



Global Human Rights Policy

1.0 Purpose

nVent Electric plc and its affiliated companies (collectively “nVent”) are committed to upholding and protecting human rights and treating people with dignity and respect in the workplace and in the communities where we do business. nVent is committed to complying with all applicable national and local laws, rules, and regulations in the countries in which it operates.

This Policy is guided by international human rights principles and labor standards including those covered by the Universal Declaration of Human Rights, the International Bill of Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. These internationally-recognized instruments set forth human rights and labor standards to continue to enhance respect for human rights, labor standards, and to improve the conditions of our organizational operations and to reflect our commitment to social responsibility.

2.0 Scope

This Global Policy covers all nVent’s entities and businesses, as well as all employees, officers, directors, agents, consultants, and any other persons acting on behalf of any entity owned or controlled by nVent anywhere in the world (“nVent Personnel”) and any other third party labor agencies providing employees on nVent’s behalf. nVent expects that its suppliers adhere to the standards that are outlined in this policy.

3.0 Definitions

Child: Any person under the minimum legal age for employment under applicable law where the work is performed and, as applicable, the type of work being performed.

4.0 Policy

At nVent, we are committed to ensuring a positive, diverse and inclusive work environment where all employees treat one another with dignity and respect. We do not tolerate discriminating behavior or harassment in our workplace. Conduct that exploits workers or denies them the rights and benefits to which they are legally entitled is wholly inconsistent with nVent’s values and policies and will not be tolerated.

nVent is committed to conducting business with absolute integrity, which includes combatting violations of human rights. We expect our operations, suppliers, contractors, subcontractors and anyone else in our supply chain including any recruitment agents or other providers of labor (temporary or otherwise) (collectively “recruitment agents”) to share our commitment to human rights and are free from practices associated with human rights violations.

This policy encompasses the following practices that protect human rights:



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1. Elimination of Forced or Involuntary Labor
2. Elimination of Child Labor
3. Humane Treatment in the Workplace
4. Workplace Equality
5. Right to a Living Wage
6. Right to Reasonable Working Hours
7. Freedom of Association
8. Safe and Healthy Workplace

1. Elimination of Forced or Involuntary Labor

nVent prohibits the use of all forms of forced or compulsory labor, including indentured, bonded, modern forms of slavery, human trafficking or prison labor. nVent will not use wage deductions to force employees to continue to work for nVent. nVent prohibits the use of slavery and human trafficking in its operations and in its supply chain.

2. Elimination of Child Labor

nVent prohibits the use of child labor and complies with all applicable state, federal and international child labor laws. nVent also requires suppliers, partners and vendors to follow applicable laws and recognize children's rights and comply with all legal requirements. For more information, refer to nVent's Global Child Labor Policy.

3. Humane Treatment in the Workplace

nVent and any recruitment agency working on behalf of nVent (in circumstances where staff is employed by a recruitment agency) shall treat all employees with dignity and respect. nVent's workplace shall at all times be free from any form of harsh or inhumane treatment. Neither nVent nor its recruitment agents shall practice any inhumane disciplinary measure, including corporal punishment, mental or physical coercion, harassment, intimidation or verbal abuse. The use of abusive conduct, defined as malicious behaviors that can include the repeated use of derogatory remarks, insults, and the threat of verbal or physical violence, harassment, humiliation and/or intimidation against any employee or his or her family or close association, is strictly prohibited. nVent shall ensure that no disciplinary procedure is undertaken except in an appropriate manner, in accordance with the law, and for legitimate business reasons.

4. Workplace Equality

nVent is committed to creating an environment where all employees are treated fairly and equally, without discrimination or bias based on protected characteristic (this also applies to anyone involved in the recruitment process). nVent shall not engage in or support, and shall take such steps as reasonably needed, to prevent any discriminatory or biased practices in recruitment, remuneration, access to training, promotion, termination or retirement based on sex, gender, marital status, family status, status with regard to public assistance, religious belief, disability, age, racial grounds, color, national origin, ancestry, genetic information, veteran status, pregnancy, medical condition, sexual orientation, gender identity and/or expression or any other characteristics protected by applicable law.



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5. Work Hours and Wages

nVent complies with all local applicable laws and regulations relating to wages, work hours, overtime and benefits. Wages shall be paid without deductions other than deductions required by law or prior agreements of the parties. Wages shall be paid at regular intervals in accordance with that person's terms of employment and applicable law. Under no circumstance shall wages be deducted as a disciplinary measure.

6. Right to Reasonable Working Hours

nVent complies with all applicable laws and regulations on working hours and holiday entitlements. Likewise, nVent will observe all periods of rest mandated by applicable law, or the policies of nVent.

7. Freedom of Association

nVent respects the right to freedom of association and shall comply with applicable laws governing the rights of workers to freely associate. nVent will not discipline or retaliate against those seeking to exercise his or her rights to freedom of association.

8. Safe and Healthy Workplace

We care about the health and safety of our employees, and the communities in which we operate. nVent promotes a work environment philosophy where safeguarding our people is integral to our operations. This includes taking effective steps to provide and maintain a safe, healthy, and productive workplace, in cooperation with our employees, by addressing and remediating identified risks of accidents, injury, and health impacts. All employees: (i) will receive safety and job specific health and safety instructions during the course of their employment with nVent; and (ii) shall have access to clean sanitary facilities and drinking water.

Mandatory residence in employer or recruiter operated residences shall not be a condition of employment. Any accommodation that is provided to employees shall be safe and shall meet reasonable accommodation standards, which shall include ensuring the number of occupants provides for reasonable privacy and is safe and sanitary. Such accommodation shall meet all local health, safety and planning laws, other relevant laws, and nVent's policies.

5.0 Procedures

- A. Implementation. All Company employees are responsible for implementation of this policy. nVent is committed to provide its employees with trainings and support to aid in the compliance with this policy.
- B. Compliance and Sanctions. Failure to comply with this policy may be grounds for disciplinary action, in accordance with local law, up to and including termination.



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- C. Reporting and Non-Retaliation. Company employees should, in accordance with local law, report any conduct that they believe in good faith to be a violation or apparent violation of this policy to their manager, Human Resources, the Legal Department, through the Office of Business Conduct & Ethics, or through the Ethics Helpline at <https://nventethics.com/>. Any such reports shall be treated as confidential to the extent allowed by law. The Company prohibits retaliation for good faith reports of suspected misconduct.

- D. Contact. Any questions concerning this policy may be addressed to the General Counsel or the Office of Business Conduct & Ethics, or by e-mail to ethics@nvent.com.

Date	Rev.	Originator	Revision History