EXHIBIT 1

CORPORATE POLICY MANUAL

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 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 EH&S 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 EH&S 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 EH&S 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 EH&S Operating System will ensure business continuity by proactively identifying and managing emerging EH&S aspects, impacts, hazards, and risks.

EH&S 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