

T.A. Morrison & Co. Inc.

Report on Fighting Against Forced Labour and Child Labour In Supply Chains

For the Financial Year Ended December 31, 2023

1. Entity Information and Prevention of Forced Labour and Child Labour Risks

a. Reporting entity and Reporting Period

T.A. Morrison & Co. Inc. (the “**Company**”) has prepared this report in accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “**Act**”).

This report is made for the reporting period January 1, 2023, to December 31, 2023.

b. Steps to Prevent and Reduce the Risks of Forced Labour and Child Labour

The Company is committed to the Canadian government’s efforts to eliminate child labour and forced labour throughout its supply chains. A common standard of policies and procedures in support of this commitment to prevent and mitigate the risk of forced labour or child labour being used at any step of the production of goods in Canada or elsewhere or of goods imported into Canada by the Company are adopted and applied across SPX Technologies, Inc. (“**SPX**”), and its Subsidiaries (collectively referred to as the “**SPX Group of Companies**”).

Details of these measures are set out in this Report.

2. Structure, activities, and supply chains

The Company is the Canadian subsidiary of SPX, a supplier of highly engineered products and technologies, holding leadership positions in the HVAC and detection and measurement markets. SPX is incorporated in the state of Delaware, USA and is based in Charlotte, North Carolina, USA. The Company’s business in Canada includes the design of innovative insulated line of dampers and air control products.

SPX procures a variety of products and services from suppliers around the world. Given the nature and geography of SPX’s business, its supply chain is both extensive and diverse. SPX acknowledges the elevated risk of modern slavery in certain countries of the world.

3. Policies

The [SPX Code of Ethics and Business Conduct](#) (the “**Code**”) includes a specific section dedicated to the company’s commitment to upholding human rights and sourcing responsibly, including its commitment to following all applicable labour and human rights laws and sourcing responsibly through the supply chain. We ensure that our colleagues have safe, healthy work environments and fair wages no matter where in the world they work. We live our value of Excellence by practicing good corporate citizenship, closely monitoring our supply chain, and respecting and honoring human rights. As an additional indication of the importance of human

rights to the SPX Group of Companies, SPX recently adopted a [Supply Chain Code of Conduct](#) and [Human Rights Policy](#).

4. Supply chain and risk assessment and due diligence

SPX evaluates and addresses direct supply chain risks by requiring suppliers to abide by contractual terms and conditions, including the condition that they must comply with all applicable laws, which include human trafficking laws. SPX expects supply chain managers to engage with suppliers, to make assessments of any questionable activity and to ensure that supplier practices conform to contractual terms and conditions, and to SPX standards and expectations.

In addition, SPX maintains a compliance hotline, hosted by a third party, that enables any person to voice concerns and report potential violations of the Code. The hotline is accessible online and via phone, and any person is able to submit concerns regarding human trafficking occurring within SPX's supply chains using this hotline. All reports to the hotline are investigated thoroughly at the direction of the SPX Compliance Director, with remedial action taken against suppliers if warranted.

Moreover, the contact information for the above-mentioned hotline is displayed at all sites globally (and in local language where applicable) to ensure that all employees and temporary workers have access to voice concerns and report potential violations of the Code.

5. Training

All SPX employees, officers, and directors are required to adhere to the [Code](#), company [Values](#), SPX Policies and all applicable laws. Failure to do so results in disciplinary action, up to and including termination of employment. Periodic training of employees includes instruction that even conduct that is legal, or not legally restricted, is not permissible if it is not also ethical.

For employees with direct responsibility for supply chain management, we conduct mandatory training on forced labour, child labour, slavery, and human trafficking, including with respect to mitigation of risks within the supply chains of products. We conduct this training for the applicable employees at the time of hire (or shortly after an acquisition, as applicable) and we conduct refresher training periodically thereafter.

6. Remediation

The Company did not identify any forced labour or child labour practices in our supply chains in the reporting period and therefore did not need to implement measures to remediate such practices or the loss of income resulting from eliminating such practices. If the Company does identify an instance of forced labour or child labour, we will work to develop a process and remediation plan so that the appropriate measures are deployed to provide a remedy.

7. Effectiveness

The SPX Group of Companies conducts mandatory training on forced labour, slavery, and human trafficking, including with respect to mitigation of risks within the supply chains of products within all its business segments. The trainings are conducted for applicable employees at the time of hire (or shortly after an acquisition, as applicable) and we conduct refresher training periodically thereafter.

As SPX continues to develop its program to prevent forced labour or child labour risks within the SPX Group of Companies in 2024, we will consider and implement measures to assess the effectiveness of the trainings and processes.


8. Next Steps

The management of SPX Group of Companies takes and will continue to take a zero-tolerance approach to forced labour or child labour and will react accordingly to any transgression by its staff or suppliers. SPX recognises that the risks from forced labour or child labour are constantly evolving. SPX also recognises that efficient methods to identify and address forced labour or child labour will be developed and enhanced. SPX remains focused on maintaining the highest standards of ethical and business integrity across their businesses and supply chains, and will continue to monitor and evaluate such developments. SPX is committed to its Code, Values and Policies and in the coming fiscal year will continue its practice of ensuring that its policies and procedures are fit-for-purpose.

9. Approval

This report has been approved by the Company's Board of Directors by Written Resolutions pursuant to section 11(4)(a)

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

DocuSigned by:

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John Nurkin

Board of Directors of T.A. Morrison & Co., Inc. &
General Counsel of SPX Technologies, Inc.

Date: May 23, 2024