



HONEYWELL'S 2025 SLAVERY AND HUMAN TRAFFICKING STATEMENT

Honeywell is committed to combating the risk of modern slavery and human trafficking in our business and in our supply chain. Our approach to human rights, including modern slavery and human trafficking, forms part of Honeywell's commitment to ensure that all aspects of our business are built on a strong foundation of fairness, ethical behavior and integrity.

OUR BUSINESS

Honeywell invents and commercializes technologies that help organizations solve the world's toughest, most complex challenges, providing actionable solutions and innovations that help make the world smarter, safer and more sustainable. Headquartered at 855 S. Mint Street, Charlotte, NC 28202, Honeywell operates in approximately 70 countries and employs approximately 102,000 employees¹. Honeywell manages our business operations through four re-aligned global business segments: Aerospace Technologies, Building Automation, Energy and Sustainability Solutions, and Industrial Automation.



HONEYWELL'S VALUES REFLECTED IN OUR POLICIES

[Honeywell's Code of Business Conduct](#), [Supplier Code of Business Conduct](#), and [Human Rights Policy](#) address a broad range of human and workplace rights in our global operations and supply chain to ensure fairness, ethical behavior, dignity, and respect. Honeywell's policies are regularly reviewed and revised to ensure they remain current and appropriate.

These expectations are endorsed by Honeywell's Chairman and Chief Executive Officer and reinforced through various internal and external communication channels.

HUMAN RIGHTS POLICY

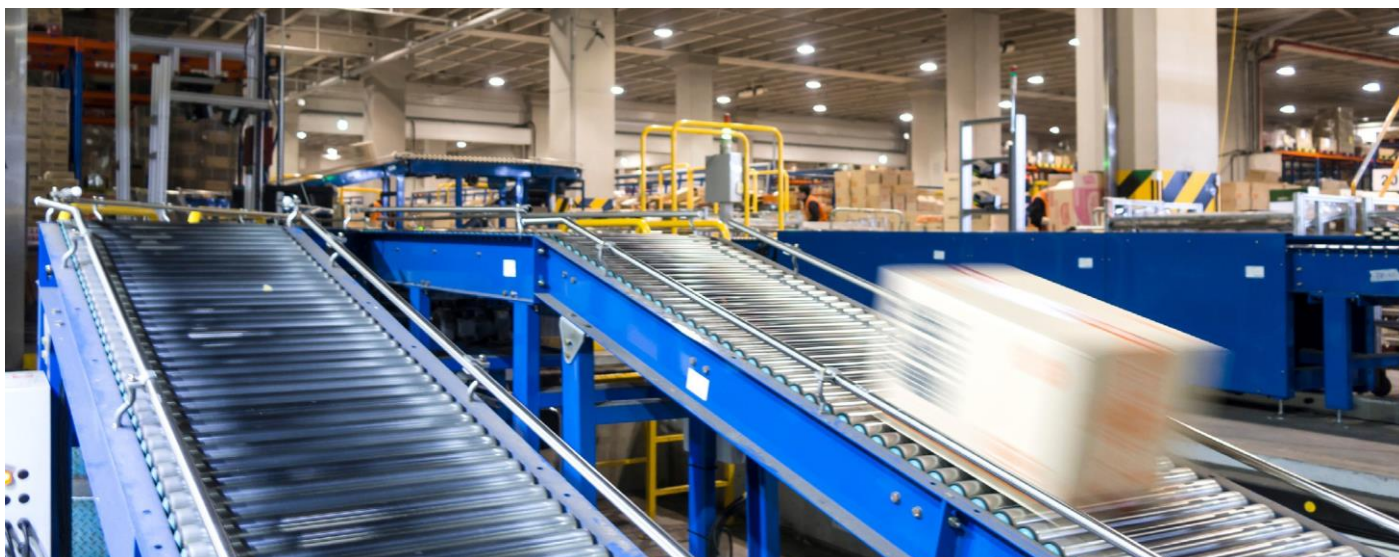
Our Human Rights policy applies to all Honeywell workers worldwide, including contingent workers, agents, and candidates for hire. Honeywell also requires suppliers to uphold human rights principles as described in Honeywell's Supplier Code of Business Conduct. Honeywell's commitment to Human Rights is grounded in international human rights principles that independent organizations have proposed, such as the United Nations Global Impact, the International Labor Organization's Declaration on fundamental Principles and Rights at Work, and all applicable laws of the jurisdictions where we operate. Key elements of the Human Rights Policy include: Inclusion and Diversity, Workplace Respect, Freedom of Association, Safe and Healthy Workplace, Workplace Security, Work Hours and Wages, Forced Labor and Human Trafficking, Child Labor, and Rights of Local Communities and those who live and work there. Honeywell declares in the policy its intention to take appropriate action against employees, agents and suppliers who act in violation of the policy.

HONEYWELL'S CODE OF BUSINESS CONDUCT

The Code of Business Conduct applies to the employees, officers, and directors of Honeywell. It also applies to Honeywell's business partners. The Code of Business Conduct specifically addresses child labor and the use of forced, indentured, or involuntary labor and declares that "Honeywell will not tolerate any instances of human trafficking or other forced labor. We will also never conduct business with any third parties (such as agents or suppliers) who engage in human trafficking or forced labor."



¹Excludes Sandia National Laboratories (Sandia) and Kansas City National Security Campus (KCNSC) work forces of approximately 24,000 employees. Sandia and KCNSC are U.S. Department of Energy facilities. Honeywell manages these facilities as a contract operator and does not establish or control their human resource policies.



HONEYWELL'S SUPPLIER CODE OF BUSINESS CONDUCT

Honeywell procures a vast variety of products and services from suppliers around the world. Given the nature and geography of Honeywell's business, our supply chain is both extensive and diverse.

Honeywell's Integrated Supply Chain (ISC) activities are managed by a global team of seasoned professionals with expertise in risk management, procurement, supply management, operations management, logistics, and supply chain performance optimization. Our management structure ensures we have the necessary expertise to support the broad scope of Honeywell's supply chain operations.

Honeywell also expects its supply chain to abide by its [Supplier Code of Business Conduct](#). The Supplier Code of Business Conduct is flowed down to Honeywell's global suppliers, which in turn are required to ensure that the same requirements are met within their supply chain.

The Supplier Code of Business Conduct, which includes requirements related to the responsible sourcing of conflict minerals, sets forth the expectation that Honeywell's suppliers shall not traffic in persons or use any form of slave, forced, bonded, indentured, or involuntary prison labor. This includes a prohibition on the transportation, harboring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation.

As part of this commitment to prohibiting human trafficking, suppliers may not engage in any of the following conduct:

1. Destroying, concealing, or confiscating identity or immigration documents;
2. Using fraudulent recruiting tactics; or
3. Charging employees unreasonable recruitment fees or providing inadequate housing based on local standards, laws or directives.

The Supplier Code of Business Conduct also requires suppliers to adopt and implement a management system to ensure compliance with the Supplier Code of Business Conduct and all applicable laws, regulations and customer requirements. The minimum requirements for the management system include, amongst others, the need for risk assessment and management and the implementation of training and a corrective action process.

The requirement to comply with the Supplier Code of Business Conduct is incorporated as part of Honeywell's standard sourcing terms.

Honeywell expects all suppliers to adhere to the Supplier Code of Business Conduct and all applicable laws and regulations and to ensure that these requirements are met within their supplier chain. Supplier adherence is a key consideration when we make sourcing decisions. Honeywell reserves the right to terminate a supplier relationship if the supplier fails to comply with applicable legal requirements or the Honeywell Supplier Code of Business Conduct, including Honeywell's policies aimed at combating slavery and human trafficking.



MEASURES TAKEN TO IDENTIFY AND ADDRESS MODERN SLAVERY AND HUMAN TRAFFICKING RISK

Honeywell conducts periodic human rights impact assessments to better understand Honeywell's potential human rights impacts and opportunity areas for continuous improvement. Honeywell's impact assessment has informed the following areas where potential modern slavery risk may exist:

- 1. Honeywell Operations:** Modern slavery risk may exist within the contingent labor population, particularly at lower levels of the upstream supply chain, in high-risk countries and in sectors where low-skilled labor is more common. At Honeywell, contingent workers, including contract service workers, subcontractors, and independent contractors, can only be retained through an enterprise vendor arrangement. Honeywell manages strong partnerships with these enterprise vendors, who are subject to pre-qualification and contractual obligations to ensure compliance with applicable labor standards.
- 2. Supply Chain:** Given Honeywell's international footprint and the diversity of our products and services, modern slavery risk potentially may exist in the far upstream of Honeywell's supply chain.

To address the potential risk of modern slavery in our supply chain, Honeywell has established standardized policies and processes to assess, monitor and audit suppliers against our Supplier Code of Business Conduct through a standardized supply chain due diligence program that includes the following elements:

- 1. Screening of New Suppliers:** Honeywell has an ongoing policy of screening and vetting new suppliers. As part of the screening process, Honeywell considers reliable third-party sources that identify various compliance risks, including labor and human rights violations, fraud and illegal activities. Identified risks are reviewed and vetted by a subject matter expert.
- 2. Supplier Monitoring:** Honeywell applies the same screening and review process to conduct a real-time continuous monitoring diligence program that applies to all existing suppliers.
- 3. Supplier On-Site Social Responsibility Audits:** Honeywell has a risk-based program in place to conduct on-site audits of its higher-risk suppliers to ensure compliance with the Supplier Code of Business Conduct, including Honeywell's policies regarding slavery and human trafficking.
- 4. Corrective Action and Remediation:** Honeywell implements corrective action plans to remediate risks or findings identified through Supplier Screening, Monitoring or Audits programs, up to and including suspension or termination of the supplier relationship.



TRAINING AND COMMUNICATIONS

Honeywell provides comprehensive training on key compliance topics, many of which are available in over 20 languages, offers mechanisms for employees and third parties to report concerns (including doing so anonymously) under a strict non-retaliation policy, and ensures timely and fair investigations of all allegations.

Honeywell employees are required to complete periodic training on Honeywell policies. Where legally permissible, Honeywell employees are required to complete Code of Business Conduct training on an annual basis and certify that they have read and understand the Code of Business Conduct and that they have reported any potential violations.

Additionally, a specific training on Human Trafficking Prevention as well as training on how to manage supplier on site Social Responsibility Audits and remediation of any findings, is assigned on a mandatory basis to applicable employees and offered to all employees. The training addresses identification of red flags associated with human trafficking and forced labor, conducting human rights due diligence before working with suppliers to ensure Honeywell is not supporting human trafficking, even unintentionally, and reporting any violations of our Human Rights Policy.

ACCOUNTABILITY

Honeywell requires its employees to follow its Code of Business Conduct and its Human Rights Policy and maintains a [Whistleblower Program](#) that is available at all times to all Honeywell employees, customers, suppliers, and other individuals to report any concerns, including any potential human rights violations or concerns. Anyone who reports a concern has the option to do so anonymously, where permitted by applicable law. Honeywell treats all reports confidentially to the extent possible, consistent with the law, company policy, and the requirements necessary to conduct an effective investigation. All reports are investigated promptly and thoroughly, consistent with applicable law. Honeywell will not tolerate any form of retaliation against anyone for making a good faith report of actual or potential misconduct.

CONCLUSION

This statement is issued for Honeywell International Inc. and all its direct and indirect subsidiaries, and may be ratified by those subsidiaries that are subject to applicable supply chain due diligence laws and regulations, such as Australia's Modern Slavery Act 2018, California's Transparency in Supply Chain Act, Canada's Fighting Against Forced and Child Labor Act, Germany's Act on Corporate Due Diligence Obligations in Supply Chains, Norway's Transparency Act, and the UK Modern Slavery Act of 2015.

This statement was approved and signed by the parent of these entities, Honeywell International Inc. on February 14, 2025.

HONEYWELL INTERNATIONAL

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THE
FUTURE
IS
WHAT
WE
MAKE IT

Honeywell

Appendix A: Modern Slavery Statement Honeywell Australia

1. REPORTING ENTITY

This joint Modern Slavery Statement is provided by and covers Honeywell Holdings Pty Ltd (ABN 18 000 383 764) and Honeywell Limited (ABN 74 000 646 882) (collectively referred to as **Honeywell Australia**) as reporting entities under the *Modern Slavery Act 2018* (Cth) for the reporting period for the financial year ending 31 December 2025.

Honeywell Australia is an indirect wholly owned subsidiary of Honeywell International Inc. (**Honeywell**). Honeywell's Slavery and Human Trafficking Statement (the **Report**), attached hereto, has been issued by Honeywell and contains processes and policies that are utilised by Honeywell Australia. The Report is hereby adopted and approved by the board of directors of Honeywell Australia.

2. STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Honeywell Australia employs approximately 1,617 employees. Contingent workers, including contract service workers, subcontractors, and independent contractors, are retained through an enterprise vendor arrangement. Honeywell manages strong partnerships with these enterprise vendors, who are subject to pre-qualification and contractual obligations to ensure compliance with applicable labour standards.

Honeywell's Australia principal activity is the provision of Building and Industrial Automation Control Systems and Solutions. Honeywell Australia sells various products across Australia and New Zealand, with security and fire products being the largest category. Honeywell Australia's core operations in Australia involves sourcing products from suppliers, storage and assembly, and shipping to customers via third party logistics. Honeywell Australia's largest Strategic Business Group ('SBG') is Building Automation ('BA'), which includes the Honeywell Security and Fire Strategic Business Unit ('SBU').

Honeywell Australia's upstream value chain mainly consists of products, components and raw materials sourced from Asia, Europe, and Australia. Honeywell Australia's key products are sourced internally from either subsidiary companies of Honeywell International Inc. or from third-party suppliers. Many of its key suppliers are involved in providing Fire and Smoke Detector Controllers which are used in the Security and Fire SBU.

Honeywell Australia has leased premises across Australia and New Zealand including offices and warehouses. When not shipped directly to the customer, stock is mostly held in warehouses which are either managed by Honeywell Australia or third parties. For goods that pass through the warehouses, Honeywell Australia either dispatches them directly to customers or to local branches in Australia and New Zealand, which then sell to customers. The most material customers are located in Australia and New Zealand. A combination of air and road logistics are used for fulfillment and distribution.

Please see page 3 of the Report and the section "Honeywell's Supplier Code of Business Conduct" for more details on Honeywell's global supply chains.



3. RISKS OF MODERN SLAVERY PRACTICES IN OPERATIONS AND SUPPLY CHAINS

Please see page 4 of the Report and the section “Measures Taken to Identify and Address Modern Slavery and Human Trafficking Risk”.

4. ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS, INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES

Please see page 4 of the Report and the section “Measures Taken to Identify and Address Modern Slavery and Human Trafficking Risk”. In addition, Honeywell Australia requires subcontractors to complete a modern slavery assessment that allows for further insights for continuing risk monitoring.

5. HOW WE ASSESS THE EFFECTIVENESS OF OUR ACTIONS

Please also see page 5 of the Report and the sections “Training and Communications” and “Accountability”.

6. PROCESS OF CONSULTATION

Honeywell recognises the importance of taking a collaborative and cross-functional approach to modern slavery. Honeywell Australia consulted and collaborated with its key global supply chain stakeholders in preparing this statement.

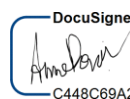
7. OTHER RELEVANT INFORMATION

Please see page 2 of the Report and the sections “Honeywell’s Values Reflected in Our Policies”, “Human Rights Policy”, “Honeywell’s Code of Business Conduct” and page 3 section “Honeywell’s Supplier Code of Business Conduct”.

STATEMENT APPROVAL

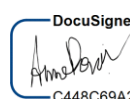
This Statement is made for the financial year ending 2025. The Statement has been approved by the Board of Directors of Honeywell Holdings Pty Ltd and Honeywell Limited on 4 June 2026.

Honeywell Holdings Pty Ltd

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Gomathy S T Dorai
Director

Honeywell Limited

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Director

ACKNOWLEDGEMENT OF COUNTRY

Honeywell acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community.

We pay our respect to the Elders both past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.