

Policy Title: Global Human Rights Policy

Effective Date: Originally drafted on 5/4/12, Update October 1, 2013, Update July 15, 2015, Update May 18, 2018, Update March 5, 2021, Update March 29, 2022, Update May 27, 2022.

Distribution and Accessibility

This policy will be publicly available through our external communication channels and be available to all employees via internal communication channels and shall be stored on the employee intranet site under HR policies.

Scope

This policy applies to all Ingersoll Rand's employees and operations globally as well as suppliers and 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), using 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, business partners, suppliers, customers, and 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, equal remuneration, and other human rights, and the promotion of safety, health and the 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 regulation 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 represent 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 on the basis of work experience, knowledge, and skills and the company is committed to provide 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 our Company's 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 provides employees with compensation and benefits that are fair and equitable for the type of work performed and the local business market where the work is performed, including minimum wages, overtime hours and legally mandated benefits which satisfies their basic needs and those of the members of their family who are directly dependent on them. This practice ensures an adequate standard of living, implying appropriate living conditions, above the poverty line of the society concerned, including necessary expenditures for adequate nutrition, clothing, housing and the necessary conditions of care when required. This may vary from country to country, reflecting that 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. Any housing provided by Ingersoll Rand will meet host country housing and safety standards, and Ingersoll Rand will provide return transportation to employees that travel for work-related purposes.

3.0 Protecting Employee Privacy

Ingersoll Rand is committed to providing privacy protection of employee data maintained by the Company. Employee data will be used for the sole purpose of supporting Company operations and providing employee benefits or other purposes allowed by law. Ingersoll Rand has safeguards

in place to ensure personal data is protected from unauthorized access and disclosure, including limiting access to such data only to those employees with a legitimate business purpose.

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 18) 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

As a global company, Ingersoll Rand transacts business cross many borders. Ingersoll Rand is committed to engaging in reasonable due diligence and screening of suppliers, customers and distributors to ensure compliance with laws that regulate international trade.

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.

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 material 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 conducts a due diligence process to identify, prevent, mitigate and account for how the company addresses impacts on human rights with respect to our own employees, global operations and our business relationships with suppliers and partners, as well as new business relations such as mergers, acquisitions and joint ventures. As part of this process we look to identify and remediate any human rights impacts to our employees, women, children, indigenous people, migrant workers, third-party employees and local communities.

Risk Identification:

We identify Human Rights risks in two different ways:

- Annual assessments conducted to review potential impacts in global operations by site and/or location. We use the same assessment process for our suppliers and joint ventures. The assessment includes specific questions designed to identify risks as well as regarding the escalation process, steps to remediate findings and prevent future risks, and any local indicators to evaluate progress and resolution of human rights risks over time.
- Ingersoll Rand maintains a Global Ethics Hotline where employees are encouraged to submit any claims of suspected violations of our Code of Conduct such as discrimination, bias, harassment, or any other human rights violations within this Policy. Employees can also ask for guidance related to policies and procedures. The information received is confidential and the employee has 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 employees might have, for evaluation and when possible, mitigation of the situation. A member of the Compliance Department then contacts the employee for an interview to collect further information and starts an investigation. If the claim shows substantiated evidence, the Compliance team works with the appropriate HR contact and/or Senior Manager, to take appropriate measures. The Compliance team generates a report indicating status of the case, which includes follow up actions to track resolution of the complaint.

These two methods of formal risk identification and escalation allow the Company to track responses and address any impacts during the remediation process.

Risk Prevention:

Our Compliance and Diversity, Equity & Inclusion annual training calendar includes the Human Rights and Human Trafficking modules for all employees. These courses are also available during the onboarding process of new employees.

A dedicated training session of Human Rights policy is available and conducted globally, outlining a call to action for policy's communication, distribution, and public display of the policy in all sites and training of local teams.

Risk Mitigation and Remediation for our Business:

As part of the annual site assessment process described above, the Company designs countermeasures to address any identified risks and tracks implementation of these countermeasures through various formalized processes.

In addition, Ingersoll Rand includes potential human rights impacts as part of its multidisciplinary Enterprise Risk Management Process. An Executive Committee (including the Chief Financial Officer) annually assesses the probability and impact of sustainability related risks, identifying, analyzing, and prioritizing actions through the development of a risk mitigation plan. This plan includes clearly defined countermeasures designed to reduce the most material risks and reporting mitigation progress through regular updates to the Executive Committee.

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

We also mitigate risks by ensuring that our Human Rights principles are embedded into our management systems, supplier agreements and oversight bodies. Senior management, Compliance, Sustainability, Supply Chain, Business Development (M&A) and DE&I departments use standard communication channels to regularly share documentation on risk identification, decision-making processes and due diligence procedures.

Risk Mitigation for our Business Partners:

Ingersoll Rand conducts appropriate due diligence prior to signing any partner contracts (acquisitions, suppliers, distributors) with clear terms and conditions that are aligned with our Code of Conduct. These terms and conditions include reasonable steps to avoid involvement with partners with alleged human rights abuses. .

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.

Policy Owner

The Policy Owners are the Senior Vice President of Human Resources, and the Global Director of Diversity, Equity and Inclusion. Questions, comments, issues and concerns should be directed to Jenny Clemente (jclemen@irco.com). The Policy Owners shall have accountability for all aspects of the policy including publication, updates and training on the given policy.

Requests for exceptions, changes or modifications to the Policy shall be directed in writing to the Policy Owners.

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 Diversity Equity & Inclusion office performs an annual review of the policy, which allows for an ongoing due diligence, as human rights risks may change overtime and the operating context might evolve.

Reviewed and approved by:



Kate Keene

Senior VP Human Resources