



L3Harris

Subsidiaries: Aerojet Rocketdyne

Locations: Florida (HQ)

Industries: Capital Goods

RISK LEVEL:



High Risk

DESCRIPTION:

L3Harris has not publicly terminated business relationships based on views or beliefs. By complying with Human Rights Campaign's controversial demands, L3Harris increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. L3Harris forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company does not provide its employees with protections against viewpoint discrimination. L3Harris signed a letter supporting the Equality Act and is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. L3Harris pledged \$100k to BLM and related causes and is a copper sponsor of Out & Equal. For these reasons, L3Harris receives a High Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

L3Harris received a score of 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, L3Harris has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk

L3Harris's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). L3Harris donates to various community-based organizations and prioritizes STEM education programs and supporting military families (3). The company does not discriminate against religious organizations in its charitable giving (4).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. High Risk

L3Harris's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its

employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). L3Harris does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

L3Harris's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. L3Harris signed an open letter in support of the Equality Act (3). Former CEO William M. Brown signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (4). Aerojet Rocketdyne's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (5). L3Harris celebrates pride through its social media and participates in unconscious bias training for all of its employees (6)(7).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

L3Harris's HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). L3Harris pledged \$100,000 to the Black Lives Matter movement and related causes (3)(4). L3Harris is a copper sponsor of Out & Equal (5).

Uses corporate political contributions for ideological, non-business purposes. High Risk

L3Harris's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. L3Harris has not used its PAC donations for ideological purposes (3)(4).

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