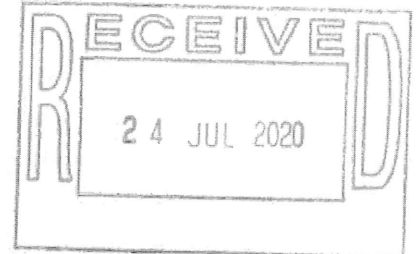


15/07/20

~~Dr Helen Watchirs~~ *Karen Toohy*
Human Rights and Discrimination Commissioner
GPO Box 158
Canberra ACT 2601



Dear Dr Watchirs

Raytheon Australia Report – Report under Exemption Order issued 30 August 2011, and under further Exemption Orders issued 1 December 2011, 8 June 2012 and 15 July 2017 (N1 2017-363) and under further Exemption Order No N1 2017 issued 2 July 2020 and commencing on 15 July 2020

Pursuant to the above referenced Orders ("Orders"), Raytheon Australia Pty Ltd ("Raytheon") provides this report concerning its implementation of, and compliance with, the Orders. This report covers the period 1 January to 30 June 2020.

Raytheon is required to provide similar reports to other state discrimination boards where exemption orders are in place.

Raytheon policy and practice is committed to providing equal employment opportunities to existing and potential employees and conducting Company activities in a non discriminatory manner. Raytheon also has successful employment arrangements in place for employees with a disability.

Raytheon continues to communicate directly with potential and existing employees on any adverse effects associated with complying with the ITAR and explanations to potential employees on how to apply for citizenship. Our careers web page on our external corporate website provides detailed information to potential candidates on the ITAR, its potential impact on roles involving ITAR controlled material, as well as providing a link to Australian immigration information on permanent work rights.

Recruitment, Transfer, Re-deployment, Retrenchment Data

Raytheon reports the following which occurred during the period 1 January to 3 June 2020, in respect of Raytheon recruitment in ACT.

Detail	Number
Total Vacancies	9
Applications ¹	105
Applications that did not declare nationality and could not be progressed ²	0
Dual National Applications: ³	

¹ A candidate may apply for more than one position and therefore may be counted multiple times.

² The number of candidates that did not provide details of nationality as part of the application process.

³ A Dual National for the purposes of this report is an Australian citizen not born in Australia

- For non-ITAR positions	0
- For ITAR positions	52
Dual National applications screened out:	
- For non ITAR reasons ⁴	41
- For ITAR reasons	0
Dual National applicants for ITAR positions deemed "suitable for interview" but not ranked "most suitable" against other applicants. ⁵	10
Dual National applicants employed	1
Dual National employees transferred or redeployed due to ITAR ⁶	0
Dual National employees terminated due to ITAR	0

Employee training activities during the reporting period

Raytheon ensures Equal Employment Opportunity (EEO), Workplace Harassment and Anti-Bullying policies and associated complaints handling procedures comply with applicable laws with an emphasis on prohibiting racial discrimination, harassment and bullying.

All Raytheon Australia employees including all levels of management; receive annual mandatory education and training related to our policies, code of conduct and commitment to equal employment opportunity, workplace harassment and anti bullying. This also includes issues of discrimination to relevant State and Commonwealth anti-discrimination legislation. This mandatory training is tracked across the year for individual completion.

For the reporting period at the time of this report; 84 new employees commenced with Raytheon Australia across various locations. 70 have completed their training with the remaining employees in progress. Training needs to be completed within the first 3 months of employment and then will appear annually.

If you require any further information about the matters raised in this report, please contact the undersigned.

Yours sincerely



⁴ Applications screened out as skills, experience, qualifications or background check deemed them unsuitable for the vacancy. Or, they provided incomplete information or failed to turn up for interview.

⁵ This includes recruitment activities not finalised and 'most suitable' application still in progress.

⁶ Transfer relates to a physical move to an alternative location or alternative section at the same location due to ITAR, but remains in the same position. Redeployed relates to a requirement for the employee to move to an alternative role due to ITAR.

15/01/21

Dr Helen Watchirs
Human Rights and Discrimination Commissioner
GPO Box 158
Canberra ACT 2601

Dear Dr Watchirs

Raytheon Australia Report – Report under Exemption Order issued 30 August 2011, and under further Exemption Orders issued 1 December 2011, 8 June 2012 and 15 July 2017 (N1 2017-363) and under further Exemption Order No N1 2017 issued 2 July 2020 and commencing on 15 July 2020

Pursuant to the above referenced Orders (“Orders”), Raytheon Australia Pty Ltd (“Raytheon”) provides this report concerning its implementation of, and compliance with, the Orders. This report covers the period 1 July to 31 December 2020.

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Raytheon continues to communicate directly with potential and existing employees on any adverse effects associated with complying with the ITAR and explanations to potential employees on how to apply for citizenship. Our careers web page on our external corporate website provides detailed information to potential candidates on the ITAR, its potential impact on roles involving ITAR controlled material, as well as providing a link to Australian immigration information on permanent work rights.

Recruitment, Transfer, Re-deployment, Retrenchment Data

Raytheon reports the following which occurred during the period 1 July to 31 December 2020, in respect of Raytheon recruitment in ACT.

Detail	Number
Total Vacancies	26
Applications ¹	728
Applications that did not declare nationality and could not be progressed ²	0
Dual National Applications: ³	

¹ A candidate may apply for more than one position and therefore may be counted multiple times.

² The number of candidates that did not provide details of nationality as part of the application process.

³ A Dual National for the purposes of this report is an Australian citizen not born in Australia

- For non-ITAR positions	0
- For ITAR positions	236
Dual National applications screened out:	
- For non ITAR reasons ⁴	223
- For ITAR reasons	0
Dual National applicants for ITAR positions deemed "suitable for interview" but not ranked "most suitable" against other applicants. ⁵	9
Dual National applicants employed	4
Dual National employees transferred or redeployed due to ITAR ⁶	0
Dual National employees terminated due to ITAR	0

Employee training activities during the reporting period

Raytheon ensures Equal Employment Opportunity (EEO), Workplace Harassment and Anti-Bullying policies and associated complaints handling procedures comply with applicable laws with an emphasis on prohibiting racial discrimination, harassment and bullying.

All Raytheon Australia employees including all levels of management; receive annual mandatory education and training related to our policies, code of conduct and commitment to equal employment opportunity, workplace harassment and anti-bullying. This also includes issues of discrimination to relevant State and Commonwealth anti-discrimination legislation. This mandatory training is tracked across the year for individual completion.

For the reporting period at the time of this report; 64 new employees commenced with Raytheon Australia across various locations. 60 have completed their training with the remaining employees in progress. Training needs to be completed within the first 3 months of employment and then will appear annually.

If you require any further information about the matters raised in this report, please contact the undersigned.

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Applications screened out as skills, experience, qualifications or background check deemed them unsuitable for the vacancy. Or, they provided incomplete information or failed to turn up for interview.

⁵ This includes recruitment activities not finalised and 'most suitable' application still in progress.

⁶ Transfer relates to a physical move to an alternative location or alternative section at the same location due to ITAR, but remains in the same position. Redeployed relates to a requirement for the employee to move to an alternative role due to ITAR.

09/07/21

Dr Helen Watchirs
Human Rights and Discrimination Commissioner
GPO Box 158
Canberra ACT 2601

Dear Dr Watchirs

Raytheon Australia Report – Report under Exemption Order issued 30 August 2011, and under further Exemption Orders issued 1 December 2011, 8 June 2012 and 15 July 2017 (N1 2017-363) and under further Exemption Order No N1 2017 issued 2 July 2020 and commencing on 15 July 2020

Pursuant to the above referenced Orders (“Orders”), Raytheon Australia Pty Ltd (“Raytheon”) provides this report concerning its implementation of, and compliance with, the Orders. This report covers the period 1 January to 30 June 2021.

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Raytheon continues to communicate directly with potential and existing employees on any adverse effects associated with complying with the ITAR and explanations to potential employees on how to apply for citizenship. Our careers web page on our external corporate website provides detailed information to potential candidates on the ITAR, its potential impact on roles involving ITAR controlled material, as well as providing a link to Australian immigration information on permanent work rights.

Recruitment, Transfer, Re-deployment, Retrenchment Data

Raytheon reports the following which occurred during the period 1 January to 30 June 2021, in respect of Raytheon recruitment in ACT.

Detail	Number
Total Vacancies	15
Applications ¹	245
Applications that did not declare nationality and could not be progressed ²	0
Dual National Applications: ³	

¹ A candidate may apply for more than one position and therefore may be counted multiple times.

² The number of candidates that did not provide details of nationality as part of the application process.

³ A Dual National for the purposes of this report is an Australian citizen not born in Australia

- For non-ITAR positions	0
- For ITAR positions	88
Dual National applications screened out:	
- For non ITAR reasons ⁴	79
- For ITAR reasons	0
Dual National applicants for ITAR positions deemed "suitable for interview" but not ranked "most suitable" against other applicants. ⁵	6
Dual National applicants employed	3
Dual National employees transferred or redeployed due to ITAR ⁶	0
Dual National employees terminated due to ITAR	0

Employee training activities during the reporting period

Raytheon ensures Equal Employment Opportunity (EEO), Workplace Harassment and Anti-Bullying policies and associated complaints handling procedures comply with applicable laws with an emphasis on prohibiting racial discrimination, harassment and bullying.

All Raytheon Australia employees including all levels of management; receive annual mandatory education and training related to our policies, code of conduct and commitment to equal employment opportunity, workplace harassment and anti-bullying. This also includes issues of discrimination to relevant State and Commonwealth anti-discrimination legislation. This mandatory training is tracked across the year for individual completion.

For the reporting period at the time of this report; 111 new employees commenced with Raytheon Australia across various locations. 99 have completed their training with the remaining employees in progress. Training needs to be completed within the first 3 months of employment and then will appear annually.

If you require any further information about the matters raised in this report, please contact the undersigned.

Yours sincerely



⁴ Applications screened out as skills, experience, qualifications or background check deemed them unsuitable for the vacancy. Or, they provided incomplete information or failed to turn up for interview.

⁵ This includes recruitment activities not finalised and 'most suitable' application still in progress.

⁶ Transfer relates to a physical move to an alternative location or alternative section at the same location due to ITAR, but remains in the same position. Redeployed relates to a requirement for the employee to move to an alternative role due to ITAR.

10/01/22

Dr Helen Watchirs
Human Rights and Discrimination Commissioner
GPO Box 158
Canberra ACT 2601

Dear Dr Watchirs

Raytheon Australia Report – Report under Exemption Order issued 30 August 2011, and under further Exemption Orders issued 1 December 2011, 8 June 2012 and 15 July 2017 (N1 2017-363) and under further Exemption Order No N1 2017 issued 2 July 2020 and commencing on 15 July 2020

Pursuant to the above referenced Orders (“Orders”), Raytheon Australia Pty Ltd (“Raytheon”) provides this report concerning its implementation of, and compliance with, the Orders. This report covers the period 1 July to 31 December 2021.

Raytheon is required to provide similar reports to other state discrimination boards where exemption orders are in place.

Raytheon policy and practice is committed to providing equal employment opportunities to existing and potential employees and conducting Company activities in a non discriminatory manner. Raytheon also has successful employment arrangements in place for employees with a disability.

Raytheon continues to communicate directly with potential and existing employees on any adverse effects associated with complying with the ITAR and explanations to potential employees on how to apply for citizenship. Our careers web page on our external corporate website provides detailed information to potential candidates on the ITAR, its potential impact on roles involving ITAR controlled material, as well as providing a link to Australian immigration information on permanent work rights.

Recruitment, Transfer, Re-deployment, Retrenchment Data

Raytheon reports the following which occurred during the period 1 July to 31 December 2021, in respect of Raytheon Australia recruitment in ACT.

Detail	Number
Total Vacancies	25
Applications ¹	254
Applications that did not declare nationality and could not be progressed ²	0
Dual National Applications: ³	

¹ A candidate may apply for more than one position and therefore may be counted multiple times.

² The number of candidates that did not provide details of nationality as part of the application process.

³ A Dual National for the purposes of this report is an Australian citizen not born in Australia

- For non-ITAR positions	0
- For ITAR positions	52
Dual National applications screened out:	
- For non ITAR reasons ⁴	42
- For ITAR reasons	0
Dual National applicants for ITAR positions deemed "suitable for interview" but not ranked "most suitable" against other applicants. ⁵	6
Dual National applicants employed	4
Dual National employees transferred or redeployed due to ITAR ⁶	0
Dual National employees terminated due to ITAR	0

Employee training activities during the reporting period

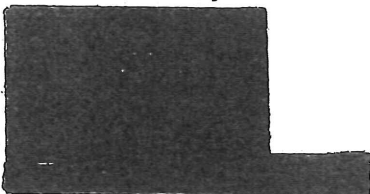
Raytheon ensures Equal Employment Opportunity (EEO), Workplace Harassment and Anti-Bullying policies and associated complaints handling procedures comply with applicable laws with an emphasis on prohibiting racial discrimination, harassment and bullying.

All Raytheon Australia employees including all levels of management; receive annual mandatory education and training related to our policies, code of conduct and commitment to equal employment opportunity, workplace harassment and anti-bullying. This also includes issues of discrimination to relevant State and Commonwealth anti-discrimination legislation. This mandatory training is tracked across the year for individual completion.

For the reporting period at the time of this report; 108 new employees commenced with Raytheon Australia across various locations. 107 have completed their training with the remaining employees in progress. Training needs to be completed within the first 3 months of employment and then will appear annually.

If you require any further information about the matters raised in this report, please contact the undersigned.

Yours sincerely



⁴ Applications screened out as skills, experience, qualifications or background check deemed them unsuitable for the vacancy. Or, they provided incomplete information or failed to turn up for interview.

⁵ This includes recruitment activities not finalised and 'most suitable' application still in progress.

⁶ Transfer relates to a physical move to an alternative location or alternative section at the same location due to ITAR, but remains in the same position. Redeployed relates to a requirement for the employee to move to an alternative role due to ITAR.

13/07/22

Dr Helen Watchirs
President & Human Rights Commissioner
Email: human.rights@act.gov.au

Dear Dr Watchirs

Raytheon Australia Report - Discrimination (Raytheon Australia Pty Limited) Exemption 2020 (No 1) issued 15 July 2020

Pursuant to the above referenced Order ("Order"), Raytheon Australia Pty Ltd ("Raytheon") provides this report concerning its implementation of, and compliance with, the Order. This report covers the period 1 January 2022 to 30 June 2022.

Raytheon is required to provide similar reports to other state discrimination boards where exemption orders are in place.

Raytheon policy and practice is committed to providing equal employment opportunities to existing and potential employees and conducting Company activities in a non discriminatory manner. Raytheon also has successful employment arrangements in place for employees with a disability.

Raytheon continues to communicate directly with potential and existing employees on any adverse effects associated with complying with the International Traffic in Arms Regulations ("ITAR") and explanations to potential employees on how to apply for citizenship. Our careers web page on our external corporate website provides detailed information to potential candidates on the ITAR, its potential impact on roles involving ITAR controlled material, as well as providing a link to Australian immigration information on permanent work rights.

Recruitment, Transfer, Re-deployment, Retrenchment Data

Raytheon reports the following which occurred during the period 1 January 2022 to 30 June 2022, in respect of Raytheon recruitment in ACT.

Detail	Number
Total Vacancies	17
Applications ¹	525
Applications that did not declare nationality and could not be progressed ²	0
Dual National Applications: ³	
- For non-ITAR positions	0
- For ITAR positions	154
Dual National applications screened out:	

¹ A candidate may apply for more than one position and therefore may be counted multiple times.

² The number of candidates that did not provide details of nationality as part of the application process.

³ A Dual National for the purposes of this report is an Australian citizen not born in Australia

- For non ITAR reasons ⁴	141
- For ITAR reasons	0
Dual National applicants for ITAR positions deemed "suitable for interview" but not ranked "most suitable" against other applicants. ⁵	5
Dual National applicants employed	8
Dual National employees transferred or redeployed due to ITAR ⁶	0
Dual National employees terminated due to ITAR	0

Employee training activities during the reporting period

Raytheon ensures Equal Employment Opportunity (EEO), Workplace Harassment and Anti-Bullying policies and associated complaints handling procedures comply with applicable laws with an emphasis on prohibiting racial discrimination, harassment and bullying.

All Raytheon Australia employees including all levels of management; receive annual mandatory education and training related to our policies, code of conduct and commitment to equal employment opportunity, workplace harassment and anti-bullying. This also includes issues of discrimination to relevant State and Commonwealth anti-discrimination legislation. This mandatory training is tracked across the year for individual completion.

For the reporting period at the time of this report; 143 new employees commenced with Raytheon Australia across various locations. 137 have completed their training with the remaining employees in progress. Training needs to be completed within the first 3 months of employment and then will appear annually.

If you require any further information about the matters raised in this report, please contact the undersigned.

Yours sincerely



⁴ Applications screened out as skills, experience, qualifications or background check deemed them unsuitable for the vacancy. Or, they provided incomplete information or failed to turn up for interview.

⁵ This includes recruitment activities not finalised and 'most suitable' application still in progress.

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