

INTEGRATED ENVIRONMENT AND SAFETY POLICY

Rev. 05 dated June 21, 2024

We as FRIULAIR are committed to operating in a sustainable manner, so as to safeguard our employees and minimise our environmental impact.

Our unwavering 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 our financial performance and a continued focus on improving the lives of our customers, employees, suppliers, shareholders and the community in which we all live and work.

"You can Lean On Us to make Life Better!"

We are driven by an entrepreneurial spirit and a mindset of responsibility, which inspire us to care deeply about those around us and the planet.

Ingersoll Rand, FRIULAIR's parent company to which its issues and performance are regularly reported, is committed to regularly report on environmental, social and governance (ESG) issues through its annual sustainability report and to consult stakeholders on ESG issues.

To achieve a culture in which all employees and other stakeholders are responsible for the environment, safety and well-being of each other, FRIULAIR is committed to integrating sound environmental, health and safety (EHS) practices in the following ways:

Our Employees

- We ensure safe working conditions and behaviour by acting responsibly and proactively.
- We consult employees and employee representatives on measures to be implemented to prevent accidents and injuries. In the event of EHS incidents, we take appropriate corrective action to prevent recurrence in our company.
- We provide training on EHS compliance, including accident prevention and emergency planning and response, to help and protect our employees and communities.
- We minimise the environmental impact in our operations by: implementing sound waste reduction and energy and water saving programmes; reducing the use of non-renewable natural resources; increasing the reuse and recycling of materials.

Our Stakeholders

• Our Customers

- We work with our customers to develop and deliver products and services that help meet or exceed their EHS goals.
- Designing improvements in the environmental performance of our products with a focus on energy and water efficiency and life cycle impact.

• Our Supply Chain And Our Business Partners

- We ensure that our suppliers, partners, contractors, service providers and distributors, and logistics partners uphold their commitment to improve their EHS programmes and performance, thereby also meeting our EHS expectations.

• Our Shareholders

- We promote transparency in our EHS performance by setting targets and publicly communicating our performance against these targets.

• Our Business

- We incorporate EHS and sustainability considerations into our decision-making processes, including our capital allocation decisions.
- We implement, align and validate our EHS management systems with international standards, including sharing EHS 'best practices' and valuable 'lessons learned' throughout the company.

• Our Communities

- We communicate and address EHS issues in the communities where our facilities are located.
- We communicate our EHS Policy to all our employees, and ensure that it is available to all other interested parties.
- We involve our communities in meaningful ways to help promote our EHS goals.

• The Competent Authorities

- We comply with global, national, state and local legal requirements, regulations and standards that protect the environment, health and safety of people. This includes conducting due diligence for mergers and acquisitions.
- We perform regular checks to verify compliance with current EHS regulatory requirements and corporate standards.

Roles and Responsibilities: Senior management is responsible for establishing this policy, regulating compliance and periodically reviewing the company's EHS performance. Senior management is responsible for the implementation of this policy, allocating adequate resources for programme implementation and communication. Site-level managers and supervisors are responsible for the execution of EHS performance in their areas of responsibility and are expected to demonstrate behaviour consistent with a world-class EHS performance culture. It is the obligation of every employee working for - or on behalf of - the company to know and follow this policy at all times. All employees have an obligation to engage in and communicate any EHS issues or observations. Every employee has the authority and responsibility to take immediate action to prevent injury or unsafe conditions.

Objectives and targets: We set ambitious goals and consistently measure, manage and communicate our performance. We strive to achieve our health and safety goal of zero injuries and accidents in the company and throughout the organisation. To achieve improvement in our EHS performance, we ensure that our EHS Management System complies with ISO standards and guidelines. We periodically engage various Stakeholders groups globally for input and feedback on our EHS performance.

Through this commitment to ensuring the safety, health and environmental sustainability and - in general - the well-being of our employees and business partners, Ingersoll Rand reaffirms its sustainability commitments, striving for business excellence and being a responsible global player.

Based on the above principles, the Top Management of FRIULAIR S.r.l. has implemented, and continuously improves, its Environment and Occupational Health and Safety Management System within the following scope:

"Design, manufacture of pressure vessels, air dryers, water chillers, heat exchangers and other pressure equipment during the pre-assembly, assembly, testing and packaging phases."

We review and update this policy regularly or in the event of significant changes due to external or internal circumstances.

For Senior Management

Sandro Mascellani

