

# 2020 Sustainability

## PROGRESS REPORT







CONTENTS

Opening Letter to Stakeholders	2
Who We Are	4
Corporate Responsibility at SPX Corporation	6
Governance	8
PRODUCT INNOVATION	
Product Innovation	12
HVAC	13
Detection & Measurement	14
Engineered Solutions	15
SOCIAL RESPONSIBILITY	
Employee Health, Safety & Wellness	16
Employee Training & Development	18
Diversity & Inclusion	20
Community Outreach & Engagement	22
ENVIRONMENTAL STEWARDSHIP	
Environmental Management	24
Product Stewardship	24
Energy & Greenhouse Gas Emissions	25
Responsible Water Consumption & Management	26
Waste Management	26
SUPPLY CHAIN RESPONSIBILITY	
Supply Chain Responsibility	27
APPENDICES	
About This Report	28
Data Summary	29
GRI Mapping	30
SASB Mapping	34



I am pleased to introduce our 2020 Sustainability Report, sharing a year of progress in our sustainability efforts and reflecting our unwavering commitment to doing business the right way.

SPX Corporation is committed to a strong sustainability culture and a journey of continuous improvement on environmental, social, and governance (ESG) issues.

I believe that our success is dependent on remaining resilient in our approach to sustainability, especially in a rapidly changing world. Our businesses, products, and initiatives help support our mission to create solutions for a smarter, more productive future. From our cooling towers, which help reduce energy usage in buildings, to our inspection equipment which helps remediate leakage of underground water and wastewater pipes, SPX offers a wide array of highly efficient and innovative products for the maintenance of critical infrastructure.

Throughout this report you will find examples of our progress to date. We are grateful to our employees for their continuous drive towards exceptional results, and to our shareholders and customers for their feedback and support.

Consistent with our values, we set high standards for social responsibility. Whether it is developing our employees through training and mentorship programs, supporting community educational or charity events, or embracing diverse backgrounds and points of view, we are committed to enabling a safer, healthier, more inclusive, and sustainable society.

In 2020, in light of the global pandemic, we prioritized actions to safeguard our employees, our businesses, and the communities in which we operate, including the following:

- Implementation of a COVID-19 Task Force, which met frequently to monitor the impact of the pandemic, adapted practices, where needed, and provided guidance and tools for our businesses and corporate groups to meet the needs of our employees and customers.
- Adoption of practices that help prevent the spread of the COVID-19 virus (e.g., social distancing, visitor access restrictions at our facilities, the use of masks, temperature checks, remote work arrangements where feasible, staggered work shifts, travel restrictions, enhanced workplace hygiene and sanitary processes, etc.).
- Modification/enhancement of employee benefits to better support employee needs in an ever-changing environment.
- Engagement with our local communities to support those in need.

We were fortunate that our facilities did not experience any material interruption in operations during the year. Employee safety was and is a top priority. Thanks to our COVID-19 Task Force and the diligence of our employees, we were able to quickly implement strict and clear procedures to help prevent the spread of COVID-19 and better protect our team members and communities.

Looking ahead, we are very excited about our opportunities to continue to grow with a focus on sustainability. We believe SPX is well positioned to thrive in a world where Paris Climate Agreement targets are realized. We look forward to continuing to deliver impactful and innovative infrastructure solutions to a rapidly changing world.



Gene Lowe  
President and  
Chief Executive Officer





**S** **SPX Corporation (SPX) is, along with its subsidiaries, a diversified, global supplier of infrastructure equipment with scalable growth platforms in three reportable segments: HVAC (heating, ventilation and air conditioning), Detection & Measurement, and Engineered Solutions.**

With operations in 17 countries and approximately \$1.6 billion in annual revenue in 2020, the company offers a wide array of highly engineered products with strong brands.

HVAC solutions offered by our businesses include cooling towers, residential and commercial boilers, and comfort heating products. Our detection and measurement products encompass underground locators and inspection equipment, aids to navigation and specialty lighting, communication technologies products, and fare collection systems.

Beginning with its Q2 2021 earnings report, SPX eliminated its Engineered Solutions segment due to an agreement to sell its largest business in that segment, SPX Transformer Solutions ([see announcement here](#)). The company now reports the results of its Process Cooling business, the only other business in Engineered Solutions, as part of its HVAC segment.

Our business strategy is focused on driving growth in our HVAC and detection and measurement businesses through new product innovation, geographic and channel expansion, entry into adjacent markets, and targeted strategic initiatives. In addition to leveraging our scalable growth platforms in HVAC and detection and measurement, we are focused on taking advantage of our leading engineering and manufacturing expertise to reduce costs and increase efficiency. This ensures that we are well-positioned to support future global demand for infrastructure related products.

Maintaining critical infrastructure in a rapidly changing world is a challenge that inspires everything we do. We bring creativity, an entrepreneurial spirit, and an unwavering commitment to surpassing our customers' needs for safe, reliable, and efficient solutions. Our customer-centric approach to solving critical business and societal issues stems from our decades of industry expertise and a proven track record of delivering highly engineered, reliable products that meet our customers' high standards. It is with this commitment that we continuously pursue new and better ways of collaborating with our customers around the world to help them grow and drive their businesses forward.

Based in Charlotte, North Carolina, SPX employs approximately 4,500 people worldwide, including approximately 3,900 employees in the United States. Eight domestic collective bargaining agreements cover approximately 1,100 of our employees. In addition, we have various collective labor arrangements covering certain non-U.S. employee groups.






*Our businesses include:*

HVAC	Detection and Measurement	Engineered Solutions <sup>†</sup>
SPX Cooling Technologies Marley Engineered Products Weil-McLain* Williamson-Thermoflo* Patterson-Kelly	Enterprise Control Systems Ltd** Radiodetection CUES Genfare TCI Flash Technology Sabik Marine ULC Robotics Sensors & Software Schonstedt Sealite/Avlite**	SPX Transformer Solutions <sup>†</sup> SPX Cooling Technologies (Process Cooling)

\* Weil-McLain and Williamson-Thermoflo are brands of the Marley-Wylain Company.  
\*\* Enterprise Control Systems Ltd and Sealite/Avilite acquired in 2021.  
Additional information on principal properties by segment and approximate square footage is included on pg 18 of Form 10-K.  
† On June 9, 2021, SPX announced an agreement to sell SPX Transformer Solutions to Prolec-GE ([see announcement here](#)). Beginning with its Q2 2021 earnings report, the company eliminated its Process Cooling business as part of its HVAC segment.

OUR VALUES

We set high standards regarding corporate governance, policies and procedures, health and safety, social responsibility, and transparent leadership by our Board of Directors and Management team. Maintaining a culture that prioritizes our values is at the heart of everything we do. As we continue to grow and innovate, we always keep the following SPX core values in mind:

-  **Integrity:** Do what's right, the right way. Both the "what" and the "how" matter.
-  **Accountability:** Take ownership. Create understanding and develop solutions by communicating with data and transparency.
-  **Excellence:** Exceed customer expectations through active engagement, relentless focus, and a passion for innovative solutions. Drive constant improvement in everything we do.
-  **Teamwork:** Engage. Have fun. Make others successful. Our strongest asset is the power of "we".
-  **Results:** Make an impact. Focus on what matters. Deliver on commitments.



*At SPX, we are committed to our employees, shareholders, customers, and the communities in which we operate. We recognize that driving a resilient business requires incorporating ESG analysis and management into our day-to-day operations, including our Enterprise Risk Management process. Our business strategies consider potential short- and long-term risks of material significance, such as climate change, resource availability, and social issues.*

OUR APPROACH

Over the years, sustainability programs at SPX have evolved to become more sophisticated and robust, with ESG as an important focus area for our Board members and Management teams. Specifically, in 2020, we increased our emphasis on diversity and inclusion, employee health and safety, and Environmental Health and Safety (EH&S) data collection. These initiatives are embedded in our continuous improvement framework – which is allowing us to better analyze information to simplify and enable more efficient processes.

SPX is committed to mapping and prioritizing key ESG risk factors and opportunities. We are focused on better understanding our current

positioning for our most material ESG topics, and aspire to set meaningful sustainability targets and goals. This practice of assessing ESG risks and opportunities has become a key part of our annual Enterprise Risk Management process.

In 2020, we formally designated ESG oversight responsibilities to the Nominating and Governance Committee of SPX’s Board of Directors. The committee oversees ESG risks and opportunities with a focus on encouraging long-term sustainable performance and the effective communication of ESG initiatives to SPX stakeholders. Reporting to the Nominating and Governance Committee is the ESG Steering Committee, which is comprised of senior managers across the organization. The ESG Steering Committee is responsible for reviewing and developing the company’s sustainability policies, procedures, and strategies.

**MATERIALITY ASSESSMENT**

In 2018, we conducted a Materiality Assessment and aligned our sustainability report with the Global Reporting Initiative (GRI) Standards: Core Requirements. These efforts allowed us to focus our reporting on the ESG topics we have identified as most relevant to our company and stakeholders, as established through internal interviews and surveys with individuals from across the company.

Since 2018, we have continued to evaluate the importance of ESG to our businesses and our communities and have added Diversity and Inclusion as well as Energy and Greenhouse Gas (GHG) Emissions as material topics.

We have advanced our Diversity and Inclusion initiatives, focusing on programming that will build a more inclusive work environment where everyone feels valued and respected. We have also put practices and programs in place to better analyze and understand our environmental impact and how we can reduce energy use and greenhouse gas emissions from operations. Many of the topics that were deemed not material, but of high importance (e.g. waste reduction and responsible procurement) are routinely discussed, managed, and addressed at an executive level. We have included information about these topics in this report.

**Material Topics From Assessment:**

- Anti-Corruption
- Business Continuity Management
- Compliance and Transparency
- Diversity and Inclusion
- Employee Health and Safety
- Employee Retention and Recruitment
- Energy and Greenhouse Gas Emissions
- Product Efficiency

- Product Safety/ Product Services
- Training, Development/ Education Opportunities
- Workplace Risk Management

STAKEHOLDER ENGAGEMENT

SPX’s business activities involve relationships with diverse stakeholders –including our employees, shareholders, customers, communities, and various associations. Our aim is to engage and collaborate with our stakeholders on relevant ESG topics and improve overall community stewardship. For example, we work with trade associations like the Cooling Technology Institute on matters such as cooling tower water use, or the American Public Transportation Association in their efforts to encourage municipalities to maintain systems that enable transport for disadvantaged communities and populations. In addition, we interact with our customers via online and in-person training to share best practices for product use. These trainings on product installation and maintenance also inform customers on efficient product utilization, which often translates into reduced energy usage and extended product life.

Stakeholder	Engagement Type
Employees	Internal company presentations and communications Training and development Wellness initiatives Periodic employee pulse surveys
Investors	U.S. Securities and Exchange Commission filings Quarterly earnings calls Frequent participation in investor conferences and meetings Regular direct engagement
Customers	Workshops Media and other publications, such as white papers Marketing efforts Customer training and education opportunities (online and in-person)
Communities	Charitable giving programs Employee volunteering (e.g. Habitat, Stop Hunger Now, etc.) Sponsorships
Trade Associations	Participation by key employees in trade association committees Participation in trade associations for SPX product performance alignment with efficiency standards <ul style="list-style-type: none"><li>• Chambers of Commerce in municipalities where SPX operates</li><li>• Cooling Technology Institute (CTI)</li><li>• Air-Conditioning, Heating, and Refrigeration Institute (AHRI)</li><li>• American Society of Heating, Refrigeration &amp; Air-Conditioning Engineers (ASHRAE)</li><li>• American National Standards Institute (ANSI)</li><li>• American Public Transportation Association (APTA)</li><li>• International Association of Marine Aids to Navigation and Lighthouse Authorities (IALA AISM)</li><li>• National Association of Tower Erectors (NATE)</li><li>• American Wind Energy Association (AWEA)</li><li>• Wireless Infrastructure Association (WIA)</li><li>• Railway System Suppliers Inc. (RSSI)</li><li>• Utilities Technology Council (UTC)</li><li>• Illuminating Engineering Society Aviation Lighting Committee (IESALC)</li></ul>
Regulatory Agencies	Activities reported to federal agencies Engagement with regulatory agencies directly and through trade associations
Suppliers	Development of supplier sourcing processes Supplier Code of Conduct Industry and trade groups On-site visits Regularly scheduled continuous improvement meetings





**It is through strong and effective corporate governance practices that SPX's Board of Directors and Corporate Officers help ensure integrity in the company and serve the interests of our employees, shareholders, customers, and communities.**

**This environment of trust, transparency, and accountability is necessary to build long-term value and inclusive communities.**



PATRICK J. O' LEARY – 3



RUTH G. SHAW – 2,3



GENE LOWE



ROBERT B. TOTH – 1,2



RICK D. PUCKETT – 1,2



TANA L. UTLEY – 1,2



DAVID A. ROBERTS – 2,3



ANGEL SHELTON WILLIS – 3



MEENAL A. SETHNA – 1,3

**BOARD OF DIRECTOR COMMITTEES:**

- 1 – Audit Committee
- 2 – Compensation Committee
- 3 – Nominating and Governance Committee

**BOARD COMPOSITION AND DIVERSITY**

The SPX Board of Directors provides oversight and seeks to act in the best interests of the Company and its shareholders. SPX's Board composition reflects its commitment to valuing diversity and inclusion –

*with women comprising **44%** of our Board members, and two new members elected in the last three years coming from diverse backgrounds.*

As noted in our Governance Guidelines, the majority of our Board members are independent. Further detail regarding our Board member independence can be found in SPX's [Independence Standards](#).



## BOARD COMMITTEES

SPX currently has three Board committees: [Audit, Compensation, and Nominating and Governance](#). The Audit Committee is responsible for overseeing the Compliance and Ethics Program (CEP) and other compliance matters. The Audit Committee completes an in-depth compliance review annually, and has responsibility for maintaining the Enterprise Risk Management system.

The Nominating and Governance Committee is primarily responsible for risk oversight relating to corporate governance, and specifically for ESG. The committee has adopted updates to the Committee Charter and Governance Guidelines outlining responsibilities and guiding principles with respect to ESG matters.

At the direction of the Board, SPX formed an ESG Steering Committee, which provides periodic reports to the Nominating and Governance Committee on ESG initiatives and efforts. EH&S and Sustainability are discussed during general Board meetings as important topics arise, with our General Counsel, and VP, Investor Relations & Communications reporting on such matters.

SPX strives to ensure unwavering compliance with our [Corporate Governance Guidelines](#) and our [Code of Ethics and Business Conduct \("Code"\)](#). These documents have been adopted by our Board of Directors and assist the Board and Management in the exercise of their responsibilities. All SPX employees, officers, directors, and business partners are required to adhere to the Code and uphold our values. Failure to comply with the Code and SPX values results in disciplinary action, up to and including termination of employment. Moreover, annual training of employees reinforces an understanding of ethical standards and permissible conduct.

In addition to our Corporate Governance Guidelines, we have implemented programs to ensure that SPX is engaged in effective and appropriate ESG practices. SPX has a dynamic CEP designed to promote and foster a culture of ethics and compliance that adjusts to changing risks. We have a CEP charter in place to guide our teams, which is reviewed annually and approved by the Audit Committee.

Additional information about SPX's Board of Directors, Committees, Compensation, and Corporate Governance can be found under the Investor Relations tab of the SPX.com website.

SPX continuously monitors and evaluates risks identified through the CEP program. In 2020, we revised our CEP to require more frequent training. We leverage a 'knowledge check' in foundational courses to promote knowledge retention on training topics. For all acquisitions, live compliance training as well as training through our e-learning platform is conducted shortly after the closing to help align new entities with SPX's culture and values.

As part of our continuous improvement efforts, we have also incorporated new and updated content in required training courses, as well as additional e-learning courses. We implemented a compliance technology platform to support our CEP program (specifically around anti-corruption and international trade) which provides enhanced risk-based scoring for external third parties and continuous monitoring for restricted party screening. This allows SPX to better position itself from a risk and compliance perspective.

Our standards and ethics apply equally to our domestic and international business. When conducting business internationally, we follow all applicable local laws and regulations, including those related to importing, exporting, and other international transactions. Our processes are designed to ensure we follow applicable international standards as we participate in the global marketplace.

## ANTI-CORRUPTION

SPX has zero tolerance for corruption. Our anti-corruption policy and procedures are communicated to all employees and governance body members on a regular basis. In addition, an internal fraud risk assessment is conducted annually and administered to various levels of employees across the global organization.

SPX employees complete comprehensive anti-corruption e-training modules periodically as part of our CEP e-learning program. Targeted anti-corruption training is also deployed every other year for specific employees based on role and responsibility. Most recently, in 2020, all eligible employees were required to complete an anti-corruption training module as part of the Code of Conduct e-training course, focusing on compliance with the Foreign Corrupt Practices Act, the UK Anti-Bribery Law and other similar laws in various jurisdictions around the world.

Our commitment to high standards of ethics and integrity is further supported by the following:

- Company policies and procedures
- The SPX anonymous compliance hotline, accessible through multiple platforms
- Supply chain due diligence
- Sales representative and distributor due diligence
- Auditing and reporting
- Periodic training on targeted legal, compliance, and ethics topics supporting our policies and procedures







**T**he SPX Engineering and Research & Development teams continuously work to improve the safety, utility and energy efficiency of our products.

We strive to create products that enable our customers to work safer, smarter and more efficiently. SPX products provide critical value to society and comply with all applicable safety standards.

**We own 197 domestic and 214 foreign patents** (comprising 186 patent “families”), including 23 patents that were issued in 2020, covering a variety of our products and manufacturing methods.

Continuous improvement is an important part of our product design and innovation. We are actively engaged in research and development programs designed to improve existing products and manufacturing methods, and to develop new products to better serve our current and future customers. We have realized several innovations to improve current products and meet customer

requirements, including some that drive reductions in energy usage in production processes, and faster production rates--requiring fewer operational shifts.

We are currently investing more in our continuous improvement initiatives, focusing on tools such as LEAN and 80/20, which we believe will result in more efficient, higher-quality products, more streamlined and safety-focused operations, and greater supplier development opportunities. We own 197 domestic and 214 foreign patents (comprising 186 patent “families”), including 23 patents that were issued in 2020,

covering a variety of our products and manufacturing methods.

Within the following product divisions, we offer sustainable solutions for our customers. Further information regarding our products can be found on our website: [www.spx.com](http://www.spx.com).

## HVAC:

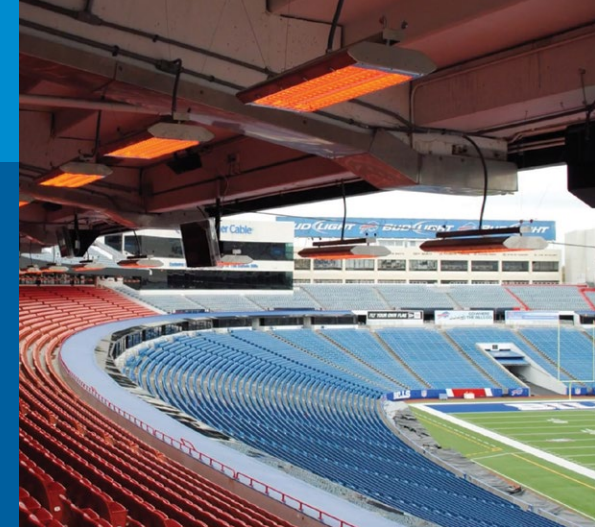
 offers residential and commercial boilers and comfort heating products, packaged cooling towers, and commercial and industrial refrigeration solutions.

*In our Heating platform*, over the past year, we further expanded our coverage of customer needs in both commercial and residential high-efficiency boilers. We recently launched a new commercial condensing boiler line that provides industry-leading thermal efficiency and comfort in a smaller footprint. We also introduced a highly flexible residential boiler line designed for high-efficiency performance, easy installation and service. When customers install our boilers, they are typically replacing years-old models with newer, significantly more energy-efficient versions.

*In 2020, we extended our Cooling platform reach* into commercial and industrial refrigeration, with the launch of a highly competitive new fluid cooler and a new evaporator that support large commercial and industrial applications such as food processing.

For HVAC end-users who increasingly focus on reducing energy consumption, our new cooling tower designs specifically address energy efficiency by utilizing larger box sizes and low horsepower motors to meet energy efficiency needs. For example, our advanced factory-assembled Everest cooling towers offers up to 50 percent more cooling capacity per cell and uses up to 35 percent less fan power per ton of cooling than any other single-cell factory-assembled cooling tower.

In addition to lower energy costs, these newer designs can also significantly reduce HVAC system installation costs. The increased cooling capacity per cell means customers require fewer cells, less piping, and fewer electrical connections, minimizing labor and material requirements. Additionally, safety hazards associated with long and complicated installations are minimized.







### Detection & Measurement:

**provides specialized underground locators and inspection equipment, aids to navigation solutions, communication technologies products, and fare collection systems.**



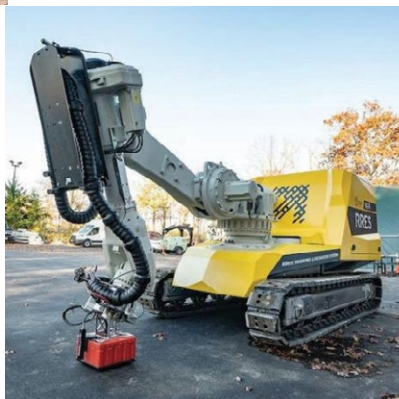
*In our Detection and Measurement segment*, we added several innovative solutions in 2020 to drive efficiency and offer value to customers in existing and closely adjacent markets, while making people's lives safer and more convenient.

Our Radiodetection business is the world's leading provider of cable and pipe locating tools, such as Cable Avoidance Tools (C.A.T.®), used to prevent accidental damage to underground services when excavating. Radiodetection's Cable Test (TDR) products quickly locate problems, such as breaks or deteriorating insulation in coaxial, twisted pair, and power cabling. These products provide customers another layer of safety when completing activities such as gas line inspection and remediation, and also enable more efficient operations through features like GPS-enabled technology. This means minimal disruption to environments surrounding buried infrastructure.

CUES, a leading manufacturer of water, wastewater, and storm water inspection equipment, provides the necessary tools for both pipeline inspection and repair, helping to reduce potential leakage, contamination, and waste of water resources. In addition, CUES products help to support a circular economy through our product replacement and repair program. If a component breaks, we send our

customers a replacement product and take back the broken component for repair.

Our ULC Technologies business, acquired in September 2020, is a leading developer of robotic systems, machine learning applications, and inspection technology for the energy, utility, and industrial sectors. ULC employs robotic solutions to safely rehabilitate and extend the life of natural gas distribution networks for utility customers, with minimal environmental disruption. Repairing gas distribution infrastructure helps to significantly reduce leaks of natural gas, a notable contributor to greenhouse gas emissions.



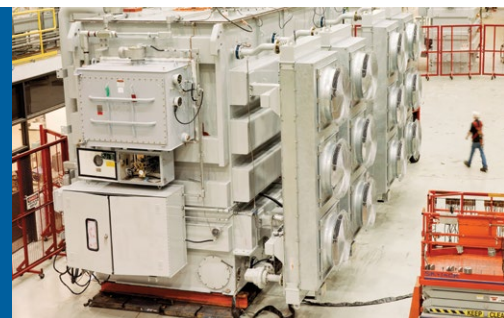
Our Flash Technology business helps customers mitigate risk and meet day-to-day challenges in the Aids to Navigation (AtoN) market. Flash is a leading provider of obstruction lighting solutions, including LED and xenon tower lighting products, serving multiple end-markets, including airports, broadcast, telecommunications, utilities, and wind energy. In addition, our field services team offers turnkey solutions that include comprehensively documented site audits, installations of FAA-compliant obstruction light and monitoring systems, on-site maintenance and repairs, and lighting inspections that ensure our customer installations meet industry standards. Additionally, we offer monitoring services that ensure tower safety. For example, if Flash cannot verify a working light, it issues a Notice to Airmen (NOTAM), which provides a location notification for the unlit tower.

In 2019, we added to our AtoN portfolio with the acquisition of Sabik Marine. Sabik provides highly engineered lighting solutions to mark obstructions in ports, canals, channels, and other waterways – keeping marine vessels, their

crews, and passengers safe. With this acquisition we also integrated compact, lightweight, solar-powered products into our portfolio, which help to prevent communication disruptions and allow for quick alerts of any issues. In 2021, we also acquired Sealite Pty and associated entities, adding broader geographic sales penetration, including in the Asia-Pacific region, and attractive technologies in airfield lighting obstructions.

We are also integrating more software into our products than ever before, driven in part by customer demand. Our Genfare Link software is an enterprise system platform for Municipal Transit agencies to enable all forms of fare collection, payment and ridership tracking, servicing public transportation riders more efficiently. Software integration in our CUES business reduces the need for site visits and person-hours in the field. CUES offers customer solutions that rapidly capture detailed digital images of the condition of underground infrastructure. CUES' software analyzes these images to help identify concerns, and organize and prioritize maintenance and remediation tasks.

### Engineered Solutions: anticipated sale of Transformer Solutions; moved Process Cooling to HVAC segment.



*Engineered Solutions comprised two businesses: SPX Transformer Solutions and Process Cooling.* SPX Transformer Solutions is one of the largest manufacturers of power transformers from 5 to 1,200 MVA, up to 345 kV. Process Cooling provides cooling tower solutions primarily for industrial and power generation applications.

Beginning with its Q2 2021 earnings report, SPX eliminated its Engineered Solutions segment, due to an agreement to sell its largest business in that segment, SPX Transformer Solutions ([see announcement here](#)). The company also began reporting the results of its Process Cooling business as part of its HVAC segment.





# Employee Health, Safety and Wellness

*Keeping our employees healthy and safe is core to our culture. It starts with our leadership and is integral to everything we do. We are committed to operating our businesses in a manner that meets or exceeds applicable environmental, health and safety laws and regulations. As outlined in our [EH&S Policy](#), we are focused on our core values and strive to continuously improve the management of our environmental, health and safety responsibilities.*

*We believe all employees have a responsibility within our health and safety programs. SPX has implemented processes, standards and tools across the enterprise to provide guidance and support. The day-to-day responsibility for adherence rests with each of our businesses and team members to follow established procedures within our operations, and apply them in practice.*

## PARTICIPATION AND EMPLOYEE INVOLVEMENT

In 2020, we created an EH&S steering group designed to provide operational-level input on our corporate initiatives and drive adoption of processes designed to augment our safety culture. This group continues to provide valuable feedback and advance our programs. Our manufacturing locations continue to utilize safety committees and engage employees in health and safety initiatives. Employees, supervisors, and managers participate in the daily process of observing, identifying, and controlling health and safety concerns. Proactive measures are taken within our businesses to reduce the occurrence of incidents through inspections, process improvements, and risk mitigation.

## EMPLOYEE COMMUNICATIONS

A strong element of our health and safety program is employee communications. Our manufacturing locations utilize a variety of communication methods to share and discuss important topics. Our location health and safety leaders meet monthly through business unit touchpoint meetings. In these meetings, critical communications and best

practice sharing is disseminated across the corporation. Throughout the COVID-19 pandemic, we leveraged these touchpoint meetings to quickly respond and implement enhanced sanitation and safety procedures. In addition, we held our 2020 EH&S conference virtually. This annual conference brings together our global EH&S leaders to review our strategy and discuss performance, key initiatives, and the development and sharing of best practices.

## MANAGEMENT SYSTEM

While progress on the implementation of the EH&S management system was initially slowed due to the pandemic, we were able to continue aligning manufacturing operations through virtual evaluations and group discussions, and ultimately accelerated implementation again during 2021.

Our manufacturing operations continue to advance their location-specific Improvement Plans and collaborate as a broader group on company-wide special emphasis programs (e.g., manual handling and machine guarding). In 2020, business leaders worked together virtually to conduct gap analyses by completing self-evaluations on these emphasis programs.

The findings of the gap analyses were used to develop objectives at specific locations, which included equipment and job hazard improvements.

SPX continues to utilize VelocityEHS as our primary software application for managing key aspects of EH&S (incident, audit, metrics, compliance, and corrective action). In 2020, SPX's EH&S team conducted virtual self-audits using web conferencing and our software application for document upload and review. This virtual self-audit provided good discussions of key topics and processes, which led to a better understanding of the current state of our EH&S program. The virtual self-audit participants included EH&S managers, operations leaders, maintenance managers, facilities representatives, and training supervisors. In 2021, we are focused on modifying the audit program to include more internal and self-audit components.

## HEALTH & SAFETY PERFORMANCE

Utilizing the capabilities of our software application, performance is evaluated regularly at all levels of the company in real-time and through established review meetings. The system allows us to analyze a variety of data points

involving incidents (injury, near miss), hazards, inspections, and observations. Our operations team reviews safety performance metrics on a monthly basis. In addition, our executive team evaluates our overall safety performance on a regular basis and shares this information with the Board of Directors. One of our key 2021 initiatives is the standardization of leading indicators to expand our health and safety performance metrics.

In 2020, our recordable injury rate decreased approximately 3 percent from 2019, and more than 12 percent from 2018. We continue to bring visibility and emphasis to health and safety practices and culture. Our goal is to continuously improve our overall incident rates in comparison to other similar manufacturing companies.

Additional detail about our EH&S Management System, safety culture, and VelocityEHS system can be found in our [2019 Sustainability Report](#).

## WELLNESS

SPX is committed to providing a competitive, comprehensive benefits package that balances effective solutions with flexible programs that employees can choose from to meet their needs and those of their families. In addition, we offer a variety of health and wellness initiatives such as fitness events, lunch-and-learns, health screenings, annual flu shots, and incentives for participating in other activities that can increase the overall health and wellness levels of our employees and their families. In 2020, we offered COVID-19 related support, including a leave policy for those affected by COVID-19, and paid time off for COVID-19 vaccinations. Additional information about SPX benefits can be found in our [2019 Sustainability Report](#) as well as under the "Careers" tab of our website.

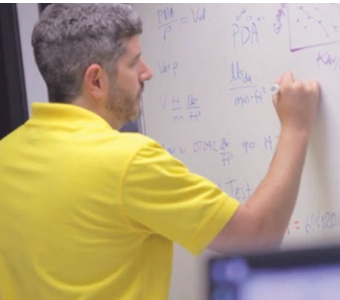
SPX Safety Performance	2018	2019	2020
Number of Hours Worked	9,622,093	9,667,431	8,594,655
Fatalities (number/rate per 200,000 hours worked)	0 / 00	0 / 00	0 / 00
Recordable injuries (number/rate per 200,000 hours worked)	92 / 1.91	83 / 1.72	72 / 1.68
Cases of Recordable Work-Related Ill-Health (number)	5	2	1



# Employee Training and Development

**W**e believe that our future success largely depends upon our continued ability to attract and retain highly skilled employees.

As such, we strive to provide an environment where employees can further their career development, experience challenging career growth opportunities, and understand that their contributions are valued. We offer a “Total Rewards” program that provides comprehensive compensation and benefits packages that are competitive in the market, and provide choices designed to reward employees and assist them in managing their well-being. Together, these opportunities present employees with significant professional and financial growth potential.



As part of our focus on building and sustaining highly capable, engaged, and motivated people, we continue to advance our talent management framework, known as *RiSE*,

which helps us Reach, Identify, Strengthen, and Engage our workforce.

In 2020, we were able to successfully pivot many of our education and training programs to an online format in response to the COVID-19 pandemic, ensuring that we maintained our focus on continuous development for our teams. We anticipate that we will incorporate the online approach into more of our training offerings going forward, as it allows for expanded participation and permits broader, time-flexible development.

2020 also brought the graduation of our second class of participants in our SPX executive leadership development program, the introduction of a new course supporting our frontline leaders’ development, and the expansion of several talent-assessment and succession-planning programs that focus on our ability to deliver on key strategic initiatives well into the future.

We remain committed to continuously improving the development of our employees and the SPX culture. Training is targeted for employees based on their function, development priorities, strategic initiatives and compliance knowledge needs. Each training topic is refreshed on a periodic basis and completion is tracked to ensure that the appropriate training is being conducted and updated as needed. Additional information about our employee training can be found in our [\*2019 Sustainability Report\*](#).

SPX employees receive opportunities for training and development in a wide variety of topics aligned with our business objectives and their professional growth.

**A few examples include:**

- Training for managers on how to conduct effective conversations with direct reports, including providing effective feedback, resolving conflict, and engaging in development planning to enable performance and leverage strengths.
- Skills training on job-specific technologies.
- Specialty training in areas such as Lean Concepts, Leadership Development for Managers and Individual Contributors and Mentoring Programs.
- On-Demand Learning to address targeted topics based on individual development plans.

**A sampling of our Training and Development 2020 stats is as follows:**

- More than 2,000 hours of training were delivered to over 500 leaders in support of our diversity and inclusion programs outlined below, specifically targeted to build awareness, educate about unconscious bias, and enhance skills designed to promote more inclusive environments.
- All eligible professional-level employees received performance reviews, which equated to more than 2,500 employees.
- Approximately 200 employees completed an aggregate of approximately 3,300 hours of our continuous improvement training course. The course focused on aligning the entire organization to our continuous improvement culture, which was accomplished through a series of overlapping workshops between Executive Leadership, Business Unit



Presidents, General Managers, plant managers, and functional leaders.

- Approximately 80 employees completed the Front Line Leadership Institute Training for a total of approximately 1,400 hours of training over the course of six weeks. The program includes sessions on: Self-Awareness, Learning Agility, Communication, Influencing, Political Savvy, and Motivating Others. In addition, employees practiced real world applications and created a leadership growth plan at the conclusion of the program. Participants include managers and supervisors of individual contributors.
- Another cohort of the Executive Leadership Program, which focused on the development of our future enterprise leaders, took 15 employees through more than 300 total hours of training to enhance their skills and methods for solving real-world problems. In addition to their classroom and practical learning exercises, these employees are given an action-learning project led by members of the SPX Executive Leadership Team to address a real business challenge. The solutions developed are often integrated into business practices and continuous improvement opportunities.
- During COVID-19, we were able to accomplish environmental, health and safety training through Vivid Learning, our online training system software, and our employees completed approximately 7,000 hours of training.





# Diversity and Inclusion

**We are committed to continuously focusing on building a culture that values and embraces diversity and inclusion by creating a respectful working environment that facilitates collaboration, innovation and creativity.**

In 2020, we advanced our focus in this area, issuing our first official SPX Diversity and Inclusion statement, defining our vision and objectives:

**Vision: Embracing Diversity to Build a Culture of Inclusion at SPX**

Valuing different backgrounds, experiences and opinions is the right thing to do and critical to our long-term success. In doing so, we grow and flourish together as individuals and as a business.

**Objectives:**

- Cultivate a culture of engagement and belonging, where everyone is treated with dignity and respect.
- Create an environment where we value diverse opinions and everyone feels safe to respectfully voice their view.
- Achieve diversity throughout the company, reflective of the markets and communities in which we operate.
- Build a reputation for attracting, developing, and advancing talented individuals with diverse backgrounds and experiences.

We are committed to challenging ourselves, openly communicating, and striving to improve every day. We will measure our progress and hold ourselves accountable for taking action and continuously improving our employees' experience. We will continue to live our core values, which encompass diversity and inclusion, to ensure that SPX is Building the People that Build the World.

As part of our enhanced efforts, initiatives have been undertaken to listen, learn and engage on a broader level across the enterprise. We formed a Diversity and Inclusion Council, which meets regularly, comprised of several senior leaders from across the enterprise and led by our CEO.

SPX became a member of the CEO Action for Diversity and Inclusion coalition, and implemented various programs to engage, educate, and train employees, focused on creating awareness, understanding and changing behaviors.

In addition, we developed networking and action groups, comprising dozens of "Ambassadors" from various functions and levels across the company. These groups have been asked to participate in the implementation of strategy and programming to ensure that the actions we take drive meaningful and impactful results for our employees.

Having a diverse workforce is core to our success and culture. We are an equal opportunity employer, and we make all employment-related decisions based on job qualifications, performance, and business requirements.

**Diversity and Inclusion Council Initiatives included, but were not limited to:**

- Created a Diversity and Inclusion Statement & Charter and shared with all employees.
- Established target objectives for the organization in the areas of Education & Development, Engagement & Inclusion and Workforce Composition that are being rolled out in 2021.
- Trained managers on Creating an Inclusive Environment, a three-hour course through Development Dimensions International (DDI) and facilitated by trained SPX Human Resources members. Approximately 75 percent of all managers were trained at the time of this report.
- Offered Centers for Creative Leadership (CCL) course,
- Conducted an all-employee survey on Diversity and Inclusion to baseline what our employees felt we do well and where we have opportunities for improvement.
- Executive Leadership Team members conducted 30+ listening sessions with more than 400 employees, and focused on receiving direct, candid feedback on how we can best make an impact through our initiatives.
- Established a three-year roadmap to ensure continuous focus on building a forever improving culture that values diversity and inclusion – signaling our commitment to embedding diversity and inclusion principles into how we operate.

**Getting REAL for Diversity and Inclusion**, to all director-level and above leaders.

We believe that through engagement, education and training and focused programs, we can create an environment where all employees feel comfortable and encouraged to share their perspectives and experiences, unlocking greater potential.

Valuing diversity and inclusion is, and will be, an on-going part of the culture we are continuously working to strengthen.

**75%  
of SPX  
managers  
trained on  
Creating an  
Inclusive  
Environment**







# Community Outreach and Engagement

**O**ur commitment to do the right thing coupled with our community engagement focus stems from our core values – specifically, Integrity and Teamwork – and it results in meaningful impact.

Across the organization, we focus on a wide variety of community initiatives to enhance the lives of people in the communities where we operate.



SPX supports STEM education through donations to local STEM school programs and participation in events such as an Evening with Industry, Girls in STEM, and Manufacturing Day for middle and high school students.

Our employees also participate in a wide variety of philanthropic and volunteer activities

targeted at supporting community health and wellness. Due to limitations on in-person gatherings in 2020 due to the COVID-19 pandemic, our employee engagement opportunities were mostly virtual, or remote, and social-distanced.

*Following are several examples of community engagement initiatives that occurred across SPX in 2020:*

- Participation in the American Heart Association Greater Charlotte Walk
- Wrote 650 “We Care Cards” for Lee’s Summit Cares and ReDiscover, two organizations that serve families and youth dealing with substance abuse prevention and mental illness
- Supported the National Association of Letter Carriers’ Stamp Out Hunger food drive, collectively folding 8,000 bags and envelopes for distribution throughout community (used to collect donations for Harvesters Community Food Bank)
- Children’s Attention Home supply drive
- Salvation Army Giving Angel Tree Project and Military/Veteran Appreciation event
- Adopt a Highway program
- Built picnic tables for Wisconsin Independent Learning College
- Engagement with Fort Leavenworth army base, Greater Kansas City Veterans, Rockingham, NC County Veteran Services, Marlboro, SC County Veterans Affair, Illinois Hires Heroes, and the Seymour Johnson Air Force Base

- Treats for Troops
- Involvement with groups such as Women in Engineering, Women in Manufacturing, WTCI Women in Electronics and Engineering, Creation of sub-committee Fe-Made (Females in Manufacturing, Automation, Design, Engineering), Women in Transportation, and the Empowering Women Network Leadership Program (Genfare)
- Support for the American Association of Persons with Disabilities, Kansas City Disability Inclusion Summit, and Vocational Rehabilitation of Middletown
- Engaging with minority educational and support groups such as NC Works, City of Goldsboro Housing Authority, City of Orlando HOLA Office (Hispanic), and Latinos in Transportation







# Environmental Stewardship

*Protection of the environment through conservation and sustainable practices is fundamental to SPX's long-term strategy. Our **EH&S Policy** and programs emphasize our commitment to sustainability and environmental management. Our strategies and processes for reducing emissions and carbon footprints are evolving as we continue to evaluate risks and opportunities in our operations, products, and supply chain.*

## ENVIRONMENTAL MANAGEMENT

At SPX, we continuously strive to minimize the environmental impacts of our operations and promote environmental stewardship. We are working towards a more formal strategy that includes data monitoring and management of key environmental focus areas. In 2020, we evaluated opportunities to increase the environmental efficiency of our operations. This evaluation guided us to consolidate our environmental metric categories, thereby streamlining our data collection procedures. The consolidation of environmental metrics led us

to a better understanding of our data generation, collection, and further validation requirements. In addition, this process brought better visibility to overall environmental management and enhanced our ability to monitor compliance requirements within our operations. For example, our Genfare, and Sabik operations have sought and been granted International Standard Organization (ISO) certifications.

The success of our environmental management program relies heavily on Teamwork, one of our core values as a company. As part of our monthly EH&S touchpoint meetings, we discuss best practices and collaborate with cross-functional groups to enhance our environmental strategy across the organization.



## PRODUCT STEWARDSHIP

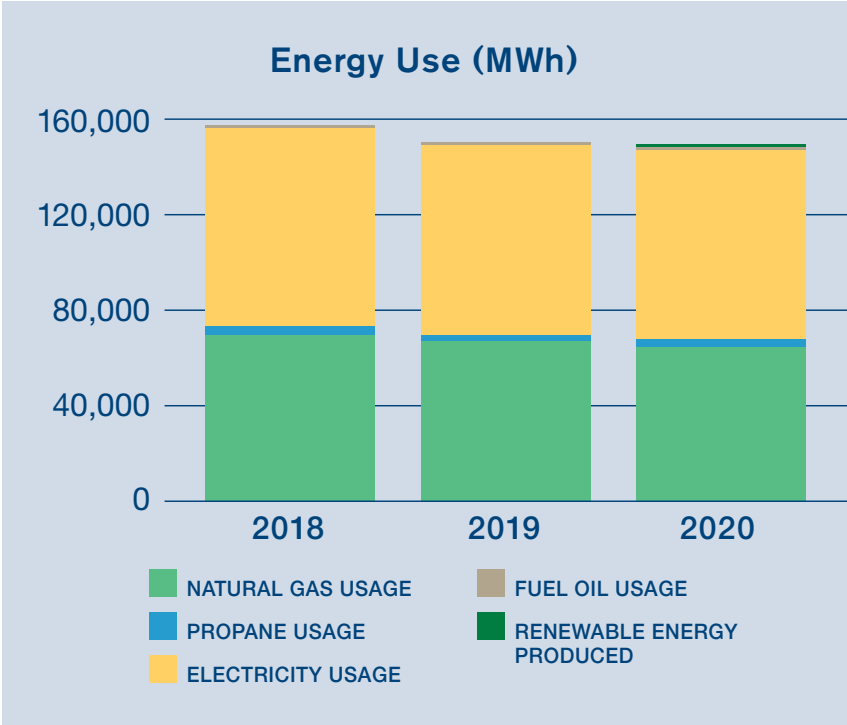
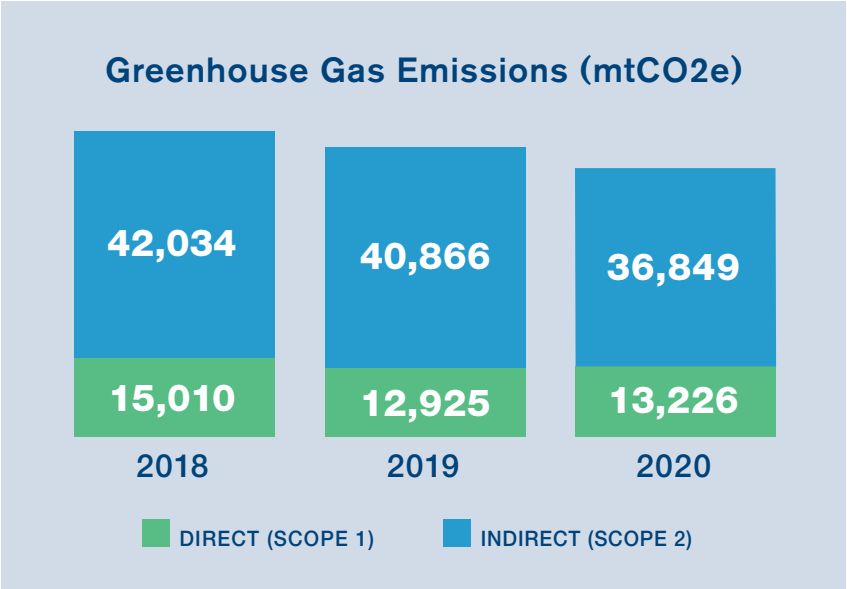
SPX is proactively taking measures to reduce and eliminate certain chemicals used in production and operations, evaluating compliance with the U.S. EPA's stringent enforcement standards for chemicals. We adhere to the regulations on toxic materials and have made a voluntary commitment to eliminate certain chemicals and/or products from our operations. Our Sourcing Council and the supply chain team are collaborating with our global stakeholders across our supply chain to abide by these commitments. We have also supported the implementation of a singular chemical management software at the majority of our manufacturing facilities.



## ENERGY AND GREENHOUSE GAS EMISSIONS

We continue to increase the detail and quality of our energy and greenhouse gas (GHG) data through our enhanced management information system. A deeper understanding of the drivers behind the data and our performance helps us to adjust our GHG and energy reduction initiatives to achieve measurable results.

For example, our Worcester facility in England implemented a change to replace all existing lights with light emitting diodes (LEDs) in 2020. This update, coupled with a brief shutdown during COVID-19, reduced overall electricity usage at the plant. In addition, our Eden, North Carolina facility reduced propane usage by 86 percent in 2020 through the replacement of 46 propane-powered forklifts with 32 electric-powered forklifts. This did not result in a significant increase in the facility's electricity usage.





## RESPONSIBLE WATER CONSUMPTION & MANAGEMENT

Although our operations are not water-use intensive, we recognize that water is a critical resource and closely monitor its use. SPX uses water for both HVAC and process cooling, as well as for sanitation and employee needs. Several of our facilities have implemented water recycling initiatives.

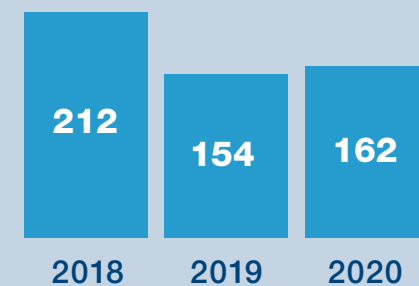
Our Research and Development Center (R&D Center) in Kansas City has been a global hub for SPX

products since its foundation in 1957. Through several expansions and improvements, we have evolved our R&D Center into a world-leading process cooling test facility. Through continuous recycling and reuse of water during our testing experiments, we evaluate the efficiency of cooling tower water distribution systems, thereby making our products more sustainable.

As part of implementing COVID-19 sanitation and hygiene protocols, SPX's water usage at each of our facilities increased in 2020. We continue to implement COVID-19 protocols in accordance with the

CDC guidelines and look for ways to improve our water usage. Further water reduction and management through *product innovation* is discussed on pages 12 -15 of this report.

### Total Water Consumption (megaliters)



## WASTE MANAGEMENT

A key part of our sustainability strategy is managing our waste streams. SPX actively looks for opportunities to reduce our waste, primarily through recycling initiatives. In addition, as we continue our Lean transformation within our operations, we anticipate additional opportunities to minimize waste and hazardous waste generation.

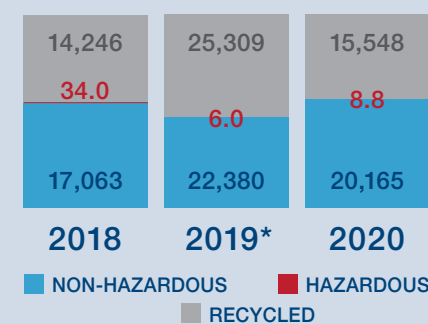
We converted our Bristol, England facility to a zero-waste facility by recycling all waste generated, which includes but is not limited to paper, facility trash, plastics, and cardboard. This was an

initiative that began in 2019, with full implementation in 2020. We continue to look for ways to reduce waste generation at all our facilities globally.

Our Olathe, Kansas facility used to send baled plastics, sheets, scraps, and packs to a local vendor for landfill disposal. In 2020, the facility conducted a vendor evaluation and found that it was more beneficial and sustainable to send this waste to another vendor who turns the scrap into composite decking material used in residential and commercial properties. Through the continuous evaluation of vendors, the facility realized both a financial advantage and saved approximately one million pounds of scrap material

from being directed to a landfill. Further, as part of this initiative, the facility has identified additional process changes which reduce scrap and waste generation.

### Total Waste (in 000s of lbs)



\*In 2019, 750,000 lbs. of rail cars were recycled, thus contributing to the significant increase from 2018.

## Supply Chain Responsibility

*The SPX procurement team is focused on developing a resilient supply chain. We work with suppliers who are fundamentally ethical and morally responsible, and aligned to the SPX Code of Ethics and Business Conduct and good business practices. Our strategy focuses on initiatives to improve supply chain transparency and efficiencies, and to mitigate risks by sourcing responsibly and upholding human rights in our supply chain through our [Conflict Minerals](#) and [Supply Chain transparency](#) (e.g. [UK Modern Slavery Act](#)) policies. We utilize software to consolidate information from multiple enterprise resource planning tools into a central location. This allows us to better track and analyze risks and opportunities, which the SPX Sourcing Council and procurement teams can use for action planning and continuous improvement.*

## SPX SOURCING COUNCIL

In 2020, the Supply Chain organization created the SPX Sourcing Council, led by the Vice President of Global Operations and

comprised of sourcing and business unit leaders across the world. The Sourcing Council meets monthly to discuss cross-business continuous improvement opportunities for the short- and long-term, and to ensure compliance across the organization. A key initiative identified in 2020 focuses on the consolidation of suppliers to improve supplier consistency and reliability. This provides value to both the SPX businesses and key suppliers through more productive relationships. This concerted effort to formalize and consolidate the sourcing process across each of SPX's business units served several purposes: to improve efficiency, to reduce spend by minimizing overlap, and to invest in trusted supply partners. In 2021, SPX is furthering our sourcing consolidation efforts by developing a single scorecard to assess the performance of key suppliers across several categories, building on business unit supplier scorecards currently in place.

## SUPPLIER COMPLIANCE, ETHICS, AND BUSINESS CONDUCT

The SPX Code of Ethics and Business Conduct includes a specific section dedicated to our commitment to uphold human rights and source responsibly, including

our commitment to following all applicable labor and human rights laws and to validate responsible sourcing in our supply chain. For our employees with direct responsibility for supply chain management, we conduct mandatory training on forced labor, slavery, and human trafficking, including mitigation of risks within supply chains. We conduct this training for the applicable employees at the time of hiring and refresh training periodically thereafter.

We evaluate and address direct supply chain risks by requiring suppliers to abide by our contractual terms and conditions, including compliance with all applicable laws, such as those related to human trafficking. In addition, we maintain a third-party compliance hotline that enables any person within our supply chains to submit concerns. All reports to our hotline are investigated thoroughly at the direction of our Compliance Director, and when warranted, appropriate remedial action is taken against suppliers.

Our supply chain managers engage with suppliers to assess any questionable activity and to ensure that supplier practices conform to our contractual terms and conditions and to our standards and expectations.

Additional detail about SPX's supply chain compliance, management, and sourcing process can be found in our [2019 Sustainability Report](#).







## ABOUT THIS REPORT

This report covers a broad range of environmental, social, and governance matters that SPX encounters and manages as a global industrial manufacturer. Data presented in this report covers the fiscal period January 1, 2020 through December 31, 2020 and all company divisions unless stated otherwise. The boundaries of this report correspond to those of the 2020 SPX Corporation Form 10-K.

SPX is a publicly-traded corporation. There were no significant changes to the structure or ownership of SPX in 2020. In September 2020, we acquired ULC Robotics, a pioneer in the use of robotics to inspect and remediate underground gas utility infrastructure. In November 2020, we acquired *Sensors & Software*, which adds specialized Ground Penetrating Radar products and expertise to our Locators business. In April 2021, we acquired *Sealite Pty* and associated entities, further building out our Aids to Navigation platform, which provides specialized equipment to light obstructions that could endanger passing aircraft and marine vessels, among other uses. In June 2021, SPX announced agreement to sell SPX Transformer Solutions to Prolec-GE, and its intent to eliminate its Engineered Solutions reporting segment. In August 2021, SPX announced the acquisition of Enterprise Control Systems Ltd, a leader in the design and manufacture of highly-engineered tactical datalinks and radio frequency (RF) countermeasures, building on our existing position in our Communication Technologies platform.

This report has been prepared in accordance with the GRI Standards: Core Requirements. Our previous Sustainability Report was released in mid-June 2020. We release an annual sustainability report. This is our fourth report. Restatements of previously reported information are indicated where necessary throughout the report. The SPX 2020 Sustainability Progress Report has not been externally assured. An independent third party qualitatively reviews and assesses the accuracy of our sustainability documentation and tracking efforts.

Your feedback is valued. Please send any comments, questions or suggestions about our 2020 Sustainability Report to [spx.investor@spx.com](mailto:spx.investor@spx.com).

## DATA SUMMARY

	2018	2019	2020
<b>BUSINESS</b>			
Revenue (in millions)	\$1,512.6	\$1,520.9	\$1,559.5
<b>ENVIRONMENTAL</b>			
Energy Consumption (MWh)			
Natural Gas Usage	70,489	67,419	65,220
Propane Usage	3,409	2,792	2,794
Electricity Usage	82,457	79,347	78,568
Renewable Energy Produced	–	–	406
% Renewable Electricity	–	–	5%
Fuel Oil Usage	518	680	2,383
<b>TOTAL</b>	<b>156,873</b>	<b>150,238</b>	<b>149,371</b>
Energy Consumption (MWh) per Million Dollars Revenue (USD)	103.7	98.7	95.8
Greenhouse Gas Emissions (mtCO2e)			
Direct (Scope 1)	15,010	12,925	13,226
Indirect (Scope 2)	42,034	40,866	36,849
<b>TOTAL</b>	<b>57,044</b>	<b>53,791</b>	<b>50,075</b>
Greenhouse Gas Emissions (mtCO2e) per Million Dollars Revenue (USD)	37.7	35.3	32.1
Waste Disposal (1,000 lb)			
Non-hazardous	17,063	22,380	20,165
Hazardous	34.0	6.0	8.8
<b>TOTAL</b>	<b>17,097</b>	<b>22,386</b>	<b>20,174</b>
% Hazardous Waste Recycled	–	–	91%
Total Recycled	14,246	25,309	15,548
Waste Disposal (1,000 lbs.) per Million Dollars Revenue (USD)	11.3	14.7	12.9
Number and Quantity of Reportable Spills	–	–	0
Water Consumption (Megaliters)			
<b>TOTAL</b>	<b>212</b>	<b>154</b>	<b>162</b>
Water Consumption (megaliters) per Million Dollars Revenue (USD)	0.1	0.1	0.1
<b>SOCIAL</b>			
Injuries and Incidents			
Total Number of Hours Worked	9,622,093	9,667,431	8,594,655
Number of Fatalities	0	0	0
Fatality Rate	0	0	0
Total Recordable Injuries	92	83	72
Total Recordable Incident Rate per 200,000 Worked	1.91	1.72	1.67
Cases of Ill Health	5	2	1



GRI MAPPING

Disclosure	Disclosure Title	Page Number
GENERAL DISCLOSURES		
Organizational Profile		
GRI 102-1	Name of the organization	2020 Form 10-K, Pg. 1
GRI 102-2	Activities, brands, products, and services	2020 Form 10-K, Pg. 1-3
GRI 102-3	Location of headquarters	2020 Form 10-K
GRI 102-4	Location of operations	2020 Form 10-K
GRI 102-5	Ownership and legal form	2020 Form 10-K
GRI 102-6	Markets served	2020 Form 10-K, Pg. 1-3
GRI 102-7	Scale of the organization	2020 Form 10-K, Pg. 1-3
GRI 102-8	Information on employees and other workers	2020 Form 10-K, Pg. 2
GRI 102-9	Supply chain	Report Pg. 27
GRI 102-10	Significant changes to the organization and its supply chain	2020 Form 10-K; Pg. 27
GRI 102-11	Precautionary Principle or approach	Pg. 4, 8-11
GRI 102-12	External initiatives	Pg. 6-7, 22-23
GRI 102-13	Membership of associations	Pg. 7
Strategy		
GRI 102-14	Statement from senior decision-maker	Pg. 2-3
GRI 102-15	Description of key impacts, risk and opportunities	Pg. 6-7
Ethics and Integrity		
GRI 102-16	Values, principles, standards, and norms of behavior	Pg. 5
Governance		
GRI 102-18	Governance structure	Pg. 8-11
GRI 102-35	Remuneration policies	2020 Proxy Filings, Pg. 11
Stakeholder Engagement		
GRI 102-40	List of stakeholder groups	Pg. 7
GRI 102-41	Collective bargaining agreements	Approximately 25% of employees are covered under collective bargaining agreements.
GRI 102-42	Identifying and selecting stakeholders	Pg. 7
GRI 102-43	Approach to stakeholder engagement	Pg. 7
GRI 102-44	Key topics and concerns raised	Pg. 6-7

GRI MAPPING

Disclosure	Disclosure Title	Page Number
GENERAL DISCLOSURES <i>(continued)</i>		
Reporting Practice		
GRI 102-45	Entities included in the consolidated financial statements	2020 Form 10-K
GRI 102-46	Defining report content and topic Boundaries	Pg. 2-3
GRI 102-47	List of material topics	Pg. 6-7
GRI 102-48	Restatements of information	Pg. 28
GRI 102-49	Changes in reporting	Pg. 28
GRI 102-50	Reporting period	Pg. 28
GRI 102-51	Date of most recent report	Pg. 34
GRI 102-52	Reporting cycle	Pg. 28
GRI 102-53	Contact point for questions regarding the report	Pg. 28, 34
GRI 102-54	Claims of reporting in accordance with the GRI Standards	Pg. 28
GRI 102-55	GRI content index	Pg. 30-33
GRI 102-56	External assurance	Pg. 28
Management Approach		
GRI 103-1	Explanation of the material topic and its boundary	Throughout report
GRI 103-2	The management approach and its components	Throughout report
GRI 103-3	Evaluation of the management approach	Throughout report
ECONOMIC		
Anti-Corruption		
GRI 205-1	Operations assessed for risks related to corruption	Pg. 10-11
GRI 205-2	Communication and training about anti-corruption policies and procedures	Pg. 11
GRI 205-3	Confirmed incidents of corruption and actions taken	No legal cases regarding corruption were brought against SPX or its employees during the reporting period.
Anti-competitive Behavior		
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	No legal actions were pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation.
ENVIRONMENTAL		
GRI 302-1	Energy consumption within the organization	Pg. 25, 29
Water and Effluents		
GRI 303-1	Interactions with water as a shared resource	Pg. 26
GRI 303-5	Water consumption	Pg. 26, 29





GRI MAPPING

Disclosure	Disclosure Title	Page Number
ENVIRONMENTAL (continued)		
Emissions		
GRI 305-1	Direct (Scope 1) GHG emissions	Pg. 25, 29
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Pg. 25, 29
Waste		
GRI 306-3	Waste generated	Pg. 26, 29
Environmental Compliance		
GRI 307-1	Non-compliance with environmental laws and regulations	SPX did not receive any significant fines or non-monetary sanctions for noncompliance with environmental laws and/or regulations in the reporting period.
Supplier Environmental Assessment		
GRI 308-1	New suppliers that were screened using environmental criteria	Pg. 27
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	Pg. 27
SOCIAL		
Employment		
GRI 401-1	New employee hires and employee turnover	While we have increased the percentage of female employees year over year, specific employee demographic information is confidential to the business and level of reporting varies based on regional privacy regulations.
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2019 Sustainability Report
Occupational Health and Safety		
GRI 403-1	Occupational health and safety management system	2019 Sustainability Report
GRI 403-2	Hazard identification, risk assessment, and incident investigation for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization	2019 Sustainability Report, EH&S Policy
GRI 403-3	Occupational health services for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization	2019 Sustainability Report
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization	Pg. 16, 2019 Sustainability Report
GRI 403-5	Worker training on occupational health and safety for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization	Pg. 18-19

GRI MAPPING

Disclosure	Disclosure Title	Page Number
SOCIAL (continued)		
Occupational Health and Safety (continued)		
GRI 403-6	Promotion of worker health for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization	Pg. 18-19
GRI 403-8	Workers covered by an occupational health and safety management system	Pg. 16-17
GRI 403-9	Work-related injuries	Pg. 17, 29
GRI 403-10	Work-related ill health	Pg. 17, 29
Training and Education		
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Pg. 18-21
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Specific employee demographic information is confidential to the business and level of reporting varies based on regional privacy regulations.
Diversity and Inclusion		
GRI 405-1	Diversity of governance bodies and employees	Pg. 4, 20-21
Local Communities		
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Pg. 18-23
Supplier Social Assessment		
GRI 414-1	New suppliers that were screened using social criteria	Pg. 27, 2019 Sustainability Report
GRI 414-2	Negative social impacts in the supply chain and actions taken	Pg. 27, 2019 Sustainability Report
Customer Health and Safety		
GRI 416-1	Assessment of the health and safety impacts of product and service categories	SPX does not currently track this information.
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	SPX does not currently track this information
Customer Privacy		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SPX did not receive any substantiated complaints concerning breaches of customer privacy in the reporting period.
Socioeconomic Compliance		
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	SPX did not receive any significant fines or non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in the reporting period.



## SASB MAPPING

We have aligned with our SASB specific industry standards using the Sustainable Industry Classification System® (SICS®): Resource Transformation Sector – Electrical & Electronic Equipment. SPX Corp. is still in the process of collecting data relevant to our industry classification.

SASB Code	Accounting Metric	Report Section
<b>Energy Management</b>		
RT-EE-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	<b>Environmental Stewardship:</b> Energy and Greenhouse Gas Emissions, Page 25
<b>Hazardous Waste Management</b>		
RT-EE-150a.1	Amount of hazardous waste generated, percentage recycled	<b>Environmental Stewardship:</b> Waste Management, Page 26
RT-EE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Not included
<b>Product Safety</b>		
RT-EE-250a.1	Number of recalls issued, total units recalled	Not included
RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	Not included
<b>Product Lifecycle Management</b>		
RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Not included
RT-EE-410a.2	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria Quantitative	Not included
RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	Not included
<b>Material Sourcing</b>		
RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	Not included
<b>Business Ethics</b>		
RT-EE-510a.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	<b>Governance:</b> Anti-Corruption, Page 11
RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	<b>Appendices:</b> GRI Mapping; Economic, Page 31
RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	<b>Appendices:</b> GRI Mapping; Economic, Page 31
<b>Activity Metrics</b>		
RT-EE-000.B	Number of employees (Number)	<b>Who We Are:</b> Page 4

### SPX CORPORATION

6325 Ardrey Kell Road, Suite 400  
Charlotte, NC 28277 USA  
980 474 3700 | [spx.com](https://www.spx.com)

SR-20 | ISSUED 08/2021  
COPYRIGHT © 2021 SPX CORPORATION

