

## **Raytheon Technologies**

### **Environment, Health & Safety Management System**

The EH&S Management System is the cornerstone of the Raytheon Technologies EH&S program. It is a framework that organizes the elements of the EH&S program into an efficient mechanism for compliance with EH&S laws, regulations, and company requirements, and for continual improvement. It was developed using key elements from ISO 14001, ISO 45001, and other management system standards.

The EH&S Management System provides tools for identifying and systematically managing EH&S impacts associated with the company's activities, products, and services. It establishes governance systems and defines roles and responsibilities, allowing operations to effectively plan and manage EH&S programs. Sites continually identify and assess EH&S hazards and risks and employ strategies to manage and mitigate them. Root cause analysis is conducted to ensure appropriate corrective and preventive actions are taken in response to incidents and deficiencies identified.

#### **Elements of the EH&S Management System**

1. Policy and Leadership
2. Organization
3. Planning
4. Accountability
5. Assessment, Prevention and Control
6. Education and Training
7. Communications
8. Rules and Procedures
9. Inspections and Audits
10. Incident Investigation
11. Documents and Records Management
12. Program Evaluation

#### **1. POLICY AND LEADERSHIP**

Raytheon Technologies' Corporate EH&S policy applies to all operations. The policy states that the company will not be satisfied until its workplace is safe from hazards, its employees are injury free, its products and services are safe, and its commitment to and record in protecting the natural environment are unmatched. Leadership provides support and resources to uphold the principles of the policy and assist in integrating EH&S principles into business decision-making processes. Company leaders participate in EH&S activities and visibly demonstrate their commitment by example and by their active involvement.

#### **2. ORGANIZATION**

An EH&S Committee is established at each site to coordinate the implementation of the EH&S program and ensure appropriate resources are provided. Each EH&S Committee is chaired by senior operations management and approves site policies, goals/targets, and the Annual EH&S Plan. It also reviews status on programs, initiatives, and progress to goals. The roles of management, technical EH&S staff, and employees are specifically defined as they relate to maintaining an effective system that supports the EH&S policy and programs.

#### **3. PLANNING**

Raytheon Technologies proactively maintains planning processes to plan for and manage the EH&S program. Each site develops an Annual EH&S Plan that addresses activities to support its goals/targets and the needed resources. These plans include reduction of risk, compliance with legal requirements, conformance to company standards, activities to support achieving goals, and identification of emerging issues.

#### **4. ACCOUNTABILITY**

Accountability systems are established to hold employees responsible for implementing their assigned responsibilities and performance objectives. Management is responsible for meeting its objectives, supporting the EH&S program, and driving a safety culture. Violations of EH&S rules and procedures are incorporated into the site's disciplinary program.

#### **5. ASSESSMENT, PREVENTION AND CONTROL**

Assessment, prevention and control are the foundations for EH&S risk management. Sites assess and prioritize EH&S hazards and risks and identify applicable legal and company requirements. Prevention and control strategies are defined to eliminate or minimize risks and ensure continuous compliance. Controls include engineering and administrative controls. When facility

changes are proposed, hazards and risks are evaluated to ensure they are appropriately controlled before the change takes place. EH&S is considered in the planning, modification, and design of equipment, processes, building layouts, and products.

To ensure preparation for emergency situations, sites maintain documented emergency plans that outline responsibilities, communication procedures, and coordination with external parties. Plans are tested annually and reviewed following incidents. EH&S considerations are included as part of contractor and supplier relationships. Sites ensure contractors are properly trained and monitored while onsite. Suppliers are only selected if they demonstrate the ability to deliver safe, environmentally responsible, and legally compliant services.

## **6. EDUCATION AND TRAINING**

Operations assess the EH&S training needs of employees. Training is required to ensure employees have the appropriate skills to perform their jobs in a safe, environmentally responsible, and legally compliant manner. EH&S training covers recognition and assessment of hazards/risks, prevention and control practices, applicable legal and company requirements, and job-specific risks. Training is an integral element of each employee's job and may be required initially, as a periodic refresher, or when a job change occurs.

## **7. COMMUNICATIONS**

Communication plans and strategies are developed at each site to ensure effective communication of EH&S requirements, hazards/risks, goals, results of any incidents or investigations, best practice sharing, and other EH&S initiatives or concerns. EH&S issues are communicated externally where appropriate, following business unit and company protocols. Sites seek to actively engage employees in the EH&S program and encourage involvement in designing and maintaining programs and initiatives.

## **8. RULES AND PROCEDURES**

Both the company and businesses units issue EH&S policies and requirements that sites need to comply with. The company establishes EH&S Cardinal Rules that, if violated, have the potential to cause fatal or serious injuries. In addition, sites establish other policies, rules and procedures that address site-specific hazards, risks, and legal requirements. Policies and procedures are reviewed with affected employees and enforced by leadership.

## **9. INSPECTIONS AND AUDITS**

EH&S inspections and audits evaluate the physical conditions, acts or omissions of people, and effectiveness of internal controls in relation to EH&S hazards, risks, applicable requirements, and the EH&S Management System. Sites administer these programs by identifying the scope of required inspections/audits, inspector/auditor qualifications, and audit tools and protocols. The results of inspections and audits are reviewed, tracked and reported to management. Root causes of findings are analyzed, and corrective/preventive actions are applied according to the level of severity. Corporate EH&S manages a compliance assurance audit program to ensure implementation of the EH&S Management System, company policies and regulatory compliance.

## **10. INCIDENT INVESTIGATION**

Employees and supervisors are required to report EH&S incidents so that such incidents may be reviewed and investigated appropriately. Serious incidents require a formal review process with leadership. The root causes of incidents are determined, and corrective/preventive actions are applied accordingly.

## **11. DOCUMENTS AND RECORDS MANAGEMENT**

EH&S documents and records are controlled and managed by the company's record management program, and in certain instances business-level program. The programs ensure proper document classification/markings, distribution, version control, storage (in the case of sensitive materials), and retention periods. Sites implement controls to conform with these program requirements.

## **12. PROGRAM EVALUATION**

Each site performs an annual self-assessment to measure the implementation and effectiveness of its EH&S program. Company and business unit checklists and templates are used. The evaluation assesses compliance with legal requirements, agency permits, company EH&S policies, and the EH&S Management System. Senior management reviews the results and ensures any deficiencies are addressed in corrective/preventive action plans or the Annual EH&S Plan and tracked to closure.