



October 1, 2021

## Equal Employment Opportunity

It is the policy of Zurn to provide equal employment opportunity to associates and candidates for employment. As an equal opportunity employer, Zurn complies fully with all applicable laws, regulations, and executive orders. Our Affirmative Action Plans and personnel policies and procedures reflect this commitment. I fully support our equal employment opportunity and affirmative action plans, policies, and procedures.

There shall be no discrimination against any person due to race, religion, color, national origin, ancestry, age, sex, sexual orientation, gender identity, disability, genetic information, veteran status, or any other protected characteristic. Zurn prohibits any form of unlawful harassment and will take any appropriate action necessary to ensure compliance by its associates and agents. Please see our Workplace Free from Unlawful Harassment and Discrimination policy for details. This policy applies to all jobs and decisions related to recruitment, selection for hire, evaluation, promotion, training, transfer, compensation and all other details and conditions of employment. Our employment decisions shall be based only on valid, job related requirements. Zurn complies with state and federal family leave laws and will not discriminate against associates who exercise their rights under these laws.

Employees and applicants should not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any protected activity or exercised any protected right such as filing a complaint, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, Executive Order 11246, and/or any other federal, state or local law or regulation regarding Equal Employment Opportunity.

We will take affirmative action to employ and advance in employment qualified women, minorities, individuals with a disability, and protected veterans at all levels of employment. The Company makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled vets, unless such accommodations would impose an undue hardship on the operations of the Company's business. Compliance with this policy is the personal responsibility of all supervisory associates and all members of the staff whose duties are related to employment, promotion, and retention of Zurn associates or candidates for employment. Further, it is the responsibility of everyone to develop and support Affirmative Action Plans and Programs. Overall responsibility for implementation of affirmative action activities is assigned to Jennifer Marifke who will audit the implementation of the Company's commitment to affirmative action and equal employment opportunity and report to the CEO on an annual basis on progress toward achieving the objectives of this policy.

Zurn is committed to providing a workplace where all associates are treated fairly and with respect by Zurn and each other.

A handwritten signature in black ink, appearing to read "Todd A. Adams".

Todd A. Adams  
President & CEO