

# Code of Conduct for Business Partners



Ingersoll Rand is committed to conducting business with the highest ethical standards. Maintaining these standards has never been more important than in today's competitive and rapidly changing global business climate.

This Ingersoll Rand Code of Conduct for Business Partners ("Code") sets Ingersoll Rand's expectations and standards for doing business and applies to agents, distributors, dealers, contractors, intermediaries, joint venture partners, suppliers and other business partners ("Business Partners") of Ingersoll Rand and its operating subsidiaries, affiliates and divisions, including merchandising affiliates of Ingersoll Rand.

The highest legal, moral and ethical standards of honesty, integrity and fairness are to be practiced in the conduct of Ingersoll Rand's affairs. In order to meet this standard, Ingersoll Rand expects each of its Business Partners to operate and act in full compliance with this Code and all applicable laws and regulations. Ingersoll Rand expects that Business Partners will hold their suppliers and other third parties to the same standards, and as such this Code also applies to affiliates and subcontractors of Business Partners and to their respective facilities to the extent those facilities supply goods and services for ultimate sale to or use by Ingersoll Rand.

Ingersoll Rand reserves the right to assess conformance to these requirements and will expect our Business Partners to correct non-conformance issues identified during assessments. Upon request, Business Partners will provide Ingersoll Rand with information to enable it to assess conformance with the code. We want to work with our Business Partners to improve conditions. If a Business Partner refuses or is unable to correct the non-conformance to our satisfaction, we may terminate the relationship as a last resort.

This Code consists of five parts: Core Values, Employee Code of Conduct, Responsibility of Business Partners, Ingersoll Rand's Commitment to Business Partners, and Resolving Ethics Issues. After fully reviewing this Code,

the Business Partner will be fully aware of the standards to which Ingersoll Rand holds itself and Ingersoll Rand's expectations of its Business Partners' actions.



## Our Core Values

Ingersoll Rand can be most successful when we work towards a common purpose and share common values. Our shared culture helps us consistently act in the best interests of our customers, our shareholders, our communities and ourselves. This shared culture is based upon Integrity, Respect, Teamwork, Innovation and Courage.

### Integrity

We act with the highest legal and ethical standards in everything we do.

### Respect

We communicate and act in ways that respect and value the worth of all people, cultures, viewpoints and backgrounds.

## Teamwork

We work together and share resources to provide greater value to our customers, employees, Business Partners and shareholders.

## Innovation

We use our diverse skills, talents and ideas to develop innovative, imaginative and creative solutions for our customers.

## Courage

We speak up for what is right and take measured risks so our Company can thrive.

## Employee Code of Conduct

Ingersoll Rand holds all of its employees, officers, and directors, when they are acting in connection with their official Ingersoll Rand duties, to the policies set forth by the Ingersoll Rand Code of Conduct, available online at <http://company.ingersollrand.com/aboutus/corpgov/Pages/CodeofConduct.aspx>.

As a Company with global operations, we are committed to following the laws and regulations applicable to the locations in which we operate. Where this Code differs with local laws, we aspire to follow the higher standards unless actions required by the Code are prohibited by local law. Compliance with the Code and applicable laws are the minimum standard of conduct. All employees are expected to act with the highest business ethics in all Ingersoll Rand activities and transactions.

## Responsibility of Business Partners

As an extension to our Employee Code of Conduct, the following describes the responsibilities of Business Partners doing business with Ingersoll Rand. These highlight our expectations of our Business Partners, over and above any other contractual agreements such as supply, agent and distribution agreements and purchase orders. Ingersoll Rand reserves the right to amend this list of responsibilities. Please contact your Ingersoll Rand business contact with any questions regarding this Code and/or its applications.

Business Partners are expected to adhere to the following requirements:

### Legal Requirements

- Comply with all applicable national, state or regional, and local laws and regulations in the countries in which they operate



### Discrimination

- Must not discriminate on the basis of race, gender, religion, ethnicity, nationality, sexual orientation, and and/or political beliefs

### Wages and Benefits

- Comply with all applicable wage and hour laws and regulations and provide legally mandated benefits

### Child Labor

- Must not employ workers younger than the local, legally required minimum age. In the absence of local law, Business Partners shall not employ children under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, shall not employ workers under the age of 14.

### Freedom of Association

- Provide employees with the right to freely associate, organize, and bargain collectively within the legal framework of the respective country

### Limitations on Gifts and Gratuities

- Neither accept nor give payments or gifts to Ingersoll Rand directors, officers, employees, or third parties in exchange for business opportunities

### Forced Labor - Physical Coercion

- Will not use forced, bonded, indentured or slave labor

### Antitrust and Competition Laws

- Comply with all applicable antitrust and competition laws which prohibit agreements or actions that unreasonably restrain trade, are deceptive or misleading, or unreasonably reduce competition without providing beneficial effects to consumers
- Price-fixing, bid-rigging (collusive tendering) and market/customer allocations are all strictly prohibited

## Human rights

- Must not violate basic human rights of life, liberty and security. There shall be no harsh or inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers.

## Environment

- Have an effective environmental policy and conduct their operations in a way that protects the environment
- Obtain and keep current all required environmental permits and meet all applicable environmental rules, regulations and laws in the countries where they do business



## Health and Safety

- Provide a safe work environment and conduct themselves in a manner consistent with all applicable safety standards, including governmental requirements, operations- and facility-specific safety requirements, and contractual requirements
- Identify and respond to any public health impacts of their operations and use of their products and services

## Anti-Corruption and Bribery

- Under the U.S. Foreign Corrupt Practices Act and other applicable anti-corruption laws in the countries where we do business, must not give or offer “anything of value” to a foreign government official or employee of a state-owned enterprise, including gifts and hospitality
- Anything of value can include bribes, kickbacks, gifts, entertainment and even contributions to a foreign government official’s favorite charity

## No Retaliation

- Employ a no-retaliation policy that permits workers to speak with Ingersoll Rand staff without fear of retaliation by supplier management

## Confidentiality

- Keep all agreements and Ingersoll Rand customer information confidential including pricing and marketing allowances and all Ingersoll Rand Brand product specifications
- Respect the privacy of our customers and do not share personally identifiable information belonging to our customers

## Global Trade Compliance

- Never seek to mislead or improperly or illegally avoid the payment of import duties, taxes and fees, and never engage in activities meant to evade the legal requirements of international traffic and trade
- Know with whom they are dealing and must not engage in or facilitate business with entities or any other individuals specifically prohibited by law. Furthermore, be aware of, and comply with, restrictions on dealing with entities and individuals located in countries that are subject to trade embargoes or economic sanctions imposed by the United States and other countries where we do business.

## Management System

- Adopt or establish a management system that supports the content of this Code
- Drive continuous improvement in these areas
- Hold their suppliers, contractors, and distributors to these same standards

## Ingersoll Rand’s Commitment to Business Partners

Ingersoll Rand’s relationships with its Business Partners must be characterized by honesty and fairness. We are guided by the following standards of behavior:

- We will not make payments to any employees of Business Partners to attain lower prices or additional business.
- We will not reveal a Business Partner’s pricing, technology or other confidential information without prior written permission.
- We will not make false or misleading remarks to others about Business Partners or their products or services.
- We will hold our Business Partners to the same standards and expectations to which we hold our own operations and employees.

## Resolving Code of Conduct or Ethics Issues

Employees of Business Partners are encouraged to work through their own company to resolve internal ethics issues. However, Business Partners should promptly report violations of this Code or any unethical behavior by an Ingersoll Rand employee to an Ingersoll Rand manager or, if that is not feasible, to Ingersoll Rand's Ethics HelpLine through one of the following means:

**E-Mail:** Ethics@irco.com

**Telephone:** Ethics HelpLine

**Brazil** – 0800-891-4311

**China (North)** – 10-800-711-0696 (includes Beijing)

**China (South)** – 10-800-110-0636 (includes Shanghai, Guangdong, Jiangsu, Xinjiang)

**Czech Republic** – 800-142-994

**France** – 0800-90-0693

**Germany** – 0800-180-7702

**India** – first dial 000-117, and then when prompted dial 800-715-5106

**Ireland** – 1-800-558-718

**Italy** – 800-788613

**Mexico** – 001-866-761-6515

**Russia** – Moscow: first dial 755-5042, then when prompted dial 800-716-0132,  
St. Petersburg: first dial 325-5042, then when prompted dial 800-716-0169

**Spain** – 196-004-9711

**Turkey** – first dial 00-800-122-77, and when prompted dial 800-716-0132

**United Kingdom** – 0808-234-8922

**United States** – 1-800-962-8682

All other international calls: +1-704-556-7046 and reverse the charges

Except as required by law, persons reporting concerns may request that they remain anonymous. Ingersoll Rand's Ethics HelpLine makes every attempt to protect the confidentiality of information provided to it — unless maintaining confidentiality would create a significant health, safety or legal risk. Ingersoll Rand's Ethics HelpLine is available 24 hours a day, seven days a week.



Ingersoll Rand is a global diversified industrial firm providing products, services and solutions to enhance the quality and comfort of air in homes and buildings, transport and protect food and perishables, secure homes and commercial properties, and increase industrial productivity and efficiency. Driven by a 100-year-old tradition of technological innovation, we enable our customers to create progress and a positive impact in their world.

[ingersollrand.com](http://ingersollrand.com)