

	HUMAN RIGHTS POLICY	Effective Date: 11-June-2024
		Rev No: 00
		Date: 11-June-2024

Human Rights Policy

Purpose

Ingersoll Rand believes in fundamental standards that support our commitment to our employees, our business partners, our customers and our communities.

The Constitution of India which was adopted by the Constituent Assembly on 26th November, 1949 and came into force on 26th January, 1950 guarantees certain basic human rights to individuals in the form of fundamental rights. The six fundamental rights include the Right to Equality, the Right to Freedom, the Right against Exploitation, the Right to Freedom of Religion, Cultural and Educational Rights, and the Right to Constitutional Remedies. These fundamental rights, inter alia, draw their inspiration from the principles of the Universal Declaration on Human Rights, 1948 (UDHR).

We have, therefore, adopted this Human Rights Policy ("**Policy**") to outline our commitment to preventing discrimination, human trafficking, slavery, forced labour, child labour, respect for freedom of association, and other human rights, and the promotion of safety and health of the employees and for the protection of the environment.

Scope

This Policy applies to all employees (including full-time, salaried, hourly, contract, fixed-term, part-time and temporary employees, apprentices, interns and trainees) of Ingersoll Rand entities in India (collectively referred to throughout this Policy as "**Ingersoll Rand India**") and Ingersoll Rand India's business partners who are acting for or on behalf of the company. Along with the Constitution of India, the Policy also ratifies with internationally recognised 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 and Procedures

1.0 Non-Discrimination and Anti-Harassment

Ingersoll Rand India is an Equal Employment Opportunity Employer and is committed to non-discrimination (of all types) based on race, caste, sex, colour, national origin, creed, religion, pregnancy, age, disability, medical condition, military/veteran status, sexual orientation, gender identity, genetic information, marital status, or any legally protected status.

Success at Ingersoll Rand India 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 Ingersoll Rand India is committed to providing equal opportunities for career advancement to all employees. Bias, discrimination or harassment based upon race, caste, sex, colour, national origin, creed, religion, pregnancy, age, disability, medical condition,

	HUMAN RIGHTS POLICY	Effective Date: 11-June-2024
		Rev No: 00
		Date: 11-June-2024

military/veteran status, sexual orientation, gender identity, genetic information, marital status, or any legally protected status will not be tolerated in our business practices.

Ingersoll Rand India is committed to treating its employees with dignity and providing a work environment free from all forms of harassment, whether physical, verbal or psychological. Ingersoll Rand India has 'zero tolerance' towards and prohibits sexual harassment and/or any conduct that may foster an offensive or hostile work environment, including unwelcome or unsolicited sexual advances.

2.0 Work Environment

At Ingersoll Rand India, we believe in fostering a supportive environment that enables our employees to thrive and enjoy a fulfilling life. Recruiters representing Ingersoll Rand India are prohibited from charging recruitment fees to employees and are required to comply with local labour laws. Ingersoll Rand India does not engage in any use of misleading or fraudulent practices to recruit employees.

3.0 Protecting Employee Privacy

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

4.0 Prohibiting Forced Labour and Child Labour

At Ingersoll Rand India, the employment relationship must be voluntary. Ingersoll Rand India prohibits the employment of child labour and forced labour including engaging in sex trafficking, using force, fraud, or coercion to subject a person to involuntary servitude, or obtaining labour from a person by threats of serious harm to that person or another person.

5.0 Promoting Safety, Health and Environment

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

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

6.0 Expectations for our Partners

Ingersoll Rand India is committed to the highest standards of ethical and business conduct. Our relationships with our business partners, including our suppliers, vendors and consultants, 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.

	HUMAN RIGHTS POLICY	Effective Date: 11-June-2024
		Rev No: 00
		Date: 11-June-2024

7.0 Doing Business Globally

To meet the needs of our customers globally, Ingersoll Rand India 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 and 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 India believes that the ability to enforce a Policy is as critical as the adoption of the Policy. Violations of this Policy may result in disciplinary action, up to and including termination of employment/business engagement. Employees who believe this Policy has been violated should report the suspected violation(s) through the Ingersoll Rand Ethics Hotline. No retaliatory action will be tolerated against anyone who raises concerns about possible violations of this Policy.

Due Diligence Process

Ingersoll Rand India 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 Labour and Human Trafficking:** We prohibit all forms of forced labour and human trafficking in our operations and supply chains. We conduct regular risk assessments to identify any potential risks of forced labour or human trafficking and respond appropriately to mitigate them. We also require all our suppliers to comply with our strict standards on labour practices and human rights.
2. **Child Labour:** We are committed to eliminating child labour in our operations and supply chains. We strictly prohibit the employment of anyone under the age of 18 in our operations and take steps to ensure that our suppliers comply with local laws and our own policies on child labour. Further, Ingersoll Rand India also prohibits the engagement/employment of any adolescents (persons between the age of 14 to 18 years) in any hazardous processes, as specified under applicable law.
3. **Discussions:** 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 (without limitation) the following steps:

	HUMAN RIGHTS POLICY	Effective Date: 11-June-2024
		Rev No: 00
		Date: 11-June-2024

“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 the Ingersoll Rand Global 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. Once a report is submitted, it will be investigated in accordance with Ingersoll Rand's internal procedures.

Prevention:

Our Compliance and Diversity, Equity & Inclusion training courses are available during the onboarding process of new employees.

Mitigation

Ingersoll Rand India conducts its due diligence prior to signing any partner contracts (M&As, suppliers, distributors) with clear terms and conditions that are aligned with the Ingersoll Rand Global Code of Conduct (including, without limitation, in accordance with the Ingersoll Rand Transaction Partner Due Diligence Procedure, as in place and amended from time to time). These terms and conditions include reasonable steps to avoid involvement in 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 India is committed to ensuring non-complicity in the violation of any internationally recognised 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 and Risk Management

Our Environmental, Social and Governance (ESG) processes are regularly reviewed for effectiveness and updated as needed. Of utmost importance to Ingersoll Rand India is the health and safety of its employees and contractors as well as its supply chain.

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

	HUMAN RIGHTS POLICY	Effective Date: 11-June-2024
		Rev No: 00
		Date: 11-June-2024

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 organisation.

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

Policy status and effective date

This Policy is effective from the date of issue, and the terms of this Policy may be amended, modified or terminated by Ingersoll Rand India at any time, with or without prior notice. This version of the Policy supersedes all prior versions of the Policy. This Policy is non-contractual, and nothing in this Policy creates a contract of employment between Ingersoll Rand India (or any other Ingersoll Rand group company) and any individual, nor creates any contractual obligations, express or implied, for Ingersoll Rand India (or any other Ingersoll Rand group company). Interpretations of this Policy are within the exclusive jurisdiction of Ingersoll Rand India.

Date of issue: 11-June-2024

Approved By:

Sumithra Chandrasekar (Regional HR Director – MEIA)