

Thermon Human Rights Policy

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Policy Statement

At Thermon, we are committed to respecting and promoting human rights in accordance with the United Nations Guiding Principles on Business and Human Rights in our relationships with our employees, suppliers and other business partners.

This Human Rights Policy (this “Policy”) is guided by those international human rights principles set forth in the Universal Declaration of Human Rights, including the International Bill of Rights and the International Labour Organization’s 1998 Declaration on Fundamental Principles and Rights to Work.

Scope & Applicability

This Policy applies to all Thermon workers worldwide, including contingent workers. Thermon also requires vendors to uphold these principles through Thermon’s Vendor Code of Conduct.

Application

We use a due diligence process to identify and prevent human rights risks to those in our business and supply chain. Where we identify adverse human rights impacts resulting from or caused by our business activities, we are committed to providing for or cooperating in their fair remediation.

Violations

Thermon will take appropriate action against employees, employees, suppliers and other business partners who violate this Policy.

Thermon employees who violate this Policy may be subject to disciplinary action up to and including termination of employment.

Governance

This Policy has been adopted by the board of directors of Thermon Group Holdings, Inc. (the “Board”) and is overseen by the Nominating and Corporate Governance Committee of the Board.

OUR POLICY

Diversity & Inclusion

We value diversity and inclusion and the unique contributions of the people with whom we work.

Anti-Discrimination and Harassment

We are committed to equal opportunity and do not tolerate discrimination or harassment of any kind, including on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law.

Freedom of Association

We respect the rights of workers, without distinction, to have the right to join or form trade unions of their own choosing and to bargain collectively.

Workplace Safety

We work to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations.

Workplace Security

We work to promote and maintain a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

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Forced Labor and Human Trafficking

We prohibit our employees, suppliers and other business partners from engaging in the trafficking of persons or the use of any form of slave, forced, bonded, indentured, or involuntary prison labor, including transportation, harboring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation.

Child Labor

We strictly prohibit child labor. The minimum age for employment or work shall be 16 years of age unless hazardous work is required and then the minimum age for employment or work is 18 years of age, the minimum age for employment in that country, or the age for completing compulsory education in that country, whichever is higher, with limited exceptions for participation in legitimate workplace apprenticeship programs.

Work Hours, Wages and Benefits

We are committed to compensating employees competitively relative to the industry and local labor market, and in compliance with applicable wage, overtime and benefits laws. We believe that all employees should work under humane conditions, including maintaining reasonable employee work hours in compliance with applicable law and international standards.

Water

We respect the rights to water and sanitation for people who could potentially be affected by our business activities, including our employees, contractors and our local communities. The availability of water in areas where we work varies greatly, so we consider local conditions, such as water stress and scarcity, in order to understand and mitigate our impacts.

Local Communities

We respect the rights of local communities, consistent with international human rights standards. We monitor and address the environmental impacts of our business operations on our neighbors and strive to create positive impacts on the communities in which we operate through local engagement and charitable programs.

Rights of Indigenous Peoples

We respect the rights of indigenous peoples and, where they may be affected by our business activities, our approach and actions aim to be consistent with the principles set out in international standards for consultation and engagement with indigenous peoples, including the International Labor Organization Indigenous and Tribal Peoples Convention, the United Nations Declaration on the Rights of Indigenous People.