

Ingersoll Rand is committed to operating sustainably in a way that safeguards our employees and minimizes our environmental impact. Our ongoing commitment to safety and sustainability is embedded in our business practices and reflected in our belief that our long-term success will be measured by financial performance and by a continued focus on improving the life of our customers, employees, suppliers, shareholders and the communities. You can Lean On Us to make Life Better!

We are driven by an entrepreneurial spirit and an ownership mindset, inspiring us to care deeply about our neighbors and shared planet. Ingersoll Rand is committed to reporting regularly on Environmental, Social and Governance (ESG) matters through the Annual Sustainability Report and consulting stakeholders on ESG issues. To achieve a culture in which all employees and other interested parties are responsible for the environment, safety and well-being of each other, Ingersoll Rand is committed to integrating sound environmental, health and safety (EHS) practices in the following ways.

## Our Employees

- Ensure safe work conditions and behaviors by acting responsibly and proactively.
- Consult with employees and worker's representatives on measures to implement to prevent accidents and injuries. In the event of an EHS incident, we take appropriate corrective actions to prevent recurrence at the specific location, as well as across the company.
- Provide EHS compliance training, including accident prevention and emergency planning and response, among others, to help protect our employees and communities.
- Minimize our environmental footprint in our own operations by: implementing sound programs targeted at waste reduction and energy and water conservation; reducing the use of nonrenewable natural resources; and increasing the reuse and recycling of materials.

## Our Stakeholders

### ➤ Our Customers

- Collaborate with our customers to develop and provide products and services that help meet or exceed their EHS objectives.
- Engineer improvements into the environmental performance of our products with a focus on energy and water efficiencies, and life cycle impact.

### ➤ Our Supply Chain and Business Partners

- Ensure our vendors, partners, contractors, service providers, distributors and logistics partners uphold their commitment to improve their EHS programs and performance, and meet our EHS expectations.

### ➤ Our Shareholders

- Drive transparency in our EHS performance by establishing targets and publicly communicating our performance against those targets.

### ➤ Our Businesses

- Incorporate EHS and sustainability considerations into our decision-making processes, including our decisions relating to capital allocation.
- Implement, align and validate our EHS management systems with international standards. Share EHS best practices and valuable lessons learned across the company.

### ➤ Our Communities

- Communicate and address EHS concerns within the communities where our facilities are located.
- Communicate our EHS policy to all of our employees, and ensure it is available to other stakeholders and the public.
- Engage with our communities in meaningful ways to help promote our EHS objectives.

### ➤ Regulatory Authorities

- Comply with, or exceed requirements of, global, national, state, and local statutes, regulations, and standards that protect the environment and human health and safety. This includes conducting due diligence for mergers and acquisitions.
- Conduct regular audits to verify compliance with current EHS regulatory requirements and company standards.

**Roles and Responsibilities:** Our Company EHS program, led by the Sr. Vice President, General Counsel and Secretary, is responsible for establishing this policy, governing compliance and regularly reviewing the company's EHS performance with business unit leadership. Executive and senior level managers are responsible and held accountable for implementing this policy, allocating adequate resources for program implementation and communication. Site level managers and supervisors are responsible for executing EHS performance in their areas of responsibility and are expected to demonstrate behavior that is consistent with a culture of world-class EHS performance. It is the obligation of every employee working for or on the behalf of the Company to know and follow this policy at all times. All employees have an obligation to engage and communicate around any EHS matters or observations. Each employee has the authority and responsibility to take immediate action to prevent injury from unsafe actions and conditions.

**Goals and Targets:** We set aspirational targets, and measure, manage and communicate our performance accordingly. We strive to achieve our health and safety objective of Zero Injury and Incident across the organization. To ensure improvement in our EHS performance, we ensure our EHS Management System conforms to ISO standards and guidelines. We periodically engage diverse stakeholder groups globally for input and feedback on our EHS performance.

Through this commitment to ensure the safety, health and environmental sustainability, and overall well-being of our employees and business partners, Ingersoll Rand reaffirms its corporate sustainability commitments toward business excellence and being a truly responsible global corporate citizen.

We review and update this policy regularly or upon significant change external or internal circumstances.



Vicente Reynal  
Chairman and Chief Executive Officer

Dated: February 2022