DISCLAIMER
This Code is in no way intended to conflict with or modify the terms and conditions of any existing contract. In the event of a conflict, Suppliers must first comply with all applicable laws and regulations, then the contract terms, followed by this Code of Conduct (“Code”).

DEFINITION
For the purposes of this Code, “Supplier” is defined as any third party that directly or indirectly sells, or seeks to sell, any kind of goods or services to Harris or on Harris’ behalf, including suppliers, contractors, subcontractors, distributors, dealers, sales/marketing representatives, intermediaries, agents, partners, consultants, resellers, systems integrators, or similar entities.

REPORTING CONCERNS
Any Supplier who feels pressured to violate the law or this Code by a Harris employee or other party in connection with Harris business should immediately contact the Harris AdviceLine. The AdviceLine provides Harris phone and web services to accept reports of potential misconduct confidentially or anonymously where permissible by law. All reports are taken seriously and handled by the Ethics & Business Conduct Office to ensure appropriate corrective actions are being taken.
DEAR VALUED SUPPLIER:

At Harris, our values are the cornerstone of our business and we are committed to the highest ethical standards. In all business environments and situations, our values provide us with foundational guidance in how we engage with all of our stakeholders – Suppliers included.

We understand the importance of having Suppliers who are aligned with our values in support of our mission. Our future success is dependent on how we conduct our business and how our Suppliers conduct themselves in the performance of Harris business. This Code reinforces our key expectations of you, our Supplier.

Each of you serve an important role in the global markets where Harris does business. During the course of daily business, if you are unsure as to what actions you should take, I encourage you to seek guidance from a Harris resource or the Harris AdviceLine.

Harris deeply values its reputation as a trusted partner. To maintain this reputation with our customers, we depend on our suppliers to hold themselves accountable to the same ethical and compliance standards we hold ourselves. I know I can count on you.

Sincerely,

William M. (Bill) Brown
Chairman, President and Chief Executive Officer

VALUES

In support of the Harris mission of being a best-in-class global provider of mission-critical products, systems, and services to both government and commercial customers, Harris expects Suppliers to align its operations with the following Harris values:

- **INTEGRITY**
  In our words and actions

- **EXCELLENCE**
  In everything we do

- **CUSTOMERS**
  Exceeding expectations

- **RESULTS**
  Focused on driving business growth, shareholder returns, and rewarding performance

- **INNOVATION**
  Demonstrating initiative and creative thinking

- **INCLUSION**
  Embracing diverse ideas and talent

COMPLIANCE WITH THE LAW

Suppliers are to comply with all applicable laws of the United States (U.S.) and the countries in which you do business, by maintaining the highest ethical standards and adhering to this Code.

As a U.S. company, Harris must comply with U.S. laws that apply to our business activities outside the U.S., these laws may extend to our Suppliers. Any Supplier that violates these laws may be subject to fines and even imprisonment in the U.S., whether or not the improper conduct occurred in the U.S. and regardless of the nationality of those involved.

Additionally, conflicts may arise between local law and this Code. In such situations, even if an activity is legal, if it violates this Code, such activity will not be tolerated and may be grounds for contract termination. Suppliers with questions involving this Code should contact a Harris resource or the Harris AdviceLine.
ETHICS
Suppliers are expected to:

- Promote an organizational culture that encourages ethical conduct and compliance with applicable laws, your company values, code of conduct, and policies
- Provide an avenue(s) for employees to raise ethical and legal concerns without the fear of retaliation
- Take the necessary actions to prevent, detect, and appropriately resolve concerns, including retaliatory behaviors

ANTI-CORRUPTION
Suppliers must comply with the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act and the anti-corruption laws and/or directives that govern operations in the countries in which you do business (collectively referred to as the “Anti-Corruption Laws”). The Anti-Corruption Laws apply to Harris and its Suppliers by nature of Harris’ operations in the U.S., the U.K., and the countries where Harris does business.

Business Courtesies
Suppliers are prohibited from offering or making any improper payments of money or anything of value (including kickbacks, favors, cash, gifts, gratuities, entertainment, or business courtesies) to Harris employees, government officials, political parties, candidates for public office, or other persons that could be considered to improperly influence business decisions.

Political Contributions and Charitable Donations
Suppliers are not authorized to make any type of political contributions or charitable donations on behalf of Harris.

EMPLOYMENT PRACTICES
Suppliers are to comply with all applicable employment related laws, including wage and working hour laws.

Substance Abuse-Free
Suppliers are to maintain a workplace free from the illegal use, possession, sale, or distribution of controlled substances.

Non-Harassment / Non-Discrimination
Suppliers are expected to ensure that your employees are afforded a workplace that is free from physical, psychological, and verbal harassment, or other abusive conduct.

Suppliers shall not discriminate based on race, color, religion, age, national origin, ancestry, ethnicity, gender, gender identity, sexual orientation, marital status, military/veteran status, mental or physical disability, genetic information, citizenship status, political affiliation or membership in any other group protected by federal, state, or local law.

Human Trafficking
Suppliers must adhere to the regulations prohibiting human trafficking and comply with all applicable local laws in the countries in which you operate.

This includes:

- Preventing your employees from engaging in any human trafficking-related activities such as procuring commercial sex acts, using child labor, and using forced labor
  
  Child labor: Refers to any person under the minimum legal age for employment where the work is performed

- Avoid misleading or fraudulent recruiting and employment practices (e.g. charging recruiting fees, denying access to an employee’s identity or immigration documents, failing to disclose key terms and conditions of employment, and failing to provide return transportation)

- Educating your employees on prohibited trafficking activities, disciplining employees found to have violated the law, and notifying a Harris Resource of any violations

ACCURATE RECORDS

In some countries, including the U.S., it is a violation of law if a company fails to maintain accurate books and records. Therefore, it is required that Suppliers fully and accurately record all business transactions and maintain those records per applicable retention guidelines. This is particularly important with regards to financial and operational reporting, business related transactions including timecard and expenses, and quality, safety, and procurement records.
TRADE COMPLIANCE

Suppliers must adhere to all import/export laws that regulate the transfer of certain military or commercial products, information/technical data, technology, and defense services, including compliance with all licensing, customs, end use and classification requirements.

Anti-Boycotts
Suppliers must not participate in, cooperate with, or further the cause of any unsanctioned foreign economic boycott in accordance with the 1977 Export Administration Act and the 1976 Tax Reform Act.

Conflict Minerals
Harris is fully committed to responsible sourcing of materials used in our products, including the avoidance of “Conflict Minerals” - Tin, Tantalum, Tungsten, and Gold (3TG) mined in the eastern provinces of the Democratic Republic of the Congo (DRC) and the adjoining countries where revenues directly or indirectly finances armed groups. Harris fully supports the Dodd-Frank Financial Reform Bill section 1502(b) requiring all US stock listed companies and their suppliers to disclose the chain of custody usage for 3TG. We expect our suppliers whose products contain 3TG to conduct due diligence on the source and chain of custody.

CONFIDENTIAL INFORMATION

Suppliers are to safeguard (secure through physical and electronic controls, and avoid misuse or disclosure) Harris or other third party confidential, proprietary, and personally identifiable information, even after the business relationship with Harris concludes. Suppliers shall only use confidential, proprietary, and personally identifiable information for the business purpose for which it was intended, unless Harris provides written authorization otherwise.

Intellectual Property (IP)
Suppliers are to comply with U.S. laws governing intellectual property rights, including the protection of patents, copyrights, and trademarks. Suppliers are not permitted to use the Harris logo on business cards, websites, or other Supplier printed materials without advanced, written approval from Harris.

Insider Trading
Suppliers may not utilize material, non-public information relating to Harris or other companies for whom Harris has business relations (customers, other suppliers, or business partners) as the basis for trading or enabling others to trade in Harris securities.

CONFLICTS OF INTEREST

Suppliers must disclose to a Harris resource or the Harris AdviceLine any actual or potential conflicts of interest. This would typically include, but is not limited to, your employee working directly with a Harris employee where a personal relationship exists (family member, romantic partner, or friendship) or marketing Harris products as well as similar products of a Harris competitor.

FAIR COMPETITION

Suppliers must comply with anti-competition and antitrust laws and are prohibited from fixing prices, colluding or rigging bids with competitors, allocating customers or markets with competitors, or exchanging any pricing information with Harris competitors.

ENVIRONMENT, HEALTH, AND SAFETY

Suppliers are expected to:

- Conduct your business, including the provision of products to Harris, in compliance with all applicable national and international environmental, health, and safety regulations
- Protect the health, safety and welfare of employees and visitors affected by operations
- Minimize environmental impacts including the use of materials and packaging that are environmentally considerate and reusable/recyclable

QUALITY

Suppliers shall maintain a quality assurance system acceptable to Harris and are to ensure your work products meet Harris quality standards.

Counterfeit Parts
Suppliers are to maintain processes to detect counterfeit parts and materials, provide notification to Harris when warranted, and exclude them from delivered product.

IMPORTANT

Ethical Sales Practices – We should always speak truthfully about Harris and our products and services, and should not misrepresent their features or condition. We should also never make false statements about competitors.

Click here for related POLICIES & INFORMATION