



Diversity and Inclusion Policy

Our Commitment

Zurn Water Solutions is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion. Diversity and inclusion are a fundamental part of what we stand for and our Core Values. Inclusion is built into our key programs, processes, and supply chain.

We are committed to providing a work environment that encourages our associates to feel comfortable to be their true selves, enabling them to perform their best and grow their career with Zurn. Racism and discrimination will not be tolerated in the workplace. We know that through a culture of diversity and inclusion, associates are engaged and fulfilled. We recognize and value our associates for the unique perspectives they bring.

We embrace and encourage our associates' differences in age, color, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our associates unique. A culture of inclusion that maximizes this collective diversity makes our business and communities stronger.

Zurn is committed to ethical sourcing practices around the world that strengthen and enable our Core Values. We are committed to creating a sustainable diverse sourcing strategy and believe that strengthening the minority and women owned supplier community contributes to the overall economic growth and expansion of our markets and contributes to the success of the communities where we live and work.

Through our charitable giving, we support partner organizations that enable us to build a diverse and skilled workforce. Our philanthropic and volunteerism efforts are focused on basic needs, the environment and education, with a particular emphasis on STEM with the intention of removing social, economic and educational barriers; promoting racial justice and equity; and enhancing the communities where we live and work.

Diversity and Inclusion at Zurn

For us, there is a direct connection between our Sustainability efforts and diversity and inclusion. To be Sustainable, we believe we have to be better. That means encouraging unique thinking, welcoming diverse perspectives, and making sure everyone at Zurn is developed to their full potential, their voice is heard, feels included and respected so they can do their best work.

Our values are the foundation of our culture. They guide our behaviors and actions. Integrity in everything means that we hold ourselves and others to high ethical standards which are non-negotiable, and we treat people with dignity and respect.

- Total associate engagement recognizes that our Associates are our greatest strength, and we enable them to do the right thing.
- Through our Culture of winning, we celebrate our successes and are passionate about rewarding and recognizing results.



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We recruit and develop associates based on their individual talents and performance. We have zero tolerance for discrimination or harassment based on age, race, religious beliefs, ethnicity, gender identity or expression, sexual orientation, disability, experience, national origin, style and cultural background.

We are committed to prioritizing recruiting and retaining diverse talent both within our industry and throughout our company. Prioritizing diversity and inclusion helps Zurn attract and keep the most talented people, and makes this a fun, inspiring and respectful place to work.

A Business Imperative

As a global organization, we recognize our customers are diverse and we believe that a focus on diversity in our workforce will enable us to better understand the needs of our customers. We also know that diversity of thought delivers better decision-making and more innovative value-creating ideas.

An inclusive workplace is just as critical as having a diverse workforce because it enables individuals to feel empowered to share their unique perspectives and ideas. We also know that inclusive workplaces have higher engagement, productivity, and retention rates.

Our Diversity and Inclusion Strategy

Building on a solid foundation of our Core Values, our diversity and inclusion strategy outlines how we will integrate these principles into our workforce, workplace, marketplace, and communities to achieve our goals.



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Zurn Water Solutions is committed to providing a work environment that encourages each associate to feel comfortable to be their true self, enabling them to perform their best and grow their career with Zurn. We are committed to developing a culture of diversity and inclusion where our associates are engaged and fulfilled. Together, it is this collective diversity that makes our business and communities stronger.



Workforce

Leverage our talent management practices (talent acquisition, development, performance ownership, succession planning and total associate engagement) to ensure we continue to have the most highly motivated, diverse talent and perspectives in our industry.



Workplace

Educate and advocate to foster an inclusive, engaging culture and work environment.



Marketplace

Be the preferred brand in our served markets by building valued relationships with our diverse customers and suppliers while providing financial and volunteer support to community organizations that enable us to build a diverse, skilled workforce.

Customer First · Integrity · Continuous Improvement · Total Associate Engagement · Culture of Winning

Expectations of Every Zurn Associate

Without exception every individual, at every level in our company, has a responsibility to treat others with dignity and respect at all times. All associates are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

This Diversity and Inclusion Policy applies to all Zurn associates (full-time, part-time and temporary).

Any associate found to have exhibited any inappropriate conduct or behavior in violation of this policy may be subject to disciplinary action.

Employee Resource Groups

Zurn Water Solutions recognizes the business value of, and supports, associates with common interests who wish to formalize their professional relationship by creating an Employee Resource Group (ERG).

ERGs are voluntary, company-endorsed associate-led groups dedicated to fostering a diverse and inclusive work environment within the context of Zurn's Core Values, business strategy and objectives.



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We believe ERGs can provide valuable counsel to help with targeted recruiting and retention, build cultural competence and leadership effectiveness, facilitate relationships between Zurn Water Solutions and external communities and constituencies, and support specific business projects and initiatives. Both our ERGs and diversity training and guidance programs facilitate conversations with all Zurn associates to better understand cultural and race-related issues, and foster inclusion.

An ERG can enable associates at all levels to enhance their personal and professional development through direct participation in ERG activities and by voluntarily pursuing leadership roles in the ERG of their choice.

Governance

While our diversity and inclusion commitment depends on the efforts of every Zurn associate, it is governed by the highest levels of the organization – the CEO and executive team (the Executive Council or EC). The EC oversees Zurn Water Solutions' Office of Diversity. Zurn's Head of Human Resources is responsible for tracking and measuring our progress against our diversity and inclusion objectives and provides periodic reports to Zurn Water Solutions' CEO, EC, and internal Environmental, Social and Governance Committee.

Our diversity and inclusion progress will be tracked across key performance indicators in these areas: Attracting diverse representation of applicants; Hiring diverse representation of offers; Developing and advancing diverse representation of associates.

Reporting

Associates who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should:

- Contact their manager or human resources representative
- Contact the Head of Human Resources, at the Office of Diversity and Inclusion D&I@Zurn.com
- Raise concerns through Zurn's Confidential Ethics Hotline