



2021 SUSTAINABILITY REPORT

SUSTAINABLY INSPIRED



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Message from Our Chairman and CEO



An Inherently Sustainable Company

The year 2021 was momentous for our company, as 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). *Doing the Right Thing* has long been one of our guiding principles; becoming a pure-play water management company only strengthens our ability to grow both as a water business and as a leader in sustainability.

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.

Human health is another key component of our sustainability focus. 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 water-borne 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.



Message from Our Chairman and CEO

Strengthening Our Commitment to ESG

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 ESG (Environmental, Social and Governance) 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.

An engaged board-level committee oversees our ESG work. This committee has led us in developing and publishing specific ESG related targets, including commitments to reduce greenhouse gas (GHG) emissions and energy use and goals for diversity among leadership and suppliers, all of which are described in this report. We have provided 1% of company time for associate volunteerism and renewed our philanthropic commitment, including setting a \$5 million giving target by 2024. We have joined the UN Global Compact, a voluntary initiative that reaffirms our commitment to universal principles on human rights, labor, anti-corruption and the environment. Our mission at Zurn Water Solutions aligns directly with UN SDG Goal 6: *to ensure availability and sustainable management of water and sanitation for all*. And Zurn has implemented new governance

policies that reflect our commitments, with streamlined reporting that provides increased transparency for our shareholders and other stakeholders.

Looking Ahead

We are pleased that our ESG efforts are being recognized. Our scores with third-party ESG ratings agencies such as Sustainalytics and MSCI ESG improved in 2021, *Newsweek* recently named Zurn Water Solutions one of America's Most Responsible Companies for the second year in a row, and we were named one of USA's Top Workplaces in February of 2022.

We recently introduced an employee-led social impact fund to provide resources for associate ideas that advance our sustainability efforts. We know that the best and most innovative ideas come from our associates and we are ready to fund those ideas.

We are excited to build on this momentum in the years to come as we strive to realize our potential as *an inherently ESG-focused company*.

Sincerely,

Todd A. Adams
Chairman and CEO



100%

of associates participate in long-term incentive programs

25%

increased associates' paid time for company-sponsored volunteer events, from 16 hours to **20 hours annually**

\$2M

donation to the Zurn Foundation

34B

gallons of water saved by our engineered products this year, about as much as Wisconsin uses in 2 months



83

Associate Inclusion Index score in 2021, ahead of the industry average score 70

30%

of our sales come from products that promote hygiene and keep people safe

5

Board oversight committees including ESG with

3 of 8

diverse independent directors

2021
by the
Numbers



136

associate promotions which is more than

10%

of total associates



\$5M

spent in 2021 doing business with suppliers owned by women, minorities, veterans, LGBTQ, or HUBZone locations

+90%

of our U.S. workforce participates in our Wellness Program



84%

of associates are proud to work for Zurn Water Solutions

5B

Zurn touchless hand dryers replace over **200,000** paper towels per year and save over **200,000** trees per year



5

sustainability pillars



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About Zurn Water Solutions and This Report





About Zurn Water Solutions

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 are **Sustainably Inspired.**





Mission, Vision and Values

Our ESG strategy flows from our mission, vision and values:

They inspire us to never stop delivering sustainable innovation for our associates, the customers we serve and the planet.

Mission

Zurn Water Solutions builds value and trust through our superior knowledge of our global markets and the customers we serve. We provide innovative water solutions delivered by exceptional people.

Vision

We aspire to provide the safest and most efficient water solutions to promote human health and increase positive impacts on the environment.

Values

Customers first. We measure our performance based on customer satisfaction.

Integrity in everything we do. Our high ethical standards are non-negotiable. We treat people with dignity and respect, and we strive for a culture of diversity, equity and inclusion.

Continuous improvement. We're relentless in our drive for world-class safety, quality, delivery, cost and growth.

Total associate engagement. Associates are our greatest strength, and we enable them to Do the Right Thing.

Culture of winning. We celebrate our success and are passionate about rewarding and recognizing results.



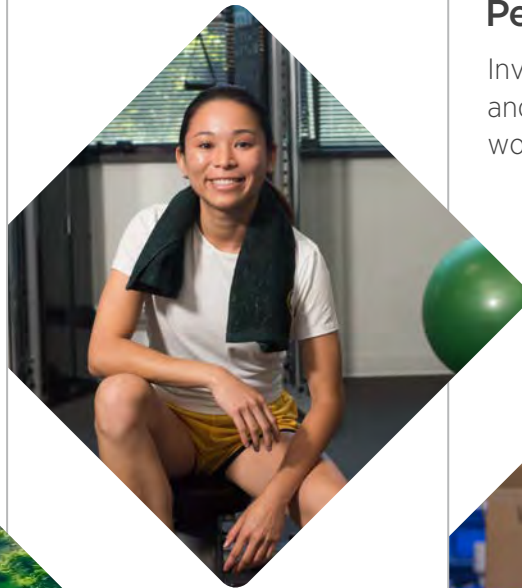
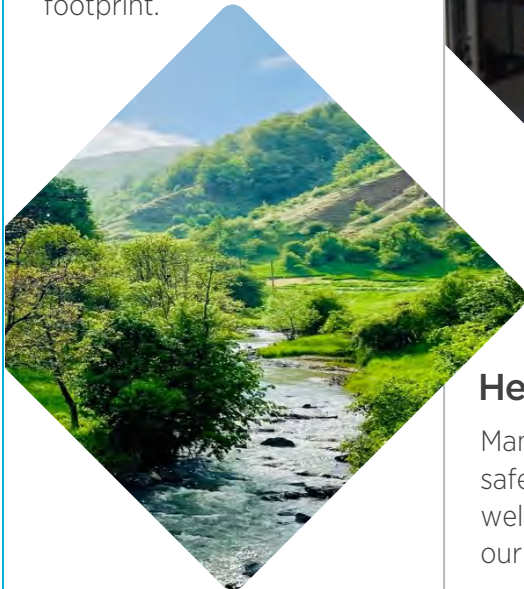


Sustainability Pillars

We organize our ESG efforts around five pillars of sustainability

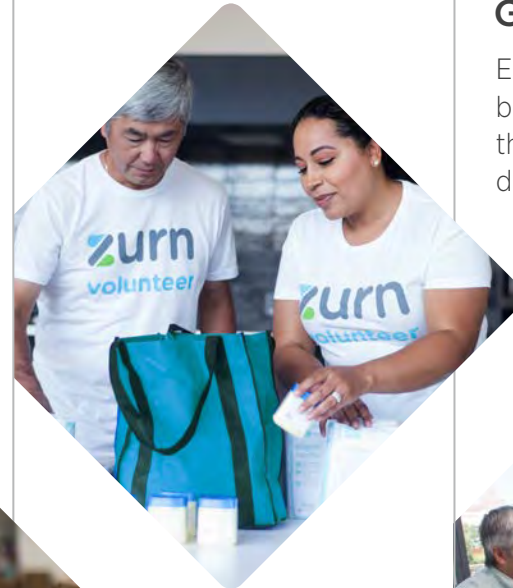
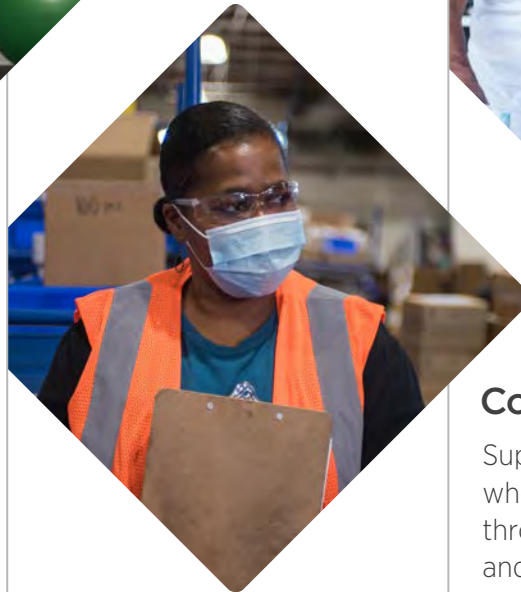
Environment

Promoting environmental stewardship through sustainable water solutions, helping other sectors of the economy reduce their water use and seeking to minimize our own environmental footprint.



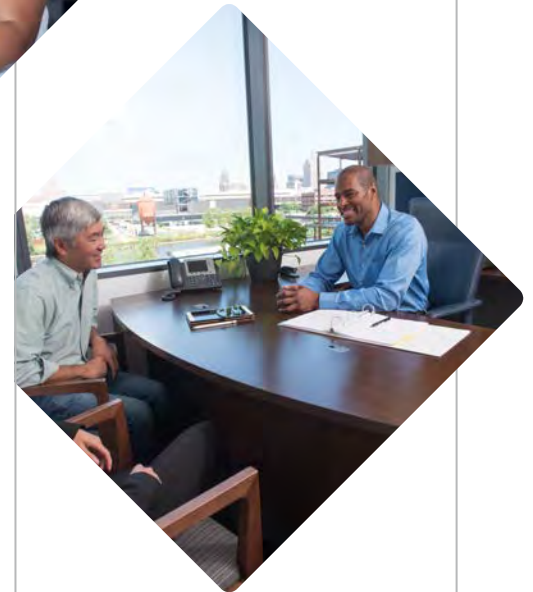
People

Investing in our associates and creating an inclusive working environment.



Governance & Ethics

Embodying ethical business practices around the world and having a diverse leadership team.



Health & Safety

Managing the health and safety of our associates, as well as our customers via our product solutions.

Community

Supporting the communities where we live, work and play through philanthropic giving and volunteer opportunities.



Environmental, Health and Safety Vision and Playbook

We are committed to high standards for Environmental, Health and Safety (EHS) practices. Our EHS Vision is to have zero recordable injuries, achieve full compliance with regulatory and corporate standards, and seek continuous improvement.

To pursue this vision, we have created a framework called the Zurn Water Solutions EHS Playbook, which consists of standard written programs and procedures, a facility-specific compliance calendar and recurring internal EHS audits. Software systems, centralized record management and executive oversight support the playbook.

Zurn Water Solutions' EHS function oversees the company's EHS approach and activities, while regional EHS staff assigned to each facility manage programs locally. EHS staff work with local facility management to implement the EHS playbook, drive continuous improvement and provide the resources required to ensure the protection of the environment, to ensure safe working conditions and to work toward our EHS Vision.

You can read more about elements included in the EHS playbook in the Environment and Health & Safety sections of this report.





About This Report

This is our first report as **Zurn Water Solutions**, a standalone, pure-play water management company. Where possible, historical information in this report has been restated for just the Zurn Business.

- We have expanded our [ESG Content Index](#), adding multiple new metrics from GRI and from other SASB sectors that apply to our business operations.
- We have added a table cross-referencing ESG topics covered within our Report and other Zurn Water Solutions published documents¹ to the corresponding SASB Sustainable Industry Classification System[®] code and GRI disclosure code.
- The ESG Content Index also references activities with which our business contributes to the UN Sustainable Development Goals (SDGs).

This report also offers more detailed discussion and analysis of our management programs, including Zurn Water Solutions¹:

- Business Ethics and Anti-Corruption Programs
- Supply Chain Management Program
- Contractor Safety Program
- Environmental Management System

¹ Documents include our Annual Report on Form 10-K for the year ended December 31, 2021 (2021 Form 10-K) and 2021 Proxy Statement per Section 14(a) to the Securities and Exchange Act of 1934.



About This Report: SASB Standards & Forward-Looking Statements

Use of SASB Standards:

- We use SASB's October 2018 final standards, primarily including metrics from the SASB Electrical & Electronic Equipment Resource Transformation Sector Standard (RT-EE, Version 2018-10) to inform Zurn Water Solutions' sustainability strategy.
- We use the SASB framework and standards based on investor and shareholder feedback, and because SASB focuses on material disclosures of industry specific ESG topics that are likely to affect the financial condition or operating performance of companies within an industry.
- Our Report also includes metrics from other SASB standards, including: SASB's Industrial Machinery & Goods Standard (RT-IG, Version 2018-10), SASB's Containers & Packaging Standard (RT-CP, Version 2018-10), SASB's E-Commerce Standard (CG-EC, Version 2018-10), SASB's Waste Management Standard (IF-WM, Version 2018-10), SASB's Medical Equipment & Supplies Standard (HC-MS, Version 2018-10), SASB's Biotechnology & Pharmaceuticals Standard (HC-BP, Version 2018-10), and SASB's Marine Transportation Standard (TR-MT, Version 2018-10).

Cautionary statement regarding Forward-Looking Statements:

Information in this report may involve outlook, expectations, beliefs, plans, intentions, strategies or other statements regarding the future, which are forward-looking statements. These forward-looking statements involve risks and uncertainties. All forward-looking statements included in this report are based upon information available to Zurn as of the date of the report, and Zurn assumes no obligation to update any such forward-looking statements. The statements in this report are not guarantees of future performance and actions, and actual results could differ materially from current expectations. Numerous factors could cause or contribute to such differences. Please refer to "Risk Factors" and "Cautionary Notice Regarding Forward-Looking Statements" in the Company's Annual Report on Form 10-K for the period ended December 31, 2021 as well as the Company's annual, quarterly and current reports filed on Forms 10-K, 10-Q and 8-K from time to time with the Securities and Exchange Commission for a further discussion of the factors and risks associated with the business.



As an inherently ESG-centric company, we lead and operate with ESG as one of our guiding principles. It is embedded in all aspects of the business from our strategic planning to our day-to-day efforts. ESG is a key part of our core values and the foundation of the company's culture.



David C. Longren
Board Member & Chair of ESG Committee

ESG Goals and Targets: Environmental, Governance & Ethics

Environmental

↓ **15%**

Reduce energy consumed per U.S. dollar of operating revenue by 15% (2024)

▲ **40B**

Achieve 40 billion gallons of water saved annually through the use of our products (2024)

↓ **50%**

Reduce Scope 1 & Scope 2 GHG Emissions Intensity by 50% (2030)

↑ **75%**

Increase revenue derived from products with sustainable attributes to 75% (2024)

■ **GHG '23**

Report on Scope 3 Emissions and **establish** and **announce** science-based target for GHG reduction for Scope 1, 2, 3, Emissions (2023)

Governance & Ethics

★ **100%**

100% of associates **trained** on Code of Business Conduct and Ethics (2022)

▲ **30%**

Achieve 30% female representation on board of directors (2024)



Doing the right thing has long been one of our guiding principles; becoming a pure-play water management company only strengthens our ability to grow both as a water business and as a leader on sustainability.



Todd A. Adams
Chairman and CEO

ESG Goals and Targets: People, Community and Health & Safety

People

80%

Increase employee engagement survey responses to 80% (2024) from 2021 baseline of 73%

AI Index

Achieve above industry average Associate Inclusion Index results (2022 & annually)

Diversity

Disclose associate diversity metrics (2022 & annually)

1%

Give every associate 1% of company time to volunteer (2022 & annually)

Community

5M

Contribute \$5M to philanthropic initiatives (2024)

Health & Safety

0

Strive to 0 recordable injury rate (TRIR) across all facilities (2022 & annually)



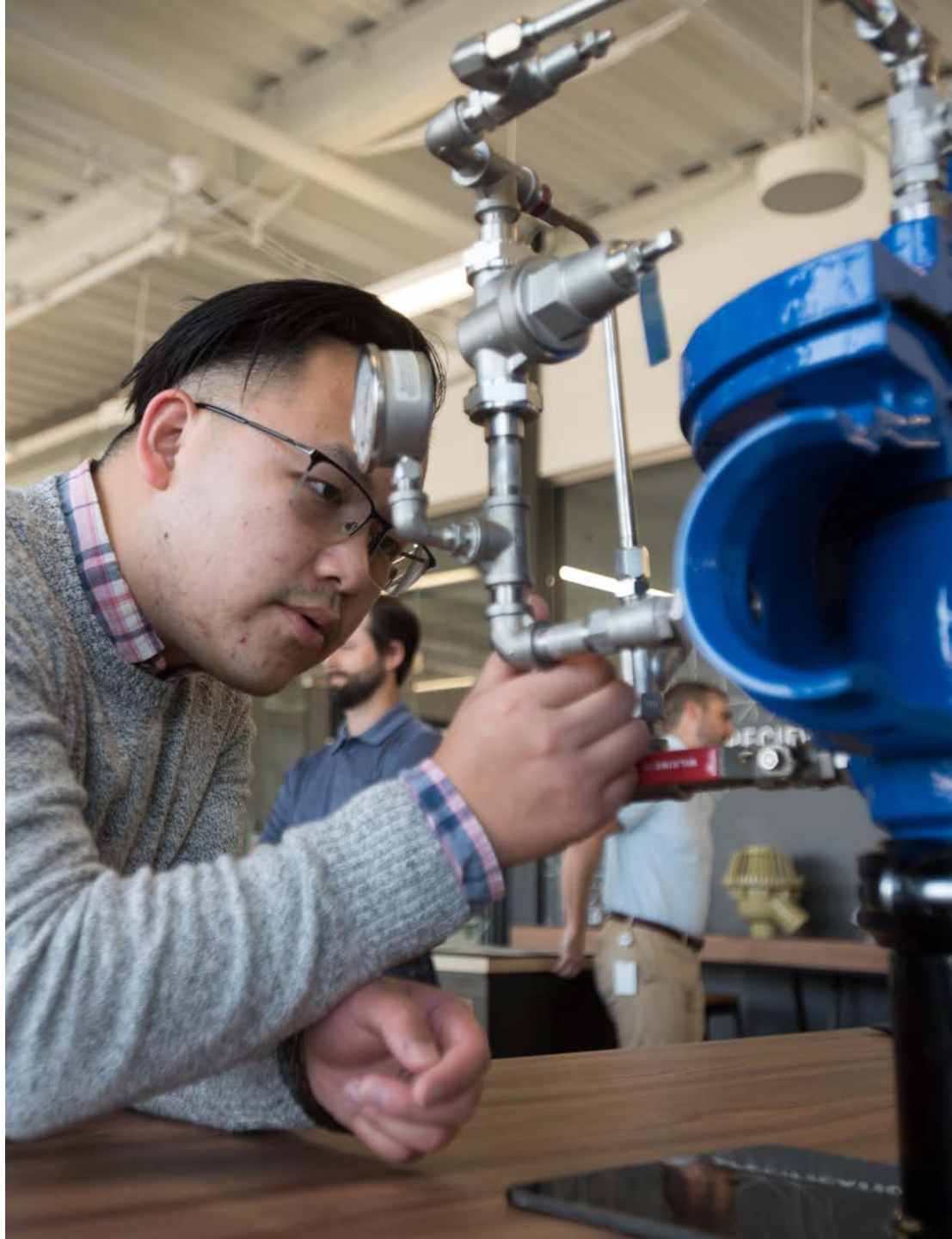


Looking Ahead

We are innovating every day, as we have throughout our history. Our commitment to continuous improvement in all aspects of our business includes an ongoing focus on refining our ESG strategy. We are inspired to make the world better for people and for the natural environment, while delivering quality, sustainable products and engineered water solutions that meet or exceed our customers' needs.

We have established targets for each of our sustainability pillars, detailed in the report (See [Page 9](#)).

We will remain aligned with industry-specific Sustainable Accounting Standards Board (SASB) metrics from the Value Reporting Foundation (VRF) and will expand our ESG reporting to measure and disclose our performance on issues that affect people and the planet. We are also committed to continually evaluating our approach to these issues to ensure that we are committed to targets that matter, discussing our progress transparently and always improving. For example, this year we publicly submitted our 2021 CDP Climate Change report to the investment community to further disclose our progress on reducing carbon emissions and to identify which climate-related metrics require further attention to improve our performance.



Looking Ahead

Following the spin-off of our Process & Motion Control business and name change to **Zurn Water Solutions** in October 2021, 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. This integration entails commencing a Task Force on Climate-Related Financial Disclosure (TCFD) scenario analysis regarding our exposure to climate-related transition and physical risks, which will be used in developing our strategic plan and will be detailed in our 2022 CDP Climate Change response.

We have joined the UN Global Compact, a voluntary initiative that offers a framework for companies to do business responsibly by aligning strategies and operations with [Ten Principles](#) on human rights, labor, environment and anti-corruption, as well as taking actions to advance broader societal goals, such as the UN Sustainable Development Goals. *For more on how we align our products, business activities, and community investments with the United Nations Sustainable Development Goals (SDGs) and Global Compact Principles, see the [ESG Content Index](#) and Page [28](#), [42](#), and [64](#).*



Environment

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Our Role as Water Stewards

Consistent with our Sustainability Pillar regarding the environment, we are 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.

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** this year—about as much as Wisconsin uses in two months. We aim to increase that figure to **40 billion gallons** saved by 2024.

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.





Sustainably Inspired Products

Efficient, effective and easy on the Earth. At Zurn Water Solutions, sustainable water solutions are more than just an initiative. We are committed to helping our customers build a more sustainable world. Naturally, that commitment starts with a focus on conserving and protecting water.

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.



at least
20%
less water than
competitor
products

70%
of revenues
from sustainable
products

Environmental Protection Agency's (EPA's) WaterSense Certification

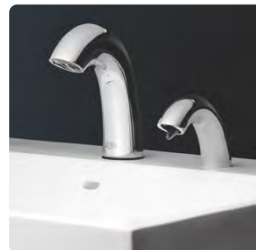
We offer **more than 500** products that carry EPA's WaterSense certification, which means they use at least **20 percent** less water than regular products. These products and others helped us generate **70 percent** of our revenues from sustainable products in 2021, and we aim to increase that figure to **75 percent** of revenues in 2024.



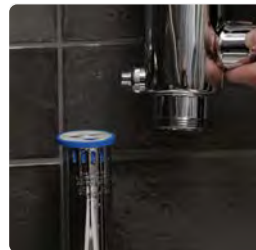
Product Spotlight

Overall, we supply the industry’s widest range of advanced water systems and hygienic solutions that enhance and ensure water quality, safety, flow control and conservation. This page and page 21 highlight just a few of the many products we offer with sustainable attributes.

Water Conservation



Hydro-X is a small hydrogenator turbine that uses the water activated from the sensor faucet to recharge the cell to deliver sustainable energy for 10 plus years. We harness the power of flushing water rather than continually replacing batteries.



Go Blue Parts are the internal thermoplastic elastomer components inside our flush valves that outlast competing rubber products 8-10 times, further reducing waste and maintenance costs. Longer lasting parts lead to better performance and consistent flushing volumes that reduce water usage.



Our 20,000-square foot engineering laboratory in Erie, PA. allows us to conceive, design, prototype and test all drains faster than ever. In some cases, we’ve decreased development time from months to just weeks.



VERDEdri is our most energy efficient touchless operating hand dryer, with its integrated High Efficiency Particulate Air (HEPA) filter, one unit can save 100+ trees during its lifetime.



Sensor Faucets and Flush Valves conserve water with ultra low flow rates which Zurn provides at some of the lowest cost of ownership on the market. Touchless solutions and IoT-enabled technologies help promote cleanliness and handwashing best practices.



Zurn One Low-Flow Fixture and Carrier Systems have paired performance to deliver optimal flushing performance and waste line carry.



Hygiene & Human Safety



CuVerro Antimicrobial copper surfaces and ZurnShield are manufactured with additive properties to the surface of products protecting it from the growth of stain and odor-causing mold and mildew that help prevent bacteria and transfer of bacteria. Tests by the U.S. Department of Defense have shown the CuVerro surface begins killing pathogens on contact, killing 99.9% within two hours. No other solid surface is proven to be more effective in continuously killing infection-causing bacteria.



Stainless Steel Drainage is naturally antimicrobial creating minimal maintenance needs. An excellent choice for applications involving strict hygiene conditions such as hospitals, kitchens and other food production facilities where it is likely to have aerial microbes present.

Environmental Safety



Grease and solids interceptors filter out food solids and separate grease from rinse water that drains from commercial sinks. The grease solution prevents grease from clogging wastewater lines, disrupting treatment plants and allows for proper environmental disposal to a renderer.



Phix is an under-sink filtration system used for schools and science laboratories that filters chemicals and neutralizes acids before they are discharged into the sanitary sewer system. The Phix cartridge system is safer and easier to maintain than alternatives like traditional limestone neutralization tanks.



Lifecycle Benefits of Our Products

Another key focus of our sustainability efforts is reducing waste throughout the manufacturing process. This work includes using recycled materials wherever possible, including in our products and packaging.

85%

Our stainless steel sinks are made with more than 85 percent recycled material.

100%

Hadrian's washroom partition packaging materials, hardware boxes and locker endcaps are made from 100 percent recycled material, and our jumbo shipping container (USA) is 100 percent recyclable.

91%

Our Hadrian washroom partition products all feature high levels of recycled content, including stainless steel toilet partitions at 91 percent recycled content, powder-coated toilet partitions and lockers at 50 percent recycled content, and solid plastic toilet partitions at a minimum of 30 percent pre-consumer recycled content.

20%

Zurn's Water-Free Urinal Cartridge, featuring our compact patented design, eliminates space for bacteria growth to reduce odor and maintenance. Our efficient construction for this product uses 20 percent less material than comparable models.

Zurn's conversion to digital installation and user manuals for certain products replacing paper manuals saving more than

200K

paper pages per year and avoiding more than 8 tons of CO2e emissions and more than

23K

of consumed or degraded water throughout paper product lifecycle

35%

Corrugation materials used to package many of our sinks are made of 35 percent recycled inputs.





Products That Promote Sustainable Water Use and Management

Water use and management affect the environment in a variety of ways. We design products that reduce energy consumption and water usage, avoid paper waste and mitigate the impact of climate change:

- Our roof drains help address the increased risk of heavy rain and flooding driven by climate change.
- Our pressure-reducing valves, automatic control valves and touchless fixtures help reduce water usage to offset water scarcity and more-prevalent droughts from climate change.
- Our energy-efficient hand dryers eliminate the need for paper towels, helping prevent deforestation that contributes to climate change. We estimate that our touchless hand dryers replace more than **5 billion paper towels per year** and save more than **200,000 trees per year**.
- Our innovative Hydro-X Power faucet reduces energy, material and water use by harvesting sustainable hydropower from the water flowing through it. A small turbine inside the unit uses energy-efficient electronics to charge a battery that's designed to last at least **10 years**, resulting in less batteries going into landfills.





A University's Bathroom Retrofit Saves Millions of Gallons a Year

In 2021, our water conservation team worked with a large university's plumbing experts to complete efficiency studies and offer water saving options, and to calculate project costs after rebate and the return from future savings. This collaboration led to a urinal retrofitting project that benefits the university and surrounding communities. The upgraded urinals consume **87 percent less** water than traditional urinals, far exceeding the LEED 30 percent threshold.

Achieving Sustainable Building Guidelines

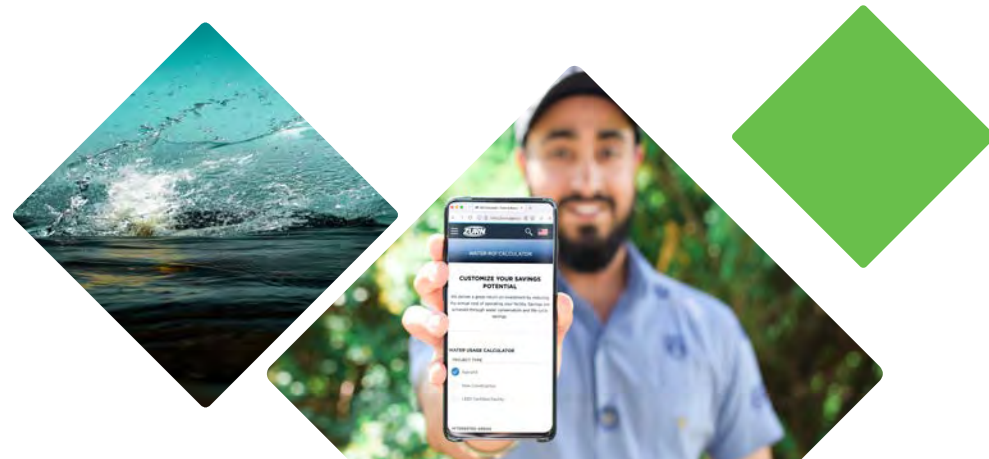
Our work to develop sustainability-minded action plans on behalf of our customers requires us to understand the industry's leading guidelines for creating healthy, efficient buildings:

- Zurn Water Solutions is member of U.S. Green Building Council, which sponsors the Leadership in Energy Efficiency and Design (LEED) green building rating system. We also design products specifically to meet or exceed LEED standards, including water-saving flush valves, faucets and fixtures as well as connected products that help building owners monitor and improve their water efficiency.
- In 2021, we joined the International WELL Building Institute (IWBI), a framework for creating buildings that support the health and well-being of the people who live and work in them. Water is one of the seven core concepts in the WELL framework, and our products help ensure buildings meet standards, delivering safe, clean water in the most efficient way possible.

Partnering with Customers to Achieve Operational Sustainability

Plan, design, build and support. These are the four phases of Zurn Water Solutions' process to help our customers save time, labor and especially critical resources on every project. From planning support and design assistance to product selection, our focus is on helping customers achieve their sustainability goals.

Improving efficiency—whether in the construction cycle or in the conservation of our most precious natural resource, water—is central to this process. We provide tools and resources such as our water Return on Investment (ROI) calculator to give customers the information they need to specify the right solutions for their projects. Our water ROI calculator simplifies the complex process of determining a potential project's current and future water consumption.





Addressing Environmental Goals Through Innovation

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. For example, we will conduct product lifecycle testing of flush valves that include up to **28 valves that are each cycled 500,000 times**. A lifecycle test of a [ZER EZ Gear-Driven Flush Valve](#) will recycle more than **17 million gallons of water**. Similarly, lifecycle testing of [Zurn Aqua-FIT Sensor Faucets](#) will include up to **32 units cycled 300,000 times**. This testing will recycle more than two million gallons of water.

In 2019, we further invested in innovation by opening a 20,000-square foot engineering laboratory in Erie, PA. The laboratory allows us to conceive, design, prototype and test all drains faster than ever. In some cases, we've decreased development time from

months to just weeks. Most recently, work done at the Erie laboratory led to the launch of the [Z100 FloForce](#) High Performance Roof Drain. Since 2019, the lab recycled more than **98 percent** of all test water—equal to more than **17 million gallons** of water recycled.

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 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.





Connected Products

Zurn Water Solutions' connected products are like having an odometer attached to your restroom and water system. It allows for remote monitoring and rapid response to issues, facilitating efficiency and safety:



Water use and savings can be tracked over time on a grand scale, giving customers transparency for reporting and disclosure.

Facility managers and maintenance personnel receive real time alerts via email, text and/or push notifications based on their customizable parameters and permissions. The portal also reveals patterns and trends to allow for greater strategic planning, performance monitoring and decision making.



Using sensors, Zurn Smart Products monitor performance and offer insights by gathering data, such as activation count and water usage.

Allegiant Stadium



SUSTAINABILITY REPORT 2021



389M+
gallons



297
restroom locations
for fast fan visits



65,000
fans capacity



145M+
gallons



155K+
gallons

535.5M

Saving 535.5 million gallons of water per year with Zurn Water Solutions' water efficient touchless fixtures

Case Study: Setting the Standard for Water Conservation in the Newest NFL Stadium

Zurn Water Solutions is a proud sustainability partner of the Las Vegas Raiders in one of the most water-constrained cities in the nation. Las Vegas Raiders fans had their first experience in the new Allegiant Stadium in 2021. Four years prior, the Las Vegas Raiders set out to deliver a world-class fan experience while realizing exceptional water conservation in a city known for sustainable water management. The Raiders chose Zurn Water Solutions for the sustainability and reliability of its products.

Zurn Water Solutions' water efficient touchless fixtures in restrooms throughout Allegiant Stadium save more than **535 million gallons of water annually**. That's equivalent to the total water consumption of **873 schools** over an entire school year¹. With Zurn Water Solutions, the Raiders and Allegiant are equipped for Nevada's first federally mandated **7 percent decrease in water consumption** starting in 2022.

¹Based on 527 students with total water use of 20 liters per student per day and assuming an average of 22 days per month over 10 months.

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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



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 emissions. We track Scope 1 and Scope 2 greenhouse gas emissions to pursue our goal of cutting our greenhouse gas 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.

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.

GOALS



50 percent reduction in Scope 1 and Scope 2 GHG intensity by 2030 (compared to 2021)



Report Scope 3 GHG emissions in 2023 and annually thereafter



Establish and announce a Science-Based GHG emissions reduction target (Scope 1, 2 and 3) in 2023 that supports a decarbonization roadmap

Water Consumption

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, Aqeduct.

WATER USE DATA

44.6

Total Water Withdrawn^{1, 2}

44.5

Total Water Discharged¹

0.01

Total Water Consumed¹

¹ Thousand cubic meters (m³)
² Evaporation not considered





Energy Intensity

Our process for reducing energy use starts by identifying facilities that contribute significantly to overall energy consumption and then designing energy efficiency improvements. In addition, we look for opportunities to use clean, renewable energy in our operations. For example, our Paso Robles facility in California generated **877 MWh of electricity** through a **550-kw rooftop solar photovoltaic system** during calendar year 2021.

Zurn Water Solutions has set a target to **reduce energy intensity** (normalized against revenue) by **15 percent by 2024** compared to calendar year 2021.

ENERGY USE DATA

149,213

Total Energy Consumed¹

32.7%

Grid Electricity

2.1%

Renewable

¹Gigajoules (GJ)

Waste and Recycling

In addition to using more recycled materials in our products, our commitment to sustainability requires us to reduce waste generated during the manufacturing process.

In 2021, we **recycled 25.2 percent of waste** from our operations, preventing those materials from ending up in landfills.





Health and Safety



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Product Safety

Water’s essential role in sustaining life helps inspire our commitment to enhance human health. Health and safety is one of our five pillars of sustainability. Our Environmental Health & Safety (EHS) vision and playbook set high standards for supporting the safety and well-being of the people who work with us, as well as the customers and end-users who count on our products to provide clean, safe water.

Our focus on providing sustainable and hygienic water solutions means our products conserve resources and enhance the environment, while also helping keep people safe. Approximately **30 percent of our sales** come from **products that promote hygiene and keep people safe**.

Zurn Water Solutions’ innovations help manage water safety in places where the challenges are greatest, and where health and hygiene are paramount:

- Our touch-free fixtures and ceramic basins covered with antimicrobial-glaze that prohibits bacteria, mold and fungus growth on the product surface help healthcare facilities reduce bacterial transfer at nurses’ stations and surgeon scrub areas.
- Our backflow preventors protect water quality and prevent water-borne illnesses by keeping unclean or contaminated water out of drinking supplies.
- Our acid neutralization cartridges and tanks allow laboratories and research facilities to safely discharge wastewater.
- Our suite of interceptor products helps keep fat, grease, oil, sediments, and hair out of the public sewage system, protecting sewage treatment plants that are crucial for maintaining healthy communities.





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Delivering Holistic Hygiene and Health

Because water is found throughout buildings and other public spaces that people use in daily life, we apply a keen focus on promoting health and safety through our products. About 80 percent of infectious diseases spread by touch, according to the U.S. Centers for Disease Control (CDC). The COVID-19 pandemic highlighted the importance of touchless functionality in all public and private spaces; **Zurn Water Solutions is a leading provider of touchless products that deliver this important benefit.**



Cleaner, Smarter Restrooms

Zurn Water Solutions offers a range of products that, individually, help slow the spread of germs on the product and create a cleaner user experience—including touchless faucets, sensor flush valves and hand dryers. We saw an opportunity to enhance those features by combining touchless products and digital solutions to create the ultimate hygienic ecosystem. This is especially important as workers return to office buildings and children to schools while the world continues to fight the ongoing COVID-19 pandemic. Zurn Water Solutions' BrightShield, launched in 2021, is our integrated suite of hygienic products that help architects, building owners and facility managers create facilities that are hygienic, touchless, smart and clean.



BrightShield's integration of physical equipment and digital tools provides unprecedented insights that help building owners sense and quickly respond to maintenance and cleanliness issues—or even anticipate them before they become problems:

- **Fixture and water-use data** reveal levels of water usage per device to help identify savings opportunities and help calculate a population handwashing score that estimates the percentage of restroom users practicing recommended hygiene.
- **Live-use data shows in real-time** which restrooms are at capacity and when they need to be cleaned.
- **Machine-learning functionality** helps determine which restrooms need to be cleaned or re-stocked before issues occur, helping coordinate cleaning and maintenance tasks and avoid temporary closures.





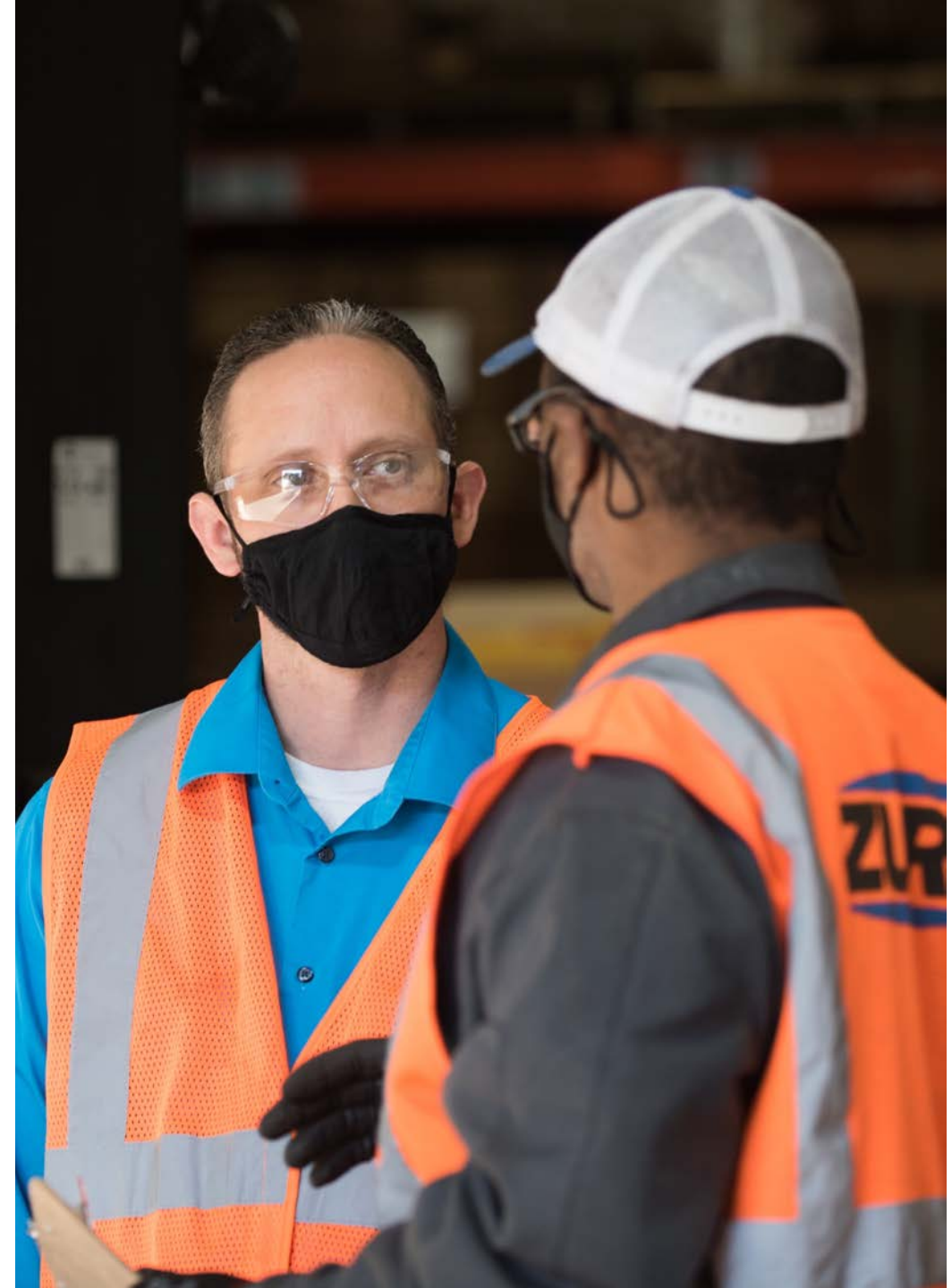
Safety in Our Facilities

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.

By engaging associates and visitors on safety best practices through continual training and proactive 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.

Our vision is zero recordable injuries.






Improving Safety for Our Associates

Zurn Water Solutions is continuously looking for opportunities to improve safety in our facilities. Examples from the past year include:

- A Zurn Business System Kaizen event at our Bensenville, IL Service Center focused on reducing process hazards and improving ergonomics. The prior condition required the associates to manually lift, maneuver and assemble trench drains. After the event, the resulting process modified the material flow and incorporated lift-assist devices to reduce manual lifting.
- A project at our Franklin Park, IL facility involved the replacement and improvement of several production machines. The new machines included safer technology, as well as the incorporation of better guarding technologies to protect associates.

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





Providing Support During the COVID-19 Pandemic

With the world facing unprecedented challenges from the ongoing COVID-19 pandemic, Zurn Water Solutions stepped up to promote the health and safety of our associates, as well as the communities in which we live and work.

We ensured all our associates had sufficient Personal Protective Equipment (PPE) to perform their jobs, implemented rigorous sanitation processes and provided free antigen testing.

In April 2021, Zurn Water Solutions' associates volunteered at the Wisconsin Center, Milwaukee's FEMA Mass Vaccination Clinic location, to help administer **more than 2,500 shots** in a single day. Our volunteers directed community members to the next available staff member who would administer their vaccine; helped community members with mobility challenges navigate the vaccination site; and guided community members to post-vaccination waiting areas to be monitored for 15 minutes before leaving.

To help buildings re-open safely, our sensor faucets allowed building owners and managers to set up automatic flush-outs to purge lines of stagnant water and help prevent accumulation of hazards such as lead, copper and Legionella.





Contractor Safety

Contractors are an integral part of Zurn Water Solutions' business, and the well-being and safety of our contractor partners is as important to us as the safety of our associates. That's why our EHS Playbook includes a rigorous Contractor Safety Program.

The written program provides operating guidelines, an overview of corporate requirements, training and best practices for providing safe and sustainable long-term relationships between the company and contractors at Zurn facilities. The program includes:

- Contractor pre-qualification that pre-screens contractors for safety performance and risks. Pre-qualification also requires every contractor to review and sign off on our EHS requirements before commencing work for Zurn Water Solutions, confirming that they understand the content and expectations.
- EHS training to ensure contractors understand the required operating guidelines, and pre-job EHS orientation with a contractor host.
- Regular reviews of the Contractor Safety Program, which we manage through the company's compliance calendar.
- Reviews of conformance with the Contractor Safety Program as part of Zurn Water Solutions' internal EHS audit.



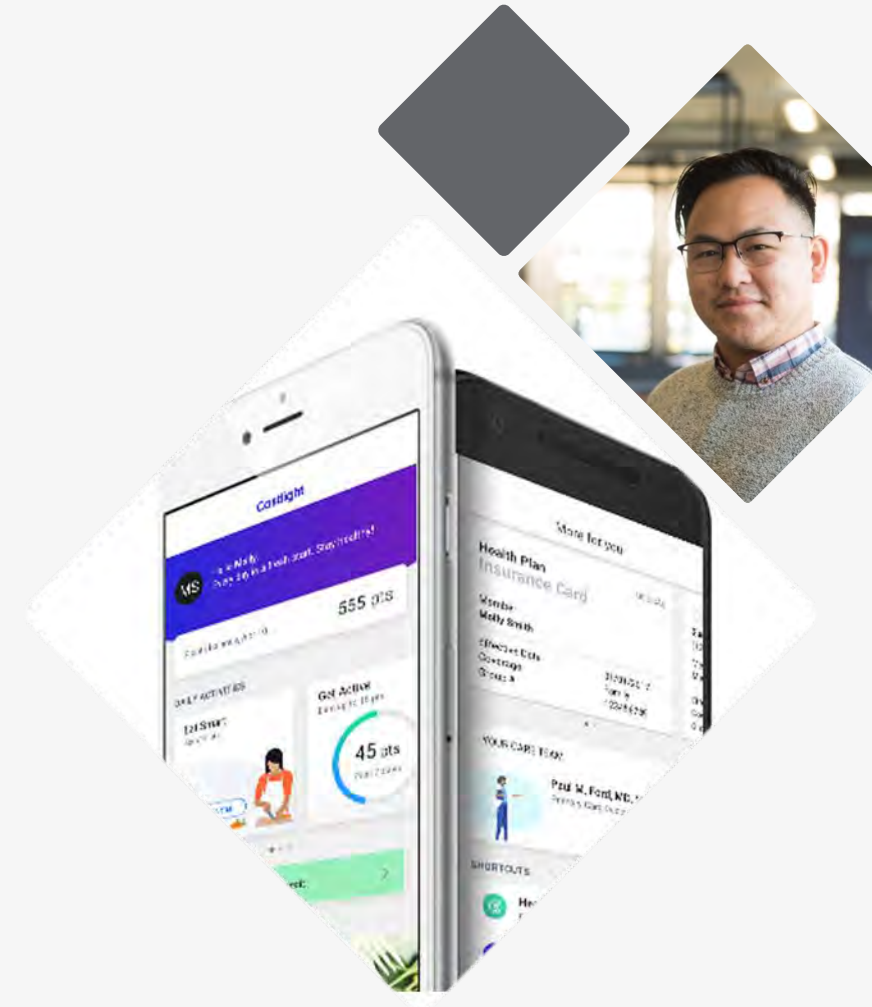


Health and Wellness Program

More than 90 percent of Zurn Water Solutions’ U.S. workforce participates in our Wellness Program, which provides information, activities and support for associates’ healthy choices. Participants earn wellness points throughout the year that help them reduce the cost of their annual health benefits.

To make it even easier for associates to choose healthcare options, we moved our U.S. Wellness Program and Healthcare plan to Castlight Health, a virtual health navigation platform, pairing Zurn Water Solutions’ benefit coverage and Wellness information in one place. Castlight is available on mobile devices for greater convenience, while the Castlight Health concierge service provides personalized assistance with all health and welfare needs. Castlight also allows associates to browse different options for healthcare providers with quality ratings and cost comparisons to help them make better decisions.

Preventative care is one of the foundations of our Wellness program, encouraging associates and their families to get annual wellness checkups as well as preventative screening for diseases such as cancer. Zurn’s Wellness program reflects our commitment to continuous improvement by offering our associates tools that support better mental and physical health, such as activity and sleep tracking, weight management and stress management. We also make fitness accessible through facilities such as the exercise room at our Milwaukee headquarters.





Associate Wellness and Supporting Mental Health

Supporting the everyday health and wellness of our associates is as important as preventing injuries. To help us all do and feel our best, Zurn Water Solutions provides tools and resources that assist associates in building strong physical and mental well-being.

We recognize that our associates' emotional and mental health is a key part of their overall well-being. Our Employee Assistance Program (EAP) provides mental health referrals for support where needed. In the U.S., we also work with a virtual health care vendor who delivers medical and mental assistance 24/7 in addition to the EAP resources.

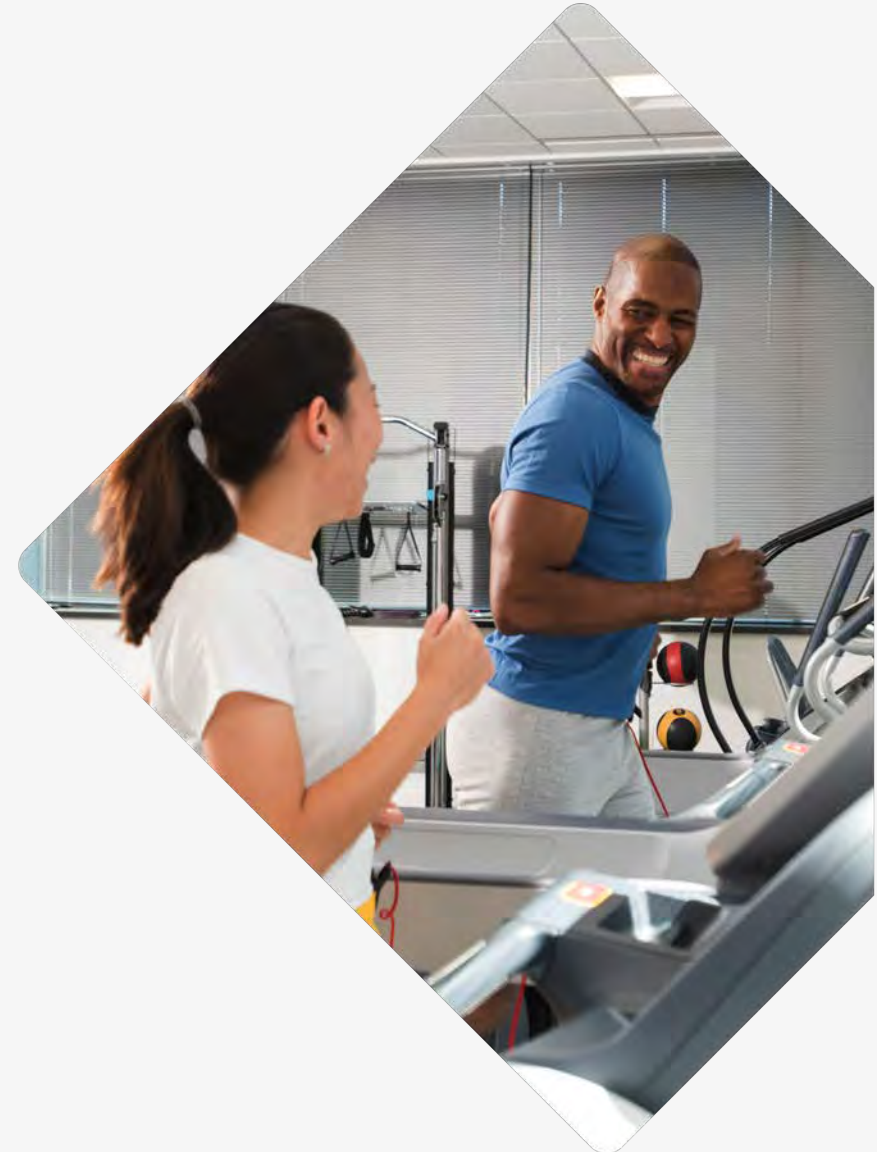
74%
of Zurn members
met their Wellness
threshold

600+
preventive exams
and screenings
conducted as a
part of the
Wellness program

500+
preventive dental
visits were counted
as part of the
Wellness program

65%
of Wellness
program
participants
participated in Step
Tracking activities
or challenges

100+
members received
Wellness points for
volunteering. We
believe in the
correlation
between wellness
and volunteer time.





People

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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

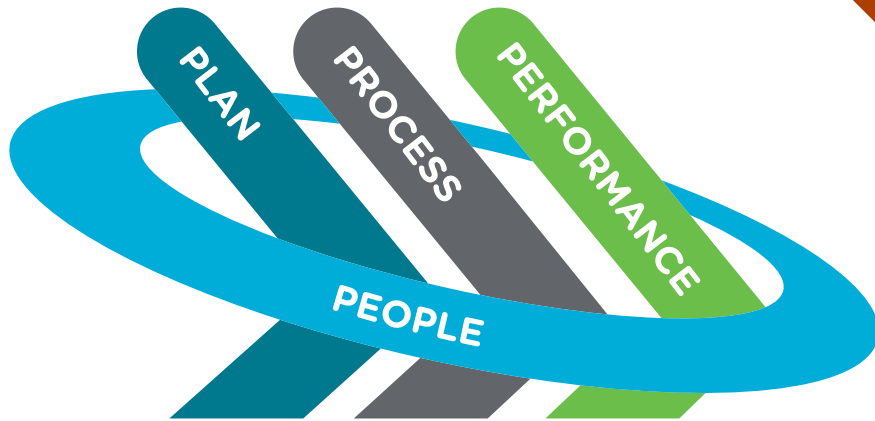


Employee Engagement

We win together. Total Associate Engagement (TAE) is one of Zurn Water Solutions' core values and is critical to the Zurn Business System. 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.



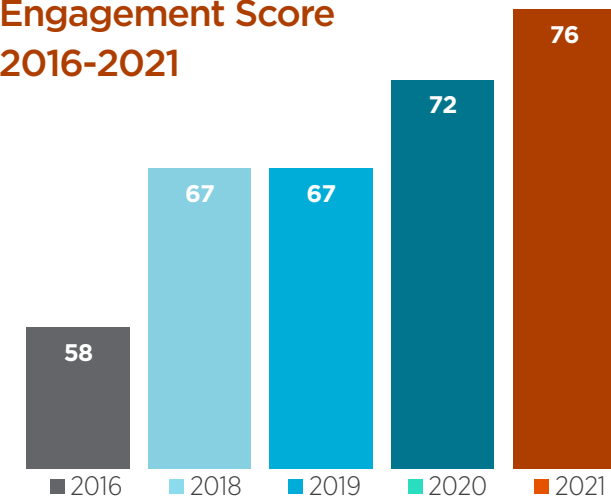
More than **30%** increase in TAE over the past 5 years



To ensure we are continuously improving on associate engagement, we measure it annually. Our TAE Survey asks associates to agree or disagree with a series of statements such as “I am proud to work for this company,” “I would recommend this company as a great place to work,” “I rarely think about looking for a new job” and “I am satisfied with Zurn as a place to work.” We received responses from **73%** of associates in 2021, and we are targeting an **80%** response rate by 2024.

We calculate Zurn Water Solutions' associate engagement score by averaging the percentage of associates who agree with the TAE Survey statements. Our score has improved consistently in recent years.

Total Associate Engagement Score 2016-2021 **Zurn TAE**





Zurn Water Solutions Adds Associate Benefits to Mark Becoming a Standalone, Pure-Play Water Business

Founders Grant.

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.

Bonus eligibility.

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.

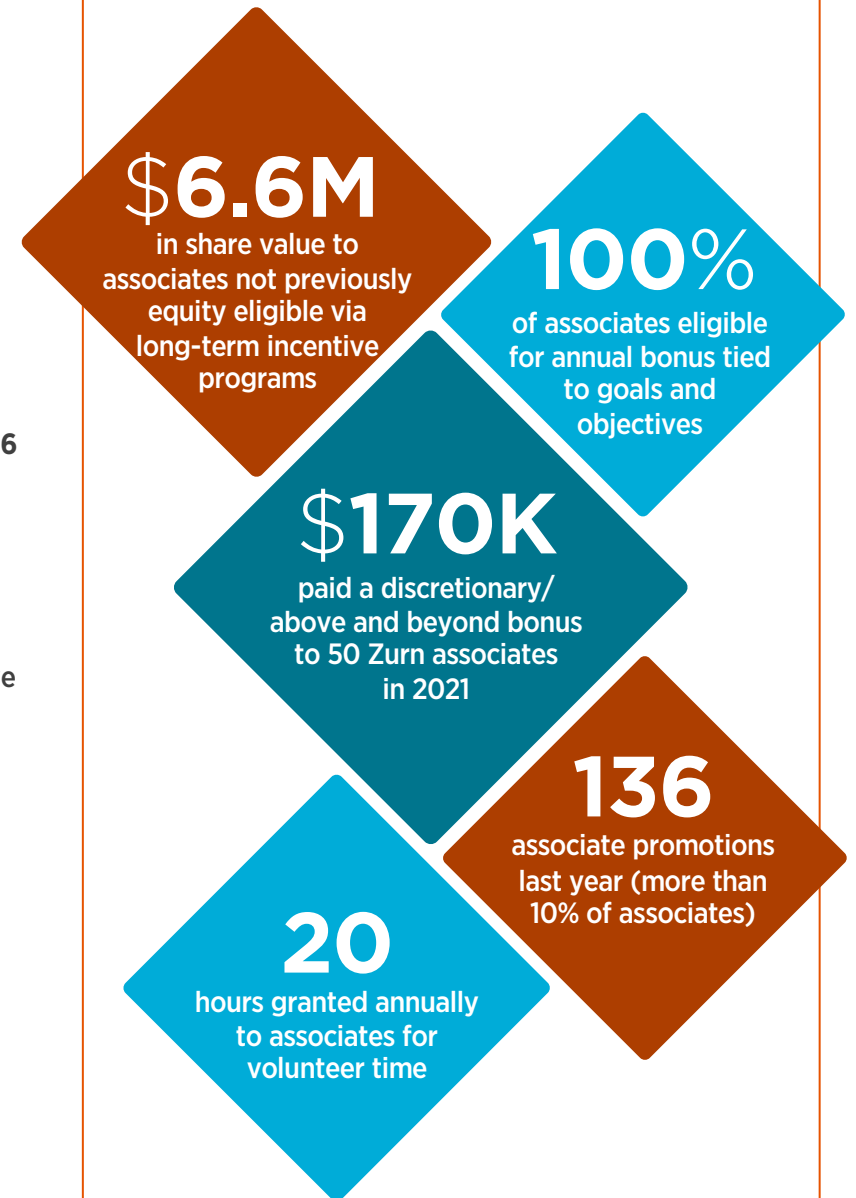
We offer a **Zurn Excellence award program** for special performance bonuses such as Spot Awards, Special Recognition Awards, Above and Beyond Awards, Recognition Awards for Ideas / Contributions, in addition to #CI (continuous improvement) quarterly recognitions.

Additional paid volunteer time.

We increased associates' paid time for company-sponsored volunteer events by **25 percent, from 16 hours to 20 hours annually**—an amount roughly equivalent to 1 percent of time spent at work. We recognize that when our associates help to enrich our communities, we all win.

These new benefits 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





Professional Development

Our focus on professional development extends naturally from our core value of **Continuous Improvement**. We support associates' efforts to advance in their careers in numerous ways:

Manager development programs

These programs combine self-directed learning with on-the-job applications to help associates expand their experience and skill set. It includes three levels—Build, Grow and Accelerate—each of which involves a commitment of approximately four hours per week for three months. With 31 associates participating this year, the program builds in touchpoints with other participants, helping associates more deeply understand and internalize the program's lessons as they explain them to others and share key takeaways.

Leadership development programs

We offered associates virtual classroom leadership development including courses on Crucial Accountability, Crucial Conversations and 5 Dysfunctions of a Team with 21 associates participating this year.

Tuition reimbursement

This program has provided more than \$55,000 in tuition reimbursement bonuses in 2021.

#CI

Zurn's intranet includes a forum where employees share stories of continuous improvement in their day-to-day work. Associates post about a wide variety of ongoing advances, from waste reduction to better flow for manufacturing cells to measuring manufacturing process efficiency. Every operational facility can post to this system, which updates in real time. We share information throughout our workforce, and we highlight #CI winners on quarterly associate calls.





Professional Development



Zurn U

This internal software platform empowers Zurn associates to drive their own development. ZurnU provides a framework for delivering educational content on subject matter including technology, management skills, leadership skills, Zurn products and the Zurn Business System, and for tracking associates' progress over time. The content offered through ZurnU can be delivered in a variety of media formats: traditional e-learning, virtual classrooms, traditional classroom offerings, audio books, short videos, books, and book summaries. There were 466 associates that accessed the e-learning platform voluntarily, and completed over 420 different course offerings.



Employee Resource Groups (ERGs)

Zurn has ERGs that provide networking and mentoring opportunities for women and early-career associates. We will develop and launch additional ERGs in 2022, and have begun the process of establishing an African American ERG.



Women's ERG

Executive Sponsors:

President
Zurn Water Solutions

Vice President
Human Resources



Drive Early in Career ERG

Executive Sponsor:

Vice President
Finance



Professional Development

Internships

The Zurn Water Solutions Internship Program provides early exposure to our business. It challenges interns with meaningful projects and on-the-job learning, and it engages them in community activities where they see firsthand the positive impact businesses can have and the value of giving back. Our internship program partners with multiple schools including Marquette University, University of Wisconsin-Madison, University of Wisconsin-Milwaukee, Penn State University, Virginia Tech and North Carolina State.

About half of our interns typically come from partner schools. Our program has continued despite the complications stemming from the COVID-19 pandemic, with **37 interns** participating at Zurn Water Solutions as of June 2021.

McKinsey Black Executive Leadership program

Tamanjong Fusi, Director of Zurn Water Solutions' Janitorial and Sanitation & Alternatives Business, participated in the McKinsey Black Executive Leadership Program (BELP) in 2021. BELP highlighted dynamic leadership techniques and illustrated examples of Black professional excellence, while helping Tamanjong identify network gaps, define his authentic leadership style and create his personal energy management plan. Zurn Water Solutions recognizes that this kind of sponsorship is valuable for diverse professionals' career growth and essential for equitable development of the talent pipeline.





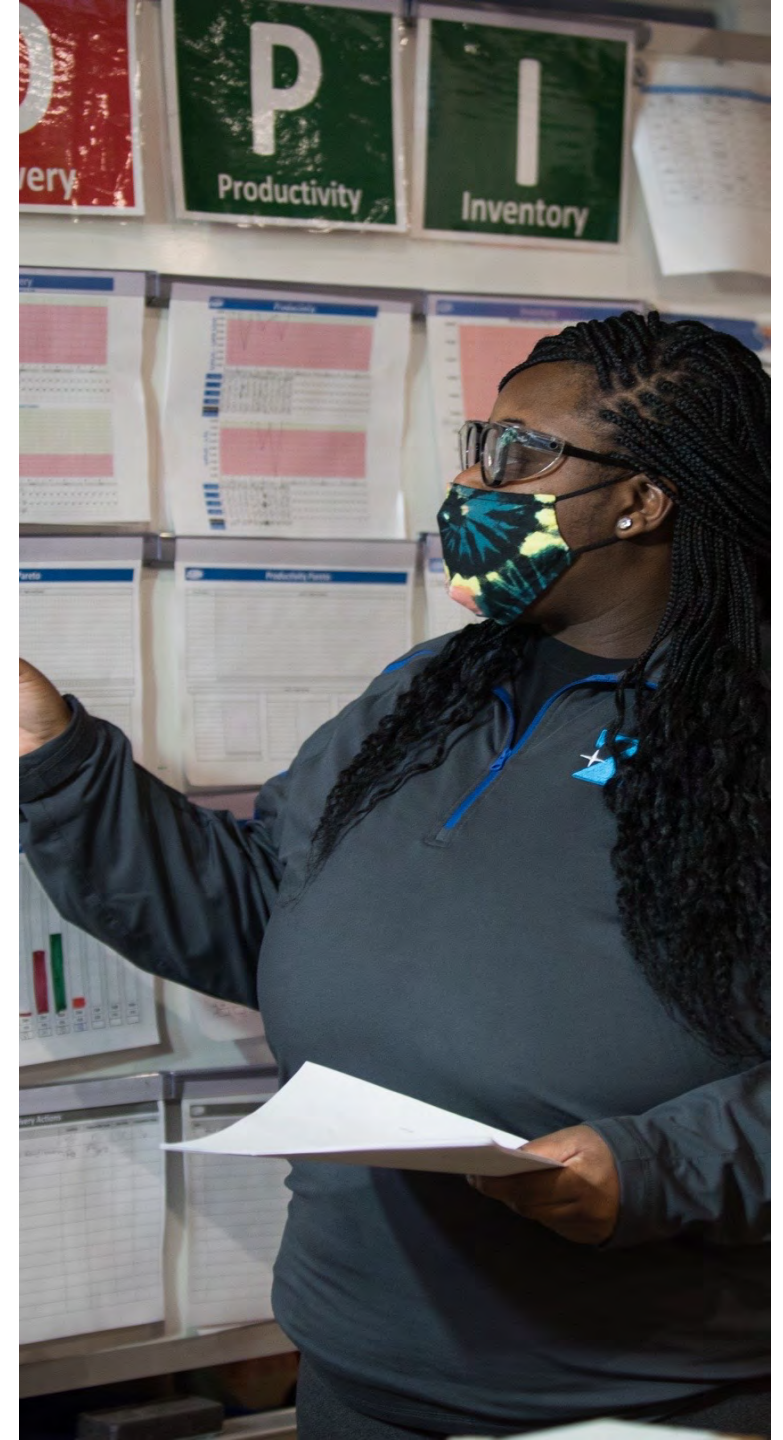
Diversity and Inclusion

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.

Read the Zurn Water Solutions [Diversity and Inclusion Policy](#) for more about our commitment, philosophy, expectations and tactics.

We recognize that to become a more inclusive workplace, we need to listen carefully and deeply. We began strengthening the foundation of our D&I work in 2020 with our **Listening Groups**—open conversations fostering dialog with associates who identify as Black, LatinX, LGBTQ+, Asian, Women, Disabled, Veterans, Men, Early Career Professionals, and/or members of other communities.

These discussions placed particular emphasis on the connections between diversity and inclusion and Zurn Water Solutions' core values, as described further on the next page.





Belonging at Zurn Water Solutions

Zurn Water Solutions' Core Values, particularly **Operating with integrity in everything we do**, are a focus during listening sessions. Our Diversity and Inclusion office uses the input we received in these sessions for planning future initiatives, because we consider the voices of our associates across the globe critical to furthering our efforts in this area.

To build greater diversity within Zurn Water Solutions, we are advancing our recruiting efforts. As of the beginning of 2021, all our recruiters earned their **Diversity AIRS certifications**, demonstrating that they had completed training on strategies and techniques for attracting diverse talent.

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.

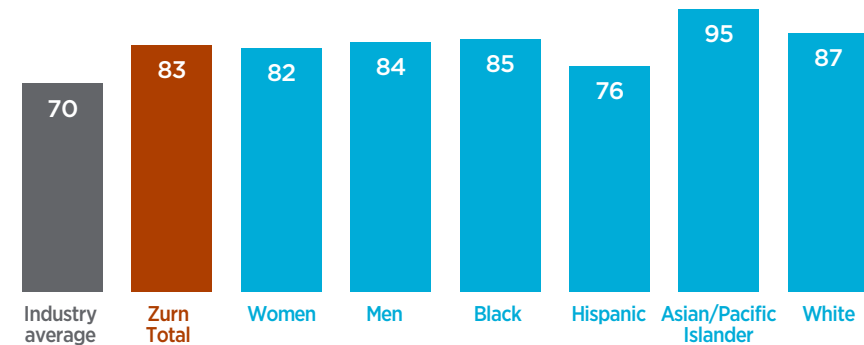
In the first quarter of 2021, we introduced two new training modules into our annual Code of Conduct training: *Overcoming Unconscious Bias in the Workplace* and *Leading Diversity*. We also launched our new **mentoring program** in 2021 through Talent Development and introduced in January 2022 through our Women's ERG. And we conduct a bi-annual **gender pay equity review**.

To ensure that our efforts drive change, we measure and track our results. Our **Associate Inclusion Index** tracks the average affirmative response to the following questions from the Total Associate Engagement survey:

- 1 I feel as if I belong on my team
- 2 I receive appropriate recognition when I do a good job
- 3 I am comfortable voicing my ideas and opinions, even if they are different than others'

Our goal is to continue to maintain an Associate Inclusion Index score higher than the industry average.

2021 Inclusion Index Score



In 2022, we will continue to focus on tailoring diversity and inclusion strategies to each business function, establishing goals and evaluating our recruitment, onboarding and development processes.

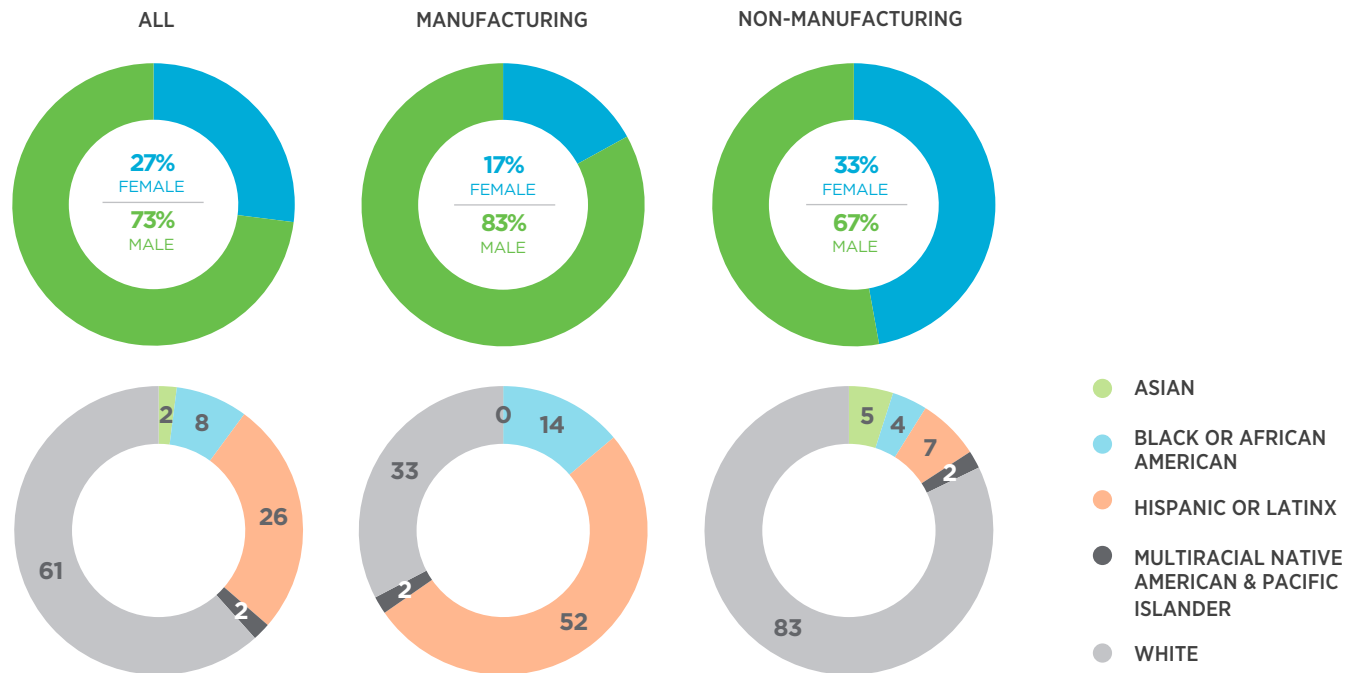




Supplier diversity is another point of emphasis in our D&I work. Zurn Water Solutions has implemented a U.S. Supplier Diversity Program to enhance and promote a diverse supplier base and to increase diverse supplier spend. Our company spent approximately **\$5 million in 2021 doing business with suppliers owned by women, minorities,**

veterans or LGBTQ individuals, or in HUBZone locations. We are **targeting 8 percent of spending** in North America by 2024 with businesses in these groups, which we expect to amount to roughly **\$18 million.** Our approach is laid out in more detail in our [Supplier Diversity Policy](#).

Diversity at Zurn: Associates



Zurn Water Solutions 2021 U.S. Racial Diversity

Diversity and the Zurn Board of Directors

Zurn Water Solutions recognizes the business benefits of diversity as well as the moral and ethical responsibility to support a more inclusive and equitable society. We are working to build a more diverse Board that reflects the people we serve.

Three of our nine directors as of December 2021 are either women or non-white. We have set a goal for women to make up at least **30 percent** of our board in the future, and we are looking into other ways to promote diversity on the board and in the workplace.





Communities

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Corporate Giving

Zurn Water Solutions' sustainability is directly connected to the places where we live and work in the United States and around the globe. As part of our Sustainably Inspired ethos, we commit to engaging constructively in our communities, supporting them physically and socially with a variety of philanthropic and volunteer efforts.

To maximize our positive impact, we focus our community efforts where our resources and expertise can make the greatest difference: basic needs, social justice and equity, the environment (with an emphasis on water) and education. Our education and social justice and equity efforts strive to help remove social, economic and educational barriers while promoting racial justice and equity.

Zurn Water Solutions gives both directly and through the Zurn Foundation. In early 2022, the company Foundation name changed from Rexnord Foundation to Zurn Foundation and an additional **\$2 million** in assets donated from Zurn Water Solutions to the Zurn Foundation in late 2021.

The Zurn Foundation focuses its giving on three primary areas:



Basic Needs

Supporting organizations that provide essential services related to food, housing and care for people in need.



Education

Supporting experiences, events and organizations that provide horizon-expanding educational opportunities, promote cultural diversity and encourage the pursuit of excellence.



Environment

Supporting local and global organizations that work toward protecting the natural world, with particular emphasis on water, for current and future generations.





Our efforts in recent years have included:

- **Donating an additional \$2 million to the Zurn Foundation**
- **Contributing \$280,000 in 2021 to our Core Schools**, which build relationships in communities where we operate and help develop talent pipelines.
- **Donating \$1 million in hygienic products to recipients addressing the COVID-19 pandemic**, including the Boys and Girls Club, Eastern Oklahoma Medical Center, and Faith Ministries in New Milford, CT.
- **Nearing the \$1 million mark in support of efforts dedicated to racial justice and equity.**
- **Continued support of opportunities and programs that enable the advancement of students in their academic and professional careers.** These initiatives include \$56,000 annually in college scholarships for children of associates, sponsoring two Women in Supply Chain scholarships at Marquette University and in 2021 a second \$1 million donation to help the Marquette University College of Business Administration broaden its [Bridge to Business](#) Program to include leaders with diverse professional experiences.
- **Donating \$50k in oxygen concentrators to hospitals in India during the height of the COVID-19 pandemic**, when hospitals were overrun and the oxygen tank shortage was at crisis levels.





How Zurn Water Solutions Has Helped Fight COVID-19

During the COVID-19 pandemic, Zurn recognized our unique ability to support healthcare facilities in ways that go beyond monetary donations. We met with experts in the healthcare industry to determine which solutions would offer the greatest advantages, including touchless fixtures, antimicrobial materials and more. Zurn ultimately pledged \$1 million in touchless solutions to dozens of healthcare facilities in North America. These nonprofits were able to advance handwashing best practices without affecting their budgets, while reassuring staff, patients and guests. Here's what some recipients said about the program's impact:



Rush Hospital isolated its Covid-19 patients in a specific wing. Through the donation, we installed Zurn touch-free faucets there. Fortunately, we're seeing fewer patients today, but the donated products are without a doubt staying. The faucet and flush valve sensor activation provides peace of mind on top of ease of use. Back when the situation was 'full-on,' we got exactly what we needed, because Zurn was able to provide the materials fast.

 RUSH | Rush Hospital, Bensenville, Illinois

One thing that doesn't get talked about enough is the maintenance that comes with manual products. From clogs to people flushing with their feet, it burdens our already stretched thin staff. Users don't have to touch anything now, which impacts our sanitation efforts, too.



Mercy Health-St. Charles Hospital, Oregon, Ohio

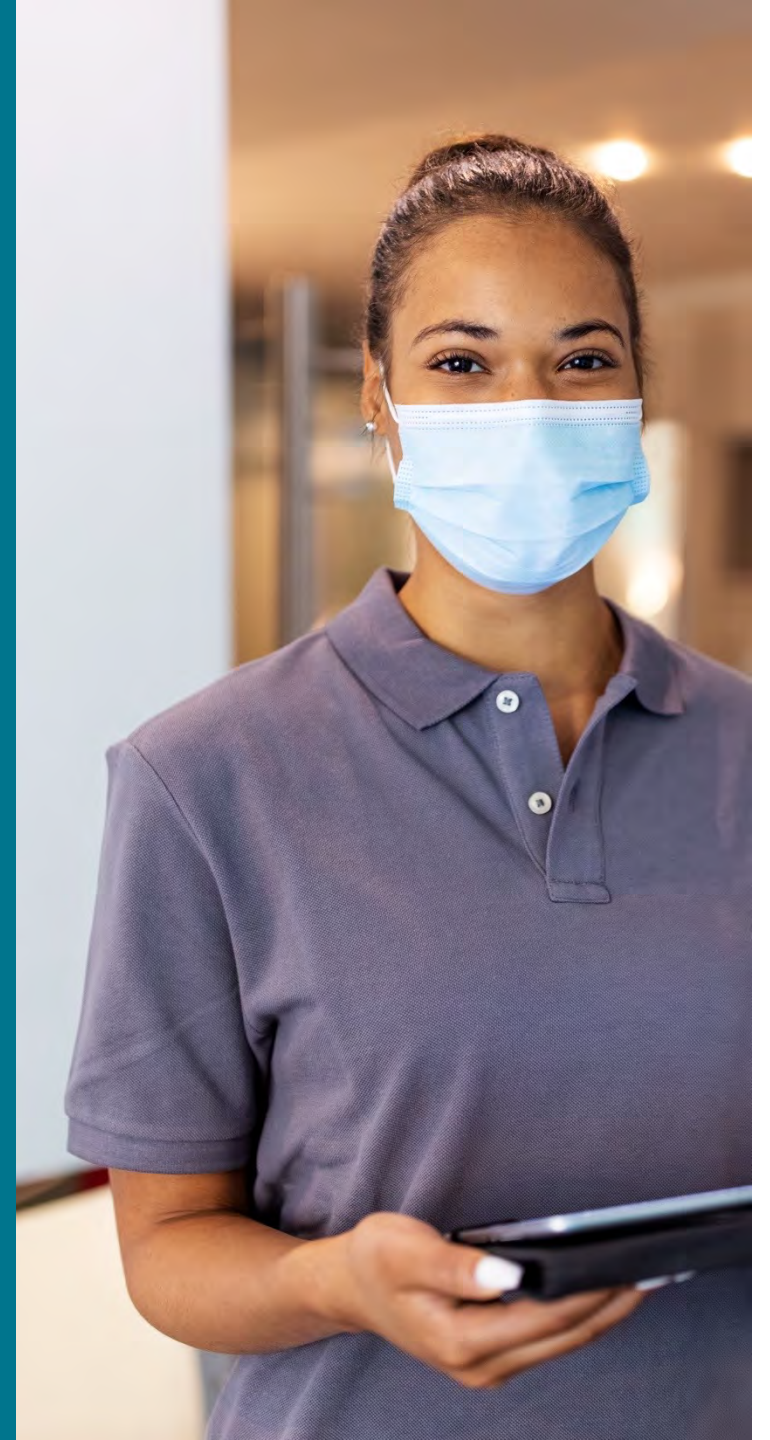
I want our congregation to know that Zurn generously donated all of these products to us. And if there's any way we can support or recognize the company in the future, we will. We are just so grateful for our clean, seamless restroom experience.

 First Alliance Church, Erie, Pennsylvania

The fire department uses our facility, the police department uses our facility when they have big events – so all sorts of people are coming through here. To know that we are able to make our facility safe by making it touchless is a big, big deal.



Faith Ministries in New Milford, Connecticut





Community Contributions

In addition to our giving, Zurn is an active participant in community-building events and organizations. For example, we have been a member of the Wisconsin LGBT Chamber of Commerce since 2018. We also sponsor Milwaukee's Women of Influence Symposium, which brings together successful women to share their experience, strategies and life lessons, with the goal of empowering women today and in the future.

Looking ahead, we are planning **\$5 million in charitable contributions** between 2021 and 2024. We intend to donate this money to carefully selected organizations that address some of society's most pressing issues, including those that support racial justice and intersect with our charitable focus areas of basic needs, education and the environment.



Planning
\$5M
in charitable
contributions

Pledged
\$1M
in touchless solutions to
healthcare facilities

\$2M
donated to
Zurn Foundation



Associate Giving and Volunteerism

Our support for our communities is bottom-up as well as top-down. We encourage our associates to help improve their communities and provide incentives for them to do so. We also match qualifying charitable gifts by our associates, providing **\$83,000 in matching gifts** during our Foundation’s fiscal year.

We support associates who give time, talent and resources to worthy causes, including efforts to enrich the communities where we have operations. Associate volunteerism is such an integral part of Zurn Water Solutions’ culture that upon becoming a pure-play water solutions company we made an increase in paid volunteer time a key piece of the additional benefits given to associates (for more on benefits see page [44](#)). Associates now get **20 hours** of company time annually to volunteer at company-sponsored events, an increase of **25 percent** over previous years and roughly equivalent to 1 percent of a typical associate’s annual hours. In addition, volunteerism is one of the considerations when determining associate bonuses.

Each Zurn Water Solutions location has a Community Site Leader who helps to develop and organize company-supported volunteer activities, empowering associates to direct their time toward causes and organizations they care most about. We’ve partnered with BlackBaud/YourCause to help track associate volunteer hours, connect associates with volunteer activities at their location and facilitate company sponsorship of community programs of personal interest to associates. We provide training for associates on the YourCause platform annually and as part of the associate onboarding process. (Read our [Volunteerism Policy](#) for more information.)

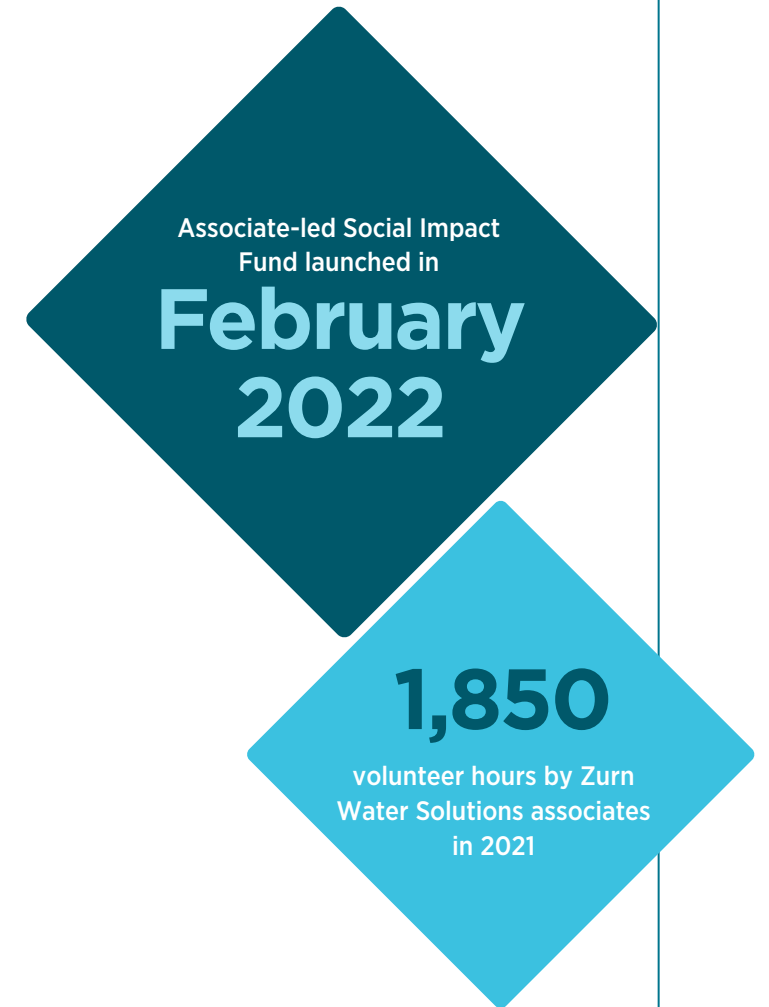




Zurn Water Solutions Associate-led Social Impact Fund

In February 2022, we launched the Zurn Water Solutions associate-led Social Impact Fund. The Fund provides financial backing and resources for innovative associate ideas that help our company advance our ESG efforts.

Our future depends on our ability to act responsibly with the relentless pursuit of sustainable progress, which is fueled by the innovative ideas of our associates. Through the ideas our associates bring forward, we can transform the communities where we live and work.





Governance and Ethics

SUSTAINABILITY REPORT 2021



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“

Our participation in the UNGC reaffirms our values and our commitment to water solutions for health and human safety, amplifying our deep heritage of environmental stewardship.

”

Todd A. Adams
Zurn Chairman and
Chief Executive Officer

Integrity in Everything We Do

At Zurn Water Solutions, Integrity in everything we do is one of our core values. We are committed to ethical business practices and leading governance principles, and we have established structures, policies and practices to ensure that, throughout our company, we follow through on our promise of integrity.

We are excited that Zurn Water Solutions became a signatory to the United Nations Global Compact (UNGC) at the end of 2021. We will incorporate the Ten Principles of the UNGC across ESG strategies, policies and procedures to continue a culture of integrity while promoting long-term sustainability.

Strong governance is central to being **Sustainably Inspired**. We hold a deep conviction that transparency and accountability are fundamental to providing long-term value to shareholders while meeting our environmental and social responsibilities.



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Corporate Governance Structure

The Zurn Water Solutions Board of Directors oversees company management on behalf of shareholders. Our Board meets all applicable laws and regulations related to director independence. The Nominating and Governance Committee reviews qualifications, performance and independence of existing Board members on an annual basis, as well as Board governance matters, such as Board diversity. The Board’s composition is reviewed annually as well to ensure the right mix of skills, experience and background needed for the foreseeable future.

The Board of Directors oversees specific functions at Zurn through the following 5 committees:



Nominating and Corporate Governance



Audit



Compensation



Environmental, Social and Governance



Executive

The Zurn Board of Directors

8

INDEPENDENT DIRECTORS

Board members’ sector experience

Building and manufacturing

Engineering

Accounting

Hospitals

Private equity

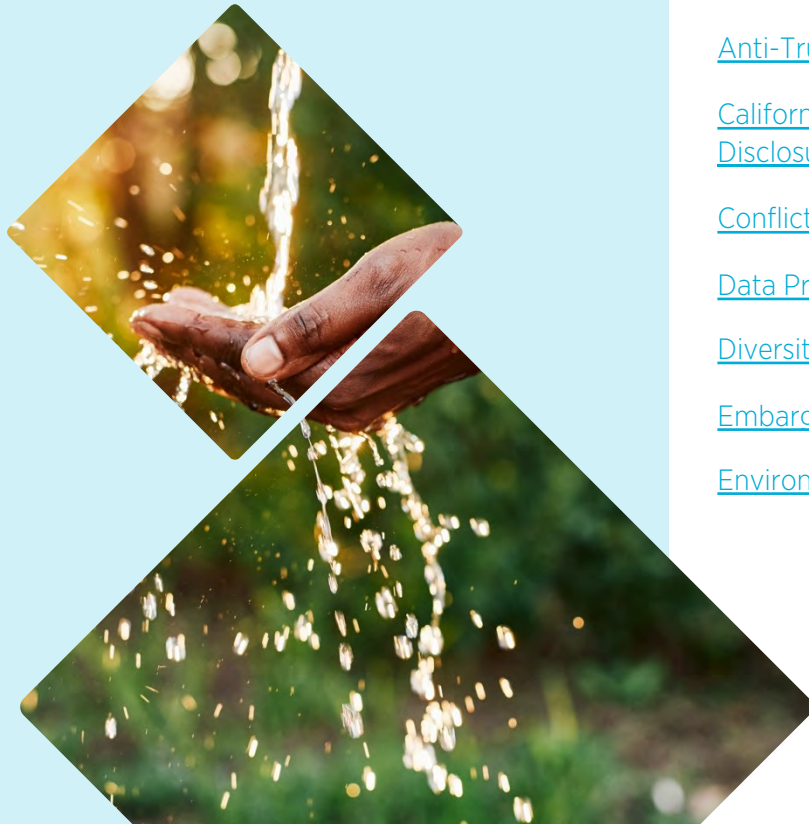
Data and IT





Responsibility for ESG

To fulfill our promise as an inherently ESG company, we have established governance structures to ensure strong ESG practices throughout our organization.



ESG Policies

Our policies guide our 1,200 associates every day and are available at our [website](#).

[Code of Business Conduct and Ethics](#)

[Anti-Boycott Compliance Policy](#)

[Anti-Corruption Law Policy](#)

[Anti-Trust Policy](#)

[California Transparency in Supply Chains Act Disclosure](#)

[Conflict Minerals Policy](#)

[Data Privacy Policy](#)

[Diversity and Inclusion Policy](#)

[Embargoed Countries and Denied Parties Policy](#)

[Environmental and Sustainability Policy](#)

[Equal Employment Opportunity](#)

[Insider Trading Policy](#)

[Product Safety and Quality Policy](#)

[Substance Abuse in the Workplace Policy](#)

[Supplier Code of Conduct](#)

[Supplier Diversity Policy](#)

[UK Tax Strategy](#)

[Volunteerism Policy](#)

[Workforce Privacy Notice](#)

[Workplace Free from Unlawful Harassment and Discrimination](#)



Board-Level ESG Responsibilities

The Board of Directors' ESG Committee, currently comprising David Longren (Chair), George Moore and Peggy Troy, oversees 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.

Matters considered ESG-related include:

- Employee health and safety
- Sustainability
- Ethical and sustainable sourcing
- Human rights
- Environmental matters
- Product safety and eco-friendly design
- Supplier conduct and diversity
- Materials sourcing
- Labor practices
- Diversity and inclusion in employment
- Volunteerism and corporate giving
- Corporate citizenship
- Business ethics

Executive Responsibilities for ESG

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 the below topics.

Governance & Ethics

Product Quality & Safety

Supply Chain

Environmental, Health & Safety

Human Capital





Compliance and Ethics

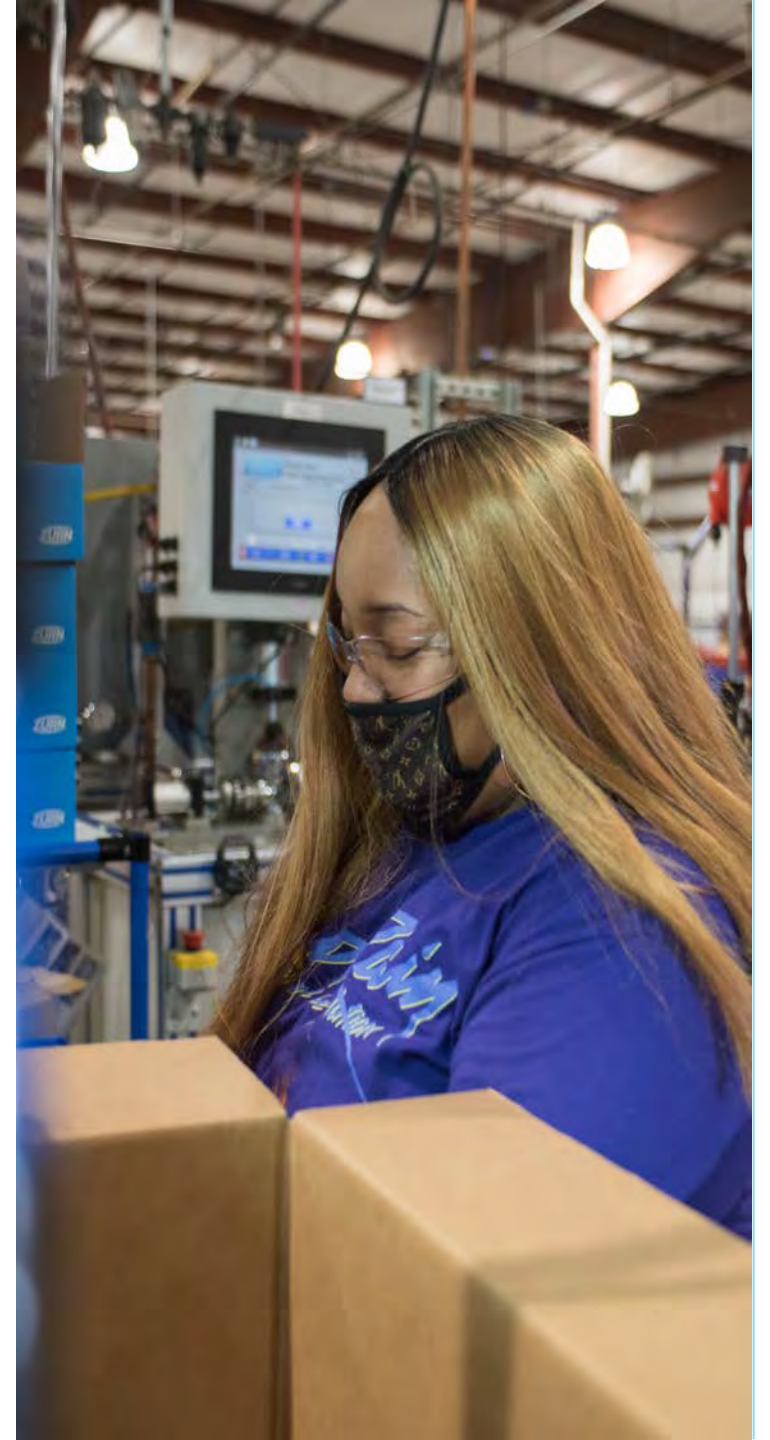
At Zurn Water Solutions, we maintain a comprehensive Compliance and Ethics Program. The program is designed to ensure that, throughout our company, we fulfill the expectation for our leaders, associates, agents, and suppliers to comply with the laws and regulations that govern our industry and to act 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. The Code includes Zurn Water Solutions' Human Rights Statement, which aligns with the United Nations Global Compact Principles 1 and 2.

The Office of General Counsel manages the Compliance and Ethics Program and regularly briefs the CEO and Board of Directors on related matters. The Board of Directors' Audit Committee oversees the program and reports to the Board on it annually.

Associates are trained on the Code annually, with 100 percent of Zurn Water Solutions associates fully trained on it in 2021. The training takes participants through hypothetical situations in which employees face ethical dilemmas in the workplace, reinforcing the importance of reporting misconduct and detailing avenues for doing so.

Zurn Water Solutions has a well-established Ethics Reporting Program intended to discourage misconduct, fraud and abuse, and to discover and address such issues if they occur. Associates and vendors alike can report claims through a variety of channels, including Zurn's confidential 24/7 Ethics Hotline, our website, email, mail, in-person discussions or externally through government regulators. The Ethics Reporting Program includes guidelines for elevating material ethics claims to the Board of Directors' Audit Committee.



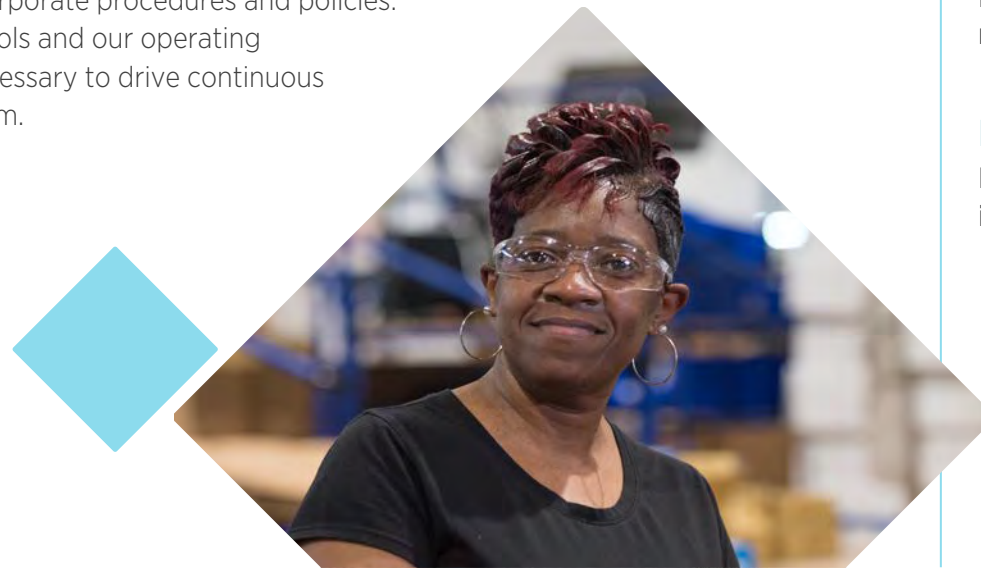


Compliance and Ethics

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





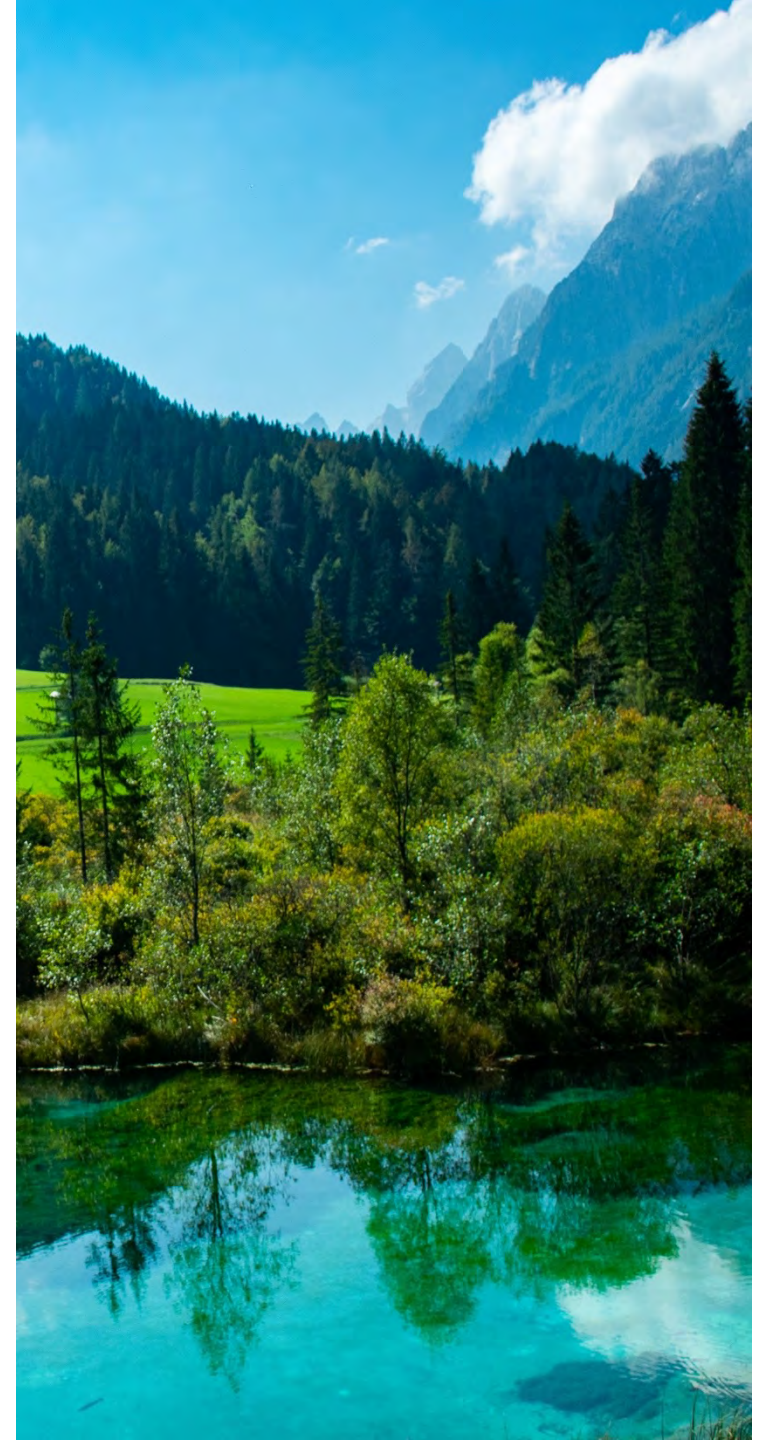
Responsible Sourcing

Providing **Sustainably Inspired** products and solutions means committing to thoughtful, responsible sourcing of materials and to maintaining a sustainable, resilient supply chain. Our suppliers are integral to our business, and we expect them to adhere to the same high standards as our associates for ethics, human rights, diversity and environmental stewardship.

We have developed our Responsible Sourcing Philosophy and are incorporating it into our strategic planning and sourcing practices. Our Philosophy:

- Aligns with our Supplier Excellence Manual
- Emphasizes our Human Rights Statement (see Section 18 of the [Code of Business Conduct and Ethics](#))
- Establishes monitoring of supplier performance against the expectations outlined in our [Supplier Code of Conduct](#) (see following page)

Zurn Water Solutions has prioritized efforts to continuously improve and enhance the sustainability of our global supply chain. We work with our suppliers on environmental and social issues such as climate change mitigation, supplier environmental management systems, health and safety, labor and human rights, and materials management, including adherence to rules governing conflict minerals.





Supplier Code of Conduct

Our [Supplier Code of Conduct](#) spells out Zurn Water Solutions' policies and expectations for suppliers. It must be signed annually by our top suppliers and complied with as part of all long-term supplier contracts. The Code addresses:

- Compliance with all applicable laws
- Ethics and integrity with respect to bribery, competition, accounting, documentation, conflict minerals and conflicts of interest
- Human rights, including providing employees with safe working conditions, treating them fairly and with dignity, and otherwise acting in accordance with the UN Universal Declaration of Human Rights
- Respect for the environment, including seeking to conserve resources and reduce waste

Concerns or violations regarding Zurn Water Solutions' supply chain or supplier quality may be reported at any time through our **Ethics Hotline** and website.

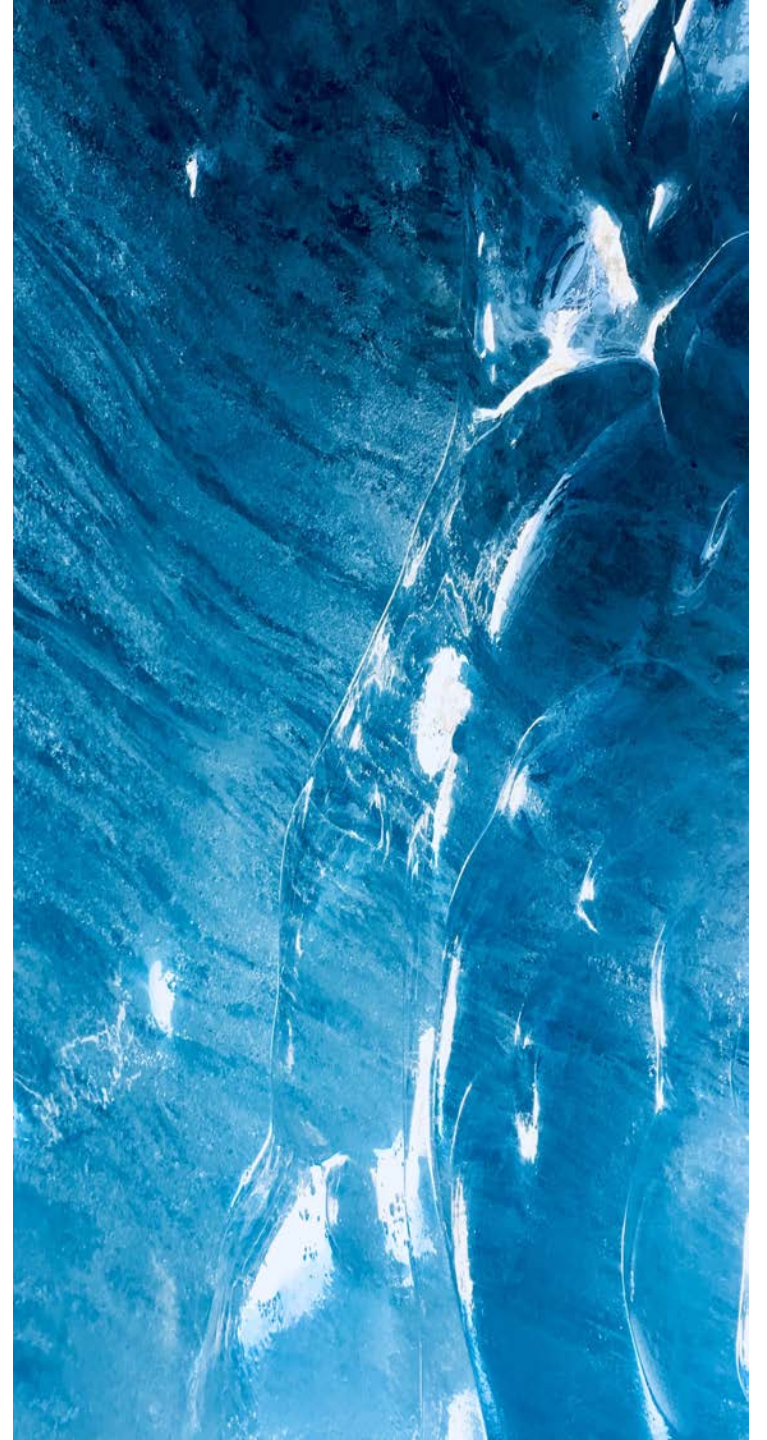


Supplier Quality and Development Program

Our Zurn Water Solutions' Vice President of Global Supply Chain and their team works with global suppliers and internal stakeholders to execute our global supply chain strategy and oversees our Supplier Quality and Development Program.

We are expanding the program to include an assessment of key environmental and social performance indicators. We have introduced the use of supplier surveys and contractual reviews designed to identify negative environmental or social impacts, both actual and potential, and we are engaging with suppliers on sustainability initiatives. We **surveyed our top suppliers** in 2021, representing **80 percent of our global supplier spend**.

The expanded program is intended to promote awareness of environmental impacts and foster a transparent and responsible supply chain—one that observes human and labor rights and provides fair wages. Zurn Water Solutions is investing in our information technology systems and auditing capabilities to further monitor supply chain compliance and drive sustainable sourcing.





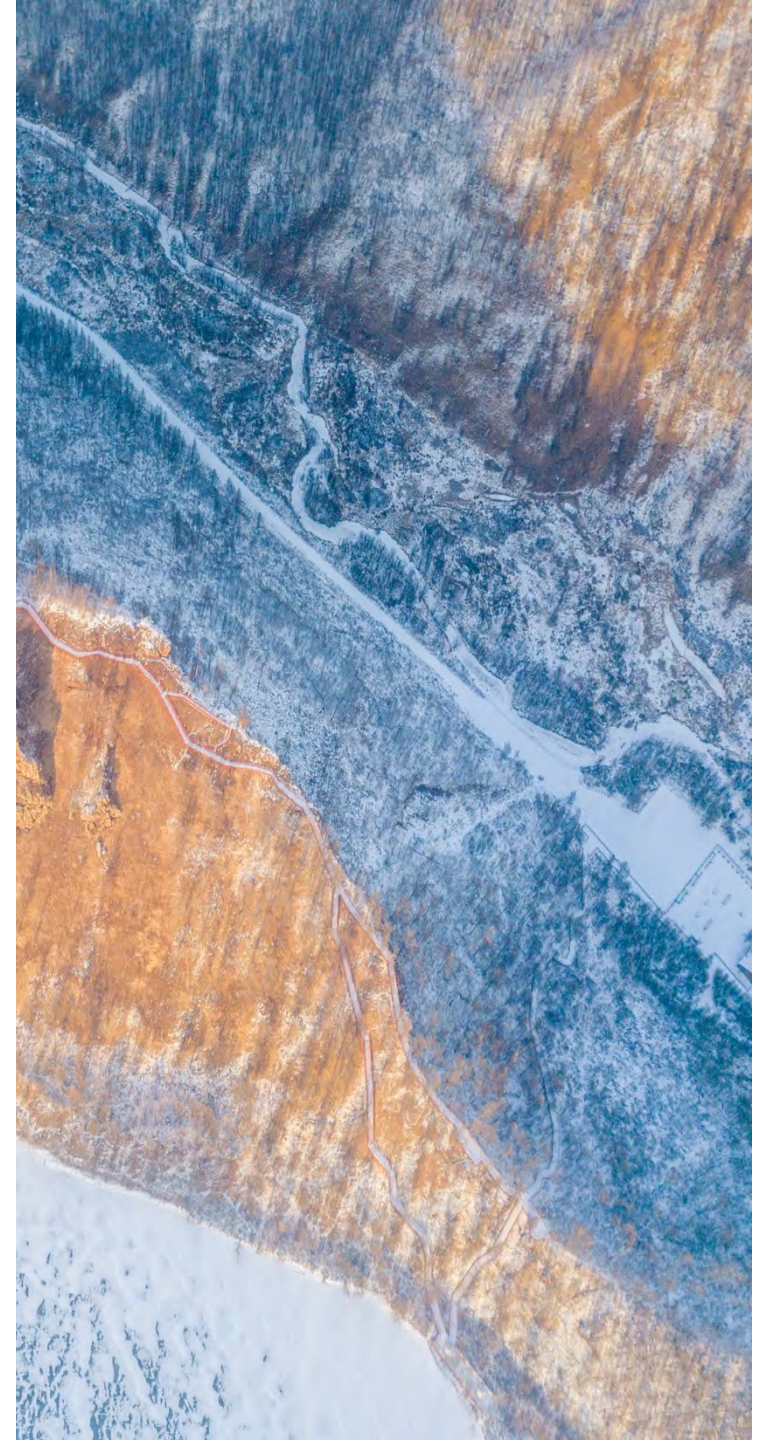
Critical Materials and Conflict Minerals

Zurn Water Solutions' products use a variety of critical materials. We continually evaluate risks related to critical materials including key commodities subject to the risk of supply chain restrictions, working to balance costs and risks related to changing markets and supply. In all situations, we implement appropriate risk mitigation efforts to ensure availability of product. Several measures support these efforts:

- Our Supply Chain Risk Assessment process alerts us to issues with supply base stability and continuity, including those related to geopolitical concerns
- We employ unique stocking strategies for key materials
- We approve multiple sources for supply whenever possible

Zurn Water Solutions purchases critical materials both directly for our production needs as well as through our assembly partners. When engaging with suppliers, the Supply Chain organization uses the [Supplier Code of Conduct](#) to set clear expectations related to conducting business, worker safety, and regulatory compliance with local laws. The Supplier Code of Conduct is standard in all of our procurement agreements.

As part of our commitment to business practices that foster human health and safety, Zurn Water Solutions supports responsible sourcing of Conflict Minerals. We comply with the Security and Exchange Commission's (SEC's) Conflict Minerals reporting requirements, which help safeguard against the potential for labor and human rights violations. Zurn Water Solutions expects its suppliers to source such minerals from smelters or refiners that have completed an independent third-party conflict minerals audit. We survey our supply base annually to ensure compliance and to gather information about conflict minerals use. Additional information on our management of conflict minerals can be found in our [Conflict Minerals Policy](#).





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TOPIC	ACCOUNTING METRIC	UNITS	2021 RESPONSE	SASB ^(A)	GRI ^(B)	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	--	Environment, Page 19 Sustainably Inspired Products	--	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	--	Environment, Page 24 Partnering with Customers to Achieve Operational Sustainability; Governance, Page 59 Integrity in Everything We Do	--	102-12	--
	Statement from senior decision-maker	--	Message from our Chairman and CEO, Page 3-4	--	102-14	--
Greenhouse Gas Emissions	Gross global Scope 1 emissions (direct GHG emissions)	Metric tons (t) CO ₂ 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 ₂ 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.	--	About Zurn Water Solutions & This Report, Page 15-16 Looking Ahead; Environment, Page 29 GHG Emissions and Carbon Reduction Program	RT-CP-110a.2	--	
Air Quality	Nitrogen oxides (NO _x) - 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 _x) - 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 ^(A)	GRI ^(B)	UN SDG
Water Management	Total water withdrawn	Thousand cubic meters (m ³)	44.6	RT-CP-140a.1	303-3	6 - Clean water and sanitation 14 - Life below water
	Total water discharged	Thousand cubic meters (m ³)	44.5	--	303-4	
	Total water consumed	Thousand cubic meters (m ³)	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	--	Environment, Page 29 Water Consumption	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 ¹	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	--	

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



TOPIC	ACCOUNTING METRIC	UNITS	2021 RESPONSE	SASB ^(A)	GRI ^(B)	UN SDG
Employee Health & Safety	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	--	--	
Product Safety	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 (\$)	SEC Filings - 10-K 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	--	
Employee Recruitment, Inclusion & Performance	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	--	People, Page 45 Professional Development	HC-BP-330a.1	--	
Employee Demographics	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 ^(A)	GRI ^(B)	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	--	People, Page 48 Diversity and Inclusion	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	--	Governance, Page 65 Responsible Sourcing	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 (#)	Governance, Page 67 Supplier Quality and Development Program	--	308-2	
	Number of suppliers assessed for social impacts	Number (#)	Governance, Page 67 Supplier Quality and Development Program	--	414-2	



TOPIC	ACCOUNTING METRIC	UNITS	2021 RESPONSE	SASB ^(A)	GRI ^(B)	UN SDG
Materials Sourcing	Description of the management of risks associated with the use of critical materials	--	Governance, Page 68 Critical Materials and Conflict Minerals	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"> • Anti-Corruption Law Policy • Anti-Trust Policy • Code of Business Conduct and Ethics • Supplier Code of Conduct 	RT-EE-510a.1	--	16 - Peace and Justice Strong Institutions
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Dollars (\$)	SEC Filings - 10-K 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 (\$)	SEC Filings - 10-K 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	--	
Volunteerism / Corporate Giving	Volunteer Hours	Number (#)	1,850	--	--	11 - Sustainable Cities and Communities
Activity Metrics	Number of units produced by product category	Number (#)	SEC Filings - 10-K 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.