

Raytheon Technologies' Approach to Human Rights

At Raytheon Technologies we have a responsibility to use our resources and talent to help build a better, more sustainable world where human rights are protected and respected. This commitment is delineated in our [Code of Conduct](#) and embedded in our culture and our values of Trust, Respect, Accountability, Collaboration and Innovation. It is a core operating principle for all our people and our businesses globally.

We respect our people and strive to promote a positive work environment where we can all contribute our diverse talents and ideas and feel empowered to give our best effort. We adhere to best practices and the strictest applicable [health and safety](#) standards to ensure healthy and safe working conditions now and in the future. Raytheon Technologies condemns and prohibits human trafficking as well as forced and child labor. We respect the rights of employees to form, join or not join labor unions and engage in collective bargaining. We provide competitive compensation, expressly prohibit discrimination based on characteristics protected by applicable law and promote equal opportunities for advancement.

We extend our commitment to human rights to our business partners; we work only with partners who share our high standards and values. Raytheon Technologies promotes responsible sourcing through its contractual terms and conditions and the [Raytheon Technologies Supplier Code of Conduct](#). The company's vigilance on human rights, responsible sourcing and safe employment conditions is also reflected in the [Raytheon Technologies Conflict Minerals Policy Statement](#).

We are committed to high standards of ethical and business conduct as it relates to how Raytheon Technologies develops, markets and sells its products and services. We have a comprehensive [anticorruption](#) program to fight corruption and promote fair global markets. We have robust systems and procedures to ensure compliance with U.S. and non-U.S. export and import control requirements.

Raytheon Technologies plays an important role in support of the national security interests of the United States and its allies. We recognize sales of our defense products carry potential risks associated with the misuse or failure of these products. We consider our role and these risks, and we comply with all applicable U.S. and international laws and regulations relating to the manufacture, sale, export and use of our products and services, including the U.S. government review of our defense exports. This review ensures the exports support U.S. national security and foreign policy objectives and includes an assessment of whether the exports contribute to the risk of human rights abuses. We engage with U.S. government customers and policymakers on human rights risks, particularly as U.S. government policy undergoes changes to place greater emphasis on human rights considerations in the review and approval of international arms transfers.

We continue to look for opportunities to evolve and enhance the company's policies and practices in this important area. In 2021, Raytheon Technologies established a Human Rights Council (HRC) consisting of high-level company officials from each of the company's four businesses and its relevant corporate functions. The HRC continuously assesses and works to improve Raytheon Technologies processes, policies and tools that address human rights risks.

The [Committee on Governance and Public Policy](#) of our Board of Directors provides oversight of the company's approach to human rights. The committee is regularly briefed by senior management on Raytheon Technologies initiatives and policy considerations in this area.

