

# HONEYWELL'S 2023 SLAVERY AND HUMAN TRAFFICKING STATEMENT

Honeywell is committed to combatting the risk of modern slavery and human trafficking in our business and in our supply chain. Our approach to human rights, including modern slavery and human trafficking, forms part of Honeywell's commitment to ensure that all aspects of our business are sustainable and built on a strong foundation 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. Headquartered at 855 S. Mint Street, Charlotte, NC 28202, Honeywell operates in approximately 70 countries and employs approximately 103,000 employees. Honeywell manages our business operations through four global business segments: Aerospace, Performance Materials and Technologies, Safety and Productivity Solutions, and Honeywell Building Technologies.

## HONEYWELL'S VALUES REFLECTED IN OUR POLICIES

[Honeywell's Code of Business Conduct](#), [Supplier Code of Business Conduct](#), and [Human Rights Policy](#) address a broad range of human and workplace rights in our global operations and supply chain to ensure fairness, ethical behavior, dignity, and respect. Honeywell's policies are regularly reviewed and revised to ensure they remain current and appropriate.

These expectations are endorsed by Honeywell's Chairman and Chief Executive Officer and reinforced through various internal and external communication channels.

## HUMAN RIGHTS POLICY

Our Human Rights policy applies to all Honeywell workers worldwide, including contingent workers, agents, and candidates for hire. Honeywell also requires suppliers to uphold human rights principles as described in Honeywell's Supplier Code of Business Conduct. Honeywell's commitment to Human Rights is grounded in international human rights principles that independent organizations have proposed, such as the United Nations Global Impact, the International Labor Organization's Declaration on fundamental Principles and Rights at Work, and all applicable laws of the jurisdictions where we operate. Key elements of the Human Rights Policy include: Inclusion and Diversity, Workplace Respect, Freedom of Association, Safe and Healthy Workplace, Workplace Security, Work Hours and Wages, Forced Labor and Human Trafficking, Child Labor, and Rights of Local Communities and those who live and work there. Honeywell declares in the policy its intention to take appropriate action against employees, agents and suppliers who act in violation of the policy.

## **HONEYWELL'S CODE OF BUSINESS CONDUCT**

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."

## **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 required to ensure that the same requirements are met within their 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.

**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’s Integrated Supply Chain (ISC) activities are managed by a global team of seasoned professionals with expertise in risk management, procurement, supply management, operations management, logistics, and supply chain performance optimization. Our management structure ensures we have the necessary expertise to support the broad scope of Honeywell’s supply chain operations.



Honeywell expects all suppliers to adhere to the Supplier Code of Business Conduct and all applicable laws and regulations to ensure that these requirements are met within their supplier chain. Supplier adherence is a key consideration when making sourcing decisions.

**MEASURES TAKEN TO ADDRESS MODERN SLAVERY AND HUMAN TRAFFICKING**

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 covers the following elements:

- a) Screening of New Suppliers: Honeywell has an ongoing policy of screening and vetting new suppliers. As part of the screening process, Honeywell considers vetted reliable sources that identify various compliance risks, including labor and human rights, fraud and illegal activities. Identified compliance risks are reviewed and vetted by a subject matter expert.
- b) Supplier Monitoring: Honeywell has implemented a real-time continuous monitoring diligence program that applies to existing suppliers. The monitoring program considers vetted reliable sources and monitors for a variety of risk factors including labor and human rights.
- c) Supplier On-Site 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 combating slavery and human trafficking.

## TRAINING AND COMMUNICATIONS

Honeywell provides comprehensive training on key compliance topics, and training scenarios 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 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. Additionally, human rights and anti-slavery awareness communications are facilitated throughout the company and dedicated human trafficking online training is offered to all employees as needed.

## INTERNAL ACCOUNTABILITY

Honeywell requires its employees to follow its Code of Business Conduct and its Human Rights Policy. An integrity and compliance helpline 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, of any human rights violations or concerns. 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.

## MODERN SLAVERY STATEMENT OVERVIEW

This statement is issued for Honeywell International Inc. and all direct and indirect subsidiaries, including those who are specifically required by the UK Modern Slavery Act of 2015, Australian Modern Slavery Act 2018, and the California Transparency in Supply Chain Act.

This statement was approved and signed by the parent of these entities, Honeywell International Inc. on February 10, 2023.

## HONEYWELL INTERNATIONAL

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THE  
FUTURE  
IS  
WHAT  
WE  
MAKE IT

**Honeywell**