



## **FOSTERING A RESPECTFUL AND SAFE WORK ENVIRONMENT POLICY**

Carrier Corporation ("Carrier") is committed to providing workplaces free from racism, harassment, discrimination, bullying, threats and violence of any kind. We stand as partners with the communities of people who face daily forms of racial discrimination and other forms of discrimination. Carrier encourages all vendors, suppliers, contractors and service providers to develop new and innovative ways to cultivate diversity and inclusion and provide a safe work environment for all.

The Carrier Code of Ethics reflects and reinforces our commitment to fostering a safe work environment and can be found at [corporate.carrier.com/ethics-and-compliance](https://corporate.carrier.com/ethics-and-compliance)

Carrier has **ZERO TOLERANCE** for harassment and discrimination (subtle and/or overt) on the basis of race, sex, gender, gender identity and expression, color, religion, creed, national origin, citizenship, age or any other characteristic or status protected by law. It is the expectation of Carrier that all worksites and workplaces foster and provide an anti-racist, inclusive, safe and harassment free work environment for its employees and representatives.

Should Carrier be notified of any incident that may violate our commitment to fostering a respectful and safe work environment, Carrier reserves the right to investigate any such incident. Within our discretion, Carrier shall discontinue work in order to fully investigate the matter and Carrier expects the full cooperation and involvement of the Contractor and/or Owner. At the conclusion of the investigation, corrective actions shall be implemented in the sole discretion of Carrier. During the investigation period, Carrier shall not be subject to any damages or liability.

This Policy is herein effective and accepted upon receipt and is deemed incorporated in any controlling Terms and Conditions.