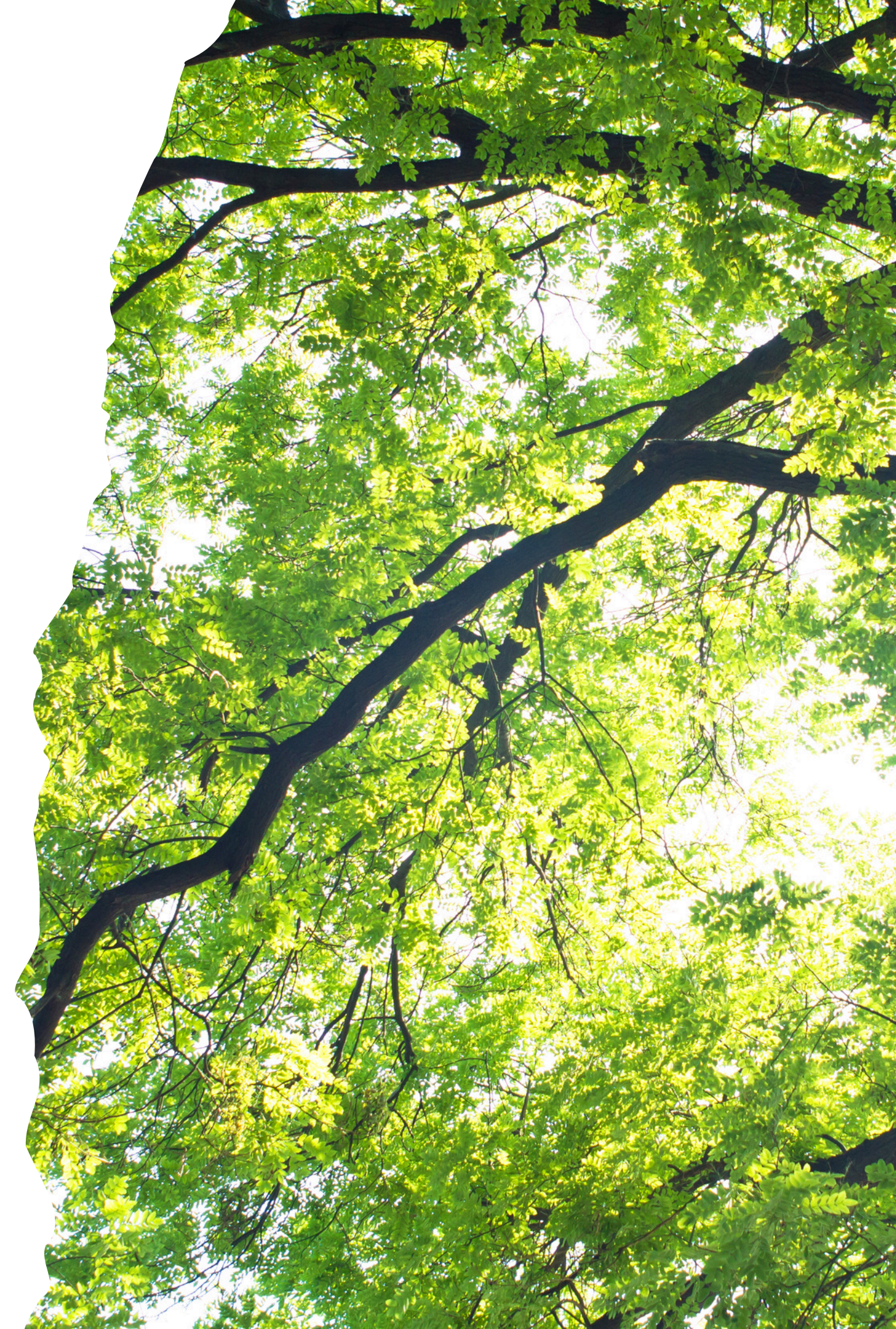




Supplier Training & Information

Supplier ESG Program





Introduction

At Ingersoll Rand, we are committed to building a responsible and resilient supply chain. Our Supplier ESG Program was created to help suppliers identify, assess and manage Environmental, Social, and Governance (ESG) risks. This training is designed to help you understand the structure of our Supplier ESG Program, what is expected from you as a supplier, and how to align with our ESG standards.

Contents



01/ Supplier ESG Program

What is a Supplier ESG Program?

A Supplier ESG Program is a system used to identify, assess, and manage environmental, social, and governance risks in the supply chain. It helps companies address ESG issues, apply corrective actions, and continuously improve supplier performance while aligning with sustainability and procurement strategies.

Ingersoll Rand's Supplier ESG Program integrates ESG risk management into our purchasing processes. We screen and assess suppliers, implement corrective actions as needed, and provide resources and training to help suppliers meet our ESG expectations and improve over time.

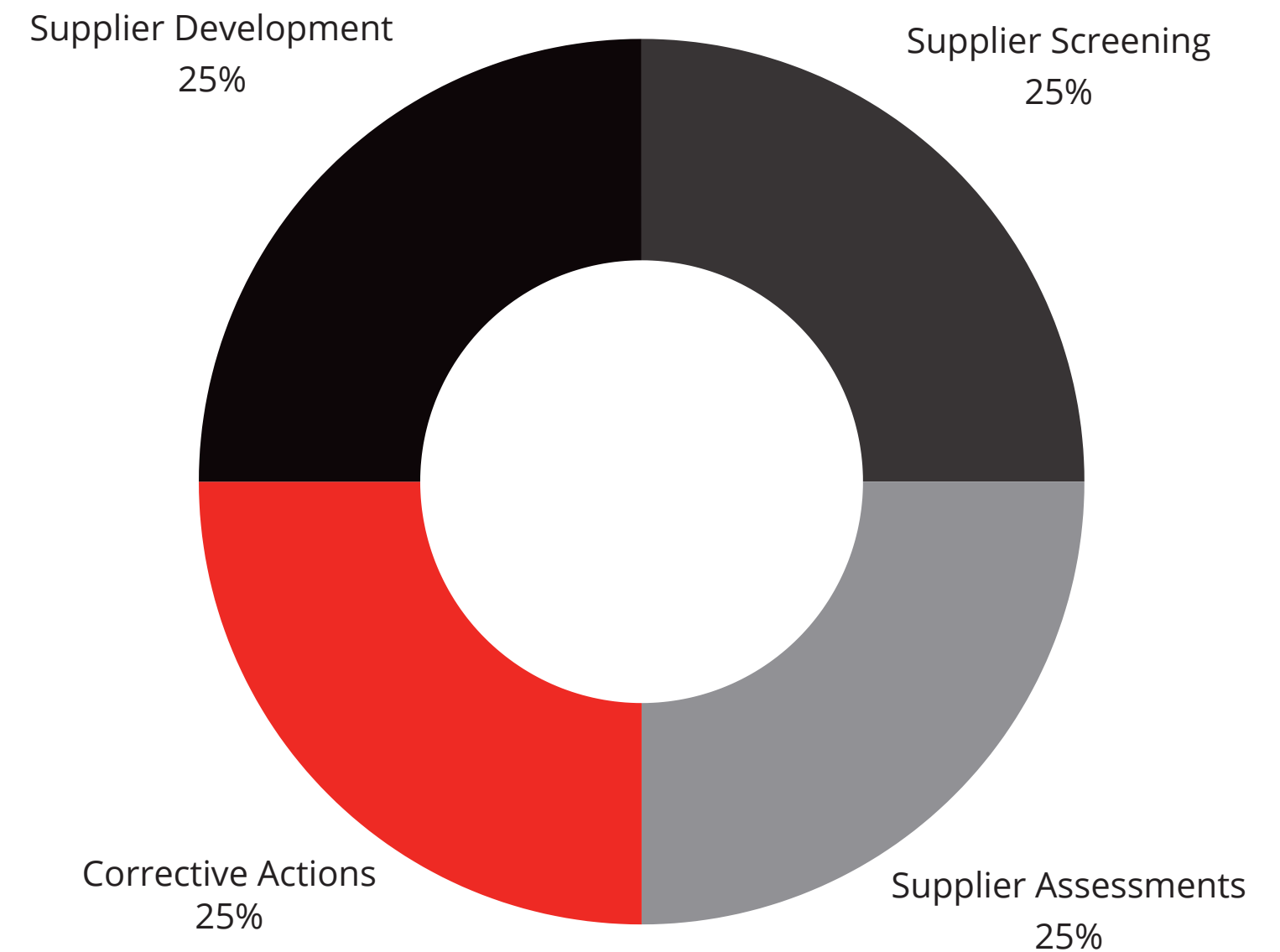


01/ Supplier ESG Program

Ingersoll Rand's Supplier ESG Program Goals:

- Ensure our suppliers comply with ESG best practices and global standards.
- Proactively screen and monitor suppliers for potential ESG risks and impacts.
- Align supplier performance to Ingersoll Rand's ESG strategy and business ethics.
- Promote continuous improvement in supplier sustainability, social responsibility, and governance.

Elements of Supplier ESG Program



A photograph of a white wind turbine on a grassy hill under a blue sky with white clouds. The image is partially cut off by a white, torn-paper-like edge on the right side.

02/ Supplier Expectations

At Ingersoll Rand, all suppliers are required to comply with our Supplier Code of Conduct, which outlines the ESG expectation for our global supply chain. These expectations go beyond legal compliance and are designed to align with their corporate values and ESG strategy. As a supplier, you play a critical role in managing risks, upholding responsible business practices, and supporting continuous improvement in ESG performance.

02/ Supplier Expectations

Compliance & Governance Expectations:

- Comply with the Supplier Code of Conduct and all relevant laws
- Apply a strong code of ethics (e.g., anti-bribery, anti-corruption, fair compensation)
- Respond promptly to ESG risk assessments and compliance data requests

Environmental & Social Expectations:

- Protect human rights (no forced labor, child labor, or discrimination)
- Reduce Environmental Impacts (cut emissions, manage waste, protect biodiversity)
- Commit to ESG improvement through training and transparent reporting



03/ ESG Best Practices

Meeting Ingersoll Rand's ESG expectations requires more than just compliance. It requires the adoption of proven best practices. Focusing on continuous improvement in environmental, social, and governance areas, suppliers can reduce risk and create long-term value.



03/ ESG Best Practices

Key Best Practices to Strengthen ESG Performance

- Set science-based targets to reduce greenhouse gas emissions and improve energy efficiency.
- Implement policies to ensure fair labor practices and safe working conditions.
- Strengthen internal controls to support anti-corruption, ethical sourcing, and compliance.
- Engage your suppliers to cascade ESG improvements across the value chain.
- Monitor, measure, and report ESG performance regularly.
- Provide complete responses to IntegrityNext assessments and other requests for compliance data.



04/ Support & Resources

These next steps will provide the information and support you need to meet Ingersoll Rand's ESG expectations and strengthen your ESG performance.

- Complete IntegrityNext self-assessments and other surveys as requested.
- Review our [**Supplier Code of Conduct**](#).
- Use our [**ESG Resource Library**](#) to access additional learning materials.
- Contact us at [**ir.suppliercommunications@irco.com**](mailto:ir.suppliercommunications@irco.com) for help with supplier assessments & corrective actions.

Lean on us to help
make life better!





Thanks