



DISCLOSURE UNDER THE CANADIAN FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT

Financial Year 2023

This statement is made pursuant to the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act") and supports the commitment of nVent International Holding S.à r.l. and its subsidiaries named below, to anti-slavery practices and an affirmation of the values supported throughout the business.

Who We Are

nVent International Holding S.à r.l. ("NIH") is a société à responsabilité anonyme (limited liability company) incorporated under the laws of the Grand Duchy of Luxembourg, and is a wholly-owned subsidiary of nVent Electric plc, a publicly-traded company with its principal office in London and its management office in the United States in Minneapolis. Unless the context otherwise indicates, references herein to "nVent," the "Company," and such words as "we," "us," and "our" include nVent Electric plc and its consolidated subsidiaries.

NIH is the holding company that directly or indirectly controls the entities listed below, which are reporting entities under the Act. NIH also directly and indirectly controls other entities which are not reporting entities under the Act.

- nVent Thermal Canada Ltd. - part of our Thermal Management business segment, which is described in further detail below.
- Hoffman Enclosures Inc., Hoffman Enclosures Inc. – Canada Branch and Schroff, Inc. - part of our Enclosures business segment, which is described in further detail below.

What We Do

nVent is a leading global provider of electrical connection and protection solutions. We believe safer systems ensure a more secure world. We connect and protect with inventive electrical solutions. We design, manufacture, market, install and service high performance products and solutions that are helping to build a more sustainable and electrified world. We have a comprehensive portfolio of enclosures, electrical fastening solutions and thermal management solutions, and we are recognized globally for quality, reliability and innovation.

Our broad range of products and solutions support industrial, commercial and residential, infrastructure, and energy applications around the world. Our solutions help our customers improve energy efficiency,

ensure resiliency and protection, increase customer productivity, design for extended lifespan and serviceability, enhance safety and contribute to more sustainable operations.

At nVent, we operate across three segments: Enclosures, Electrical & Fastening Solutions and Thermal Management. Our products and solutions are used in a wide range of verticals, including, Industrial, Commercial & Residential, Infrastructure and Energy.

Enclosures: Our Enclosures business provides innovative solutions to help protect electronics and data in mission critical applications, including data solutions, that improve reliability and energy efficiency.

We are an enclosures leader in the U.S. and globally. Our standard and custom protective enclosures, cooling solutions and power distribution solutions help manage power and protect operating environments for mission critical applications.

Our solutions help make systems more resilient, helping avoid downtime. We sell globally but serve locally with local manufacturing and regional supply chains. We offer digital and automation solutions, easy system integrations and global service. Our solutions are deployed by panel builders, original equipment manufacturers and directly by other end users across key verticals, including large cloud service providers.

Electrical & Fastening Solutions: Our Electrical & Fastening Solutions business provides innovative solutions that connect and protect in power and data infrastructure. Our offerings enhance end-user safety, reduce installation time and provide resiliency for critical systems.

We are a leading global electrical and fastening solutions provider known for industry expertise and innovation. Our power connections, fastening solutions, cable management solutions, grounding and bonding systems, tools and test instruments help provide efficiencies to contractors and provide resiliency for critical systems.

We have deep application expertise across our products and verticals we serve. Our products and solutions are primarily used by contractors, electrical utilities, electricians, lightning protection installers and panel builders.

Thermal Management: Our Thermal Management business provides mission critical heat management solutions that protect people and assets and enhance process efficiency and performance. Our offerings help ensure critical safety, maximize uptime and deliver lower total cost of ownership.

We are a global leader in thermal management solutions with a large installed base. For industrial and energy, our products and solutions include heat tracing for freeze protection and process temperature maintenance and temperature control. For commercial, residential and infrastructure, we provide products such as pipe freeze protection, surface deicing, hot water temperature maintenance, floor heating, fire rated wiring and leak detection.

We offer services and advanced engineering tools to complement our solutions, and our design and after-sales services help to extend the lifespan of our products. These services include auditing heat trace systems, connected controls, remote monitoring and annual service programs. Our products and solutions are primarily deployed by building owners, facility managers, operators and other end users across key verticals.

Our Supply Chains

Suppliers are our partners in ensuring we have a steady pipeline of quality materials and services at the competitive prices we need to meet the demands of a more electrified world and help our customers prepare for a sustainable future. nVent's global portfolio of suppliers is managed by each business segment to ensure that the unique requirements for each product are being met. In addition to having product and category experts to create the best solutions for our customers, our Supply Chain teams reflect the countries that we operate in and purchase from. The majority of nVent's supplier portfolio has a presence in the following countries: United States of America, Mexico, China, Germany, Netherlands and Romania.

We strive to do business with partners who share these values and our commitment to ethical business practices, and we continuously evaluate our suppliers to ensure requirements and expectations are being met. Suppliers are also expected to value socially responsible sourcing and ensure their suppliers follow international human rights principles and labor standards.

How We Work to Ensure Our Supply Chains Are Free of Forced Labor and Child Labor

1. Our Policies

In 2023 we updated our Human Rights Policy to make it more comprehensive and align with best practices. Our Code of Business Conduct and Ethics ("Code of Conduct") and company-wide policies, including our Human Rights Policy, are available to all employees via our internal website. Anyone who violates our Code of Conduct or related policies is subject to disciplinary action, including termination. Our Code of Conduct and Supplier Code of Conduct, both publicly available on our website, require that the human rights of our employees and those within our supply chains are upheld and ban all forms of human slavery and trafficking.

2. Our Due Diligence Processes

nVent has a Supplier Due Diligence Procedure to combat Modern Slavery practices within nVent's supply chain and to adhere to international laws and regulations. The procedure is applicable to nVent's global procurement of direct and indirect materials and services and is designed to identify potential modern slavery risk within businesses and organizations that we purchase from.

We continue to update and implement our supplier screening process to address modern slavery in our supply chain by conducting risk-based due diligence. We make site visits to certain key suppliers at the

beginning of new relationships, to ensure first-hand knowledge and accountability regarding business practices and quality standards.

3. Employee Training on Forced Labor and Child Labor

At nVent, we succeed by upholding our commitment to Absolute Integrity and contributing to an ethical culture through open, honest and fair dealings. We are guided by our Code of Conduct, and employees are trained on it annually. In 2023, we included a dedicated course on modern slavery, and trained our professional population on the topic. nVent also provides many other learning opportunities for supply chain management employees, including Supplier Code of Conduct training, and ethical moments discussions that provide additional opportunities to ask questions and learn about our values. Sustainability has been a critical part of who we are and how we operate since the beginning of our company.

4. How we Monitor Ourselves and Our Suppliers

nVent reserves the right to conduct announced or unannounced inspections and audits of supplier facilities, processes, and goods. If a potential violation is identified, we may require corrective actions, terminate that supplier or initiate legal action, depending on the severity of the infraction.

nVent also maintains several Speak Up channels, including a toll free and confidential hotline and online reporting portal which are available at all times, in all locations and in every official language where we operate. Suppliers are expected to speak up if they learn of something that violates the law or the principles of our Supplier Code of Conduct or have any concerns involving their work with nVent. Retaliation against good faith reporters is not allowed.

In 2023, we assessed the effectiveness of our efforts in addressing the risk of modern slavery in our business and supply chains by reviewing the following:

Employees trained on modern slavery	100% professional employees trained on modern slavery to raise awareness of the issue, inform employees of red flags and remind them of appropriate actions to take if modern slavery is suspected within our business or our supply chain
Supplier Code of Conduct	Updated our Supplier Code of Conduct and launched a new Supplier Code of Conduct acknowledgment campaign with our largest suppliers.

We Are Aware of Risks of Forced Labor or Child Labor Use in Global Supply Chains

We are aware that the risks of forced labor and child labor impact every organization. As an organization with a global supply chain, sourcing products that are in potentially high-risk sectors, we work to ensure that we are working with suppliers that align with our values.

Our Supplier Code of Conduct is incorporated into our commercial supplier agreements. It requires our suppliers to comply with local laws and to commit to basic principles of human rights, including prohibiting human trafficking and slavery. In 2023 we refreshed our Supplier Code of Conduct and launched a new Supplier Code of Conduct acknowledgment campaign with our largest suppliers. If we become aware of any actions or conditions not in compliance with the Supplier Code of Conduct, we reserve the right to terminate any and all agreements with the supplier.

How We Addressed Reported Risks or Use of Forced Labor or Child Labor in our Supply Chain

For the applicable reporting period, nVent has not identified occurrences of forced labor or child labor amongst our supplier base for the reporting entities under the Act.

Attestation of the Disclosure under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act") for financial year ending December 31, 2023 of nVent International Holding S.a.r.l., the holding company that directly or indirectly controls the following reporting entities under the Act:

- nVent Thermal Canada Ltd;
- Hoffman Enclosures Inc.;
- Hoffman Enclosures Inc. – Canada Branch; and
- Schroff, Inc.

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 or entities listed 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.

I, Brett Boutwell, have the authority to bind nVent International Holding S.a.r.l. and sign this attestation on May 30, 2024.



By: Brett Boutwell

Title: Manager