



# Annual Communication on Progress (CoP)

Time Period Covered: January 2021 – December 2021

*Zurn Water Solutions Corporation*

*May 2022*

# Table of Contents

---

Introduction Statement of Continued Support from Our CEO.....	ii
1. Our Commitment to UN GC Principles .....	1-1
1.1 Our Role as Water Stewards.....	1-2
1.2 GHG Emissions and Carbon Reduction Program.....	1-2
1.3 Corporate ESG Governance and Leadership .....	1-2
2. Human Rights .....	2-1
2.1 Description of Actions .....	2-1
2.2 Measurement of Outcomes.....	2-2
3. Labor.....	3-1
3.1 Description of Actions .....	3-1
3.2 Measurement of Outcomes.....	3-2
4. Environment.....	4-1
4.1 Description of Actions .....	4-1
4.2 Measurement of Outcomes.....	4-2
5. Anti-Corruption.....	5-1
5.1 Description of Actions .....	5-1
5.2 Measurement of Outcomes.....	5-2

## Attachment

2021 Sustainability Report - *ESG Content Index*

# Introduction

## Statement of Continued Support from Our CEO

---

Zurn Water Solutions Corporation (Zurn Water Solutions) respectfully submits our first annual Communication on Progress (CoP). Zurn Water Solutions joined the United Nations (UN) Global Compact on December 15, 2021 and we are pleased to confirm that Zurn Water Solutions reaffirms its support of the Ten Principles of the UN Global Compact in the areas of human rights, labor, anti-corruption, and the environment.

In this inaugural CoP, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. Our mission at Zurn Water Solutions aligns directly with UN Sustainable Development Goal (SDG) Goal 6: *to ensure availability and sustainable management of water and sanitation for all*. In 2021, Zurn Water Solutions implemented new governance policies that reflect our commitments, with streamlined reporting that provides increased transparency for our shareholders and other stakeholders.

Operating as a pure-play water management company grants us greater flexibility and focus in pursuing our mission, enables us to provide even greater support and incentives to our associates and communities, and presents new opportunities to embed Environmental, Social and Governance (ESG) principles and practices into every aspect of our business. We organize our ESG efforts around five pillars of sustainability: environment, health & safety, people, communities, and governance & ethics.

With this CoP we continue to demonstrate our commitment to the UN Global Compact and its principles as part of the company culture and wholistically tied to our strategy and mission. Our impact and accountability to manage water brings us to demonstrate our commitment to advocate for action to the broader UN SDGs. We support continued transparency, and we are committed to sharing this information with our stakeholders using our primary channels of communication.

Sincerely,



Todd A. Adams  
Chairman and CEO  
Zurn Water Solutions

# Section 1

## Our Commitment to UN GC Principles

---

Zurn Water Solutions is the unrivaled leader in providing innovative, trusted, reliable water solutions that promote human health, conserve resources, and help keep people safe. We offer the largest range of engineered water solutions and sustainable plumbing products, while delivering total building solutions for new construction and retrofit applications. We have a long history of environmental stewardship and social responsibility dating back to 1900 when John A. Zurn founded the company to manufacture backflow devices. Today, we have operations primarily in the United States and Canada and when we became a standalone water business, our 1,200 associates became Zurn Water Solutions shareholders. Along the way, we've never stopped reimagining ways to use water more effectively and efficiently.

We offer expertise in Water Safety & Control, Flow Systems, Hygienic and Environmental solutions, and our products are designed to solve customers' and end-users' biggest water management challenges, while also protecting our world's most important resource. Now we're compounding our efforts in our role as a leader in water stewardship.

In October 2021, we completed the spin-off of our Process & Motion Control business and changed our name from Rexnord Corporation to Zurn Water Solutions Corporation (Zurn Water Solutions), making us a standalone, pure-play water management company. Our sole focus on water helps ensure our customers can meet the sustainability and safety expectations of the people and communities they support. Specializing in water management also strengthens our position as an innovative, sustainable, and responsible global company. Our team is focused on designing products that save more water, keep water safe and clean, reduce the resources needed to manufacture and ultimately protect our environment. Today, we continuously sharpen our focus to fulfill our commitments to corporate social responsibility and ESG principles.

We have joined the UN Global Compact, to do business responsibly by aligning strategies and operations with the Ten Principles on human rights, labor, environment, and anti-corruption, as well as taking actions to advance broader societal goals, such as the UN SDGs. We have integrated our approach to ESG issues into our strategic planning, which includes evaluating how climate-related issues impact our business strategy and financial planning. For more on how we align our products, business activities, and community investments with the UN SDGs and Global Compact Principles, please refer to the *ESG Content Index* that is attached to this CoP.

Consistent with the UN Global Compact principles regarding the environment, Zurn Water Solutions is proud of our role as water stewards, and we take that responsibility seriously. We know that our actions and our products will have profound effects on the future of our society and the planet, which is why we are relentless in our pursuit of sustainable progress.

## 1.1 Our Role as Water Stewards

Efficient water management has never been more important. Two-thirds of the world's population experiences water scarcity at least one month of the year, and the ongoing climate crisis is likely to exacerbate this problem. We believe we have a duty to develop resource-efficient products that conserve as much water as possible. Conservation is a cornerstone of our business: Zurn Water Solutions engineered products saved 34 billion gallons of water in the year of 2021 —about as much as Wisconsin uses in two months. We aim to increase that figure to 40 billion gallons saved by 2024. As a water technology innovator, Zurn Water Solutions is registered with the Alliance for Water Stewardship, a global coalition of businesses, governments and NGOs focused on conserving water resources amid growing pressure from rising populations, changing lifestyles and climate change.

We also recognize that the way we do business must lessen our impact on the planet. We are focused on making our operations more environmentally sustainable by reducing our GHG emissions and conserving resources through efficient processes and recycling efforts.

## 1.2 GHG Emissions and Carbon Reduction Program

Climate change is one of the most pressing issues of our time. We are committed to reducing our carbon footprint by lowering our greenhouse gas (GHG) emissions. We track our Scope 1 and Scope 2 GHG emissions, which are reported in the attached *ESG Content Index*, to pursue our goal of cutting our GHG intensity in half by 2030. To reach this goal, our GHG emissions reduction target has been incorporated into our strategic planning and tracking procedures including monthly check-ins and evaluations of emission reduction strategies to reduce our environmental impacts. We additionally aim to report scope 3 GHG emissions and announce our science-based GHG emissions reduction target for scope 1, 2, and 3 emissions next year.

## 1.3 Corporate ESG Governance and Leadership

The Board of Directors' ESG Committee oversees the company management's ESG-related efforts, including creation of ESG initiatives, plans and policies, performance on ESG initiatives, and response to stockholder proposals on ESG matters and other significant ESG-related stakeholder concerns.

Zurn Water Solutions' executives manage ESG-related matters through the ESG Internal Steering Committee. Our Steering Committee is made up of a cross functional group of leaders that are dedicated to improving ESG-related objectives and deploying ESG-related goals. This committee is comprised of functional heads and establishes policies that reflect the company's commitments and is tasked with streamlining reporting for stakeholders. The ESG Steering Committee and senior business leaders are responsible for critical aspects of our sustainability initiatives, performance, and long-term success with particular focus on: Governance & Ethics; Product Quality & Safety; Supply Chain; Environmental, Health & Safety; and Human Capital matters.

We actively use and promote the UN Global Compact Principles and are dedicated to improving the transparency of corporate reporting. A description of our actions and measurement of outcomes in the four key areas of human rights, labor, environment, and anti-corruption are included in the following sections.

# Section 2

## Human Rights

---

### 2.1 Description of Actions

The safety of our associates is a top priority for our operations. We continually improve our safety program to protect our associates and to work toward our vision of zero recordable injuries in the workplace.

Our products help improve human health by protecting the water that sustains all of us. Our BrightShield suite of touchless and hygienic solutions help to fight the spread of COVID-19, bacteria, and other germs. Our backflow preventors protect water quality and prevent waterborne illnesses by keeping unclean or contaminated water out of drinking supplies. Our acid neutralization cartridges and tanks enable laboratories and research facilities to discharge wastewater safely. And our suite of interceptor products helps restaurants, car washes, auto repair shops and other facilities keep fat, grease, oil, and other waste out of the public sewage system, protecting sewage treatment plants that are vital for maintaining healthy communities.

People also are the key component of our success, because achieving our mission demands that we recruit and retain outstanding individuals unbiasedly. That's why our mission statement includes the sentence, **"We provide innovative water solutions delivered by exceptional people."**

At Zurn Water Solutions, we have a longstanding commitment to fostering, cultivating, and preserving a culture of diversity and inclusion so that all associates feel welcome and valued. We are embedding diversity and inclusion throughout Zurn Water Solutions as we work toward continuous improvement as a business and as a community. In 2021 we built the foundation and metrics that will guide this work.

We strive to ensure that all associates are treated fairly and equitably. Zurn Water Solutions has zero tolerance for discrimination or harassment based on age, race, religious beliefs, ethnicity, gender identity or expression, sexual orientation, disability, experience, national origin, style, or cultural background.

In the first quarter of 2021, we introduced two new training modules into our annual Code of Conduct training: *Overcoming Unconscious Bias in the Workplace* and *Leading Diversity*. We also launched our new mentoring program in 2021 through Talent Development and introduced in

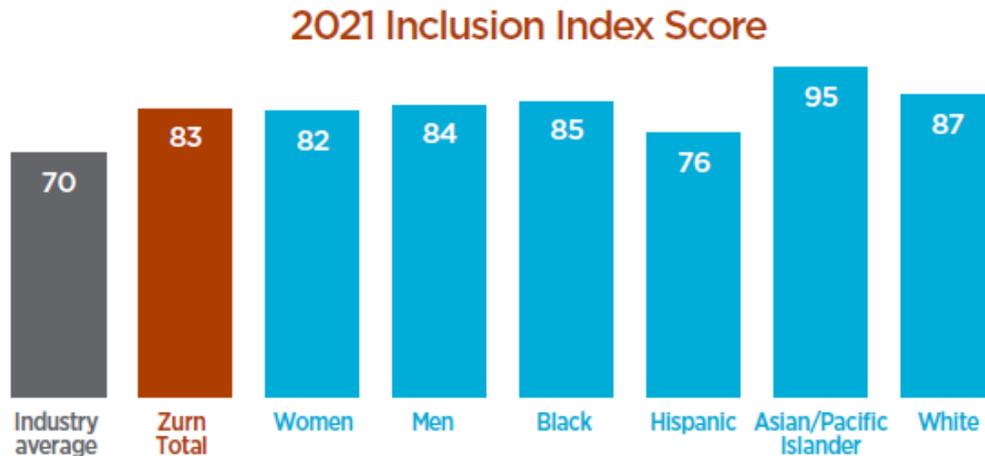
January 2022 through our Women’s Employee Resource Group (ERG). And we conduct a bi-annual gender pay equity review.

Zurn Water Solutions aims to achieve the following targets to bolster and strengthen human rights beginning in 2022 and continuing annually:

- Strive to achieve a zero recordable injury rate (TRIR) across all facilities.
- Achieve above Industry average in the Associate Inclusion Index results.
- Disclose associate diversity metrics.
- Give one-percent of company time to every associate to volunteer annually.

## 2.2 Measurement of Outcomes

To ensure that our efforts drive change, we measure and track our results. Our Associate *Inclusion Index* tracks the average affirmative responses to several inclusion questions that are found in our annual Total Associate Engagement (TAE) survey. Our goal is to continue to maintain an Associate *Inclusion Index* score higher than the industry average, as detailed in our 2021 Inclusion Index Score.



To support the advancement of diversity throughout the supply chain Zurn Water Solutions spent \$5,000,000 on minority-owned or women-owned businesses in 2021. Additionally, Zurn spent 23-percent of its procurement budget on local suppliers.

By engaging associates and visitors on safety best practices through continual training and proactive employee Health and Safety programs, we have reduced our Total Recordable Incident Rate (TRIR) by 62-percent from fiscal year 2017 through calendar year 2021 at Zurn

facilities. Our Lost Time Incident Rate (LTIR) has decreased by more than 80-percent from fiscal year 2017 through calendar year 2021 at Zurn facilities.

	Zurn	Industry Average
 <b>Total recordable incident rate (TRIR)</b>	<b>0.96</b>	3.30
 <b>Lost Time Incident Rate (LTIR)</b>	<b>0.30</b>	0.90

Further details on the outcomes of our program, including indicators tracked such as employee demographics, and employee recruitment, inclusion and performance metrics are provided in the attached *ESG Content Index*.

# Section 3

## Labor

---

### 3.1 Description of Actions

We invest in our associates to help each of them realize their potential—knowing that their professional growth is fundamental to our company’s growth and sustainability. To nurture a cohesive, collaborative community of people, Zurn Water Solutions promotes an inclusive environment in which all associates are invited to bring their full selves to work, where each associate is empowered to contribute and incentivized to do so. Cultivating a strong, healthy, mutually beneficial relationship between our company and our associates helps us to create superior value for our customers and shareholders. It also helps to retain associates, a key driver for the sustainability of our business.

In 2021, Zurn Water Solutions added additional associate benefits, which build on a highly competitive set of offerings to associates, including:

- Competitive salary
- Matching 401(k) contribution
- Medical, dental, vision, short- and long-term disability, life insurance and AD&D
- Health savings account
- Educational reimbursement
- Matching gift program

In addition to their salary, full-time Zurn Water Solutions associates have an opportunity to receive a bonus based on business performance, individual contributions, continuous improvement, and volunteering time if not already part of a collective bargaining agreement. All non-temporary associates employed on October 4, 2021 by Zurn Water Solutions received a long-term equity incentive grant. Making every associate an owner of Zurn Water Solutions enhances the alignment between individuals’ personal incentives and our company’s goals.

Our focus on professional development extends naturally from our core value of Continuous Improvement. We support associates’ efforts to advance in their careers via manager development programs, leadership development programs, and tuition reimbursement.

### 3.2 Measurement of Outcomes

To ensure we are continuously improving on associate engagement, we measure it annually through our TAE survey. We calculate Zurn Water Solutions' associate engagement score by averaging the percentage of associates who agree with the TAE Survey statements, which was 76-percent in 2021. This represents more than 30-percent increase in TAE over the past five years.

Other professional development outcomes include:

- Zurn's tuition reimbursement program provided more than \$55,000 in tuition reimbursement bonuses in 2021.
- 31 associates participated in manager development programs and 21 associates participated in leadership development programs.
- Zurn has ERGs that provide networking and mentoring opportunities for women and early-career associates.
- 37 interns participated in Zurn Water Solutions internship program.



Further details on the outcomes of our program, including indicators tracked such as labor practices are provided in the attached *ESG Content Index*.



People are the reason for our work: Our products help improve human health by protecting the water that sustains all of us. People also are the key component of our success, because achieving our mission demands that we recruit and retain outstanding individuals. That’s why our mission statement includes the sentence, “We provide innovative water solutions delivered by exceptional people.”

We invest in our associates to help each of them realize their potential—knowing that their professional growth is fundamental to our company’s growth and sustainability. To nurture a cohesive, collaborative community of people, Zurn Water Solutions promotes an inclusive environment in which all associates are invited to bring their full selves to work, where each associate is empowered to contribute and incentivized to do so.

## Sustainability Pillar: People

Investing in our associates and creating an inclusive environment.



Our people approach, outlined in our ESG Policies, reflects the values and principles laid out in the United Nations Global Compact Labor & Non-Discrimination Principles:

### Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

### Principle 4

The elimination of all forms of forced and compulsory labor

### Principle 5

The effective abolition of child labor

### Principle 6

The elimination of discrimination in respect of employment and occupation

# Section 4

## Environment

---

### 4.1 Description of Actions

Effective, safe, and efficient water management is an essential component of sustainability. For more than a century, we've developed solutions that help manage this most-important natural resource – water. Our products contribute to sustainability in a myriad of other ways as well. We design products that reduce energy consumption, as well as help to mitigate the impact of climate change. Our roof drains help address the increased risk of heavy rain and flooding; our pressure-reducing valves, automatic control valves and touchless fixtures help reduce water usage to offset water scarcity and the ever-increasing impact of droughts; and our energy-efficient hand dryers eliminate the need for paper towels, helping prevent deforestation that contributes to climate change.

We are just as committed to sustainable water management in our own facilities as we are to helping customers reduce their water use. We have assembled an internal team to assess our facilities and equip them with Zurn Smart Connected Products, as well as the ability to monitor performance using Zurn PlumbSmart. We also continue to look for opportunities to reduce water consumption in our facilities, especially in regions with high or extremely high baseline water stress as classified by the World Resources Institute's (WRI's) Water Risk Atlas tool, Aqueduct.

Zurn Water Solutions has committed to reducing our scope 1 and 2 GHG emissions intensity by 50-percent by 2030. In addition to reducing our own carbon footprint, our 2021 CDP Climate Change report provides details on how our products enable our customers to avoid generation of GHGs. Zurn Water Solutions goals and targets include the following:

- Reduce energy consumed per US dollar of operating revenue by 15-percent by 2024.
- Achieve 40 billion gallons of water saved annually through the use of our products by 2024.
- Increase revenue derived from products with sustainable attributes up to 75-percent by 2024.
- Report on Scope 3 GHG emissions and establish and announce a science-based target for Scopes 1, 2, and 3.

## 4.2 Measurement of Outcomes

Zurn Water Solutions continually invests in research and development to create clean technology water solutions that help our customers meet their water challenges and goals, with a team of more than 50 engineers dedicated to driving innovation and sustainability initiatives. Since 2014, we have operated the Zurn Innovation Center in Cary, NC. The 17,000-square-foot center facilitates product development, testing, quality control and system innovation of our finish plumbing products, while also recycling test water. In 2019, we further invested in innovation by opening a 20,000-square foot engineering laboratory in Erie, PA.

Our focus on innovation and continuous improvement of our products has helped us deliver breakthroughs that address many of today's most pressing sustainability trends:

- Zurn Water Solutions engineered products saved 34 billion gallons of water this year, which is approximately as much as the state of Wisconsin consumes in two months.
- Zurn Water Solutions offer more than 500 products that carry EPA's WaterSense certification, which means they use at least 20-percent less water than regular products. These products and others helped us generate 70-percent of our revenues from sustainable products in 2021.
- Zurn Water Solutions is the only manufacturer to offer a high-efficiency carrier and a 1.1 gallons per flush toilet system. With 31-percent water consumption savings over traditional 1.6 gallons per flush toilet systems, we deliver an industry leading line carry that no other manufacturer can match.
- Our touchless-operating hand dryers include HEPA filtration and antimicrobial technology, while performing at a quieter sound level than similar models from competitors.
- Zurn Water Solutions' smart products suite combines touchless plumbing fixtures, a cloud database and user-friendly software to help building owners conserve water, improve hygiene and reduce operating costs.

Further details on the outcomes of our environmental program, including environmental indicators tracked such as our annual CO<sub>2</sub>e emissions, GHG emissions intensity, total energy consumed including renewable energy, water, and waste management indicators are provided in the attached *ESG Content Index*.



## The Zurn Environmental Management System

**Zurn Water Solutions' Environmental Management System (EMS) focuses on three fundamental environmental principles: protecting air, water and land.**

As part of our EHS playbook, this system provides a strong foundation for identifying the company's environmental impacts, managing identified risks, complying with regulatory requirements and enabling continuous improvement:

- This process starts with standard environmental procedures that we implement at each facility to identify potential risks, including air emissions, water sources and discharges, generated wastes and spill potential.
- Once identified, we assess and manage those risks.
- We use a compliance calendar to capture regulatory and corporate requirements—such as regulatory permit requirements, reporting deadlines, employee training and regular risk reviews—and to provide a closed-loop process to ensure accountability.
- Finally, we conduct regular internal audits to review compliance with environmental regulatory and corporate requirements. This process has led Zurn Water Solutions to effectively identify and manage environmental impacts, risks and opportunities for our business.

**The policies and procedures in our EMS reflect the values and principles laid out in United Nations Global Compact Environmental Principles:**

### **Principle 7**

**Adopt a precautionary approach to environmental challenges**

### **Principle 8**

**Conduct environmentally responsible activities**

### **Principle 9**

**Encourage the development and diffusion of environmentally friendly technologies**

# Section 5

## Anti-Corruption

---

### 5.1 Description of Actions

At Zurn Water Solutions, we maintain a comprehensive Compliance and Ethics Program. The program is designed to ensure that, throughout our company, we fulfill the expectation for our leaders, associates, agents, and suppliers to comply with the laws and regulations that govern our industry and to act with integrity, respect, and good judgment.

The Code of Business Conduct & Ethics steers behavior at all levels of our company, defining responsibilities, providing resources, and guiding training on anti-corruption policies and procedures. It has been translated into multiple languages and covers a range of important topics, such as conflicts of interest, insider trading, data privacy, and employment practices such as harassment and discrimination.

Zurn Water Solutions has developed an Anti-Corruption Law Policy and established several initiatives to maintain indispensable business ethics. Our Anti-Corruption Law Policy is made available to all associates in multiple languages. Associates in certain relevant job functions—including legal, finance, sales, business development, supply chain and logistics—are required to take anti-corruption training on at least a biennial basis. Training includes questions about ethics, business practices and reporting comfort, and includes a sign-off on the Anti-Corruption Law Policy and a Certification of Completion.

We have developed a strong due diligence process for third-party intermediaries, including a robust anticorruption review and risk assessment. Before an associate can employ an intermediary's services, they must complete this process and have a written agreement in place.

Our compliance and ethics approach, outlined in our ESG Policies, reflects the values and principles laid out United Nations Global Compact Anti-Corruption Principle 10.

Our Responsible Sourcing Philosophy establishes monitoring of supplier performance against the expectations outlined in our Supplier Code of Conduct. It stipulates that the: "Supplier shall not, directly, or indirectly, offer or accept bribes or kickbacks, or any other improper payments or gifts. Supplier shall be in compliance with all anti-corruption laws in the jurisdictions in which it operates. Supplier shall not engage in any criminal activity, including extortion, embezzlement or money laundering." The supplier is held to other stipulation on the

environment, labor, and management systems that procure accountability and credibility of ethical business standards.

## 5.2 Measurement of Outcomes

Zurn Water Solutions reviews anti-corruption activities and processes in order to evaluate compliance with corporate procedures and policies. These reviews identify risks in our controls and our operating environments, providing the insight necessary to drive continuous improvement in our compliance program. We have developed a strong due diligence process for third-party intermediaries, including a robust anti-corruption review and risk assessment. Before an associate can employ an intermediary's services, they must complete this process and have a written agreement in place. Associates are trained on the Code of Business Conduct and Ethics annually, with 100-percent of Zurn Water Solutions associates fully trained on it in 2021.

A description of policies and practices for prevention of (1) corruption and bribery and (2) anti-competitive behavior can be found in our business ethics policies, which can be accessed via e-link in the attached *ESG Content Index*.

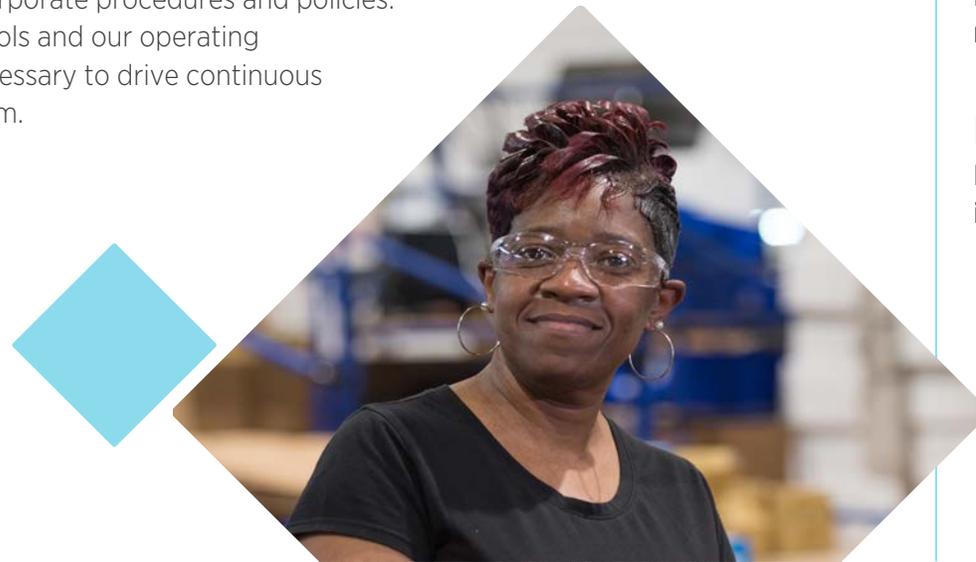


# Compliance and Ethics

Our Anti-Corruption Law Policy is made available to all associates in multiple languages. Associates in certain relevant job functions—including legal, finance, sales, business development, supply chain and logistics—are required to take anti-corruption training on at least a biennial basis. Training includes questions about ethics, business practices and reporting comfort, and includes a sign-off on the Anti-Corruption Law Policy and a Certification of Completion.

We have developed a strong due diligence process for third-party intermediaries, including a robust anti-corruption review and risk assessment. Before an associate can employ an intermediary’s services, they must complete this process and have a written agreement in place.

Zurn Water Solutions **reviews anti-corruption activities and processes** in order to evaluate compliance with corporate procedures and policies. These reviews identify risks in our controls and our operating environments, providing the insight necessary to drive continuous improvement in our compliance program.



**Our compliance and ethics approach, outlined in our ESG Policies, reflects the values and principles laid out United Nations Global Compact Human Rights and Anti-Corruption Principles:**

## Principle 1

**Businesses should support and respect the protection of internationally proclaimed human rights**

## Principle 2

**Make sure that they are not complicit in human rights abuses**

## Principle 10

**Businesses should work against corruption in all its forms, including extortion and bribery**



Attachment  
**2021 Sustainability Report - *ESG Content Index***

---



# ESG Content Index



- BY NUMBERS
- ABOUT
- ENVIRONMENT
- HEALTH & SAFETY
- PEOPLE
- COMMUNITIES
- GOVERNANCE
- INDEX**





TOPIC	ACCOUNTING METRIC	UNITS	2021 RESPONSE	SASB <sup>(A)</sup>	GRI <sup>(B)</sup>	UN SDG
General Disclosures	Name of the organization	--	Zurn Water Solutions Corporation	--	102-1	--
	A description of the organization's activities, brands, products, and services	--	<a href="#">Environment, Page 19</a> <a href="#">Sustainably Inspired Products</a>	--	102-2	6 - Clean water and sanitation
	Location of headquarters (Address of Principal Executive Offices)	--	511 W. Freshwater Way, Milwaukee, Wisconsin 53204	--	102-3	--
	External initiatives	--	<a href="#">Environment, Page 24</a> <a href="#">Partnering with Customers to Achieve Operational Sustainability;</a> <a href="#">Governance, Page 59</a> <a href="#">Integrity in Everything We Do</a>	--	102-12	--
	Statement from senior decision-maker	--	<a href="#">Message from our Chairman and CEO, Page 3-4</a>	--	102-14	--
Greenhouse Gas Emissions	Gross global Scope 1 emissions (direct GHG emissions)	Metric tons (t) CO <sub>2</sub> e	4,866	RT-CP-110a.1	305-1	13 - Climate Action
	Percentage of global scope 1 emissions covered under emissions-limiting regulations	Percentage (%)	Zero (0)	RT-CP-110a.1	305-1	
	Energy indirect Scope 2 GHG emissions	Metric tons (t) CO <sub>2</sub> e	5,297	--	305-2	
	GHG emissions intensity based on fiscal year sales/revenue	Percentage (%)	11.18	--	305-4	
	Discussion of long-term and short-term strategy or plan to manage Scope 1 GHG emissions, emissions reduction targets, and an analysis of performance against those targets.	--	<a href="#">About Zurn Water Solutions &amp; This Report, Page 15-16 Looking Ahead;</a> <a href="#">Environment, Page 29</a> <a href="#">GHG Emissions and Carbon Reduction Program</a>	RT-CP-110a.2	--	
Air Quality	Nitrogen oxides (NO <sub>x</sub> ) - Air Emissions	Metric tons (t)	4.10	RT-CP-120a.1	305-7	3 - Good Health and Well-Being 11 - Sustainable Cities and Communities
	Sulfur oxides (SO <sub>x</sub> ) - Air Emissions	Metric tons (t)	0.02	RT-CP-120a.1	305-7	
	Volatile Organic Compounds (VOC) - Air Emissions	Metric tons (t)	2.17	RT-CP-120a.1	305-7	
	Hazardous air pollutants (HAP) - Air Emissions	Metric tons (t)	0.09	RT-CP-120a.1	305-7	
	Particulate matter (PM) - Air Emissions	Metric tons (t)	1.29	RT-CP-120a.1	305-7	
Energy Management	Total energy consumed	Gigajoules (GJ)	149,213	RT-EE-130a.1	302-1	7 - Affordable clean energy 13 - Climate action
	Percentage grid electricity	Percentage (%)	32.7	RT-EE-130a.1	--	
	Percentage renewable	Percentage (%)	2.1	RT-EE-130a.1	--	
	Energy intensity based on fiscal year sales/revenue	Percentage (%)	45.5	--	302-3	



TOPIC	ACCOUNTING METRIC	UNITS	2021 RESPONSE	SASB <sup>(A)</sup>	GRI <sup>(B)</sup>	UN SDG
Water Management	Total water withdrawn	Thousand cubic meters (m <sup>3</sup> )	44.6	RT-CP-140a.1	303-3	6 - Clean water and sanitation 14 - Life below water
	Total water discharged	Thousand cubic meters (m <sup>3</sup> )	44.5	--	303-4	
	Total water consumed	Thousand cubic meters (m <sup>3</sup> )	0.01	RT-CP-140a.1	303-5	
	Percentage of total water consumed in regions with High or Extremely High Baseline Water Stress	Percentage (%)	0	RT-CP-140a.1	303-3	
	Description of water management risks and discussion of strategies and practices to mitigate those risks	--	<a href="#">Environment, Page 29 Water Consumption</a>	RT-CP-140a.2	303-2	
	Management of water discharge-related impacts	--	Zurn will meet or exceed the regulatory water discharge standards applicable to the locations where it operates. Where discharge standards do not exist, Zurn will manage wastewater consistent with its Commitment to Sustainability.	--	303-2	
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Number (#)	5 <sup>1</sup>	RT-CP-140a.3	--	
Waste Management	Total waste generated	Metric tons (t)	2,641.5	--	306-3	12 - Responsible Consumption and Production 15 - Life on land
	Total waste diverted from disposal (recycled)	Metric tons (t)	663.2	--	306-4	
	Total waste directed to disposal	Metric tons (t)	1,978.3	--	306-5	
	Amount of non-hazardous waste directed to disposal	Metric tons (t)	1,975.1	--	306-5	
Hazardous Waste Management	Amount of hazardous waste generated, as defined per U.S. EPA RCRA regulations and other regulatory frameworks applicable within the jurisdictions where the waste is generated	Metric tons (t)	3.2	RT-EE-150a.1	306-3	12 - Responsible Consumption and Production 15 - Life on land
	Percent of hazardous waste recycled, as defined per U.S. EPA RCRA regulations and other regulatory frameworks applicable within the jurisdictions where the waste is generated	Percentage (%)	0	RT-EE-150a.1	306-4	
	Number of reportable spills	Number (#)	Zero (0)	RT-EE-150a.2	--	12 - Responsible Consumption and Production 15 - Life on land
	Aggregate quantity of reportable spills	Kilograms (kg)	Zero (0)	RT-EE-150a.2	--	
	Quantity of reportable spills recovered	Kilograms (kg)	Zero (0)	RT-EE-150a.2	--	

<sup>1</sup>All were minor non-compliance events associated with discharges to sanitary districts. All issues have been corrected.



TOPIC	ACCOUNTING METRIC	UNITS	2021 RESPONSE	SASB <sup>(A)</sup>	GRI <sup>(B)</sup>	UN SDG
<b>Employee Health &amp; Safety</b>	Total recordable incident rate (TRIR) per 200,000 hours worked, globally	Rate	0.96	RT-IG-320a.1	403-9	3 - Good health and well-being
	Fatality rate	Number (#)	Zero (0)	RT-IG-320a.1	403-9	
	Lost time incident rate (LTIR) per 200,000 hours worked, globally	Rate	0.30	TR-MT-320a.1	403-9	
	Percentage of employees participating in 'best practice' health and well-being programs that help to reduce absenteeism and improve productivity	Percentage (%)	>90	--	--	
<b>Product Safety</b>	Number of recalls issued, total units recalled	Number (#)	Zero recalls issued under any U.S. Government regulations (i.e., U.S. Consumer Product Safety Commission)	RT-EE-250a.1	--	8 - Decent work and economic growth 12 - Responsible Consumption and Production
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Dollars (\$)	<a href="#">SEC Filings - 10-K</a> Information on legal proceedings is disclosed in our Annual Report Form 10-K and in our Quarterly Reports Form 10-Q.	RT-EE-250a.2	--	
<b>Employee Recruitment, Inclusion &amp; Performance</b>	Employee engagement; conducted by third-party survey. The survey included questions or statements related to goal setting, support to achieve goals, training and development, work processes, and commitment to the organization. Percentage calculated as the number (#) of employees who are actively engaged divided by the total number (#) of employees who completed the survey.	Percentage (%)	76	CG-EC-330a.1	--	8 - Decent work and economic growth
	Voluntary employee turnover rate, globally	Percentage (%)	23.1	CG-EC-330a.2	401-1	
	Involuntary employee turnover rate, globally	Percentage (%)	4.6	CG-EC-330a.2	401-1	
	Employee turnover - total	Percentage (%)	27.7	CG-EC-330a.2	401-1	
	Discussion of talent recruitment and retention efforts for research and development personnel	--	<a href="#">People, Page 45</a> <a href="#">Professional Development</a>	HC-BP-330a.1	--	
<b>Employee Demographics</b>	Percentage of females in the workforce, globally	Percentage (%)	27	CG-EC-330a.3	405-1	8 - Decent work and economic growth 5 - Gender equality 10 - Reduced inequalities
	Percentage of female representation in management, globally	Percentage (%)	22	CG-EC-330a.3	405-1	
	Percentage of female representation in manufacturing, globally	Percentage (%)	17	CG-EC-330a.3	405-1	
	Percentage of minorities in the U.S. workforce	Percentage (%)	38	CG-EC-330a.3	405-1	
	Percentage of minority representation in U.S. management	Percentage (%)	14	CG-EC-330a.3	405-1	



TOPIC	ACCOUNTING METRIC	UNITS	2021 RESPONSE	SASB <sup>(A)</sup>	GRI <sup>(B)</sup>	UN SDG
Employee Demographics	Percentage of minority representation in U.S. manufacturing	Percentage (%)	68	CG-EC-330a.3	405-1	8 - Decent work and economic growth 5 - Gender equality 10 - Reduced inequalities
	Percentage of technical employees who are H-1B visa holders	Percentage (%)	1	CG-EC-330a.4	405-1	
	Zurn policies and programs for fostering equitable employee representation across global operations	--	<a href="#">People, Page 48</a> <a href="#">Diversity and Inclusion</a>	CG-EC-330a.3	405-1	
Board of Directors Demographics	Percentage of female representation on the Board of Directors	Percentage (%)	27	CG-EC-330a.3	405-1	5 - Gender equality 10 - Reduced inequalities
	Percentage of minority representation on the Board of Directors	Percentage (%)	9	CG-EC-330a.3	405-1	
	Percent women and minority men representation on the Board of Directors	Percentage (%)	36	CG-EC-330a.3	405-1	
	Median Board of Director Age	Number (#)	62	CG-EC-330a.3	405-1	
Labor Practices	Ratios of the standard entry level wage at U.S. significant locations of operation to the minimum wage	Percentage (%)	158	--	202-1	8 - Decent work and economic growth
	Percentage of active workforce covered under collective bargaining agreements	Percentage (%)	13	IF-WM-310a.1	--	
	Number of work stoppages	#, Days	Zero (0)	IF-WM-310a.2	--	
	Number of total days idle	#, Days	Zero (0)	IF-WM-310a.2	--	
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage (%) by revenue	Not applicable to Zurn. Zurn does not manufacture Electrical and Electronic Equipment that meet this criteria.	RT-EE-410a.1	--	12 - Responsible Consumption and Production
	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Percentage (%) by revenue		RT-EE-410a.2	--	
	Revenue from renewable energy-related and energy efficiency-related products	Dollars (\$)		RT-EE-410a.3	--	
Supply Chain Management	Description of efforts to maintain traceability within the distribution chain	--	<a href="#">Governance, Page 65</a> <a href="#">Responsible Sourcing</a>	HC-MS-430a.2	--	8 - Decent work and economic growth 12 - Responsible Consumption and Production
	Proportion of spending on local suppliers as percentage of the procurement budget (percentage of products and services purchased locally). Local is defined as domestic U.S. supplier spend.	Percentage (%)	23	--	204-1	
	Diverse supplier spend on minority-owned or women-owned businesses	Dollars (\$)	5,000,000	--	--	
	Number of suppliers assessed for environmental impacts	Number (#)	<a href="#">Governance, Page 67</a> <a href="#">Supplier Quality and Development Program</a>	--	308-2	
	Number of suppliers assessed for social impacts	Number (#)	<a href="#">Governance, Page 67</a> <a href="#">Supplier Quality and Development Program</a>	--	414-2	



TOPIC	ACCOUNTING METRIC	UNITS	2021 RESPONSE	SASB <sup>(A)</sup>	GRI <sup>(B)</sup>	UN SDG
<b>Materials Sourcing</b>	Description of the management of risks associated with the use of critical materials	--	<a href="#">Governance, Page 68</a> <a href="#">Critical Materials and Conflict Minerals</a>	RT-EE-440a.1	--	12 - Responsible Consumption and Production
	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	--	<ul style="list-style-type: none"> <li>• <a href="#">Anti-Corruption Law Policy</a></li> <li>• <a href="#">Anti-Trust Policy</a></li> <li>• <a href="#">Code of Business Conduct and Ethics</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	RT-EE-510a.1	--	16 - Peace and Justice Strong Institutions
<b>Business Ethics</b>	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Dollars (\$)	<a href="#">SEC Filings - 10-K</a> Information on legal proceedings is disclosed in our Annual Report Form 10-K and in our Quarterly Reports Form 10-Q.	RT-EE-510a.2	--	
	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Dollars (\$)	<a href="#">SEC Filings - 10-K</a> Information on legal proceedings is disclosed in our Annual Report Form 10-K and in our Quarterly Reports Form 10-Q.	RT-EE-510a.3	--	
<b>Volunteerism / Corporate Giving</b>	Volunteer Hours	Number (#)	1,850	--	--	11 - Sustainable Cities and Communities
<b>Activity Metrics</b>	Number of units produced by product category	Number (#)	<a href="#">SEC Filings - 10-K</a> Information on legal proceedings is disclosed in our Annual Report Form 10-K and in our Quarterly Reports Form 10-Q.	RT-EE-000.A	--	6 - Clean water and sanitation
	Number of employees	Number (#)	1,265	RT-EE-000.B	--	--

(a) Version 2018-10: SASB Electrical and Electronic Equipment Standard RT-EE, Version 2018-10: SASB Industrial Machinery & Goods Standard RT-IG, Version 2018-10: SASB Containers & Packaging Standard RT-CP, Version 2018-10: SASB E-Commerce Standard CG-EC, Version 2018-10: SASB Waste Management Standard IF-WM, Version 2018-10: SASB Medical Equipment & Supplies Standard HC-MS, Version 2018-10: SASB Biotechnology & Pharmaceuticals Standard HC-BP, and Version 2018-10: SASB Marine Transportation Standard TR-MT.

(b) GRI 102 General Disclosures 2016, GRI 202 Market Presence 2016, GRI 204 Procurement Practices 2016, GRI 302 Energy 2016, GRI 303 Water and Effluents 2018, GRI 305 Emissions 2016, GRI 306 Waste 2020, GRI 308 Supplier Environmental Assessment 2016, GRI 401 Employment 2016, GRI 403 Occupational Health and Safety 2018, GRI 405 Diversity and Equal Opportunity 2016, and GRI 414 Supplier Social Assessment 2016.