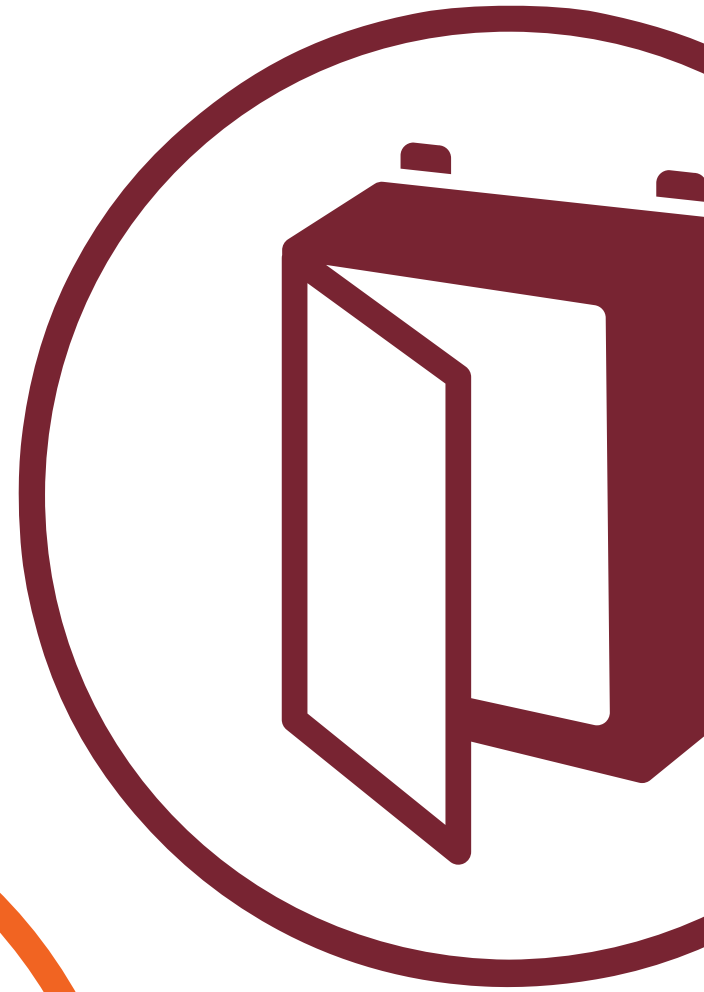




# People. Products. Planet.



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2019  
nVent  
Social  
Responsibility  
Report



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## ABOUT NVENT

nVent Electric plc is a leading global provider of electrical connection and protection solutions. We believe that safer systems ensure a more secure world. We design, manufacture, market, install and service high-performance products and solutions that connect and protect some of the world's most sensitive equipment, buildings and critical processes. We operate three business segments:

### Enclosures

Innovative solutions to connect and protect critical control systems, electronics, data, and electrical equipment

### Thermal Management

Electric thermal solutions that connect and protect people, critical buildings, infrastructure and industrial processes

### Electrical & Fastening Solutions

Fastening solutions that connect and protect electrical and mechanical systems

 **9,500**  
Employees

 **\$2.2B**  
Annual revenue

 **80+**  
Global locations

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## CEO Message

Releasing our first social responsibility report is a meaningful step in our commitment to driving progress for our people, our products and our planet. We are building on a foundation from our roots.

Our mission at nVent is to create safer systems that ensure a more secure world. We connect and protect our customers with inventive electrical solutions. Our mission, along with how we run our business today, is what will lead to our success in the future.

I am very proud of our people. Our culture is grounded in the values that guide us every day. From the beginning, we established inclusion and diversity as a priority. We want our employees to be energized, engaged and continuously improving what we do. This is what drives performance and our focus on customers.

At nVent, we have a great portfolio of products and brands. Focused on continuous improvement of our operations and products, sustainability is core to nVent. Energy efficiency is about how we build our products, as well as what some of our products do. Our products protect people, equipment, and critical systems and infrastructure. We operate in some of the harshest environments, delivering business-critical solutions. We provide safety and security. Our role is important in helping customers solve problems.

nVent is powered by our people, and our mission to connect and protect. That's also our focus as we commit to progress and actions in our social responsibility efforts.



**Beth Wozniak**  
Chief Executive Officer



# Current Events

## RESPONDING IN REAL TIME

Although this report is about our social responsibility in 2019, it's important to acknowledge the unprecedented events we are all navigating in 2020.

Earlier this year, as COVID-19 and its impacts spread around the world, we committed to three priorities:

- 1 We are focusing first on the safety and well-being of our employees**
- 2 We are continuing business operations to serve our customers and support critical infrastructure**
- 3 We are making nVent a stronger company, well-positioned to exit this crisis**

The safety and well-being of our employees is our top priority. Following government guidance in each region where we operate, we implemented safety protocols from face masks and social distancing to temperature checks, remote working and more. Through it all, we've continued to operate and serve our customers.

Recent events have also shed light on the continuing problems of injustice, inequality and racism in our society. Our culture and values focus on our people. We intentionally built inclusion and diversity into our culture from the start. We are engaging and listening to our employees.

As an nVent family, we support one another, and show understanding and compassion. We actively welcome each individual's uniqueness, and ensure voices are heard, respected and represented. Our people are our priority and our strength.

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



**We will emerge stronger, better, together.**

# Our Approach

## ALIGNING WITH SUSTAINABLE DEVELOPMENT GOALS

We recognize the Sustainable Development Goals (SDGs) of the United Nations as an important roadmap for addressing the world's toughest societal challenges. As a global company, we can make unique contributions to efforts toward greater sustainability, equality and opportunity. nVent's social responsibility initiatives align most closely with nine of the SDGs.



## OUR APPROACH TO SOCIAL RESPONSIBILITY

As a global company committed to connection and protection, we approach social responsibility broadly. It's about the safety and well-being of our employees. It's about a portfolio of products and solutions that connect and protect our customers. And it's about how we care for the environment and support our communities.

In 2019, as we worked to build an enterprise-wide social responsibility strategy, we conducted our first materiality assessment to identify the environmental and social issues most important to nVent.

This materiality assessment gave us insights from important stakeholders on topics we can focus on to have a meaningful impact in our world. We're using the results of this assessment to inform our social responsibility strategy; identify issues important to stakeholders; and align sustainability priorities with key business initiatives.

Our focus areas fall into three categories – People, Products and Planet – which guide our strategy and reporting.



### People

Workplace culture, inclusion and diversity, employee engagement, safety and development



### Products

Design for quality, safety and efficiency



### Planet

Responsible energy, water and waste management across our operations

# Our Approach

## GOOD GOVERNANCE & BUSINESS ETHICS

We believe that good governance sets the foundation for success. nVent has:

- A diverse and experienced Board comprised of a majority of independent members
- Direct access by the Board to independent advisors and experts
- Regular executive Board sessions without management present
- **Corporate Governance Principles** setting the policies for how our Board of Directors operates
- Three standing Board committees: Governance, Compensation, and Audit and Finance
- An enterprise-wide risk management system to assess, monitor and mitigate risk
- A shareholder engagement program focused on maintaining an active dialogue with our shareholders



### 2020 Board Composition

- **6 of 9** are diverse
- **7 of 9** are independent
- **5 of 9** have CEO experience

We recently finalized our **Global Human Rights Policy**. This demonstrates our commitment 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 expect our suppliers, contractors and others in our supply chain to share our commitment to human rights and to provide assurances that their businesses are free from practices associated with human rights violations.

Integrity is one of our core values. Whether it's how we conduct ourselves internally or how we engage in business outside nVent, it is critical to our success that each employee lives our values and understands our policies and procedures. The principles we expect people to practice every day are detailed in nVent's **Code of Business Conduct and Ethics**.

### Speak Up Program

Raising concerns is central to doing business with integrity. We prohibit any form of retaliation against anyone reporting in good faith, and we take all reported concerns seriously. Our Speak Up program is widely communicated. We offer a number of resources to report concerns, including a confidential helpline, website and dedicated email inbox.

### Anti-Bribery & Corruption

As part of our robust anti-bribery program, we rolled out a risk-based, third-party due diligence process that allows us to evaluate the corruption risk of working with third-party customers and vendors. We continuously monitor our due diligence process and adjust as appropriate to increase effectiveness.



Completion of Anti-Bribery & Corruption training among professional employees

### Code of Conduct

All professional employees participate in an annual Code of Conduct training, which covers different areas of the Code each year. In 2019, we launched a Code of Conduct and Respect in the Workplace training program for our production employees in several locations.



Completion of Code of Conduct training among professional employees



# People

## BUILDING OUR CULTURE

At nVent, people are at the core of our business. When nVent launched as a new company in 2018, we devoted time to thinking about the culture we were building as a new organization.

Our **foundational values** remain the same, and we've enhanced our cultural workshops and initiatives to help employees internalize the values and make connections between beliefs and behaviors.

A big part of our culture journey is making sure all our employees feel engaged, heard and included. We're continuously working to integrate inclusion and diversity into all aspects of our business. This includes our team and extends to how we work with suppliers and serve our customers and communities.

In 2019, we launched three Employee Resource Groups (ERGs). These groups were created organically by employees to provide a support system to foster awareness, promote inclusion and respect, and provide a sounding board on strategic initiatives for nVent. Open to all employees, the ERGs create connections and opportunities for development, training and community involvement. In less than one year, the ERGs have created a stronger community and culture at nVent and additional groups are developing.

### Grass Roots

Raising awareness and encouraging the adoption of sustainable practices among nVent employees, and identifying opportunities for the company to improve its sustainability efforts

### Connecting Cultures

Providing a safe, educational, open space for individuals to broaden their understanding and appreciation of multiculturalism, inclusion and diversity

### Global Women's Network

Offering education, networking, development and business opportunities for women at all levels

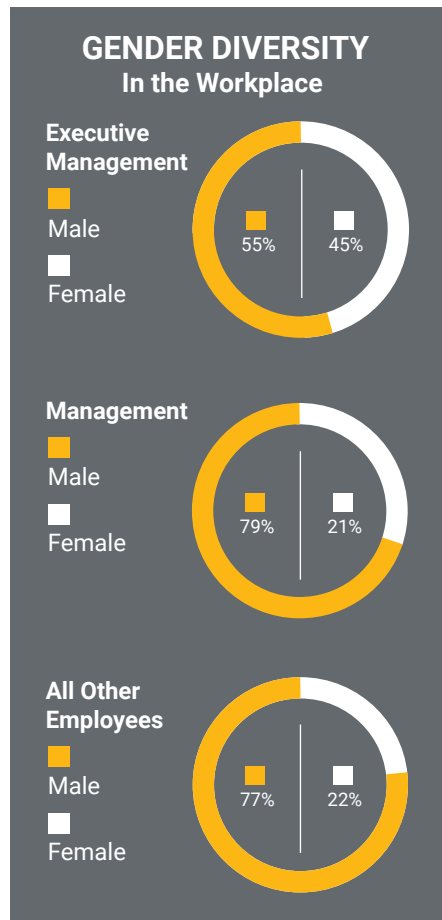
## 2019 EMPLOYEE RESOURCE GROUPS

  
**365+**  
Participants

  
**19**  
Locations

  
**12**  
Countries





## TEAM MEMBER RESOURCES

### Spark Management System

Our Spark management system defines how we operate. The five elements of Spark are People, Growth, Lean, Digital and Velocity. Together, they provide the mindset and operating system to propel the success of our company. Spark supports the high-performance culture we are building at nVent.

### Online Learning

More than 4,500 online learning programs offer employees expertise on a wide range of topics, including project management, customer service, environmental health and safety, professional effectiveness and leadership skills.

### Leadership Development Program

nVent's Leadership Development Program is a three-year experience designed to help new employees recently graduated from college build a versatile skill set while developing leadership capabilities, as well as technical competency in various functional areas.

### Culture Workshops

In 2019, we enhanced our culture workshops to be more interactive and help our employees around the world focus on our values and reflect on how they can bring them to life every day.

## EMPLOYEE ENGAGEMENT

Research has shown that engaged employees are happier in their roles and perform better. At nVent, we believe it's important to hear from our team members to learn about what we're doing well and where we can become stronger. In 2018, we conducted our first employee engagement survey to establish a benchmark and begin an ongoing conversation to shape and strengthen our culture. The results indicated the majority of employees believe they are treated with respect, find their work meaningful and understand how their work contributes to nVent's success.

Communication was identified as an opportunity for improvement. Since then, nVent has taken many steps to improve in this area including: regular town hall meetings, newsletters and videos from leaders, podcast episodes and more. We also enhanced two-way communication by providing team members with several ways to submit feedback and ideas.

Our next employee engagement survey will ask targeted questions about inclusion and nVent's strengths as an employer. We look forward to continuing this conversation with employees to enhance our culture.



div**h**ersity  
awards



TCB**TALKS**  
**WOMEN**IN  
LEADERSHIP



# People

## NVENT IN ACTION AND THE NVENT FOUNDATION

The mission of the nVent Foundation is to connect with communities and protect our future by supporting quality education programs for youth and charitable causes championed by our employees.

The Foundation launched its first grant program in 2019, providing support to nonprofit STEM (science, technology, engineering and math) education programs for young people, especially youth from underserved and underrepresented communities.

Through our broader **nVent in Action** program, nVent employees take action to help make their communities stronger by sharing their time, talents and resources with those in need. We put power behind these efforts by providing additional financial support for these employee-driven initiatives.

nVent in Action works in three ways: matching gifts for charitable financial donations; leadership volunteering grants for organizations where an nVent employee serves in a leadership role; and group volunteering grants for organizations when a group of nVent employees collectively volunteers.



### PARTNERSHIP WITH RISE

For more than four decades, nVent's facility in Anoka, Minnesota has partnered with **Rise** – a Minnesota non-profit that supports people with disabilities and other barriers to employment and housing. nVent is currently Rise's largest employment site. In 2019, Rise provided nVent with more than 60 workers who helped with kitting, assembly and packaging, all contributing to delivering products.

The work at nVent helps Rise employees be more independent, pay bills, live on their own and travel. The partnership is mutually beneficial, with many nVent employees forming long-lasting relationships with their Rise colleagues, while Rise workers make a positive impact on our business and grow their careers at the same time.

# People

## GIVING BACK

In 2019, nVent in Action initiatives helped many communities. Some of these activities included:

- Our teams supported **AVIVO** in Minnesota by helping renovate a shelter for women recovering from addiction
- In Mumbai, India, our teams organized an event that brought in youth supported by the **Udaan Foundation** and introduced them to the structure of a global company and the steps they might need to take to work in one
- Our teams packed 31,247 pounds of food at **Second Harvest Heartland** in Minnesota, one of the nation's largest, most efficient and innovative hunger relief organizations
- Our teams participated in six **MS Bike** rides across the U.S. and Canada, which raised money toward finding a cure for Multiple Sclerosis
- Our teams assembled 121 food packs and prepared more than 300 additional food items for **Open Arms of Minnesota**

nVent also launched its first scholarship program in 2019, providing higher education scholarships to the children of nVent employees around the globe. The nVent Scholarship Program awarded **25 new scholarships** during the year to help students pursue their education and career goals.

### 2019 GIVING OVERVIEW



**\$250,000**

#### STEM Education Grants

Awarded 25 grants to nonprofit programs



**\$83,701**

#### Matching Funds

Total matches to more than 200 organizations around the world



**\$115,000**

#### Scholarships

Includes 25 new scholarships to help students pursue education and career goals



**4,134 hours**

#### Volunteerism

Total volunteer hours recorded. During the year, 478 employees from 14 countries served more than 80 organizations, resulting in \$45,000 in volunteerism grants awarded to nonprofits



### REBUILDING TOGETHER

For 30 years, nVent's Redwood City, California team has supported **Rebuilding Together**, a nonprofit organization that rebuilds homes for low-income residents.

To celebrate this milestone anniversary, in 2019 our team helped restore the home of a retiree. More than two dozen employees served for 150 hours to complete home improvement projects, including replacing the roof and gutters, interior and exterior painting, installing smoke detectors and various landscaping projects.

# People

## INVESTING IN EMPLOYEE SAFETY

While we're known for providing safer systems for our customers, we've also built a strong internal safety culture based on prioritizing workplace safety and proactive risk management. All nVent locations must meet or exceed national and local Environmental, Health and Safety (EHS) regulations. In addition, we have many global EHS standards that apply to all of our locations, and we monitor and track health and safety data, including injury incident rates and leading EHS assessment scores. In 2019, our Total Recordable Incident Rate (TRIR) was .82, a 21% decrease from the year prior.

We use a behavior-based safety model to ensure our business practices promote a healthy and safe workplace while minimizing adverse effects on the environment. This includes the following three elements:

### Management Commitment

Our managers lead by example on safety through open communication, building trust within teams and consistently modeling the right safety behaviors.

### Controlled Hazards

We comply with relevant regulations and expectations, continuously looking for ways to improve, set new standards and ensure employees receive the right training.

### Engaged Employees

We have strong participation in safety committees and empower employees to actively identify areas for improvement, as well as solutions.

Safety is a priority at nVent. We're proud of our relationships with safety-focused organizations and the frequent safety award nominations submitted on our behalf by our customers. They reflect our dedication to safety.



Our Thermal Management team in Houston, Texas received the Safety Excellence Silver Award in 2019 at the annual Houston Safety Excellence Awards banquet. We were honored by our customers for using safe operating practices when installing our products at customer sites. Five companies with operations in the Houston area nominated us for the award.

As a member of the Associated Builders and Contractors' STEP Safety Management System, we measure our safety processes and policies on more than 20 key components, with a goal of implementing or enhancing safety programs that reduce jobsite incidents. Founded in 1989 as a safety benchmarking and improvement tool, STEP consistently helps improve safety performance among participants.



The team also was honored with a 2019 Hub Safety Excellence Award for its leadership as a contractor at Dow Chemical Company sites throughout the area.



# Products

## SAFER SYSTEMS FOR A MORE SECURE WORLD

As communities around the world become increasingly electrified and connected, it's more important than ever to ensure critical systems operate safely and reliably. Our enclosures protect sensitive equipment. Our grounding and bonding products protect people and buildings from lightning strikes and other electrical events. Our fire-rated wiring protects commercial buildings and infrastructure during emergencies.

### ENCLOSURES

Our nVent HOFFMAN enclosures help reduce the risk of arc explosions in electrical equipment that can cause severe injuries and considerable property damage. At nVent, we know that a safe work environment not only offers peace of mind for our customers and their employees, it also helps keep operations running smoothly.

nVent pioneered enclosure-based electrical safety protection more than 70 years ago. But safety is not just about equipment – it's about people. That's why we put a big emphasis on training resources to help increase awareness of electrical safety risks and encourage safe workplace practices.



### ELECTRICAL & FASTENING SOLUTIONS

Our engineering and application expertise provides reliable protection through grounding and bonding, and surge and lightning protection. Our nVent ERICO products protect some of the world's most sensitive equipment, buildings and critical processes.

#### Grounding and Bonding

A grounding and bonding system is the foundation of modern electrical protection system design. It helps to provide worker safety, reliably protect equipment and minimize costly downtime.

#### Surge Protection

Electrical surges and disturbances can cause electrical equipment loss and increase downtime. Our systems help protect equipment during major electrical events and prolong equipment life.

#### Lightning Protection

Aside from the danger to people, lightning strikes can cause expensive electronic equipment failure and costly business disruption. Our protection systems help prevent property damage and injuries.



### THERMAL MANAGEMENT

High-rise buildings, hospitals, airports and tunnels are locations where fires can be costly and deadly if emergency systems don't operate properly. nVent RAYCHEM Heat Tracing Systems provide critical pipe freeze protection for fire sprinkler system piping in commercial and industrial facilities, helping to ensure these systems operate when needed.

As the industry moves toward fire-rated cables that maintain protection for a minimum of two hours, nVent PYROTENAX Mineral Insulated Cables surpass the most stringent fire test standards in the world (ANSI/UL 2196; ULC S139 in Canada). This ensures cables will function under fire conditions to allow for the continued operation of life-safety equipment and safe evacuation.





# Products

## INDUSTRY SAFETY

The rate that business is changing today demands more automation, quicker turnaround and faster production and construction schedules. Increased regulations and constantly evolving safety standards add even more complexity. These factors underscore the importance of protecting workers' safety and safeguarding expensive and complex equipment.

### Ease of Installation

We design many of our products with ease of installation in mind, supporting safer work environments and experiences for our customers.



### Monitoring Software

nVent's Thermal Management products provide controllers that allow operators to remotely monitor various conditions of their systems – including heat tracing and leak detection – for safer operations.



### Engineering & Design

Our expertise allows us to design for industry standards, customer specifications and custom safety concerns – providing a differentiated, safety-focused service to our customers.



In 2019, nVent RAYCHEM heat tracing cables were inducted by the Institute of Electrical and Electronics Engineers (IEEE) as the world's first conductive polymer self-regulating heat tracing cable. Invented in 1972, it was the first cable to maintain constant pipe temperature under harsh conditions. Today, self-regulating heat tracing cables are used in many industries and applications including oil and gas, pipe freeze protection, and snow and ice melting.

The Milestones Program was established by IEEE in 1983 to honor significant achievements in the history of electrical and electronics engineering.

To be eligible for the distinction, the accomplishment must be at least 25 years old, have benefited humanity and have a minimum of regional importance. The nVent RAYCHEM heat tracing cables induction held historic significance for the IEEE Milestones Program as the 200<sup>th</sup> induction since inception of the program.



# Products

## ENHANCING EFFICIENCY FOR OUR CUSTOMERS

As demand for efficient energy increases, we are continuously looking to improve product energy efficiency and design solutions. At nVent, we support many applications of renewable energy through innovative technologies that require less energy to operate and help reduce costs for customers.

### Enclosures

To keep up with one of the fastest-growing renewable energy segments, we've built flexible solar application solutions that provide critical protection to commercial, residential and utility customers. Our nVent HOFFMAN solar enclosures protect sensitive electronics and resist environmental elements to enhance energy-efficient operations. We focus on flawless installation to help systems operate efficiently from day one – saving time and decreasing costs.

### Electrical & Fastening Solutions

Wind turbines are especially vulnerable to lightning strikes because of their structure and the electrical fields they generate. When lightning strikes, it can cause severe damage and costly downtime for repairs and maintenance.

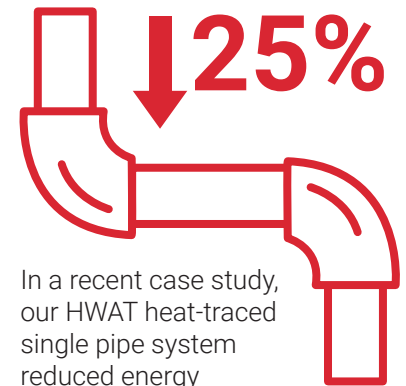
In 2019, we launched the nVent ERICO Lightning Registration System, which records and provides instant access to lightning strike data in the turbine. This system improves a process that would otherwise take days or even weeks – giving wind farm crews the ability to read lightning registration results in a matter of seconds via a mobile device. Users of the system can count on this accurate data to quickly make decisions about repairs, minimize cost and keep their systems running smoothly.

### Thermal Management

Buildings – whether residential, commercial or industrial – can consume a lot of water. Delivering hot water throughout a large building is expensive, and traditional circulation systems can be inefficient. Using a hot water temperature maintenance (HWAT) system can save money and increase energy efficiency.

nVent RAYCHEM HWAT systems use electric heat trace cables along the entire length of the pipe to maintain water temperature. This provides safer and more efficient hot water to each point of use – making a big impact on water and energy costs. Plus, building owners using HWAT systems can receive LEED credit points – a significant advantage, especially in regions where energy costs and consumption are high.

## HELPING OUR CUSTOMERS SAVE ENERGY



In a recent case study, our HWAT heat-traced single pipe system reduced energy consumed to maintain hot water temperature by 25% versus traditional recirculation.

## A LEADER IN LEAK DETECTION INNOVATION

nVent was the first manufacturer to be approved under a new leak detection standard introduced in 2019 by FM Global, a third-party global testing and certification agency. Our nVent RAYCHEM TraceTek system provides fast and accurate detection of leaks in commercial buildings to help prevent water damage, reducing risk of business disruption and minimizing replacement costs.





## CULTIVATING A CULTURE OF ENVIRONMENTAL STEWARDSHIP

Our sustainability programs focus on the continuous improvement of our operations and products in ways that protect our natural resources and add value to our customers and surrounding communities. We use “environmental treasure hunt” activities at our facilities around the world to solicit and implement local improvement ideas. Employee-led teams work to identify operational inefficiencies and cost savings, and receive organizational support to execute their ideas. Some of these accomplishments include:



### REYNOSA, TAMAULIPAS, MEXICO

At our Reynosa manufacturing facility, we implemented several energy efficiency projects, resulting in an overall reduction in energy consumption of 13.7%. Improvements include replacing fluorescent lighting with LEDs, eliminating non-audible compressor air leaks, implementing on/off schedules for equipment and reviewing weekly scorecard data. These improvements were instrumental in achieving a 9.2% reduction in electrical consumption. The facility also achieved a 16.7% reduction in natural gas consumption by upgrading thermal insulation in our ovens and planning more efficiently for their use, and through the early detection of leaks.



### ANOKA, MINNESOTA, USA

A team at our Anoka enclosures facility realized that the air compressor system had to operate at full capacity to meet volume and pressure demands for compressed air. Running our compressors this way made them less efficient and left the plant with zero backup capacity. In 2019, the plant upgraded all of its air compressors to high-efficiency motors, reducing the overall usage by the equivalent of a 100-horsepower compressor per year.



## GRASS ROOTS ERG

Our Grass Roots Employee Resource Group (ERG) works to raise awareness and encourage the adoption of sustainable practices among nVent employees.

This ERG also works to identify opportunities for the company to improve sustainability efforts. Some of the group's successes in 2019 included:

- **St. Louis Park, Minnesota, USA** – Efforts to reduce the use of personal trash bins resulted in reduced plastic bag usage by a projected 25,000 bags per year, supported by employees at all levels.
- **Edmonton, Alberta, Canada** – Conservation efforts eliminated the use of single-use coffee pods, individual stir sticks and single-serve coffee creamers – about 30,000 of each item per year.



## ENERGY, WATER AND WASTE MANAGEMENT

Though we are a new company, we have a long history of looking to innovation and teamwork to find operational efficiencies and improvements.

Our focus on continuous improvement leads to cost efficiencies for both our customers and our business, while supporting the health of our communities and planet.

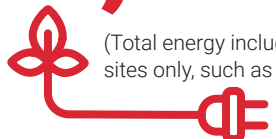
We use smart conservation measures to drive reductions in energy use. Our manufacturing facilities gather energy-use data from utility invoices and track performance on Environmental Health and Safety (EHS) scorecards monthly. We regularly communicate with site employees to improve awareness of, and support for, energy-saving initiatives and related process changes. We reuse water within our manufacturing operations and are reducing our overall water footprint.

Our materials management process helps us reduce and eliminate waste and maximize the use of natural resources. All of our manufacturing sites identify and track operational waste and develop plans to reduce waste. Each site reports its results monthly and tracks progress via EHS scorecards. In addition, we have policies, processes and tools in place to ensure and maintain the safe handling and disposal of materials of concern, and we conduct compliance and risk assessments as needed.

### TOTAL WASTE DIVERTED FROM LANDFILLS IN 2019

97% 

### TOTAL ENERGY CONSUMPTION IN 2019

1,020,999 GJ 

(Total energy includes all sources of fuel reported from manufacturing sites only, such as natural gas, electric, propane, hydrogen and others.)

## OUR SUPPLY CHAIN AND MANAGING CONFLICT MINERALS

We select suppliers that follow standards and business practices consistent with our company values. Our [Supplier Code of Conduct](#) prescribes expectations for providing safe and healthy working conditions, respecting the human rights of workers, upholding high ethical standards, and engaging in environmental responsibility. The Supplier Code also requires compliance with applicable laws including those related to Conflict Minerals reporting.

nVent's [Conflict Minerals Policy](#) requires adherence with Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, and the related rules and regulations issued by the U.S. Securities and Exchange Commission. We are committed to identifying the source of the Conflict Minerals contained in our products.

The principal materials we use in manufacturing our products are mild steel, stainless steel, electronic components, plastics (resins, fiberglass, epoxies), copper and paint (powder and liquid). In addition to raw materials, we purchase some finished goods for distribution through our sales channels.



# About This Report

This report, published in July 2020, covers nVent's global operations for the fiscal year ending December 31, 2019 and generally reflects only operations owned by nVent for all of 2019.

This is the first social responsibility report published by nVent and it focuses on our foundational work toward an enterprise-wide social responsibility strategy.

We prepared this report guided by the Sustainability Accounting Standards Board (SASB) standards and with consideration of the United Nations Sustainable Development Goals (UN SDGs).

Any forward-looking statements are subject to risks and uncertainties, including those described in the periodic reports we file with the U.S. Securities and Exchange Commission. Actual results may differ materially from anticipated results.



**United Nations**  
Global Compact





## SASB Reference Table

The [Sustainability Accounting Standards Board \(SASB\)](#) is an independent, standards-setting organization that promotes disclosure of material sustainability information. This table references the Standard for the Electrical & Electronic Equipment industry as defined by SASB's Sustainable Industry Classification System (SICS) and contains topics we have identified as key issues, as well as information regarding our disclosure on these issues.

Topic	SASB Metric	Code	Location or Response
Energy Management	Total energy consumed	RT-EE-130a.1	<p>In 2019, nVent's operational energy consumption was 1,020,999 GJ</p> <p>Total energy includes all sources of fuel reported from manufacturing sites only, such as natural gas, electric, propane, hydrogen and others</p>
Employee Safety	Total recordable incident rate	RT-IG-320a.1	<p>In 2019, nVent's total recordable incident rate (TRIR) was .82</p> <p>We calculate this rate by multiplying the number of injuries exceeding the threshold of recordability by 200,000 divided by the number of hours worked across nVent</p>
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-EE-440a.1	<p>nVent's <a href="#">Conflict Minerals Policy</a></p> <p>nVent's <a href="#">Conflict Minerals Report</a></p>
Business Ethics	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	RT-EE-510a.1	See <a href="#">Good Governance &amp; Business Ethics</a>
Company Information	Number of employees	RT-EE-000.B	At the end of 2019, nVent had approximately 9,500 employees