

# RTX Human Rights Policy

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## Statement on human rights

At RTX, respecting and protecting human rights are fundamental to how our people and businesses operate globally. Our core values of trust, respect, accountability, collaboration and innovation drive the company's aerospace and defense business activities around the world.

We are committed to preventing and mitigating adverse human rights impacts associated with our businesses. Our commercial businesses connect people across the world. Our advanced defense products enable the United States and its allies to defend themselves, deter international conflicts and promote global security. Consistent with internationally recognized human rights standards, we engage governments to ensure we conduct business around the world in compliance with U.S. and applicable non-U.S. laws and regulations. This policy sets forth the principles we expect our business and employees, as well as our customers, suppliers and other partners, to uphold.

RTX plays an important role in support of the national security interests of the United States and its allies. We recognize that the human rights issues associated with our defense products and services are a dynamic and complex subject. As a result, we monitor and evaluate our impact on human rights through due diligence and other measures and take actions designed to mitigate any adverse impacts. Further, we strive to continuously improve the effectiveness of our human rights efforts. This includes increasing awareness of our human rights principles, providing employees with training and resources to uphold them and promoting greater accountability among employees and business partners for adherence to them.

## Protecting our people

RTX's [Code of Conduct](#) is grounded in our core values and guides how we conduct business. Our Code, which was reviewed and approved by the RTX Board of Directors, is available in 19 languages and sets the expectation that all employees must always act with integrity and comply with company policies, laws, and regulations. In addition, all employees are required to complete ethics and compliance awareness training on an annual basis. Our Code of Conduct and ethics and compliance training buttress the following expectations to support and uphold human rights:

**Valuing diversity, equity and inclusiveness:** We actively seek and respect alternative opinions, as diverse talents and perspectives are at the heart of our culture and promote innovation. Teamwork, speaking up and feedback are encouraged to fuel a collaborative and inclusive work community. For more information about our commitments and achievements in this area, see the Diversity, Equity & Inclusion section of our [ESG](#) web page.

**Establishing workplace respect:** We provide equal employment opportunities and treat employees fairly, regardless of ancestry, race, color, religion, nationality, ethnicity, sex, sexual orientation, gender identity or expression, genetic information, age, disability, military or veteran status, medical condition, marital status, citizenship or other protected characteristic. Reasonable accommodations are provided to those with specified requirements, as needed. Under no circumstances do we tolerate any form of harassment, abuse, intimidation or retaliation in the workplace. Reports of noncompliant conduct are investigated and, when misconduct is verified, appropriate disciplinary measures, up to and including employment termination, are taken. We expect that all employees will help each other develop and reach their full potential.

**Respecting freedom of association:** We respect employees' rights to organize, engage in collective bargaining or join any lawful organizations, such as labor unions, of their own choosing. Where applicable, we aim to negotiate constructively and reach positive agreements.

**Ensuring safe, healthy working conditions:** We manage day-to-day activities in our facilities, wherever located, to meet or exceed the most stringent applicable environmental, health and safety standards. We provide safe working environments for our employees and visitors, while also honoring our environmental responsibilities to the communities in which we operate. We ensure that our employees are appropriately compensated.

**Protecting employee privacy:** We safeguard our employees' right to data privacy in accordance with our [Binding Corporate Rules](#) and all applicable data privacy laws and regulations and do not disclose personal information without a legitimate business need. We have a robust network of privacy professionals available to answer any questions concerning RTX's protection of personal information and take appropriate action to resolve any privacy concerns that may arise.

**Prohibiting and condemning the use of child or forced labor:** We condemn and prohibit child labor, forced labor, bonded labor and human trafficking across our operations. We also provide our employees with resources to help recognize and mitigate the risk of these labor practices in our operations.

### Human rights impact of our supply chain

We acknowledge that our supply chain has the potential to adversely affect human rights. Our [Supplier Code of Conduct](#) outlines the standards to which we hold our suppliers and third-party providers. These standards are an extension of the expectations set forth in our Code of Conduct regarding nondiscriminatory and inclusive environments, safe and healthy working conditions, fair wages and hours, and the prevention of all forms of child labor, forced labor and human trafficking. We require our suppliers to establish independent codes of conduct that support their commitments to human rights across their operations and to provide their employees with the appropriate training and resources to meet those commitments. Our suppliers also are required to comply with laws and regulations prohibiting human trafficking, as outlined in our [Modern Slavery Statement](#) and further delineated in our Supplier Code of Conduct, including compliance with the California Transparency in Supply Chains Act of 2010.

We perform broad initial screenings of our suppliers and conduct additional assessments to ensure ongoing compliance with regulations. We also consider potential reputational risks associated with supplier relationships we undertake, recognizing our right to deny or terminate contracts with those who pose human rights risks that cannot be adequately mitigated. We will continue to look for opportunities to enhance the due diligence underlying our supplier relationships.

RTX also has a robust conflict minerals compliance program that requires suppliers to report to us the country of origin of materials used in the components and parts they provide us, as described in our [Conflict Minerals Policy Statement](#). We assess the information provided by our suppliers and will take corrective actions when noncompliance with conflict minerals rules is detected, which includes possible termination of the supplier relationship in cases where the matter is not satisfactorily resolved.

## Human rights impact of our product sales

We recognize that certain RTX products and services sales carry potential risks associated with their misuse, and that we have a responsibility to identify and mitigate these risks where feasible. Central to this responsibility is our strong commitment to compliance with all U.S. and applicable non-U.S. laws and regulations governing exports, imports, antiboycott, economic sanctions and embargoes, which is implemented through our Global Trade compliance program. This program implements controls, processes, and required trainings within each business unit to ensure compliance with the laws and regulations that help protect human rights.

We also operate a due diligence program focused on identifying and mitigating human rights risks associated with potential product sales. Using the program's standards, each business unit embeds controls in its operations to screen potential sales involving certain types of products in countries identified as presenting a higher risk of human rights violations from product misuse. In addition, the RTX Human Rights Council is responsible for assisting the businesses in their assessment of specific sales opportunities that may present heightened human rights risks.

## Governance

The RTX Human Rights Council is responsible for establishing and overseeing a common framework to identify, assess, and address human rights risks associated with the company's operations and products. With representation from leaders in Governance, Global Ethics & Compliance, Global Legal Affairs, Global Government Relations, Global Trade, Investor Relations, Supply Chain Operations and each of the company's three business units, the Council considers all potential human rights implications across the enterprise. It has established sales due diligence and other

standards for implementation by each individual business unit. The Council engages with external stakeholders who inquire about emerging human rights topics. It also provides updates on the operation of the human rights due diligence program, global regulatory developments on human rights and other relevant human rights information to senior leadership team members, including our Chief Executive Officer, General Counsel, Chief Financial Officer and Chief Human Resources Officer. The Committee on Governance and Public Policy of the RTX Board of Directors is responsible for oversight of company compliance with applicable laws and our policies and objectives related to human rights and has approved this policy.

## Reporting concerns

RTX promotes behaviors that build trust, respect and accountability. When employees, contractors or partners observe or suspect something that may conflict with our values, including human rights concerns, we strongly encourage them to speak up and report it. All allegations of misconduct are thoroughly investigated, and if verified, immediate remedial actions are taken. Our Code of Conduct and policies reinforce our long-standing commitment to a safe reporting environment that is free of fear, bullying, and other negative consequences. We prohibit retaliation against anyone who, in good faith, reports or participates in the investigation of actual or suspected misconduct. Anyone engaging in retaliatory behavior is subject to disciplinary or other remedial actions, including the termination of employment or business relationship. To ask a question or report a concern, anonymously or confidentially, visit our [Ethics and Compliance](#) web page.