

Corporate Overview

At Ingersoll Rand, we are committed to good corporate citizenship and believe that advancing the quality of life requires taking an active role in addressing the social issues impacting our company and communities. We, at Ingersoll Rand are committed to innovation, building superior technology and dedication to corporate citizenship and sustainability.

While marching ahead in our journey to provide the best products, services and solutions, the company endeavors to minimize the environmental impact of its actions. The organization is proud of the progress it is making in the area of sustainability which helps support our customers in their undertaking to improve their sustainability responsibilities.

Our products help conserve energy, improve user safety, enhance economic growth, increase the yield of the global agricultural harvest, and provide a host of other benefits to society. We continue to identify ways to improve the work we do, the products we make, and to meet our commitments to our customers, our colleagues and our communities.

CSR Policy

Through our innovations and dedication to corporate citizenship and sustainability, we seek to create a positive impact on societies throughout the world. At Ingersoll Rand, we stand for the highest standards in ethical business practices and sound governance and this has helped us build trust with the society within which we operate.

Ingersoll Rand has a long and proud history of supporting the good works of philanthropic organizations in the countries where it operates. Each year, Ingersoll Rand contributes both time and financial support to the communities in which we live and work. We will continue to align our philanthropy and community outreach efforts with our core business strengths.

Vision

Our vision is to advance the quality of life through our social commitments to help build healthy, sustainable, efficient and educated communities.

Mission

Through our efforts, our mission is to create a meaningful difference in people's lives and help to create a positive impact on communities in India.

CSR Focus and Initiatives

Ingersoll Rand proposes to create a positive impact in its communities through:

- Aligning our philanthropy and community outreach efforts with our core business strengths in innovation, sustainability, energy efficiency and comfort
- Building an organization-wide culture of innovation and collaborating extensively through a public private partnership (PPP) approach to investigate new technologies, create path breaking solutions and better address the needs of our population
- Social Convergence that will entail converging multiple technologies and applications from various likeminded organizations and institutes to deliver comprehensive solutions to improve living standards of the societies where we operate
- Designing sustainable solutions that will innovatively address the housing needs of our economy while optimizing both natural and financial resources
- Collaborating with the local social organizations to reach out to the economically disadvantaged and provide them with quality healthcare
- Further and promote the cause of science education for children with a special focus on the girl child towards transforming and stimulating the thinking of economically disadvantaged children
- Work with rural communities and social enterprises to create and further new BoP (Bottom of the Pyramid) businesses and hence, contribute towards revival of rural economy
- Providing support to our government and affected communities in times of natural disaster
- Mobilizing our employees to carry forward our spirit of volunteerism by working with communities across the country helping the disadvantaged, marginalized and those in distress



Ingersoll Rand CSR Focus Areas

Education	Healthcare & Sanitation	Providing Livelihood	Sustainability	Technology Advancement & Innovation
<ul style="list-style-type: none"> - We aim to spark curiosity and address gaps in the education system, namely absence of questioning and enquiry in the classroom, lack of practical exposure to science concepts and poor teacher-student interaction - Our goal would be to provide the basic amenities and fulfill the needs of school going children to increase participation in learning and education - Encourage and support technology innovation in higher education 	<ul style="list-style-type: none"> - Our endeavor will be to provide quality healthcare & sanitation facilities to the disadvantaged and poor to help them lead a healthy life - Initiate and drive community care activities in the areas of our operation with a special focus on providing eye care and the gift of sight through our partners 	<ul style="list-style-type: none"> - Providing rural Bottom of the Pyramid based training programs on sustainable technologies towards livelihood solutions - Collaborate with government, private institutions and communities through PPP approach building of sustainable self contained communities 	<ul style="list-style-type: none"> - Building 'Sustainable Habitats' by working in the areas of Environmental Preservation (waste management, water, energy conservation and preservation of lakes) through a Public-Private Partnership (PPP) approach in communities - Support clean and affordable energy practices to rural areas and villages through entrepreneurial model of energy service delivery, especially targeting the BOP (base of pyramid) population 	<ul style="list-style-type: none"> - Identifying and working with key Academic institutions as approved by government - Providing guidance, consultancy and assistance to technology incubators for innovation of the future

Partnerships & Implementation

As part of Ingersoll Rand's Social Convergence initiative, we continue to work towards building a sustainable society around us. We believe in collaborating with and converging the resources of the government, private sector, social enterprises and the communities through Public-Private-Partnership approach to deliver solutions that will improve lives.

We have a thorough process to identify and evaluate partners who will help us initiate implementation of our projects on ground to deliver a comprehensive solution to improve the living standards of the societies where Ingersoll Rand operates. We continue to use a robust process to evaluate and bring on board like-minded stakeholders who will partner with us in achieving our CSR goals through effective

programs and implementation. We will also have an in-house CSR team at Ingersoll Rand that will closely align with the external partners to roll out identified campaigns.

CSR Activities, Targets and Monitoring

As a first step in selecting projects and implementation, Ingersoll Rand actively conducts a baseline study of needs, requirements and impact to be generated. Our research includes assessing various inputs such as location of the project, existing levels of aid in the area, population demographics, current needs, impact, and possibilities of scaling the projects among other things. Only after the completion of the study, the results are utilized to charter the next steps for planning the CSR projects in the shortlisted focus areas. These plans are then discussed and approved at the Committee meetings for setting up targets to be achieved.

Finally, the internal team will actively work with the Implementation partners on ground to roll out projects and measure impact. Stringent monitoring processes have been defined by the team that includes Monthly and Quarterly reports that are then measured against targets and impact. Each project is evaluated regularly to ensure we stay on course and recourse will always be available for correction in implementation if required.

Budgets

As defined in the Companies Bill, every year Ingersoll Rand will work with its Board of Directors and CSR Committee to define the budgetary allocations for the CSR projects. These budgets will be issued basis the profitability of the company and in line with the legal requirements. Ingersoll Rand will work towards spending the budgetary allocations on its pre-defined and approved CSR projects that are in line with the CSR focus of the organization. Ingersoll Rand intends to follow the guideline of committing to spend 2% or more of the quantum of Net Profits generated by its companies operating in India.

All spends and impact of these projects will be submitted to the Board for review and will also be uploaded on the company website to ensure transparency. As part of our CSR policy, we will also keep an allocated 5% of our CSR budgets for spend on unforeseen emergencies to be utilized in case of natural disasters for the betterment of the affected communities.

Management Commitment

Ingersoll Rand, its Management, Board of Directors and the Employees are dedicated to advancing the quality of life through its various endeavors and our CSR commitments. We pledge to come together and



make a difference in the communities where we operate through our focus on providing Education, Healthcare, Livelihood and Sustainability. To ensure we fulfill our intent of being a responsible corporate citizen, we will be actively engaged in giving to the less fortunate and participating in community relations activities in the country. Our approach to CSR would be to engage with the right Organizations engaged in advancing the core beliefs of Ingersoll Rand. We will also continuously evaluate the option to establish our own Foundation/Trust at an appropriate time to pursue our CSR commitments.