



# **SECTION 2:**

## **Environmental, Health, & Safety**

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A. SUMMARY

B. POLICY

C. DEFINITIONS

D. OWNERSHIP & APPROVAL

E. REFERENCES

a. EXHIBIT 1 – EH&S POLICY  
STATEMENT

b. EXHIBIT 2 – SAFETY COMMITMENTS



**A. SUMMARY**

At Carrier, we are committed to protecting what matters – our people, our stakeholders and the environment. We will create a world where every person is safe and comfortable by designing, sourcing, producing, marketing and delivering our products and services in a secure, environmentally conscious and socially responsible manner. The purpose of the Environmental, Health and Safety (EH&S) function is to support Carrier’s mission by creating sustainable EH&S solutions to protect our People, our Customers, our Communities, and the Environment. Carrier will ensure EH&S is an integral component of all business processes that impact the products, services, and operations of Carrier worldwide.

**B. POLICY**

The Carrier Board of Directors, including the Carrier Chief Executive Officer (“CEO”) establishes major policies, provides strategic direction, and establishes company-wide numeric goals and targets for implementation of the Carrier worldwide EH&S Program (consisting of the requirements, policies and procedures described in this Policy).

Each Executive Leadership Team member including Reporting Unit presidents are responsible to the CEO for developing strategies for and ensuring implementation of the EH&S Program in his/her unit, and for assessing the effectiveness thereof.

Carrier’s Vice President, EH&S provides functional leadership and establishes company-wide strategies, policies and standards; oversees company-wide implementation; audits conformance thereto.

EH&S leaders for each Reporting Unit shall provide functional leadership for EH&S within his/her unit and shall advise the Reporting Unit’s president on implementation strategies, directives, policies and standards that are part of the Carrier EH&S Operating System; develop additional policies and practices appropriate to the unit; monitor development and implementation of EH&S programs within the unit; and report progress to the Reporting Unit president and Carrier’s Vice President, EH&S.

The Carrier EH&S Council shall be chaired by the Carrier Vice President, EH&S and comprised of

- Carrier Senior Vice President, Operations
- each Reporting Unit’s Vice President, Operations;
- Carrier Vice President, Manufacturing
- Carrier Services Operations Representative;
- each Reporting Unit’s EH&S Leader;
- Carrier Director, EH&S Center of Expertise;
- Carrier Vice President, Product Safety;
- Carrier Senior Director, Social Impact;
- Carrier Chief Litigation and Safety Counsel;
- Carrier Vice President, Quality; and
- the respective delegates/invitees of the foregoing



The Carrier EH&S Council shall address emerging issues and risks affecting Carrier; recommend strategic direction, policies, and standards; approve actions not requiring approval by senior line management and evaluate Carrier performance against this Policy.

Operations, field service and line managers are responsible and accountable for implementing the Carrier EH&S Program.

## SCOPE

Our EH&S Program extends to all employees and contractors across all global sites and operations, as well as subsidiaries and joint ventures where Carrier's interest is 50% or more or when Carrier has operational control.

As outlined in our Supplier Code of Conduct, we expect our suppliers to comply with all applicable environmental, health and safety laws, regulations and directives; and also conduct operations in a manner that safeguards the environment, minimizes waste, greenhouse gas emissions, water, energy consumption, and the use of materials of concern. They must also assure safe and healthy work environments for employees and business invitees.

## C. DEFINITIONS

Carrier EH&S Policy Statement: Written statement signed by the Chairman & Chief Executive Officer and Senior Vice President, Operations expressing Carrier's commitment to protect the health and safety of our employees, as well as the communities in which Carrier operates. The Carrier EH&S Policy Statement is attached as **Exhibit 1**.

Carrier EH&S Operating System: System for the management of environmental, health, and safety which is organized into ten (10) categories that support Carrier's EH&S Policy and continuous improvement process.

Standards: Standards define minimum operating requirements for all Carrier locations globally and are organized within the EH&S Operating System.

Safety Commitments: The Safety Commitments are intended to supplement and support existing company operating systems, programs and policies and focus on modifying worker and supervisor behaviours in the workplace by raising awareness. Carrier's Safety Commitments are attached as **Exhibit 2**.

## D. OWNERSHIP & APPROVAL

The Carrier Vice President, EH&S and EH&S Council members will review this policy at least annually to verify and certify its continued applicability, effectiveness and alignment with our business strategy.



**E. REFERENCES**

All referenced CPM can be retrieved from [policy](#).

Exhibit 1: Carrier EH&S Policy Statement

Exhibit 2: Carrier Safety Commitments

EXHIBIT 1



EXHIBIT 2

**Our Safety Commitments**

**Carrier Environment, Health and Safety (EH&S) Policy**

At Carrier, we are committed to protecting what matters – our people, our stakeholders and the environment. We are continuously improving the way we work to ensure every person is safe and comfortable by designing, sourcing, producing, marketing and delivering our products and services in a secure, environmentally conscious and socially responsible manner.

To achieve the goals of this policy we commit to drive a culture that protects our:

**People**

- Deliberate actions to provide our employees and contractors a workplace free from injury and illness.
- Leadership will allocate necessary resources to support the implementation, continuous improvement and sustainment of our EH&S Operating System.
- Foster active participation and engagement of all employees.
- Stimulate a culture of hazard awareness and prevention that drives to zero incidents.

**Environment and Communities**

- Develop and deliver products and services that minimize the impact on the environment and our communities, and within full compliance to applicable regulations. |
- Execute environmental stewardship programs to achieve world-class efficiencies in energy, water usage, waste management, and air emissions while actively participating in environmental projects within our communities.
- Leverage digital technology, analyze data across the design to service value stream to guarantee accurate performance reporting, proactive identification and management of risks.
- Through our EH&S Operating System we will set goals, objectives and targets for the continuous improvement of our performance.



**Stakeholders**



- Govern our operations to ensure performance above and beyond compliance with all applicable laws, regulations, and permits globally.
- Ensure the mitigation of EH&S aspects, impacts, hazards and risk in all business decisions through management of change.
- Engage our high-risk suppliers on topics including, but not limited to, environmental stewardship, employee health and safety, and ethical business practices to ensure business continuity.
- Our EH&S Operating System will ensure business continuity by proactively identifying and managing emerging EH&S aspects, impacts, hazards and risk.

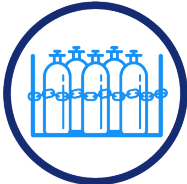
EH&S is a shared responsibility, and everyone is held accountable. All employees are empowered and expected to stop work where appropriate and report early warning indicators, near misses, concerns and incidents. These expectations are foundational to our **Safety Commitments** that we expect every employee to embrace and promote in their daily activities.

Dave Gitlin  
Chairman & Chief Executive Officer  
Carrier



Rishi Grover  
Senior Vice President, Operations  
Carrier

Icon	Commitment
	<p><b>Risk Assessment</b></p> <p>Identification of safety hazards “in the moment” is essential to defining controls to minimize the chance of injury.</p> <p><b>I will</b></p> <ul style="list-style-type: none"> <li>• Complete a pre-work assessment and inspect controls before starting any activity</li> <li>• Continue to assess that my work is safe</li> <li>• Stop work if the assessment shows that it is not safe or harms the environment</li> </ul> <p><b>I will NOT</b></p> <ul style="list-style-type: none"> <li>• Remove or bypass safety features</li> <li>• Ignore safety rules, warning signs, barricades, walkways or other site controls</li> <li>• Attempt to work on equipment I am not trained and authorized on</li> </ul> <p><b><i>I will STOP WORK if I cannot perform the task SAFELY!</i></b></p>
	<p><b>Electrical Safety</b></p> <p>When performing electrical work or when there is arc flash potential:</p> <p><b>I will</b></p> <ul style="list-style-type: none"> <li>• Check my PPE is not broken or damaged before use</li> <li>• Verify electrical test equipment is operating properly</li> <li>• Use 10mA GFCI/RCD with all handheld power tools</li> </ul> <p><b>I will NOT</b></p> <ul style="list-style-type: none"> <li>• Start work if I have damaged PPE or equipment</li> <li>• Perform maintenance on LIVE equipment without a Permit to Work</li> </ul>


Icon	Commitment
	<p><b><i>I will STOP WORK if I cannot perform the task SAFELY!</i></b></p>
	<p><b>Hazardous Energy</b></p> <p>When servicing or maintaining machines/equipment:</p> <p><b>I will</b></p> <ul style="list-style-type: none"> <li>• Identify the energy sources that could hurt me (electrical, chemical, mechanical, radiation, hydraulic, pneumatic (air), gravity, thermal, etc.)</li> <li>• Isolate the energy sources to avoid release of stored energy</li> <li>• Confirm Zero Energy State before working on isolated equipment</li> </ul> <p><b>I will NOT</b></p> <ul style="list-style-type: none"> <li>• Work on hazardous energy sources that cannot be isolated</li> </ul> <p><b><i>I will STOP WORK if I cannot perform the task SAFELY!</i></b></p>
	<p><b>Working at Height</b></p> <p>When working at a height of 6 feet (2 meters) and outside of protected guard rails and man lifts:</p> <p><b>I will</b></p> <ul style="list-style-type: none"> <li>• Obtain a valid permit for elevated work, if required</li> <li>• Verify fall protection equipment is safe and in good condition before use</li> <li>• Verify <u>customer owned</u> equipment is safe and in good condition before use</li> <li>• Check fixed platforms, fall arrest systems, harnesses and lanyards are anchored correctly</li> <li>• Secure my tools and equipment to prevent dropped objects</li> </ul>


Icon	Commitment
	<ul style="list-style-type: none"> <li>• Always maintain 3 points of contact on ladders</li> </ul> <p><b>I will NOT</b></p> <ul style="list-style-type: none"> <li>• Start work when I cannot put in place controls to protect me against a fall</li> </ul> <p><b><i>I will STOP WORK if I cannot perform the task SAFELY!</i></b></p>
	<p><b>Pressurized Gas</b></p> <p>When working with gaseous suppression and compressed gas cylinders:</p> <p><b>I will</b></p> <ul style="list-style-type: none"> <li>• Always treat cylinders as fully pressurized</li> <li>• Use mechanical aids and follow safe handling procedures when moving cylinders</li> <li>• Perform pressure releases in a secured and controlled manner</li> </ul> <p><b>I will NOT</b></p> <ul style="list-style-type: none"> <li>• Move or transport cylinders without valve protection</li> <li>• Remove the valve cap or locking pin before a cylinder is secured</li> <li>• Leave cylinders unsecured or unrestrained</li> <li>• Use cylinders that look damaged, corroded or have exceeded their proof pressure test date</li> </ul> <p><b><i>I will STOP WORK if I cannot perform the task SAFELY!</i></b></p>



Icon	Commitment
	<p><b>Lifting Operations</b></p> <p>When utilizing cranes, hoists or other mechanical lifting devices:</p> <p><b>I will</b></p> <ul style="list-style-type: none"> <li>• Verify that a safe work zone is established and maintained</li> <li>• Follow approved lifting methods</li> <li>• Obtain a valid permit before starting a lifting operation, if required</li> <li>• Check that rigging and safety devices are inspected and operational</li> </ul> <p><b>I will NOT</b></p> <ul style="list-style-type: none"> <li>• Install rigging without qualifications</li> <li>• Work or walk under a suspended load</li> </ul> <p><b><i>I will STOP WORK if I cannot perform the task SAFELY!</i></b></p>
	<p><b>Industrial Vehicles</b></p> <p>When operating powered industrial vehicles (PIV):</p> <p><b>I will</b></p> <ul style="list-style-type: none"> <li>• Follow procedures while operating a PIV.</li> <li>• Maintain the PIV per company and manufacturer requirements for safe operation</li> <li>• Set up exclusion zone for loading/unloading task &amp; keep people out</li> <li>• Yield at intersections and cross walks</li> <li>• Always wear my seat belt or fastening device, if appropriate</li> </ul> <p><b>I will NOT</b></p> <ul style="list-style-type: none"> <li>• Exceed speed limit of 10 km/h (6mph)</li> <li>• Operate a PIV without qualification</li> </ul>



Icon	Commitment
	<p><i>I will STOP WORK if I cannot perform the task SAFELY!</i></p>
	<p><b>Motor Vehicles</b></p> <p>When using motor vehicles in everyday work activities:</p> <p><b>I will</b></p> <ul style="list-style-type: none"><li>• Pre-plan my trip to avoid predictable hazards.</li><li>• Verify everyone in the vehicle is wearing a seatbelt.</li><li>• Verify loads are secured and secure the movement of vehicles being loaded or unloaded</li></ul> <p><b>I will NOT</b></p> <ul style="list-style-type: none"><li>• Drive on company business or in a company vehicle if fatigued or under the influence of drugs or alcohol</li><li>• Text from a mobile telephone while driving.</li><li>• Use mobile phones or other devices while driving unless using hands-free technology.</li></ul> <p><i>I will STOP WORK if I cannot perform the task SAFELY!</i></p>

Icon	Commitment
	<p><b>Machine Guarding</b></p> <p>When using machines and equipment with moving parts:</p> <p><b>I will</b></p> <ul style="list-style-type: none"> <li>• Verify safeguards are in place and functioning correctly before operating the machine/equipment</li> <li>• Inform supervisor if the safeguards were disabled or are faulty</li> </ul> <p><b>I will NOT</b></p> <ul style="list-style-type: none"> <li>• Work around/on equipment that is unguarded or has faulty safeguards</li> <li>• Tamper, disable, or by-pass machine / equipment guarding.</li> </ul> <p><b><i>I will STOP WORK if I cannot perform the task SAFELY!</i></b></p>