



**Policy covering Inclusive Growth and Equitable Development**

**SUBJECT/ TITLE: Policy covering Inclusive Growth and Equitable Development for Ingersoll Rand (India) Limited (Principle 8 with respect to NGRBC’s principles)**

| This page is a record of all revisions of the Procedure or Work Instructions. |                  |                            | For convenience, the nature of the revision is briefly noted, under the remarks column here below. Unless otherwise stated, any revisions revision/s should be implemented effective the date the Board of Directors of IRIL approves this policy. |  |
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## **Principle 8: Inclusive Growth and Equitable Development**

At Ingersoll Rand India Limited (IRIL), we believe the business success, inclusive growth and equitable development are interdependent. We will continually try to make a positive impact in the lives of all our stakeholders, with a special emphasis on meeting the needs of vulnerable and marginalized groups.

### **Scope**

This policy statement was created to assist our organization in determining and designing CSR projects. This policy statement should be used to guarantee that any negative effects on social, cultural, and economic aspects of society are minimized.

This policy statement must be used in conjunction with the Corporate Social Responsibility Policy.

### **Our Policy**

1. The Company attempts to minimize any negative influence on social, cultural, and economic aspects of our commercial activities.
2. Through the implementation of targeted CSR programmes, the Company tries to identify and meet the needs of local communities, particularly disadvantaged and marginalized populations.
3. To maximize the impact for its stakeholders, the company leverages its financial and human resource networks and experience. In accordance with applicable legal obligations, the Company also assesses the social impact of its CSR programmes through social impact evaluations.
4. The Company aspires to invest in R&D and technology to promote product development, allowing for a beneficial and equitable influence on the environment and society.
5. The company will work towards the implementation of a just, fair, transparent, and equitable displacement and relocation mechanism, which is participative, inclusive, humane and informative
6. The Company will endeavor to ensure equitable use and sharing of intellectual property and traditional knowledge

### **Communication of the Policy**

This policy is made publicly available on our website. Hard copies of the policy are made available at all our operating units.