



SECTION 28:

Human Rights

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A. INTRODUCTION

Respect for human rights is foundational to Carrier's values and The Carrier Way. We respect and protect human rights and labor standards consistent with the UN Guiding Principles on Business and Human Rights (2011), the Universal Declaration of Human Rights (1948) and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work.

B. POLICY

Carrier respects and protects the human rights of our existing and prospective employees, business partners (including customers, contractors and suppliers), and our communities by:

- Ensuring safe, healthy, and sustainable working conditions, operations and facilities, based on the most stringent of U.S. standards, local standards, or Carrier policies. Carrier's [Environmental, Health and Safety Policy](#) outlines our commitment to protecting what matters – our people, our stakeholders, and the environment;
- Requiring a respectful and harassment-free workplace and protecting those who in good faith raise concerns or report suspected wrong-doing or cooperate in audits or investigations. Carrier's [Code of Ethics](#) outlines these commitments and our zero-tolerance policy toward retaliation. To ensure robust reporting of allegations of wrongdoing, including suspected violations of the **Code of Ethics** and this Human Rights Policy, Carrier's [Anonymous Reporting Program](#) provides safe and confidential channels for employees and business partners to seek guidance, ask questions, make comments and report suspected misconduct;
- Prohibiting discrimination based on any unlawful basis, including: race, color, religion, national origin, gender, pregnancy, age, disability, veteran status, marital status, citizenship status, creed, sexual orientation, gender identity or expression, veteran status, or any other characteristics protected by applicable law or Carrier policy;



- Delivering employee compensation and benefits to attract and retain strong talent for our businesses and complying with all applicable regulations pertaining to wages, hours, and legally mandated benefits;
- Recognizing the principle of freedom of association and the right to collective bargaining as they exist under applicable laws in the countries where we operate;
- Prohibiting child or forced labor and ensuring that our business partners share this commitment. The term “child” refers to any person under the minimum legal age for employment where the work is performed. Examples of forced or compulsory labor include, but are not limited to, bonded labor, indentured labor, involuntary prison labor, slavery, or any form of trafficking in persons, including sex trafficking;
- Requiring our business partners to meet our expectations for human rights, ethics, and compliance as enshrined in our [Supplier Code of Conduct](#). Additional supporting policies include [Human Trafficking Policy Statement](#) and [California Transparency in Supply Chains Act](#);
- Respecting the legitimate privacy interests of those from whom Carrier collects, processes, and/or transfers Personal Information, including our existing and prospective employees and business partners, as outlined in the Carrier [Data Privacy Policy](#); and
- Ensuring that our objectives and decision-making, and those of our business partners, are lawful, ethical, merits-based and free from conflicts of interests and any and all forms of corruption, including bribery. These commitments are outlined in Carrier’s [Anti-Corruption](#) and [Conflicts of Interest](#) policies and our **Supplier Code of Conduct**.

C. OWNERSHIP

Carrier’s Chief Human Resources Officer and Chief Legal Officer are responsible for implementation and administration of this Policy, which is overseen by Carrier’s Chief Executive Officer and the Governance Committee of the Carrier’s Board of Directors.

D. REFERENCES



[Anti-Corruption Policy](#)

[California Transparency in Supply Chains Act](#)

[Code of Ethics](#)

[Conflicts of Interest Policy](#)

[Data Privacy Policy](#)

[Environmental, Health and Safety Policy](#)

[Human Trafficking Policy Statement](#)

[Supplier Code of Conduct](#)