



October 1, 2021

Workplace Free from Unlawful Harassment and Discrimination

Zurn is committed to maintaining a positive workplace free from unlawful harassment and discrimination. Zurn will not tolerate harassment based on race, color, religion, ancestry, national origin, sex, sexual orientation, gender identity, age, disability, genetic information, veteran status or any other protected characteristic. These forms of harassment not only violate Zurn policy, but they are violations of state and federal law.

Harassment prohibited under this policy includes verbal or physical conduct relating to an individual's race, color, religion, ancestry, national origin, sex, sexual orientation, gender identity, age, disability, genetic information, veteran status or other protected characteristic which is designed to threaten, intimidate or coerce or impair an associate's ability to do his or her job. Prohibited forms of harassment based on protected status include:

- Hostile, threatening or intimidating actions, gestures or interference with normal work or movement;
- Verbal conduct such as slurs, taunting, epithets or derogatory comments or jokes; or
- Displaying derogatory posters, cartoons, objects, drawings or pictures

Sexual harassment is a form of sex discrimination, and as with other forms of discriminatory harassment, will not be condoned or tolerated. All provisions of this policy apply to instances of sexual harassment.

Conduct which may be considered sexual harassment includes, but is not limited to:

- Unwanted sexual advances or propositions;
- Offering employment benefits in exchange for sexual favors;
- Making or threatening reprisals after a negative response to sexual advances;
- Visual conduct such as leering, making sexual gestures, or displaying of sexually suggestive objects, pictures, cartoons, or posters;
- Verbal abuse of a sexual nature or based on a person's sex, graphic verbal commentaries about an individual's body, or suggestive or obscene letters; and
- Physical conduct such as touching, assaulting, or impeding or blocking movements
- Any deliberate verbal or physical conduct of a sexual nature or based on a person's sex that is sufficiently severe to interfere substantially with another person's work performance, or to create an intimidating, hostile or offensive work environment.

Any associate who believes that he or she has been subject to or has knowledge of harassment as outlined in this policy is requested to immediately contact his or her supervisor or a member of the Human Resources department. Additionally, associates can utilize Zurn's confidential ethics hotline or website, Navex Global, to report instances of harassment by calling 1-877-888-4807 or logging on to Zurn.alertline.com. Any supervisor or manager who has knowledge of a potential violation of this policy should immediately report the matter to the Human Resources Manager. A prompt investigation will be conducted and steps will be taken to prevent further harassment. If appropriate, disciplinary action, up to and including termination, will take place. The associate who registers a complaint will be advised of the determination of the investigation.

Zurn will not retaliate in any way against an associate who makes a report of discriminatory harassment in good faith, nor will it permit any manager or associate to do so. Retaliation is a serious violation of this policy which should be reported immediately. Any person found to have retaliated against an associate for making a harassment complaint will be subject to disciplinary action, up to and including termination.

Todd A. Adams
President & CEO