



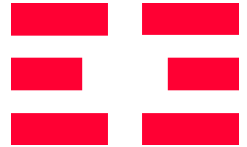
Trane Technologies

Subsidiaries: Ingersoll-Rand, Thermo King

Locations: Ireland (HQ)

Industries: Capital Goods

RISK LEVEL:



High Risk

DESCRIPTION:

Trane Technologies scored a 75 on the Human Rights Campaign's Corporate Equality Index (CEI). By complying with the HRC's controversial demands, Trane Technologies increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Trane Technologies forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company integrates ESG into its business practices and is committed to carbon neutrality by 2030. Trane Technologies has lobbied for the Equality Act and is a corporate partner of the National LGBT Chamber of Commerce. The company's opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. Trane Technologies is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, Trane Technologies receives a High Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

Trane Technologies received a score of 75/2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, Trane Technologies has not publicly terminated business relationships due to religious beliefs or political views.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

Trane Technologies' HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (3).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

Trane Technologies HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Trane Technologies does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

Trane Technologies HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Trane Technologies has committed to public advocacy for or engagement with LGBTQ causes (3). The company implements ESG principles into its business practices through its 2030 Sustainability Commitments and ESG Data Center, committed to net zero carbon emissions by 2030 (4)(5). Trane Technologies' CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (6). The company hosted the CEO Day of Understanding to implement DEI goals (78).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

Trane Technologies HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Trane Technologies donated \$1 million to Racial Equity Initiatives (34). Trane Technologies is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (5)(6).

Uses corporate political contributions for ideological, non-business purposes. High Risk

Trane Technologies HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Trane Technologies has not used its PAC donations for ideological purposes but has lobbied for the Equality Act (3)(4)(5).

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