

		
	CORPORATE POLICY	Page 1 of 2
Dated: 06/01/22	Conflict Minerals Policy	Effective: 06/01/22

I. POLICY STATEMENT

Ingersoll Rand Inc. and its subsidiaries (collectively the “Company”) does not support the use of minerals or their derivatives, including tantalum, tin, tungsten and gold (“3TG”), that are illegally mined, transported or traded because of the role such minerals play in financing armed conflict in the Democratic Republic of the Congo and the adjoining countries, as well as in other high-risk and conflict-affected areas around the world. It is the policy of the Company to exercise due diligence over its supply chain in a manner consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

II. SCOPE AND DEFINITIONS

This Policy applies to all Company Personnel (defined below), prospective personnel, consultants, independent contractors, temporary staff or any other persons acting on behalf of the Company, globally.

A. Definitions

3TG or “Conflict Minerals” – Include the metals tantalum, tin, tungsten and gold, which are the extracts of the minerals cassiterite, columbite tantalite and wolframite, or any other substances and materials, which will be classified as ‘conflict minerals’ by OECD in the future, to which such policy will apply without need of changes or amendments hereto.

Company Personnel – All Company officers, directors and employees, including employees of any affiliate, subsidiary, or other entity controlled by the Company, temporary agency personnel, joint venture partners and all third parties including agents, distributors, suppliers, consultants, and other non-employee agents acting on the Company’s behalf, and contract-basis personnel, wherever located (collectively “Company Personnel”)

Conflict-Affected & High Risk Areas – Identified by the presence of armed conflict, violence or other risks of harm to people. High-risk areas may include areas of political instability or repression, institutional weakness, insecurity, collapse of civil infrastructure and widespread violence, as may be defined by OECD from time to time.

Supplier – Any entity, organization or individual that supplies goods or services to the Company.

III. POLICY

The Company conducts business ethically and with full transparency. It commits to:

- distributing this policy to the appropriate Company Personnel and maintaining accurate records of its due diligence efforts, for use in its compliance obligations to the United States Securities and Exchange Commission, any other competent authorities, as the case may be, and for assisting its customers in their own supply chain due diligence efforts;
- administering no less than annually, via an independent 3rd party, a formalized process that (i) surveys its suppliers of materials and components that are suspected to contain 3TG for “Conflict Free” compliance, (ii) obtains completed Responsible Minerals Initiative’s (“RMI”) Conflict Minerals Reporting Templates (“CMRT”) from those suppliers who are expected to identify the smelters or refiners that processed the 3TG in their supplied product along with the country of origin of such 3TG; (iii) verifies the accuracy of the responses using internationally accepted audit standards including the Responsible Minerals Assurance Process (“RMAP”) along with public and exclusive smelter databases; and (iv) makes the final output available to downstream customers upon request;
- continuing its practice of not sourcing minerals from the DRC and adjoining countries;
- taking proactive measures to rid its supply chain and products of any materials deemed not to be “conflict free”; and
- requiring suppliers to comply with its Supplier Code of Conduct, which is supplemented by the requirements of this policy.

		
	CORPORATE POLICY	Page 2 of 2
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The Company expects its suppliers to adopt and follow the same principles while also:

- providing accurate and timely responses to its annual “Conflict Mineral” solicitation campaign;
- implementing internal procedures that ensure any Conflict Minerals sourced from the covered countries are confirmed “Conflict Free”; and
- informing the Company if there is reason to believe any products supplied are subsequently determined to not be “Conflict Free” while simultaneously purging their supply chain of the same materials.

Ingersoll Rand continuously evaluates its supplier relationships and non-compliance with this policy shall be referred to, and addressed by, the Company’s Global Procurement Group.

IV. APPROVAL



Andy Schiesl
Senior Vice President & General Counsel