

Human Rights Statement

Zurn Elkay Water Solutions is committed to respecting, protecting and supporting human rights throughout our operations and supply chain. This includes the elimination of all forms of child and forced labor, adherence to the principle of non-discrimination in the workplace, compliance with wage and working hour laws, freedom of association and assembly and the right to collective bargaining.

We support internationally recognized human rights standards, including the Universal Declaration of Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. We also strive to support human rights through our investments in our associates, our annual human rights training for all associates, our volunteerism in our communities and our charitable giving.

We value the individuality of each of our associates and are committed to creating an inclusive workplace where our associates are treated with dignity and respect and are free from all forms of harassment, whether physical, verbal or psychological. Diversity, Equity and Inclusion are a fundamental part of what we stand for as outlined in our Diversity and Inclusion policy.

We have adopted our Code of Business Conduct and Ethics to ensure that all associates, contractors, suppliers, customers and stakeholders understand how we conduct business. The harassment and discrimination policy in our Code of Business Conduct and Ethics details Zurn Elkay's commitment to providing equal employment opportunities and a workplace that is respectful, productive, and free from harassment. This policy outlines clear procedures for reporting and responding to issues of concern. We encourage our associates to speak up if they believe they have witnessed wrongdoing or misconduct.

If associates have complaints about human rights or labor issues, they should report such conduct to their supervisor or Human Resources Department. Additionally, associates may utilize Zurn Elkay's anonymous and confidential Ethics Hotline and website which is hosted by Navex Global by logging on to zurnelkay.ethicspoint.com or calling 1-877-888-4807. Zurn Elkay prohibits retaliation against anyone for raising legitimate concerns, and we are committed to investigating and responding to concerns in a prompt and responsible manner.

Zurn Elkay investigates all complaints filed and any possible policy violation of which we are made aware. Corrective Actions are taken as warranted, including appropriate training, coaching and disciplinary action. Should the situation warrant, the incident is reported to the proper authorities. Any associate who is found to have violated any of these policies may be subject to disciplinary action, up to and including termination.

If Zurn Elkay finds that it has caused or contributed to negative human rights impacts, it will engage actively in remediation through legitimate mechanisms, including establishing or participating in effective operational-level grievance mechanisms for individuals and



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communities that may be adversely affected.

We communicate this policy to our associates, contractors, suppliers and external stakeholders. We expect our suppliers to share our commitment to respect human rights, in full compliance with this Human Rights Statement, which is incorporated into our Supplier Code of Conduct. The Supplier Code of Conduct establishes clear expectations of our suppliers to respect internationally recognized human rights, comply with all applicable laws, and conduct their business in an ethical and responsible manner.

Our supplier screening and assessment program is used to identify and hold suppliers accountable for human and labor rights, including providing their employees with safe working conditions, treating them fairly and with dignity, and otherwise acting in accordance with the UN Universal Declaration of Human Rights. The Supplier Quality team manages the program and is committed to conducting regular risk assessments. The Zurn Elkay Supplier Management Council reviews supplier risk assessment results and monitors supplier risk profiles monthly with the Supplier Quality and Supply Chain Risk Management teams. In the event we identify an incident or practice of noncompliance, we engage the supplier and review their plan to reach compliance. If their efforts are unsuccessful, we evaluate the business relationship and take appropriate corrective action, which may include further training, a formal development project to reach compliance, cancellation of a purchase order or termination of the business relationship.

We require our top suppliers to certify compliance with our Supplier Code of Conduct annually and expect compliance as part of our business partnership. Failure of a supplier to adhere to the Supplier Code of Conduct is grounds for corrective action, up to and including termination.

Zurn Elkay understands that it is the responsibility of federal and local governments to protect citizens' human rights. We are committed to compliance with all applicable laws and regulations to ensure that human rights are protected. This policy was approved by the General Counsel who manages the Compliance and Ethics Program across Zurn Elkay and regularly provides updates to the Audit Committee and Board of Directors.