

# CITIZEN AND NATIONALITY: ANTI-DISCRIMINATION FACTSHEET

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## SECURITY, VISA AND CITIZENSHIP REQUIREMENTS

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Much of the work undertaken by Raytheon Australia is defence related and, therefore, potential employees must be aware of applicable security and citizenship / nationality requirements and the impact that those requirements could have on your employment or your engagement and continuation as a contractor.

All positions in Raytheon Australia require the ability to obtain an Australian security clearance and the candidate having the right to work by being an Australian citizen or otherwise having an appropriate and valid work visa or Australian residency status. Applicants seeking employment in positions that require an Australian Defence security clearance must be Australian Citizens. For information on how to apply for Australian Citizenship please go to <http://www.citizenship.gov.au/applying/>.

Many positions at Raytheon Australia require that employees and contractors be authorised or eligible to access U.S International Traffic and Arms Regulation (ITAR) controlled equipment and data, and as such, special conditions apply for eligibility to work in these roles. For information on the U.S ITAR, please go to <https://www.pmdetc.state.gov>.

Given these requirements, you either have, or will be required to, disclose information such as place of birth, countries of current or past citizenship (including any dual citizenship or nationality) and residence, countries of issue for current and past passports, and potentially other information related to your nationality for security and ITAR compliance purposes. Raytheon Australia has been granted exemptions from certain legal requirements of State and Territory anti-discrimination legislation in order to comply with ITAR requirements. The current exemption orders are listed below:

**ACT Discrimination Exemption dated 14 July 2020**

**NSW Discrimination Exemption Order dated 18 August 2024**

**South Australia Discrimination Exemption Order dated 3 July 2020**

**Western Australia Discrimination Exemption Order dated 11 December 2023**

If they are not Australian Citizens or if they hold ineligible dual citizenship or nationality, some employees and contractors may be ineligible to work with certain technology or programs if they require ITAR eligibility or access authorisation. These restrictions may adversely affect your ability to join or remain on a project or, in extreme cases, continue employment with Raytheon Australia. Any application for specific authorisation for a person to access ITAR-controlled material would be made by Raytheon Australia. If new ITAR restrictions impact on existing employees with dual nationality working on programs, Raytheon Australia will endeavour to transfer you to a comparable role so you are not adversely impacted. This will be managed through your local Human Resources Representative.

## EQUAL EMPLOYMENT OPPORTUNITY AND PRIVACY

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Raytheon Australia is an Equal Opportunity Employer and is committed through comprehensive workplace policies and programs to anti-discrimination and providing equal opportunity to employees and contractors. These policies outline Raytheon Australia's commitment to equal opportunity and to providing a workplace free from all forms of behaviour that are discriminatory, intimidating or offensive. Raytheon Australia also has effective procedures for raising and handling complaints and grievances as detailed in policy Workforce Behaviour and Complaints Manual HRM-MAN06, and is available electronically on the Raytheon Management System (RMS) and in hard copy from your local Human Resources Representative.

There are Australian Federal, State and Territory laws addressing anti-discrimination and equal employment opportunity. Unlawful discrimination covers actions based race, including colour, descent, national or ethnic origin, and immigrant status. In each jurisdiction, there is a tribunal or commission that investigates complaints of breaches of these laws. You can obtain more information about the process for filing a complaint by going to:

Australian Human Rights Commission

<http://www.humanrights.gov.au>

Federal Fair Work Commission or the Fair Work Ombudsman

<http://www.fwc.gov.au/> or <https://fairwork.gov.au/>

ACT Human Rights and Discrimination Commission

<http://www.hrc.act.gov.au/>

New South Wales Anti-Discrimination Board

<http://www.antidiscrimination.justice.nsw.gov.au/>

Northern Territory Anti-Discrimination Commission

<http://www.adc.nt.gov.au/>

Queensland Anti-Discrimination Commission

<http://adcq.qld.gov.au/>

South Australian Equal Opportunity Commission

<http://www.eoc.sa.gov.au/>

Tasmania Anti-Discrimination Commissioner

<http://www.antidiscrimination.tas.gov.au/>

Victorian Equal Opportunity & Human Rights Commission

<http://www.humanrightscommission.vic.gov.au/>

Western Australia Equal Opportunity Commission

<http://www.eoc.wa.gov.au/>