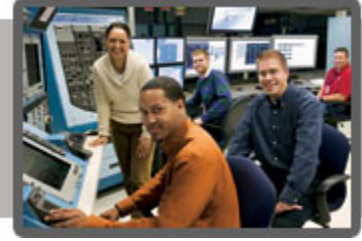


PEOPLE

UTC is committed to treating employees fairly respecting their interests and providing safe working conditions and open communications.

**UTC's Commitment to Diversity**

UTC has a strong commitment to Diversity — the business case focuses on actions to attract, develop, and retain the best global talent. Additionally, by valuing differences the company ensures that the richness of ideas, backgrounds, and perspectives are leveraged and create competitive advantage.

To obtain the maximum advantage from diversity across a widely dispersed workforce UTC offers programs and resources that provide employees access by common interests, expectations and contributions. Some of the diversity initiatives include:

Employee Network Groups (ENGs)

In alignment with business objectives, ENGs have a collective mission of supporting the recruitment, development and retention efforts of various constituency groups. Through facilitated discussions, workshops, and events to advance personal / professional development and community involvement, employees from different backgrounds, ages, and experiences, participate, share and learn from peers by belonging to groups such as, the Women's Finance Group, the African American, Asian American, Hispanic Leadership Forums, and PRIDE networks. Additionally, these groups also provide a sense of community and inclusion for UTC newcomers, and young professionals. With more than 30 of these group chapters across UTC, our employees recognize a strong commitment on the part of the corporation to drive a culture and environment that embraces, celebrates and values the differences that we all bring, making UTC a much more vibrant company.

Workforce Diversity Portal Site

The UTC Diversity intranet site showcases employees, whose creativity and innovative spirit have contributed to improving UTC products, processes and or services. The site also includes a comprehensive on-line reference library providing a centralized location for best practice sharing, career management, work life effectiveness and specific programs and resources to support workforce diversity. The site also contains a wide portfolio of information on UTC benefits, policies, recognition awards, including activities and events across the business unit ENGs.