



Performance with Purpose

INGERSOLL RAND ESG FACT SHEET

Our Commitment to Environmental, Social and Governance (ESG) Performance

Sustainability is more than something we do at Ingersoll Rand – it’s everything we do. Sustainability is embedded into our core strategies of growth excellence, operational excellence and winning culture. Over the years, we have built a company with deep domain expertise and sustainable products and services that keep us on the forefront of addressing global challenges and enhancing quality of life. Our achievements in 2018 and the ongoing, global recognition of our ESG performance underscore the long-term value we are creating for our stakeholders. By thinking bigger and acting bolder, we’re delivering on a new vision for performance – *Performance with Purpose*.

Our people and family of brands—including Club Car®, Ingersoll Rand®, Thermo King® and Trane®—work together to create value for customers in homes and buildings, transportation and industrial processes, allowing them to be environmentally responsible and productive at the same time.

RECOGNITION FOR OUR ESG PERFORMANCE

MEMBER OF
Dow Jones Sustainability Indices
In Collaboration with RobecoSAM

Member of DJSI World and North America Indices for eight consecutive years.



FTSE4Good

FTSE4Good Global Index member for four consecutive years.



Fortune World's Most Admired for six consecutive years.

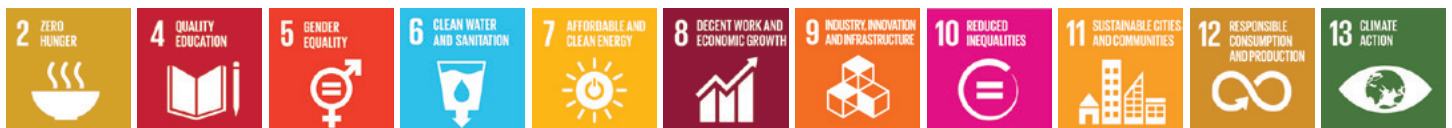


Recognized on Thomson Reuters Global Diversity Index

THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS)



The UN SDGs represent the biggest and most complex challenges of our time. In addition to reducing the impacts of our operations and portfolio, we prioritize the 11 SDGs that are most relevant to our expertise, business objectives and citizenship goals. In 2018, we went a step further and became one of the first companies to work with the Trucost SDG Evaluation Tool to better understand how the SDGs related to our business impact.



For more information and to download Ingersoll Rand’s latest Sustainability Supplement, please visit:

<https://company.ingersollrand.com/strengths/sustainability/sustainability-reports/sustainability-supplement.html>

Sustainability at Ingersoll Rand

INGERSOLL RAND ESG FACT SHEET¹

ENVIRONMENTAL

We continue to find ways to reduce the company's impact on the environment and embed environmentally sustainable practices throughout our company.

GREENHOUSE GAS EMISSIONS

45% reduction in GHG emissions intensity; achieved our science-based goal **TWO YEARS EARLY.**

21M metric tons of CO₂e emissions avoided from our products, **COMPARED TO A 2013 BASELINE.**

ENERGY EFFICIENCY

23% increase in energy efficiency from a 2013 baseline **TWO YEARS AHEAD OF OUR 2020 TARGET.**

RENEWABLE ENERGY

32% of our company's U.S. electricity use will be replaced with renewable resources now that we have signed a power purchase agreement for approximately **100,000 MWH OF WIND POWER ANNUALLY.**

WATER USE

38% total reduction in water use in water-stressed regions since 2013, **SIGNIFICANTLY EXCEEDING OUR 2020 TARGET.**

PRODUCT PORTFOLIO

25% of our revenue is from products and services that contribute to the clean energy transition.

90% of new direct material spend screened based on social and environmental criteria.

SOCIAL

We invest in the long-term well-being and development of our associates and communities in pursuit of putting more back into society than we take out.

CITIZENSHIP

\$6.7M in philanthropic giving.

30,492 hours of employee volunteering in 2018, equivalent to \$752,847.

EMPLOYEE DEVELOPMENT

98% of salaried employees had professional development conversations.

GENDER DIVERSITY

23.1% of total workforce are women.

21.7% of leadership positions are held by women.

Two years ago, we were the first in our industry to enter **Paradigm for Parity and CEO Action for Diversity and Inclusion**. In 2018, we implemented new programs and practices designed to eliminate unconscious biases in the workplace.

SUPPLIER DIVERSITY

\$448M of goods and services purchased from diverse-owned businesses, an 9% increase in spend.

\$253M global spend with women-owned businesses, a 23% increase over the prior year.

RESPONSIBLE SOURCING

95% of direct spend assessed on a quarterly basis for risk, **EXCEEDING OUR 2020 TARGET.**

GOVERNANCE

Our commitment to sustainability comes from the top of the organization; executives are accountable for performance.

SUSTAINABILITY GOVERNANCE

Accountability is placed upon our:

- **Board of Directors**, a group of business leaders and experts who oversee the management of the company and regularly review our sustainability approach and direction.
- **Internal Sustainability Strategy Council**, a panel of executives who provide guidance on ESG issues.
- **External Sustainability Advisory Council**, comprised of global thought leaders who guide our direction.
- **Center for Energy Efficiency & Sustainability**, a team of company experts who facilitate the integration of our sustainability-related work including work with government and nongovernmental organizations, universities, and industry leaders on a daily basis.

CLIMATE RISK

Responsibility for climate risk and other sustainability issues is integrated into our enterprise risk management process and included in the universe of top issues that we seek to address as a business.

[Climate Commitment](#) »

SUSTAINABILITY REPORTING

Aligned with the **GRI** (Global Reporting Initiative) standards, core option, and – this year **FOR THE FIRST TIME** – the **SASB** and **TCFD** standards (Sustainability Accounting Standards Board and Financial Stability Board's Task Force on Climate-related Financial Disclosures).

BOARD DIVERSITY

Ingersoll Rand's Board of Directors represents a broad range of industries and brings diverse expertise to the company.

5 of 12 directors joined in past 5 years.

4 of 12 directors or **33%** are women.

¹ Unless noted, all data is from 2018.

