

Ingersoll Rand - Modern Slavery and Human Trafficking Statement

The following statement is published on behalf of Ingersoll-Rand plc and its consolidated subsidiaries.

Company Overview

Ingersoll-Rand plc, a public limited company incorporated in Ireland in 2009, and its consolidated subsidiaries (collectively, Ingersoll Rand) is a diversified, global company that provides products, services and solutions to enhance the quality, energy efficiency and comfort of air in homes and buildings, transport and protect food and perishables and increase industrial productivity and efficiency.

Policies & Training

The [Ingersoll Rand Code of Conduct](#), updated in 2018, prohibits human trafficking, including forced or child labor. The Code also requires employees to conduct due diligence (or support due diligence efforts) so Ingersoll Rand does not retain suppliers who engage in human trafficking.

[Ingersoll Rand's Global Human Rights Policy](#) reiterates the Company's prohibition of the use of forced or child labor and states that the employment relationship must be voluntary. This policy reaffirms Ingersoll Rand's intolerance of human trafficking and include enhanced requirements for recruiters and suppliers.

Ingersoll Rand's standard contract language for suppliers includes terms requiring suppliers to agree that neither the suppliers nor their subcontractors will use child, slave, prisoner or any other form of forced or involuntary labor. These terms also require suppliers to comply with the [Ingersoll Rand Business Partner Code of Conduct](#) and all applicable laws and regulations. The Ingersoll Rand Business Partner Code of Conduct requires suppliers to ensure they do not violate basic human rights.

Ingersoll Rand is committed to taking steps to ensure that human trafficking and forced labor is not taking place in its supply chain or business. The Company will not continue to procure goods or services from a supplier found to be engaging in forced labor or human trafficking.

Our Global Human Rights Policy is communicated to employees through our Code of Conduct training. As part of our annual compliance training, we have implemented a full training course dedicated to anti-human trafficking. Salaried employees in high-risk roles, such as Legal, Human Resources and Global Integrated Supply Chain, are assigned courses based on function and associated risks.

Reporting Concerns

The Ingersoll Rand Ethics HelpLine, which includes a reporting category for human trafficking and forced labor, is available for reporting concerns or alleged wrongdoing. Reports to the Ethics HelpLine are investigated and actions are taken to ensure compliance.

A handwritten signature in black ink, appearing to read "M. Lamach", positioned above a horizontal line.

Michael W. Lamach
Chairman and CEO