



March 7, 2017

Ingersoll Rand Enters Paradigm for Parity Coalition to Bring Gender Parity to Corporate Leadership by 2030

Pledge reinforces Ingersoll Rand's commitment to increase women in leadership roles by 2020 as part of the company's global sustainability goals launched in 2014

DAVIDSON, N.C. – March 7, 2017 – Ingersoll Rand (NYSE:IR), a world leader in creating comfortable, sustainable and efficient environments, joined the Paradigm for ParitySM coalition and pledged to bring gender parity to its corporate leadership structure by 2030. The first in its industry to pledge, Ingersoll Rand has united with nearly 40 other companies in the coalition to address the corporate leadership gender gap.

The company currently offers resources designed to engage and support women, including women's leadership and mentorship programs. In 2014, Ingersoll Rand established its 2020 Sustainability Goals, including clear targets to attract and retain an increase in the number of women in leadership and professional roles. The company's Sustainability Goals in this area also align with the United Nations Sustainable Development Goals for gender equality.

"Ingersoll Rand is a long-time advocate of creating and fostering gender equality throughout our organization and we are proactively implementing programs to accelerate the pace of increasing representation of women in our leadership roles," said Michael W. Lamach, chairman and chief executive officer of Ingersoll Rand. "The Paradigm for Parity coalition furthers our commitment to gender equality and signals to the business community that gender-balanced leadership teams bolster employee engagement and are smart for business."

As a Paradigm for Parity partner, Ingersoll Rand will implement a comprehensive action plan that complements diversity and inclusion and women's leadership programs already underway. Action steps include:

- | Minimizing or eliminating unconscious biases in the workplace;
- | Significantly increasing the number of women in senior operating roles;
- | Measuring and communicating progress and results regularly;
- | Basing career progress on business results and performance and creating culture change for flexible work arrangements; and
- | Providing sponsors, as well as mentors, to potential women leaders.

"Paradigm for Parity is thrilled that Ingersoll Rand has joined the growing number of companies committed to achieving gender parity by 2030," said Ellen Kullman, co-chair of the Paradigm for Parity coalition. "Even as we get ready to celebrate International Women's Day, women today represent 46 percent of entry level professionals but only 29 percent of vice presidents and 19 percent of c-suite executives. Using our comprehensive action plan, we are confident our committed companies will reach gender parity in corporate leadership by 2030 and we are excited to help them achieve this goal."

The Paradigm for Parity, launched in December 2016, is made up of CEOs, senior executives, founders, board members and business academics committed to achieving a new norm in the corporate world: one in which women and men have equal power, status, and opportunity. The coalition's ultimate goal is to achieve full gender parity by 2030, with a near-term goal of women holding at least 30 percent of senior roles.

To learn more about Ingersoll Rand's 2020 Sustainability Goals please visit http://ingersollrand.com/sustainabilitysupplement/sustainability/2020_strategic_development_goals.html and to learn more about Paradigm for Parity please visit <https://www.paradigm4parity.com/>.

###

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.

Contact:

Misty Zelent, Ingersoll Rand
704-655-5324
mzelent@irco.com