



Volunteerism Policy

Overview

Zurn Water Solutions associates are encouraged to give their time, talent and resources to worthy causes. As a good corporate citizen, Zurn Water Solutions supports associate efforts to enrich the communities where we have operations.

Zurn-sponsored volunteerism activities will be focused in these areas:

Basic Needs: supporting organizations that provide basic support services in the areas of food, housing and care for those in need.

Education: supporting experiences, events and organizations that give educational opportunities, expand horizons and promote culture diversity while encouraging the pursuit of excellence.

Environment: supporting local and global organizations that promote a viable world for current and future generations, provide environmental education, protect natural resources, and foster conservation and innovation. Zurn Water Solutions will place special emphasis on supporting organizations focused on water conservation.

Volunteer Time

Zurn encourages associates from across the business to take part in in volunteering activities with recognized charities and community organizations.

Regular full-time Zurn associates may volunteer up to 20 hours per calendar during normal business hours for company-sponsored volunteer initiatives with manager approval. Volunteer time should be scheduled in a minimum of two-hour block increments.

Associates will not be reimbursed for volunteer outside of normal work hours. Associates will not be paid overtime to volunteer.

Guidelines

Associates may volunteer for company-sponsored volunteer initiatives during working hours. Any volunteer activity during working hours is at your manager's discretion and subject to the needs of the business. You can apply for time off to volunteer using the Zurn Community Connection section on the company's intranet site or at Zurn.YourCause.com.

Zurn supports volunteering for organizations that are registered as a charity or not-for-profit or tax exempt organization. The company will not support employee efforts for organizations that discriminate; organizations, private foundations, or programs that fund political causes,



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candidates, organizations or campaigns; or religious organizations for denominational or religious purposes.

Any associate volunteering on behalf of Zurn Water Solutions needs to ensure that volunteer opportunities are in strong support of Zurn's core values and associates must adhere to Zurn's policies, including the Zurn Code of Conduct.

Volunteer time should not conflict with the peak work schedule and other work-related responsibilities, create need for overtime or cause conflicts with other associates' schedules.

Recognize Charities and Community Organizations

Every associate will be able to access volunteer activities at their location via Zurn.YourCause.com.

Rally Your Coworkers to Share Your Passion for Volunteering

Zurn encourages associates to volunteer in community programs that are of personal interest. Each location has a Community Site Leader. Contact your Community site lead to find out if your event is eligible to be considered a company-sponsored event.

Only Community site leads can add volunteer events on Zurn.YourCause.com

Log Your Volunteer Hours

Whether volunteering for a company-sponsored event during business hours or for a community organization on your own time, we encourage you to log your volunteer hours using Zurn.YourCause.com.

Non-Profit Boards

We encourage Zurn Water Solutions' associates to serve on non-profit boards. Please review the Code of Business Conduct and Ethics Policy when it comes to serving on non-profit boards to avoid any conflict of interest.

Anyone serving on a non-profit board should notify the Legal Department as well as Community.Relations@Zurn.com.

We also request you input those volunteer hours at Zurn.YourCause.com.