

TEXTRON HUMAN RIGHTS STATEMENT

At Textron, we are committed to being a responsible corporate citizen and respecting fundamental human rights throughout our global operations. Our commitment to human rights is grounded in our values of **INTEGRITY, RESPECT, TRUST** and **PURSUIT OF EXCELLENCE** in all relationships with **CUSTOMERS, EMPLOYEES, BUSINESS PARTNERS, SUPPLIERS, SHAREHOLDERS**, the **COMMUNITY** and the **ENVIRONMENT**. These values are set forth in the [Textron Business Conduct Guidelines](#), the cornerstone of our strong Ethics and Compliance Program which has guided our employees for over 30 years.

Non-Discrimination and Harassment

Textron is dedicated to maintaining a workplace free of discrimination and harassment and where all employees are treated with dignity and respect. We are committed to providing equal opportunity in employment regardless of race, color, religion, national and ethnic origin, sex (including pregnancy), sexual orientation, gender identity and expression, age, marital status, handicap, disability, genetic information, status as a veteran, military service or obligation and other characteristics protected by local, state or federal law.

Work Environment and Compensation

Textron is committed to promoting an inclusive work environment which encourages employees to be creative and innovative and where everyone is respected and is given opportunities to grow professionally and contribute fully. We seek to provide our employees with compensation and benefits that recognize and reward performance. We are committed to fair employment practices and to following applicable employment laws wherever we have operations, including laws regarding collective bargaining, immigration, and wages and hours.

Forced Labor, Child Labor and Human Trafficking

Textron does not tolerate the use of child labor or obtaining labor or services through coercion, physical threats or restraints, withholding of passports, the use of false or misleading recruitment practices, or other human trafficking activities.

Health and Safety

At Textron, we are committed to maintaining and enhancing the safety and well-being of our employees. We actively champion environmentally sound practices and safe behaviors. We will continuously improve our processes, require individual accountability and demonstrate leadership to strive for zero injuries.

Environment

Textron understands its responsibility for planning a sustainable future. We are focused on reducing the energy and natural resource intensity of our operations. All Textron business units set annual targets for energy efficiency, greenhouse gas emissions reduction and waste minimization.

Expectations for Suppliers

Textron is committed to the highest standards of ethical and business conduct, including as it relates to the procurement of good and services. We expect our suppliers and other business partners to conduct themselves in a manner consistent with this Statement and to comply with the obligations set out in the [**Textron Code of Conduct for Suppliers and Other Business Partners**](#).

Reporting Encouraged

We encourage our employees to report any circumstance or action that violates, or appears to violate, this Statement. Textron provides and publicizes multiple channels for employees to ask questions, raise concerns or report violations without fear of retribution, including the Textron Ethics HelpLine.

Textron Ethics HelpLine telephone numbers:

- +1 (800) 892-9871 (Toll Free in U.S. and Canada)
- +1 (401) 457-6006 (Local - Providence, RI, USA)
- [**Toll-free International Helplines \(PDF\)**](#)