



## **Environmental, Health, and Safety**

---

- A. SUMMARY**
- B. POLICY**
- C. DEFINITIONS**
- D. OWNERSHIP & APPROVAL**
- E. REFERENCES**

EXHIBIT 1 – EHS POLICY STATEMENT

EXHIBIT 2 – SAFETY COMMITMENTS



## CORPORATE POLICY MANUAL

### SUMMARY

At Carrier, we are committed to protecting what matters – our **people**, the **environment**, and our **stakeholders** to support Carrier's mission to create solutions that matter for people and our planet. Carrier will ensure EHS is an integral component of all business processes that impact the products, services, and operations of Carrier worldwide.

### POLICY

The Carrier Board of Directors Governance Committee, 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 EHS Operating System (consisting of the requirements, policies, standards, programs described in this Policy).

Each **Executive Leadership Team** member, including Reporting Unit presidents, is responsible to the CEO for developing strategies for and ensuring implementation of the EHS Program in their unit and assessing its effectiveness.

**Carrier Vice President, EHS**, provides functional leadership, establishes company-wide strategies, policies, and standards; oversees company-wide implementation; audits conformance to it.

**EHS Leaders** for each Reporting Unit shall provide functional leadership for EHS within their unit and shall advise the Reporting Unit's president on implementation strategies, directives, policies, and standards that are part of the Carrier EHS Operating System; develop additional policies and practices appropriate to the unit; monitor development and implementation of EHS programs within the unit; and report progress to the Reporting Unit president and Carrier's Vice President, EHS.

The **Carrier EHS Management Operating Review (MOR)** shall be chaired by the Carrier Vice President, EHS, and comprised of

- Carrier Senior Vice President, Operations;
- Carrier Senior Manager Aftermarket Strategy;
- each Reporting BU / Region Operations VP;
- each Reporting Unit's EHS Leader.
- Carrier Associate Director, EHS Compliance & Assurance.
- Carrier EHS Counsel.
- Carrier VP, Operations Human Resources;
- Carrier VP Operations Finance, and
- the respective delegates/invitees of the preceding.



## **CORPORATE POLICY MANUAL**

The Carrier EHS MOR 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's performance against this Policy.

The Carrier EHS MOR will meet, at minimum, once per quarter and address on an annual basis:

- Enterprise risks; Compliance and Governance
- Known and emerging issues
- Sustainability performance
- Leadership training and cultural awareness, and
- Gemba

Each Reporting Unit will integrate into their process a monthly manufacturing or service location review at the reporting unit's Executive Leadership (ELT) level to assess the location's EHS operational performance and risk to Carrier.

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

## **SCOPE**

Our EHS Program extends to all employees and contractors across all global sites, operations and 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 ensure safe and healthy work environments for employees and business invitees.

## **DEFINITIONS**

Carrier EHS Policy Statement: Written statement signed by the Chairman & Chief Executive Officer, and Senior Vice President, Operations, expressing Carrier's commitment to protecting the health and safety of our employees and the communities in which Carrier operates. The Carrier EHS Policy Statement is attached as [Exhibit 1](#).

Carrier EHS Operating System (EHSOS): System for managing environment, health, and safety, including standards, processes, procedures, and programs that support Carrier's EHS Policy and continuous improvement.

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



## **CORPORATE POLICY MANUAL**

Safety Commitments: The Safety Commitments are intended to supplement and support existing company operating systems, programs, and policies and focus on modifying employee behaviors in the workplace by raising awareness. Carrier's Safety Commitments are attached as [Exhibit 2](#).

## **OWNERSHIP AND APPROVAL**

The Carrier Vice President, EHS, and EHS MOR members will review this Policy Manual annually to verify its continued applicability, effectiveness, and alignment with our business strategy.

## **REFERENCES**

All referenced CPM and SPSW can be retrieved from [ePolicy](#).

[Exhibit 1](#): Carrier EHS Policy Statement

[Exhibit 2](#): Carrier Safety Commitments

[CPSW 12B](#) - Climate Change Policy

[Supplier Code of Conduct](#)



## CORPORATE POLICY MANUAL

**Carrier Environment, Health and Safety (EHS) Policy**

At Carrier, we are committed to protecting what matters – our **people**, the **environment**, and our **stakeholders**. We are continuously improving how we work to ensure every person is safe and empowered to design, source, produce, market, and deliver our products and services in a secure, environmentally conscious, and socially responsible manner.

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

**People**

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

**Environment and Communities**

- Develop and deliver products and services that minimize the impact on the environment and our communities and fully comply with 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 and analyze data across the design to service value stream to guarantee accurate performance reporting, proactive identification, and management of risks.
- Through our EHS Operating System, set goals, objectives, and targets to improve our performance continuously.

**Stakeholders**

- Govern our operations to ensure performance above and beyond compliance with applicable laws, regulations, and permits globally.
- Ensure the mitigation of EHS aspects, impacts, hazards, and risks 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 EHS Operating System will ensure business continuity by proactively identifying and managing emerging EHS aspects, impacts, hazards, and risks, while also addressing customer expectations.

**EHS is a shared responsibility, and all of us are held accountable.** We 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



Adrian Button  
Senior Vice President, Operations  
Carrier

## Our Safety Commitments

Icon	Commitment
	<p><b>Risk Assessment</b></p> <p>Identification of safety hazards “at 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>• Inspect 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> </ul> <p><b><i>I will STOP WORK if I cannot perform the task SAFELY!</i></b></p>

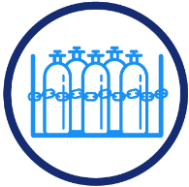



## CORPORATE POLICY MANUAL

Icon	Commitment
	<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 the 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 height 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>• Inspect fixed platforms, fall arrest systems, harnesses, and lanyards are anchored correctly</li><li>• Secure my tools and equipment to prevent dropped objects</li><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>



## CORPORATE POLICY MANUAL

Icon	Commitment
	<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>
	<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>• Inspect 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>





## CORPORATE POLICY MANUAL

Icon	Commitment
	<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 an exclusion zone for loading/unloading tasks and keep people out</li><li>• Yield at intersections and crosswalks</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 8 km/h (5mph)</li><li>• Operate a PIV without qualification</li></ul> <p><b><i>I will STOP WORK if I cannot perform the task SAFELY!</i></b></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 that 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><b><i>I will STOP WORK if I cannot perform the task SAFELY!</i></b></p>



## CORPORATE POLICY MANUAL

Icon	Commitment
A blue circular icon containing a grid with three interlocking gears, representing machine guarding.	<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 bypass machine/equipment guarding.</li></ul> <p><b><i>I will STOP WORK if I cannot perform the task SAFELY!</i></b></p>