



Human Rights Policy

Our values are at the heart of everything we do at SPX. Inspired by these values and guided by the principles found in the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises, SPX respects and supports the protection of fundamental human rights. We believe that support for human rights is part of good corporate citizenship, and essential to long-term economic, social and environmental sustainability. We expect our business partners to abide by the same principles, and engage proactively with stakeholders to help inform the evolution of our policies.

SPX's commitment to human rights and our values is embodied in many ways. We incorporate this commitment into the policies that guide our business, including our [Code of Ethics and Business Conduct](#), [Conflicts Minerals Report](#), and our [Anti-Slavery and Human Trafficking Statement](#), as well as our other compliance policies, all of which can be found on our [website](#). Together, these policies outline our expectations for all employees, suppliers, and any others engaged in business with SPX. These policies extend to all SPX employees and representatives, regardless of geographic location. Furthermore, all of our employees are required to undergo regular training on these policies. Responsibility for oversight and governance regarding these policies rests with our Board of Directors; while responsibility for implementation and enforcement lies with our management team. Any person who believes that these policies are being violated, should report the concern to the SPX Legal Department, HR Representative, or SPX Compliance Hotline (1-866-ETHICSP (384-4277), or online at www.ethicspoint.com).

Principles of Our Commitment to Human Rights, Including Forced Labor, Human Trafficking, Child Labor

We believe in the dignity of all persons and understand that corporate responsibility can help improve the working conditions for people across the world.

We prohibit the use of forced labor, indentured or slave labor, or any form of human trafficking. We prohibit child labor and require that all employees and those engaged in work with SPX be of legal age as defined by applicable law. We are committed to sourcing responsibly through our supply chain, and will never knowingly support any supplier company that utilizes compulsory or child labor.

We support the protection of minority groups, indigenous persons, women's rights. We are committed to access to water and sanitation as a fundamental human right, and our location and inspection products help ensure access to safe and sanitary water across the globe.

Employment and Development Practices: Diversity and Inclusion

Our people and culture are the foundation of our success as a company. At SPX we strive to build a strong, inclusive culture where everyone has a voice, and all voices matter. We know that we grow and flourish when we value each other's different backgrounds, experiences, and opinions.

SPX is an affirmative action and equal opportunity employer. We prohibit discrimination and harassment based on characteristics protected by law, including race, color, national origin, religion, age, sex, sexual orientation, gender identity and expression, marital status, disability, genetic information, and veteran status. We believe in working together to cultivate an inclusive working environment where all are valued and respected. We are committed to holding ourselves accountable, taking action to continuously improve our policies and practices, and to uphold the principles that encompass diversity and inclusion, as outlined in our [Diversity, Equity & Inclusion \(DE&I\) statement](#).

To enable success, we also invest in our people to help them acquire the skills needed to grow and develop. We believe motivated employees thrive in an environment where they are recognized and rewarded, and see a clear path for advancement.

RiSE, our talent management framework, helps SPX to Reach, Identify, Strengthen, and Engage our entire workforce. Our initiatives include a wide array of activities ranging from technical skill building, leadership development, employee mentoring and training programs, and community engagement. We regularly assess the impact of these programs through employee engagement surveys, which also enable us to better understand our employees' opinions and needs.

Health and Safety

A safe, healthy and secure workplace is essential to our success as a company. We protect the health, safety and security of those working for us by following all safety regulations, rules, and procedures, working to minimize risk of accident and injury, and staying alert for unsafe conditions. We continually seek opportunities to improve the safety of our work practices and environments and proactively develop and advance processes to reduce risk. Our commitment to health and safety is detailed both in our Code of Business Conduct and Ethics and in our [Environmental, Health & Safety \(EH&S\) policy](#).