the customer's authorized representative
- Ensure our employees have the proper skills to perform the work requested of them
- Ensure our quality reflects the highest standards and best practices in the industry
- Commit to continuous improvement by leveraging our e3 methodology

### ➤ **FOR MORE INFORMATION:**

[QA-01 Quality Management](#)

L3Harris recognizes that Quality matters to the mission. We are dedicated to meeting all requirements and mission-critical needs through continuous improvement.



## WE SAFEGUARD ASSETS AND INFORMATION

We each have a duty to protect the assets of L3Harris and those provided to us by our customers and business partners from loss, damage, fraud, theft or misuse. This includes physical and financial assets such as equipment, products, supplies, facilities and funds, as well as confidential and proprietary information.



Confidential and proprietary information includes our intellectual property (copyrights, patents, trade secrets), financial data, business plans, proposals, customer, vendor, and employee data, drawings, inventions, fabrication processes, research, software, technical specifications, test results and other information and materials not publicly available.

On occasion, the governments we work with give us access to classified information that requires special handling and a continuing obligation to protect it. There are many laws and regulations that relate to the protection of classified information, which are complex and vary by country and government agency. If we handle classified information, we must be familiar with these laws and regulations and closely follow the security guidelines detailed in our contracts or by the relevant government agency or country.

This means we:

- Treat Company assets with care, protecting them from loss, waste, damage or misuse
- Use and manage property provided by a government customer or other third party according to the terms of our agreement or contract
- Know and follow the law and security guidelines for handling government classified information
- Properly mark, handle and securely store all confidential information and use it only for authorized business purposes
- Do not disclose proprietary information without proper authorization, clearance or business “need to know” during or after our employment with L3Harris
- Respect the confidentiality and intellectual



property rights of third parties who trust us with their information

- Utilize appropriate and approved data access controls and secure transmission methods when sending proprietary information
- Do not send to personal email or copy proprietary information to internet-accessible sites, including cloud-based systems and services, unless appropriate file protections and company agreements are in place
- Report any potential loss or compromise of assets or confidential information to an [L3Harris Resource](#)

### » FOR MORE INFORMATION:

[LGL-05 Personal Information Privacy](#)

[LGL-10 Intellectual Property](#)

[LGL-34 Proprietary Information](#)

[IT-02.19 Incident Response](#)

[IT-02.21 Lost or Stolen Computing Assets](#)

[IT-02.48 Data Categorization](#)

[SEC-01 Security and Information Asset Protection](#)

[SEC-03 Counterintelligence](#)

## WE USE TECHNOLOGY RESPONSIBLY

We live in a world of rapidly changing technology that enables us to move fast, forward. However, these technologies also bring about new challenges. We are committed to the responsible and ethical use of evolving technology, including Artificial Intelligence, and to meeting the challenge of protecting the information systems that are critical to our business activities.

This means we:

- Shall consider the ethical principles — responsible, equitable, traceable, reliable and governable, when developing or using Artificial Intelligence products, software or technology
- Take appropriate security measures to protect our information systems and prevent loss or misuse of data due to unauthorized access
- Understand and strictly follow all procedures and usage requirements when working at a government facility or when having authorized access to a government information system
- Immediately report the loss or improper use of, or access to, company information systems, including mobile devices, phones, laptops, key cards, user IDs and passwords to an [L3Harris Resource](#)

# Q

What are some examples of security measures we should take to protect our information systems?

# A

We can each take steps to protect our information systems by:

- Never sharing passwords with others
- Installing only authorized hardware and software
- Physically securing computers and other devices used to access or store Company information
- Avoiding public Wi-Fi and inappropriate internet sites
- Being alert for phishing scams or other potential cyberattacks

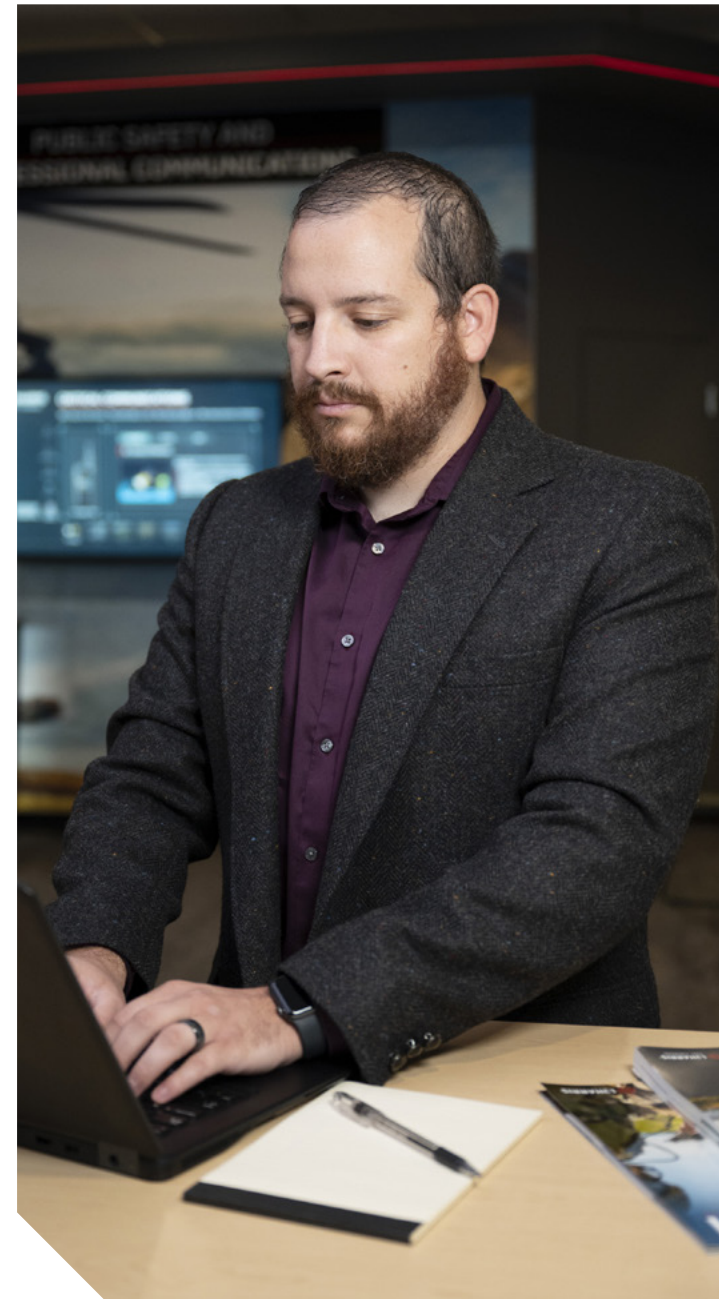
### ► FOR MORE INFORMATION:

[LGL-54 Responsible Development and Use of Artificial Intelligence Technologies](#)

[SEC-01 Security and Information Asset Protection](#)

[SEC-03 Counterintelligence](#)

[SEC-04 Insider Threat](#)





## WE COMPLY WITH GLOBAL TRADE REQUIREMENTS

We deliver our products, services, solutions and technologies to countries throughout the world. As a result, we must comply with U.S. and international trade laws that govern these activities in the countries where we do business.

This means we:

- Adhere to all export and import laws that regulate the transfer of certain military or commercial products, information, technology, and defense services, including all licensing and customs requirements
- Cannot directly or indirectly conduct business with U.S.-sanctioned persons, entities or countries, including providing military

products or services to countries under an arms embargo by the U.S. Government

- Cannot participate in a foreign boycott not supported by the United States

### ► FOR MORE INFORMATION:

[GTC-01 Global Trade Compliance](#)

[GTC-01.03 Preventing, Detecting, Investigating and Reporting Export Control Violations](#)

[GTC-01.11 ITAR Part 130 Requirements for Reporting Fees, Commissions and Political Contributions](#)

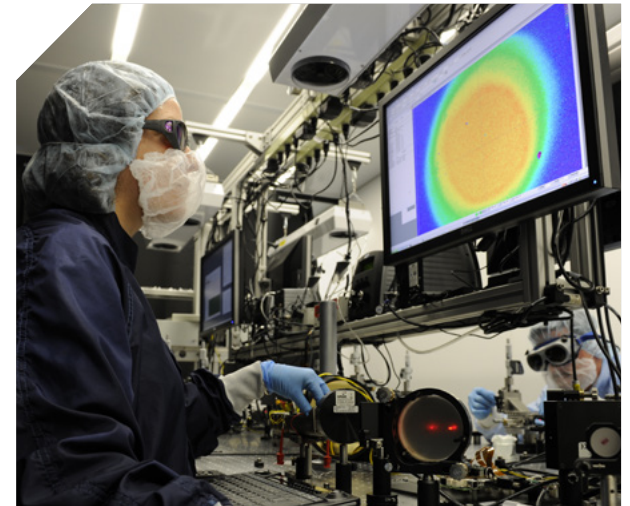
[GTC-01.29 Trade Compliance Jurisdiction/Classification Procedures](#)

[GTC-01.33 Country-Based Restrictions](#)

[GTC-01.34 Restricted Party Screening](#)

[GTC-01.35 Strategic Licensing](#)

[GTC.01.37 Anti-Boycott](#)



### *Did you know...*

#### **TRADE COMPLIANCE IS EVERYONE'S RESPONSIBILITY**

Any L3Harris product, service or technology that is created in one country and then sent across that country's borders can be considered an export. Exports may also be intangible. For example, within the U.S., the transfer of export-controlled information via email or a face-to-face conversation with a non-U.S. person is considered an export. These laws are complex and carry serious penalties for violations, so it is important that we seek guidance from the L3Harris Global Trade Compliance or Legal Department if we have any questions.





## WE COMMUNICATE WITH CARE

We communicate with each other internally and with those outside the company in a variety of ways, including print, email, voicemail, instant messages, text messages and social media posts. Regardless of our method, we must always take care to ensure our communications are honest, factual, professional and respectful. Keep in mind, any message could become public and have a positive or negative impact on ourselves or L3Harris.

As a publicly traded company, we are subject to regulations that govern the disclosure of information to the public. To ensure a consistent message, protect our reputation and maintain integrity with our external stakeholders, only those authorized to do so may speak on behalf of L3Harris. This includes communications with the financial community, investors, government officials and agencies, the media and the public. All requests for information about L3Harris from outside the company must be referred to the Communications Department to ensure an appropriate response.

We recognize that many people use social media as a way of expressing their personal thoughts and opinions. Our social media engagement must always be consistent with our values and our obligations to our Company and its employees, customers, suppliers and other business partners.

This means we:

- Must be responsible, exercising care and good judgment
- Be clear that the opinions expressed are our own and not those of L3Harris
- Never post material that could be viewed as obscene, threatening or abusive or otherwise violate our Code of Conduct

- Never disclose confidential or proprietary information belonging to L3Harris, our customers or other third-party business partners

### › FOR MORE INFORMATION:

[COM-01 External Communications](#)





# RESPECT

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We tackle every challenge with a sustainable, community-minded and inclusive approach.

## WE MAINTAIN A SAFE AND HEALTHY WORKPLACE

We are committed to providing a safe and healthy workplace where we are able to do the innovative, mission-critical work expected of us.

This means we:

- Know and comply with all applicable health, safety and environmental regulations and Company policies and procedures that apply to our jobs
- Complete all required safety and compliance training and understand any potential hazards and related control measures before starting a task
- Stop work if we feel a job cannot be done safely or harm to the environment has been identified
- Report any injury, illness, near misses or other safety incidents immediately

- Never possess, sell, use or work under the influence of alcohol, cannabis, other illegal drugs, or unauthorized controlled substances on company time, property or at company-sponsored events
- Remember some prescription medications may also affect safe work performance
- Maintain a workplace free of violence, threats of violence, sabotage of property and weapons
- Look out for each other and speak up if we have questions or see potentially unsafe conditions or behaviors that could pose a risk to the health, safety or security of our people or our workplace

### › FOR MORE INFORMATION:

[EHS-01 Management System and Commitment](#)

[EHS-02 EHS Compliance Obligations](#)

[EHS-06 Health and Safety](#)

[HR-20 Alcohol and Substance Abuse](#)

[SEC-04 Insider Threat](#)

**Q** Is it ever okay to consume alcohol on company property or when conducting company business?

**A** We prohibit the consumption of alcohol on company premises or when conducting company business, except when consumed in moderate amounts during approved business events or activities. In any case, we are all held accountable to behave responsibly and ensure that our performance and judgment are not impaired by alcohol when conducting company business.

**Q** I overheard two coworkers having a heated argument. Afterward, one of them slammed their locker door and stormed out of the room making comments about getting even. When I brought this to someone else's attention, they told me to ignore it, stating that this person just has a temper and was blowing off steam. I don't want to get anyone in trouble, but I am worried about the team's safety. What should I do?

**A** Hopefully the situation will not escalate, but we have to look out for each other and cannot ignore any threat of violence. You should immediately report your concern to your manager, Human Resources or Security so that the situation can be properly addressed.





## WE PROMOTE INCLUSION

We appreciate that every individual brings a unique background and perspective, as well as a unique set of skills and abilities. We believe that leveraging our diversity creates innovative solutions and enhances our delivery of world-class products and service. We strive to promote a culture of inclusion, free from discrimination, where everyone has a voice, feels valued and can perform effectively to achieve their full potential.

This means we:

- Value the differences that make us unique
- Are inclusive and support others to ensure everyone feels they belong
- Provide all current and prospective employees equal opportunity when making employment decisions of any kind



- Never discriminate on the basis of race, color, religion, national origin, gender (including pregnancy, childbirth, breastfeeding or related medical conditions), age, disability, genetic disorder, predisposition or carrier status, marital or partnership status, veteran status, sexual orientation, gender identity or expression or any other protected status
- Provide reasonable accommodations to qualified employees and applicants as required by law

## WE DO NOT TOLERATE HARASSMENT

We are all expected to promote a culture of trust and respect and condemn any behavior that could be viewed as harassment.

This means we:

- Treat each other with respect
- Will not tolerate harassment in any form that targets an individual's race, gender, sexual orientation, religion, disability, age or other protected personal characteristics
- Prohibit harassment beyond the workplace, to any work-related setting, such as business trips, meetings and related social events, and on electronic media, including blogs, texting, instant messaging and social media

### DEFINITIONS

#### › HARASSMENT

Harassment is contrary to our values and creates an offensive or otherwise harmful work environment. Some examples include, but are not limited to:

- Bullying, threats or intimidation
- Sexual remarks or gestures, questions or conversations about sexual activities or requests for sexual favors
- Unwelcome or inappropriate touching
- Making slurs, inappropriate jokes, negative remarks or stereotyping someone
- Targeting or singling someone out for ridicule, exclusion or other harmful treatment
- Displaying or sharing material that is offensive to others

#### › FOR MORE INFORMATION:

[HR-01 Respect in the Workplace: Equal Employment Opportunity, Anti-Harassment and Non-Retaliation](#)

- [HR-01.1 New York Equal Employment Opportunity, Anti-Harassment, and Non-Retaliation](#)

- [HR-01.2 Respect in the Workplace - Australia, Canada, New Zealand and United Kingdom](#)

[Employee Resource Groups \(ERGs\)](#)

## WE PROTECT PRIVATE INFORMATION

We respect the privacy of others and are committed to protecting the personal information placed in our trust by employees, customers, business partners and others by complying with the applicable privacy and data protection laws in the countries where we do business.

This means we:

- Only allow employees who are authorized, and have a work-related reason, to access personally identifiable information (“PII”)
- Collect, hold, use or share only the PII we need for legitimate business reasons
- Take appropriate measures to safeguard PII from loss, misuse or unauthorized access while it is in our custody
- Use special care when transferring PII to an authorized third party and use nondisclosure agreements, contract clauses or similar measures to safeguard information
- Retain and store records in accordance with legal requirements
- Immediately report any known or suspected data breaches to an [L3Harris Resource](#)

### › **FOR MORE INFORMATION:**

[LGL-05 Personal Information Privacy](#)



## WE ARE ACTIVE IN OUR COMMUNITIES

We are community-minded. We believe in making a positive impact by giving back to the communities where we live and work. We do this by partnering with charitable organizations whose missions align with our business strategy and reflect our values. We encourage employees to be active in the community through Company-sponsored volunteer projects.

In addition to Company-sponsored activities, employees may choose to be active in their communities in ways that are meaningful to them.

If we choose to personally participate in charitable activities, we must:

- Do it on our own time, with our own funds
- Be clear that we are acting as individuals and do not represent the Company
- Not use Company resources, including funds, time, property, equipment, or personnel for these personal activities
- Not pressure or attempt to influence other employees to support any cause, or to make a personal contribution

### › **FOR MORE INFORMATION:**

[COM-03 Community](#)

## WE RESPECT THE ENVIRONMENT

We are dedicated to protecting the environment and advancing environmental sustainability for future generations.

This means we:

- Are committed to operating in a manner that complies with all applicable environmental laws and regulations
- Identify and implement natural resource conservation initiatives that focus on reducing energy use, greenhouse gas emissions, water use and solid waste generation
- Evaluate and implement opportunities to increase the amount of electricity sourced by renewable energy

### » FOR MORE INFORMATION:

[EHS-05 Environmental Compliance](#)

[EHS-07 Environmental Sustainability](#)

[Annual Sustainability Report](#)



## WE SUPPORT HUMAN RIGHTS

We are committed to protecting internationally recognized human rights and treating people with dignity, fairness and respect.

This means we:

- Promote and comply with all human rights laws and standards in all of our locations
- Provide safe and healthy working conditions
- Maintain a workplace that is free from unlawful discrimination and harassment
- Prohibit child labor, forced labor and human trafficking
- Do not engage in misleading or fraudulent recruiting and employment practices
- Recognize the right to freedom of association and collective bargaining
- Comply with all applicable wage and hour laws
- Expect our business partners to share our commitment to supporting human rights as outlined in our Supplier Code of Conduct

### » FOR MORE INFORMATION:

[LGL-03 Preventing Human Trafficking](#)

[Global Human Rights Policy](#)

[Preventing Human Trafficking – Transparency in Supply Chains](#)

[Supplier Code of Conduct](#)

# Q

I am really interested in environmental issues. How can I make a difference at work?

# A

We can each make a difference by complying with all applicable laws and regulations, meeting permit requirements, reporting spills and releases, conserving natural resources, minimizing waste and disposing of it properly, recycling, using energy efficiently and participating in a local Green Team to help drive sustainable initiatives.



## L3HARRIS RESOURCES

The following L3Harris Resources are always available for seeking guidance or raising concerns:

### Supervisor or other member of management


### Subject matter experts

- [Anti-Corruption](#)                      - [Cybersecurity](#)
- [Environmental, Health & Safety](#)
- [Finance/Internal Audit](#)
- [Global Trade Compliance](#)
- [Government Compliance](#)
- [Government Relations](#)
- [Human Resources](#)                      - [Legal/Contracts](#)
- [Security/Insider Threat](#)              - [Quality](#)
- [Supply Chain Management](#)
- [Travel and Expense](#)

### Ethics

- [Ethics Advisor](#)
- [Ethics & Compliance staff member](#)
- L3Harris Helpline

 Website: [www.L3HarrisHelpline.com](http://www.L3HarrisHelpline.com)

 Phone: 1-877-532-6339



Scan QR code to file a report, request assistance, or disclose a conflict of interest.

The L3Harris Helpline is hosted by a third-party provider, is available 24/7 in multiple languages and can be used to raise concerns in a confidential and anonymous manner, where allowed by law.

For concerns about accounting, internal controls, auditing, financial controls or disclosure of possible violations of securities laws, we may also communicate with the Audit Committee of the Board of Directors by mail at the following:

**L3Harris Technologies, Inc. Corporate Headquarters**  
**Attention: Audit Committee c/o**  
 General Counsel & Corporate Secretary  
 1025 West NASA Boulevard  
 Melbourne, Florida 32919

## CORPORATE POLICY LIBRARY

L3Harris maintains a central library and effective process for managing corporate policies. Segments, Sectors and Divisions policies serve only as a supplement to corporate policies and cannot conflict with or be less restrictive. The Corporate Policy Library can be found [here](#).

## ADMINISTRATION

Our Chief Ethics and Compliance Officer is responsible for administration of our Code of Conduct and the Ethics and Compliance program, with oversight by our General Counsel and the Audit Committee of our Board of Directors (the “Board”). Our Code of Conduct may be modified from time to time as necessary to respond to changing laws, regulations and Company policies.

Our Code is not considered an express or implied employment contract or a guarantee of employment for any specific time period.

### ➤ WAIVERS OF OUR CODE:

In rare situations, the Company may waive the application of our Code. Such waivers require the prior written approval of the General Counsel. Waivers involving Executive Officers or Board Members require the prior written approval of the Board of Directors. L3Harris will promptly disclose to our shareholders any such waivers as required by law.

