(Approved by E. Robert Lupone, EVP, General Counsel, Secretary and Chief Compliance Officer)

TEXTRON'S COMMITMENT TO HUMAN RIGHTS

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.

This Textron Human Rights Commitment (this "Commitment") represents Textron's commitment to promoting and supporting human rights in our operations and supply chain worldwide. This Commitment applies to all our employees globally, as well as our Board of Directors and any others who may represent or act on our behalf. Our Commitment is guided by and supports the international human rights principles encompassed by the United Nations Global Compact.

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, age, marital status, disability, genetic information, status as a veteran, military service or obligation, political opinion, and any other characteristic 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 fosters an environment in which everyone is respected and is given opportunities to grow professionally and contribute fully. We provide our employees with equitable 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 modern-day slavery or 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.

Privacy

Textron respects the privacy of individuals, including employees and customers. We follow globally recognized privacy principles and implement reasonable and appropriate practices in our collection, use and sharing of personal information about individuals which we do in compliance with applicable laws and regulations in the U.S. and globally.

Freedom of Association and Collective Bargaining
Textron respects the principles of freedom of association and collective bargaining, including the rights of our employees to form, join, or not join, labor unions. We are committed to bargaining in good faith and holding constructive negotiations with employees' freely chosen representatives.

Environment and Sustainability
Textron understands its responsibility for planning a sustainable future. We are focused on reducing the energy and natural resource intensity of our operations. In 2020, as part of our Achieve 2025 initiative, we established a new set of 5-year sustainability goals specific to greenhouse gas emissions, energy use, water use and waste generation. We recognize that the right to water is a fundamental human right. Where our operations have left residual impacts to soil and groundwater that we are responsible for, we are committed to providing or cooperating in remediation efforts.

Relationships with Suppliers and Business Partners
Textron is committed to the highest standards of ethical and business conduct, including as it relates to the procurement of good and services. Prior to entering into relationships with suppliers, sales and service representatives, distributors, and other intermediaries (collectively, "business partners"), we conduct due diligence assessments or other screening procedures to confirm that we can reasonably expect them to conduct business in accordance with our ethical standards. We expect our suppliers and other business partners to conduct themselves in a manner consistent with this Commitment and to comply with the obligations set out in the ***Textron Code of Conduct for Suppliers and Other Business Partners***, which includes a strict prohibition on harassment, employment discrimination, human trafficking, and child or forced labor.

Ongoing Supply Chain Management
Textron recognizes that human rights due diligence is an ongoing process, and we utilize a risk-based approach to assessing human rights risks within our operations and supply chain, focusing on areas that pose the greatest potential risk to human rights impacts. Each of our businesses has a supply chain management process tailored to the specific supply chain needs of the business's operations. This ensures that the processes, procedures and training of each business is designed to address the specific needs and risks presented by the business's unique supply chain. Textron also has an enterprise-wide Procurement Council to share best practices and processes and foster collaboration and communication.

Supply Base
Textron is committed to broadening our supply base and promoting economic inclusion when selecting suppliers and subcontractors.

Training and Policies
Textron has developed policies and training designed to promote respect for human rights. Certain Textron employees receive formal training applicable to supplier and business partner screening and monitoring on a regular basis, which includes training to address the risks of slavery and human tracking. All Textron employees complete training on the ***Textron Business Conduct Guidelines*** annually.

Conflict Minerals
Textron's ***Conflict Minerals Policy Statement*** outlines our conflict minerals compliance program, which is designed to conform to the Organization for Economic Co-operation and

Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Reporting Encouraged
We encourage reporting of any circumstance or action that violates, or appears to violate, this Commitment. 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.)
- +1 (401) 457-6006 (Local - Providence, RI, USA)
- Toll-free International Helplines (PDF)

Oversight
The Nominating and Corporate Governance Committee of Textron's Board of Directors is responsible for overseeing the Company's commitment to human rights.

Stakeholders
We acknowledge that protecting fundamental human rights is a critical challenge, requiring collaboration with and input from our stakeholders. We are committed to open engagement with our internal and external stakeholders to promote continuous improvement in achieving the aims of this Commitment.