

**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

Mike Duijser  
Senior Vice President, Operations  
Carrier