

Policy Title

Global Human Rights Policy

Policy Number

Effective Date:

Originally drafted on 5/4/12, Updated October 1, 2013, Updated July 15, 2015, Updated May 18, 2018

Distribution and Storage

This policy will be made available to all employees. This policy shall be stored on the employee intranet site under HR policies.

Scope

All employees, globally

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. 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 necessitate 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 Harassment

Ingersoll Rand is an Equal Employment Opportunity Employer and will not discriminate 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.

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 is a formidable 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. 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 must not be part of our business practices.

2.0 Freedom of Association, Work Environment and Compensation

Ingersoll Rand respects our employees' right to individually 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.

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. All 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 pay 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. 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 forced labor or child labor. These activities include 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. We strive for continuous improvement in our products and processes to minimize waste and protect the environment.

6.0 Expectations for Our Suppliers

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 to adopt and enforce standards similar to those in this Policy.

7.0 Doing Business Globally

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

8.0 Promoting Enforcement of the Policy

Ingersoll Rand believes that the ability to enforce a policy is as critical as the adoption of the policy. Violations of this policy could result in disciplinary action, up to and including termination of employment. To promote the enforcement of this Policy, Ingersoll Rand will inform employees of this Policy and requires employees who believe this Policy has been violated to report immediately the suspected violations through the Company's [Ethics HelpLine](#). 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.

Policy Owner

The Policy Owners are Human Resources, Vice President of Diversity and Inclusion and Director, Global Labor and Employee Relations. Questions, comments, issues should be directed to Neddy Perez, neddy.perez@irco.com and Larry Parson, Larry.Parson@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 Review

This documents the date of initial approval of a policy as well as dates of approved substantive and editorial changes over time. This Policy will be reviewed annually.

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. This Policy 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. Nothing in this Policy limits or modifies the terms of applicable Collective Bargaining Agreements or limits the ability to enter into Collective Bargaining Agreements.

Violations of the Policy

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