








Progress Towards 2030 Sustainability Commitments






We track and publicly report our progress towards our sustainability commitments. Data included in the Gigaton Challenge and Leading by Example pillars are [assured by an independent third party](#).

Gigaton Challenge

Sustainable Development Goal	2030 Goal	Targets	Progress Toward Goal	Key Performance Indicators
  	Reduce customer carbon footprint by 1 gigaton	Reduce customer carbon footprint by 1 gigaton (or 1 billion mtCO ₂ e).	Reduced customer carbon footprint by 93 million mtCO ₂ e since 2019.	▲ ⁺
	Design systems for circularity	Targets across product life cycle stages.	Joined SteelZero Initiative; low-carbon steel purchase representing 20% of annual use.	▲
  	Provide access to comfort and fresh food	Innovate and commercialize low-cost sustainable products for developing markets ⁽¹⁾ we don't currently serve.	Launched nearly 200 new products and services since 2019.	▲

1. Developing markets are defined by cross-functional teams' regular participation in emerging-technology research and development, regular connections with our customers, and the markets' performance.

Leading by Example

Sustainable Development Goal	2030 Goal	Targets	Progress Toward Goal	Key Performance Indicators
	Achieve carbon neutral operations	Continue to reduce our carbon emissions and offset any remaining carbon emissions with Carbon Credits.	We reduced our operational emissions intensity for Scope 1 and Market-based Scope 2 by 43% vs 2019.	▲ ⁺
	Reach zero waste disposed of in landfills	Eliminate waste entering landfills through reducing, reusing, and recycling non-hazardous waste.	A total of 31 locations overall operated as zero waste to landfill in 2022, representing 82% of our manufacturing facilities. In 2022, we increased our diversion from landfill to recycling and over 4 million pounds of waste compared to 2021.	▲ ⁺
 	Achieve net-positive water use in water-stressed locations	Reduce our water consumption and improve water quality and access to clean water in stressed areas.	Trane Technologies has reduced water usage by 22% vs our 2019 baseline in areas classified as water-stressed.	▲
	Achieve 10% absolute reduction in energy consumption	Reduce our absolute energy through energy reduction projects at our locations and electrification of our fleet.	We improved our total energy efficiency/intensity by 18% vs 2019.	▲ ⁺



Opportunity for All

Sustainable Development Goal	2030 Goal	Targets	Progress Toward Goal	Key Performance Indicators
	Achieve workforce diversity reflective of our communities	Increase racial and ethnic diversity of our salaried population in the United States from 17% to 26% by 2030 — an increase of 50%.	We increased racially or ethnically diverse salaried employees from 18.4% to 19.6% in 2022.	▲+
	Achieve gender parity in senior leadership roles	Achieve gender parity in senior leadership positions by 2030. Increase women in management roles from 22% to 35% by 2030.	We increased women in leadership from 24.6% to 26.2% in 2022. We increased women in management from 23.1% to 24.2% in 2022.	— ▲
	Maintain world-class safety metrics	Lost Time Incident Rate (LTIR): 0.06 Total Recordable Incident Rate (TRIR): 0.60	LTIR: 0.04 increase vs 2019. TRIR: a decrease of 7% vs 2019.	▼ ▲
	Provide market-competitive wages and benefits and leading wellness offerings for global workforce	Targets are market specific	All employee compensation is assessed for market competitiveness and gender/race parity. U.S. hourly starting wages are 200% above state minimum wages on average.	▲
	Invest \$100 million in building sustainable futures for under-represented communities	Enhance healthy learning environments and access to healthy foods. Expand access to science, technology, engineering, and mathematics (STEM) education and pathways for green and STEM careers.	Launched national partnership with Discovery Education providing middle-schools custom STEM and sustainability edu-content. Expanded our non-profit networking, funding programs with approximately 25 STEM focused organizations around the world.	▲ ▲
	Dedicate 500,000 employee volunteer hours in our communities	Mobilize employees in our communities around the world to volunteer with non-profit organizations.	Completed activation of Volunteer Time Off program, launched global Purple Teams and increased employee volunteer hours by 100% in 2022.	▲

KEY

- ▲+ Ahead of goal
- ▲ On track to meet goal
- Continued progress, acceleration needed
- ▼ Behind goal