

Trane Technologies recognizes the integral role of our people in propelling us toward our vision for a better future. We value the diversity of our people and our approach to human rights and ethics is the foundation on which we boldly challenge what's possible for a more sustainable world.

This Human Rights Policy supports our Code of Conduct and outlines the fundamental behaviors, rules and legal requirements for our company. All employees must be familiar with and adhere to our Human Rights Policy and Code of Conduct. And, to ensure our continued positive impact on the communities where we live and work, our expectations extend to our suppliers to ensure the cultivation of safe, healthy work environments for people throughout the world.

Our global impact is an honor and responsibility that we do not take lightly. We are committed to continually setting and upholding the highest standards for safeguarding human rights. These standards are fundamental to how we do business.

Thank you,

A handwritten signature in black ink, appearing to read "Dave Regnery", with a large checkmark at the end.

Dave Regnery
Chief Executive Officer

Overview

We have the opportunity to do what's right and create a better world for everyone. Our commitment to enable Opportunity for All is one way we work to ensure we realize a better world for generations to come. Our approach to human rights and ethics is an integral aspect of this commitment and extends to our suppliers.

Everywhere we operate, we comply with local laws and regulations while promoting human rights principles that are shaped by international organizations, such as the International Labor Organization and United Nations.

Standards for working conditions and human rights are also outlined in our [Code of Conduct](#) and [Business Partner Code of Conduct](#). The standards outlined are fundamental to how we do business in accordance with our sustainable purpose and Leadership Principles.

Our comprehensive corporate ethics and compliance policies apply to all of our people and in some cases, extend to our suppliers and business partners. These policies include:

1. [Code of Conduct](#)
2. [Modern Slavery and Human Trafficking Statement](#)
3. [Business Partner Code of Conduct](#)
4. [Public Statement on conflict minerals](#)
5. [Privacy Policy](#)

Our Approach to Human Rights

Each day, our team challenges what's possible—innovating in support of a sustainable world. Daily, global megatrends spur the action of our people who enable us to push the boundaries of what's possible. We set unwavering expectations and pledge to be a place where people from all backgrounds can grow and thrive. With a broad and inclusive strategy, we are assured in our protection of our people and communities around the globe.

Through our [Business Partner Code of Conduct](#), we expect our business partners to adopt comparable policies while extending these important protections to their various stakeholders.

Code of Conduct

At Trane Technologies, our Leadership Principles are the foundation of our business and push us to advance our sustainability commitments, prioritize our customers and treat each other with respect. Together, they strengthen the bond of trust we have with one another, our customers, suppliers, shareholders and the communities in which we operate.

The essence of our Code of Conduct is simple:

1. We act ethically and in accordance with the law.
2. If we are unsure, we ask.
3. If something seems wrong, we speak up.

Specifically, our Code of Conduct prohibits human trafficking, including forced or child labor. The Code also requires employees to conduct due diligence (or support due diligence efforts) so the Company does not retain suppliers who engage in human trafficking.

Additionally, the Code addresses conflict minerals as a focus area. Trane Technologies seeks to responsibly source materials and avoids supporting armed groups which cause human rights violations. We also expect our suppliers to source minerals responsibly and to provide sufficient data about the procurement of minerals used in our products; establish similar conflict minerals compliance policies; and, thoroughly document their efforts to determine the source of any conflict minerals.

In some instances, our Code may establish a higher standard of conduct than what is required by law. And all employees are required to follow the rules and policies within the Code.

Human Rights Commitment

Social sustainability starts by ensuring our people and suppliers share our values and adhere to our standards of human rights.

Trane Technologies prohibits child and forced labor, discrimination and harassment in the workplace, and addresses freedom of association, work environment standards, compensation and employee privacy. The following definitions inform our approach to our Human Rights Policy and also align with the descriptions from the International Labour Organization:

- [Child Labor](#): Work or service extracted from anyone under the minimum age for employment in that country, which may be to the detriment and endangerment of the child, or deprives the child of appropriate schooling
- [Forced Labor](#): Any work or service not voluntarily performed by an individual which may include coercion, the use of violence or intimidation and surrender or retention of government-issued identification or work permits.

We further specify our human rights commitments in the following areas:

Anti-Harassment: We do not allow harassment and we expect the same from our business partners. This standard is ever more important as shifting demographics reshape the global workforce. To help foster an inclusive workplace, we train 100% of our salaried employees worldwide on anti-harassment annually.

Non-Discrimination and Equal Opportunity (U.S.): We are proud to be an Equal Employment Opportunity Employer and do not discriminate based on race, sex, color, national origin, creed, religion, pregnancy, age, disability, military/veteran status, sexual orientation, gender identity, genetic information, marital status, or any legally protected status.

We are dedicated to fulfilling this policy when it comes to decisions regarding employment, promotion, demotion, transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation and benefits, and selections for training, including apprenticeship, as well as any other terms or conditions of employment.

Freedom of Association, Work Environment and Compensation: Trane Technologies respects our employees' right to individually decide to join or to refrain from joining any lawful organization. The Company is committed to complying with laws pertaining to freedom of association, consultation, and collective bargaining, and to promoting a work environment that fosters communication, productivity, and employee engagement.

Our compensation and benefits are fair and equitable for both the type of work performed and the market where the work is performed. All recruiters representing Trane Technologies are required to comply with local labor laws. Employees receive at least the minimum wage required by law and are provided benefits and overtime compensation compliant with applicable laws. Employees receive full details regarding their pay and deductions for taxes, benefits, etc., as well as written contracts or work documents when required by law.

Trane Technologies prohibits any use of misleading or fraudulent practices to recruit employees (such as failing to disclose key terms and conditions of employment). Additionally, we prohibit any attempt to retain or deny employees access to their identity or immigration documents. Any housing provided by Trane Technologies will meet host country housing and safety standards, and Trane Technologies will provide return transportation to employees that travel for work-related purposes.

Forced Labor/Child Labor: Employment at Trane Technologies is voluntary. And, the terms of employment must comply with applicable laws and regulations. Therefore, we prohibit the use of forced or child labor. Additionally, we also will not knowingly engage with a supplier or distributor or enter into a joint venture with an organization that either directly or indirectly engages in forced or child labor. Forced or child labor activities are defined as: sex trafficking, procuring commercial sex acts (even if this practice is legal in a local jurisdiction), using force, fraud, or coercion to subject a person to involuntary servitude, or obtaining labor from a person by threats of serious harm to that person or another person. We prohibit the use of harsh or inhumane treatment, including any sexual harassment, sexual abuse, physical punishment, mental or verbal abuse of workers.

Trane Technologies will not work with a supplier or distributor or undertake a joint venture with an organization that employs forced or child labor or people otherwise trafficked into employment.

Doing Business Globally and Expectations for Our Business Partners and Suppliers: We are committed to the highest standards of ethical and business conduct and extend this expectation to our business partners. As a global company, we are committed to engaging in appropriate, risk-based due diligence of our business partners and suppliers to ensure compliance with international trade laws and regulations. Our relationships with our business partners, is defined by contracts which are based on lawful and ethical practices. We request that our business partners adopt and enforce standards similar to those in our [Business Partner Code of Conduct](#).

Trane Technologies' Business Partner Code of Conduct applies to all entities doing business with us, which may include sales agents, consultants, vendors, suppliers, dealers, and contract labor ("business partners").

Privacy: Trane Technologies respects individual privacy and values the confidence of its customers, employees, vendors, consumers, business partners and others. Trane Technologies strives to collect, store, process and distribute personal information in a manner consistent with the laws of the countries

in which it does business, and has a tradition of upholding the highest ethical standards in its business practices. Our commitments in this regard are further reflected in our [Global Privacy Policy](#).

Implementing, Promoting and Enforcing This Policy

As we aim to create new possibilities and a better world for our people and our communities, we recognize that positive change starts from within. This policy is available to our employees through our company intranet and includes relevant information based on employee location. We provide multi-lingual training for salaried employees in key risk groups such as Legal, Human Resources and Global Integrated Supply Chain. In addition, we train 100% of our salaried employees worldwide on anti-harassment annually.

Violations of this policy can result in disciplinary action, up to and including termination of employment. To promote the enforcement of this policy, Trane Technologies informs employees of the policy and requires employees who believe this policy has been violated to immediately report suspected violations via the Company's [Ethics HelpLine](#), as outlined in our [Code of Conduct](#). No retaliatory action will be tolerated against anyone who raises concerns about possible violations of this policy. Except where restricted by local laws, each employee is required to cooperate in any internal or external investigation of suspected wrongdoing. If the company receives credible information regarding a violation of this policy in connection with the performance of a United States Government Contract, the Company will immediately report such information to the proper government officials.

Beyond our own operations, we communicate our standards through our [Business Partner Code of Conduct](#), and expect our suppliers to uphold these expectations. In addition, we have formalized our process for on-site assessments of our supplier Environmental, Social and Governance practices, including due diligence related to human rights. We also established a Global Procurement Sustainability Council to work with suppliers on improving conditions and addressing noncompliance. External stakeholders, including business partners, may also report any known or suspected violations through the Ethics HelpLine. All reports are investigated, with swift, appropriate action taken to ensure compliance.

Policy Owner

This policy is owned by a team of Human Resources and Legal professionals who maintain accountability for all aspects of the policy. Owners include: Vice President of Diversity and Inclusion, Vice President of Labor and Employment and Vice President of Global Compliance. For questions, comments, issues, or modifications to the policy, [please contact us here](#).

Policy Disclaimer

The terms of this policy may be amended, modified or terminated at any time, with or without prior notice. This version of the policy supersedes all prior versions of the policy. Nothing in this policy creates a contract of employment or any contractual obligation, express or implied, to an employee or employees. Interpretations of this policy are within the exclusive jurisdiction of the Company. This policy may provide benefits the same or similar to those provided in other policies or guidelines. To the extent that occurs, the policies or guidelines will be read together so as not to provide duplication of benefits.

to any employee or group of employees. Nothing in this policy limits or modifies the terms of applicable Collective Bargaining Agreements or limits the ability to enter into Collective Bargaining Agreements.