

**Policy Title:** Global Human Rights Policy

**Effective Date:** Originally drafted on May 4, 2012; Update October 1, 2013; Update July 15, 2015; Update May 18, 2018; Update March 5, 2021; Update March 29, 2022; Update May 27, 2022; Update May 25, 2023; Update May 14, 2025

### **Distribution and Accessibility**

Ingersoll Rand's statement of commitment will be publicly available through our external communication channels. This policy is available to all employees via internal communication channels and shall be stored under HR policies on the employee intranet site.

### **Scope**

This policy applies to all employees globally as well as Ingersoll Rand's business partners acting for or on behalf of the company. The policy ratifies internationally recognized Human Rights laws and declarations included in the United Nations Universal Declaration of Human Rights and fundamental principles of the International Labor Organization (ILO), and uses them as a reference point to guide our policy and approach.

### **Policy Purpose**

Ingersoll Rand believes in fundamental standards that support our commitment to our employees, our business partners, our customers, and our communities. We have therefore, adopted this Global Human Rights Policy to outline Ingersoll Rand's commitment to prevent discrimination, human trafficking, slavery, forced labor, child labor, respect for freedom of association, the right to collective bargaining, and other human rights, and the promotion of safety, health, and environment. Although many of the standards set forth in this Policy align with basic working conditions and human rights concepts advanced by international organizations such as the International Labor Organization and the United Nations, this policy represents Ingersoll Rand's own minimum standards for working conditions and human rights. While local laws or regulations may require a different interpretation or application of this Policy, Ingersoll Rand believes that the fundamental values set forth in this Policy should serve as our global minimum business standards.

### **Policy and Procedures**

#### **1.0 Non-Discrimination and Anti-Harassment**

Ingersoll Rand is an Equal Employment Opportunity Employer and is committed to non-discrimination based on race, sex, color, national origin, creed, religion, pregnancy, age, disability, military/veteran status, sexual orientation, gender identity, genetic information, marital status, or any legally protected status in alignment with convention No 111 from the International Labor Organization Declaration on Fundamental Principles and Rights at Work.

We are dedicated to fulfilling this policy as it relates to decisions regarding employment, promotion, demotion, transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation and benefits, and selections for training, including apprenticeship, as well as any other terms or conditions of employment.

Success at Ingersoll Rand is a direct reflection of our people and culture. In fact, we believe that our values-driven culture represents a substantial competitive advantage — one we must foster

and protect. We embrace and value the diverse backgrounds of all our employees and seek to create an atmosphere in which ideas can be expressed freely in an environment of mutual trust, honesty, and respect. Recruitment and hiring of employees are based on work experience, knowledge, and skills, and the company is committed to providing equal opportunities for career advancement to all employees. Bias, discrimination, or harassment based upon race, sex, color, national origin, creed, religion, pregnancy, age, disability, military/veteran status, sexual orientation, gender identity, genetic information, marital status, or any legally protected status will not be tolerated in our business practices.

Furthermore, in conjunction with the United Nations, we affirm that indigenous peoples in those countries in which we do business, are equal to all other peoples and any discrimination, bias, or harassment against such people will not be tolerated. We recognize and value that all employees contribute to the diversity and richness of the company culture.

## **2.0 Freedom of Association, Work Environment, and Compensation**

While we prefer to work directly with our employees whenever possible, Ingersoll Rand respects our employees' right to decide to join or to refrain from joining any lawful organization. The Company is committed to complying with laws pertaining to freedom of association, consultation, and collective bargaining and to promoting a work environment, that fosters communication, productivity, and employee engagement in accordance with the International Labour Organization Conventions (87 – Freedom of Association and 98 – Collective Bargaining).

Ingersoll Rand is dedicated to nurturing its employees by providing them with compensation and benefits that are not only just and balanced for the work they perform, but also considerate of the local business market dynamics. Our commitment extends to ensuring that their basic needs, as well as the needs of their dependent family members, are met. By adhering to minimum wage regulations, recognizing overtime hours, and providing legally mandated benefits, we ensure their well-being. This approach guarantees a standard of living that surpasses the poverty line, encompassing essential elements such as appropriate living conditions, ample nutrition, suitable clothing, secure housing, and the necessary care when required. At Ingersoll Rand, we believe in fostering a supportive environment that enables our employees to thrive and enjoy a fulfilling life. This may vary from country to country, reflecting the cost of participating in the everyday life of society is location dependent.

Recruiters representing Ingersoll Rand are prohibited from charging recruitment fees to employees and are required to comply with local labor laws. Employees receive at least the minimum wage required by law and are provided benefits and overtime compensation compliant with applicable laws. Except in extraordinary circumstances, our employees work no more than the limits established by law. Employees receive full details regarding their compensation and deductions for taxes, benefits, etc., as well as written contracts or work documents when required by law. Ingersoll Rand prohibits any use of misleading or fraudulent practices to recruit employees (such as failing to disclose key terms and conditions of employment). Ingersoll Rand further prohibits any attempt to retain or deny employees access to their identity or immigration documents.

### **3.0 Protecting Employee Privacy**

Ingersoll Rand is committed to ensuring that any personal data that we handle as an organization is treated responsibly and in compliance with all applicable data protection and privacy laws and will only be used to support the Company's legitimate business purposes.

### **4.0 Prohibiting Forced Labor and Child Labor**

At Ingersoll Rand, the employment relationship must be voluntary, and the terms of employment must comply with applicable laws and regulations. The Company prohibits the employment of child labor (under age 16) and forced labor including, engaging in sex trafficking, procuring commercial sex acts (even if this practice is legal in a local jurisdiction), using force, fraud, or coercion to subject a person to involuntary servitude, or obtaining labor from a person by threats of serious harm to that person or another person.

### **5.0 Promoting Safety, Health and Environment**

Ingersoll Rand is committed to providing employees with a safe and healthy work environment. Ingersoll Rand does not tolerate any form of physical or mental violence including cruel, inhuman, and degrading ill treatment or punishment. Employees have the right to personal security and the company will provide reasonable measures to provide a safe workplace.

We strive for continuous improvement in our products and processes to minimize waste and protect the environment.

### **6.0 Expectations for Our Partners**

Ingersoll Rand is committed to the highest standards of ethical and business conduct. Our relationships with our business partners, including our suppliers, vendors, consultants, and contract labor, are defined by contracts, which are based on lawful and ethical practices. We request that our business partners adopt and enforce similar standards to those outlined in this Policy.

### **7.0 Doing Business Globally**

To meet the needs of our customers globally, Ingersoll Rand transfers goods and services across many geographic borders. Our business transactions are often subject to various trade laws that regulate exports, re-exports and imports therefore, we commit to engaging in reasonable due diligence to ensure compliance with applicable international trade regulations.

## **8.0 Promoting Enforcement and Policy Coherence**

Ingersoll Rand believes that the ability to enforce a policy is as critical as the adoption of the policy. To promote the enforcement of this Policy, Ingersoll Rand will notify employees of its publication and will conduct relevant training to all employees during the annual training plan. Violations of this policy will result in disciplinary action, up to and including termination of employment. Employees who believe this Policy has been violated must report immediately the suspected violations through the Company's Ethics Hotline. The Company is committed to comply with applicable labor and employment laws wherever we operate.

No retaliatory action will be tolerated against anyone who raises concerns about possible violations of this Policy. Except where restricted by local laws, each employee is required to cooperate in any internal or external investigation of suspected wrongdoing. If Ingersoll Rand receives credible information regarding a violation of this Policy in connection with the performance of a United States Government Contract, the Company will immediately report such information to the proper government officials.

### **Due Diligence Process**

Ingersoll Rand is committed to respecting human rights, and we strive to ensure that all our operations, products, and services align with this commitment. As part of our commitment, we have developed a Human Rights Policy Due Diligence Process that outlines the steps we take to identify, prevent, and mitigate any adverse human rights impacts that may arise from our operations.

The following issues are specifically included in our Due Diligence Process:

1. **Forced Labor and Human Trafficking:** We prohibit all forms of forced labor and human trafficking in our operations and supply chains. We conduct regular risk assessments to identify any potential risks of forced labor or human trafficking and respond appropriately to mitigate them. We also require all our suppliers to comply with our strict standards on labor practices and human rights.
2. **Child Labor:** We are committed to eliminating child labor in our operations and supply chains. We strictly prohibit the employment of anyone under the age of 16 in our operations and take steps to ensure that our suppliers comply with local laws and our own policies on child labor.
3. **Freedom of Association and Right to Collective Bargaining:** We respect the right of our employees to join and form trade unions and engage in collective bargaining. We encourage open dialogue and communication between management and employees to ensure that all concerns are addressed in a fair and transparent manner.
4. **Discrimination:** We do not tolerate any form of discrimination in our operations or supply chains. We provide equal opportunities to all employees and do not discriminate based on gender, race, religion, age, sexual orientation, or any other characteristic.

Our Due Diligence Process involves the following steps:

**“Raising A Concern” or “Reporting”**

Ingersoll Rand has established its Global Ethics Hotline to provide both employees and external parties the opportunity to report any potential or suspected violations of its Code of Conduct, including but not limited to human rights violations or concerns, discrimination, harassment or bias. Ingersoll Rand provides multiple avenues to report, including a dedicated website and hotline telephone numbers in 50+ countries around the world. All reports are treated as confidential to the extent possible and the reporter is always provided the option to remain anonymous. In addition to reporting, and as outlined in the Code of Conduct, the expectation is to disclose any concerns (perceived or actual) that one may have so that Ingersoll Rand can evaluate, investigate and if possible, mitigate the situation. Once a report is submitted, the reporter is provided a “key” so that they can check progress on their case, provide additional information or pose questions. Simultaneously, a member of the Compliance Department evaluates the report and engages the appropriate function (e.g. Human Resources) to initiate a joint investigation. Upon completion of the investigation, a response is posted to the case, informing the reporter of the outcome. This formal identification and escalation process allows Ingersoll Rand to track and respond to any addressed impacts that will take part during the remediation process.

**Prevention:**

Our Compliance and Code of Conduct training courses are available during the onboarding process of new employees and annually for all employees.

**Mitigation:**

Ingersoll Rand conducts its due diligence prior to signing any partner contracts (M&As, suppliers, distributors) with clear terms and conditions that are aligned within our code of conduct. These terms and conditions include reasonable steps to avoid involvement with alleged human rights abuse since some risks might be inherited through these mergers and acquisitions. This helps mitigate any potential impacts caused through activities, linked to their operations, products and services.

**Non-Complicity**

Ingersoll Rand is committed to ensure non-complicity in the violation of any internationally recognized human right. Charges of complicity are generally raised when a company knew, or should have known, that the actions of the government or its business partners contributed to violating human rights.

**Sustainability**

Our Sustainability supplement includes significant Economic, Environmental and Social Impacts, Risks and Opportunities: At Ingersoll Rand, managing uncertainty is centered on risk recognition, management and reduction. During the assessment process, we identify actual or potential human rights as part of our standard audit process across the company. This process helps to identify trends and recognize risks, followed by developing and implementing countermeasures and it is designed to obtain the most favorable outcomes. Our Economic, Environmental and Social (ESG) processes are regularly reviewed for effectiveness and updated as needed. Of utmost importance to Ingersoll Rand, is the health and safety of our employees and contractors as well as our supply chain.

In addition, we include potential human rights impacts and preventative measures in our Risk Management process, which is prioritized and reviewed with the executive leadership team on a regular basis throughout the year.

### **Remediation and tracking:**

Our Ethics Hotline and audit processes include a structured follow-up, tracking, and adequate communication across departments to resolve any claims affecting stakeholders in the organization.

Human rights policies are embedded into our management systems and oversight bodies. Senior management, Compliance, Sustainability, and Belonging and Engagement departments use standard communication channels to regularly share documentation on risk, decision-making processes, and due diligence procedures.

### **Policy Owner**

The policy is owned by a team of Human Resources and Legal professionals who maintain accountability for all aspects of the policy. Owners include Senior Vice President of Human Resources and the Vice President of Belonging and Engagement. For questions, comments, issues or modifications to the policy, please contact Kelly Dees ([kelly\\_dees@irco.com](mailto:kelly_dees@irco.com)). The Policy Owners shall be accountable for all aspects of the policy, including publication, updates, and training on the given policy.

### **Policy Disclaimer**

The terms of this Policy may be amended, modified or terminated at any time, with or without prior notice. This version of the Policy supersedes all prior versions of the Policy. Nothing in this Policy creates a contract of employment or any contractual obligation, express or implied, to an employee or employees. Interpretations of this Policy are within the exclusive jurisdiction of the Company. The Human Rights Policy aligns with the Company's Code of Business Conduct and it may provide benefits, the same or similar, to those provided in other policies or guidelines. To the extent that occurs, the policies or guidelines will be read together so as not to provide duplication of benefits to any employee or group of employees. Other policies governing the creation and ongoing operation of our business, such as corporate law, should not constrain but enable business respect for human rights; nothing in this Policy limits or modifies the terms of applicable Collective Bargaining Agreements or limits the ability to enter into Collective Bargaining Agreements.

### **Public Reporting**

We report to the public on our human rights-related commitments, efforts and statements, consistent with this Human Rights Policy, as part of our annual Sustainability Report. This reporting cross-references the UN Guiding Principles Reporting Framework.

### **Violations of the Policy**

Violations of this policy will be subject to discipline up to and including termination.

## Policy Review

This document contains the date of initial approval of the policy as well as dates of approved substantive and editorial changes over time. Our Belonging and Engagement office performs an annual review of the policy, which allows for ongoing due diligence, as human rights risks may change over time, and the operating context might evolve.

We are committed to continuous improvement and regularly review and update our policies and procedures to ensure that they are aligned with international human rights standards and best practices.

Reviewed and approved by:

A handwritten signature in black ink that reads "Kate Keene". The signature is fluid and cursive, with the first name "Kate" and last name "Keene" clearly distinguishable.

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Kate Keene

Senior VP Human Resources