



Code of Business Conduct and Ethics

ACTING WITH ABSOLUTE INTEGRITY

nVent.com



We Act with Absolute Integrity

Dear nVent Colleagues:

At nVent, our six Win Right values (Absolute Integrity, Accountability for Performance, Respect and Teamwork, Customer First, Innovation and Adaptability, and Positive Energy) guide who we are and how we work. They set the strong foundation for our nVent Culture. Our Code of Business Conduct and Ethics reflects our values and our commitment to absolute integrity. This Code gives specific guidance on how we interact with our customers, our business partners, our global communities, our investors and each other. We have updated the Code to reflect the evolving landscape in which we operate and our commitment to continuously improving Environmental, Social and Governance (ESG) efforts.

This Code is designed to help you better understand your responsibilities regarding regulations, international laws and ethical business standards. Although it cannot address every situation you may face, it will help you know where to turn should you have questions or concerns. It's up to all of us to understand and comply with the Code.

At nVent, we succeed by upholding our commitment to absolute integrity and contributing to an ethical culture through open, honest and fair dealings.

I ask you to live the Code every day and make nVent a great place to work and company to do business with.

Beth Wozniak

CEO





Table of Contents



ACTING WITH ABSOLUTE INTEGRITY

- 5 Our Mission and Values
- 6 Our Guide to Acting with Absolute Integrity
- 7 Our Shared Commitment
- 8 Acting with Absolute Integrity in Difficult Situations
- 9 Speaking Up



OUR PEOPLE

- 13 We Provide a Safe and Healthy Work Environment
- 14 We Value our Differences
- 15 We Respect Each Other
- 16 We Protect Personal Data
- 17 We Communicate Respectfully



OUR BUSINESS

- 19 We Focus on the Quality and Safety of our Products
- 20 We Compete Fairly
- 21 We Do Not Engage in Corruption and Bribery
- 22 We Comply with International Trade Regulations
- 23 We Use Gifts and Hospitality Responsibly



- 24 We Act in the Company's Best Interest and Avoid Conflicts of Interest
- 25 We Protect Confidential Information
- 26 We Keep Accurate Records
- 27 We Safeguard Company Assets
- 28 We Tell Our Story in the Right Way
- 29 We Follow the Rules for Buying and Selling Stocks and other Securities
- 30 We Hold our Business Partners to our High Standards



OUR GLOBAL COMMUNITY

- 32 We Support Human Rights
- 33 We Protect the Environment
- 34 We Connect with our Communities
- 35 Resources and Key Contacts
- 37 Ethics Helpline
- 38 Waivers
- 38 Index





TABLE OF
CONTENTS



ACTING
WITH
ABSOLUTE
INTEGRITY



OUR
PEOPLE



OUR
BUSINESS



OUR
GLOBAL
COMMUNITY



RESOURCES



ETHICS
HELPLINE

Acting with Absolute Integrity





Our Mission and Values

Our Mission

At nVent, we believe that safer systems ensure a more secure world. **We connect and protect** our customers with inventive electrical solutions.

Our Win Right Values

Absolute Integrity is at the core of our Value system and is the foundation of what it means to be part of nVent. Our values reflect how we do business and how we interact with those around us. They are central to our success.



Along with our Win Right values, our Spark management system is one of the pillars of nVent Culture. It defines how we operate and drives our high-performance. The five elements of Spark are: People, Growth, Lean Enterprise, Digital and Velocity. Together, they make up the operating system that powers our success.

CUSTOMER FIRST

We make it easy for customers to do business with nVent and are tenacious about meeting customer commitments.

INNOVATION AND ADAPTABILITY

We actively pursue continuous improvement, adapting to changing circumstances and applying new ideas.

RESPECT AND TEAMWORK

We treat others with respect and openness; we collaborate and align with others for team success.

ACCOUNTABILITY FOR PERFORMANCE

We commit to high standards of performance and demonstrate personal ownership for getting the job done.

POSITIVE ENERGY

We display a positive outlook and take responsibility for our impact on others.

ABSOLUTE INTEGRITY

We are committed to honest and ethical business practices in our dealings with customers, business partners, investors, communities and each other.



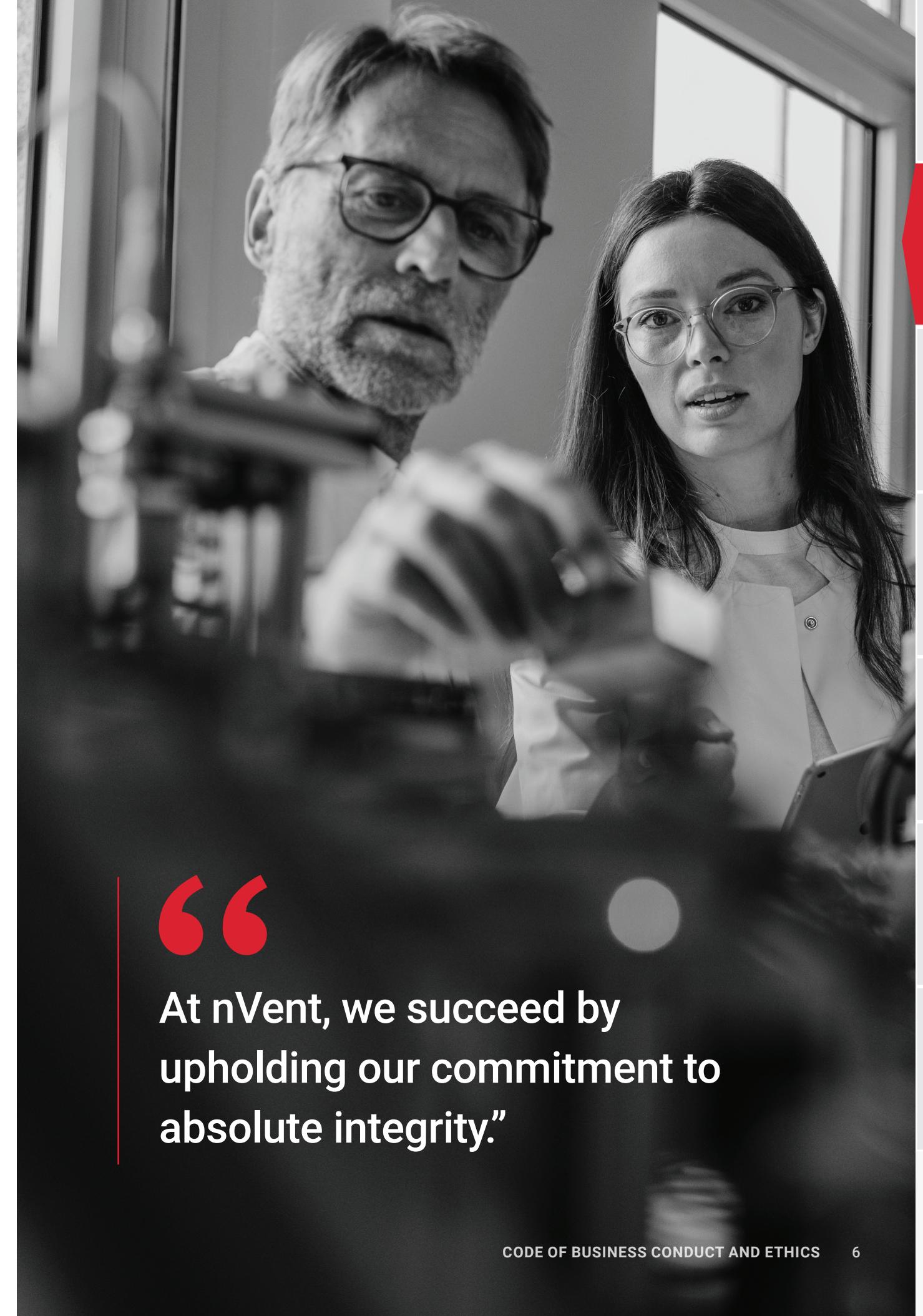


Our Guide to Acting with Absolute Integrity

We are a global company with a diverse team working together around the world to produce solutions that connect and protect mission-critical equipment, buildings and essential processes for our customers. Being part of nVent means that our conduct is always grounded in our common **Win Right values**, and that we act with **Absolute Integrity** and in compliance with the law wherever we do business. Our Code of Business Conduct and Ethics ("Code") provides specific guidance on how to act with absolute integrity when interacting with our customers, business partners, investors and each other. The Code, along with our company policies, is an important resource to help ensure we all understand what is expected of us. It may not cover every situation that arises, but it will help guide our daily decisions and actions to ensure they align with the law and our **Win Right values**. The Code also includes important information about where to go for additional information or guidance, or to raise a concern about something that does not align with the spirit or intent of the Code.

The principles in our Code apply to all employees, contractors, executives and members of the Board of Directors of nVent Electric plc and its subsidiaries worldwide. We expect everyone to read, understand, and comply with our Code and we ask our employees to periodically sign a statement re-affirming that commitment.

 [Value Assessment Guide](#)



“

At nVent, we succeed by upholding our commitment to absolute integrity.”





Our Shared Commitment

Building a culture of **Absolute Integrity** requires the commitment of every employee. We are each responsible to:

- act with **Absolute Integrity** in our daily decisions and actions at work
- comply with all laws, rules and regulations applicable to nVent and its business operations, as well as with this Code
- complete any required training so we fully understand what is expected of us
- seek advice from our manager or the appropriate company resource if we have a question
- hold each other accountable and Speak Up if we see something that doesn't fit with the spirit or intent of this Code
- cooperate fully and honestly in the investigation of any possible violation of our Code, our policies, or the law

Leaders have additional responsibilities to model the **Win Right values** every day and to:

- promote a positive, inclusive work environment where all employees feel valued and can perform at their very best
- clearly and regularly talk about our **Win Right values** and communicate ethics and compliance expectations with their teams, including nVent's zero tolerance for corruption and bribery
- create an environment of openness and trust that allows employees to ask questions or raise concerns without fear of retaliation, and address any concerns promptly and appropriately
- not retaliate or allow retaliation against anyone who raises concerns in good faith or participates in an investigation

Q: I understand that we are a global company and must follow the laws of every country where we do business, but those laws may vary. What if local laws or practices conflict with the guidance in our Code or policies?

A: Our Code sets baseline standards for how we do business. We expect compliance with all applicable laws, rules and regulations, and in cases where local law sets a higher standard that local law will apply. When in doubt, please seek advice from the Legal Department.





Acting with Absolute Integrity in Difficult Situations

When faced with difficult decisions, the right course of action may not always be clear.

Asking yourself the following questions may help you to anticipate potential consequences of a proposed action or decision and provide some guidance for the appropriate next steps.



Is it legal?

Not Sure	Yes	No
----------	-----	----

Is it consistent with our Code and company policies?

Not Sure	Yes	No
----------	-----	----

Is it consistent with our *Win Right* values?

Not Sure	Yes	No
----------	-----	----

Is it in the best interest of nVent?

Not Sure	Yes	No
----------	-----	----

Would I be comfortable if it were made public?

Not Sure	Yes	No
----------	-----	----

Would it be perceived positively by my family, peers, co-workers and nVent shareholders?

Not Sure	Yes	No
----------	-----	----



If all answers are YES you can proceed.





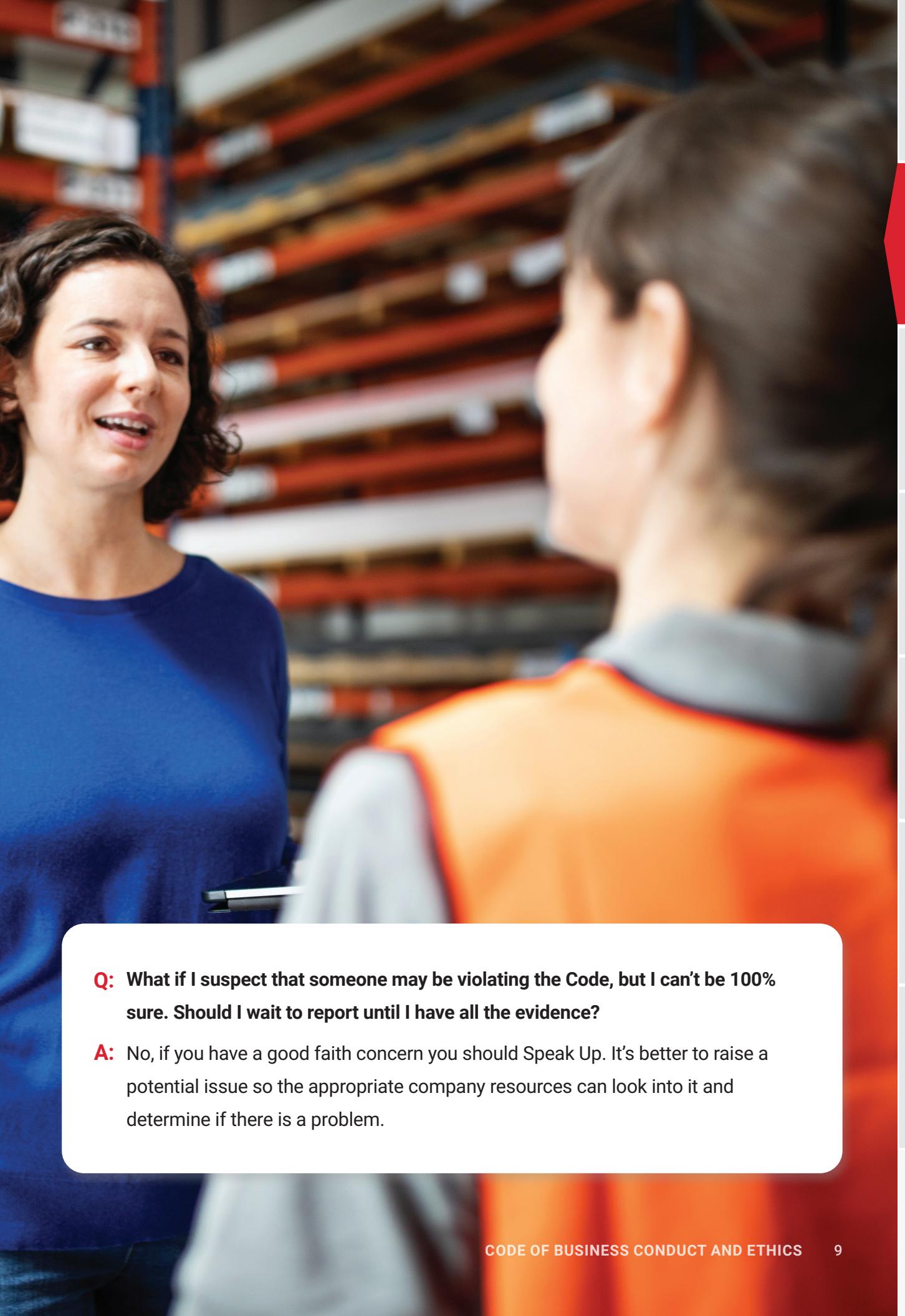
Speaking Up

Speaking up to ask questions or raise concerns is key to building a culture of **Absolute Integrity**. We are committed to maintaining an environment of open and honest communication where everyone feels comfortable asking questions or raising concerns without fear of retaliation. We are each responsible for speaking up when we have a question or when we see something that we believe is, or may be, a violation of the law, company policies, or this Code. This includes possible violations by our employees, customers, business partners, or anyone acting on behalf of nVent. When you Speak Up, you may be providing information that is necessary to remedy a situation that could be harmful to yourself, your co-workers or nVent. While you may be hesitant to get involved, it is important that we each take accountability and Speak Up so that the issue can be properly addressed.



We encourage you to speak directly to your supervisor or manager if you are comfortable doing so, but you may also ask questions or raise concerns to:

- any other manager
- a Human Resources representative
- a member of the Legal Department
- the Ethics & Compliance Office by email at Ethics@nVent.com or by phone at +1 763 204 7900 or
- the Ethics Helpline by phone or web intake, both found at nVentEthics.com



Q: What if I suspect that someone may be violating the Code, but I can't be 100% sure. Should I wait to report until I have all the evidence?

A: No, if you have a good faith concern you should Speak Up. It's better to raise a potential issue so the appropriate company resources can look into it and determine if there is a problem.



Reporting an incident or concern of possible misconduct in good faith means you are sincere, honest and have reasonable cause to believe your report is truthful and accurate.

The Ethics Helpline is administered by an independent company to allow for confidential communication online or through the telephone 24 hours a day in your preferred language. You may make an anonymous report (as permitted by local law) but identifying yourself along with your report will assist any investigation that follows. If you choose to remain anonymous, please provide as much detail regarding your concern as possible and return to the Ethics Helpline periodically to answer any follow-up questions or receive updates on the status of your report. You can find more details about the Ethics Helpline in the Resources section of this Code.

You may also choose to send a note with details of your concern and any relevant documents to:



nVent

1665 Utica Ave. S Suite 700
St. Louis Park, MN, USA 55416
Attention: Ethics & Compliance Office

We take all reported concerns and questions seriously and we will handle them promptly, discreetly, and professionally as outlined in our Speak Up Procedure. All reported concerns are tracked via an online platform, following a process to help ensure they are appropriately addressed. Confirmed violations of our Code, our policies, or the law will result in disciplinary action up to, and including, termination of employment.



[Speak Up Procedure](#)





We will not tolerate retaliation in any form against anyone who speaks up in good faith.

Retaliation can take many forms including adverse actions such as termination, compensation reduction, demotion, undesirable work assignments, harassment or threats of physical or mental harm. Retaliation may result in discipline up to, and including, termination.

If you feel that you or someone else has been retaliated against for raising a concern in good faith or participating in an investigation, you should contact the Ethics & Compliance Office or the Ethics Helpline.

Q: I reported an issue three months ago which was investigated. At the last couple of team meetings, my manager openly criticized my work in front of other team members and tried to intimidate me. He never used to do this before. It seems to me like my manager is trying to get back at me for reporting a concern. What should I do?

A: If you feel you have been retaliated against for raising a concern or participating in an investigation, please Speak Up using the Ethics Helpline or any other resources you are comfortable with. The report will be promptly and thoroughly investigated.

nVent prohibits retaliation against anyone for reporting a concern in good faith or participating in an investigation. Those engaging in retaliation will be disciplined up to, and including, termination.





TABLE OF
CONTENTS



ACTING
WITH
ABSOLUTE
INTEGRITY



OUR
PEOPLE



OUR
BUSINESS



OUR
GLOBAL
COMMUNITY



RESOURCES



ETHICS
HELPLINE



| Our People





We Provide a Safe and Healthy Work Environment

We are committed to providing a safe and healthy work environment. We each have a responsibility to:

- know and follow health, safety and environmental regulations and company policies and procedures that apply to our jobs
- maintain an environment free of illegal or controlled substances that could impair judgment on the job
- maintain an environment free of bullying, violence, threats of violence, and weapons
- continuously pursue a workplace that is free from recognized hazards for our people and the environment
- look out for each other and Speak Up if we see potentially unsafe conditions or behaviors that could pose a risk to the health, safety or security of our people or our work environment

Q: I noticed my usually happy, outgoing co-worker has become quiet, withdrawn and no longer participates in group activities. It is beginning to affect their performance at work. I am afraid they may be struggling with something and I am not sure what I can do to help.

A: We are a team and we need to look out for one another. Sometimes just asking a co-worker if they are okay and listening to them may be enough to support them. Other times, they may need more support. If you feel comfortable suggesting it, you could remind them of the resources available under the Employee Assistance Program, if available, or you could mention this to your Human Resources representative and ask for their help in ensuring your co-worker has the support they need.



Q: I am concerned that my manager sometimes enters my work area without wearing the required personal protective equipment (PPE).

A: Our value of **Accountability For Performance** means we all must follow designated safety rules throughout our facilities, including nVent managers and leaders. If you feel comfortable, you can remind the person of nVent expectations and show them the proper place to obtain the required equipment. Other options include discussing with your site safety coordinator, a safety committee member or seek assistance with a Human Resources representative.



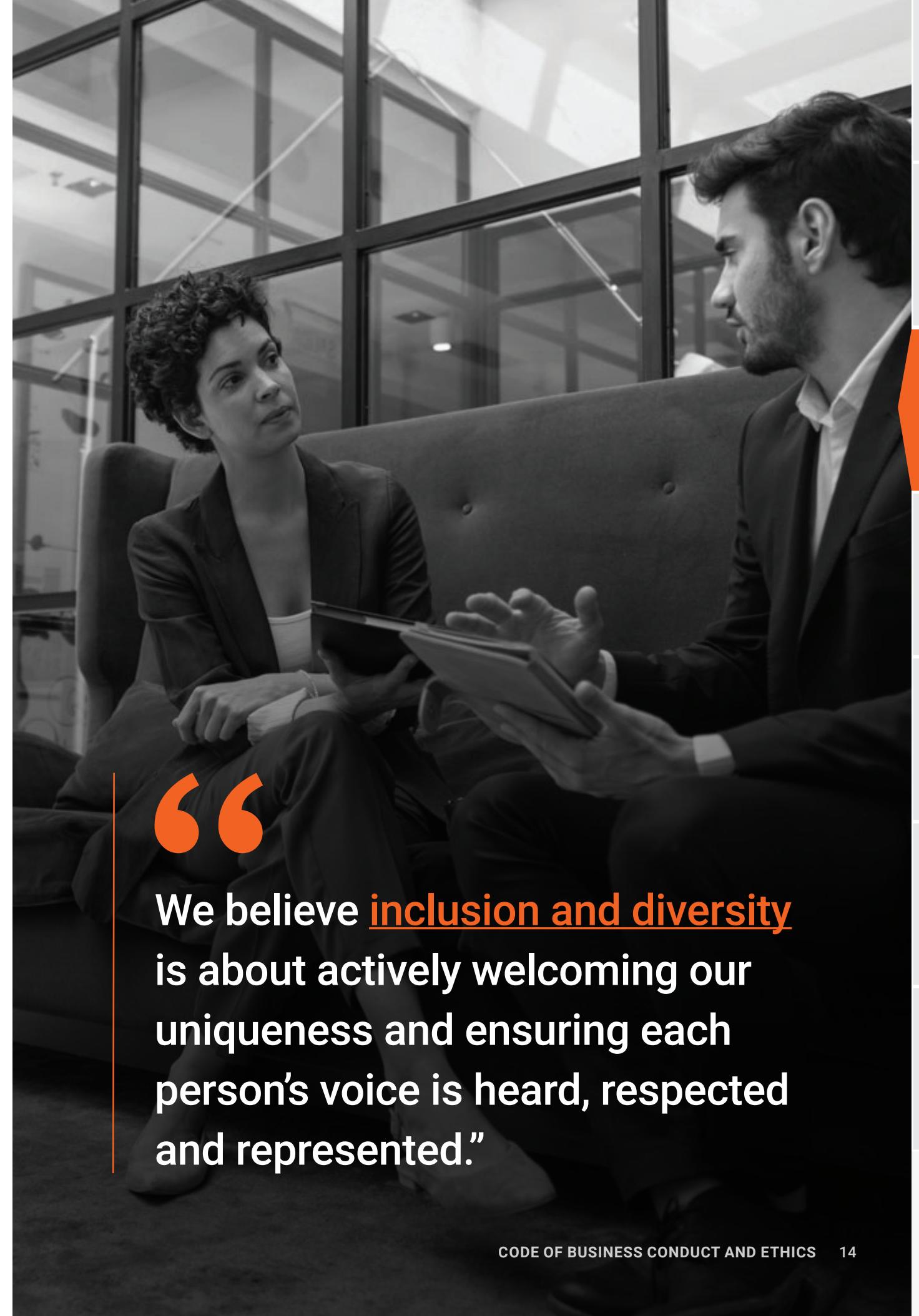
We Value our Differences

We are one global team, inspired by our **Win Right values** and our role in the world to connect and protect our customers and each other. We are committed to creating and sustaining an inclusive and diverse work environment that builds trust and drives innovation, connection and growth for our people, our customers, and our business partners. We value our differences and the unique contributions of individuals with varying backgrounds, beliefs, and experiences. Our Employee Resource Groups (ERGs) are formed by employees who share a common interest, background or experience with a purpose to support each other, foster awareness of diversity and promote inclusion and respect. We believe our people are our greatest asset and an inclusive culture allows each of us to contribute our very best.

We promote an inclusive culture when we:

- value our differences including race, gender, background, language, education, experience and expertise
- listen to new ideas without bias
- talk about the importance of diversity and different points of view
- participate in an Employee Resource Group
- act with **Positive Energy**
- treat each other with respect

We will listen.
We will talk.
We will act.



“

We believe **inclusion and diversity** is about actively welcoming our uniqueness and ensuring each person's voice is heard, respected and represented.”





We Respect Each Other

Our commitment to **Respect and Teamwork** means that we treat each other with respect and openness, and we collaborate to achieve success. To do so, we work to maintain a respectful work environment free from discrimination and harassment. We employ people based on their qualifications for the position, and do not tolerate discrimination based on characteristics such as age, race, disability, ethnicity, marital or family status, national origin, religion, gender, sexual orientation, veteran status, genetic information, gender identity, medical condition or any other characteristic protected by law. We are committed to treating all employees and job applicants fairly and with equal opportunity when making decisions that involve recruiting, hiring, training, assigning work, promoting, compensating or when taking any other employment action.

We are all responsible for ensuring people are treated with respect and our work environment is free from bullying or harassing behavior. Any conduct that could be intimidating, hostile, offensive or demeaning – whether verbal, physical or visual – will not be tolerated.

If you believe you have seen or experienced behavior that is discriminatory, bullying or harassing, you must report it to your supervisor or manager, your Human Resources representative, the Ethics & Compliance Office or through the Ethics Helpline.

Q: I believe a qualified person may have been denied a position because of their age.

Since I wasn't actually involved in the hiring process, should I just let it go?

A: No. You should raise your concern through one of our Speak Up Resources so it can be properly followed up to determine whether any discrimination took place in the hiring process. If discrimination did occur, it could violate the law and our commitment to providing equal opportunity.

Q: What is harassment?

A: Harassment is any inappropriate conduct that might reasonably be expected or perceived to cause offense or humiliation to another person or interfere with their ability to do their work. It can take the form of words, images, gestures or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another or which create an intimidating, hostile or offensive work environment. Some examples include, but are not limited to:

- Inappropriate racial, ethnic, religious, or sexual jokes or comments
- Physical aggression or threats, including intimidation, bullying, or stalking
- Inappropriate sexual advances or requests for sexual favors





We Protect Personal Data

Our people and others we do business with entrust us with their personal data. It is our responsibility to protect their privacy and this information by complying with applicable data protection laws wherever we do business. These laws are complex and vary by country so if you work with personal data as part of your job responsibilities, make sure you understand what is required.

We protect personal data by:

- collecting, holding, using, or otherwise processing only the personal data we need for legitimate business purposes
- ensuring that all processes involving the collection, processing and/or use or access of personal data are designed to comply with applicable laws
- maintaining appropriate safeguards to prevent loss, misuse, or unauthorized disclosure while it is in our custody
- reporting any possible misuse or breach of personal data to Privacy@nVent.com

Personal Data includes telephone numbers, email addresses, banking or financial information, government identification numbers, medical information, biometrics, race, and ethnicity, among other things.



[Global Data Privacy Policy](#)





We Communicate Respectfully

We value **Respect and Teamwork**. We believe we perform at our best when we collaborate and align with each other to achieve success. To do this effectively, we communicate with each other and our customers and business partners through various means such as emails, instant messages, and text messages. We must think carefully about the words we use in these communications, be respectful, factual, and write each message as if it could become public.

Social media is a channel where our personal and professional communications could intersect. The company maintains an official presence on several social media channels. Some of our employees are specifically authorized to manage social media on behalf of nVent. If we as employees of nVent choose to have personal social media accounts to express our thoughts and opinions online, we must use our personal email address when registering or posting, make it clear that we are speaking for ourselves and not on behalf of nVent, and not let it interfere with our responsibilities to our company or our customers. Regardless of role, all employees are accountable to follow nVent's Social Media Policy.

However we choose to communicate, always remember:

- be courteous and respectful
- do not communicate in a way that may violate our Code or other company policy
- all communications made using company devices or systems are not personal or private and are subject to monitoring by the company where permitted by law
- electronic communications create records that are permanent and retrievable, even if deleted, and could affect the reputation of nVent or our people, so think before you type



Q: I am very active on my personal social media accounts and often share funny stories or pictures from work. Is that okay?

A: It depends. If you are sharing things that happen at work, you must:

- be clear that you are not speaking on behalf of nVent
- not disclose any confidential or proprietary information, in comments or photos, about our company, our products, our employees, our customers or business partners
- not share photos of other employees without their consent
- avoid harassing or discriminatory comments
- and remember you are responsible for the content you publish



[Social Media Policy](#)

[Acceptable Use of Electronic System Policy](#)





TABLE OF
CONTENTS



ACTING
WITH
ABSOLUTE
INTEGRITY



OUR
PEOPLE



OUR
BUSINESS



OUR
GLOBAL
COMMUNITY



RESOURCES



ETHICS
HELPLINE

| Our Business





TABLE OF
CONTENTS



ACTING
WITH
ABSOLUTE
INTEGRITY



OUR
PEOPLE



OUR
BUSINESS



OUR
GLOBAL
COMMUNITY



RESOURCES



ETHICS
HELPLINE

We Focus on the Quality and Safety of our Products

We put our **Customer First** and that means focusing on delivering products of the highest quality, safety and performance. We are each responsible to understand and comply with all the applicable rules and regulations that govern product safety and quality, and to promptly Speak Up about anything that doesn't meet our standards.

Our business, our reputation and our success depend on our commitment to putting our **Customer First** and focusing on continuously improving on our levels of quality, service and customer satisfaction.

Q: I saw a co-worker sign off on a quality report when she had not actually completed the required inspection. What should I do?

A: You should report what you saw to your supervisor so that they may follow up. Signing off on the report when she had not actually completed the inspection could mean a product that doesn't meet our quality or safety standards gets sent to a customer. It is also a form of falsifying an important company record.



[Environmental Health and Safety Policy and Guiding Principles](#)





We Compete Fairly

We succeed by putting our **Customer First**, having a commitment to **Innovation and Adaptability** and having a reputation for acting with **Absolute Integrity** in our interactions with our customers, competitors and business partners. We compete based on the quality of our products and service and do not engage in unethical marketing or sales practices.

We compete honestly and fairly and follow the laws that promote free and fair competition wherever we do business. In the spirit of fair competition, we must never make an agreement with a competitor to:

- fix or set prices
- coordinate bids or agree on bid terms
- divide customers or territories
- make any other agreement that may unlawfully restrict competition

We must also use care in our dealings with customers and business partners to support free and fair competition. This is particularly important in any industries, spaces or segments in which we have achieved substantial commercial success.

We must always be careful when we interact with our competitors to avoid any appearance that we are engaged in any improper discussions or agreements.

Fair competition or antitrust laws and regulations are complex and vary by country so if you have questions, please contact the Legal Department for guidance. Violations of these laws can carry significant penalties for both nVent and the individuals involved.



[Antitrust Policy](#)

[Obtaining Competitive Intelligence Policy](#)



Q: I am excited to be attending my first trade show. At dinner, I sat next to a representative from one of our competitors. They were speaking with a colleague about sales opportunities and pricing of a product. I know we are not supposed to discuss these matters with competitors, so I didn't engage in the conversation, but I was able to hear them. What should I do?

A: In that type of situation, it is best to excuse yourself from the table and leave, and to make sure that others at the table notice your absence (this is referred to as a "noisy exit"). You should also contact the Legal Department and report the incident. You should not tell anyone else the information you overheard, nor should you act on it.



We Do Not Engage in Corruption and Bribery

We promote compliance with anti-corruption and anti-bribery laws as part of our culture of compliance and **Absolute Integrity**. Though laws in some countries make a distinction between bribing a government or public official and bribing someone in the private sector, we do not. You may not offer or accept from anyone, regardless of whether they are a public official or private party, anything of value to obtain or retain business, or some other advantage. Bribes can take many forms, including:

- cash and cash equivalents
- kickbacks
- gifts, hospitality, travel or other expenses
- loans or promises
- rebates, discounts or excessive commissions
- favors, business or employment opportunities
- political or charitable contributions
- anything else of value

Extra care must be taken when interacting with governments and public officials. Because of this, gifts and hospitality to or from governments and public officials, even if they are also customers or vendors, are prohibited. Exceptions may be granted on a case-by-case basis and must be requested as outlined in our Anti-Corruption Policy.

Refer to nVent's Anti-Corruption Policy for a definition of public official. If you are ever unsure whether you may be dealing with a public official, contact the Ethics & Compliance Office at Ethics@nVent.com before taking any action.



These rules apply to you but also to any third party working with nVent. It's simple – if we can't do it, neither can they. Since we may be responsible for acts these third parties conduct on our behalf, we are required to know our third parties and business partners and only work with those who are committed to the same ethical standards. Before conducting any kind of business with a third party, you are required to seek approval from Third-Party Compliance, through our online risk management platform called Assure. Speak Up immediately if you ever suspect bribery has taken place.

DO'S AND DON'TS FOR ANTI-CORRUPTION COMPLIANCE

DO:	DON'T:
✓ Highlight our zero-tolerance policy for corruption internally and when dealing with third parties	✗ Give or accept bribes, regardless of their form
✓ Ensure that all gifts and hospitality are transparent, lawful and aligned with nVent policies	✗ Make unlawful payments to speed up a process or gain favor
✓ Ensure all rebates, discounts and commissions with third parties are justified by the work delivered	✗ Offer items or favors to family members of our business partners or accept items or favors for your family members
✓ Properly document all transactions	✗ Offer a gift in the form of cash, regardless of whether it is allowed by local law
✓ Appropriately screen third parties in our online risk management platform and monitor them closely to ensure they are committed to the same ethical standards	✗ Approve payments without proper business justification and authorization
✓ Immediately Speak Up if you ever suspect bribery	✗ Fail to accurately document and report all payments given or received

Never be afraid or reluctant to challenge something that does not make sense to you or that appears suspicious. Don't simply accept claims that "this is how we do it here." Report any concerns to the Legal and Compliance Department immediately.



[Anti-Corruption Policy](#)

[Third-Party Compliance Resources](#)

[Third-Party Online Risk Management Platform \(Assure\)](#)





We Comply with International Trade Regulations

We connect and protect our customers all around the world with inventive electrical solutions. Because we sell to customers and engage with suppliers across the globe, we must follow all applicable laws and regulations that govern international trade.

Import and export laws apply to the movement of goods, software, technology, technical data, information and services across international borders. Political and economic sanctions and export controls put in place by authorities restrict us from directly or indirectly engaging in trade with certain countries, or territories, industries, entities, vessels or persons. U.S. Anti-boycott laws prohibit us from participating in a foreign boycott not supported by the United States. That is why we must screen transactions and business partners against relevant watch lists to determine if prohibitions or license requirements apply. In addition, we must report all boycott requests to the Trade Compliance Team at TradeCompliance@nVent.com.

If you are involved in the movement of goods, services, technology or information across international borders, you are expected to understand and comply with nVent Trade Compliance policies and all the trade laws and regulations of the countries in which you do business. If you have questions, contact the Trade Compliance Team or the Legal Department for guidance.

Q: I overheard some co-workers discussing an upcoming sales proposal involving a foreign customer. I don't think the appropriate steps were taken to ensure compliance with export laws. I asked them and was told that the delay to complete the necessary steps would cause them to lose the business to a competitor. What should I do?

A: You should report it to a member of the Trade Compliance team or the Legal Department. Violations of trade regulations can be costly to nVent, so it is important that you share your concerns with someone who can investigate further.



[Anti-Boycott Policy](#)

[Economic Sanctions Policy](#)

[Export Controls Policy](#)

[Import, Customs and Free Trade Agreement Policy](#)





We Use Gifts and Hospitality Responsibly

While customs and practices can vary among cultures, sharing modest gifts and providing hospitality is often an important way of creating goodwill and establishing trust in our business relationships. However, we must be careful to remain independent and impartial in our dealings, and we must never use gifts and hospitality in exchange for a favor or to improperly influence a business decision.

A gift is something of value given for the sole benefit of the recipient. Business hospitality occurs when both the host and business guest engage in an activity (such as meals or sporting events) together for a bona fide business purpose. If the host is not present, the hospitality is a gift. If you provide gifts or hospitality, you must ensure that your expense reports and records accurately reflect the associated cost.

In all cases, the exchange of gifts or hospitality must comply with applicable industry codes and local law.

Extra care must be taken when interacting with governments and public officials. Offering or receiving gifts or hospitality to or from governments and public officials is strictly prohibited. Exceptions may be granted on a case-by-case basis and must be requested as outlined in our Anti-Corruption Policy.



[Conflict of Interest, Gifts and Hospitality Policy](#)

[Gift and Hospitality Reporting Form](#)

[Anti-Corruption Policy](#)



To be sure you are acting with **Absolute Integrity** when giving or receiving gifts and hospitality, ask yourself these questions:

Is it modest in value and within company expense limits?

Yes

Not Sure

No

Is it cash or a cash equivalent?

Yes

Not Sure

No

Is it frequent?

Yes

Not Sure

No

Is it exchanged openly and directly related to building customer or supplier relationships?

Yes

Not Sure

No

Is it tied to a potential contract or business tender?

Yes

Not Sure

No

Is it exchanged with a government or a public official?

Yes

Not Sure

No

Am I sure it does not violate the law or company policy of either party?

Yes

Not Sure

No

OK to proceed.





We Act in the Company's Best Interest and Avoid Conflicts of Interest

We have a responsibility to act in nVent's best interests and avoid situations that may divide our loyalties or interfere with our ability to make objective business decisions. Sometimes we may have a personal or financial stake in the outcome of a decision, as well as influence over that decision. In this type of situation, a conflict of interest exists. A conflict of interest can arise from any situation that may cause us to act, or appear to act, in a way that is not in the best interest of nVent.

Q: I have been working remotely and have extra time that I used to spend commuting to the office every day. I am thinking about starting my own side business to make extra money. I am pretty sure I can complete all the work on my own time so it shouldn't be a problem. Is that okay?

A: Having a second part-time job on your own time using your own resources may be acceptable, but you should be transparent and discuss your plans with your manager and the Ethics & Compliance Office to ensure it won't interfere with your current job at nVent or otherwise create a conflict of interest.

 [Conflict of Interest, Gifts and Hospitality Policy](#)

[Conflict of Interest Disclosure Form](#)

Not sure if you have a potential conflict of interest? Ask yourself these questions:

Do I (or anyone I have a close personal relationship with) work for, or have an ownership interest in, a competitor, supplier, or customer of nVent?

Do I have a second job that interferes with my work at nVent or have I used company assets for personal gain?

Do I have a family or close personal relationship with someone who directly or indirectly reports to me?

Am I involved in the selection process of a new employee, or supplier when the applicant is a family member or someone with whom I have a close personal relationship?

Do I hold a public office that may require me to handle issues of interest with nVent?

Is there anything else that may cause me to act in a way that is not in the best interests of nVent?

If you answer yes to any of these, disclose the situation in accordance with the Conflict of Interest, Gifts and Hospitality Policy. Keep in mind, it is best to be transparent. Most conflicts of interest can either be avoided entirely or resolved easily if they are properly disclosed.





We Protect Confidential Information

Many of us work with confidential or proprietary information about our company, or about customers or business partners that must be protected.

For nVent, this information, including our intellectual property, can be key to differentiating us from our competitors and is critical to our success. This includes, but is not limited to, trade secrets, inventions, ideas, processes, formulae, know-how, source and object code, algorithms, engineering design and test data, research, pricing data, customer requirements, supplier and cost data, marketing plan, strategies, forecasts, and financial information.

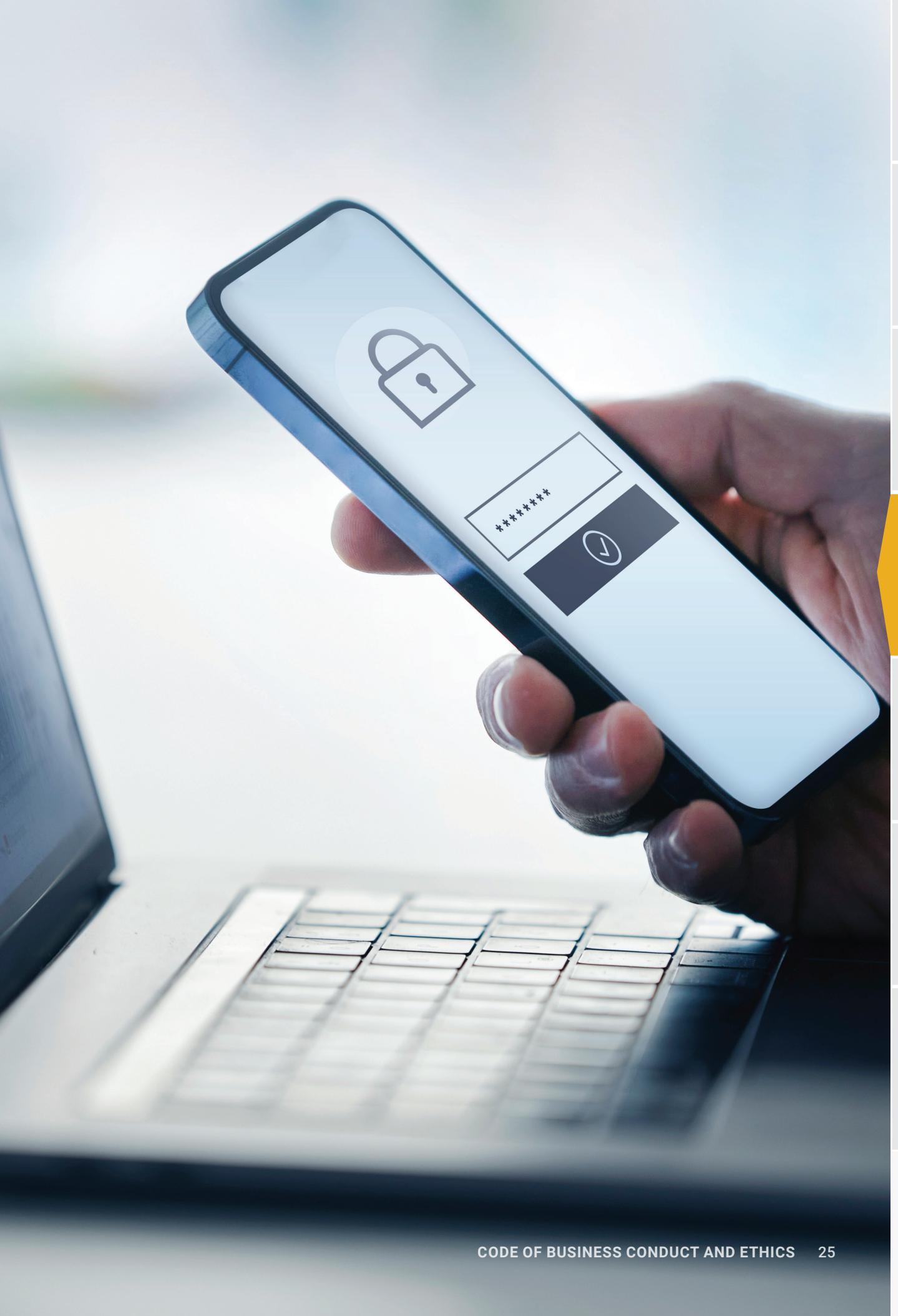
We should maintain the confidentiality of all information entrusted to us by our customers, suppliers and others for business purposes, except when disclosure is authorized or legally mandated. Confidential information includes all non-public information that might be of use to competitors, or harmful to the company or its customers, if disclosed.

Q: If it isn't marked "Confidential", how will I know if the information I am working with is confidential and should be protected?

A: It may help to ask yourself these questions:

- Is this information unknown outside the company?
- Is it proprietary to us or one of our customers or business partners?
- Would nVent, or an individual, be disadvantaged or harmed if others had the information?

If you think the answer may be yes to any of these questions, you should treat the information as confidential. If you are unsure, please contact your manager or the Legal Department for guidance.





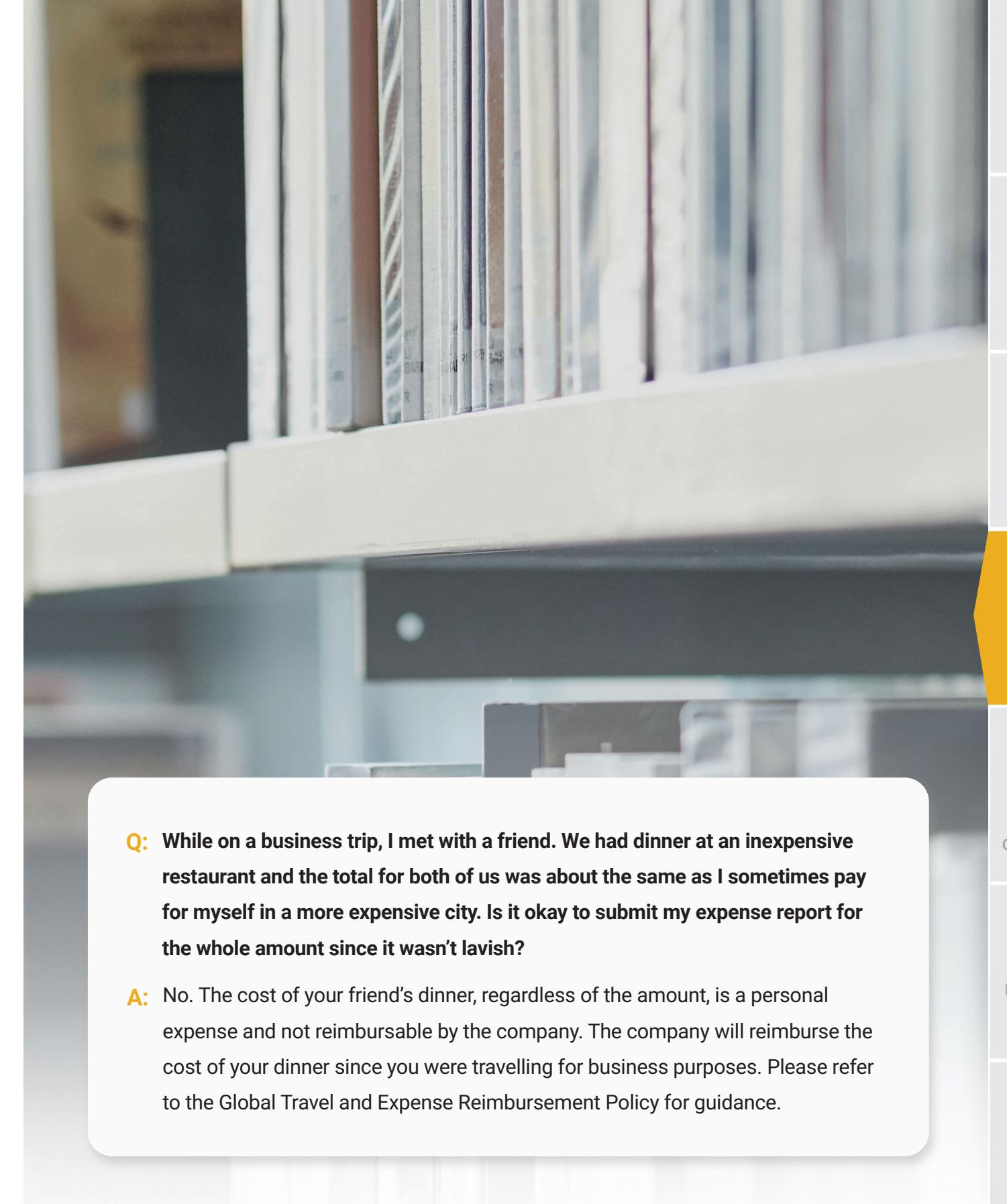
We Keep Accurate Records

Maintaining accurate books and records is essential to ensure the integrity of our financial reporting, run the company efficiently and comply with the law. In addition to our financial statements, a record can be anything that documents a business activity, decision, or transaction.

We act with **Absolute Integrity** when we:

- maintain complete, accurate and timely books and records related to our areas of responsibility
- securely store and discard records in accordance with our Records Management Policy and retention schedules
- follow all internal controls
- cooperate fully with auditors (both internal and external)
- promptly report any error in the records or violation of internal controls to our local Financial Controller and regional Financial Controller, as applicable

We are expected to always be truthful and forthright in our interactions and communications. Engaging in fraud, which is the act of intentionally cheating, tricking, stealing, deceiving or lying, is dishonest and generally criminal. Anyone who intentionally misrepresents or falsifies information in our books and records, or who assists others in doing so, has engaged in fraud. Fraudulent activity compromises the integrity of our financial reporting and may create serious consequences for nVent and the individual.



Q: While on a business trip, I met with a friend. We had dinner at an inexpensive restaurant and the total for both of us was about the same as I sometimes pay for myself in a more expensive city. Is it okay to submit my expense report for the whole amount since it wasn't lavish?

A: No. The cost of your friend's dinner, regardless of the amount, is a personal expense and not reimbursable by the company. The company will reimburse the cost of your dinner since you were travelling for business purposes. Please refer to the Global Travel and Expense Reimbursement Policy for guidance.



[Records Management Policy](#)

[Global Travel and Expense Reimbursement Policy](#)





We Safeguard Company Assets

We have a duty to safeguard nVent's assets from loss, damage, theft, waste or misuse. These assets include things such as our buildings, equipment, supplies, funds, vehicles, computers, and information systems. Limited personal use of assets such as telephones, computers, and printers is generally permitted as long as it doesn't interfere with our work or someone else's. We should never use them for something that could be offensive, illegal or against any company policy.

Information is also an asset that must be protected. Information contained on our computer systems, portable electronic devices, laptops, phones and other technology requires us to take special measures to safeguard these systems and devices from unauthorized access. These measures include:

- physically securing laptops, tablets and phones
- using strong confidential passwords
- taking appropriate precautions when accessing the internet
- installing only authorized software
- being alert for phishing scams or other potential cyberattacks

 [Information Security Policies](#)

[Acceptable Use of Electronic Systems Policy](#)



Q: I work remotely some days of the week. This week I forgot to bring my company laptop home. I had a deadline and needed to send some files to my team so I used my personal laptop and unsecured Wi-Fi at a nearby coffee shop to update and send the files. Is this okay?

A: No. We should only use approved, secured means to access or transmit company files or data. Using unsecured devices or internet services could expose nVent to viruses or unauthorized access.





We Tell Our Story in the Right Way

On occasion, members of the media, financial analysts and others may be interested in learning more about nVent. We have a responsibility as a public company to provide complete, timely, accurate and objective information about our strategy and performance, among other things. To ensure we tell our story in the right way, it is important that only designated and authorized spokespersons make statements to the public on nVent's behalf.

If you receive a request for information from financial analysts, shareholders or those interested in investing in our company, or from a member of the media or other interested party, forward it to a member of the External Communications Team.

Q: I saw a posting on social media that included incorrect information about nVent. Can I post a response correcting the information?

A: No, you must be a designated company spokesperson to publicly speak on behalf of the company, including on social media. You should notify your manager who can ensure an authorized company spokesperson can address it.



[External Communications and Disclosure Policy](#)

[Social Media Policy](#)





We Follow the Rules for Buying and Selling Stocks and other Securities

We cannot buy or sell a company's stock or other securities when we know material information about that company that is not public. This applies to nVent securities and to the securities of any other company, and it includes trading by others with whom you share, or "tip," any material information.

During our work, we may learn or have access to information about our company, our customers, or business partners that is not known to the public. This information may be material to the business. Remember that insider information is not for personal gain.

Trading while in possession of material nonpublic information is against the law and nVent policy, and the penalties for violations can be severe.

Examples of inside material information could include unannounced information about:

- expected or projected financial results
- proposed major acquisitions, dispositions or joint-ventures
- changes in our company's pricing or cost structure
- pending changes in executive leadership, public accountants, or significant business partners
- major litigation or government investigations
- significant products development





We Hold our Business Partners to our High Standards

We believe that honesty and integrity should define our relationships with customers, business partners, investors, and each other. We have the same expectations of our suppliers and other business partners.

Our values of **Absolute Integrity** and **Respect and Teamwork** guide how we conduct business every day. We expect our suppliers to comply with the law and our Supplier Code of Conduct to help ensure safe and healthy working conditions, the human rights of workers, ethical business practices and environmental responsibility.

We are responsible to know our business partners and to notify the Ethics & Compliance Office if we believe a business partner is not meeting these expectations.

Q: My co-worker saw a story in the news about one of our suppliers. It suggested that they may have been involved in a corruption scandal in another country. Should we let someone know?

A: Yes. We hold our suppliers to the same high standards we follow, and if there is even a possibility of improper or illegal behavior, you should report your concern so it can be appropriately investigated.

 [Supplier Code of Conduct](#)





TABLE OF
CONTENTS



ACTING
WITH
ABSOLUTE
INTEGRITY



OUR
PEOPLE



OUR
BUSINESS



OUR
GLOBAL
COMMUNITY



RESOURCES



ETHICS
HELPLINE

Our Global Community





We Support Human Rights

We are committed to upholding and protecting human rights and treating people with dignity and respect in the workplace and in the communities where we do business.

We do this by:

- providing a safe, healthy and respectful work environment
- providing fair wages and benefits and reasonable working hours according to local law
- recognizing the rights of employees to freedom of association and collective bargaining
- not tolerating human rights abuses including but not limited to, discrimination, child labor and all forms of modern slavery
- expecting our suppliers, contractors, and others in our supply chain to share our commitment to human rights and to provide assurance that their businesses are free from practices associated with human rights violations

We are committed to complying with all applicable national and local laws, rules, and regulations in the countries in which we operate. Our policies are guided by international human rights principles and labor standards including those covered by the Universal Declaration of Human Rights, the International Bill of Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.



[Global Human Rights Policy](#)

[Supplier Code of Conduct](#)

Q: I suspect one of our suppliers of employing underage workers.

What should I do?

A: You should raise your concern through one of our Speak Up Resources so that it can be properly investigated, and corrective action taken if needed. If true, the supplier is in violation of our Supplier Code of Conduct and of our commitment to supporting human rights around the world. We expect our business partners to live up to the same standards we have for ourselves.





TABLE OF
CONTENTS



ACTING
WITH
ABSOLUTE
INTEGRITY



OUR
PEOPLE



OUR
BUSINESS



OUR
GLOBAL
COMMUNITY



RESOURCES



ETHICS
HELPLINE

We Protect the Environment

We believe in being a good steward of the environment. We are committed to complying with applicable environmental laws and regulations and reducing our environmental impact. Our value of **Innovation and Adaptability** and our continuous improvement approach allow us to help protect natural resources and provide value to our customers and the communities where we live and work. Our Planet Vision includes a commitment to responsible energy use, greenhouse gas reduction and waste and water management.

Q: I am really interested in environmental issues, how can I make a difference at work?

A: We can each make a difference every day by:

- conserving water
- minimizing waste and increasing recycling
- using energy efficiently
- minimizing non-recyclable packaging materials
- participating in our Employee Resource Group focused on sustainability
- encouraging others to do the same

In doing so, we are taking **Accountability for Performance** and helping to achieve our long-term Planet Goals.



[Environmental Health and Safety Policy and Guiding Principles](#)

[ESG at nVent.com](#)





We Connect with our Communities

We bring our **Positive Energy** to the communities where we live and work by finding creative ways to give back using our time, talents and resources. Through the nVent Foundation and our nVent in Action program, we connect with our communities by supporting quality education programs for youth and charitable causes championed by employees.

We encourage our people to connect with our communities through company-sponsored activities and personally in ways that are meaningful to them.

While our nVent in Action guidelines prohibit support for political organizations, some people may choose to personally connect with the community through political activities. If we choose to personally participate in political activities, we must:

- do it on our own time, with our own funds and be clear that we are acting as individuals and do not represent the company
- not use company resources, including time, property, equipment, logo wear or personnel for these activities
- respect that each of us as individuals has a right to our own views and never pressure others to support our candidate or cause



Q: I will be organizing a fundraiser for a candidate running for office in my local community. Is it okay to send information about the event using my company laptop and email address?

A: No. While we encourage you to find ways to connect with your community, it is not appropriate to use company resources to support your personal political activities. In this situation, you must be clear that you are acting as an individual and not representing nVent.



TABLE OF
CONTENTS



ACTING
WITH
ABSOLUTE
INTEGRITY



OUR
PEOPLE



OUR
BUSINESS



OUR
GLOBAL
COMMUNITY



RESOURCES



ETHICS
HELPLINE

Resources and Key Contacts





TABLE OF
CONTENTS



ACTING
WITH
ABSOLUTE
INTEGRITY



OUR
PEOPLE



OUR
BUSINESS



OUR
GLOBAL
COMMUNITY



RESOURCES



ETHICS
HELPLINE

Company Policies

In addition to the policies linked throughout the Code, a complete set of company policies can be found at [My nVent](#) for more information.

Other Resources:



- [Third-Party Online Risk Management Platform \(Assure\)](#)
- [Conflict of Interest Disclosure Form](#)
- [Gift and Hospitality Reporting Form](#)
- [ESG Report](#)
- [Supplier Code of Conduct](#)

Key Contacts

If you have any questions about the content in this Code, or you would like to raise a concern, you may contact:

Ethics & Compliance Office



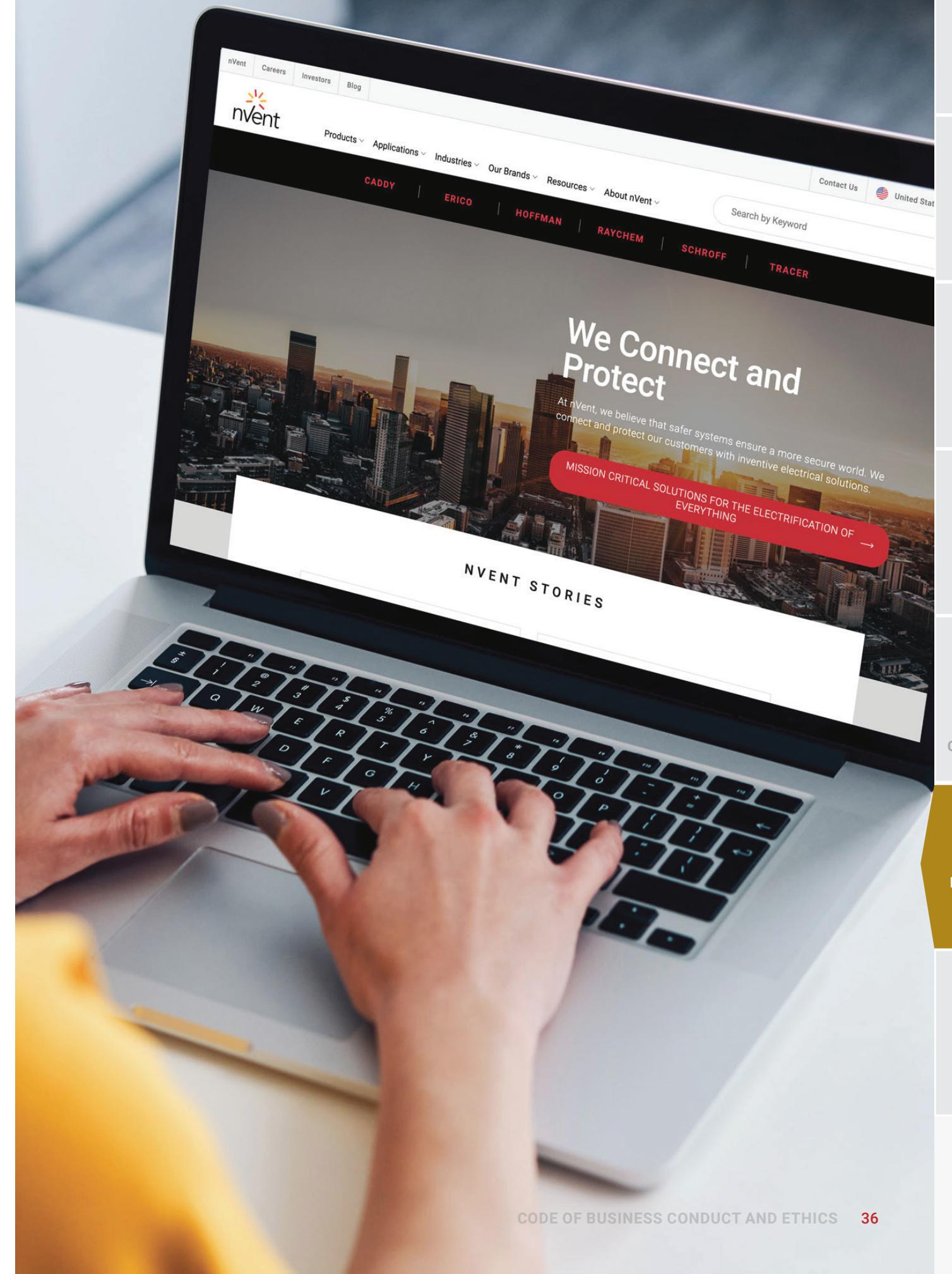
Phone: +1 763 204 7900



Email: Ethics@nVent.com



Address: 1665 Utica Ave., Suite 700, Minneapolis, MN, 55416, United States





Ethics Helpline

The Ethics Helpline is hosted by a third-party provider and can be used to ask questions or raise concerns in a confidential and anonymous manner. You may access the Ethics Helpline via the internet at nVentEthics.com or by telephone as follows:

COUNTRY	NUMBER
DEDICATED LINES	
United States (in English and in Spanish)	8866 68nVent / Or via SMS text message +1 763 247 2787
SHARED LINE	
Australia	1 800 763 983
Austria	0800 281119
Belgium	0800 260 39
Brazil	0800 892 2299
Canada	1 800 235 6302 Or via SMS text message +1 763 247 2787
China	400 120 3062
Czech Republic	800 701 383
Denmark	8082 0058
Finland	0800 0a7 635
France	0805 080 339
Germany	0800 181 2396
Hong Kong	800 906 069
India	000 800 100 4175
Indonesia	0800 150 3216

COUNTRY	NUMBER
DEDICATED LINES	
Italy	800 727 406
Japan	0800 170 5621
Kazakhstan	8 800 333 3511
Lithuania	8 800 30451
Mexico	800 681 6945 Or via SMS text message +1 763 247 2787
Netherlands	0 800 022 0441
Norway	800 24 664
Poland	00 800 141 0213
Romania	0 800 360 228
Russia	8 800 100 9615
Singapore	800 852 3912
South Korea	080 880 0476
Spain	900 905 460
Sweden	020 889 823
Switzerland	0 800 838 835
Taiwan	00801 14 7064
Thailand	1 800 012 657
Turkey	850 390 2109
United Arab Emirates	8000 3570 3169
United Kingdom	0 808 189 053





Index

Waivers of the Code

Any employee who believes that a waiver or exception to this Code is warranted should contact the Ethics & Compliance Office.



- Accounting Records
- Records Management
- Anti-boycott
- Resources
- Antitrust
- Retaliation
- Bribery
- Suppliers
- Charitable Donations
- Use of Company Assets
- Competition
- Volunteering
- Confidential Information
- Workplace Violence
- Conflicts of Interest
- Corruption
- Discrimination
- Economic Sanctions
- Environment
- Ethics Helpline
- Fraud
- Gifts and Hospitality
- Harassment
- Health and Safety
- Human Rights
- Import and Export Laws
- Inclusion and Diversity
- Insider Trading
- IT Security
- Personal Data
- Political Contributions
- Quality





Our powerful portfolio of brands:

CADDY ERICO HOFFMAN RAYCHEM SCHROFF TRACER