

SPX Technologies, Inc.
Statement on Forced Labour, Child Labour,
Human Trafficking and Modern Slavery
For
Fiscal Year 2025

This Statement provides an overview of the efforts that SPX Technologies, Inc. (together with its subsidiaries, “SPX,”) undertook for the reporting period from January 1, 2025, to December 31, 2025 (“fiscal year 2025”)¹, to ensure that slavery, forced labour, child labour and human trafficking is not taking place in our business, including within our supply chain. We have prepared this Statement on a consolidated basis for SPX – although not all the entities in our consolidated group are subject to each or any of the California Transparency in Supply Chains Act, UK Modern Slavery Act, or the Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act – because we have a single compliance program, with one set of policies, relating to slavery, forced labour, child labour and human trafficking. To the extent applicable, the signature pages in this Statement include additional disclosures specific to the entities required to prepare a statement under one or more of the laws listed above.

In this Statement, SPX uses “modern slavery, forced and child labour” to refer to modern slavery, forced labour, slave labour, prison labour, indentured labour, bonded labour, human trafficking, child labour and similar conduct. A listing of the Company’s subsidiaries is available in its latest Form 10-K filed with the United States Securities and Exchange Commission.

SPX Overview and Policies

SPX Technologies, Inc., a Delaware corporation based in Charlotte, North Carolina USA and its consolidated subsidiaries, collectively form a diversified, global supplier of infrastructure equipment serving the HVAC and detection and measurement markets and offering a wide array of highly engineered infrastructure products with strong brands.

SPX has operations globally, specifically including three (3) entities in the United Kingdom and three (3) entities in Canada, which are jointly filing this report:

- SPX European Holdings Limited (United Kingdom), Radiodetection Limited (United Kingdom), SPX Sabik Europe Holdings Limited (United Kingdom), (collectively referred to as the “UK Filing Entities”); and

¹ Please note that SPX Sigma-Omega Corporation (“Sigma-Omega”) was acquired by SPX on April 15, 2025, and therefore the filing period for Sigma is April 15, 2025 through December 31, 2025. Prior to acquisition, a filing was not required as the size threshold was not met. Post acquisition Sigma-Omega incorporated the same policies and procedures related to mitigating the risk of forced labour and child labour as the other SPX entities.

- T. A. Morrison & Co., Inc. (in Ontario, Canada), SPX Sigma-Omega Corporation (in Ontario, Canada) and Ingénia Technologies Inc. (in Québec, Canada) (collectively referred to as the “Canadian Filing Entities”).

HVAC solutions offered by our businesses include packaged and process cooling equipment, engineered air movement and handling solutions, residential and commercial boilers, electrical heating, and ventilation products.

Our detection and measurement product lines encompass underground pipe and cable locators, inspection and rehabilitation equipment, robotic systems, transportation systems, communication technologies, and aids-to-navigation. Our detection and measurement solutions enable utilities, telecommunication providers and regulators, and municipalities and transit authorities to build, monitor and maintain vital infrastructure.

At SPX, principled business practices are integral to our corporate values. As a company, SPX conducts business in a way that respects human rights. SPX provides equal opportunity in employment practices and seeks to ensure that all people are treated with fairness and dignity.

SPX is committed to providing a working environment that is healthy, safe, and free from all forms of illegal discrimination or harassment and seeks to comply with all applicable laws regulating the way products are manufactured, transacted, and transported.

SPX requires that employees respect the rights, dignity, and self-worth of all people who are in any way involved with or touch SPX's business, and SPX prohibits taking unfair advantage of anyone through manipulation, concealment, misrepresentation of facts, or any other unfair practices.

SPX works to meet the needs of its global community in a responsible manner and fully supports the protection and advancement of basic human rights throughout its operations. SPX is committed to ensuring that modern slavery, forced and child labour does not and cannot exist in its own business and eliminating modern slavery, forced and child labour (including slavery, servitude, forced or compulsory labour, human trafficking and child labour) throughout its supply chain.

A common standard of policies and procedures in support of this commitment are adopted and applied across SPX, and therefore provide the basis for this Statement, as set out below.

1. The Code of Ethics and Business Conduct (the “Code”), which includes a specific section dedicated to SPX’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 an which can be found here: [The Code](#)
2. SPX’s Human Rights Policy (the “Policy”): [The Policy](#)
3. SPX’s Supplier Code of Conduct (the “Supplier Code”): [Supplier Code](#)
4. SPX’s Values (the “Values”): [Values](#)

SPX’s Supply Chain

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, forced labour, child labour and human trafficking in certain countries of the world.

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 and anti-slavery laws. SPX provides training to supply chain managers to look out for any “red flags” when engaging 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. SPX’s supplier base spans multiple countries, including countries such as United States, China, Canada, Mexico, Vietnam, and Brazil. The company maintains ongoing engagement with suppliers across its global supply chain to support visibility and compliance with its 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](#), [Policy](#), [Supplier Code](#), and/or [Values](#). The hotline is accessible online and via phone, and any person is able to use this hotline to submit concerns regarding modern slavery, forced and child labour, human trafficking occurring within SPX's supply chain. All reports to the hotline are investigated thoroughly, 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, Policy, Supplier Code, and/or Values.

Supply Chain, Risk Assessment and Due Diligence

SPX is committed to taking steps to ensure that modern slavery, forced and child labour, human trafficking and forced labour are not taking place in its supply chain or business. SPX is aware that risks of modern slavery, forced and child labour may be associated with a complex global supply chain, particularly when raw materials, components, products, or services pass through multiple tiers of suppliers.

Before bringing third parties into the SPX supply chain, an assessment is made of each company to ensure that they are ethically appropriate and have suitable measures in place to provide us with the confidence that the risks of modern slavery, forced and child labour, and human trafficking are being adequately addressed. If a candidate supplier is deemed to be misaligned ethically with SPX, SPX will not engage them.

As stated above, SPX requires suppliers to abide by contractual terms and conditions, including the requirement that they comply with the Supplier Code together with all applicable laws, including laws addressing modern slavery, forced and child labour, and human trafficking. SPX’s standard contracts also require the counterparties to refrain from engaging in corrupt or unethical practices. Failure to comply with the requirements of SPX’s contracts constitute a breach of contract and may result in termination.

Key Performance Indicators

SPX monitors its performance in addressing modern slavery, forced and child labour risks through the following key performance indicators (“KPIs”):

- Responsible sourcing expectations are communicated to suppliers through supplier quality documentation, supplier performance scorecards, and distribution of the Supplier Code;
- Supplier Oversight Practices: Supplier management considerations are incorporated into supplier onboarding, sourcing, and performance management practices;
- Number of identified non-conformances relating to labour practices and remediation actions taken to close them;
- Completion rates for employee training programs that support awareness of the Code and SPX policies and expectations related to ethical business conduct and human rights.

SPX will continue to develop and refine its KPIs as its program matures and as regulatory requirements in Canada, the UK and the USA evolve.

Training

For employees with direct responsibility for supply chain management, we conduct mandatory training on modern slavery, forced and child labour, slavery, and human trafficking, including how to mitigate risks within the supply chain. 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.

All SPX employees, officers, and directors are required to adhere to [the Code](#), Policy, Values and all applicable laws. Failure to do so results in disciplinary action, up to and including termination of employment.

Remediation

If SPX was to identify an instance of modern slavery, forced and child labour, we would work with the relevant supplier to develop and implement an appropriate remediation plan. This may include actions to ensure the safe removal of workers from exploitative conditions and the implementation of measures to prevent recurrence. If the relevant third party failed to remedy the situation to our satisfaction, we would terminate all engagement with such third party. During the reporting period, SPX did not identify any modern slavery, forced and child labour, human trafficking practices within our operations or supply chains. Accordingly, no remediation actions were required (and, consequently, there was no loss of income for vulnerable families requiring remediation).

The Code requires all SPX employees and SPX contract workers to report actual or possible misconduct. SPX also undertakes diligence efforts to mitigate the risk of modern slavery forced and child labour in its business and supply chain.

Effectiveness

SPX conducts mandatory training on modern slavery, forced and child labour, slavery, and human trafficking, including how to mitigate risks within the supply chain. The trainings are conducted for all employees that are identified to be involved and engaged with our third parties.

As SPX continues to develop its program to prevent modern slavery, forced and child labour, we will consider and implement additional measures to adapt and strengthen our trainings and processes including considering measures to assess the effectiveness of the steps taken to mitigate the risk of modern slavery, forced and child labour in its supply chain.

Next Steps

The management of SPX take and will continue to take a zero-tolerance approach to modern slavery, forced and child labour and will react accordingly to any transgression by its employees, suppliers, or other third party providers. SPX recognizes that the risks from modern slavery, forced and child labour are constantly evolving. SPX also recognizes that efficient methods to identify and address modern slavery, forced and child labour will be developed and enhanced. SPX remains focused on maintaining the highest standards of ethical and business integrity across its businesses and supply chain, and will continue to monitor and evaluate such developments. SPX is committed to the Code, Policy, Supplier Code, and Values and in the coming fiscal year will continue its practice of ensuring that its policies and procedures are fit-for-purpose.

Approval

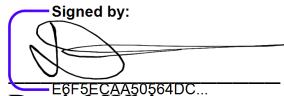
This Statement was approved and is signed below on behalf of the Filing Entities.

Signatures on following page.

Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act

Solely for purposes of compliance with the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Canadian Act”), this Statement has been approved on behalf T. A. Morrison & Co., Inc., SPX Sigma-Omega Corporation, Inc., and Ingénia Technologies Inc., on April 3, 2026, by Written Resolutions pursuant to subparagraph 11(4)(b)(i) of the Canadian Act. This Report is also available on our [website](#).

In accordance with the requirements of the Canadian Act, and in particular section 11 thereof, the respective undersigned, in the capacity as stated below in the signature block, attest that they have reviewed the information contained in the report for T. A. Morrison & Co., Inc., SPX Sigma-Omega Corporation, Inc., and Ingénia Technologies Inc. Based on their knowledge, and having exercised reasonable diligence, they attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Canadian Act, for the reporting year listed above.

Signed by:


Daniel Whitman

Director, Vice President and Secretary w/i T. A. Morrison & Co., T. A. Morrison & Co.

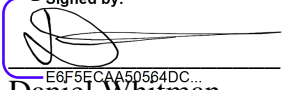
April 3, 2026

DocuSigned by:


Wayne McLaren

Director, Vice President and Treasurer w/i Ingénia Technologies Inc., Ingénia Technologies Inc.

April 3, 2026

Signed by:


Daniel Whitman

Director, Vice President and Secretary w/i SPX Sigma-Omega Corporation, Inc., SPX Sigma-Omega Corporation, Inc.

April 3, 2026

Signatures continue on following page.

UK Modern Slavery Act

In accordance with the requirements of the UK Modern Slavery Act, I, this Statement has been approved on behalf of SPX European Holdings Limited, Radiodetection Limited, SPX Sabik Europe Holdings Limited.

For the purposes of the UK Modern Slavery Act 2015, this Statement has also been approved by the boards of each Company set out below and is signed on their behalf by a director of the approving board of each Company.

Radiodetection Limited

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Wayne McLaren

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Wayne McLaren

Director

April 3, 2026

SPX European Holdings Limited

DocuSigned by:

Andrew Bruce

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Andrew Bruce

Director

April 3, 2026

SPX Sabik Europe Holdings Limited

DocuSigned by:

Wayne McLaren

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Wayne McLaren

Director

Director

April 3, 2026