

Modern Slavery and Human Trafficking Statement

The following statement is published on behalf of Trane Technologies plc (formerly known as Ingersoll-Rand plc) and its consolidated subsidiaries for the 2019 fiscal year, which included both the Climate and Industrial businesses.

Company Overview

Trane Technologies plc, a public limited company incorporated in Ireland in 2009, and its consolidated subsidiaries (collectively, the Company) is a global climate innovator that brings efficient and sustainable climate solutions to buildings, homes and transportation driven by strategic brands Trane® and Thermo King® and an environmentally responsible portfolio of products and services.

Policies & Training

The [Company's 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.

[The Company'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 the Company's intolerance of human trafficking and includes enhanced requirements for recruiters and suppliers.

The Company'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 [Company's Business Partner Code of Conduct](#) and all applicable laws and regulations. The Company's Business Partner Code of Conduct requires suppliers to ensure they do not violate basic human rights.

The Company 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 used a risk assessment process that evaluates suppliers' compliance with its Business Partner Code of Conduct. The Company will not continue to procure goods or services from a supplier found to be engaging in forced labor or human trafficking.

In 2019, the Company's Global Human Rights Policy was communicated to employees through Code of Conduct training. The annual compliance training included 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 Company's 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.



Michael W. Lamach
Chairman of the Board and
Chief Executive Officer

Board Approval Date: June 5, 2020