

MODERN SLAVERY STATEMENT AUSTRALIA

1 JAN - 31 DEC 2023

INTRODUCTION

Honeywell Australia is pleased to provide its fourth Modern Slavery Statement in compliance with the Modern Slavery Act 2018 (Cth). Honeywell has zero tolerance for human trafficking and slavery and has measures in place to ensure that Honeywell employees, agents and suppliers do not engage in human trafficking and slavery activities and continually revises those measures to keep in step with relevant legislation.

Honeywell's commitment, is defined within its [Honeywell Code of Business Conduct](#), its [Supplier Code of Conduct](#) and its [Human Rights Policy](#). Furthermore, Honeywell has prepared and issued a [2024 Slavery and Human Trafficking Statement](#).

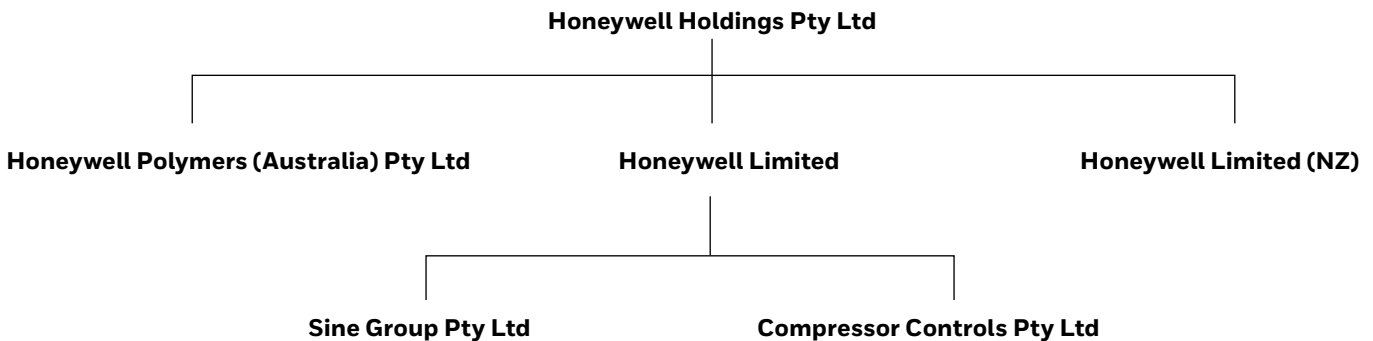
The expectations of Honeywell in respect of the above are endorsed by Honeywell International's Inc., Board of Directors, and Chief Executive Officer and reinforced through various internal and external communication channels.

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).

OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN

OUR STRUCTURE



Honeywell Australia's ultimate parent is Honeywell International Inc. (Honeywell) which is headquartered in Charlotte, North Carolina.

OPERATIONS

Honeywell operates in approximately 70 countries and employs approximately 103,000 employees, with about 1,500 employed in Australia. Contingent workers are utilised to a limited

extent and are always engaged under Honeywell's Human Rights Policy. Honeywell is a global technology-driven industrial company that manages business operations through four global business segments:

- Aerospace Technologies
- Building Automation
- Energy and Sustainability Solutions
- Industrial Automation

Honeywell Australia provides products and services in all states and territories nationally through a network of 20 site locations. Honeywell Australia operates in adherence with all of Honeywell's relevant global policies, procedures and guidance, and always acts with both a global and local mindset.

SUPPLY CHAIN

Honeywell Australia procures a vast variety of products and services from suppliers around the world including products which are manufactured or produced by entities within Honeywell. Given the nature and geography of Honeywell Australia's business, our supply chain is both extensive and diverse. Honeywell's supply chain activities are managed by a global and local team of procurement specialists with expertise in risk management, procurement, supply management, operations management, logistics, and supply chain performance optimization.

RISKS OF MODERN SLAVERY PRACTICES IN HONEYWELL'S SUPPLY CHAIN

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.

ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS INCLUDING THE EFFECTIVENESS OF OUR ACTIONS

To address the potential risk of modern slavery in our supply chain, Honeywell has established standardized policies and processes to evaluate, monitor and audit suppliers against our Supplier Code of Business Conduct through a 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 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.

OUR INTEGRITY HELPLINE

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.

Honeywell investigates and responds to 100% of the allegations reported through the helpline based on Honeywell's Code of Business Conduct, Supplier Code and our Human Rights Policy.

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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 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.

INFORMED 365 PLATFORM

Honeywell Australia has subscribed to the Property Council of Australia's Modern Slavery platform which is designed to assess modern slavery risk across supply chain. It allows Honeywell to request suppliers to complete (or share any previously completed) modern slavery audit questionnaires and thereby assess any gaps that Honeywell may need to work through with its suppliers in order to strengthen their ability to meet Honeywell's strict requirements.

CLEANING

Given the prevalent use of unskilled and migrant labour in cleaning, Honeywell requires that all newly on-boarded or renewed cleaning contractors must be members of and comply with the Cleaning Accountability Framework.

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.

OTHER RELEVANT INFORMATION

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Our approach and commitment to human rights drives [Honeywell's 2024 Slavery and Human Trafficking Statement](#) to ensure that all aspects of our business are sustainable and built on a strong foundation of fairness, ethical behaviour and integrity.

Honeywell Holdings Pty Ltd

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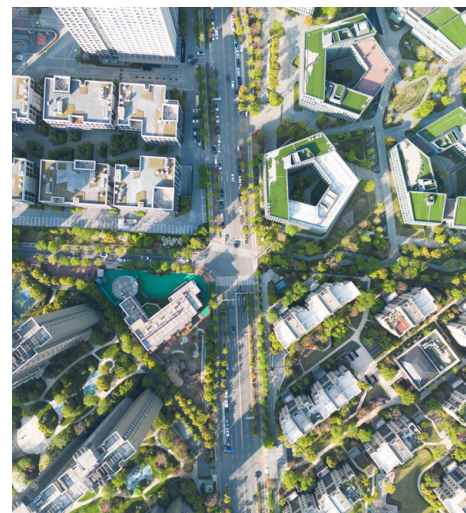
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David Arthur Glover
Director

ENVIRONMENTAL SOCIAL AND GOVERNANCE REPORT

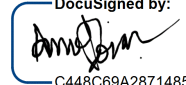
Honeywell is committed to protecting the environment, our people and our communities while creating value for our shareholders. Further details are set out in [Honeywell's 2023 ESG Report](#).

STATEMENT APPROVAL

This Statement is made for the financial year ending 2023. The Statement was approved by the boards of each of the two reporting entities covered by this statement on 11 June 2024.



Honeywell Limited

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Gomathy S T Dorai
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.

**THE
FUTURE
IS
WHAT
WE
MAKE IT**