Code of Ethics & Business Conduct

Overview

Spike's Sustainability Report showcases commitment to responsible growth, innovation, and community impact. This year, we advanced our environmental initiatives through waste reduction, recycling, and AI-driven efficiency, while maintaining ISO and global safety certifications. Partnerships with leaders like ABB and Eaton reflect our trusted reputation in sustainable manufacturing.

Beyond operations, we supported community programs, second-chance employment, and employee well-being, underscoring our belief that sustainability begins with people. Guided by strong governance and climate responsibility goals, Spike continues to set benchmarks for excellence in sustainable manufacturing.

Copyright © Spike

Table of Contents

01 Introduction/Overview

02 Table of Contents

03 A Message from Cole Attaway, CEO

03 Our Core Values

- » Faith Based Leadership
- » Service
- » Excellence
- » Innovation

03 Ethical Expectations for Employees

04 Expectations for Suppliers and Partners

04 Integrity in Operations

- » Compliance with Certifications
- » Maintain Financial Integrity
- » Human Rights

05 Compliance & Accountability

- » Reporting Concerns
- » Board Oversight
- » Living the Code

05 Conclusion

A Message from Our CEO

Cole Attaway, CEO

At Spike, we believe that success is measured not only by the products we build but also by the integrity of how we build them. As leaders in the electrical manufacturing industry, we recognize the responsibility we hold to serve with excellence, uphold ethical standards, and innovate with purpose.

For over a decade, our values of faith-based leadership, service, excellence, and innovation, have guided every decision and action. These principles are more than words; they are the foundation of our company culture, and a reason for our ability to partner with industry leaders such as Eaton and ABB.

Our commitment extends beyond operations. From providing meals to children during the pandemic, to offering second-chance employment opportunities, to investing in cutting-edge sustainability practices, Spike's mission is rooted in service to others and stewardship of resources.

This Code of Ethics & Business Conduct serves as a guide for how we uphold these commitments. It sets expectations for every employee, supplier, and partner, ensuring we conduct ourselves with transparency, fairness, and accountability.

We invite you to read and exist by this Code. Together, we will continue to advance Spike's mission of shaping a future defined by innovation, sustainability, and shared success.

Our Core Values

- **Faith-Based Leadership**
  We lead with humility, integrity, and respect, recognizing the inherent dignity of every person.
- **Service**
  We put the needs of customers, employees, and communities at the heart of our work.
- **Excellence**
  We pursue the highest standards in safety, performance, and reliability, reflected in our certifications and reputation.
- **Innovation**
  We embrace creativity and cutting-edge technology, such as AI-driven design and sustainability and efficiency practices to deliver solutions that meet today's needs while safeguarding tomorrow.

Ethical Expectations for Employees

All Spike employees are expected to:

- **Act with Integrity:** Conduct business with honesty, transparency, and fairness at all times.
- **Respect Others:** Treat colleagues, customers, and partners with dignity; avoid discrimination, harassment, or retaliation.
- **Protect Confidentiality:** Safeguard sensitive company, customer, and partner data.
- **Ensure Safety:** Follow health, safety, and environmental sustainability standards to protect people and the planet.
- **Report Misconduct:** Speak up if you see unethical or illegal or immoral behavior.

Expectations for Suppliers and Partners

Spike is committed to a responsible and ethical supply chain. We require that all suppliers and partners:

- Adhere to labor rights, ensuring fair wages, safe working conditions, and zero tolerance for forced or child labor.
- Comply with environmental and social responsibility and sustainability standards.
- Maintain compliance with all applicable laws, certifications, and industry standards, including ISO, UL, ANSI, IEEE, ATEX, OSHA, NFPA 70E, LOTO, and IECEx.
- Support sustainable procurement practices, prioritizing resource conservation and responsible materials sourcing.
- Follow all Spike engineering drawings, specifications, and quality standards.
- Ensure full documentation and traceability for all wiring, materials, and testing performed in field service, manufacturing, and field construction.

Report any non-conformance immediately and allow full access for inspections, audits, and walk-downs.

Integrity in Operations

- Integrity is the foundation of our work. Spike commits to:
- **Compliance with Certifications**
  - » **ISO 9001 & ISO 14001:** Ensuring quality and environmental responsibility.
  - » **UL, ETL, ANSI, IEEE:** Meeting global safety and performance benchmarks.
  - » **Eaton CAP, ABB Value Add Partner, Schneider EOEM:** Demonstrating trusted partnerships that demand the highest ethical standards.
- **Maintain Financial Integrity**
  We prohibit fraud, bribery, and corruption. Every transaction must be transparent and accurately recorded.
- **Human Rights**
  We reject forced labor, child labor, and human trafficking, and we hold ourselves and our partners accountable to these principles.

Compliance & Accountability

Reporting Concerns

Spike maintains a confidential compliance hotline where employees and stakeholders can report concerns anonymously. Reports will be investigated promptly, and retaliation against those who speak up in good faith will not be tolerated.

- **Hotline Phone:** 1.844.279.8295
- **Local Support:** 832.243.5372
- **Email:** compliance@spikeelectric.com

Board Oversight

Our Board of Directors oversees compliance, governance, and ethical practices, ensuring accountability at the highest level.

Living the Code

This Code is more than policy, it is a commitment to building trust with our employees, customers, partners, and communities. Each of us has the responsibility to:

- Know and follow the Code.
- Seek guidance when uncertain.
- Raise concerns without fear.

When we live out these values, Spike strengthens its role as a purpose-driven leader in manufacturing and delivering innovative solutions while creating lasting impact for society and the environment.

Conclusion

Spike's future depends on our ability to lead with integrity, serve with purpose, and innovate responsibly. By following this Code of Ethics & Business Conduct, we honor our commitments, strengthen trust, and ensure that Spike continues to thrive as a company defined by excellence, ethics, and faith-based leadership.

Together, we are shaping a sustainable future. A future built on the principles that guide us today and the shared success we will achieve tomorrow.

Copyright © Spike