LENNOX POLICY

Human Rights Policy

Date	November 12, 2026
Department	Legal
Approved By	Chief Legal Officer
Applies To	The Company, all Company employees, and Business Partners, as defined in this Policy

Summary

Lennox International Inc. and its subsidiaries and affiliates (the "**Company**") are committed to conducting business in a manner that respects human rights and human dignity, including the rights of women and minorities. This policy establishes the Company's expectations regarding labor practices, workplace conditions, responsible sourcing, and business conduct throughout its operations and supply chain. The Company complies with applicable Human Rights Laws and seeks to align its practices with internationally recognized human rights standards. Where local law conflicts with this policy or internationally recognized human rights standards, the matter must be escalated to Legal and Ethics & Compliance for review.

Scope

This policy applies to the Company, all Company employees, and Business Partners.

Definitions

"Business Partner" means any supplier, vendor, contractor, subcontractor, labor provider, recruiter, distributor, consultant, service provider, installer, recycler, or other third party that provides goods or services to, or conducts business with, the Company.

"Child Labor" means work performed by an individual who does not meet the minimum employment age requirements established by this Policy or applicable law, whichever is higher, or who performs work prohibited for young workers.

"Forced Labor" means work obtained through coercion, threats, debt bondage, involuntary servitude, human trafficking, involuntary prison labor, or other restrictions on a person's freedom to leave employment.

"Human Rights Laws" means applicable laws governing human rights, labor and employment practices, workplace safety, privacy, non-discrimination, and modern slavery.

"International Human Rights Standards" means internationally recognized human rights principles, including the UN Guiding Principles on Business and Human Rights, UN Global Compact's Ten Principles, Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and International Labour Organization Declaration on Fundamental Principles and Rights at Work.

"Protected Characteristic" means any characteristic protected under applicable law.

"Worker" means any employee, temporary worker, agency worker, contract worker, migrant worker, apprentice, intern, or other individual providing services for or on behalf of the Company.

Policy

The Company complies with Human Rights Laws and seeks to align its business practices with applicable International Human Rights Standards, including those listed below, and engaging with stakeholders on human rights matters related to our business, where applicable. Business Partners must also comply with these prohibitions and requirements, maintain equivalent controls appropriate to their operations, communicate applicable requirements to relevant subcontractors and suppliers, and comply with the Company's Business Partner Code of Conduct and contractual requirements.

1. **Voluntary Employment:** The Company prohibits Forced Labor. Workers must be free to accept and leave employment voluntarily, subject to lawful notice requirements. The Company prohibits human trafficking, debt bondage, recruitment fees or related costs charged directly or indirectly to Workers, confiscation of identity documents, coercive deposits, deceptive recruitment practices, contract substitution, and unreasonable restrictions on movement. Employment terms must be communicated accurately and in a language reasonably understood by the Worker before employment begins and, where applicable, before relocation. The Company evaluates recruiters and labor providers and requires reimbursement of prohibited recruitment fees or related costs when identified.

2. **Child Labor and Young Workers:** The Company prohibits Child Labor. The minimum employment age is the greater of (a) 15 years of age, (b) the minimum age required by law, or (c) the age for completing compulsory education. Appropriate age-verification measures must be followed. For Company hiring, individuals under age 18 may not be employed or engaged, including through an apprenticeship, internship, or student program, without written pre-approval from the applicable Human Resources Vice President. Workers under age 18 may not perform hazardous work or other work prohibited by law. If Child Labor is identified, the Company will take appropriate corrective action, prioritizing the individual's safety, education, and well-being.

3. **Respectful Workplace, Non-Discrimination, and Equal Opportunity:** Consistent with our Code of Business Conduct, Core Values, and Guiding Behaviors, the Company is committed to maintaining a workplace founded on dignity, respect, and equal opportunity. The Company prohibits discrimination, harassment, retaliation, violence, threats, bullying, intimidation, coercion, corporal punishment, and degrading treatment. Employment decisions are based on qualifications, performance, skills, and business needs, without regard to Protected Characteristics. The Company also provides reasonable accommodations as required by applicable law and fosters an inclusive workplace where employees can contribute and succeed.

4. **Wages and Benefits:** The Company believes fair compensation is essential for supporting a living wage and attracting and retaining talent. Compensation decisions are based on legitimate business factors, including role, skills, experience, performance, and market conditions, without regard to gender or other Protected Characteristics. The Company periodically reviews compensation practices to promote fairness and consistency. Workers are paid accurately and on time, receive applicable wages, benefits, and leave entitlements, and are provided understandable information regarding compensation. The Company prohibits unlawful deductions, off-the-clock work, and withholding compensation to prevent a Worker from leaving employment.

5. **Working Hours:** The Company complies with applicable laws governing wages, benefits, overtime, working hours, leave, breaks, and rest periods. The Company manages working time responsibly, seeks to prevent excessive working hours, and maintains processes to accurately record and monitor working time. Workers are compensated in accordance with applicable law and Company practices.

6. **Freedom of Association:** Consistent with the UN Global Compact's Principle Three, the Company respects Workers' rights to form, join, or decline to join labor organizations and to engage in collective bargaining in accordance with applicable law. The Company prohibits interference, intimidation, discrimination, and retaliation related to these rights and, where legally appropriate, engages in good-faith dialogue with Workers and their representatives regarding terms and conditions of employment.

7. **Workforce Transitions:** The Company conducts workforce transitions in accordance with applicable laws, including those requiring notice and consultation.

8. **Health and Safety**: The Company is committed to providing a safe and healthy workplace. The Company maintains programs designed to identify and control hazards, provide training, investigate incidents, and comply with applicable health and safety laws. The Company's safety programs address risks associated with manufacturing, warehousing, driving, installation, service, electrical work, refrigerants, working at heights, and recycling activities. Workers may stop work and move to safety when they reasonably believe an activity presents an imminent risk of serious injury or death and must promptly report the concern.

9. **Privacy:** The Company handles personal information in accordance with applicable laws and Company requirements. Personal information may only be collected, used, accessed, retained, and disclosed for legitimate business purposes and with appropriate safeguards. Monitoring technologies, biometrics, artificial intelligence, and connected-product data are implemented and used in accordance with applicable privacy, security, and non-discrimination requirements.

10. **Workplace Security and Security Arrangements:** The Company maintains appropriate security measures to help protect Workers, facilities, and assets while respecting individual privacy, dignity, and human rights. Where private or public security providers are engaged, the Company expects them to act in a manner consistent with this Policy and applicable law.

11. **Product Safety, Communities, and the Environment:** As outlined in our Sustainability Report, the Company is committed to conducting business in a manner that protects the health, safety, and well-being of Workers, customers, consumers, and communities. The Company supports environmental stewardship through responsible product lifecycle management, resource conservation, waste reduction, and environmental compliance.

12. **Responsible Sourcing and Due Diligence:** The Company conducts risk-based due diligence designed to identify, prevent, mitigate, and address Human Rights risks associated with its operations and supply chain. Due diligence activities may consider a range of human rights issues, including forced labor, human trafficking, child labor, freedom of association, collective bargaining, and discrimination, as well as potential impacts on affected workers and vulnerable groups, as appropriate. Business Partners must cooperate with due diligence activities, provide accurate information, maintain appropriate sourcing and traceability records, and implement corrective actions when requested. Where warranted by risk, the Company may require information extending beyond direct suppliers to include upstream materials, components, labor sources, and related supply-chain participants. Suspected forced-labor imports must be promptly escalated to the Company's EthicsLine. The Company may require remediation or suspend or terminate a business relationship where warranted by the nature or severity of identified risks, taking into account potential impacts on affected workers and remediation efforts.

Reporting

Workers and Business Partners must promptly report suspected violations of this Policy, Human Rights Laws, or other ethical concerns through EthicsLine at www.lennox.ethicspoint.com or by phone using the numbers below:

COUNTRY	PHONE NUMBER
Canada	855-LII-ETHICS (855-544-3844)
China	400 120 1944
India	000 800 919 0845
Mexico	800 681 5302
United States	855-LII-ETHICS (855-544-3844)

Business Partner Workers, former Workers, affected community members, and other stakeholders may also raise concerns through EthicsLine, which is operated by an independent third-party provider and is available 24 hours a day, seven days a week, with multilingual support. Reports may be made anonymously where permitted by law. Information will be handled as confidentially as reasonably possible, consistent with a fair investigation, appropriate follow-up, and applicable law.

Leaders who receive a report must promptly notify Human Resources, Legal, or Ethics & Compliance and must not discourage reporting, interfere with an investigation, or take retaliatory action.

The Company prohibits retaliation against any individual who, in good faith, raises a concern or participates in an investigation.

Previous Revisions	N/A
Next Review	TBD
Cross-referenced Policies	Code of Business Conduct; Business Partner Code of Conduct; Anti-Bribery, Anti-Corruption, and Use of Third-Party Intermediaries Policy; Environmental, Health & Safety Policy; Anti-Retaliation Policy
Distribution	☐ Internal ☒ Public ☐ Limited Distribution/Confidential
Translations	N/A