

Philanthropy and Volunteerism

Ingersoll Rand Global Citizenship Council

Ingersoll Rand strives to embody best practices in corporate citizenship. We work tirelessly to ensure that the impacts of our business activity, together with the involvement of our employees as friends and neighbors, contribute to a better quality of life in all of the communities in which we operate. The Ingersoll Rand Global Citizenship Council aligns our businesses and employees with this vision. The council's mission is to make recommendations that focus resources on areas where we truly can make a difference.

This mission reflects our preference for making charitable contributions and involving employees as volunteers to achieve targeted results. Instead of providing charitable support for "worthy causes," our objective is to make resource investments that lead to measurable, observable changes in people, communities and our environment.

Ingersoll Rand Foundation

Complementing the Council's work, the Ingersoll Rand Foundation serves as the focal point for our corporate philanthropic activity. The Foundation's purpose is to develop charitable partnerships that advance the quality of life by fostering safety, comfort, sustainability, education and the efficient use of energy and natural resources at the local community level. These partnerships help make our communities better places to live and work, while building employee morale and engagement and nurturing trust in Ingersoll Rand.

The Ingersoll Rand Foundation is engaged in five programs that align with our business and extend our enterprise vision – a word of sustainable progress and enduring results – into the communities where we live, work and operate.

1. **Priority Issue Grants.** This program makes available general grants, and is open to requests from all employees and 501(c)(3) designated nonprofit organizations. Grants for consideration must address at least one of the Foundation's four priority issues: energy and natural resource efficiency; housing and shelter; science, technology, engineering and mathematics (STEM) education; and nutrition and food waste reduction.
2. **Matching Gifts.** All Ingersoll Rand locations have the opportunity to set up a United Way annual employee giving campaign. Money donated by employees during campaigns will be matched dollar for dollar by the Foundation. Although United Way campaigns are primarily held within the United States, our locations in India and Puerto Rico have also taken part in the program. In addition, the Foundation will match contributions to educational institutions made by eligible employees up to an annual, aggregate maximum of \$15,000.
3. **Natural Disaster Relief.** Ingersoll Rand is a longstanding partner with the American Red Cross. This partnership accelerates support for disaster relief efforts worldwide, and ensures that our employees will receive relief from the Red Cross in the event of a natural disaster. It also facilitates employee giving to Red Cross relief efforts in disaster-stricken areas.
4. **Educational Scholarships.** The Ingersoll Rand Scholarship Program fosters employee goodwill by rewarding, recognizing and supporting the academic success of our employees' children throughout their college careers. High school juniors and seniors are eligible for merit scholarships of up to \$2,500 annually for one to four years per recipient. The program is available on a global basis. In addition to academic accomplishments, financial need is an important factor in selecting award recipients.
5. **Volunteerism.** Named "Dollars for Doers," our volunteer program rewards individuals and employee teams who donate their time to community causes with a gift from the Foundation to eligible nonprofit organizations. The amount of the donation corresponds with the number of hours volunteered and the needs of the organization selected.

Through the Ingersoll Rand Foundation, in 2014 we donated more than \$5.8 million in philanthropic gifts and donations, a 24 percent increase from 2013. Our culture of giving advances the quality of life in communities

around the world, while building employee morale and engagement and nurturing trust in Ingersoll Rand.


By establishing priorities and guidelines for our charitable giving both the Ingersoll Rand Global Citizenship Council and Foundation translate the following core principles into action:

1. **Achieving Impact:** Our objective is to make resource investments that lead to measurable, observable changes in people, communities and the environment.
2. **Advancing Business-Community Synergy:** Corporate citizenship for its own sake is intrinsically valuable. Our philanthropic efforts are responsive to both our communities and our business interests, and effectively utilize our unique resources.
3. **Community Responsiveness:** Our philanthropic efforts are responsive to identified needs in the community that are appropriate for our involvement.
4. **Employee Preference:** The interests and preferences and volunteer efforts of our employees are recognized in the community programs we support.
5. **Globalization and Diversity:** Awareness of people, issues, communities and environments around the world, is an important element of our corporate citizenship responsibility.
6. **Inspiring Progress and Sustainability:** Working toward sustainable solutions requires an integrated view of a community and the various issues and indicators that link that community's environment, society and economy.

Engaged with Our Neighbors

Ingersoll Rand employees strive to match their engagement in the workplace with involvement in the communities in which we live and do business. We believe a winning culture is one that assists employees in contributing both time and financial support to local philanthropies and community organizations. In keeping with this belief, we encourage our fellow employees to align their work as volunteers with our priority areas that improve communities around the world: energy efficiency; science, technology, engineering and math; nutrition and food waste reduction; and housing and shelter.

Employees volunteered more than 15,800 hours in 2014, a 28 percent increase over 2013, to strengthen our communities and provide assistance and relief to our neighbors around the world.

Asia Pacific "Glocal" Employee Teams Invest in People and Communities

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Combining the global resources of Ingersoll Rand with the hands and passion of our Asia Pacific employees is fueling the success of a new global strategic program – Glocal (global + local) Green Teams. Our CEES launched the program to encourage community involvement through employee volunteerism as a way to address regional social challenges and strengthen local enterprise relations. For example, Glocal team members have worked with more than 1,300 school children in Wujiang. Glocal Green Teams are now in place at our Wujiang plant, Taicang campus and Engineering and Technology Center Asia Pacific, all located in China.

Trane Partners with St. Jude Children's Research Hospital®

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What began as the personal mission of a single Ingersoll Rand employee has grown into a movement of support for the St. Jude Children's Research Hospital® across our Trane residential HVAC business internally and externally. Territory manager Angie McCann first kicked off a connection with St. Jude in 2013, successfully orchestrating a regional equipment donation in three states. This connection grew to become a national St. Jude Dream Home® Giveaway sponsorship in 2014, with Trane contributing HVAC systems for nearly 30 custom-built homes that were given away during the year, making it one of the largest single-event fundraisers for St.

Jude nationwide. Additionally, more than 260 Trane employees, distributors, dealers and strategic partners participated in supporting and attending St. Jude *Give Thanks. Walk*[™] events to fight childhood cancer.