



# **HONEYWELL'S** **2024 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 built on a strong foundation of fairness, ethical behavior and integrity.

## OUR BUSINESS

Honeywell invents and commercializes technologies that help organizations solve the world's toughest, most complex challenges, providing actionable solutions and innovations that help make the world smarter, safer and more sustainable. Headquartered at 855 S. Mint Street, Charlotte, NC 28202, Honeywell operates in approximately 70 countries and employs approximately 95,000 employees. Honeywell manages our business operations through four re-aligned global business segments: Aerospace Technologies, Energy and Sustainability Solutions, Industrial Automation, and Building Automation.



## 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.

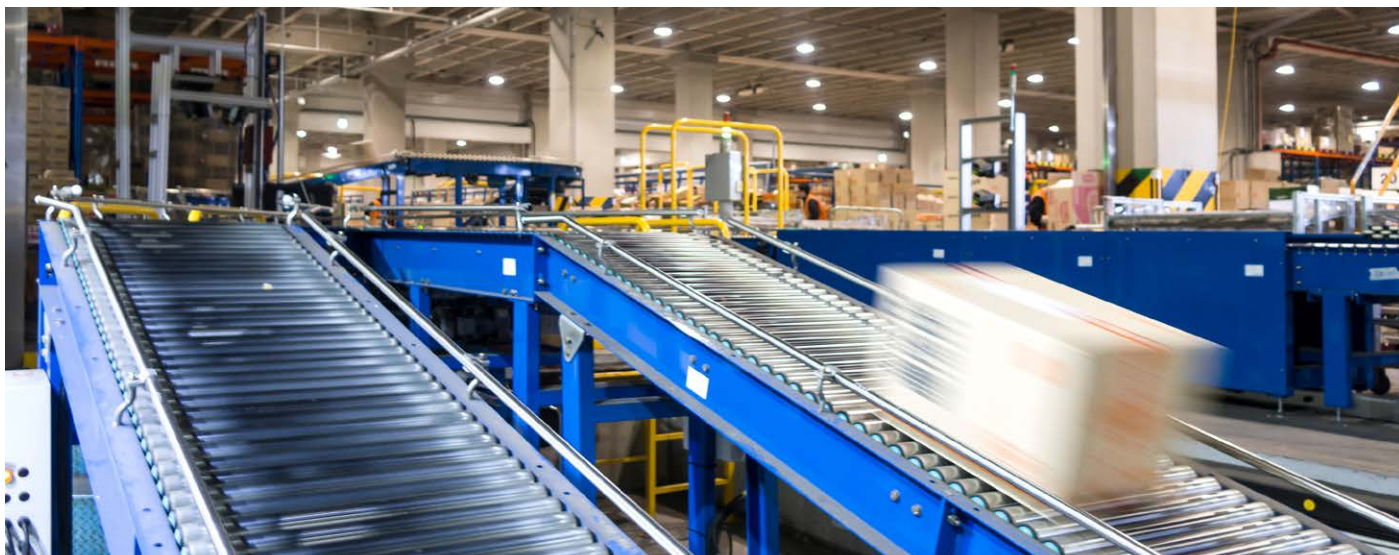
## HUMAN RIGHTS POLICY

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 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 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, which includes requirements related to the responsible sourcing of conflict minerals, 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 or 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 expects all suppliers to adhere to the Supplier Code of Business Conduct and all applicable laws and regulations and to ensure that these requirements are met within their supplier chain. Supplier adherence is a key consideration when we make sourcing decisions. 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.



## MEASURES TAKEN TO IDENTIFY AND ADDRESS MODERN SLAVERY AND HUMAN TRAFFICKING RISK

Honeywell conducts periodic human rights impact assessments to better understand Honeywell's potential human rights impacts and opportunity areas for continuous improvement. Honeywell's impact assessment has informed the following areas where potential modern slavery risk may exist:

- 1. Honeywell Operations:** Modern slavery risk may exist within the contingent labor population, particularly at lower levels of the upstream supply chain, in high-risk countries and in sectors where low-skilled labor is more common. At Honeywell, contingent workers, including contract service workers, subcontractors, and independent contractors, can only be retained through an enterprise vendor arrangement. Honeywell manages strong partnerships with these enterprise vendors, who are subject to pre-qualification and contractual obligations to ensure compliance with applicable labor standards.
- 2. Supply Chain:** Given Honeywell's international footprint and the diversity of our products and services, modern slavery risk potentially may exist in the far upstream of Honeywell's supply chain.

To address the potential risk of modern slavery in our supply chain, 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 includes the following elements:

- 1. Screening of New Suppliers:** Honeywell has an ongoing policy of screening and vetting new suppliers. As part of the screening process, Honeywell considers reliable third-party sources that identify various compliance risks, including labor and human rights violations, fraud and illegal activities. Identified risks are reviewed and vetted by a subject matter expert.
- 2. Supplier Monitoring:** Honeywell applies the same screening and review process to conduct a real-time continuous monitoring diligence program that applies to all existing suppliers.
- 3. Supplier On-Site Audits:** Honeywell has a risk-based program in place to conduct on-site audits of its higher-risk suppliers to ensure compliance with the Supplier Code of Business Conduct, including Honeywell's policies regarding slavery and human trafficking.
- 4. Corrective Action and Remediation:** Honeywell implements corrective action plans to remediate risks or findings identified through Supplier Screening, Monitoring or Audits programs, up to and including suspension or termination of the supplier relationship.



## TRAINING AND COMMUNICATIONS

Honeywell provides comprehensive training on key compliance topics, many of which are available 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. Where legally permissible, Honeywell employees are required to complete Code of Business Conduct training on an annual basis and certify that they have read and understand the Code of Business Conduct and that they have reported any potential violations.

Additionally, a specific training on Human Trafficking Prevention is assigned on a mandatory basis to applicable employees and offered to all employees. The training addresses identification of red flags associated with human trafficking and forced labor, conducting human rights due diligence before working with suppliers to ensure Honeywell is not supporting human trafficking, even unintentionally, and reporting any violations of our Human Rights Policy.

## ACCOUNTABILITY

Honeywell requires its employees to follow its Code of Business Conduct and its Human Rights Policy and maintains a [Whistleblower Program](#) that is available at all times to all Honeywell employees, customers, suppliers, and other individuals to report any concerns, including any potential human rights violations or concerns. Anyone who reports a concern has the option to do so anonymously, where permitted by applicable law. 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.

## CONCLUSION

This statement is issued for Honeywell International Inc. and all direct and indirect subsidiaries, including subsidiaries subject to the UK Modern Slavery Act of 2015, Australian Modern Slavery Act 2018, the Norway Transparency Act, the Canada Fighting Against Forced and Child Labor Act, 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 16, 2024.

## HONEYWELL INTERNATIONAL

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THE  
FUTURE  
IS  
WHAT  
WE  
MAKE IT

**Honeywell**