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Human Rights Campaign Foundation Honors Ingersoll Rand with Perfect Score on 2017 Corporate Equality Index

Davidson, N.C., Dec. 20, 2016 – The Human Rights Campaign Foundation (HRC) awarded Ingersoll Rand (NYSE:IR), a world leader in creating comfortable, sustainable and efficient environments, a perfect score of 100 percent in workplace equality on its 2017 Corporate Equality Index (CEI). In the past year, Ingersoll Rand increased its CEI score from 90 percent to 100 percent.

Every year HRC conducts the CEI, rating top employers on workplace equality for Lesbian, Gay, Bisexual and Transgender (LGBT) workers. HRC promotes the adoption of LGBT specific language into leading policies, benefits and practices for their employees and families.

“Our inclusion on the index again this year is recognition of our belief that fostering a progressive, diverse and inclusive workplace strengthens our winning culture with customers and employees – and in the communities where we live and work,” said Marcia Avedon, senior vice president, human resources, communications and corporate affairs. “It also shows that Ingersoll Rand strives to continuously improve our work environment in order to attract and retain top talent. We thank our PRIDE employee resource group and countless colleagues throughout the company for leading our efforts.”

The CEI rating criteria is points driven and includes prohibiting discrimination based on gender identity and sexual orientation for all operations within the company and its vendors. Other criteria consist of equivalent spousal and partner medical benefits, transgender-exclusive health insurance coverage and an employer-supported employee resource group (ERG).

“In this 2017 Corporate Equality Index, hundreds of major businesses rose to meet our comprehensive standards for LGBT workplace inclusion, best-in-class policies, benefits and practices,” said Deena Fidas, director of HRC’s Workplace Equality Program. “We congratulate Ingersoll Rand on earning the distinction of one of HRC’s ‘Best Places to Work for LGBT Equality.’”

Ingersoll Rand has seven ERGs companywide, including the Women’s Network, Black Employee Network, New Net for newly hired employees, Veterans Employee Resource Group, Asian Employee Resource Group, Global Organization of Latinos, and the PRIDE Employee Resource Group, which encompasses lesbian, gay, bisexual and transgender employees and their allies. PRIDE’s goal is to create a safe and diverse environment within Ingersoll Rand that values the contributions of all LGBT individuals and allies.

About Ingersoll Rand
Ingersoll Rand (NYSE:IR) advances the quality of life by creating comfortable, sustainable and efficient environments. Our people and our family of brands — including Club Car®, Ingersoll Rand®, Thermo King® and Trane® — work together to enhance the quality and comfort of air in homes and buildings; transport and protect food and perishables; and increase industrial productivity and efficiency. We are a $13 billion global business committed to a world of sustainable progress and enduring results. For more information, visit www.ingersollrand.com.

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