

## **Trane Technologies plc Modern Slavery Statement**

The following modern slavery statement is published on behalf of Trane Technologies plc and its consolidated subsidiaries (collectively, the “Company”) for the 2023 fiscal year in compliance with the United Kingdom Modern Slavery Act of 2015 and the Australian Modern Slavery Act 2018. A listing of the Company’s subsidiaries is available in its latest Form 10-K filed with the United States Securities and Exchange Commission.

### **Company Overview**

Trane Technologies plc, a public limited company incorporated in Ireland in 2009, and its consolidated subsidiaries is a global climate innovator that brings efficient and sustainable climate solutions to buildings, homes and transportation driven by strategic brands Trane® and Thermo King® and an environmentally responsible portfolio of products and services.

### **The Company’s Supply Chain**

Trane Technologies is a global company with a broad product and service portfolio. Our brands bring sustainable, efficient heating and cooling solutions to buildings, homes, and transportation. All of our manufacturing facilities are located across several countries, and we ship products to customers globally. We source raw materials, components, products, and services from more than 27,000 suppliers across the globe. In 2023, our combined annual spend was over \$9 billion for direct material and indirect suppliers. We work systematically to ensure that our suppliers share our values and continually improve their environmental and social conditions for the benefit of local communities and our entire planet.

### **Supply Chain Modern Slavery Risk Assessment**

The Company is committed to taking steps to ensure that human trafficking and forced labor are not taking place in its supply chain or business. The Company is aware that a complex global supply chain may be associated with risks of modern slavery when raw materials, components, products, or services pass through multiple tiers of suppliers.

The Company used a risk assessment process that evaluates suppliers’ compliance with its Business Partner Code of Conduct.

Additionally, the Company continued using a risk-based approach to survey suppliers in jurisdictions and industries that have a higher risk of modern slavery and human trafficking.

To obtain 2023 full fiscal year data on suppliers, the Company surveyed suppliers in early 2024 and asked suppliers to provide complete 2023 data. To complete this modern slavery due diligence process, the Company distributed the [Slavery & Trafficking Risk Template \(STRT\)](#) using a third-party supply chain data management solution to assist in our survey and due diligence process. The STRT is a free, open-source industry standard template created by the [Social Responsibility Alliance](#) that is designed to help companies with their supply chain modern slavery due diligence. The third-party supply chain data management solution's human trafficking and slavery due diligence program actively identifies and manages supply chain risks. The Company's investment in this third-party supply chain data management solution has helped the Company gather, store, and validate due diligence data while streamlining supply chain communications with stakeholders.

Additionally, in 2023, Trane Technologies contracted with a third-party provider to help the company learn of events that may impact its supply chain. This third-party provider's service monitors world events and alerts users of many types of potentially disruptive scenarios, including incidents related to forced labor.

### **Supply Chain Modern Slavery Risk Mitigation**

The Company's risk mitigation process, at a high-level, includes the ability to investigate potential issues at a supplier, provide training to a supplier, work with the supplier to implement mitigating controls, or assist a supplier in other appropriate manners with mitigating modern slavery risk. Our risk mitigation options also include termination of the supplier. Additional risk mitigation tools are outlined below.

#### **Global Policies**

The Company's [Code of Conduct](#), which applies to all employees, prohibits human trafficking, including forced or child labor. The Code also requires employees to conduct due diligence (or support due diligence efforts) so the Company does not retain suppliers who engage in human trafficking.

The Company's [Global Human Rights Policy](#) reiterates the Company's prohibition of the use of forced or child labor and states that the employment relationship must be voluntary. This policy reaffirms the Company's intolerance of human trafficking and includes enhanced requirements for recruiters and suppliers. Our policy aligns with the stringent standards set forth by the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Universal Declaration of Human Rights. The policy includes our Modern-Slavery and Human-Trafficking Statement, guided by ILO conventions 29 and 105, and outlines our steps to ensure compliance. We further address child labor with the guidance of ILO convention 138.

## Training

In 2023, the Company's Global Human Rights Policy was communicated to employees through the Company's annual code of conduct training. This annual training included a course dedicated to anti-human trafficking. Salaried employees in high-risk roles, such as the Legal, Human Resources and Global Integrated Supply Chain (GISC) functions, are assigned courses based on function and associated risks. Additionally, live or webinar-based modern slavery and human trafficking training was created for GISC employees and suppliers. Anti-human trafficking / modern slavery training is available for suppliers through the third-party supply chain data management solution.

## Reporting Mechanisms

The Company's Leadership Principle—we do what's right, always—and Code of Conduct asks employees to speak up and seek guidance or report concerns. The Company's [Ethics HelpLine](#), which includes a reporting category for human trafficking and forced labor, is available to employees and outside third parties, including suppliers, for reporting concerns or alleged wrongdoing. Reports to the Ethics HelpLine are investigated and actions are taken to ensure compliance.

Employees and outside third parties may also report concerns using the Company's dedicated mailbox at [AntiHumanTrafficking@tranetechnologies.com](mailto:AntiHumanTrafficking@tranetechnologies.com). This mailbox is monitored daily by a cross-functional team from Legal and GISC.

## Supplier Agreements

The Company defines its relationship with suppliers by contracts based on legal and ethical practices. The Company's contracts contain standard agreements that require suppliers to comply with the Company's [Business Partner Code of Conduct](#) and uphold fundamental human rights, including prohibitions on child, slave, prisoner and any other form of forced or involuntary labor. The Business Partner Code communicates the Company's expectations that suppliers operate ethically at all times. It also requires suppliers to ensure they do not violate basic human rights and prohibits forced labor and child labor. The Company will not continue to procure goods or services from a supplier found to be engaging in modern slavery or human trafficking.

## **Assessing the Effectiveness of the Company's Actions to Combat Modern Slavery**

The Company assesses the effectiveness of its actions to combat modern slavery by assessing employee awareness through training performance, analyzing reported modern slavery concerns,

evaluating supplier compliance with the Business Partner Code of Conduct, and performing supplier systems assessments, which include human rights as one of the categories of risk evaluated.

### **Consultation Process**

The Company's global modern slavery and anti-human trafficking compliance program is managed by a cross-functional working group comprised of members of the Legal Department, including the Ethics & Compliance Group, and GISC.

With respect to consultation process requirements under the Australian Modern Slavery Act 2018, this working group prepared this statement and consulted with relevant leaders of the Company and with the board members of its Australian entities and entities engaged in sales into Australia: Trane Thermo King PTY LTD, Thermo King Enterprise Hong Kong LLC (formerly known as Thermo King Trading Company), Thermo King LLC, MTA Australasia Pty Ltd, and Trane Technologies International Limited.

### **Approval**

This statement has been approved by the Board of Directors of Trane Technologies plc at its regular June 2024 meeting.



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Dave Regnery  
Chair and Chief Executive Officer

Board Approval Date: June 7, 2024