



Honeywell's 2021 Slavery and Human Trafficking Statement

Honeywell is committed to combatting the risk of modern slavery and human trafficking in its business and in our supply chain. Our approach to modern slavery and human trafficking forms part of the Honeywell drive to ensure that all aspects of our business are built on strong foundations of fairness, ethical behavior and integrity.

Our Business

Honeywell invents and commercializes technologies that address some of the world's most critical challenges around energy, safety, security, productivity and global urbanization. Honeywell is headquartered at 300 S. Tryon Street, Suite 600, Charlotte, NC 28202, operates in approximately 70 countries (including the UK) and employs approximately 103,000 employees. Honeywell globally manages our business operations through 4 different business segments: Aerospace, Performance Materials and Technologies, Safety and Productivity Solutions, and Honeywell Building Technologies.

Honeywell's policies relevant to modern slavery and human trafficking

Honeywell has an extensive set of corporate policies that stand as a declaration to its business, its customers, our suppliers and the world in general of the way in which Honeywell behaves and demonstrates its commitment to integrity in all aspects of the business. Honeywell's policies are regularly reviewed and revised to ensure they remain current and appropriate.

Those most relevant to modern slavery and human trafficking include:

- [Honeywell's Combatting Human Trafficking policy](#);
- [Honeywell's Code of Business Conduct](#); and
- [Honeywell's Supplier Code of Business Conduct](#).

The Combatting Human Trafficking policy is addressed to employees, agents and suppliers. It lays down a clear policy for Honeywell employees, agents and suppliers that prohibits activities associated with human trafficking and forced labor. Honeywell declares in the policy its intention to take appropriate action against employees, agents and suppliers who act in violation of the policy.

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."

The Supplier Code of Business Conduct is described further below.

Honeywell's Supply Chain

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 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 legislations.

Honeywell's Supplier Code of Business Conduct

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 requested to ensure that the same requirements are met throughout the supply chain.

The Supplier Code of Business Conduct 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 and 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.

Internal Accountability

Honeywell requires its employees to follow the Honeywell Code of Business Conduct and its Human Trafficking Policy. An integrity and compliance hotline is open at all times to all Honeywell employees, customers, suppliers and other individuals to alert the Honeywell Integrity and Compliance Team on an anonymous basis.

Monitoring Honeywell's effectiveness in combatting modern slavery and human trafficking

Honeywell takes the monitoring of the efficiency of its policies seriously. It also is transparent in the way it runs and governs its business. Honeywell publishes a [Corporate Citizenship Report](#) that publicly reports on the implementation, efficiency and development of its practices, values and standards.

Audits

Honeywell has a program in place to conduct audits of its supply chain to ensure compliance with the Supplier Code of Business Conduct, including Honeywell's policies regarding slavery and human trafficking. 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 combatting slavery and human trafficking.

Training

Honeywell employees are required to complete periodic training on the Honeywell policies and Code of Business Conduct. All Honeywell employees are also required on an annual basis to certify that they have read and understand the Code of Business Conduct and that they have reported any concerns regarding potential violations of Honeywell's Code of Business Conduct.

This statement is issued for Honeywell International Inc., and all its direct and indirect subsidiaries including those operating in the United Kingdom who are specifically required by the UK Modern Slavery Act of 2015 to publish an annual modern slavery statement (those companies are identified in the annex attached to this statement).

For information on Honeywell's performance please see [Corporate Citizenship Report](#) and [Annual Report](#).