Human Rights Policy

Introduction and purpose
At Honeywell Aerospace, we are committed to supporting human and workplace rights in our global operations and supply chain. We believe that workers should be treated with fairness, dignity and respect, and we seek to ensure that every employee has a voice in our workplace. This commitment is grounded in international human rights principles that independent organizations have proposed, such as the United Nations Guiding Principles on Business and Human Rights, Ten Principles of the United Nations Global Compact and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, as well as all applicable laws of the jurisdictions where we operate.

Related policies, information and resources

– Honeywell Aerospace Code of Business Conduct

—Honeywell Aerospace Supplier Code of Business Conduct

Scope and applicability
This policy applies to all Honeywell Aerospace workers worldwide, including contingent workers, agents and candidates for hire. Honeywell Aerospace also requires suppliers to uphold human rights principles as described in Honeywell Aerospace's Supplier Code of Business Conduct.

Policy
Honeywell Aerospace recognizes its responsibility with regards to:

— **Inclusion and diversity**
Our workplace is one that reflects the diversity of the communities in which we operate, and we are committed to providing employees with a workplace that is free from unlawful discrimination. We are committed to maintaining an inclusive, safe, and respectful working environment for all employees, regardless of gender, race, color, ethnic background, age, religious belief, national origin, affectional or sexual orientation, gender identity, disability, marital status, veteran status, citizenship or impending citizenship, or any other characteristic protected by law. Honeywell Aerospace has zero tolerance for unlawful discrimination or conduct that otherwise singles out an employee or group of employees based on the protected categories listed above.

— **Workplace respect**
Employees should be able to work and learn in a safe, yet stimulating atmosphere, and Honeywell Aerospace will not tolerate intimidating, hostile, abusive or offensive behaviors in our workplace. Honeywell Aerospace has zero tolerance for such conduct, which will be considered harassment and is strictly prohibited. This applies to all phases of the employment relationship, including hiring, promotion, demotion, transfer, discipline, layoff or termination, compensation, use of facilities and selection for training or related programs.

Honeywell Aerospace

Freedom of association

Honeywell Aerospace recognizes and respects employee rights to join or not join any lawful organization. We recognize that employees have the right to seek labor representation, join unions and bargain collectively in many places in which we operate. We respect our employees' right to make informed choices about labor representation, free of coercion. Where employees have labor representation, we strive to build a positive, business-focused relationship with their representatives while continuing to meet our commitments to each employee under this policy.

Workplace security

This policy applies to all Honeywell Aerospace workers worldwide, including contingent workers, agents and candidates for hire. Honeywell Aerospace also requires suppliers to uphold Human Rights principles as described in Honeywell Aerospace's Supplier Code of Business Conduct.

Safe and healthy workplace

By integrating health, safety and environmental considerations into all aspects of our business, we protect our people and the environment, achieve sustainable growth and accelerated productivity, drive compliance with all applicable regulations and develop the technologies that expand the sustainable capacity of our world. Our health, safety and environment product stewardship and sustainability (HSEPS) management system reflects our values and helps us meet our business objectives. Adherence to our HSEPS management system helps ensure that our employees, communities and environment remain safe.

Work hours and wages

Honeywell Aerospace pays all workers at least the minimum wage required by applicable laws and regulations and provides all legally mandated benefits. In addition, Honeywell Aerospace complies with all applicable maximum working hours laws and regulations and workers are compensated for overtime hours at or above the rate required by applicable laws and regulations.

Forced labor and human trafficking

We prohibit all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any other form of human trafficking. We do not conduct business with any third parties who engage in human trafficking or forced labor. Honeywell Aerospace seeks to prevent engagement in human trafficking activities and prohibits certain conduct, including: a) procurement of commercial sex acts, b) destruction, retention or denial of employee access to their identity or immigration documents, c) making material misrepresentations during recruitment of employees and d) charging employees recruitment fees.

Child labor

Child labor is strictly prohibited. Honeywell Aerospace does not employ children. The minimum age for employment or work shall be 16 years of age, the minimum age for employment in that country or the age for completing compulsory education in that country, whichever is higher, provided that this requirement does not prohibit participation in legitimate and lawful workplace apprenticeship programs.

Local communities

We respect the rights of local communities and those who live and work there consistent with international human rights standards. We continuously monitor and address the environmental impacts of our business operations on our neighbors and strive to create positive impacts on adjacent communities through local engagement and charitable programs.

Violations

Honeywell Aerospace will take appropriate action against employees, agents, customers and suppliers who violate this policy. Honeywell Aerospace employees who violate this policy may be subject to disciplinary action up to and including termination of employment, and suppliers who fail to comply with the Supplier Code of Business Conduct may be subject to termination as a Honeywell Aerospace supplier and possible legal action.

Due dilligence, audits and monitoring

We recognize that human rights due diligence is a continuous process, and we have policies, processes, training, audit and other monitoring systems in place in furtherance of this commitment.

Responsibility for the policy

This Human Rights Policy has been approved by Honeywell Aerospace's Chairman and Chief Executive Officer. The Chief Human Resources Officer is responsible for interpretation and management of this policy in consultation with the Chief Compliance Officer.

Reporting concerns and seeking guidance

Honeywell Aerospace directors, officers and employees have a responsibility to report any circumstance that may involve a violation of this policy, and may do so anonymously. Honeywell Aerospace personnel and third parties may report concerns through Honeywell Aerospace's Aero Integrity Helpline:

Visit: honeywellaerospace.speakfullynow.com

Call: 888-829-8316 if dialing from the United States. For countries outside the U.S. please visit Honeywell Aerospace's Compliance site.

Email: AeroIntegrity@honeywellaerospace.us

Honeywell Aerospace 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 will be investigated promptly and thoroughly, consistent with applicable law. Honeywell Aerospace will not tolerate any form of retaliation against anyone for making a good faith report of actual or potential misconduct.