

# 2024 SUSTAINABILITY REPORT

SUSTAINABLY  
INSPIRED®

**ZWS**  

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LISTED  

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**NYSE**

# Table of Contents

## 03 MESSAGE FROM OUR CHAIRMAN AND CEO 03

## 05 ABOUT ZURN ELKAY 05

About Zurn Elkay Water Solutions	07
Sustainability Enhancements	11
2024 Performance and Program Highlights	12
About This Report	13
Mission, Vision and Values	14
Sustainability Pillars	15
Sustainability Goals and Targets	16

## 18 PRODUCTS 18

Products	20
Products with Sustainable Attributes	22
Providing Cleaner, Safer Drinking Water in Schools	31
Meeting Customers' Building Needs	33
Product Safety	34

## 36 ENVIRONMENT 36

Environment	38
The Zurn Elkay Environmental Management System	39
Internal Environmental Audits	41
Energy and Emissions	42
Water Use and Stewardship	46
Waste and Recycling	50

## 53 HEALTH AND SAFETY 53

Health and Safety	55
Safety in Our Facilities	56
Occupational Health and Safety Management	59
Contractor Safety	60
Health and Safety Audits	61
Measuring Safety Performance	62

## 63 PEOPLE 63

People	64
Associate Engagement	67
Associate Benefits	70
Professional Development	72
Inclusion and Belonging	77
Associate Wellness	83

## 84 COMMUNITIES 84

Communities	86
Corporate Giving	87
Associate Giving and Volunteerism	92

## 95 GOVERNANCE AND ETHICS 95

Governance and Ethics	97
Compliance and Ethics	103
Supply Chain Sustainability	105

## 111 INDEX 111





*Since our founding 125 years ago, we've applied a Sustainably Inspired approach to addressing water-related challenges.*

# Message from our Chairman and CEO

Through the advancement of our sustainability strategy, we envision a more sustainable future as we deliver customer-focused solutions that make *clean water more accessible and sustainable*, minimize our environmental footprint and foster an inclusive workplace that empowers our associates.

Water is the essence of life, yet the planet is facing several climate- and water-related crises: from intensifying floods and droughts driven by climate change to water pollution that threatens biodiversity and human health, alongside an aging U.S. infrastructure that risks contaminating water supplies.

Since our founding 125 years ago, we've applied a **Sustainably Inspired** approach to addressing water-related challenges. It all began in 1900 when John A. Zurn, a 26-year-old from Erie, Pennsylvania, with partner, Milton Rowley, purchased the patterns and tooling for certain discontinued product lines from Erie City Iron Works.

Among those purchased items was a patented backwater valve for preventing the flow of storm and wastewaters back into a building's drainage system. That purchase was the beginning of the innovative portfolio of water solutions products and systems that we offer today to promote health and hydration, protect and conserve water, reduce waste and provide safer, cleaner drinking water.

Whether it's offering products to further reduce water usage and the use of nonrenewable materials or enhancing our commercial-grade water filters to remove new types of contaminants, our innovations enable our customers to reduce their buildings' environmental impact while providing safer cleaner drinking water for occupants.

We have set a clear path to advancing sustainability within our own operations and achieving measurable progress towards our goals. In 2024, our relentless focus on continuous improvement and solving complex water issues drove tangible results, strengthened communities and reinforced our mission to create a safer, healthier and more sustainable world. Our key areas of focus in 2024 included:

### Cleaner, Safer Water

Clean, safe water is the heart of our business. Our focus remains on solving critical water challenges by driving innovation and advancing water stewardship. For example, we introduced a low-cost, easy-to-install residential filtered faucet, and we expanded the list of contaminants that our certified water filters reduce to include microplastics as well as Per- and polyfluoroalkyl substances (PFAS) (perfluorooctane sulfonic acid (PFOS) and perfluorooctanoic acid (PFOA) specifically) and lead. We are proud of our efforts in states like Michigan, Wisconsin, Pennsylvania, Minnesota, New Jersey and Massachusetts, where we've advocated for safer water to ensure K-12 students have access to clean, filtered drinking water at school.



### Protecting and Conserving Water

Our portfolio of products delivers sustainable attributes to our customers. Our pressure reducing valves reduce water usage in buildings, backflow preventers protect against contamination, and low-flow faucets and flush valves save water in restrooms. We also developed digitally connected water management systems and tools, and a new Total Cost of Ownership and Sustainability Calculator, to help our customers understand both the cost and impact of their products. We are proud of the positive impact that our engineered products have on water resilience every day.

### Driving Sustainability in Our Operations and Supply Chain

We have taken significant steps to minimize our own impacts and protect the communities where we operate. In 2024, we began participating in the Global Water Council's WAVE program, which is helping us identify and prioritize water-related risks throughout our business. We are also proud to have achieved our ambitious goal of reducing our energy intensity by 15% (normalized against revenue) in 2024. We've also enhanced our supply chain sustainability program, ensuring the integrity of our supply chain and reducing risk through our supplier screening process and audits.

### Investing in Our People and Communities

Behind every product and solution are the talented 2,500 associates who help bring Zurn Elkay's vision to life. We believe our associates thrive and contribute to our purpose when empowered and supported as their authentic selves. We established executive-level sponsors for each of our seven employee resource groups (ERGs) and connected them with nonprofit partners to increase community engagement. Tackling complex water challenges, especially on behalf of children and other vulnerable populations, is a driving factor across our business. Through our Fountains for Youth program,

we donated filtered bottle filling stations to school districts like East Ramapo, New York, delivering immediate access to clean, safe drinking water for thousands of students nationwide.

I'm proud that our efforts continue to earn third-party recognition, including *TIME's* inaugural list of the World's Best Companies for Sustainable Growth and *Newsweek's* Most Responsible Companies and Greenest Companies lists, as well as top-tier sustainability ratings from MSCI, Sustainalytics and S&P Global.

But what is most gratifying is knowing that at the core, our commitment to sustainable growth, products and operations is our enduring guiding principle — *Do the Right Thing* — for our business, shareholders, customers, associates and communities.

Our legacy is built on innovation and responsibility. We align our operations with environmental stewardship and public health principles, turning challenges into solutions and ensuring our commitment to sustainability creates meaningful impact for the next 125 years.

Thank you for your interest in our work and for your support of our progress.

Sincerely,



**Todd A. Adams**  
Chairman and CEO  
Zurn Elkay Water Solutions





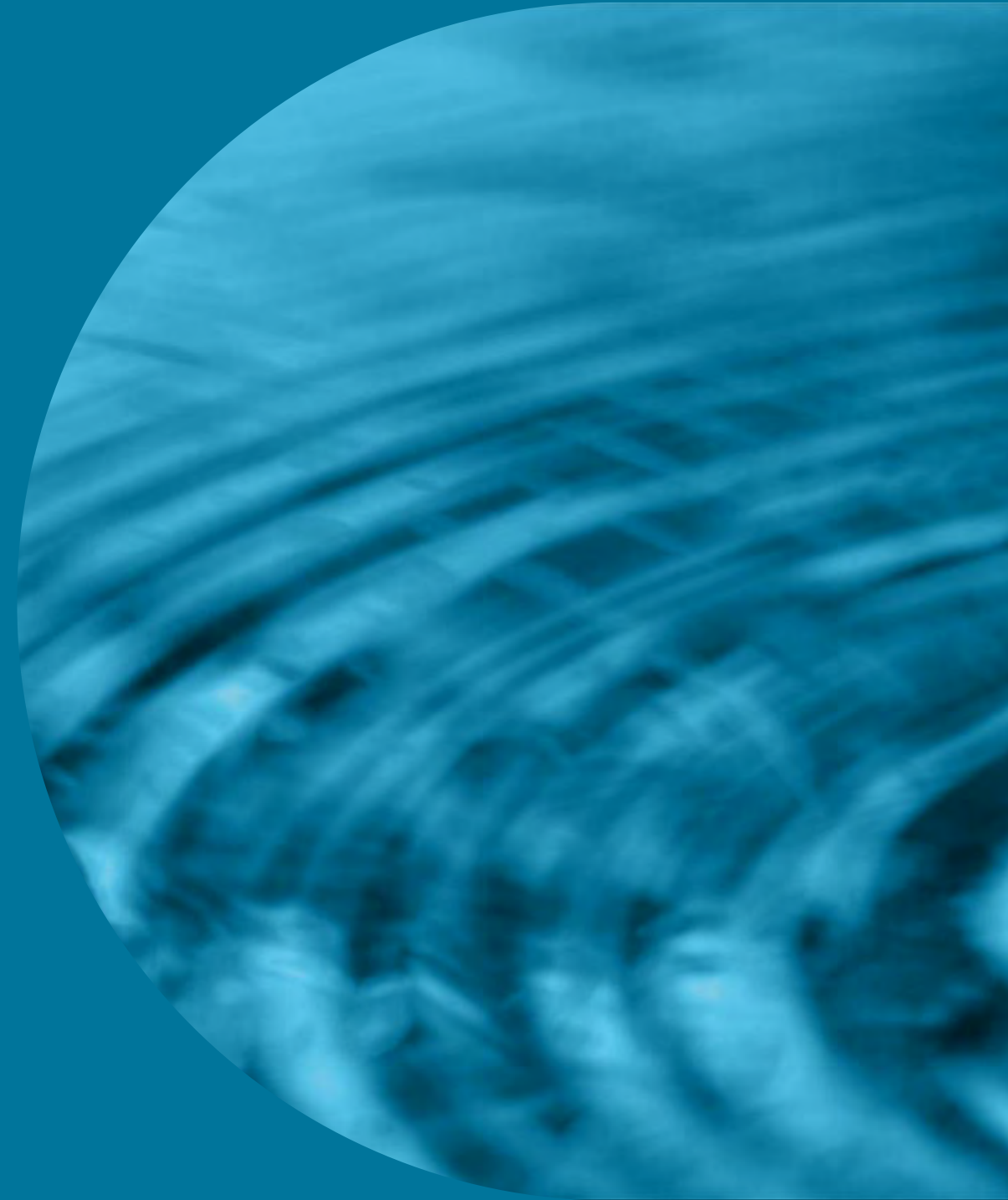
# ABOUT ZURN ELKAY





## Table of Contents

About Zurn Elkay Water Solutions	07
Sustainability Enhancements	11
2024 Performance and Program Highlights	12
About This Report	13
Mission, Vision and Values	14
Sustainability Pillars	15
Sustainability Goals and Targets	16





# About Zurn Elkay Water Solutions

Zurn Elkay Water Solutions is a pure-play water management business based in Milwaukee, Wisconsin.

Water is essential to life. We are stewards of water, putting sustainability at the heart of our mission. Sustainability considerations are integral to our strategic and financial planning, serving as a defining feature of our products, operations and practices.

Our solutions empower our customers to meet the sustainability and safety expectations of the people and communities they support in countless schools, hospitals, airports, stadiums, dormitories, arenas, offices, restaurants, hotels and other buildings. Our solutions also help our customers' buildings achieve sustainability certifications, including those from Leadership in Energy and Environmental Design (LEED) and the International WELL Building Institute (WELL v2).

Our products help to protect and conserve water, reduce the use of non-renewable materials, lower energy consumption, support the health of people and the planet and mitigate the impact of climate change.



Our pressure-reducing valves and low-flow faucets and flush valves reduce water usage, helping combat the increasing prevalence of water scarcity and droughts.



Our touchless hygienic products reduce the spread of germs in schools, healthcare centers, restaurants and everywhere else they are used.



Our Hydro•X faucets and flush valves produce carbon-free electricity to power hygienic devices exactly when and where needed.



Our grease interceptors separate fats, oils and grease before they plug sewer systems, preventing costly maintenance and sewer system issues.



Our energy-efficient hand dryers help prevent deforestation and cut emissions by eliminating the need for paper towels.



Our bottle filling stations and water fountains reduce the use of single-use plastics and keep plastic waste out of landfills and waterways.



Our filters help protect children from the dangers of lead, microplastics and perfluorooctane sulfonic acid (PFOS) and perfluorooctanoic acid (PFOA), two of the most prevalent per- and polyfluorinated substances (PFAS).



Our roof drains help address the growing risks related to heavy rain and flooding by quickly and efficiently evacuating water from building rooftops.



## About Zurn Elkay Water Solutions (Cont.)

Zurn Elkay Water Solutions offers the industry’s most comprehensive range of advanced clean water solutions for drinking water, hygiene and sustainable water management. Designed for sustainability, our products deliver safety, reliability, and performance with minimal environmental impact, focusing on efficient resource use, reducing carbon footprints, and enhancing health, hydration and quality. More than 50% of our revenue is tied to water infrastructure and distribution products including backflow preventers and pressure reducing valves in water safety, faucets and flush valves in hygienic and environmental and roof drains, carriers and grease interceptors in flow systems.

### Headquarters

# Milwaukee, Wisconsin



### Associates

# 2,500



### 2024 revenue

# \$1.6 billion



## Revenue by product category



**Drinking Water**  
~20%



**Water Safety and Control**  
~30%



**Hygienic and Environmental**  
~30%



**Flow Systems**  
~20%



## Zurn Elkay Company Policies<sup>1</sup>

Code of Business Conduct and Ethics

Anti-Boycott Compliance Policy

Anti-Corruption Law Policy

CEO Equal Employment Opportunity

CEO Harassment Statement 2022

California Transparency in Supply Chains Act Disclosure

Conflict Minerals Policy

Data Privacy Policy

Inclusion and Belonging Policy

Embargoed Countries and Denied Parties Policy

Environmental and Sustainability Policy

Global Environmental Health and Safety Policy

Human Rights Statement

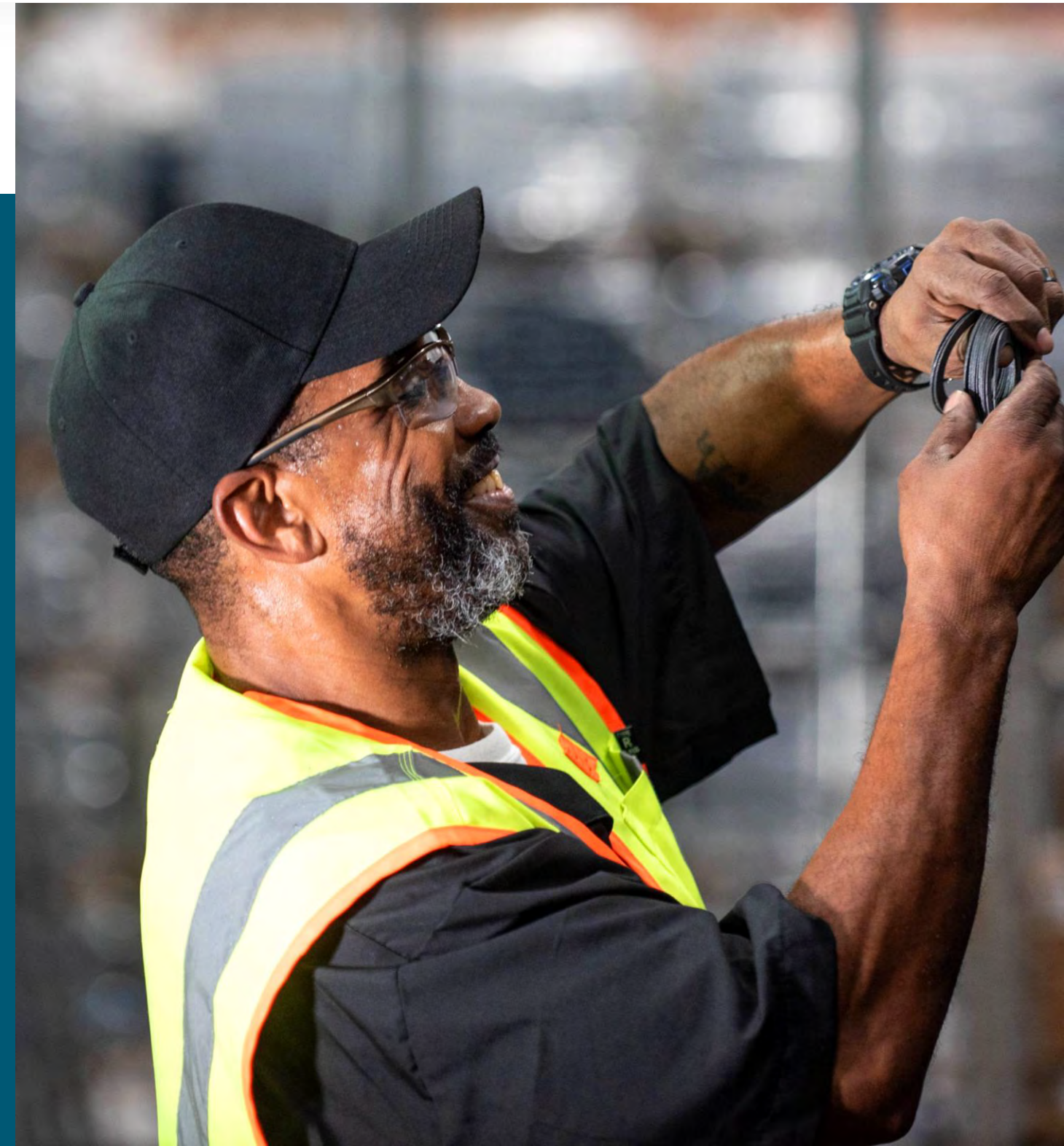
Product Safety and Quality Policy

Supplier Code of Conduct

Supplier Diversity Policy

Volunteerism Policy

Workplace Free from Unlawful Harassment and Discrimination



<sup>1</sup>A full list of our policies can be found at our [Investor Relations website](#).



## 2024 awards and recognition



Named one of America's Most Responsible Companies by *Newsweek* for a fifth consecutive year

**RANKED #28 IN THE UNITED STATES**



Named one of *USA Today's* Top Workplaces USA, with special recognition for Innovation, Compensation & Benefits and Work-Life Flexibility



Sustainalytics 2025 Industry ESG Top-Rated Companies

**TOP 3%**

**S&P Global**

Rated top 5% of our industry by S&P Global

**MSCI**

AAA rating by MSCI, the highest possible score

Named one of America's Greenest Companies by *Newsweek*



**CDP**

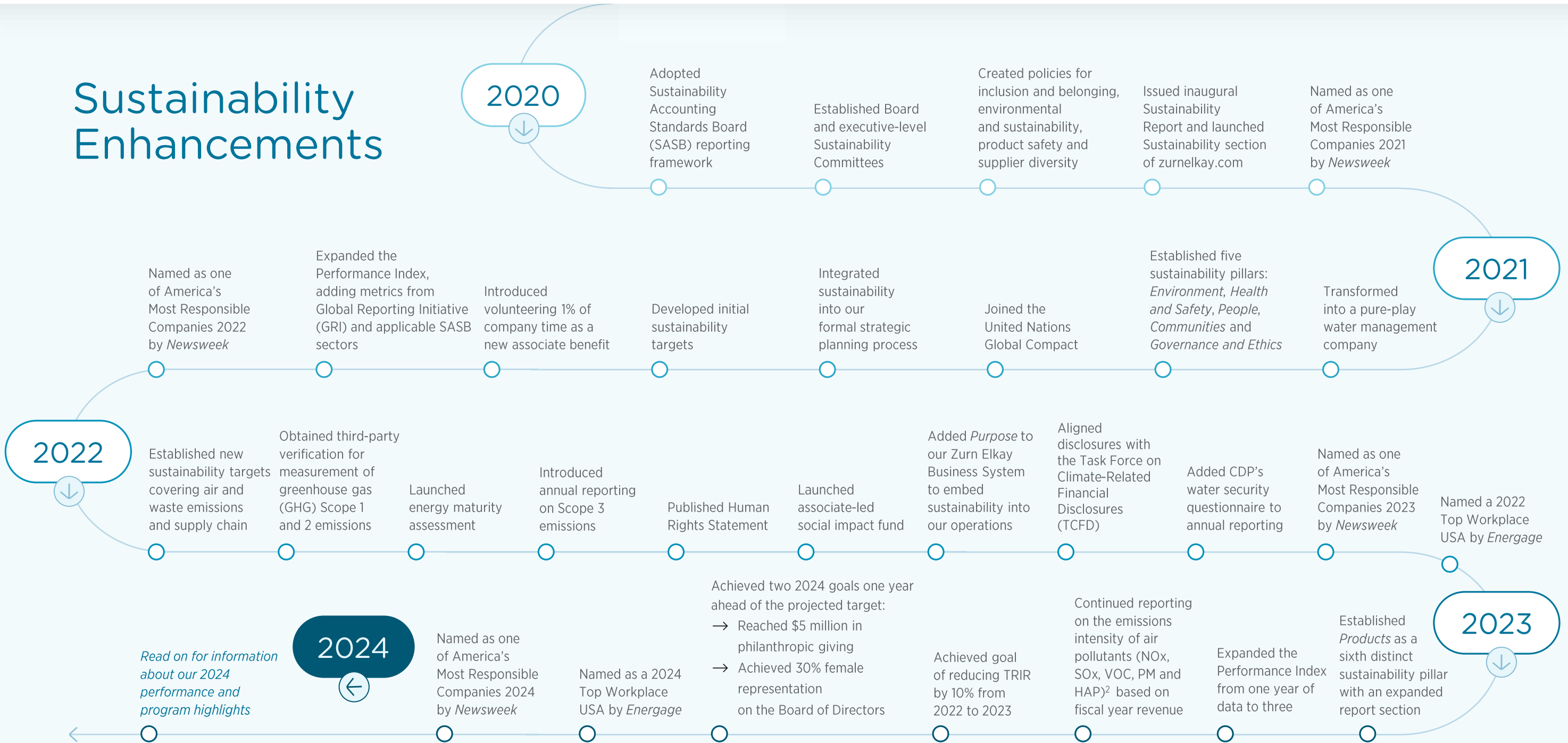
2024 Climate Change rating by CDP: B Score

Named on *TIME's* list of the World's Best Companies for Sustainable Growth

**RANKED #31 GLOBALLY**



# Sustainability Enhancements



<sup>2</sup>Nitrogen oxides, sulfur oxides, volatile organic compounds, particulate matter and hazardous air pollutants.



# 2024 Performance and Program Highlights

## Products

 **103B**

Plastic water bottles avoided through the use of our drinking water products since 2012

 **32.5B**

Gallons of water saved through the use of our products in 2024

 **42,000**

Products with a sustainable attribute, representing 86% of our revenue



Launched our new Total Cost of Ownership and Sustainability Calculator

## Environment

 **23%**

Reduction in energy intensity through 2024 compared to 2021 baseline, surpassing our goal of 15%

 **38%**

Reduction in GHG intensity through 2024 compared to 2021 baseline

 **18%**

Of electricity use was from renewable sources in 2024



Joined the Global Water Council WAVE Program

## Health and Safety

 **0.65**

Total recordable incident rate (TRIR) compared to industry average of 2.6

 **0.11**

Lost time incident rate (LTIR) compared to industry average of 0.70

 **2,250**

Ideas for improvement submitted and actioned through the observation program

 **58%**

Reduction in LTIR from 2023 to 2024

## People

 **95%**

Total Associate Engagement Survey participation

 **74%**

Engagement score, a 3% increase from 2023

 **18.6**

Training hours per associate, achieving our goal one year in advance

 **86%**

Reached their goal to achieve wellness rates for 2024

## Communities

 **4,510**

Total volunteer hours completed by Zurn Elkay associates

 **3,187**

Products donated through Fountains for Youth

 **\$58,000**

In scholarships to children of associates

 **\$1.3M**

In total contributions

## Governance and Ethics

 **5.6%**

Supplier spend with diverse businesses

 **100%**

Of new suppliers were screened for environmental and social criteria

 **100%**

Of associates trained on the Code of Business Conduct and Ethics



Established initial green procurement policy

# About This Report

The Zurn Elkay Water Solutions 2024 Sustainability Report provides a comprehensive overview of our sustainability strategy and its components for calendar year 2024.

In keeping with our dedication to continuous improvement, we regularly review our sustainability reporting processes, and we strive to refine our approach and progress on our stated goals and targets. In 2024, we further improved our transparency through additional disclosures, including International Financial Reporting Standards (IFRS) S1 and S2 sustainability disclosure standards released by the International Sustainability Standards Board (ISSB).

## Reporting Period

The information contained within this report covers the period from January 1, 2024, to December 31, 2024.

## Coverage

This report covers all Zurn Elkay Waters Solutions Corporation operations in their entirety, unless otherwise noted, including consolidated data. Information in this report is updated periodically on the Sustainability section of [zurnelkay.com](https://zurnelkay.com) and within our investor materials.

## Stakeholder Engagement and Sustainability-Related Material Topic Prioritization

We have a commitment, expressed in our Environmental Sustainability Policy, to consult with relevant stakeholders on environmental issues and topics. In late 2024, we provided a formal overview of our sustainability program’s progress to a group of top shareholders representing ownership of 68% of outstanding Zurn Elkay Water Solutions Corporation (ZWS) shares, inviting feedback on the program, its goals and our reporting. We also engage with associates and customers on sustainability-related topics on an ongoing basis throughout the year. The insights we glean from these touchpoints inform our material topic prioritization and help guide our reporting.

## Standards and Frameworks Alignment

This report references selected disclosures from the following recognized standards and frameworks:

- [International Sustainability Standards Board IFRS S1 and IFRS S2 \(Formerly known as the Task Force on Climate-related Financial Disclosures \(TCFD\)\)](#)
- [Global Reporting Initiative \(GRI\)](#)
- [Sustainability Accounting Standards Board \(SASB\)](#)
- [U.N. Global Compact Principles](#)
- [CDP Climate Change and Water Security Questionnaires](#)

We continue to monitor the global sustainability and corporate responsibility landscape and the convergence of reporting standards. We are prepared to adopt other standards in future reporting when we see opportunities to do so.

## Cautionary Statement About Forward-Looking Statements

Information in this report may involve expectations, outlooks, 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 Elkay as of the date of the report, and Zurn Elkay 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, 2024, 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 U.S. Securities and Exchange Commission (SEC) for a further discussion of the factors and risks associated with the business.



# Mission, Vision and Values

Our Mission, Vision and Values empower every associate with the responsibility for upholding our commitment to sustainability and ensuring we meet the needs of all our stakeholders.

## → Mission

Zurn Elkay builds value and trust through superior knowledge of our markets and customers we serve. We provide clean water solutions delivered by exceptional people.

## → Vision

Zurn Elkay is committed to protecting, conserving and managing clean water, the world's most valuable resource.

## → Values

Customer  
First

Integrity in  
Everything  
We Do

Continuous  
Improvement

Total Associate  
Engagement

A Culture  
of Winning

# Sustainability Pillars

Our efforts to advance sustainability are built on six pillars:



## Products

Offering customers solutions that help achieve their sustainability goals, including products that support water quality and conservation, improve human health and hydration and reduce the use of nonrenewable resources.



## Environment

Promoting environmental stewardship through sustainable water solutions, while seeking to minimize our own environmental footprint.



## Health and Safety

Managing the health and safety of our associates and others who use our facilities.



## People

Investing in our associates and creating an inclusive work environment.



## Communities

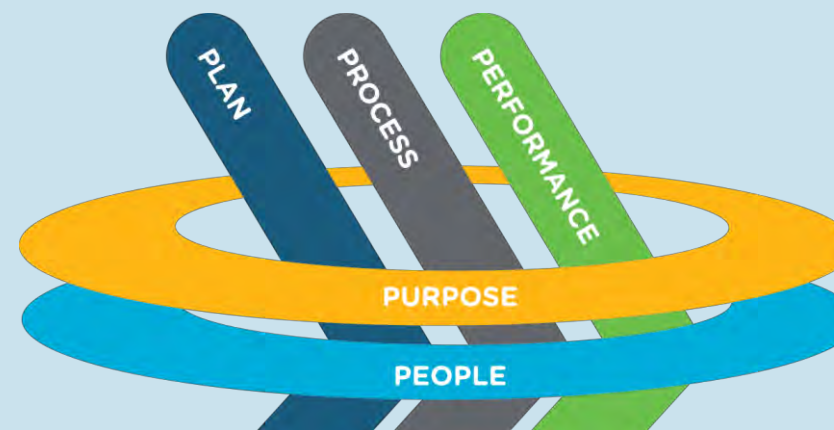
Supporting the communities where we live, work, learn and play, through philanthropic giving and volunteer opportunities.



## Governance and Ethics

Embodying ethical business practices globally, with an experienced leadership team and supplier base.

Each of our sustainability pillars are built on the foundation of our Zurn Elkay Business System, integrating sustainability in the way we do business.





# Sustainability Goals and Targets

We made progress toward our goals in 2024, and we set additional targets related to waste in our facilities, health and safety, philanthropic giving and the professional development of our associates. We continually evaluate our sustainability goals and our performance toward them.<sup>3</sup>

## → Products

30B

Maintain water savings of at least 30 billion gallons through the use of our products annually.

ACHIEVED

\$90M

Invest a total of \$90 million by 2025 in engineering and R&D to enhance the sustainable aspects of our products.<sup>4</sup>

ON TRACK



15B

Prevent the use of at least 15 billion single-use plastic bottles annually through consumer use of our drinking water products.

ACHIEVED

75%

Increase revenue derived from products with sustainable attributes to 75% by 2024.

ACHIEVED

## → Environment

15%

Reduce energy consumed per U.S. dollar of operating revenue by 15% by 2024 compared to our 2021 baseline.

ACHIEVED

50%

Reduce Scope 1 and 2 GHG emissions intensity by 50% by 2030 compared to our 2021 baseline.

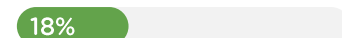
ON TRACK



25%

Source at least 25% of our electricity from renewable sources by 2030.

ON TRACK



15%

Reduce NOx air emissions intensity per U.S. dollar of operating revenue by 15% by 2025 compared to our 2022 baseline.

ACHIEVED

<1%

Maintain less than 1% of waste directed to disposal as hazardous waste.<sup>5</sup>

1.73% due to flood event cleanup at one facility. See more details on page 51.

2%

Reduce waste disposed to landfill by 2% annually.

ACHIEVED

5

NEW

Validate five facilities zero waste to landfill<sup>6</sup> by 2030.

<sup>3</sup> All the target years pertaining to sustainability goals and targets reflect the end of the calendar year.

<sup>4</sup> Investment amount reflects spending in FY 2022, 2023 and 2024.

<sup>5</sup> Does not include remediation activity taking place at locations no longer owned by Zurn Elkay. In 2024, we disposed of 0.21 metric tons of nonhazardous waste and 0.60 metric tons of hazardous waste due to remediation activity.

<sup>6</sup> We define zero waste to landfill as a facility having at least 90% diversion rate using the UL Solutions Environmental Claim Validation procedure.

➔ Health and Safety

10% **NEW**

Reduce our already world-class TRIR by 10% by 2030 compared to our 2024 baseline.<sup>7</sup>

➔ People

80%

Maintain 80% engagement survey response rate annually.

ACHIEVED



Exceed the industry average Associate Inclusion Index score<sup>8</sup> annually.

ACHIEVED

1%

Offer associates 1% of their company time to volunteer annually.

ACHIEVED

18Hours

Provide 18 hours of training per associate by 2025.

ACHIEVED



**NEW**

Disclose total annual investment in training, leadership and professional development programs in the 2025 report.

➔ Communities

\$8M **NEW**

Increase philanthropic giving by \$8 million by 2030 compared to our 2024 baseline.

➔ Governance

100%

Train 100% of associates on the Code of Business Conduct and Ethics annually.

ACHIEVED

8%

Reach 8% of spending with diverse businesses by 2025.

ON TRACK



<sup>7</sup> This target includes all full- and part-time associates and contracted temporary workers but excludes third-party subcontractors.  
<sup>8</sup> As measured by Qualtrics, our third-party survey partner.



# PRODUCTS

Offering solutions that help customers achieve their sustainability goals, including products that support water quality and conservation, improve human health and hydration and reduce the use of nonrenewable resources





## Table of Contents

Products	20
Products with Sustainable Attributes	22
Providing Cleaner, Safer Drinking Water	31
Meeting Customers' Building Needs	33
Product Safety	34



19B

single-use plastic water bottles avoided through the use of our drinking water products in 2024



32.5B

gallons of water saved by our products in 2024



664

products with U.S. Environmental Protection Agency (EPA) WaterSense certification



42,000

products with a sustainable attribute





# Products

The global climate crisis has intensified water-related challenges, including extreme rainfall, severe flooding, droughts and water shortages. Zurn Elkay is committed to the stewardship of water, the most important resource on our planet. Our products address critical water challenges related to sustainability, protect biodiversity and human health. Specifically, our products help:

- conserve and protect water resources and biodiversity
- improve human health, hygiene and safety
- reduce pollutants and contaminants in drinking water
- reduce waste
- mitigate water-related climate risks
- achieve sustainable building certifications



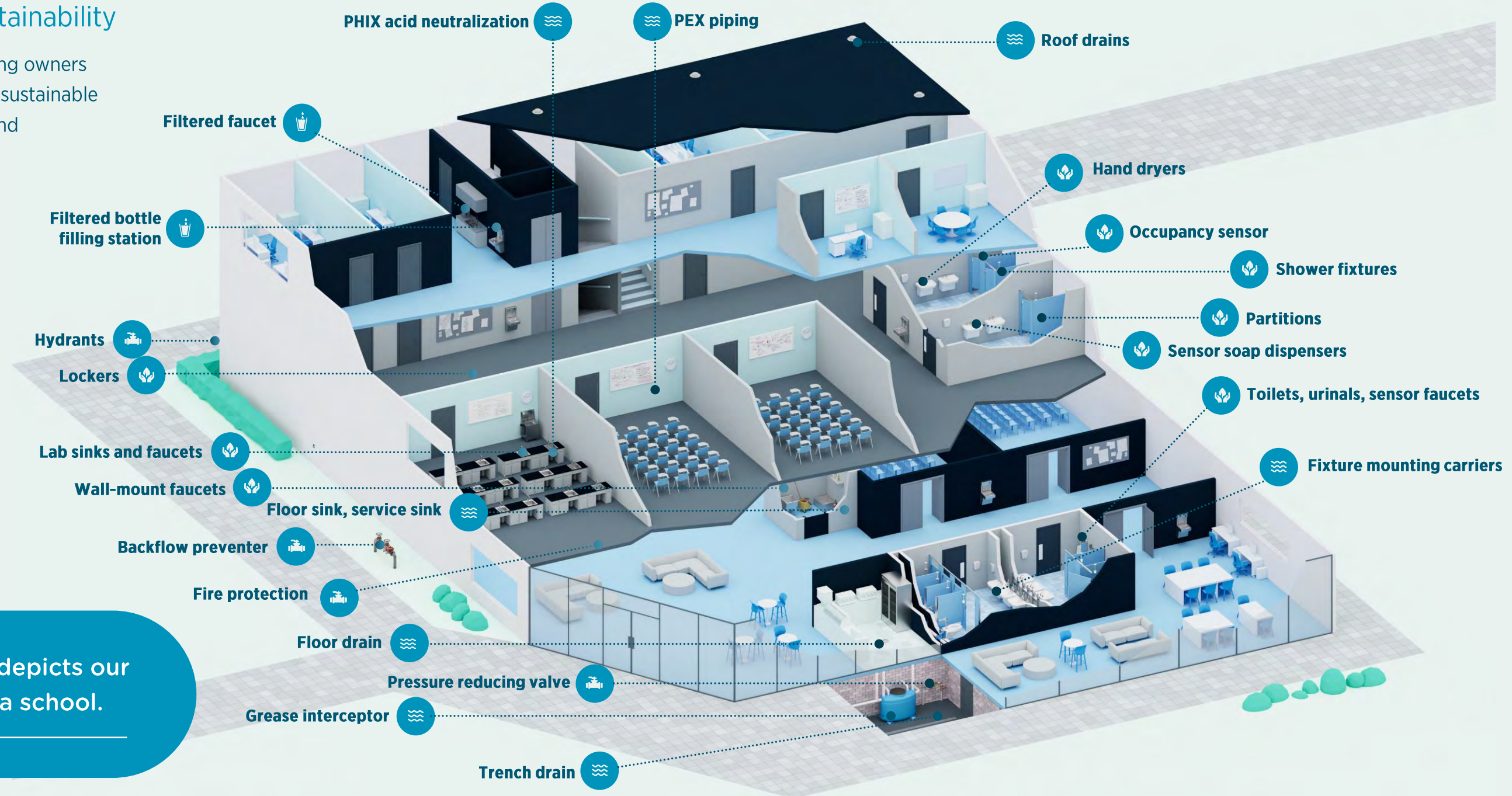
We view our products as connected elements of a comprehensive water management solution. Together, they can meet the entire spectrum of a building's water-related needs while helping our customers achieve their sustainability goals. Recognizing that water issues affect every community in different ways, we consider a wide range of stakeholders as we design, market and distribute our water solutions. These stakeholders include customers in areas experiencing water scarcity, students and faculty at schools and universities, facility and maintenance teams, suppliers, designers and architects.



🚰 Drinking Water
🌊 Flow Systems
🚒 Water Safety and Control
🌿 Hygienic and Environmental

## Solutions for Sustainability

Zurn Elkay offers building owners a complete portfolio of sustainable products for hygienic and hydration services.



This graphic depicts our solutions for a school.



# Products with Sustainable Attributes

We help customers in their sustainability efforts by offering a diverse selection of products and solutions that cover the entire range of water management requirements, including water infrastructure and distribution, water safety and flow control, water treatment and purification, and hygienic and environmental pollution controls. We offer over 42,000 products with a sustainable attribute.<sup>9</sup>

Zurn Elkay has **319** patents and **136** patents pending related to our drinking water products



## Drinking Water

### CHALLENGE

#### Cleaner, Safer Drinking Water and Single-Use Plastic Waste Reduction



### SOLUTION

#### Filtered Bottle Filling Stations

**Elkay filtered bottle filling stations** deliver drinking water that is cleaner and safer than unfiltered water. Elkay’s filters are tested and certified to NSF/ANSI 42, 53, 372 and 401 to decrease lead, sediment, particulates, chlorine taste and odor, cysts and microplastics in drinking water. Our newest filter works to reduce drinking water levels of PFOA and PFOS compounds, part of the PFAS family of “forever chemicals,” in addition to the previously listed contaminants. We offer a high-capacity, 6,000-gallon filter for Elkay Enhanced ezH2O Bottle Filling Stations, reducing the number of required filter changes. New models and retrofits are designed to simplify the filter change process for facility teams, making maintenance easier. By streamlining this process, facility teams can perform timely filter changes, ensuring continuous access to cleaner, safer drinking water. Learn more about how our filters are helping address drinking water challenges on page 31.

Bottle filling stations reduce waste by encouraging users to fill reusable water bottles rather than purchasing single-use plastic bottles. In 2024, our bottle filling stations avoided the use of 19 billion single-use plastic water bottles, exceeding our goal of preventing the use of at least 15 billion disposable plastic water bottles each year.

### CHALLENGE

#### Cleaner, Safer Drinking Water at Home



### SOLUTION

#### Residential Filtered Faucets

**Residential filtered faucets** provide filtered drinking water for individuals and families in their own homes. Our residential filtered faucets are certified to decrease the presence of contaminants including lead, PFOA and PFOS compounds (PFAS chemicals) and microplastics. Users can select unfiltered water for rinsing dishes or filtered water for drinking or cooking, extending the life of the filter and reducing waste.

<sup>9</sup>We define products with sustainable attributes based on the European Union’s Taxonomy Regulation, which provides a classification system for sustainable activities and can be used as guidance for defining products with sustainable attributes. For our products to be considered sustainable, they must contribute to at least one of the EU Taxonomy’s six environmental objectives, do no significant harm to the environment and respect basic human rights and labor standards.



 Water Safety and Control

CHALLENGE  
**Water Conservation**



SOLUTION  
**Pressure-Reducing Valve**

**Wilkins pressure-reducing valves** conserve water by reducing incoming water pressure for commercial buildings and homes. Our newest 500XL3 series has a compact valve design, reducing by 34% the amount of bronze needed compared with the prior model. This valve offers best-in-class flow performance with lower pressure fall-off and requires less maintenance than previous models.

CHALLENGE  
**Water Quality and Biodiversity Protection**



SOLUTION  
**Backflow Preventer**

**Wilkins backflow preventers** protect water quality by preventing contaminated water from flowing back into potable water systems. Our newest models, the 950XL3/975XL3 series, use a shorter bronze body, helping reduce the amount of material needed for manufacture by approximately 48% compared to legacy models and allowing the valve to fit in a variety of applications. Using our connected technology, building operators can monitor flow performance and track usage trends to anticipate maintenance needs.





 Hygienic and Environmental

CHALLENGE  
**Water Conservation**



SOLUTION  
**Low-Flow Toilets, Urinals and Faucets**

**Zurn low-flow faucets, flush valves, toilets and urinals** reduce water use in education, hospital, commercial and residential buildings, helping our customers address water scarcity challenges. Zurn's water-efficient fixtures include 664 models with flow rates well below the maximum allowed for EPA WaterSense certification. Restroom fixtures may also include our Hydro•X technology®, which is new for flush valves in 2024. To learn more about this technology, see page 28.

CHALLENGE  
**Health and Hygiene**






SOLUTION  
**Sensor Products**

**Zurn touch-free sensor products** create a more hygienic restroom for building occupants. The next-gen EZ Gear Flush Valve provides a simple solution to upgrade manual flush valves to hands-free, hygienic sensor operation. The sensor retrofit offers improved battery life and a programmable auto-flush to minimize stagnation during periods of inactivity. Zurn's product offerings can also include a connected technology to monitor them in real time. To learn more about this technology, see the page 29.



**Products That Exceed EPA Water-Efficiency Standards**

Fixture	Our lowest water usage model	EPA WaterSense maximum
 Lavatory Faucet	0.35 GPM <sup>10</sup>	1.5 GPM
 Toilet Flush Valve	1.1 GPF <sup>11</sup>	1.28 GPF
 Urinal Flush Valve	0.125 GPF	0.5 GPF

<sup>10</sup> GPM: Gallons per minute.  
<sup>11</sup> GPF: Gallons per flush.

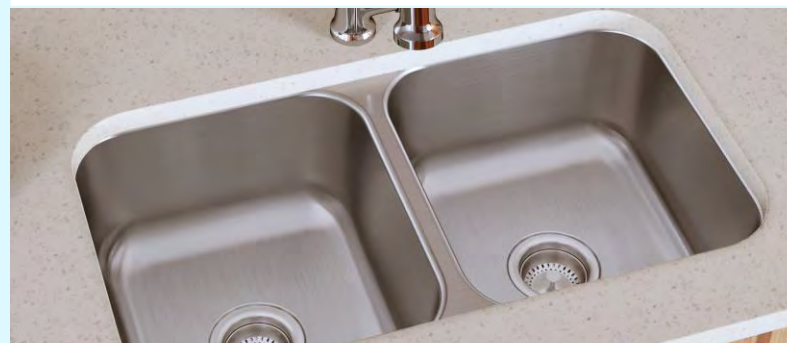
CHALLENGE  
**Material Use**



SOLUTION  
**Partitions with Recycled Content**

**Hadrian restroom partitions** are manufactured using a high percentage of recycled content: stainless steel partitions (91%), powder-coated partitions and lockers (50%) and solid plastic partitions (30% or more).

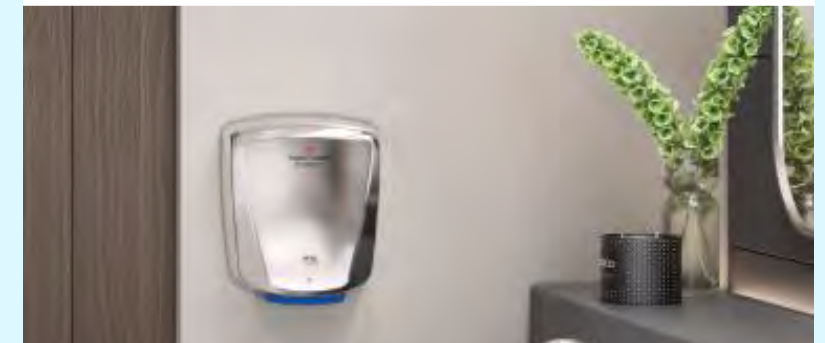
CHALLENGE  
**Material Use**



SOLUTION  
**Sinks with Recycled Content**

**Elkay stainless steel sinks** are made with a high percentage of recycled content, typically about 75%.

CHALLENGE  
**Paper Towel Waste**



SOLUTION  
**Energy-Efficient Hand Dryers**

**World Dryer hand dryers** are an energy-efficient solution to reduce paper towel waste in restrooms. Drying hands in as little as 12 seconds, our VERDEdri touchless dryers use only 3.16 watt-hours per use and feature a HEPA filter that captures 99.97% of particles 0.3 micrometers or larger for a more sanitary experience. In 2024, our World Dryer hand dryers eliminated the need for 3.7 billion paper towels, saving 150,250 trees. Our energy-efficient hand dryer models reduced electricity use for customers, saving approximately 7,300 metric tons of GHG emissions.



 **Flow Systems**

CHALLENGE

**Water Quality**



SOLUTION

**Grease Interceptors**

**Zurn grease interceptors** separate grease, food solids, oils and sediment from wastewater before they create safety and contamination concerns. These pollutants can cause odors, clogged pipes and safety and environmental concerns. The Zurn Proceptor outlasts all alternative technologies, saving businesses from costly damage, upgrades, fines and unplanned downtime, providing the lowest total cost of ownership while protecting the environment. Zurn interceptors are made with materials that resist rust and corrosion, which could potentially expose soil to pollutants. Interceptors are made in various sizes for applications in facilities. With our Smartpro monitoring system, building owners can check grease levels remotely. To learn more about this feature, see page 29.

CHALLENGE

**Energy Savings**



SOLUTION

**PEX Piping**

**Zurn PEX piping systems** for plumbing and heating may conserve energy by reducing heat loss compared to traditional copper pipes. This reduced heat loss translates to less energy required to maintain the desired water temperature. PEX flexible piping also allows for shorter pipe runs, minimizing the distance hot water needs to travel, further enhancing energy efficiency. Our PEX products are manufactured to the leading industry standards and certified for the highest UV and chlorine resistance in the industry.

CHALLENGE

**Water Quality**



SOLUTION

**Roof Drains**

**Zurn Z100 FLOFORCE high-performance roof drain technology** provides the most efficient water evacuation to remove excess water and prevent problems that can occur when water pools atop building roofs. FLOFORCE drains feature an innovative dome and gravel guard design to maximize water flow while limiting debris, and allow for a reduced piping system size that saves labor and material costs. We also include options for green roofs that allow for rainwater absorption, provide insulation and create a habitat for wildlife.



## Sustainably Inspired Products

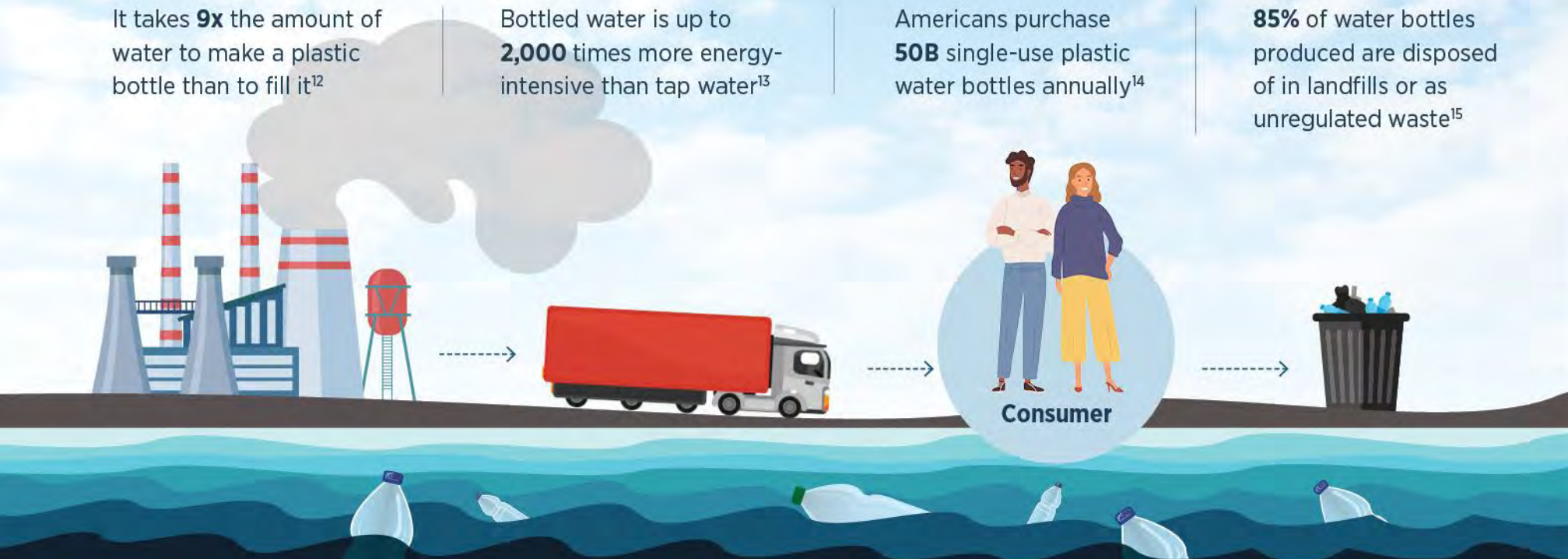
Our Elkay filtered bottle filling stations deliver sustainability benefits for consumers and the broader community by delivering cleaner drinking water while reducing reliance on single-use plastic bottles, which have negative environmental impacts during their production and through the waste they generate.

It takes **9x** the amount of water to make a plastic bottle than to fill it<sup>12</sup>

Bottled water is up to **2,000** times more energy-intensive than tap water<sup>13</sup>

Americans purchase **50B** single-use plastic water bottles annually<sup>14</sup>

**85%** of water bottles produced are disposed of in landfills or as unregulated waste<sup>15</sup>



## Where do single-use plastic bottles go?

**8M** metric tons of plastics leak into the ocean per year, equivalent to dumping over 10,000 single-use plastic bottles in the ocean per second<sup>17</sup>

Plastics can take up to **450** years to degrade and can end up as microplastics<sup>18</sup>

PET microplastics are the most abundant form of plastic debris in the ocean at present<sup>19</sup>

Microplastics contain persistent organic pollutants that contaminate animal and human food chains when ingested in marine environments<sup>19</sup>

<sup>12</sup> Source: Foodprint.  
<sup>13</sup> Source: Pacific Institute.  
<sup>14</sup> Source: earthday.org.  
<sup>15</sup> Source: United Nations Institute for Water, Environment and Health.

<sup>16</sup> Metrics are based on Elkay bottle filling stations sales data; conservatively assumed each bottle filler prevents 15,000 single use plastic water bottles annually; Standard 20-ounce PET plastic water bottles; United Nations Framework Convention on Climate Change (UNFCCC) GHG emissions calculator methodology.

<sup>17</sup> Source: World Economic Forum.  
<sup>18</sup> Source: Forge Waste & Recycling.  
<sup>19</sup> Source: United Nations University Institute for Water, Environment and Health.

**Elkay filtered bottle filling stations break an unsustainable cycle<sup>16</sup>**

- 2.5M** metric tons of plastic waste avoided since 2012
- 9.9M** metric tons of GHG emissions avoided since 2012
- 103B** plastic water bottles avoided since 2012

**Gallons of filtered water delivered 2022-2024**

Year	Gallons Delivered
2022	1.7B
2023	2.0B
2024	2.3B



## Innovation Drives Sustainability

At Zurn Elkay, we continually develop new ideas and technologies to help customers advance on their sustainability journeys. Our innovations include:

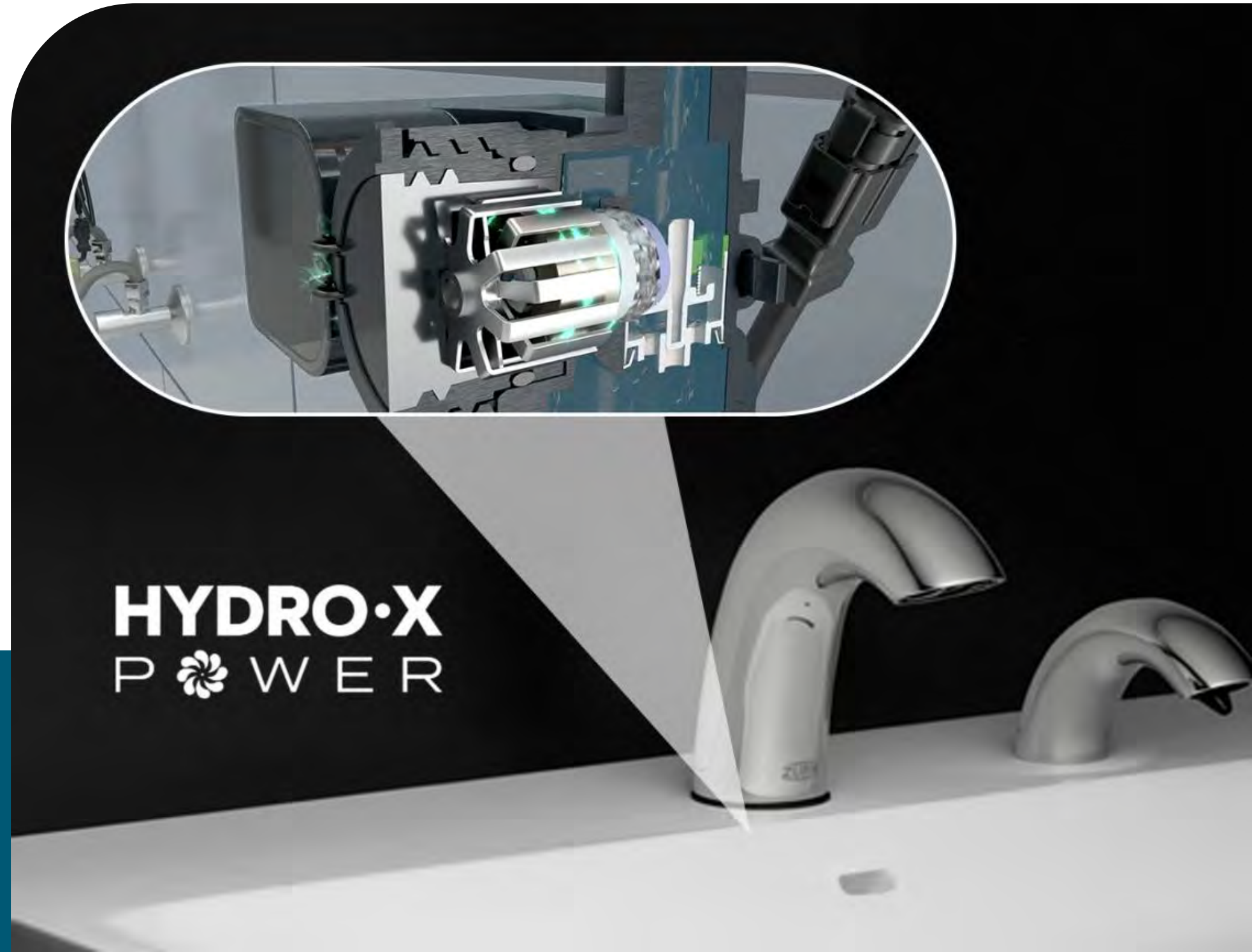
### Hydro•X: Tapping the Power of Water

We harness hydropower technology to deliver sustainable, innovative solutions for our customers.

Our Hydro•X Power touchless faucets and flush valves use built-in water turbines that harness the energy of flowing water to generate and store their own power, eliminating the need for external power sources.

We simplified assembly by reducing the number of steps needed for installation compared to hard-wired solutions. Hydro•X Power technology delivers sustainable performance by providing renewable, uninterrupted hydropower designed to last the life expectancy of a commercial restroom. As a result, batteries last 10+ years, leading to less waste and maintenance. This year, we introduced Hydro•X flush valves, which use similar hydropower technology.

Hydro•X Power technology extends the battery life of units by **7+ years** compared to traditional sensor solutions

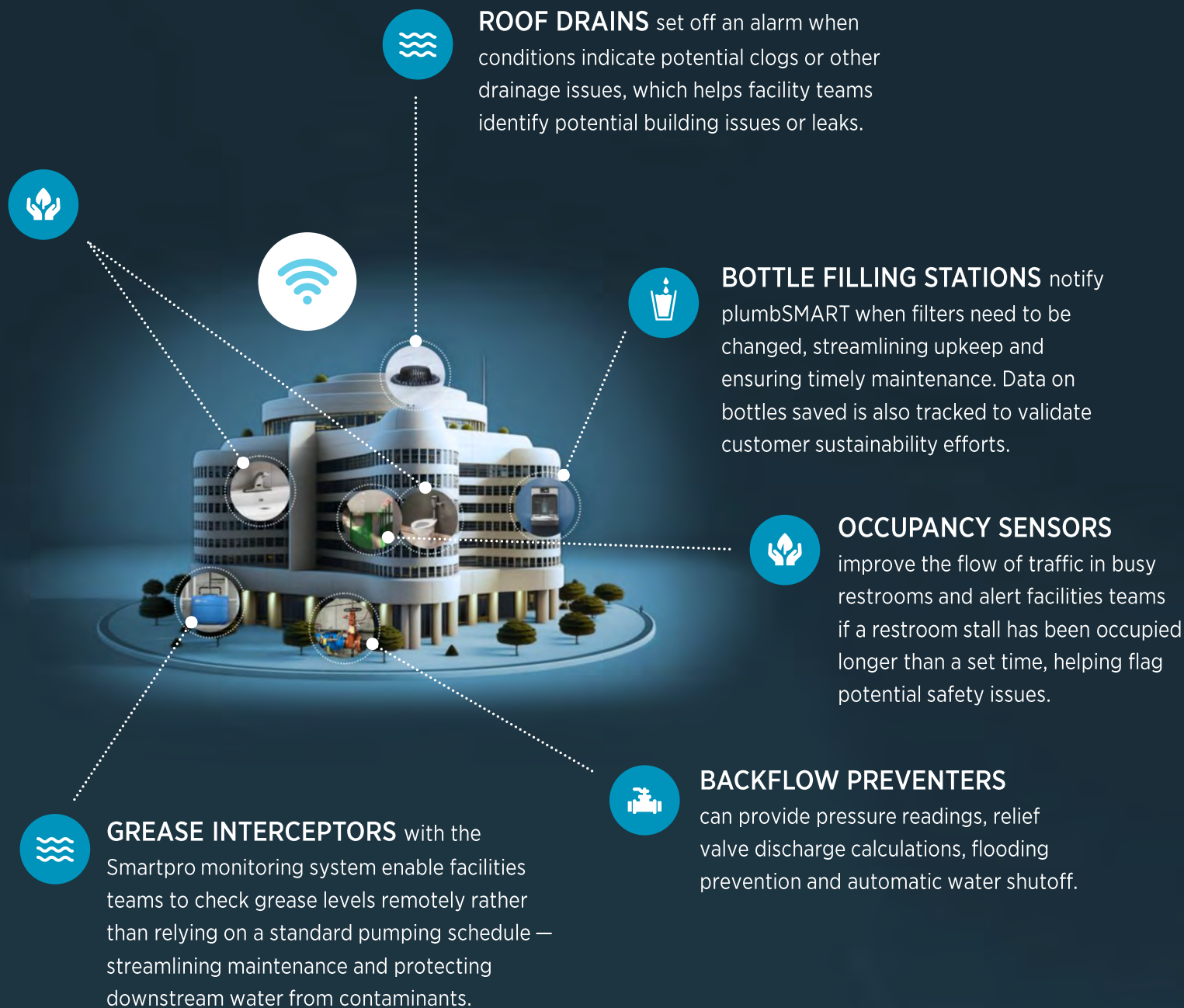


## Connected Products:

Delivering Data Digitally to Improve Product Performance and Assess Sustainability

Our various connected fixtures deliver valuable data to plumbSMART, our platform that helps customers leverage data insights to improve efficiency in their water management. plumbSMART helps customers target preventive maintenance; prevent flooding, leaks or major repairs; reduce water use and costs; and measure and validate their sustainability efforts related to water use.

**FAUCETS AND FLUSH VALVES** can track the number of activations per day, water usage and preventive maintenance needed, such as battery and solenoid changes. plumbSMART also provides a handwashing score to promote health and hygiene. Customers can use plumbSMART data to validate their sustainability efforts around water use, enabling facilities teams to gain deep insights into the use and conditions of their restrooms. For example, high water use could indicate a leak, or low activations on a fixture could signal the need for a repair.







Case Study

### Total Cost of Ownership and Sustainability Calculator for Customers

In 2024, we launched our Total Cost of Ownership and Sustainability Calculator, a new resource that provides customers with a high-level look at the cost and impact of restroom fixtures and filtered bottle filling stations. The calculator compares Zurn Hydro•X products against both hard-wired and standard sensor solutions. It also compares Elkay filtered bottle filling stations with the two main alternatives: bottled water and water jug delivery.

Our aim is to enable customers to calculate the total estimated financial costs and sustainability impacts of our products from initial purchase through installation, regular operation, routine maintenance and disposal.

The calculator can help:

- **BUILDING OPERATORS** project water and energy use and savings
- **FACILITIES MANAGERS** plan for total labor hours required for maintenance
- **SUSTAINABILITY LEADERS** report on sustainability benefits
- **BUILDING OWNERS** plan capital and operating expenditures throughout the building's lifetime
- **ARCHITECTS AND ENGINEERS** estimate initial purchase cost and sustainability impact

In a K-12 school building with 500 students, installing five filtered bottle filling stations could save the school up to \$117,400 compared to the cost of a water jug delivery program and avoid the use of 630,000 single-use plastic bottles over the product lifetime.

# Providing Cleaner, Safer Drinking Water

Zurn Elkay's products provide an immediate and affordable solution to the current U.S. drinking water crisis. Lead, PFOA and PFOS contaminate America's drinking water, largely due to aging infrastructure and pollution. The presence of these contaminants is a serious threat to public health.

Zurn Elkay's products provide point-of-use filtration that immediately makes drinking water cleaner and safer. The filters are NSF/ANSI certified to reduce lead levels to below five parts per billion, offer the highest capacity (up to 6,000 gallons) of point-of-use filtration products on the market and reduce PFOS/PFOA levels to 20 parts per trillion (up to 2,250 gallons)

## Contaminants in the water supply

9.2M

Lead service lines in use in the U.S. today<sup>20</sup>

56%

Of the U.S. population drank from water systems with detectable lead levels<sup>21</sup>

98%

Of U.S. population has detectable concentrations of PFAS in their blood<sup>22</sup>

<sup>20</sup> Source: EPA  
<sup>21</sup> Source: NRDC, analysis citing data from 2018 to 2020.  
<sup>22</sup> Source: Johns Hopkins



## Reducing Forever Chemicals and Microplastics in Water

In 2024, our combined lead, PFOA and PFOS reduction filter was additionally certified to reduce the presence of microplastics in water. Its high capacity gives the filter a long lifespan, reducing the need to change it frequently. The filter was first launched in 2023, to be integrated into Elkay bottle filling stations and faucets for schools, hospitals, airports and other commercial and residential applications.





**\$1 PER STUDENT PER YEAR**

**COST OF ELKAY FILTERS THAT REDUCE LEAD IN DRINKING WATER<sup>23</sup>**

## Zurn Elkay Advocates for Safer Water for Kids

In October 2023, Michigan became the first state in the country to pass Filter First legislation by way of the Clean Drinking Water Access Act (2023 PA 154). The legislation is the gold standard and requires K-12 schools to provide filtered drinking water for students.

Lead, harmful to everyone, has an especially negative impact on developing children. Exposure to lead is linked to developmental and learning delays, lower IQ, behavioral issues, hyperactivity and slowed growth. School buildings, a primary source of drinking water for our children, often suffer from outdated infrastructure, leading to lead exposure for students. Countrywide water infrastructure improvements will likely take years or decades — and even when service lines are replaced, lead could leach in from lead pipes or fixtures within the building.

We commend the passage of this legislation and have actively supported Filter First legislation that has been introduced in Wisconsin, Pennsylvania and Minnesota. In Wisconsin, Zurn Elkay recently testified as experts on clean water in front of a state senate hearing committee. We are also actively supporting legislation in New Jersey and Massachusetts, and we plan to expand our advocacy into other states in the near future.

We are passionate about Filter First legislation and what it aims to achieve. Lead can be introduced into drinking water even after it has been removed at the municipal level, making point-of-use filtration an essential, immediate and cost-effective solution to a critical national infrastructure problem. We plan to continue supporting Filter First legislation wherever it's introduced and to help schools implement it when it is passed.



**IN 2024, WE VISITED NEARLY 275 SCHOOLS IN MICHIGAN ALONE AND INSTALLED ELKAY BOTTLE FILLING STATIONS FOR OVER 1 MILLION STUDENTS.**

<sup>23</sup> Cost assumes the filter is replaced every six months.

# Meeting Customers' Building Needs

Many of our customers seek to achieve building certification from industry-leading sustainability organizations. We consult closely with them on ways our products can help achieve this goal.

Zurn Elkay is a member of the U.S. Green Building Council, which sponsors the LEED green building rating system. We design products that meet or exceed LEED standards, helping our customers achieve project certification. These products help achieve water efficiency LEED points and include low-flow faucets, toilet flush valves, urinal flush valves and showerheads. Zurn has 664 products with flow rates well below the maximum allowed for EPA WaterSense certification. For example, Zurn Omni-Flo™ urinals provide 87% water consumption savings over traditional 1.0 GPF urinals, helping building owners exceed the LEED threshold.

We are also a member of the International WELL Building Institute, the sponsor of the WELL Building Standard. The WELL framework promotes building design that supports the health and wellness of building occupants through the management of air, water, light, movement, thermal comfort, sound and materials. Many of our products are dedicated to promoting hygiene and safety, ranging from touch-free faucets that reduce the spread of germs in high-traffic public buildings to specialized products for medical, research and industrial facilities.

We offer 14 product categories that may contribute to WELL points, and our website showcases ways our products may help customers earn them. These categories include:

- Bottle fillers and drinking water coolers
- Changing tables
- Fixture systems
- Floor drains
- Hand dryers
- Handwashing systems
- Lavatory
- Manual flush valves
- PEX
- Touchless sensor faucets
- Touchless sensor flush valves
- Touchless soap dispensers
- Trench drain

We completed two environmental product declarations (EPDs) in 2024, one for Elkay stainless steel sinks and one for Zurn vitreous china urinals. Those EPDs are available on our [Products](#) webpage.



## Exceeding EPA Water-Efficiency Standards

The EPA WaterSense program certifies products that use at least 20% less water and perform as well or better than standard models. Zurn Elkay has over 660 products that are well below the gallons per minute or gallons per flush EPA WaterSense maximums.



# Product Safety

Our products play critical roles for our customers, so they must perform to the highest quality and safety standards. All of our facilities operate under Zurn Elkay's quality management system, which ensures that we consistently provide products and services that meet all applicable customer, statutory and regulatory requirements. The quality management system includes a feedback loop to support continuous improvement and prevent nonconformity, ensuring both product and associate safety.

**Our products meet standards authored by the following organizations:**

- American National Standards Institute
- American Society of Mechanical Engineers
- American Water Works Association
- ASSE International
- ASTM International
- CSA Group
- Factory Mutual
- Foundation for Cross-Connection Control and Hydraulic Research
- International Association of Plumbing & Mechanical Officials
- International Electrotechnical Commission
- NSF International
- Plumbing and Drainage Institute
- Standards Australia and Standards New Zealand
- UL Standards & Engagement





## Our Product Safety Approach

Safety is central to our mission as a sustainable water solutions provider. We design and manufacture water management solutions to exceed product service life targets while meeting the latest standards for safety, including building codes, regulations and voluntary certifications.

Our governance program assigns responsibility for overseeing quality, product and service safety, and regulatory standards to our sector leaders, and trains our engineering and manufacturing associates on expectations and processes to ensure a rapid, effective and coordinated response to any potential product quality or safety issue.

Our comprehensive product safety approach includes policies and practices to continually monitor and improve the safety of our products. We believe this process is essential for any manufacturer, but it is especially important for us because of our role in supporting our customers' health and safety priorities:

- We had no product safety recalls in 2024.
- We are routinely audited by accredited third parties for safety and conformity with product standards at a minimum of once per year.
- The Risk Management Team meets with engineering and sales regularly to investigate and review product incidents. Any corrective actions identified are assigned and actioned in the appropriate time frame.
- In addition to our Product Safety Policy and supplier requirements, we have processes and work instructions that identify critical points for quality and safety characteristics.
- For more details on our product safety programs, please see the Product Safety Policy.



# ENVIRONMENT

Promoting environmental stewardship through sustainable water solutions, while seeking to minimize our own environmental footprint





## Table of Contents

Environment	38
The Zurn Elkay Environmental Management System	39
Internal Environmental Audits	41
Energy and Emissions	42
Water Use and Stewardship	46
Waste and Recycling	50



23%

reduction in energy intensity through 2024 compared to 2021 baseline, surpassing our goal of a 15% reduction



38%

reduction in GHG intensity through 2024 compared to 2021 baseline



18%

of electricity use was from renewable sources in 2024



6.5%

reduction in total waste to landfill from 2023 to 2024





# Environment

We are dedicated to safeguarding water resources and promoting a healthy environment through the implementation of comprehensive operational standards. These efforts help us reduce our environmental impact while ensuring the sustainable development of our products.

In 2024, we focused on making progress on our previously established targets. We reduced our Scope 1 and Scope 2 GHG emissions, increased our use of renewable energy, reduced our water withdrawn and reduced the amount of total waste we produced.

In addition to these achievements, we pursued continual improvement in our stewardship of the environments where we operate by launching several new initiatives and fine-tuning our strategies. We set new targets, improved our tracking measurement and analysis, increased associate engagement on environmental, health and safety matters, and developed more cohesive and effective systems.





# The Zurn Elkay Environmental Management System

The Zurn Elkay Environmental Management System (EMS) covers all operations, including manufacturing facilities, distribution centers and major office buildings.

Our EMS provides a comprehensive framework for measuring and monitoring our environmental impacts, identifying and mitigating risks, ensuring regulatory compliance and pursuing continuous improvement, all with a focus on protecting the fundamental resources of air, water and land. Zurn Elkay’s centralized Risk Management Team oversees the company’s EMS. At each facility, programs are managed by regional environmental health and safety (EHS) managers, who report to the corporate team. The Risk Management Department is led by the vice president of risk management, who reports directly to the chief administrative officer (CAO).

The EMS includes management plans, training, risk identification and other elements in line with ISO 14001, such as emergency preparedness and response, internal audit, management review, corrective action and continuous improvement.



The EMS reflects three of the U.N. Global Compact’s Ten Principles:

**WE SUPPORT**



PRINCIPLE

**7**

Support a precautionary approach to environmental challenges

PRINCIPLE

**8**

Undertake initiatives to promote greater environmental responsibility

PRINCIPLE

**9**

Encourage the development and diffusion of environmentally friendly technologies





### REGULATORY ALIGNMENT AND MANAGEMENT PLANS

Applicable environmental regulations vary by location and are assessed by the EHS director on a site-by-site basis to account for varying laws. The main legal requirements relevant to our operations relate to air, water, waste and spill prevention. The EHS staff stays abreast of applicable legal requirements through professional organization memberships, consultant and legal relationships, knowledge of the business and networking. Any identified regulations and their requirements are added to a site-specific compliance calendar. Our internal audit process also requires each facility to have a document on the environmental permits required, which provides permit details and required compliance actions.



### TRAINING AND AWARENESS PROGRAMS

We provide annual training to associates to recognize the potential environmental risks our operations pose to air, water and land.



### COMMUNICATIONS

We deliver monthly internal reporting to operational leaders on our EHS performance and objectives, targets and key performance indicators (KPIs), as well as safety alerts for facility managers and associates. Our Environmental and Sustainability Policy is publicly available on our website, and when necessary, the Risk Management and External Communications Teams work together to engage customers, community members, elected officials and the media on environmental issues.



### RISK IDENTIFICATION AND MITIGATION

Modeled after the ISO 14001 environmental planning section, we have a process for identifying potential environmental risks at each facility, including air emissions, water sources and discharges, generated waste and spill potential. A risk matrix assigns environmental impact and risk scores for each aspect of a process at a facility and the significance of each risk.



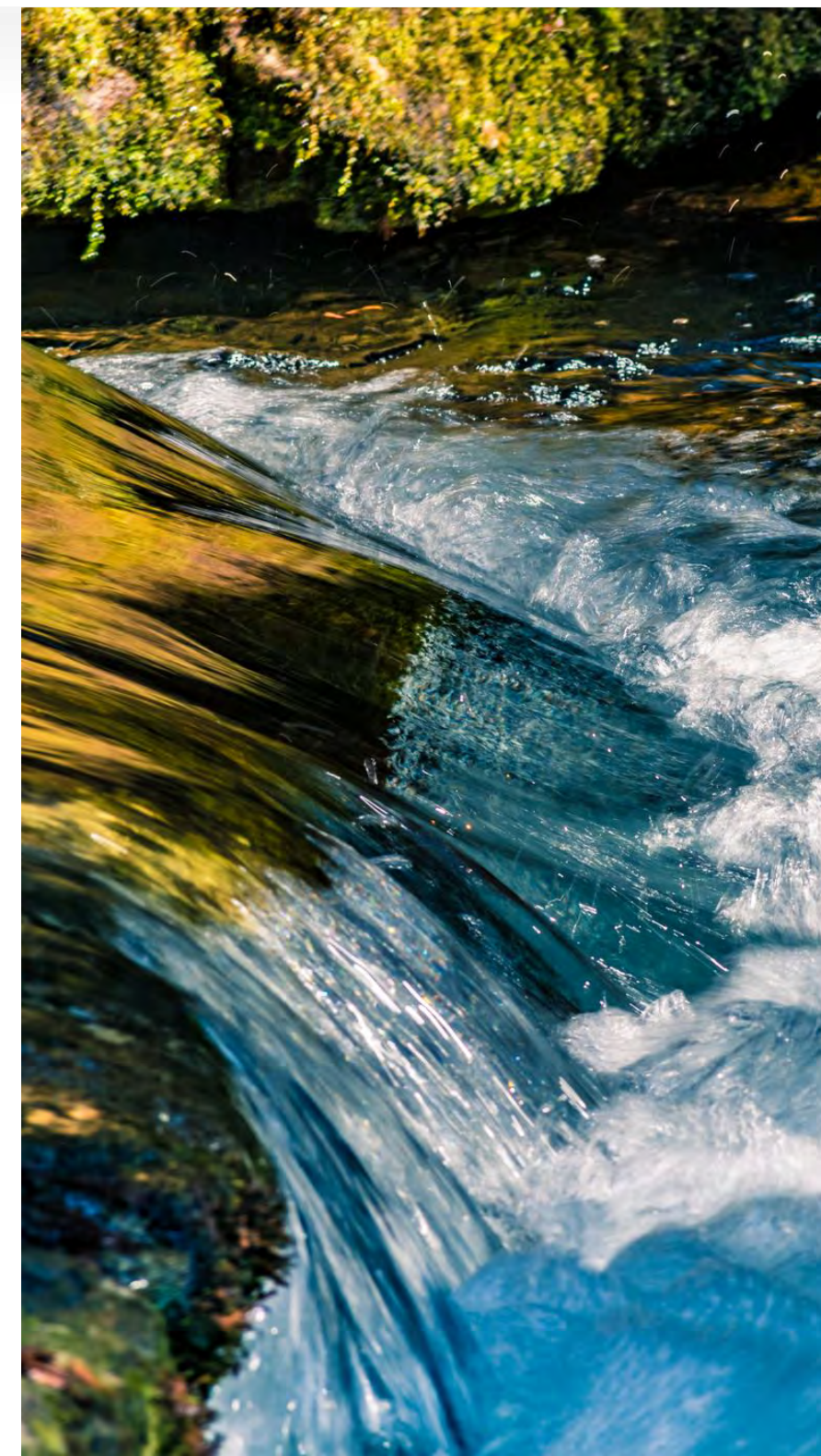
### REGULATORY COMPLIANCE TRACKING

A detailed compliance calendar tracks the timing of regulatory and compliance obligations, including permit requirements, reporting deadlines, associate training schedules and risk reviews. This system facilitates tracking of our environmental performance and focuses on optimizing it.



### CORRECTIVE ACTIONS

Environmental data is collected and used to develop corrective actions and create action plans that drive continuous improvement. In 2024, our facility in Savanna, Illinois, eliminated specific outdoor risk areas and successfully received a no exposure certification (NEC) for stormwater. Meanwhile, our Phoenix, Arizona, facility implemented a rinse water reuse program, which resulted in no process wastewater discharged to the municipal sewer system and a reduction of approximately 120,000 gallons of water usage per year. This is especially important as Phoenix is considered an area of extremely high baseline water stress.





# Internal Environmental Audits

We perform regular audits of all our facilities to ensure they follow our EMS processes and documentation requirements properly. We audit 33% of our facilities annually, so each facility is audited at least once every three years. During 2024, one of the internal environmental audits was conducted by a third-party consultant.

We base our audits on regulatory requirements and industry best practices, including:



## REVIEW

of documentation and training, facility conditions and associate interviews against 11 environmental topics, including regulatory requirements, waste management, air emissions, water management and spill prevention



## EXAMINATION

of two categories of questions: those tied to regulatory or compliance requirements and those tied to Zurn Elkay's best management practices



## MANAGEMENT

of audit checklists and corrective actions through our online EHS management tool to document audit findings and ensure corrective actions are closed within 90 days

2024 Audit Progress

# 33%

of facilities audited in 2024, in accordance with our stated plan to audit one-third of our facilities every year starting in 2023.

**The remaining one-third of audits to occur in 2025**



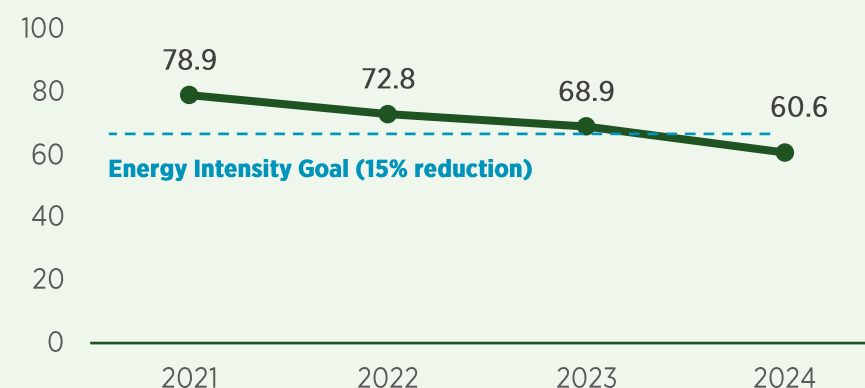


# Energy and Emissions

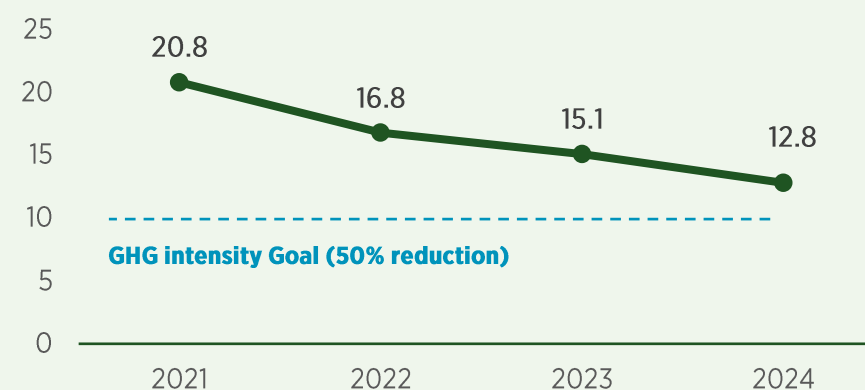
We recognize the urgency of the climate crisis and are addressing our climate impact on multiple fronts. We are taking steps in our operations to enhance energy efficiency and lower GHG emissions.

We are also dedicated to exploring energy-saving initiatives that can be applied at our facilities, as well as opportunities to procure renewable energy, such as purchasing renewable energy certificates (RECs) and installing rooftop solar panels at select facilities.

Energy Intensity 2021-2024



Scope 1 and 2 GHG Emissions Intensity 2021-2024



In 2024, third-party verification of our Scope 1 and 2 GHG inventory was performed by TRC Environmental Corporation using the widely accepted limited-verification level of assurance, which adheres to the ISO 14064-3 standard of reviewing at least 70% of the GHG inventory.



In 2024 we reduced our energy intensity (normalized by revenue) by 23% since our 2021 baseline, surpassing our goal of a 15% reduction by the end of 2024. We continue to make progress towards our goal of a 50% reduction in GHG intensity by 2030. In 2024, we achieved a 38% reduction in GHG intensity since our 2021 baseline year.

## Decarbonization Roadmap

### Energy and Emissions Reduction in Our Facilities

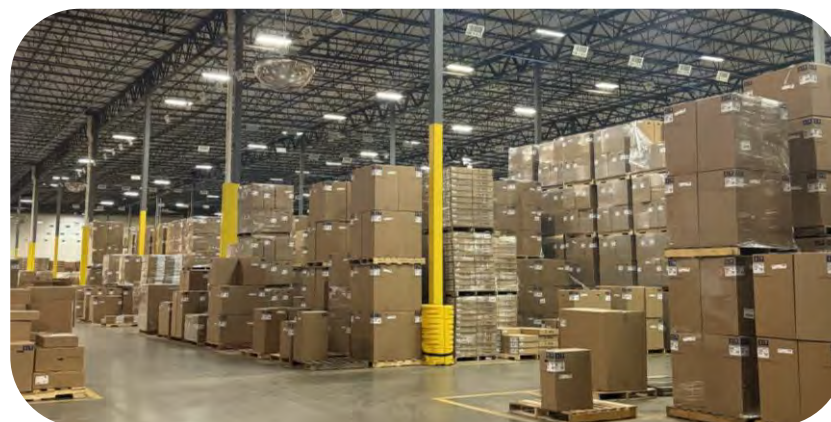
We are working to reduce our facilities’ baseline energy use and GHG emissions, following the detailed roadmap we developed in 2023 for reducing our Scope 1 and 2 emissions. Step one is underway and includes reducing our facilities’ baseline energy use and GHG emissions. This step includes conducting energy maturity assessments on our most energy-intensive facilities. These assessments enable us to identify a range of potential energy reduction projects and evaluate them based on impact, cost and complexity. This helps us prioritize and act on the most impactful energy reduction opportunities.

The data gathered during our energy maturity assessments has demonstrated that upgrading lighting to LED provides significant energy use reduction per dollar invested, and we can apply this practice in more than 50% of our facilities. Accordingly, upgrading to LED lighting has continued to be a main focus of our energy use reduction efforts. Other high-priority initiatives include improving the efficiency of compressed air, HVAC and steam systems.

Our Operational Sustainability Council aims to increase associate engagement in these efforts. Led by the Sustainability Team, with oversight by Zurn Elkay’s president, the council includes plant managers, business unit leaders, maintenance staff and other key associates. The Operational Sustainability Council meets quarterly to review current energy metrics and ongoing projects, review progress on completed projects, share best practices and provide general updates on the sustainability landscape.

### Case Study

## 2024 LED Lighting Energy Reduction Projects [Scope 2]



Before



After

We made major lighting upgrades in three of our facilities in 2024, guided by the insights from our energy maturity assessments. Upgrades included adding occupancy light sensors, installing LED fixtures and improving overall light levels.

### Freeport, Illinois

Installed 441 fixtures, which will reduce annual energy consumption by 319,664 kilowatt hours (kWh), annual costs by more than \$26,000 and annual carbon dioxide equivalent (CO<sub>2</sub>e) emissions by 119 metric tons

### Lanark, Illinois

Installed 353 fixtures, which will reduce annual energy consumption by 418,572 kWh, annual costs by more than \$33,000 and annual CO<sub>2</sub>e emissions by 156 metric tons

### Burlington, Ontario

Installed 240 fixtures, which will reduce annual energy consumption by 123,093 kWh, annual costs by nearly \$21,000 and annual CO<sub>2</sub>e emissions by 4 metric tons





Case Study

### Compressed Air Leak Repair [Scope 2]

Many Zurn Elkay facilities have compressed air systems. These systems can account for a significant portion of total electricity use because air must be compressed, cooled, dried, transported and regulated, which is energy intensive. Compressed air leaks throughout the system can waste as much as 20% to 30% of the compressor’s output. The most common areas for leaks are hoses, fittings and pipe joints. One of the initiatives overseen through our Operational Sustainability Council was for sites to complete a compressed air leak study and repair. Leaks are detected using an ultrasonic meter, tagged and repaired. In 2024, Zurn Elkay completed 160 compressed air leak repairs across five sites, resulting in over 800,000 kWh of energy savings.

Case Study

### Natural Gas Boiler Upgrade [Scope 1]

Our energy maturity assessments identified opportunities to reduce our use of natural gas. Reducing natural gas consumption helps lower emission of non-GHG air pollutants such as NOx, SOx, VOC, HAP and PM. We upgraded the boiler at our Broadview, Illinois, facility to a high-efficiency burner in 2024. This upgrade will reduce natural gas use at the facility by 10%. In conjunction with this project, we installed programmable thermostats that improved the team’s ability to manage building temperature. We also created a building management plan that will evaluate the HVAC system holistically to make sure it is optimized when the building isn’t occupied.

WE REDUCED OUR  
NO<sub>x</sub> AIR EMISSIONS  
INTENSITY PER U.S.  
DOLLAR OF OPERATING  
REVENUE BY

15.8%

## Renewable Energy Procurement

Renewable energy procurement is the second key step of our decarbonization roadmap. Five of our facilities purchase RECs that cover 100% of their electricity use, amounting to over 5.2 million kWh and resulting in 2,100 metric tons of CO<sub>2</sub>e emissions eliminated in 2024. We continue to operate a rooftop solar array at our Paso Robles, California, location, which produced over 785,000 kWh of electricity in 2024, eliminating 180 metric tons of CO<sub>2</sub>e emissions.

In 2023, we set a target to source at least 25% of our electricity from renewable sources by 2030. In 2024, 18% of our electricity was from renewable sources. We will continue to identify renewable electricity procurement opportunities across all our facilities by working with local utilities to assess the availability of RECs and power purchase agreements (PPAs).

**5.2M** kWh of renewable electricity purchased through RECs in 2024

**2.1K** metric tons of CO<sub>2</sub>e saved in 2024 through the purchase of RECs

**785K** kWh of electricity produced by our solar array in 2024

**180** metric tons of CO<sub>2</sub>e emissions eliminated by our solar array in 2024

**6M** total kWh of renewable electricity used in 2024, 18% of total electricity use



## SCOPE 3 EMISSIONS

We calculated our baseline Scope 3 emissions for the first time in 2022 and have continued to do so on an annual basis. In 2024, we focused on refining our procedures for calculating Scope 3 emissions and reviewing our data sets to help ensure accuracy. We also engaged our suppliers through an annual survey to gain better insights into their environmental metrics. For more information on how Zurn Elkay engages with its suppliers on sustainability issues, see the Governance section, page 105.

### Zurn Elkay WAVES Submission: Carbon Offsets for Business Travel

In 2024, we continued the associate-led WAVES project approved in 2022 to purchase carbon offsets for our business travel emissions. This project intends to calculate our business travel emissions and procure verified carbon offsets supporting a meaningful project. This year we purchased offsets for 100% of our business travel emissions, which was 1,509 metric tons of CO<sub>2</sub>e. The offsets we purchased support improved household devices in Vietnam, including cookstoves and water filters.





## Water Use and Stewardship

Clean, safe water is the heart of our business. As a leader in water, we aim to be at the forefront of water management in our operations as well as our products, and we seek to continuously improve our ability to track, manage and reduce our water use.

In 2024, we began participating in the Global Water Council’s WAVE program, which provides a framework for companies to assess water risk across their portfolio and asks them to report on key indicators. The Water Council — which, like Zurn Elkay, is located in Milwaukee’s global water technology hub — is dedicated to solving critical water challenges by driving innovation in freshwater technology and advancing water stewardship.

The five-step WAVE program helps us identify our top 10 priority sites and develop corrective actions for them. It also helps us more effectively communicate our strategies and plans for addressing water challenges throughout our business.

We employ a multi-tiered approach to our facilities’ water management and share responsibility across the entire organization. Facility managers take the lead on monitoring and improving water consumption and intensity at their sites, reporting their efforts to the corporate EHS Team. Our president and vice president of risk management provide senior-level oversight for EHS staff and facility general managers. In addition, our Sustainability Steering Committee provides further oversight of companywide water management efforts.

## Water Accounting

We review water data by facility annually to achieve a granular understanding of our water use, including domestic use, irrigation, wash and rinse tanks, coolant use and product testing.

Our data review provides insights into the ways we use water in our facilities and the places we discharge it. While our total water withdrawn and discharged decreased in 2024, total water consumed increased due to more granular tracking of water used for irrigation.

These reviews help us determine which improvements at our facilities could have the greatest impact on

our water consumption and use. They also help us examine potential trade-offs related to reductions in water use — for example, the impact that reducing water use in wash tanks could have on product quality or the degree to which recycling rather than discharging water could concentrate contaminants, requiring additional mitigation measures.

We achieved a significant milestone in 2024 when we joined the Water Council’s WAVE program and we will be working to receive third party verification of our water data in the coming year. We also calculated the number of facilities that are reusing or recycling water in at least one of their processes for the first time in 2024. Our manufacturing processes use recycled water in a variety of ways, including recirculating it in our wash tanks and product testing stands.

12

facilities reused or recycled water in at least one manufacturing process in 2024

### Case Study

In August 2023, our Phoenix, Arizona, facility stopped discharging rinse water and has been reusing it since then. The rinse water will last approximately six months before it must be disposed of by a disposal company. This has resulted in a reduction of our water use by approximately 120,000 gallons per year.

### Water Use Data, 2023-2024

	2023	2024	Change
Total water withdrawn	227.0	208.5	↓ 8.2%
Total water discharged	197.5	175.5	↓ 11.1%
Total water consumed	29.6	33.0	↑ 11.3%



## Water Risks and Resilience

We are dedicated to promoting responsible water stewardship. Doing so benefits our business, our customers and our communities.

### Waterway Preservation

We regularly identify volunteer water cleanup efforts that aid in the protection, preservation and restoration of major rivers and their watersheds, and we provide opportunities for our associates to contribute to such efforts in and around waterways in their communities. We especially focus on helping communities experiencing water scarcity and poor water quality as they work to manage clean water.

One of these volunteer events was offered through the nonprofit organization Living Lands & Waters, where 20 of our associates picked up waste in the Des Plaines River in Channahon, Illinois, for 120 hours.

The team collected approximately 2,740 pounds of waste from the watershed, which included 46 bags of trash. These efforts help support the preservation of waterways in the communities where we live and work.

### Water Resilience

Sustainability is a central part of our business strategy, and it guides us as we develop resilient water solutions. We are committed to investing \$90 million in engineering and R&D by the end of 2025. We focus on designing products that protect people and the planet by conserving water, keeping water clean, and helping

our customers and communities mitigate water risk and create water resilience.

Our product portfolio includes water safety and control products, storm water infrastructure and flow systems, and hygienic and environmental products. Our flow control devices provide emergency water supply for fire protection while protecting the drinking water supply, helping water professionals provide safe and efficient building and site water management. Additionally, we have developed next-generation bottle filling stations to continue to reduce the use of single-use plastic and a combined lead-, PFOA- and PFOS-reducing filter to help protect consumers from harmful chemicals.

Zurn Elkay's flow systems are used in schools, office buildings, restaurants, hotels, grocery stores, airports and other transportation infrastructure applications. They increase resilience to risks related to heavy rain and storms, which are occurring with greater frequency and intensity. Drainage products and systems, such as roof and floor drains and linear drainage systems, are used to control, capture and direct storm water to prevent water damage and building flooding. We are proud of the positive impact that our engineered products have on water resilience every day.







## Increasing Our Focus on Safeguarding Biodiversity



Through our first biodiversity screening assessment, we determined there are zero Zurn Elkay U.S. operational sites located within biodiversity-sensitive areas. Zurn Elkay associates participated in a biodiversity preservation and restoration effort volunteer event with the Living Lands & Waters organization. For more details on the initiative, see page 48.



In addition, our products help protect biodiversity by conserving and protecting water. For example, our filtered water bottle filling stations reduce the use of single-use plastic water bottles; our low-flow faucets, flush valves, toilets and urinals help our customers reduce water use; and our hand dryers reduce paper towel waste in restrooms. What's more, many of our products are made with a high percentage of recycled content.



We also track our water and identify watershed risks through our partnership with the Global Water Council WAVE program. The WAVE program helps us prioritize our actions as we work to address water challenges and opportunities in our business.



# Waste and Recycling

We are committed to finding new ways to divert waste from landfills through expanded recycling efforts across our manufacturing facilities and reuse of materials.

**64.4%** OF OUR TOTAL WASTE FROM OPERATIONS WAS RECYCLED IN 2024

**6.5%** REDUCTION IN TOTAL WASTE TO LANDFILL FROM 2023 TO 2024

We exceeded our previously stated target of a 2% annual waste to landfill reduction. As a result, we created a new waste to landfill target in 2024. We are now aiming to validate five facilities as zero waste to landfill by 2030.<sup>24</sup>

<sup>24</sup>We define zero waste to landfill as a facility having at least 90% diversion rate using the UL Solutions Environmental Claim Validation procedure.

**Case Study**

## Dumpster Day Event

When team members at our Norcross, Georgia, facility set out to collect one day’s worth of industrial waste, they collected 221 pounds of cardboard waste — which over the course of the year would work out to 57,460 pounds. The facility plans to move forward with a new focus on properly recycling cardboard and obtaining the necessary equipment to achieve better waste separation, ultimately diverting more waste away from landfills through recycling and reuse.

**Case Study**

## Sustainable Packaging: Elimination of Styrofoam

A cross-functional group from sustainability, risk management, packaging engineering, operations and procurement worked with our overseas suppliers of sinks to find alternative options for their packaging materials. The supplier was packaging products in Styrofoam, which must be landfilled when the product is unpacked at our facilities. The team worked with three suppliers to switch to corrugate — a readily recyclable material — by ordering test pallets and working with operations to ensure the quality and unpacking process was improved with the new packaging. The project resulted in an estimated diversion of 23 tons of Styrofoam waste from the landfill each year.



## Hazardous Waste

Our EHS Team collects waste data across all our facilities on a quarterly basis. The EHS director and EHS managers are responsible for properly classifying hazardous waste so that all our hazardous waste is disposed of through licensed third-party vendors, in compliance with applicable laws. Zurn Elkay has trained key personnel responsible for waste shipments on completing and managing waste manifests, which are permanently retained records.



<sup>25</sup> Waste data does not include remediation activity taking place at locations no longer owned by Zurn Elkay. In 2024 we disposed of 0.21 metric tons of nonhazardous waste and 0.60 metric tons of hazardous waste due to remediation activity.

<sup>26</sup> Percent change is based on actual values rather than rounded ones shown in the table.

<sup>27</sup> The increase in hazardous waste in 2024 is due to flooding at our San Luis Potosi facility and associated cleanup.

### Waste and Recycling Data, 2023-2024

	2023	2024	Change <sup>26</sup>
<b>TOTAL WASTE<sup>25</sup></b>	<b>10,758</b>	<b>9,994</b>	<b>↓ -7.1%</b>
<b>NONHAZARDOUS WASTE</b>	10,733	9,932	↓ 7.5%
Recycled	6,943	6,432	
Reused	105	0.3	
Incineration	16.5	1.6	
Off-site process water treatment	43.4	122.3	
Landfill	3,624	3,376	
<b>HAZARDOUS WASTE<sup>27</sup></b>	25	62	<b>↑ 146.6%</b>
Recycled	0.5	0.2	
Incineration	3.6	0.2	
Off-site process water treatment	16.3	45.6	
Landfill	5	15.7	
<b>DIVERSION RATE</b>	<b>65.5%</b>	<b>64.4%</b>	<b>↓ 1.7%</b>





## WAVES Social Impact Fund Projects

Our associates drive some of our most innovative and impactful ideas. Our WAVES Social Impact Fund engages associates to propel our sustainability efforts forward. In 2024, three associate-led projects were presented:

### Elimination of Styrofoam from Stainless Steel Sink Packaging

A cross-functional team from sustainability, risk management, packaging engineering, operations and procurement devised an innovative packaging initiative. By collaborating with overseas sink suppliers, they replaced Styrofoam packaging, which requires landfilling, with recyclable corrugate. After rigorous testing and process improvements, their efforts are projected to divert 23 tons of Styrofoam waste from the landfill annually. This project demonstrates their commitment to sustainability and advances a new standard for eco-friendly packaging solutions.

### Green Office Program

Led by an associate in Erie, Pennsylvania, the green office program outlines best practices that office spaces can adopt to reduce environmental impact and improve the health and well-being of associates. The program includes sections on energy efficiency, water use, waste reduction, green procurement and occupant health.

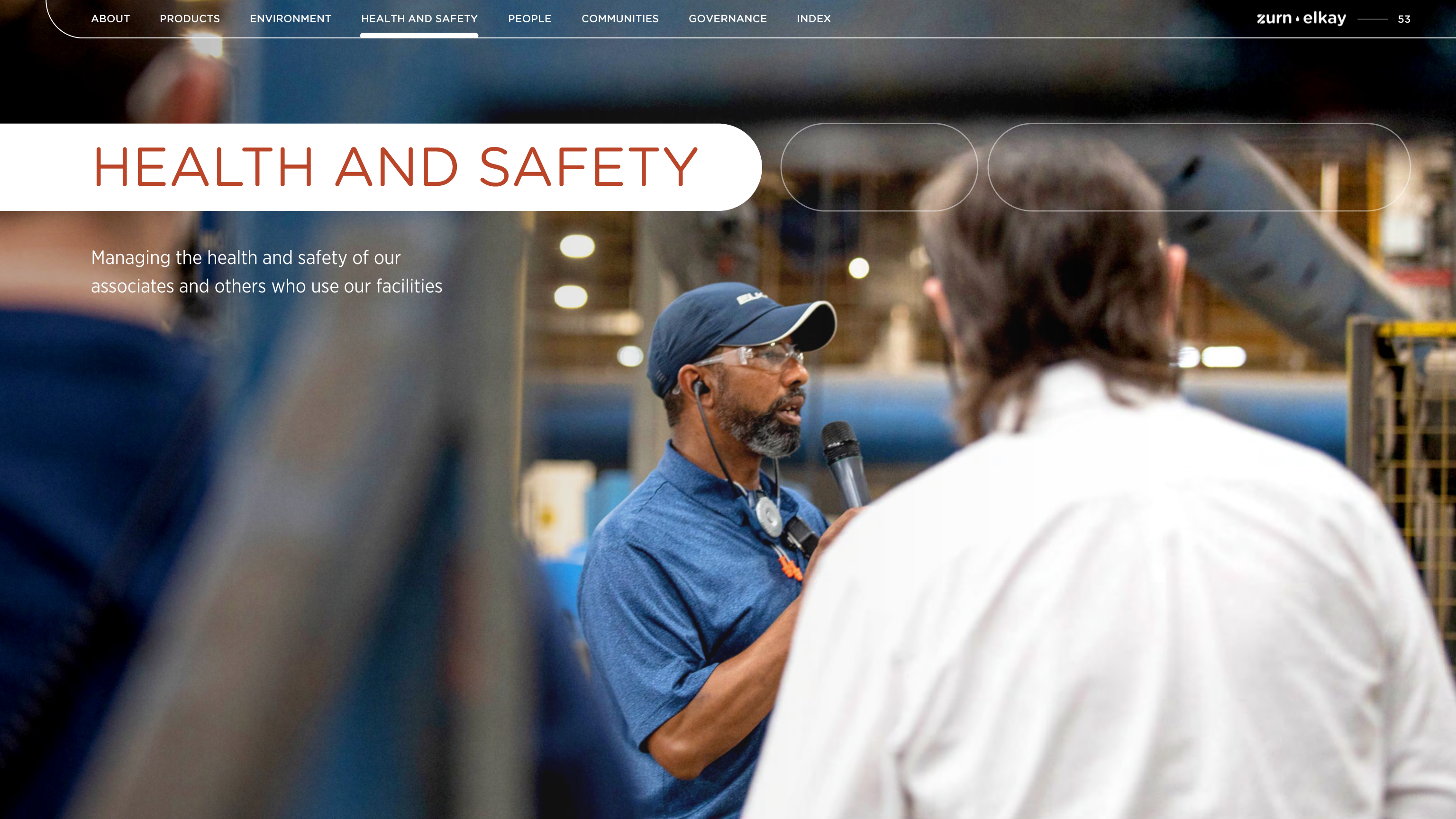
### Broadview Boiler – Natural Gas

An associate spearheaded a sustainability initiative focusing on reducing natural gas consumption at our Broadview, Illinois facility. The project helped identify the need to upgrade the boiler to a high-efficiency burner, which will ultimately cut our natural gas use at the facility by 10%.



# HEALTH AND SAFETY

Managing the health and safety of our associates and others who use our facilities





## Table of Contents

Health and Safety	55
Safety in Our Facilities	56
Occupational Health and Safety Management	59
Contractor Safety	60
Health and Safety Audits	61
Measuring Safety Performance	62



0.65

TRIR compared to industry average of 2.6



0.11

LTIR compared to industry average of 0.70



22

hours of health and safety training for every manufacturing associate annually



2,250

ideas for improvement submitted by associates and actioned through the observation program in 2024



# Health and Safety

We are committed to ensuring our operations and workplaces are safe and healthy environments in order to protect the health and well-being of our associates and other people who utilize our facilities.





# Safety in Our Facilities

Our Occupational Health and Safety Management System covers all operations and associates, including full-time and contracted temporary associates. We provide multiple tools for our associates to proactively identify safety, ergonomic and other occupational hazards in the workplace. Our management system includes several elements in line with ISO 45001, including hazard identification, assessment of risks, elimination of hazards, management of change, contractors, emergency preparedness and response, internal audit, management review, corrective action and continual improvement.

**For information on our approach to associate wellness, please see page 83.**

## Hazard Identification and Risk Assessment

All sites are required to complete and review job safety analysis documents on an annual basis. This process is driven by several tools, including a written program and a hazard analysis tool that identifies and scores the risk related to specific job tasks. For all assessed risks, we identify and implement corrective actions following the hierarchy of controls method. Once we track corrective actions to completion, we reassess the task and give a residual risk rating that the facility EHS manager must approve.

## Health and Safety Communications

All associates, including full-time and contracted temporary workers, are active participants in the Health and Safety Management System. The EHS Team communicates health and safety topics throughout the organization utilizing toolbox talk trainings and creating safety alerts after recordable injuries and significant near misses. Safety alerts contain relevant information regarding the incident, hazard identification and corrective actions for all sites to review. These communications are distributed to the organization through email, safety startup meetings and gemba walks. We value and encourage safety-related observations and input from our associates. In 2023, we introduced a new standardized Safety Observation Program to improve hazard identification and increase associate engagement. Through this program, all associates are asked to conduct monthly safety observations of their workstations and equipment. The data is then collected and analyzed monthly by the corporate EHS Team to support communication regarding frequently observed unsafe conditions. For details, see the case study on page 57.

## Incident Mitigation

We take all health and safety incidents seriously, both injury and noninjury, and we fully investigate each one to determine its root cause. Associates are trained in immediate incident reporting. We have a formal incident investigation process, which includes a written program, first report of incident, “five whys” determination and root cause identification. We investigate incidents within 24 hours; investigations include members of leadership and other functions as needed. We track these incidents and corrective actions electronically to prevent recurrence and ensure the effectiveness of corrective measures.





Case Study

### The Zurn Elkay Safety Observation Program

Our Safety Observation Program provides associates with tools to help improve facility safety. In the program, associates evaluate seven topics: personal protective equipment, working surfaces, machine safety, material handling, forklift, tools and equipment and line of fire. Each month, all associates record their observations on cards and submit them to be tabulated by department and facility. Using visual daily management boards, we track the number of cards completed, types of unsafe conditions identified and corrective actions taken. In 2024, we began tracking all safety observation information company-wide and discussing it with our site EHS managers on a biweekly basis. Site EHS managers give monthly progress updates, including key metrics that identify important trends and specific examples of observed unsafe actions. This information is then used to send out safety alerts and provide additional awareness trainings. Using the Safety Observation Program, we were able to reduce incidents such as lacerations by 38% in 2024.

2,250

IDEAS FOR IMPROVEMENT  
WERE SUBMITTED BY ASSOCIATES  
AND ACTIONED IN 2024





## Occupational Health and Safety Training for Associates

Our Health and Safety Management System includes training for associates on health and safety practices in order to minimize the number and severity of incidents. We require training for all associates upon hire and annually thereafter, in accordance with country- and state-specific EHS requirements and identified best practices. To meet these requirements, we assign each facility a compliance calendar that consists of 30 different EHS topics, including an emphasis on the five cardinal safety rules: lockout/tagout, electrical safety, confined spaces, machine guarding and fall protection. Formal hazard recognition training is conducted by each site's EHS manager or a qualified designated trainer.

### Emergency Response Training

We train our associates to respond to a variety of potential emergencies in the workplace. We have a standard company-wide Emergency Response Program that our EHS managers make specific to each site, which includes guidance on developing an emergency response team at the facility. Each facility also completes annual emergency response training with all associates, covering fires, tornadoes, power loss, gas leaks and workplace violence. Annual fire and severe weather drills are critiqued, and corrective actions are implemented based on any deficiencies identified during the drill.

22hrs

IN ENVIRONMENTAL HEALTH AND SAFETY  
TRAINING COMPLETED BY EVERY ZURN ELKAY  
MANUFACTURING ASSOCIATE ANNUALLY







## Occupational Health and Safety Management

Every year, we strive for zero workplace injuries. As part of our work toward that ambition, we have set a new goal to reduce our TRIR by 10% by 2030 compared to our 2024 baseline. This goal demonstrates our commitment to reducing what is already a world class TRIR.

This target includes all full- and part-time associates and contracted temporary workers, but excludes third-party subcontractors. In 2024, 63% of Zurn Elkay locations are operating one year or more without a recordable incident.

---

Zurn Elkay's Corporate Risk Management Team oversees the company's EHS efforts as part of the team's responsibilities for insurance, real estate, facilities, business continuity planning and security. This group provides general oversight and guidance to regional EHS staff, ensuring that all programs, training and supporting documents meet regulatory requirements.

The Risk Management Department is led by the vice president of risk management, who reports directly to our Chief Administrative Officer (CAO). At each facility, programs are managed by regional EHS staff, who report to the corporate team.



# Contractor Safety

Contractors play an essential role in our operations, and our EHS Contractor Safety Program manages contractor safety at our facilities at each stage of the relationship. We value their work and dedication. We extend the same commitment to safety at our facilities for these workers as do for our direct associates. In 2024, we had zero injuries or fatalities to third-party contractors in our facilities.

**Our EHS Contractor Safety Program manages contractor safety at our facilities at each stage of the relationship:**

## PREQUALIFICATION

- We conduct contractor safety performance and risk screening for those who will be on-site at our plants and distribution facilities
- All new contractors must review and provide written agreement to our EHS standards

## ONBOARDING

- Each contractor receives orientation on our EHS expectations from a Zurn Elkay host

## ONGOING

- We review the Contractor Safety Program with facility leadership annually as part of our EHS compliance calendar
- We use internal EHS audits to measure conformance with the Contractor Safety Program





# Health and Safety Audits

We conduct internal environmental health and safety audits to ensure compliance with our Health and Safety Management System. We built our audit process based on applicable laws, including Occupational Safety and Health Administration (OSHA) requirements as well as Zurn Elkay’s best management practices. These audits focus on documentation and training, facility conditions and associate interviews.

Our goal is to audit every facility at least once every three years. We audited 33% of our facilities in 2024. Once each audit is completed, we conduct a closing meeting with site leadership to discuss the findings and implement solutions. All audit findings are digitally documented through our EHS management software to track completion and effectiveness.

**We base our audits on regulatory requirements and industry best practices, including:**

**Review** of documentation and training, facility conditions and associate interviews against 36 health and safety topics, including emergency response, incident investigation, electrical safety and machine safeguarding

**Examination** of two categories of questions: those tied to regulatory requirements and those tied to Zurn Elkay’s best management practices

**Management** of audit checklists and corrective actions through our online EHS management tool to document audit findings and ensure corrective actions are closed within 90 days

During 2024, our Hadrian facility in Calgary, Alberta, received a Certificate of Recognition (COR) from the government of Alberta. A COR shows that the health and safety management system has been evaluated by a certified auditor and meets provincial standards. These standards are established by Alberta Occupational Health and Safety.





# Measuring Safety Performance

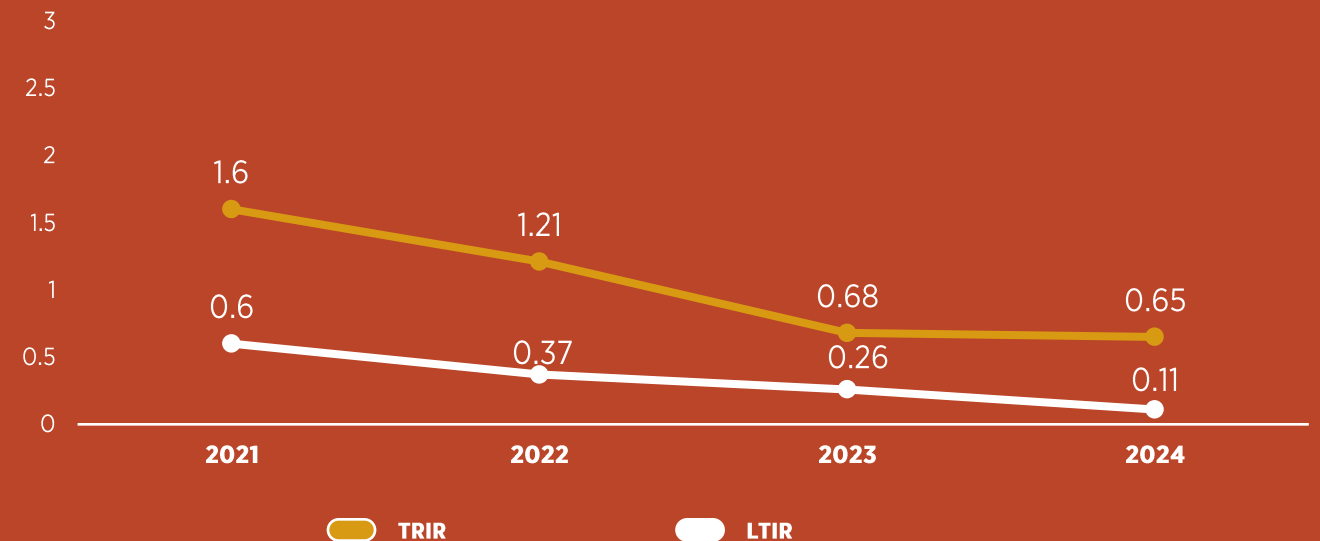


We track and measure our performance on an ongoing basis to ensure that we are continuously improving our workplace safety. We diligently monitor our safety performance data to provide our teams with the insights they need to make progress toward our goal of zero recordable workplace injuries. Our EHS managers' report biweekly on activities to enable the entire department to highlight certain programs or conduct awareness trainings to mitigate identified risks across the entire company.

We had zero workplace fatalities in 2024. From 2023 to 2024, we reduced both our TRIR and LTIR by 4% and 58% respectively. We attribute our success to disciplined commitment to our Health and Safety Management System, which includes tools and processes for measuring safety performance and promoting continuous improvement.

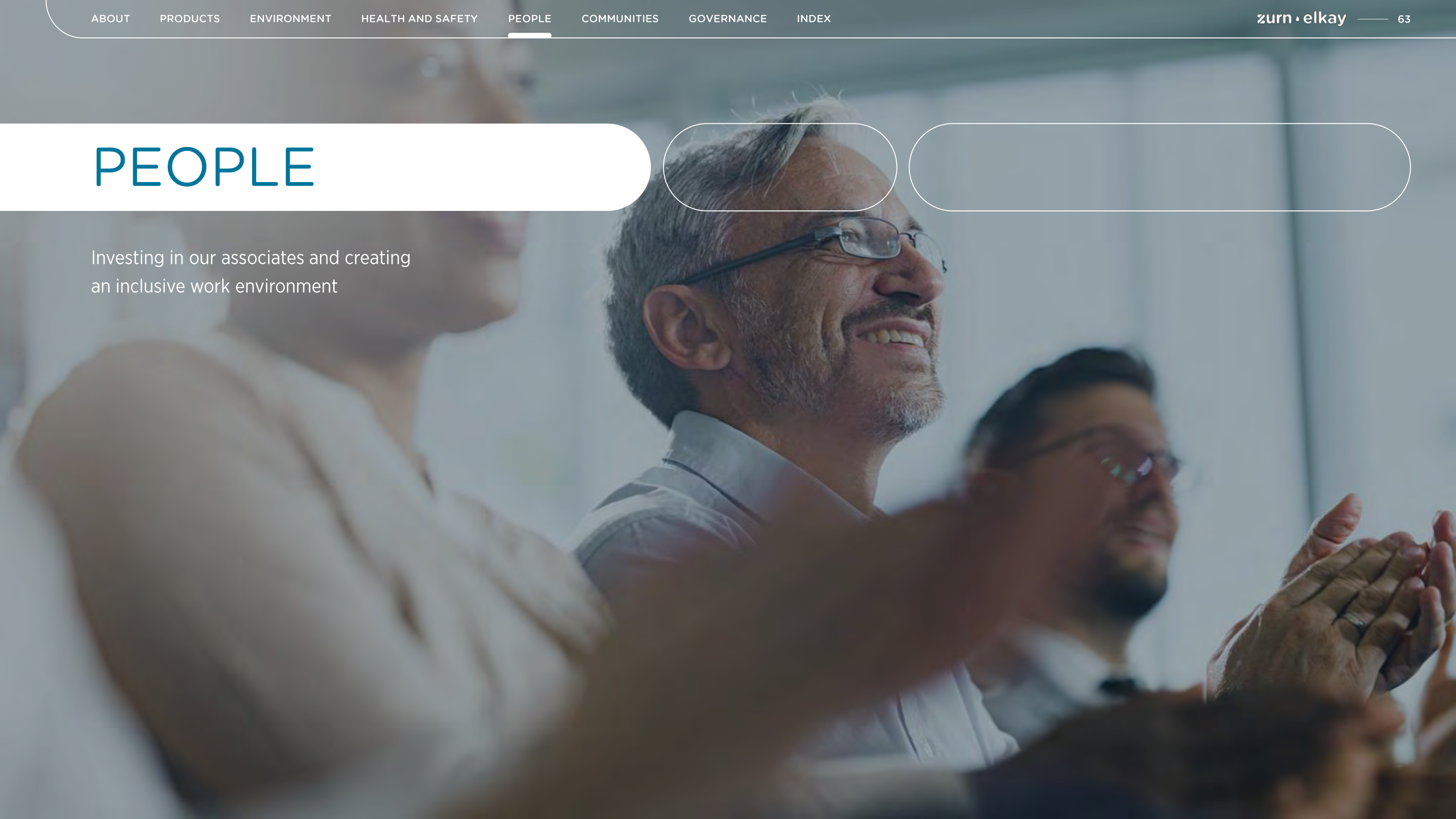
**Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR), 2021-2024**

TRIR Industry Average: 2.6  
LTIR Industry Average: 0.70



# PEOPLE

Investing in our associates and creating  
an inclusive work environment





## Table of Contents

People	64
Associate Engagement	67
Associate Benefits	70
Professional Development	72
Inclusion and Belonging	77
Associate Wellness	83



95%

response rate to the 2024 Total Associate Engagement survey



74%

engagement score, a 3% increase from 2023



3,749

#CI submissions completed by associates



18.6

training hours per associate, achieving our goal one year in advance



# People

At Zurn Elkay, we are committed to total associate engagement because we know our strength is our people.

Our mission of providing clean water systems delivered by exceptional people demands we attract, develop, empower and retain outstanding talent. Our Associate Inclusion Index score rose by 3% year-over-year, thanks in large part to a series of enhancements to our benefits and development programs. Our new employee stock purchase program aligns the company's success and growth with our associates' buy-in. We expanded our professional development opportunities, leading to an all-time high of 18.6 hours of formal training per associate on average.





WE SUPPORT



Our strategies and policies for our people support the U.N. Global Compact's Labor and Nondiscrimination Principles, which state that businesses should uphold:

PRINCIPLE

3

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 to employment and occupation

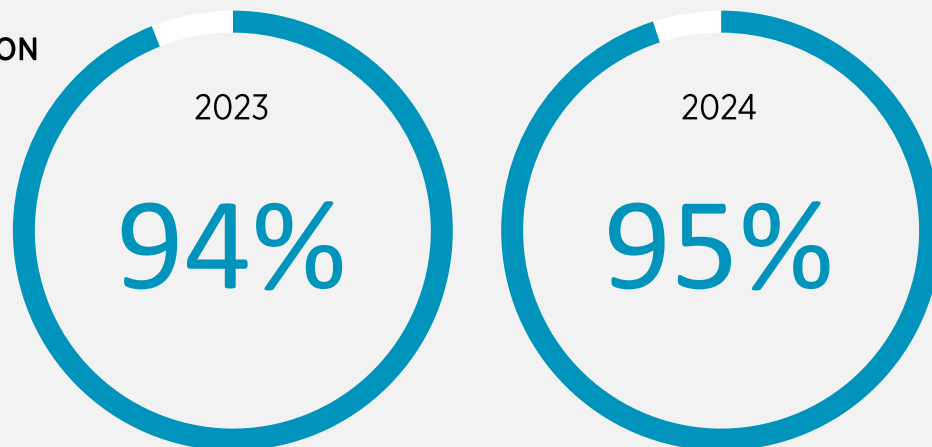


# Associate Engagement

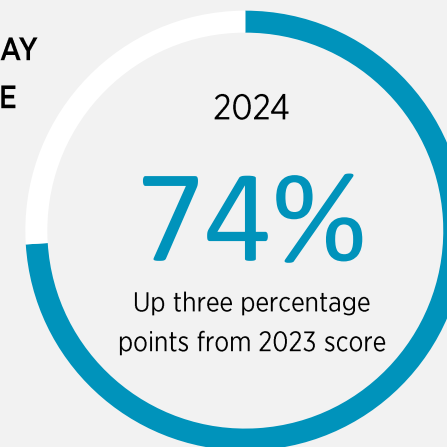
We seek to engage every associate throughout our business in meaningful ways to ensure their success.

## Our 2024 TAE Survey

### PARTICIPATION



### ZURN ELKAY TAE SCORE



Our TAE Survey results continue to demonstrate year-over-year improvement. Overall participation in 2024 was 95%, up from 94% in 2023, thus continuing to exceed our goal of 80% annual participation. Our overall TAE engagement score of 74% in 2024 represents an increase of three percentage points from 2023. Our engagement scores remained high year-over-year and above industry benchmark in 15 categories.

Our most improved metric reflected associates' confidence in where we're heading. Executive leadership has communicated a vision of the future that motivates me saw a jump to 70% in 2024 from 65% the prior year, well above the industry benchmark of 63%. We attribute this improvement to our efforts to drive engagement in our company's purpose: to conserve and protect water and to provide cleaner, safer filtered drinking water.

We also saw improvement in responses to questions about manager relationships, associate satisfaction with our commitment to sustainability and satisfaction with the company as a place to work.

88%

feel they have open and honest communication with managers

84%

feel comfortable voicing different ideas and opinions

83%

feel they belong on their team

83%

feel they receive timely feedback from their managers

83%

feel managers treat people fairly



## Areas for Improvement

Our commitment to continuous improvement means we do not focus solely on our engagement scores, but also on our efforts to increase them over time. Site-specific and functional results of the TAE Survey are distributed to leaders within Zurn Elkay so that each team can address specific feedback and create action plans for improvement throughout the year.

Even in areas where we outperform industry benchmarks, we strive to strengthen our organization and improve scores in subsequent years.

### ENGAGEMENT AT ZURN ELKAY IN ASSOCIATES' WORDS



*I'm very proud to explain to outsiders where I work and what we do as a business. After 24 years working here I'm very proud to be part of this amazing company and team. Thank you.*



*I've only been here eight months but am happy, supported by leadership and believe that our company is making a difference.*



*I'm grateful for the company's commitment to supporting my personal development and helping me achieve my goals.*





## Fostering Engagement

### ZE-net

ZE-net is our company intranet, which is designed to ensure all associates have access to resources and communication throughout the business. Ongoing news content provides associates with information about key topics, including company strategy, professional development and benefits. To encourage engagement, we send every associate a weekly email digest and broadcast stories to manufacturing associates using a network of digital screens.

### Town Halls

Our executive leadership team held town halls throughout 2024. These open, on-site meetings provide a forum for associates to interact with leadership, share information, offer their perspectives and celebrate local successes.



### WAVES Social Impact Fund

This internal social impact fund provides money and project leadership opportunities for associate-developed company sustainability initiatives. WAVES offers a way to translate our associates' ingenuity, energy and passion into progress on our company's sustainability efforts. In 2024, the process was updated to make it even easier for associates to submit their ideas and receive funding to advance our environmental and social initiatives.

### The Drop Podcast

Our podcast gives internal subject matter experts a forum to share insights into topics including products, benefits, marketing and community outreach. We aired 12 episodes of *The Drop* in 2024, and they are available to all associates companywide. The podcast covered a wide range of business topics, including a series updating our associates on our ERGs to increase visibility and engagement across the organization.

### Flexible Work Arrangements

We provide flexible work arrangements to make it easy for associates to engage with Zurn Elkay in ways that work for their lives. Our hybrid work policy allows associates to work remotely one day per week. The time associates spend in the office or at our facilities ensures ample opportunities for face-to-face connections between colleagues, which supports a strong company culture.

### #CI: Collaborating on Continuous Improvement

#CI is our internal shared knowledge management system. It highlights and disseminates real-life examples of activities, ideas and successes related to our core value of Continuous Improvement, helping ensure that we work together to improve every day.

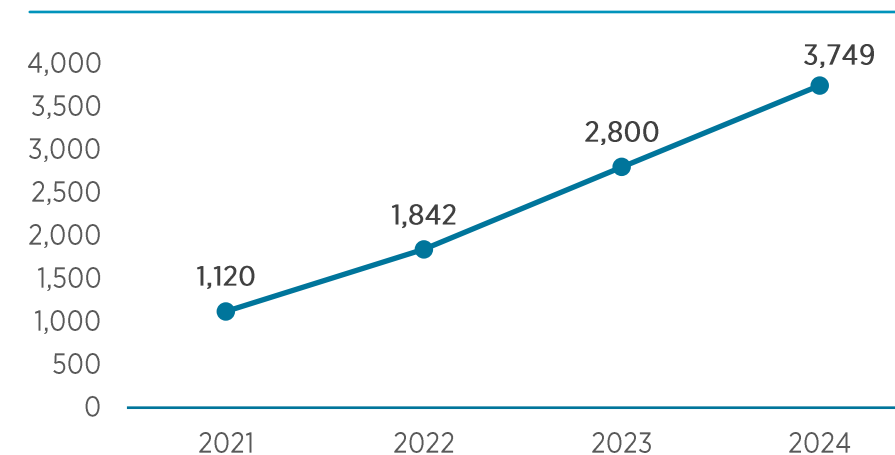
With #CI, our associates can create a virtual classroom addressing site-specific challenges or other issues, providing a forum in which they can collaborate and learn from peers in real time. When associates develop a successful idea or approach, #CI enables them to share the breakthrough across Zurn Elkay so other associates can learn from their work. At quarterly all-associate updates, our senior leaders highlight top #CI projects.

Associates submitted 3,749 improvement projects in 2024. The volume of submissions exceeded our internal goal to receive at least one #CI submission for every Zurn Elkay associate.

**\$6M**  
DOLLARS  
SAVED

**952**  
LEAD TIME  
REDUCTION (DAYS)

Number of Continuous Improvement Submissions



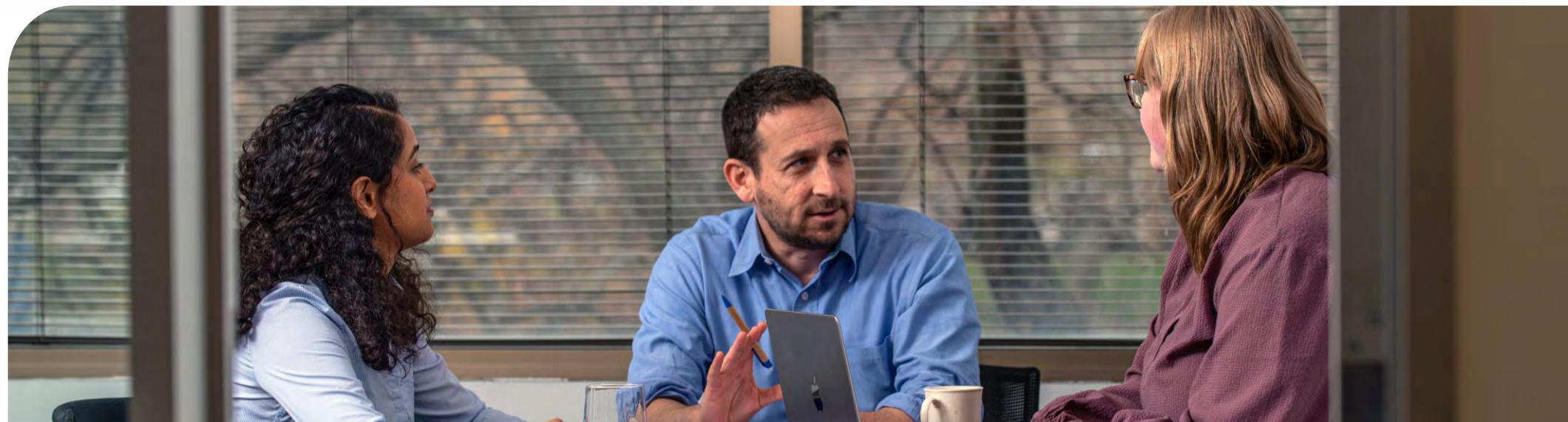


# Associate Benefits

It takes great associates to win in the marketplace and achieve our mission and purpose. Our comprehensive benefit programs are key to attracting and retaining some of the best associates in the industry. Our associates<sup>28</sup> are eligible for a competitive package that encompasses health and financial benefits.

## Our benefits package includes:

- Medical, dental and vision insurance
- Health savings account with company funding
- 401(k) retirement plan with a generous company match
- Life insurance
- Employee assistance program
- Dependent care flexible spending account
- Telemedicine
- Business travel accident
- **NEW** Employee stock purchase plan



### Case Study

#### New Benefit Introduced in 2024: The Zurn Elkay Employee Stock Purchase Plan

The Zurn Elkay Employee Stock Purchase Plan (ESPP), launched in 2024, gives associates the opportunity to purchase Zurn Elkay stock at a 15% discount through regular, after-tax contributions from their paychecks — offering a simple way to invest in our company’s future and their own. **Nearly 20% of eligible associates participated in the initial offering in 2024 and participation continues to grow.**

The ESPP provides associates a long-term investment option alongside their 401(k) plan and health savings account. The plan enables associates to build an ownership stake in Zurn Elkay, promoting greater alignment across our company.

“This new stock purchase plan enhances the comprehensive benefits package we offer associates,” said Chairman and CEO Todd Adams. “It can help them benefit as Zurn Elkay succeeds.”

#### Zurn Elkay supports work-life balance by providing a variety of types of time away from work. Our Working Hours Policy includes:


- Paid holidays
- Paid bereavement leave
- Paid jury duty
- Disability programs
- Paid parental leave program
- Paid sick time (for hourly associates)


We also provide a variety of wellness programs to support associates' efforts to live happy, healthy lives. For more information about Zurn Elkay’s efforts around wellness, see Associate Wellness on page 83.


<sup>28</sup> U.S. full-time associates are eligible.


## Additional Associate Benefits

We aim to support associates in a wide variety of ways, which in turn can bolster our associate engagement, attraction, retention and alignment. Zurn Elkay offers the following benefits in addition to those listed on the previous page:


 **Parental Leave.** All U.S. associates are eligible for two weeks of fully paid parental leave following the birth of a child or the placement of a child through adoption or foster care.


 **Variable Performance-Based Component to Bonus Pay.** All full- and part-time associates not covered by a collective bargaining agreement are eligible for a bonus program related to their performance. Associates set annual individual performance goals aligned with their career trajectories. In mandatory annual performance reviews, associates and managers discuss progress toward these goals, which contributes to eligibility for bonus payouts.


 **Equity.** All full-time associates at the time of the Zurn and Elkay merger (July 1, 2022) received an ownership stake in the company through a long-term equity grant.


 **Tuition Reimbursement.** Associates employed for at least 12 months are eligible to receive \$5,250 in tuition reimbursement per calendar year. Associates received \$37,700 in tuition reimbursements in 2024.


 **Charity Matching Grants.** U.S. associates can receive up to \$5,000 in company matching funds for gifts made to U.S.-based 501(c)(3) charities.

 **Retirement.** We match both full- and part-time associates in their 401(k) in the United States (50% of the first 8%, for a 4% company match).

 **Referral Bonus.** We encourage associates to bring great people to Zurn Elkay.

 **Paid Sick Time.** In addition to compliance with all applicable statutory sick pay regulations, we provide all hourly associates with two days of paid sick time per year.

 **Floating Holidays.** As not all cultural holidays are recognized as national holidays, our floating holidays provide associates the flexibility to take time off for the occasions that hold personal significance to them.

 **Support for Associates Transitioning out of Zurn Elkay.** We leveraged our existing severance and restructuring programs to assist associates with severance, benefit coverage, outplacement and transition, including a dedicated career consultant, training and reemployment support.







# Professional Development

We believe our success happens because of our associates — and that is why their upward mobility is at the center of our long-term business strategy.

Through the Zurn Elkay Business System, we have a systematic and comprehensive succession planning process in place that starts with creating a talent pipeline that is in line with our corporate strategy and goals, incorporates upward mobility into associate evaluations and fosters leadership roles through professional development. Supporting associates' growth and development promotes engagement and retention, while fostering the skills that keep Zurn Elkay at the forefront of our industry. To provide additional data on our programs, we have set a new target to disclose total annual investment in training, leadership and professional development programs in the 2025 report.

46,522 Total associate training hours

17 Participants in our Women Unlimited Program

18.6 Training hours per associate

33 Interns in 2024 representing 23 colleges

147 Associates participated in career development programs

244 Associates promoted



## Career Development

### Mentorship Program

Our development framework includes experiences, exposure and education. Mentorship is a key component, helping provide associates with support, guidance and experience throughout the development process. We make the Mentorship Program available to all Zurn Elkay associates, in every role throughout our company.

### E-Learning

**We provide digital education tools including:**

Workday Learning powers our Talent Development Program, providing associates with a range of valuable learning and development opportunities, including mandatory trainings. Workday Learning covers a variety of functional and management topics pertinent to Zurn Elkay’s business, as well as subjects specific to our company, such as education on our products and the Zurn Elkay Business System. LinkedIn Learning offers a library of more than 13,000 courses across a spectrum of subject areas, empowering associates to explore their professional passions and deepen their expertise. The platform offers associates personalized course recommendations based on their work to date, interests and career plans — helping ensure each associate receives the education that is most useful for them.

### Internships

The pipeline between the classroom and the workplace has never been more important. Our Internship Program helps provide opportunities and connections at Zurn Elkay for the next generation of talent. The program offers experiential learning in which interns can apply what they learn in school to real-world business situations. In the process, they gain an understanding of our company and our industry, build relationships with associates at Zurn Elkay and bring fresh thinking and new perspectives to our community. Our 2024 Internship Program included 33 interns from 23 colleges and universities.





## Leadership Development

We believe in building leadership skills among our associates in order to cultivate the next generation of leaders at Zurn Elkay. Our leadership development programs include:

### Bridge to Business

We recognize that Zurn Elkay needs leaders who excel at both engineering and business leadership. This program, provided in collaboration with Marquette University, is designed to meet that need by helping our engineers improve their business leadership acumen. It teaches and trains them in a thorough set of skills, positioning them to become top-performing leaders for our company.

The program's carefully curated curriculum develops participants' understanding of the business landscape in which Zurn Elkay operates, with modules on supply chain management, accounting, finance, marketing, leadership skills, ethical considerations, intellectual property and innovation. The program helps participants recognize the engineering solutions that drive value for our enterprise, illustrating how an engineer's role aligns with other departments to support the company's overall success. The program also helps them develop essential leadership and management skills related to communication, decision making and team leadership, equipping them to assume a variety of roles.



### Finance for Zurn Elkay Associates Course

In 2024, we launched a new Finance for Zurn Elkay Associates course that has become a cornerstone of our talent development strategy. The overwhelmingly positive response to the course underscores the value of deepening financial literacy across our organization.

The course consists of four comprehensive workshops. Each is designed to build financial understanding from the ground up, while providing associates with tools to make informed business decisions. An optional module on budgeting equips participating associates with the skills to develop robust business cases for financial approvals.

This program has equipped our managers with crucial financial skills, and it also has empowered a broader segment of our workforce to contribute meaningfully to our financial health and sustainability goals.

## Manager Development Programs

Managers are critical to our company's performance. They provide the on-the-ground leadership that helps our company execute smoothly, productively and efficiently, empowering Zurn Elkay to fulfill our mission. Recognizing managers' importance, we invest in programs that help develop individual associates into managers and leaders.

**We offer two levels of manager development programs, in collaboration with the Marquette University Executive Education Team:**

### Level I: IMPACT Manager Development

IMPACT is curated for new and early-career managers. This online program provides approximately 20 hours of modular learning focused on the development of leadership skills and proficiencies. Each participant is assigned a mentor who helps them develop a range of managerial skills, such as effective communication, management of teams and conflict resolution. In addition to scheduled sessions, IMPACT encourages immersive social learning through assignments, interactive activities and continuous communication. In 2024, 41 associates participated in the IMPACT program.

### Level II: INFLUENCE Manager Development

INFLUENCE is designed to help experienced managers progress to senior leadership roles. The curriculum comprises a range of courses covering finance, inclusive leadership, critical thinking, networking strategies and more. Experts and mentors lead participants through an experiential learning journey in which they practice practical application and research, helping them develop the strategic and tactical skills they need to thrive as leaders at Zurn Elkay. In 2024, 19 associates participated in the INFLUENCE program.

**6 ASSOCIATES COMPLETED THE BRIDGE TO BUSINESS PROGRAM IN 2024**

## RAPIDS Leadership Program

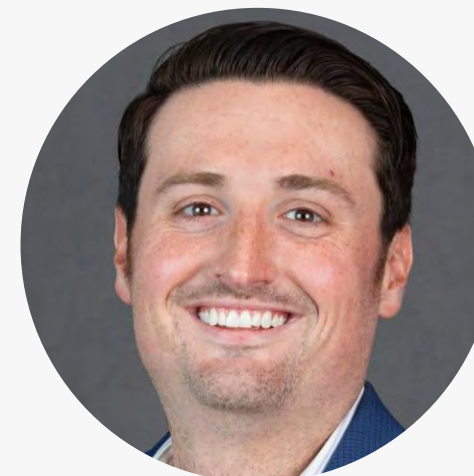
Launched in 2023, the RAPIDS Leadership Program is designed to identify and cultivate early-career individuals with high potential, preparing them for leadership roles at Zurn Elkay. The three-year program, located in our U.S.-based business centers, promotes holistic growth by cultivating skills and insights for success in the disciplines of product management, commercial sales and operations.

Upon successful completion, participants graduate from the program as directors positioned on the succession path for general management or commercial VP roles. Their journey is supported by senior leadership mentoring, personalized coaching from GMs or VPs, and tailored training from our management development programs. The program offers participants visibility to senior leaders and the executive council, reinforcing our culture of upward mobility.

**In just one year, we’ve made several strategic enhancements to the program to further support our participants’ growth and success. 2024 program highlights and enhancements include:**

- **Expanded Mentorship:** We created a broader network of mentors within participants’ rotations and across the business, providing essential guidance to help participants navigate their roles and succeed in their assignments.
- **Second-Round Assignments:** Several current participants have progressed into second-round rotations, gaining deeper experience in key business areas.
- **Leadership Development:** To foster cross-functional development and networking, we introduced monthly fireside chats with various leaders. These sessions provide valuable leadership teachings and insights, allowing participants to broaden their perspectives and build relationships across the organization.
- **Enhanced Feedback:** We strengthened the feedback enhancement loop for participants, ensuring they receive constructive, actionable input, which is integral to their development and progression.
- **Tailored Training:** To ensure rapid onboarding and effective integration into participants’ roles, we provided custom training opportunities focused on accelerated product knowledge and business acumen. This approach ensures participants are fully prepared to take on their new roles.
- **Leadership Assessments:** We collaborated with leadership consultants to help participants refine their skills, set benchmarks for success and guide the future direction of the program.

## RAPIDS PROGRAM PARTICIPANT PROFILES



**Jameson Tull**



**John Miller**



**Austin Alvord**



## McKinsey & Company

### Connected Leaders Academy

McKinsey & Company’s Connected Leaders Academy is a leadership development initiative tailored to the realities of today’s business landscape, including rapid change, growing complexity and the need for innovation. The academy emphasizes the inclusion of Black, Hispanic and Latinx, and Asian leaders, fostering diverse perspectives and cross-cultural collaboration within leadership circles. It supports participants’ growth through an immersive curriculum and personalized guidance, empowering them to lead in a dynamic, challenging world.

The Connected Leaders Academy offers three distinct programs for participants at different levels of experience: Leadership Essentials, Management Accelerator and Executive Leadership. In 2024, 25 associates completed the program.

### Women Unlimited Program

Women Unlimited is a suite of programs designed to support the advancement of female talent into leadership roles. It emphasizes mentoring, education and networking, helping participants develop leadership insights and skills and translate them into concrete results, empowering women to lead with confidence.

#### IMpower

IMpower is designed for new or early-career managers. The program, provided in six monthly sessions, includes immersive on-the-job assignments and collaborations with company leaders. It helps elevate career skills, hone relationship building and heighten business impact. Ten associates completed IMPower in 2024.

#### LEAD

LEAD — which stands for Learn-Engage-Achieve-Deliver — is designed for midlevel managers and tailored to high-potential women with more than seven years’ experience in managerial roles. The program encompasses 12 sessions, executive mentoring and strategic networking, all of which are geared toward helping participants evolve into leaders who can successfully navigate complexity and change. In 2024, 7 associates participated in LEAD.





# Inclusion and Belonging

We are committed to providing a work environment that encourages our associates to feel comfortable being their true selves, so they can perform their best and grow their career with Zurn Elkay. Inclusion is built into our key programs, processes and supply chain.

Our ERGs are at the heart of our inclusive work environment and associate belonging. Our ERGs were a central focus in 2024: We worked to grow membership and added a new ERG for early-career associates.



## INCLUSION

Continuously build a culture of inclusion and collaboration in which associates feel they belong and can bring their authentic self to work every day, leveraging ERGs to promote education and celebrate differences.

## DEVELOPMENT

Advance our efforts to attract, develop and retain associates at all levels of the organization.

## COMMUNITY

Support partner organizations in our communities through volunteerism, product donations and charitable giving.



Read Zurn Elkay's [Inclusion and Belonging Policy](#)

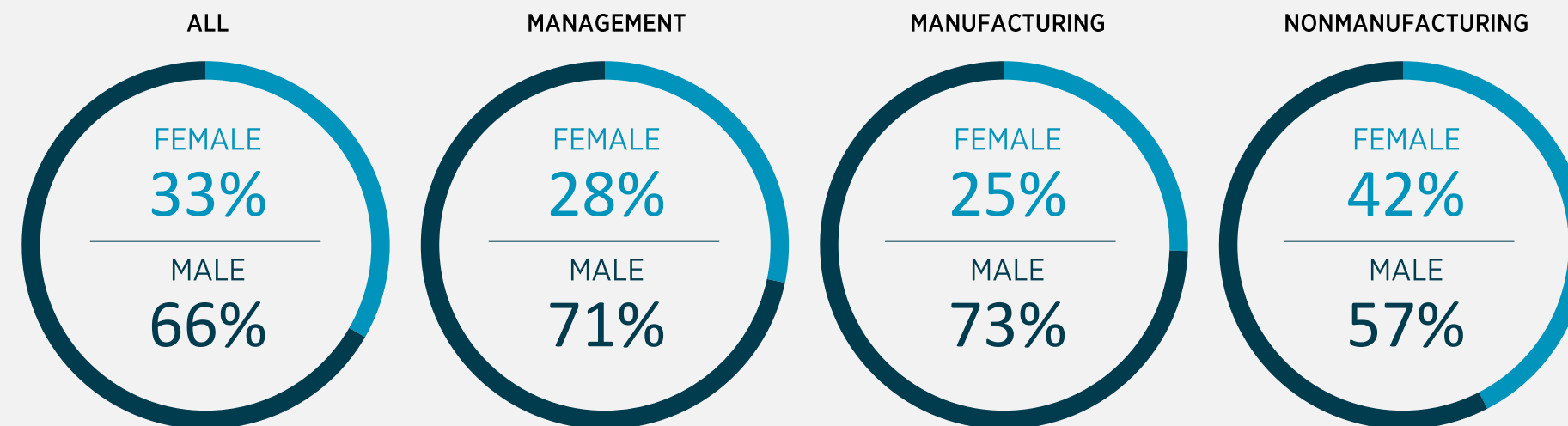


## Associate Demographics

Everyone at Zurn Elkay, at all levels, contributes to our efforts to foster an inclusive workplace.

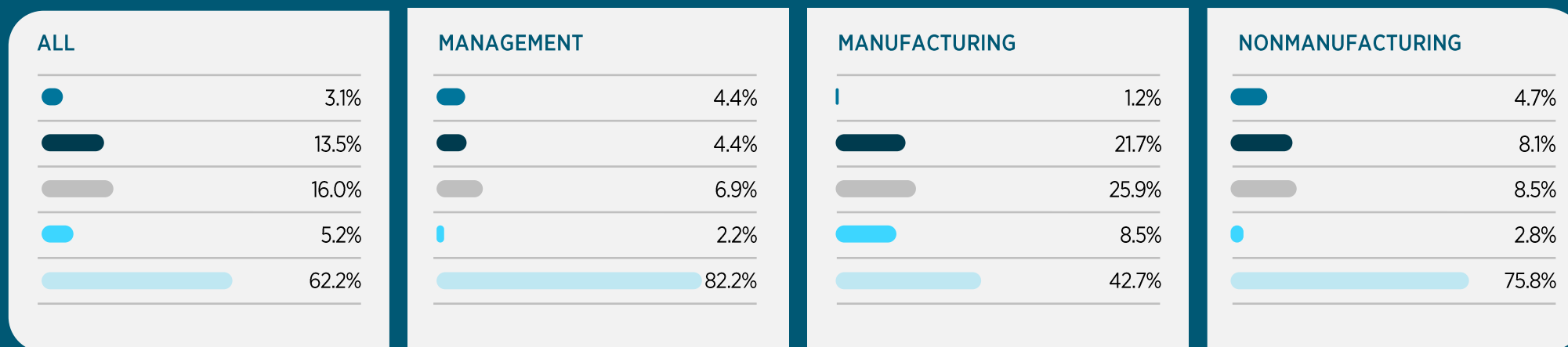
- Our **Board of Directors** provides oversight of inclusion and belonging-related matters.
- The Board receives regular reports from our CEO and CAO.
- Our CAO, VP of communications and **executive sponsors** oversee the inclusion and belonging strategy and our ERGs
- Our **associates** receive annual education, development and training, including training on our Code of Conduct

### Gender Breakdown, Global Associates\*



\*Some gender breakdown percentages may not total 100% due to the inclusion of additional categories not shown in the graphic, such as transgender female, transgender male and not declared. These details are included in the Associate Demographic Index.

### Racial and Ethnic Breakdown, U.S. Associates



## Employee Resource Groups

We believe associates perform best and contribute most when they are seen and supported as their authentic selves. Our ERGs help provide that support by offering forums where associates can come together to share their perspectives, experiences, ideas, challenges, opportunities and successes. We worked in 2024 to increase ERG membership and impact by introducing ERGs earlier in onboarding, establishing executive-level sponsors for each ERG and connecting ERGs with Zurn Elkay's nonprofit partners. Each ERG is open to all associates for membership or to be an ally of the group.



### **ZE Black Employee Resource Group:**

Empowers Black and African American associates by focusing on increasing recruitment, retention, growth and development



### **ZE iHola! Latinx Resource Community:**

Offers a safe, inclusive platform for associates of diverse Hispanic and Latinx backgrounds to address issues and raise awareness



### **ZE Women:**

Connects members to help ensure the continued growth and strength of women and their contributions



### **ZE Asian Americans and Pacific Islanders**

**Reaching for Excellence:** Creates an open environment for associates to learn and appreciate Asian American and Pacific Islander cultures, beliefs and traditions



### **ZE Veterans:**

Seeks to create a community to connect vets with each other to thrive, personally and professionally



### **ZE Spectrum:**

Fosters an inclusive workplace culture and offers support for all LGBTQ+ associates



### **ZE Early Career:**

Works to develop, guide and empower the continued professional and personal growth of associates early in their careers



### ERG Membership Growth:

Significant increases in membership, including:

**69%** growth in ZE Women

**633%** growth in ZE HOLA

**150%** growth in ZE Veterans

### Event Hosting:

Numerous cultural, leadership, and inclusion-focused events, such as:

- Women’s Leadership Panel (ZE Women)
- Hispanic Heritage Month Leadership Panel (ZE HOLA)
- Pride Month activities, including lunch, treats, and a Diversity Panel (ZE Spectrum)
- Veterans Day recognition (ZE Veterans)
- Black History Month Diversity Webinar (ZE BERG)
- AAPI Heritage Month celebrations and companywide trivia game (ZE AAsPIRE)

### Volunteerism & Community Engagement:

Volunteer events with various organizations, such as:

- People’s Resource Center (ZE HOLA) and Feed My Starving Children (ZE AAsPIRE)
- National Coming Out Day volunteering (ZE Spectrum)

### New ERG Creation:

Launched the ZE Early Career ERG to provide support and growth opportunities for early career professionals.

### Planning and Strategy:

All ERGs completed their 2025 charters, goals and budgets, setting clear direction for the future.





## Belonging at Zurn Elkay

Promoting a sense of belonging is at the heart of both our inclusion and belonging efforts and our core value of total associate engagement. We believe associates who feel they are part of a team are more likely to contribute their energy and creativity toward Zurn Elkay's mission and will be more inclined to build rewarding careers here.

Our annual Associate Inclusion Index score helps us gauge our progress in this area by asking whether associates agree with statements such as "I feel as if I belong in my team" and "I am comfortable voicing my ideas and opinions, even if they are different than others.'" We strive to exceed the industry average Associate Inclusion Index score each year.

### Associate Inclusion Index vs. Industry Average

80%

Zurn Elkay

74%

Industry Average







## Inclusive Leadership and Culture Training

We are making the investments necessary to build a more inclusive workplace, with the conviction that Zurn Elkay will thrive most when we value diverse voices, celebrate inclusivity and embrace change.

### Training and Development Overview

We have introduced mandatory inclusion training for all associates, delivered either in person or through the LinkedIn Learning portal. This module, which includes human rights training for all global associates, helps equip our associates with the tools and insights needed to hold constructive conversations.

### Leadership Engagement

To help Zurn Elkay's leaders navigate inclusion and belonging in the workplace, we have forged a partnership with Dr. Steve Robbins, a recognized authority on human behavior with a multidisciplinary background in communication science, social psychology and cognitive neuroscience. Dr. Robbins met in 2023 with all associates at the director level and above, helping them build inclusive leadership awareness and capabilities. In 2024, he worked closely with our HR business partners to support them in team discussions, with a focus on translating the results of these conversations into strategic planning and implementation of concrete actions.





# Associate Wellness

As Zurn Elkay, we strive to support our associates' efforts to build healthier lives. This work helps our associates bring greater energy, creativity and engagement to their work, which in turn helps foster a cohesive company culture and strengthens our ability to grow our business over time.

We offer a wellness program that includes resources and incentives to support physical and mental health, focusing on preventive care. Participating associates and covered spouses earn points for preventive measures such as annual physicals, well-woman checkups, mammograms, colonoscopies and dental screenings, as well as lifestyle activities like tracking steps, weight management programs, volunteering, financial wellness programs and participating in annual challenges. Achieving a set target of wellness points earns associates a significant discount on healthcare premium costs. We will be adding wellness programs focusing on underlying conditions such as diabetes.

## Associate Wellness Program Statistics, 2024

86%

reached their goal to achieve wellness points for 2024

59%

completed their annual preventive health exam, compared to 49% in 2023

61%

had age- or gender-specific check-ups (mammograms, colonoscopies, etc.) compared to 41% in 2023



# COMMUNITIES

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





## Table of Contents

Communities	86
Corporate Giving	87
Associate Giving and Volunteerism	92



**\$58,000**

in scholarships to children of associates



**4,510**

total volunteer hours completed by Zurn Elkay associates



**\$1.3M**

in total contributions



**3,187**

products donated to schools through Fountains for Youth





# Communities

At Zurn Elkay, we support the communities where we operate in a variety of ways. In addition to providing high-quality employment opportunities, Zurn Elkay supports a range of charities and community efforts through financial and in-kind contributions.

We also encourage and support volunteerism and philanthropic giving among our associates, helping them strengthen their communities according to their own preferences and priorities.

We focus our community philanthropic efforts on local organizations where we believe we can have the greatest positive impact.



# Corporate Giving

Zurn Elkay makes financial and in-kind contributions both directly and through the Zurn Foundation, which has supported our communities for more than seven decades. Our corporate giving serves as a manifestation of our focus on protecting water and supporting the most vulnerable. We are especially well positioned to respond to water-related crises quickly and effectively due to the nature of our work.

## The Zurn Foundation

For more than 70 years, the Zurn Foundation has provided financial contributions and volunteer support to organizations in our communities. The foundation focuses its giving on three pillars:

**Basic Needs.** Supporting organizations that improve quality of life by delivering essentials such as food, shelter, care and clean water

**Education.** Supporting programming related to science, technology, engineering and math, and the plumbing trade, as well as organizations that extend equal access to education for everyone

**Environment.** Supporting organizations that work to protect water and other natural resources for current and future generations

## 2024 Zurn Foundation Grant Recipients

### Basic Needs

- Hunger Task Force
- Sojourner Family Peace Center
- Boys & Girls Clubs of Greater Milwaukee
- Children's Wisconsin
- Second Harvest Food Bank of Northwest Pennsylvania

### Education

- United Community Center
- Big Brothers Big Sisters
- Next Door
- MKE Fellows

### Environment

- Zoological Society of Milwaukee
- Living Lands & Waters

## 2024 Zurn Foundation Giving

\$1.3M

In total contributions from Zurn Elkay and the Zurn Foundation in 2024, including financial and product donations

\$11M

In total contributions between 2022 and 2024, well beyond the \$5 million goal we set



After serving the Zurn Foundation for many decades, Board director Chuck Roy announced his retirement in 2024. In honor of his generational impact on both colleagues and community, the Zurn Foundation approved a special gift to Milwaukee-based nonprofit Next Door Foundation, an organization that Chuck has personally contributed to for many years. *"The achievements of Chuck Roy will forever remain a testament to the profound difference one individual can make in the lives of many, and his dedication will continue to inspire us all"* said Chairman and CEO and Zurn Foundation Board President Todd Adams.



## 2024 Zurn Foundation Scholarship Recipients

For 46 years, the Zurn Foundation has supported education for associates' children through college scholarships. Graduating high school seniors enrolled in an accredited four-year college or university are eligible to apply for:

### Ron Katz Memorial Scholarship (\$24,000)



**Johanna Acosta**  
NC State, biomedical engineering, child of team lead Laura Acosta in Sanford, North Carolina

### Excellence Scholarship (\$16,000)



**Santiago Leyva**  
Washington University - St. Louis, political science, child of hydraulics operator Santiago Leyva in Broadview, Illinois



### Foundation Scholarships (\$8,000)



**Ava Lynn Carlson**  
University of Wisconsin-La Crosse, exercise science, child of tax manager Julie Carlson in Milwaukee, Wisconsin



**Emmerson Gratke**  
Florida Southern College, nursing, child of IT client services lead Karl Gratke in Milwaukee, Wisconsin



**Charlotte Riemma**  
Marquette University, biomedical science, child of senior engineer Geraldine Riemma in Broadview, Illinois



**Carly Ann Strickland**  
Robeson Community College, nursing, child of quality supervisor Daniel Hargrove in Lumberton, North Carolina



**Sarahy Tafolla Ruiz**  
Cuesta College, psychology, child of assembler Salvador Tafolla Leon in Paso Robles, California

IN 2024, THE ZURN FOUNDATION PROVIDED

**\$58,000**

IN SCHOLARSHIPS TO CHILDREN OF ASSOCIATES



Eva Gjorgieva, a 2015 graduate of Loyola University Chicago with a degree in Psychology & Neuroscience, credits her scholarship for playing a key role in her success. *"College is expensive, and this scholarship helped minimize my student loans,"* she shared. *"It also allowed me to buy my first home at a much younger age than I would have been able to without it."*

The scholarship provided essential financial security during a stressful time, as Eva and her brother both attended college simultaneously. *"We both received scholarships, and the impact was substantial. Neither of us have student debt now,"* she said.

Now a management consultant at McKinsey & Co., Eva looked back on how the scholarship shaped her career. *"It gave me the freedom to pursue further education, including my PhD in Cognitive Neuroscience from Duke University,"* she reflected. *"The opportunities I have now feel limitless, and it's all thanks to that support."*

## Paul Sternberg Jr. Community Impact Award

Each year, our associates nominate colleagues and associate family members to receive the Paul Sternberg Jr. Community Impact Award, which recognizes outstanding volunteer efforts with charitable organizations. Zurn Elkay then selects the winners and provides grants to the charities where they volunteer. In 2024, we awarded two grants totaling \$6,000.

### 2024 Award Winners

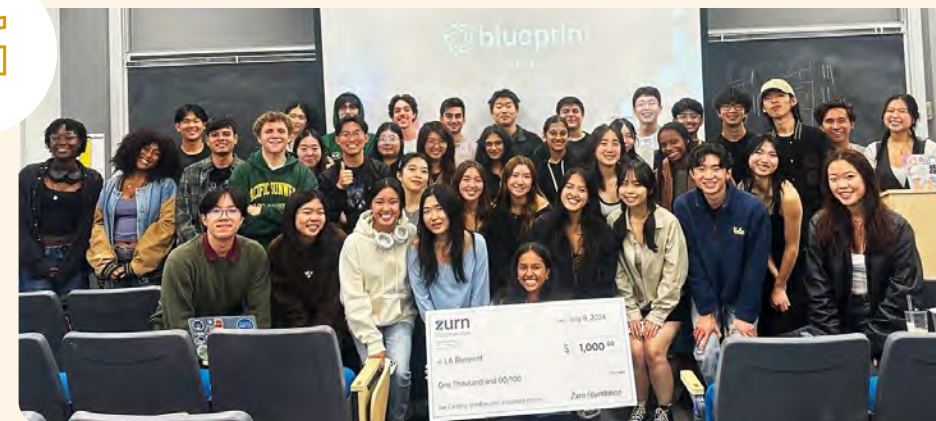
Paul Forth works as a product technical and dispatch coordinator of the Customer Care Team in Lanark, Illinois — and he’s just as busy outside of work. Forth has been with Zurn Elkay for nearly 30 years; for 29 of them, he has volunteered for the American Red Cross as a Disaster Action Team Specialist, which means he responds to emergencies at any time of day or night, regardless of the weather. Forth also has served as a volunteer paramedic for the Mount Carroll Fire Department for 30 years and volunteered for the Lanark Fire Department for more than 17 years. In recognition of Forth’s community contributions, the Zurn Foundation provided a \$5,000 grant to the American Red Cross of Illinois.

Caroline DebBaruah is the daughter of a Zurn Elkay associate in Milwaukee, Wisconsin. Over the past three years, she has volunteered more than 1,500 hours — equivalent to more than 187 eight-hour days — for the UCLA student-run nonprofit LA Blueprint. The organization builds, promotes and provides technology for social good, free of charge. For example, LA Blueprint has built mobile apps and websites for organizations including Skid Row Arts Alliance, WriteGirl, Friends of the Children, Shoes That Fit, Farm2People and others. The Zurn Foundation provided a \$1,000 grant to LA Blueprint on DebBaruah’s behalf.



**Paul Forth**

*“Paul is one of the most charitable people I know, regularly giving his time to volunteer and help others. He is known throughout the community for his charity and kindness, a shining example for others to get involved,”* Jack Salo said in nominating his colleague, Paul.



**Caroline DebBaruah**

*“The tech we develop empowers nonprofits to connect with those who depend on them and deliver their services more efficiently. This grant will amplify the efforts of other organizations making a real difference in the Los Angeles area,”* Caroline said in accepting the grant.



## Company Contributions

Clean water is fundamental to the health of a community and central to our business. As a company, we sit at the nexus of issues related to water cleanliness, safety, conservation and infrastructure, positioning us to help communities address water challenges quickly and effectively. In both our business and philanthropic efforts, we are unwavering in our work to protect both water and people. Our community contributions are a natural extension of this purpose.



## Fountains for Youth

Our Fountains for Youth program provides filtered bottle filling stations to school districts in areas where lead levels are high and resources are low. We seek partnerships with districts where we can meaningfully improve students' access to cleaner, safer drinking water, especially in elementary schools. In 2024, we donated 3,187 products, including filling stations and filters, to four school systems in San Diego, California; San Francisco, California; Milwaukee, Wisconsin; and East Ramapo, New York.

**Case Study**

**Engaging the next generation to develop clean water solutions.**

Zurn Elkay is committed to supporting education, particularly education about issues related to clean water access. We are working with Distributed Education Clubs of America (DECA) to engage the next generation in developing water solutions.

DECA prepares emerging leaders and entrepreneurs in high schools and colleges around the globe. In one of its signature initiatives, DECA Challenges, the organization and corporate partners give students a chance to apply knowledge and skills learned in the classroom to specific real-world issues. Zurn Elkay worked with DECA to issue a clean-water challenge for the 2024-2025 school year, asking students to submit a five-minute video on their recommendations for solutions that provide cleaner, healthier drinking water.

Zurn Elkay provided cash prizes for first, second and third place, helping make it possible for the winners to travel to DECA's national competition.



**First Place:**  
Syosset High School, NY

**Second Place:**  
Marcus High School, TX

**Third Place:**  
Westborough High School, MA

**Case Study**

**Students in East Ramapo, NY had lead in their drinking water. Then Zurn Elkay stepped in.**

In November 2023, ABC News spotlighted the crisis of lead in public schools' drinking water across the country. The segment featured the challenges faced by schools in East Ramapo, New York, where many water fountains remained shut off seven years after lead was first detected.

Zurn Elkay saw an urgent need and donated 17 Elkay ezH2O Filtered Bottle Filling Stations, three combination units pairing Elkay ezH2O Filtered Bottle Filling Stations with drinking fountains, and a year's worth of Elkay WaterSentry Replacement Filters certified to reduce lead, PFOA/PFOS and microplastics.

As soon as it was installed, the donated equipment's point-of-use filtration gave East Ramapo students new access to cleaner, safer drinking water and all the health benefits that come with it. For the school district, this solution to a thorny, longstanding problem now requires only regular filter replacement.





# Associate Giving and Volunteerism

Contributing to the communities where we live, work, learn and play is not just a top-down effort at Zurn Elkay. Our associates actively work to improve their communities, and we reward their passion in a variety of ways.

## Matching Gifts

All U.S. associates are eligible for up to \$5,000 in Zurn Foundation matching funds for gifts made to U.S.-based 501(c)(3) nonprofits during the foundation’s fiscal year. We made \$44,342 in matching contributions during fiscal 2024, significantly increasing the impact of our associates’ giving. We also match associates’ gifts to the United Way as part of our longstanding partnership with this essential community organization.

**\$114,011**

**TOTAL COMPANY MATCHING CONTRIBUTIONS IN FISCAL 2024, TO 92 NONPROFIT ORGANIZATIONS**





**IN 2024, 685 ASSOCIATES GAVE 4,510 HOURS TO 118 NONPROFIT ORGANIZATIONS IN FOUR COUNTRIES.**

## Associate Giving and Volunteerism Highlights

### Company Sponsored Volunteer Time

Zurn Elkay provides associates with 20 hours of company-sponsored volunteer time each year — recognizing volunteering’s essential role strengthening communities, bonds between associates and our culture of caring.

**4,510**


Total Volunteer Hours



**62.5 Hours**  
to Guest House of Milwaukee  
(Milwaukee, Wisconsin)




**52 Hours**  
to Adopt-A-Highway  
(Commerce, Texas)



**115.5 Hours**  
to Calgary Drop-In Centre  
(Calgary, Alberta)



**106 Hours**  
to Cards for Hospitalized Kids  
(Chicago, Illinois)




**54 Hours**  
to Partnership for Children & Families  
(Sanford, North Carolina)




**82.5 Hours**  
to Feed My Starving Children  
(Chicago, Illinois)



**210 Hours**  
to SLO Food Bank  
(San Luis Obispo, California)



**171.5 Hours**  
to Habitat for Humanity  
(Sanford, North Carolina; Warrenton, Virginia; and Maumee, Ohio)



**378 Hours**  
to Hunger Task Force  
(Milwaukee, Wisconsin)



**132 Hours**  
to Living Lands & Waters  
(East Moline, Illinois)





Case Study

United Way Campaign

Our annual United Way campaign supports efforts to build strong, equitable communities. Thanks to the generosity of our associates and our matching gift program, in 2024 we raised \$361,924 for communities across the U.S. and Canada, which included a \$70,000 donation from the Zurn Foundation.

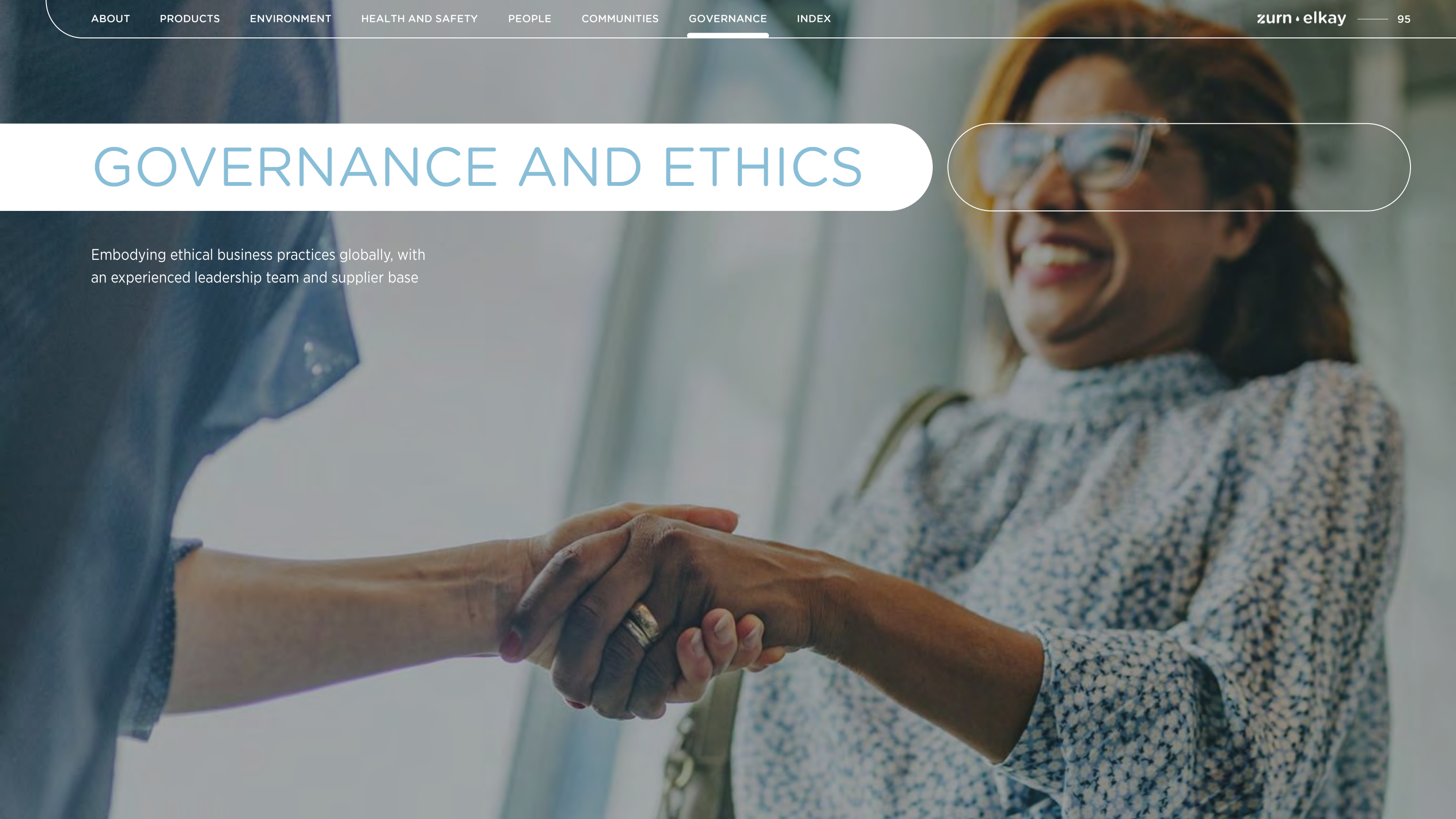
Throughout 2024, our associates contributed 434 volunteer hours to United Way partner agencies:

- 50 associates in Hyderabad, India, volunteered for a combined 100 hours to make 550 upcycled eco-friendly shopping bags to distribute to local street vendors to reduce single-use plastic bags
- 18 associates in Lumberton, North Carolina, volunteered for a combined 36 hours to pack On The Spot hygiene kits for high school students in Bladen, Hoke and Robeson Counties
- 49 associates in Broadview, Illinois, volunteered for a combined 49 hours for an on-site United Way Pack and Learn event, where they learned how United Way supports the greater Chicago region and packed hundreds of hygiene kits
- 9 associates in Paso Robles, California, volunteered for a combined 30 hours to assist their local United Way with their Stuff the Bus event, which annually collects more than \$60,000 worth of school supplies for local students in need
- 20 interns and associates in Milwaukee, Wisconsin, volunteered for a combined 40 hours with United Way to pack 467 backpacks with donated school supplies for K-8 students at Milwaukee's Alexander Mitchell Integrated Arts School



# GOVERNANCE AND ETHICS

Embodying ethical business practices globally, with an experienced leadership team and supplier base





## Table of Contents

Governance and Ethics	97
Compliance and Ethics	103
Supply Chain Sustainability	105



5.6%

supplier spend with diverse businesses



100%

of new suppliers were screened for environmental and social criteria



100%

of associates trained on the Code of Business Conduct and Ethics



60%

of Zurn Elkay product sales incorporate recycled content



# Governance and Ethics

We strive to run our business honorably, inspired by our core value of *Integrity in Everything We Do*.

That focus guides our systems and practices to ensure that throughout Zurn Elkay, we always act in accordance with our values and obligations — and do so with transparency and accountability.





## Corporate Governance Structure

The Zurn Elkay Board of Directors represents our shareholders' interests while ensuring sound, proper governance.

An experienced Board, composed of accomplished professionals with diverse backgrounds and expertise, benefits the company and shareholders. Nine out of the ten directors are independent under applicable New York Stock Exchange rules. We achieved our goal of 30% gender diversity on our Board of Directors in 2023, one year ahead of our target date.

### Four Board committees oversee specific functions at Zurn Elkay:

**Audit:** Oversees and monitors Zurn Elkay's financial reporting process and the integrity of our financial statements and internal controls; the hiring, retention, performance and fees paid to the independent auditors; the policies and processes with respect to risk assessment and risk management, including the company's enterprise risk management (ERM) program and cybersecurity risks; and compliance with legal and regulatory matters

**Compensation:** Designs and administers Zurn Elkay's executive compensation programs and oversees management of related risks, and oversees succession planning of key members of management

**Nominating and Corporate Governance:** Identifies Board candidates and recommends nominees for election, identifies and recommends best practices and corporate governance principles, and oversees the evaluation of our Board of Directors and senior management

**Sustainability:** Oversees Zurn Elkay's initiatives, plans, policies and practices with respect to sustainability matters that are significant to the company and the communities in which it operates, including policies and programs related to environmental, health and safety, sustainability and climate issues



## The Zurn Elkay Board Of Directors

### STRONG BOARD WITH EXPERTISE IN:

Sustainability

Technology and  
Cybersecurity

Human Capital  
Management

Financial and Accounting

Leadership and  
Management

Corporate  
Governance

Industry and Global  
Manufacturing



**Todd Adams**

Zurn Elkay Chairman of the Board and CEO



**Mark Bartlett**

*Lead Independent Director*  
Partner (retired 2012),  
Ernst & Young



**Don Butler**

Executive Director (retired 2020),  
Connected Vehicles of Ford  
Motor Company



**Thomas Christopoul**

Cofounder and Managing Partner,  
Ivion Capital Partners



**Timothy Jahnke**

Chairman of the Board (retired 2022),  
Elkay Manufacturing Company



**David Longren**

Former Chief Technology Officer,  
President – Off Road, Commercial,  
and Military and SVP (retired 2016),  
Polaris Industries



**Emma McTague**

Former SVP and Chief Human  
Resources Officer (CHRO),  
Oshkosh Corporation



**George Moore**

Director, IPS Corporation,  
Cypress Performance Group,  
CP Atlas Parent Holdings



**Rosemary Schooler**

Corporate VP, Global Data Center Sales  
(retired 2022), Intel Corporation



**Peggy Troy**

President and CEO (retired 2024),  
Children's Wisconsin



Director	Director Since	Title	Age	Gender	Ethnic Diversity	Independent	Industry Experience	Financial Experience	Sustainability Experience	Audit Committee	Compensation Committee	Nominating & Corporate Governance Committee	Sustainability Committee
 <b>Todd Adams</b>	2009	Zurn Elkay Chairman of the Board and CEO	53	M		CEO	X	X	X				
 <b>Mark Bartlett</b> <i>Lead Independent Director</i>	2012	Partner (retired 2012), Ernst & Young	74	M		X	X	X		X			
 <b>Don Butler</b>	2021	Executive Director (retired 2020), Connected Vehicles of Ford Motor Company	61	M	X	X		X		X		X	
 <b>Thomas Christopoul</b>	2013	Cofounder and Managing Partner, Iviron Capital Partners	60	M		X	X	X			Chair		X
 <b>Timothy Jahnke</b>	2022	Chairman of the Board (retired 2022), Elkay Manufacturing Company	65	M		X	X	X					
 <b>David Longren</b>	2016	Former Chief Technology Officer, President – Off Road, Commercial, and Military and SVP (retired 2016), Polaris Industries	66	M		X	X		X		X		Chair
 <b>Emma McTague</b>	2023	Former SVP and CHRO, Oshkosh Corporation	51	F		X	X		X		X	X	
 <b>George Moore</b>	2015	Director, IPS Corporation, Cypress Performance Group, CP Atlas Parent Holdings	69	M		X	X	X	X	Chair			X
 <b>Rosemary Schooler</b>	2019	Corporate VP, Global Data Center Sales (retired 2022), Intel Corporation	57	F		X			X		X		
 <b>Peggy Troy</b>	2019	President and CEO (retired 2024), Children’s Wisconsin	72	F		X			X			Chair	X

## Sustainability Governance

Our governance and implementation strategy embeds sustainability practices across Zurn Elkay. The Board of Directors and our executives share oversight of this strategy and communicate it to associates through policies that guide everyday work. See page 135 of the index for a complete list of our sustainability policies.

## Board Oversight of Sustainability Risks and Opportunities

The Board’s Sustainability Committee sets policy, monitors performance and responds to sustainability-related issues that affect shareholders and other stakeholders. As an indication of sustainability’s importance to the business, the Board Sustainability Committee meets at least semi-annually as a committee and with members of management.

Our Board oversees the company’s ERM process, which involves annual risk assessments covering both ethical and physical risks, and evaluation and management of critical business risks and opportunities. During the annual ERM process, we survey members of management for potential risks, formally document and assess those risks, and put mitigation efforts in place.

We integrate climate-related physical risks that could result in disruption of operations — for example, due to changing frequency and intensity of weather — into our business continuity planning (BCP) process. The BCP process evaluates the organization and its upstream and downstream components for risks to the business based on four pillars: People, Premises, Process and Product. A formal BCP template has been developed under executive-level supervision and is made

specific to individual facilities. The business continuity plans outline the response process to business interruption, including interruptions due to climate-related risks, and detail responsibilities for ensuring continuity of critical processes and services. Zurn Elkay’s BCP process is reviewed by a third-party auditor, Business Risk Consulting Inc., and complies with ISO 22301.

We take a forward-looking approach to managing climate transition risks and opportunities in key areas throughout our company. These include business continuity planning, new product and technological advancements, IT protection, disaster recovery planning and emergent risk evaluations. New product development and technological advancements, such as our water quality, safety, flow control and conservation products, including sensor faucets, flush valves, low-flow fixtures and carrier systems, are of critical importance to our transitional planning. Our efforts to create sustainable and hygienic products that help our customers achieve greater resource efficiency offer an example of how planning for climate risk has informed our business strategy.

### BOARD SUSTAINABILITY COMMITTEE MEMBERS



### BOARD SUSTAINABILITY COMMITTEE RESPONSIBILITIES

- 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
- Inclusion and Belonging in Employment
- Volunteerism and Corporate Giving
- Corporate Citizenship
- Business Ethics
- Reporting



Zurn Elkay’s ERM program assesses and manages sustainability and climate-related risks and opportunities through strategic planning and decision making. Our Board’s role in risk oversight can be found in our [Proxy statement](#). Key sustainability and climate-related risks and opportunities that we assess and monitor include:

[Data security and IT infrastructure or cybersecurity breaches](#)

[Management of human capital in a competitive industry](#)

[Climate-related risks, including the increased frequency of weather events and the potential value chain impacts of climate change](#)

[Evolution of existing products and introduction of new products to meet customers’ needs; product innovation](#)

[Shifting regulatory landscape, especially regarding environmental laws and regulations](#)

More information on our oversight and management of these risks and opportunities can be found in the IFRS Index, and a full list of our sustainability focus areas can be found on page 15.

## Executive Oversight of Sustainability

Our internal Sustainability Steering Committee is responsible for the daily implementation of our sustainability strategy. The committee, which meets monthly, includes a cross-functional team of Zurn Elkay leaders who use their business expertise and deep knowledge of our sustainability commitments to create and refine our goals and strategies, establish effective policies and enhance reporting to stakeholders.

Incentive compensation for company leaders may incorporate a link to sustainability performance. Our annual bonus plan applies certain financial performance metrics for our business as well as a personal performance factor. The personal performance factor is based on the executive’s personal goals for the year, which may include sustainability-related goals the executive is responsible for leading and achieving. Achievement of sustainability goals affects that individual’s personal performance factor and resulting annual bonus.

### SUSTAINABILITY STEERING COMMITTEE FOCUS AREAS

Governance and Ethics

Products

Sustainability

Quality and Safety

Supply Chain

Environment

Health and Safety

Climate

Human Capital

# Compliance and Ethics

Zurn Elkay is committed to the highest ethical standards in all our business practices. Our comprehensive [Code of Business Conduct and Ethics](#) guides our actions across the company.

The code broadly covers ethics and anti-corruption compliance, including conflicts of interest, insider trading, data privacy and employment practices such as harassment and discrimination. It incorporates and references our [Anti-Corruption Law Policy](#) and our [Human Rights Statement](#).

The general counsel manages the Compliance and Ethics Program across Zurn Elkay and provides annual updates to the Audit Committee and Board of Directors. Members of the management team and the Board of Directors review and update the Code of Business Conduct and Ethics on a regular basis, and we require all full- and part-time associates to complete annual training in the Code of Business Conduct and Ethics. We added training specifically focused on human rights and human trafficking in 2023, and in 2024 we began rotating the focus of our human rights training annually to cover topics such as modern slavery in the supply chain and child labor.

To support our commitment to our Code of Business Conduct and Ethics, we maintain a reporting program that allows associates and vendors to report claims through various methods, including a 24/7 confidential hotline, website, email, mail, in person or externally through government regulators. This same reporting program is accessible to associates to report interactions and transactions with suppliers and other supply chain partners, and is available in local languages. To further deter noncompliance, we conduct a quarterly SEC Section 302 certification process, in which our top 30 leaders, covering the entire enterprise, certify that they are not aware of any undisclosed ethics violations within their respective organizations.

We have established processes to ensure that we address and confidentially investigate all hotline and whistleblower concerns in a timely fashion and then report out to the appropriate level of the organization. When a complaint is filed, it is subject to a preliminary assessment of the allegations' seriousness, credibility and details. An investigator is assigned and begins the process of defining the scope of the investigation, identifying potential witnesses and evidence, preparing interview questions and determining a timeline for the investigation.

The investigator interviews witnesses and collects relevant data or documentation. Upon completion of witness interviews, including any follow-up interviews and document or data collection, the evidence is reviewed and a recommendation made for next steps based on the conclusions reached. Business partners with a legitimate need to know may be provided with information regarding the allegations, conclusions and any action items to be taken, including but not limited to training, policy review, coaching, disciplinary action and/or termination. Upon completion of the investigation, complainants receive feedback and briefing on the outcome.

Our Internal Audit function reviews compliance with aspects of our Code of Business Conduct and Ethics as part of its activities, including site audits. The ethics reporting program provides guidelines for reporting material ethics claims to the Board's Audit Committee. The Board receives an annual report on the company's Compliance and Ethics Program. In 2024, we received 21 reports through our ethics reporting system, none of which were deemed material.



## WE SUPPORT



Our compliance and ethics codes and policies align with U.N. Global Compact Human Rights and Anti-Corruption Principles:

### PRINCIPLE

# 1

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

### PRINCIPLE

# 2

Businesses should make sure that they are not complicit in human rights abuses

### PRINCIPLE

# 3

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



## Anti-Corruption Policy

Our [Anti-Corruption Law Policy](#) is integral to our Compliance and Ethics Program. As a multinational company, Zurn Elkay operates under several regulatory and legal regimes, including the U.S. Foreign Corrupt Practices Act and other local and international bribery and corruption laws.

We provide our Anti-Corruption Law Policy to associates in multiple languages to deliver the guidance needed to remain in compliance with various laws.

We require biennial anti-corruption training for associates in several relevant job functions, including legal, finance, sales, business development, supply chain and logistics, and they must sign off upon training completion.

We also employ a strong due diligence process to protect the company against bribes and other unlawful offers made to potential customers by third-party intermediaries such as sales agents, customs brokers and freight forwarders. Any associate hiring a third-party intermediary must perform an anti-corruption review process and risk assessment. Our contracts with third-party intermediaries also include standard provisions such as anti-corruption representations, audit rights and termination rights for any violations of applicable anti-corruption laws. We repeat this process when existing contracts or relationships come up for renewal.

As a publicly traded company, we have internal controls that are specifically designed to address record-keeping and approvals within the organization, including those pertaining to our Bribery and Corruption Program.

Regular reviews of anti-corruption processes allow us to evaluate compliance with our corporate procedures and policies, helping drive continuous improvement in our Compliance and Ethics Program each year. No incidents of corruption were confirmed at the company, nor were any legal actions regarding corruption brought against the company in 2024.

Read our [Anti-Harassment](#) and [Equal Employment Opportunity](#) policies.

## Tax Transparency

We are committed to complying with the letter and spirit of all tax laws in the countries in which we operate. Our Tax and Finance Teams work to maintain compliance with tax laws wherever we have business dealings by applying reasonable tax practices and acting transparently. Income taxes paid are provided below, organized by country.

### CORPORATE INCOME TAXES PAID (USD)

	2023	2024
United States	41,881,398	61,497,635
Canada	3,221,915	5,475,915
India	183,875	227,686
Mexico	416,089	872,727
Singapore	1,915	2,486
<b>Total</b>	<b>45,705,192</b>	<b>68,076,449</b>

# Supply Chain Sustainability

At Zurn Elkay we are committed to embedding sustainability into every aspect of our supply chain.

We understand that our environmental and social responsibilities extend far beyond our operations, and we aim to take proactive measures within our supply chain to ensure that our sourcing, production and delivery processes reflect our values. Our approach to supply chain sustainability focuses on reducing our carbon footprint, promoting responsible sourcing of materials and identifying areas where we can decrease waste through green procurement initiatives. We embrace our responsibility to promote sustainability within our supply chain, including making purchasing choices that enable us to produce sustainable products, protecting against business risk and promoting supplier diversity.

Zurn Elkay’s senior vice president of supply chain leads and manages all efforts related to supply chain sustainability. In 2024, we continued to monitor the new supplier screening process, and we fully implemented supplier audits for the top 80% of our suppliers based on spend. We also developed an initial green procurement policy.

We initiated the Zurn Elkay Supplier Diversity Council and updated our approach to help us make progress on our diverse spend target. We implemented a standard annual process to review our Supplier Excellence Manual, Supplier Code of Conduct and supplier documentation to reflect our expectations of suppliers we do business with (see page 108 for more details). We embrace our core value of *Continuous Improvement* as we seek to enhance the sustainability of our supply chain and are continually seeking more effective approaches to these initiatives across our global supplier network.

100%

of new suppliers screened using environmental and social criteria

43%

of procurement spend with local suppliers

5.6%

of domestic spend with diverse suppliers





## Green Procurement Policy

We assembled a subcommittee consisting of subject matter experts from logistics, sourcing, category managers, risk and governance, and other areas of our business in 2024 to define and evaluate green procurement within our supply chain organization, consistent with our commitment to environmental and social responsibility goals. The team conducted internal interviews, peer benchmarking and best practices research to identify initiatives that our Supply Chain Team could implement as part of the policy.

We used those findings to formulate an initial green procurement policy. The policy will define how purchasing decisions will be made, with the intent of reducing our impact on the environment and human health while developing a green purchasing culture throughout Zurn Elkay.





## Supplier Screening and Assessment

Our supplier screening program employs a thorough, carefully developed process for evaluating new suppliers and assessing existing suppliers. It uses self-declaration and validation to determine significant negative environmental or social impacts, whether real or potential. The program includes:



### NEW SUPPLIER SCREENING

Suppliers' social and environmental criteria are taken into consideration in the supplier selection and contract awarding process. Our supplier screening includes eight questions focused on these criteria. Suppliers must meet our threshold score for Zurn Elkay to consider conducting business with them. This approach helps align suppliers with our sustainability and ethical priorities. After suppliers pass the initial screening, an on-site audit is scheduled. The Quality Team records responses throughout the new supplier screening process in a system that is accessible across business units. If a supplier fails one or more of the mandatory questions, the team flags negative responses, which must be addressed and corrected to be qualified to do business with Zurn Elkay.

Prior to onboarding, new suppliers are subject to the review and approval of our Supplier Management and Governance Council. We onboarded 54 new suppliers in 2024, all of which were screened and had assessments scheduled. In addition, we conducted 53 supplier assessments in 2024, which includes additional sites from suppliers that have moved to a new location or country.



### SUPPLIER DEVELOPMENT PROGRAM

The Supplier Development Program helps address issues identified in the assessment process. Suppliers who fail any of the questions, fail to reach a threshold assessment score or possess a concentration of low-scoring questions on a specific category, such as quality management, operations or supply chain, can join the program.

The program consists of the creation of a supplier development charter, which is reviewed and signed by the supplier, and documentation of action steps. Action steps may include training, virtual or in-person audits, sharing of best practices and other steps, depending on the nature of the issue. Once corrective action has been taken and all open actions are complete, a reassessment is conducted to evaluate if the necessary measures have been implemented to meet our standards. Suppliers may also request support from Zurn Elkay, in which case our team would help develop a supplier development charter and execute a development plan with the supplier.

Seventeen suppliers participated in the program in 2024. Our Supplier Management and Governance Council meets monthly to review current supplier risks as well as suppliers' social and environmental initiatives. In the event that certain suppliers do not meet our expectations, the council is notified and, if necessary, evaluates the business relationship.



### SUPPLIER AUDITS

We have a robust system for supplier audits that applies to the top 80% of suppliers based on spend, and we perform on-site audits of these suppliers at least once every three years to ensure ongoing alignment with Zurn Elkay requirements. Using a risk matrix measuring eight categories, suppliers are categorized as high, medium or low risk and monitored accordingly. If suppliers are deemed nonconforming, our Risk and Quality Teams work with the Supplier Management and Governance Council to develop a risk mitigation plan. We performed 11 audits on ongoing suppliers in 2024.



### GOVERNANCE AND RISK

We continue to send an annual survey to all suppliers that includes questions about business continuity plans, operational resiliency, GHG emissions, environmental management systems and policies and energy and water usage. The survey results guide plans for sustainability-related engagement and management of business continuity risk. We intend to use the results to revamp our internal supplier scorecard, which will be used to further enhance supplier relationships and supplier development.

The Supplier Governance Team dedicated the first half of 2024 to streamlining and improving the direct supplier onboarding process, and in the second half focused on doing the same for indirect suppliers. Our enhanced process controls will improve supply chain visibility and strengthen partnerships with our suppliers, supporting our efforts to build a more sustainable supply chain.



### SUPPLIER AFFIRMATIONS

We are committed to improving our product stewardship and transparency efforts and to reducing the chemical and toxic footprint in the supply chain. To that end, suppliers are required to affirm their compliance with certain regulations, including the U.S. Federal Toxic Substances Control Act and Lautenberg Chemical Safety Act; the California Safe Drinking Water and Toxic Enforcement Act of 1986 (Prop 65); and the European Union Restriction of Hazardous Substances in Electrical and Electronic Equipment.



## Supplier Code of Conduct

Operating as a *Sustainably Inspired* company requires us to hold our suppliers to the same standards we apply to our own operations in critical areas such as ethics, human rights, diversity and environmental stewardship.

We published a Supplier Excellence Manual in 2023 that included information about several of our supply chain initiatives and requirements, including the Supplier Code of Conduct, Human Rights Statement, Supplier Quality and Development Program and supplier diversity. The manual is intended to provide a clear understanding of our expectations, guidelines and processes. Adhering to these standards ensures seamless collaboration, enhanced operational efficiency and shared success in the competitive marketplace. Reviewing the Supplier Excellence Manual is part of our new supplier onboarding process. It is housed on our website, and we expect suppliers to adhere to it in totality.

We are creating a standard process for reviewing and approving changes to the Code of Conduct, Supplier Excellence Manual, Human Rights Statement and supplier documentation every year.

### What the Supplier Code of Conduct Addresses:

- Compliance with all applicable laws
- Compliance with applicable environmental regulations, conservation of natural resources and energy, pollution prevention, waste reduction and minimization of environmental impacts
- Ethics and integrity concerning bribery, competition, accounting, documentation, conflict minerals and conflicts of interest
- Human rights, including providing associates with safe working conditions, treating them fairly and with dignity, and otherwise acting in accordance with the U.N. Universal Declaration of Human Rights
- Workplace safety and health, including measures to minimize the risk of injury and illness

### HUMAN RIGHTS STATEMENT

Zurn Elkay Water Solutions is committed to respecting, protecting and supporting human rights throughout our operations and supply chain. We support the elimination of all forms of child and forced labor, adherence to the principle of nondiscrimination in the workplace, compliance with wage and working hour laws, freedom of association and assembly, the right to collective bargaining, and internationally recognized human rights standards, including the Universal Declaration of Human Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. We strive to support human rights through our investments in our associates, annual human rights training for all associates, volunteerism in our communities and charitable giving.



## Supplier Diversity

Our commitment to diversity in our supply chain is reflected in our supplier diversity goal: 8% of spend by the end of 2025. In 2024, 5.6% of our domestic spending went to diverse suppliers, up from 5.5% in 2023. We define diverse suppliers as those owned by women, racial and ethnic minorities, LGBTQ+ individuals, veterans and suppliers in historically underutilized urban and rural communities (HUBZones).

Zurn Elkay strives to build strategic partnerships based on three key pillars of activity: Value Creation, Economic Inclusion and Business Development. Zurn Elkay commits to creating a sustainable diverse sourcing strategy by focusing on these objectives:

- Actively recruit and retain diverse partnerships throughout our supply chain
- Set and achieve annual diverse spend targets across all areas of addressable spend
- Actively participate in diversity conventions, events and educational organizations
- Continuously educate all internal stakeholders on diversity within corporate programs

### ZURN ELKAY SUPPLIER DIVERSITY COUNCIL

In 2024, we initiated the Zurn Elkay Supplier Diversity Council (ZEWS-SDC). Our council is comprised of procurement leaders (direct, indirect and logistics), business unit leaders and corporate functions. ZEWS-SDC consists of corporate ambassadors who have an additional focus on increasing supplier diversity through identifying business opportunities across ZEWS.

### STRATEGIC NETWORKING

In December 2023, we held a Supplier Diversity Day with three key goals: (1) Identify new certified diverse suppliers for our business needs; (2) partner current noncertified diverse suppliers with certifying agencies; and (3) work with current certified diverse suppliers to expand their reach. In 2024, we matured our approach through strategic networking events — internally and externally. We attended four national conferences this year with a focus on increasing our certified diverse suppliers. Utilizing these connections, our ZEWS-SDC members held matchmaking sessions focused on 2024 and 2025 business opportunities, resulting in increasing our number of certified diverse suppliers by 19%. In addition to new suppliers, we continue to support our current noncertified diverse suppliers with contacts and resources to aid in their certification process and expand the reach of our existing diverse supply base.

### Case Study

### Expanding Partnerships

#### Pallet Central Women’s Business Enterprise National Council



Pallet Central Enterprises, Inc., (PCE) is one of the largest private pallet distributors in North America and is a nationally certified woman-owned business. They pride themselves on the principles of “Reduce, Reuse, and

Recycle” in their business model. The keys to their reputation and success are a focus on quality, 24/7 customer service, and supply chain solutions for functionality, efficiency and savings. PCE initially supported one of our 20+ sites. During 2024, they participated in multiple strategic sourcing events and were awarded a national distribution contract. By the end of 2025, they will be supporting all of our business units.

#### Rolling Hills Progress Center (HUBZone)



Rolling Hill Progress Center’s mission is to provide vocational and activity services to Carroll County, Illinois, residents with developmental disabilities, mental illnesses and physical disabilities.

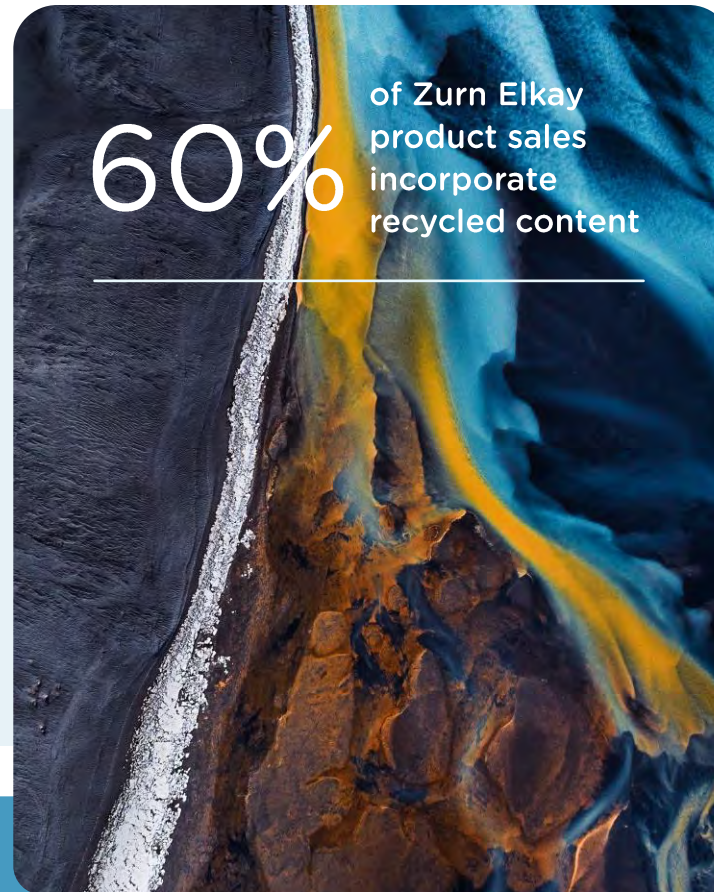
The ultimate goal is to provide the opportunity for growth and development of vocational skills through remunerative employment, as well as increased functioning in the areas of independent living and academic, social and recreational skills. Zurn Elkay utilizes Rolling Hills for light assembly and packaging, supporting their mission of inclusion, as well as generating revenue for an underutilized urban community.



## Sustainable Materials

We use sustainable materials in our products and packaging whenever possible, and we look to identify ways to increase our use of sustainable materials over time. For information about the total weight of renewable and nonrenewable materials used to produce and package our products, see our Performance Index, page 113.

As part of our efforts to use sustainable materials, we prioritize recycled materials and seek to avoid the use of virgin materials in our manufacturing process.



60% of Zurn Elkay product sales incorporate recycled content

### Approximate Recycled Content by Product Category

91%

stainless steel restroom partitions

75%

stainless steel sinks

65%

bottle filling stations

60%

stainless steel drinking fountains

50%

powder coated restroom partitions and lockers

## Conflict Minerals and Critical Materials

The responsible sourcing of minerals is a fundamental component of our Conflict Minerals Policy. Zurn Elkay is committed to sourcing components, raw materials and products from companies that share our values around human rights, ethics and environmental responsibility. We communicate our Conflict Minerals Policy to all suppliers and encourage them to adopt similar policies and undertake reasonable due diligence in their own supply chain.

Zurn Elkay continues to be committed to conducting supply chain due diligence to assess risk exposure. We use a third party to collect supplier conflict mineral information through the Conflict Minerals Reporting Template each year and to help identify any high-risk smelters used by our suppliers. After all data is collected, the information is submitted through the appropriate channels and regulatory agencies. Any data we receive that requires further investigation is reviewed and mitigated by our Trade Compliance Team. The conflict mineral information from suppliers is collected and tracked in a historical dashboard to monitor risk exposure over time.

Zurn Elkay has identified a list of 14 critical materials: busheling, carbon steel, copper, general plastics, high-density polyethylene (HDPE), linerboard, low density polyethylene (LDPE), other resins, pig iron, polyphenylsulfone (PPSU), printed circuit board assembly (PCBA), refrigeration components and stainless steel, and we are working to determine a strategy to help ensure business continuity, which may include diversification of suppliers, stockpiling of materials, development or procurement of alternative and substitute materials, and investments in recycling technology for critical materials.



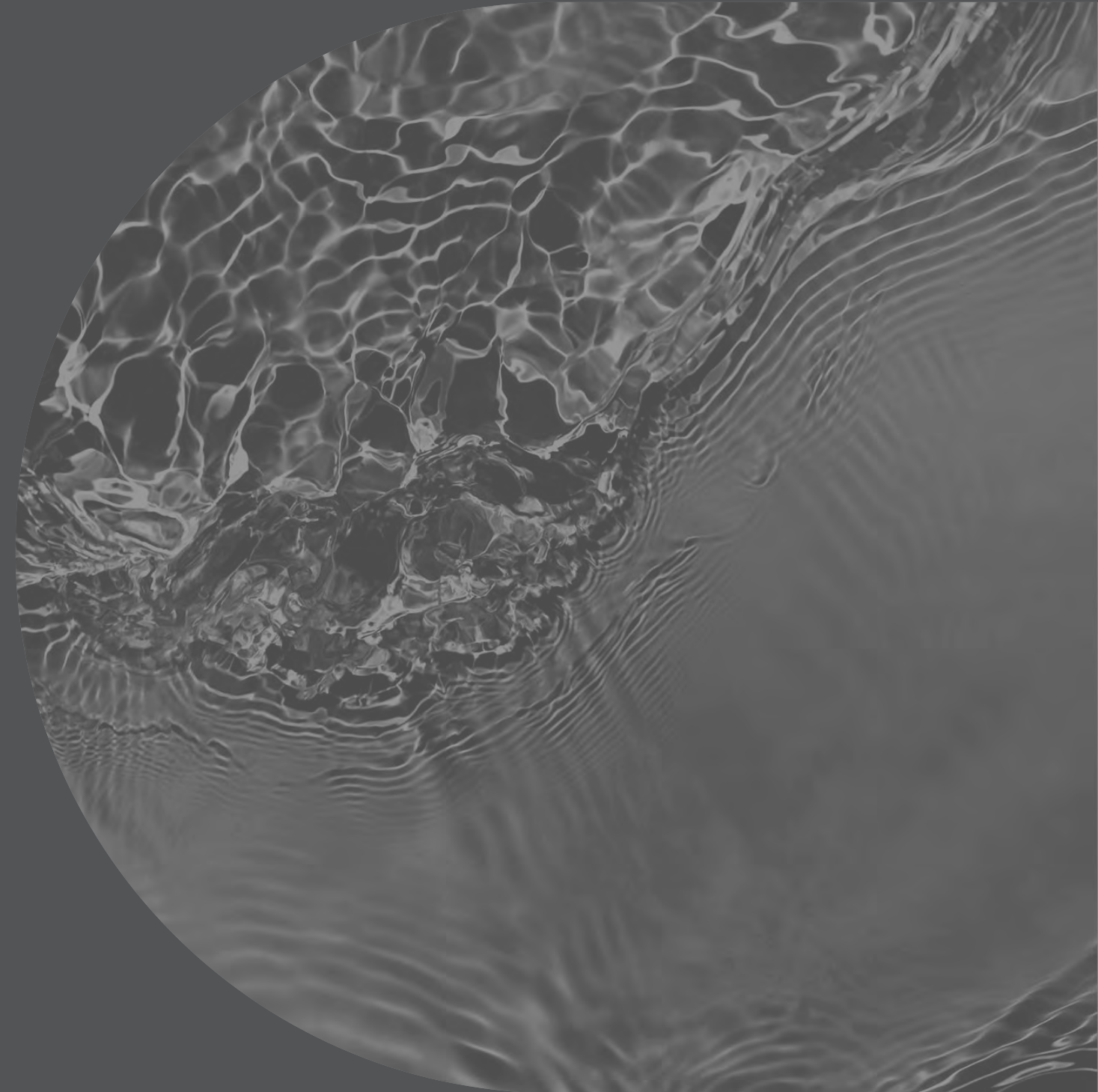
# INDEX





## Table of Contents

Performance Index	113
IFRS Index	123
GRI Index	132
Membership Index	146
Associate Demographic Index	150
Third-party Verification Documents for GHG Emissions	153



# Performance Index

## Environment

### Energy Management

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Total energy consumed	Gigajoules	414,308	379,767	342,004	RT-EE-130a.1	302-1	7 Affordable clean energy  13 Climate action
Percentage grid electricity	Percentage	33.2	29.2	29.4		—	
Percentage renewable	Percentage	3.3	5.6	6.3		—	
Energy intensity based on fiscal year sales/revenue	MWh/\$M revenue	72.8	68.9	60.6	—	302-3	

### Water Management

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Percentage of total water consumed in regions with high or extremely high baseline water stress	Percentage	37.6	35.5	47	RT-CP-140a.1	303-3	6 Clean water and sanitation  14 Life below water
Total water withdrawn	Thousand cubic meters	244.4	227.0	208.5	RT-CP-140a.1	303-3	
Total water discharged		213.3	197.5	175.5	—	303-4	
Total water consumed		31.1	29.6	33.0	RT-CP-140a.1	303-5	
Total water withdrawn intensity	Thousand cubic meters/\$M revenue	0.155	0.148	0.133	—	—	
Number of incidents of noncompliance associated with water quality permits, standards and regulations	Number	1	3	0	RT-CP-140a.3	—	
Description of water management risks and discussion of strategies and practices to mitigate those risks	—	Water Consumption and Intensity, 2022 Report	Water Consumption, 2023 Report, page 27	Water Use and Stewardship, 2024 Report, page 46	RT-CP-140a.2	303-2	



## Environment

### Greenhouse Gas Emissions

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Percentage of global Scope 1 emissions covered under emissions-limiting regulations	Percentage (%)	0	0	0	RT-CP-110a.1	305-1	
Gross global Scope 1 emissions (direct GHG emissions)	Metric tons CO <sub>2</sub> e	13,256	12,486	11,087	RT-CP-110a.1	305-1	
Gross market-based energy indirect Scope 2 GHG emissions		13,264	10,657	9,007		305-2	
Gross location-based energy indirect Scope 2 GHG emissions		14,331	12,733	11,105		305-2	
Gross other indirect Scope 3 category 1: Purchased goods and services		256,017	211,772 <sup>1</sup>	219,952		305-3	13 Climate Action
Gross other indirect Scope 3 category 3: Fuel-and-energy-related activities (not in Scope 1 or 2)		7,237	6,682	6,105			
Gross other indirect Scope 3 category 4: Upstream transportation and distribution		28,442	25,076	24,321			
Gross other indirect Scope 3 category 5: Waste generated in operations <sup>(c)</sup>		3,494	3,218	3,037			
Gross other indirect Scope 3 category 6: Business travel		872	1,185	1,509			
Gross other indirect Scope 3 category 7: Employee commuting		5,663	5,282	5,219			
Gross other indirect Scope 3 category 9: Downstream transportation and distribution		9,906	8,119	8,939			
Gross total other indirect Scope 3 GHG emissions <sup>(d)</sup> all reported categories	311,632	245,778	269,082				
Scope 1 and 2 GHG emissions intensity based on fiscal year sales/revenue	t CO <sub>2</sub> e/\$M revenue	16.8	15.1	12.8	—	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	—	Sustainability Goal and Targets, 2022 Report	Sustainability Goals and Targets, 2023 Report, page 15 Decarbonization Roadmap, page 24	Sustainability Goals and Targets, page 16	RT-CP-110a.2	305-5	

<sup>1</sup> Due to improvements in data tracking and auditing, we have restated our purchased goods and services Scope 3 emissions for fiscal year 2023.

## Environment

### Air Quality

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Nitrogen oxides (NO <sub>x</sub> ) - Air Emissions	Metric tons	11.10	10.45	9.27	RT-CP-120a.1	305-7	3 Good Health and Well-Being  11 Sustainable Cities and Communities
Sulfur oxides (SO <sub>x</sub> ) - Air Emissions		0.07	0.06	0.06			
Volatile Organic Compounds (VOC) - Air Emissions		2.55	2.52	2.45			
Hazardous air pollutants (HAP) - Air Emissions		0.22	0.21	0.19			
Particulate matter (PM) - Air Emissions		1.82	1.77	1.68			
NO <sub>x</sub> air emissions intensity based on fiscal year sales/revenue	Metric tons NO <sub>x</sub> / \$M revenue	0.0070	0.0068	0.0059			
SO <sub>x</sub> air emissions intensity based on fiscal year sales/revenue	Metric tons SO <sub>x</sub> / \$M revenue	0.00004	0.00004	0.00004			
VOC air emissions intensity based on fiscal year sales/revenue	Metric tons VOC / \$M revenue	0.0016	0.0016	0.0016			
HAP air emissions intensity based on fiscal year sales/revenue	Metric tons HAP / \$M revenue	0.0001	0.0001	0.0001			
PM air emissions intensity based on fiscal year sales/revenue	Metric tons PM / \$M revenue	0.0012	0.0012	0.0011			



## Environment

### Waste Management

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG	
<b>Waste</b>								
Total waste generated		11,280	10,758	9,994	—	306-3	12 Responsible Consumption and Production  15 Life on land	
Total waste diverted from disposal (recycled and reuse)		7,140	7,049	6,433		306-4		
Percentage of total waste diverted from disposal (recycled and reuse)	Metric tons	63.3	65.5	64.4		306-4		
Total waste directed to disposal		4,140	3,709	3,561	—	306-5		
Amount of nonhazardous waste directed to disposal		4,119	3,684	3,500	—	306-5		
Nonhazardous waste intensity	Metric tons / \$M revenue	7.4	7.0	6.3	—	—		
<b>Hazardous waste</b>								
Amount of hazardous waste generated <sup>2</sup>	Metric tons	21.3	25	62				
Percent of hazardous waste generated out of total waste <sup>2</sup>	Percentage	0.19	0.24	0.62	RT-EE-150a.1			
Percent of hazardous waste recycled <sup>2</sup>	Percentage	2.7	2.1	0.32				
Hazardous waste intensity	Metric tons / \$M revenue	0.01	0.02	0.04	—	—		
<b>Spills</b>								
Number of reportable spills	Number	0	0	0		—		
Aggregate quantity of reportable spills	Kilograms	0	0	0	RT-EE-150a.2	—		
Quantity of reportable spills recovered	Kilograms	0	0	0		—		

<sup>2</sup> As defined per U.S. EPA RCRA regulations and other regulatory frameworks applicable within the jurisdictions where the waste is generated.

## Environment

### Environmental Compliance

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Significant* fines or penalties related to the environment or ecology in the past four fiscal years	Number	0	0	0	—	307-1	—

\*Significant is any fine/penalty that individually costs more than \$10,000 USD

## Health and Safety

### Occupational Health and Safety

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Fatality rate	Number	0	0	0	RT-IG-320a.1	403-9	3 Good health and well-being
Total recordable incident rate (TRIR) per 200,000 hours worked, globally	Rate	1.21	0.68	0.65	RT-IG-320a.1		
Lost time incident rate (LTIR) per 200,000 hours worked, globally	Rate	0.37	0.26	0.11	TR-MT-320a.1		
Percentage of employees participating in “best practice” health and well-being programs that help to reduce absenteeism and improve productivity	Percentage	>80	85	86	—	—	

## Products

### Product Safety

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
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
Total amount of monetary losses as a result of legal proceedings associated with product safety	U.S. Dollars	Information on legal proceedings is disclosed in our Annual Report on Form 10-K and in our Quarterly Reports on Form 10-Q.					12 Responsible Consumption and Production



## Products

### Products and Lifecycle Management

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Number of units produced by product category ( <i>SASB Activity Metric</i> )	Number	<a href="#">Web Link to SEC Filings</a> – 10K Zurn creates a wide variety of water management products and sales data is provided in our annual report to shareholders on Form 10-K.			RT-EE-000.A	—	6 Clean water and sanitation
Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage by revenue	Not applicable to Zurn Elkay. Zurn Elkay 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 <sup>®</sup> criteria	Percentage by revenue				RT-EE-410a.2	—	
Revenue from renewable energy-related and energy efficiency-related products	U.S. Dollars				RT-EE-410a.3	—	
Percentage of revenue from products with sustainable attributes <sup>(e)</sup>	Percentage by revenue	86	86	86	—	—	

### Supply Chain Management

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Proportion of spending on local suppliers as percentage of the procurement budget (percentage of products and services purchased locally). <i>Local is defined as domestic U.S. supplier spend.</i>	Percentage	49	41	43	—	204-1	—
Diverse supplier spend on businesses owned by women, minorities, disabled individuals, veterans, LGBTQ+ community members and located in HUBZones	U.S. Dollars	7,200,000	15,165,000	15,188,455		—	
Total weight of nonrenewable materials that are used to produce and package the organization's primary products	Million pounds	171.8	132.3	175.7		301-1	
Total weight of renewable materials that are used to produce and package the organization's primary products	Million pounds	6.6	8.7	9.1		301-1	
New suppliers that were screened using environmental criteria.	Percentage	—	100	100		308-1	
New suppliers that were screened using social criteria.	Percentage	—	100	100		414-1	
Description of efforts to maintain traceability within the distribution chain	—	Conflict Minerals and Critical Materials, 2022 Report	Conflict Minerals and Critical Materials, 2023 Report, page 107	Conflict Minerals and Critical Materials, 2024 Report, page 110	HC-MS-430a.2	—	

### Materials Sourcing

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Description of the management of risks associated with the use of critical materials	—	Conflict Minerals and Critical Materials, 2022 Report	Conflict Minerals and Critical Materials, 2023 Report, page 107	Conflict Minerals and Critical Materials, 2024 Report, page 110	RT-EE-440a.1	—	12 Responsible Consumption and Production

## People

### Labor Practices

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Ratios of the standard entry level wage at U.S. significant locations of operation to the minimum wage	Percentage	186	183	193	—	202-1	8 Decent work and economic growth
Percentage of active workforce covered under collective bargaining agreements	Percentage	10.9	8.1	7.9	IF-WM-310a.1	—	
Number of work stoppages	Number of days	0	0	0	IF-WM-310a.2		
Number of total days idle	Number of days	0	0	0	IF-WM-310a.2		
Percentage of employee restructuring layoffs granted severance agreements	Percentage	100	100	100	—	—	
Profit per employee	U.S. Dollars	23,292	47,000	64,000	—		
Working Hours Policies	—	Implemented Disconnect-from-Work Policy in Canada in 2022; reviewing same for U.S. in 2023	Canada Disconnect from Work Policy, and US Working Hours Policy in place	Canada Disconnect from Work Policy, and US Working Hours Policy in place	—	—	

### Labor Practices

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Employee engagement; conducted by third-party survey. <i>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.</i>		69	71	74	CG-EC-330a.1	--	8 Decent work and economic growth
Voluntary employee turnover rate, globally	Percentage	20.3	15.1	10.4	CG-EC-330a.2	401-1	
Involuntary employee turnover rate, globally		12.6	14.4	9.3			
Employee turnover - total		32.9	29.5	19.7			
Ratio of basic salary and remuneration of women to men in the U.S. workforce, across all pay grades		—	85	80	--	405-2	
R&D personnel talent development	Hours	Training Efforts, 2022 Report	40,630	46,522	HC-BP-330a.1	--	
Parental leave; total number of employees that were entitled to parental leave, by gender	Number	—	F: 14; M: 27	F: 16; M: 22	--	401-3	
Parental leave; total number of employees that took parental leave, by gender		—	F: 14; M: 28	F: 16; M: 22			
Parental leave; total number of employees that returned to work in the reporting period after parental leave ended, by gender.		—	F: 12; M: 26	F: 14; M: 18			



## People

### Diversity and Employee Demographics

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Number of employees (SASB activity metric)	Number	2,600	2,479	2,500	RT-EE-000.B	—	
Percentage of females in the workforce, globally	Percentage	32	33	33	CG-EC-330a.3	405-1	5 Gender equality  8 Decent work and economic growth  10 Reduced inequalities
Percentage of female representation in management, globally		30	30	29			
Percentage of female representation in manufacturing, globally		26	27	25			
Percentage of minorities in the U.S. workforce		41	38	38			
Percentage of minority representation in U.S. management		16	16	18			
Percentage of minority representation in U.S. manufacturing		59	57	57			
Percentage of technical employees who are H-1B visa holders		1	1	0.5	CG-EC-330a.4		
Zurn policies and programs for fostering equitable employee representation across global operations	—	Diversity, Equity and Inclusion, 2022 Report  Employee Resource Groups, 2022 Report  Belonging at Zurn Elkay, 2022 Report	Diversity, Equity and Inclusion, 2023 Report, page 77  Employee Resource Groups, 2023 Report, page 79  Belonging at Zurn Elkay, 2023 Report, page 80	Inclusion and Belonging, 2024 Report, page 77  Employee Resource Groups, 2024 Report, page 79  Belonging at Zurn Elkay, 2024 Report, page 77	CG-EC-330a.3	405-1	

### Board of Directors Demographics

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Percentage of female representation on the Board of Directors	Percentage	20	30	30	CG-EC-330a.3	405-1	5 Gender equality  10 Reduced inequalities
Percentage of minority representation on the Board of Directors		10	10	10			
Percent women and minority men representation on the Board of Directors		30	40	40			
Median Board of Director Age	Number	61	64	63			

## Communities

### Political Contributions

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary	U.S. Dollars	—	206,843	267,100	—	415-1	16 Peace, Justice and Strong Institutions

### Volunteerism

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Volunteer hours	Number	5,406	5,366	4,510	—	—	11 Sustainable Cities and Communities

## Governance

### Business Ethics

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	U.S. Dollars	<a href="#">Web Link to SEC Filings</a> – 10K Information on legal proceedings is disclosed in our Annual Report on Form 10-K and in our Quarterly Reports on Form 10-Q.			RT-EE-510a.2	—	16 Peace, Justice and Strong Institutions
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	U.S. Dollars	<a href="#">Web Link to SEC Filings</a> – 10K Information on legal proceedings is disclosed in our Annual Report on Form 10-K and in our Quarterly Reports on Form 10-Q.			RT-EE-510a.3	—	
Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	—	Zurn Elkay Company Policies: • Anti-Corruption Law Policy • Anti-Trust Policy • Code of Business • Conduct and Ethics • Supplier Code of Conduct			RT-EE-510a.1	205-2	



## Governance

### Political Contributions

Accounting Metric	Units	2022	2023	2024	SASB <sup>(a)</sup>	GRI <sup>(b)</sup>	UN SDG
Percentage of operations assessed for risks related to corruption. Significant risks related to corruption identified through the risk assessment.	Percentage	—	—	—	—	205-1	16 Peace, Justice and strong Institutions

(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 301 Materials 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.

(c) Gross other indirect Scope 3 category 5: Waste generated in operations was reported for Zurn-only operations in 2022.

(d) Scope 3 GHG categories reported include: Category 1 - Purchased goods and services; Category 3 - Fuel- and energy-related activities; Category 4 - Upstream transportation and distribution; Category 5 - Waste generated in operations; Category 6 - Business travel; Category 7 - Employee commuting; and Category 9 - Downstream transportation and distribution.

(e) Sustainable Attributes: The European Union’s Taxonomy Regulation provides a classification system for sustainable activities and Zurn Elkay uses as guidance for defining products with sustainable attributes. In accordance with the EU taxonomy for sustainable activities, for Zurn Elkay’s products to be considered a sustainable economic activity they must meet the following two criteria: (1) contribute to at least one of six environmental objectives listed in the taxonomy; and (2) do no significant harm to any of the other objectives, while respecting basic human rights and labor standards.

The Zurn products that meet the taxonomy’s definition of sustainable economic activities fall into the following categories: (1) water conservation products that help to reduce water usage and save water; (2) products that help protect and manage clean water, including hygienic solutions that enhance and ensure water quality, safety and flow control; (3) products that help to reduce energy consumption and are considered energy efficient; (4) products the help customers avoid generation of GHG emissions; (5) technologically advanced products that support monitoring of water usage and rapid response to issues, facilitating efficiency and safety; (6) products with a high content of recycled material (i.e., recycled content constitutes at least 20%, based on cost, of the total value of the materials in the project), thereby reducing impacts resulting from extraction and processing of virgin materials; and (7) products that help prevent and reduce waste generation and reduce the use of disposable products such as water bottle filling stations, which minimize the dependency on disposable plastic bottles.

# IFRS Index

This index aims to align our disclosures with the International Sustainability Standards Board's IFRS S1 General Requirements for the Disclosure of Sustainability-related Financial Information and S2 Climate-related Disclosures, and effectively replaces our previous TCFD reporting. Our disclosures in this index will continue to evolve over the coming years as we continue to advance our climate strategy and make progress on our targets and goals.

## Governance

### The governance body responsible for oversight of climate-related risks and opportunities S1-27(a) and S2-6(a)

Zurn Elkay's Board of Directors oversees the company's enterprise risk management process, which involves ongoing evaluation and management of key risks to the business, and periodic reporting to the Board regarding the most significant risks to the company's business.

The Board chair ensures appropriate attention and availability of resources to address Zurn Elkay's efforts related to climate impact, including quantifying GHG emissions, assessing vulnerability to climate change, and implementing decarbonization strategies to reduce climate impacts. Our Board-level Sustainability Committee also oversees climate-related issues and helps to determine whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to relevant sustainability and climate-related risks and opportunities (SCROs) for the company. Physical risks related to climate change are integrated in our business continuity and disaster recovery planning processes, and are reviewed at least annually by the Board.

The chair of the Sustainability Committee is a member of the Board of Directors, and this committee has oversight of all aspects of Zurn Elkay's operations and strategic planning with respect to sustainability efforts, which includes a focus on pursuing business opportunities that further climate action and resiliency goals. The committee sets the vision and provides strategic oversight for the company's sustainability efforts. In addition, the committee monitors environmental, social, and governance related trends, issues and concerns that could affect the company's brand, image and reputation, as well as its sustainability efforts, and makes recommendations to the Board and management regarding how the company should respond to such topics to support the effective achievement of our sustainability goals. The Sustainability Committee oversees the progress made towards achieving our goals and allocates resources to ensure the success of our sustainability commitments.

The duties and responsibilities of the committee are to provide oversight with respect to: management's evaluation of risks and opportunities with respect to sustainability matters, which include but are not limited to environmental health and safety, ethical and sustainable sourcing, human rights, environmental matters, product safety and eco-friendly design, supplier conduct and diversity, labor conditions, diversity and inclusion in employment, volunteerism and corporate giving, and corporate citizenship; management's creation of sustainability initiatives, plans, policies and practices; the company's governance of, and performance relative to, sustainability initiatives; and the company's response to any stockholder proposal on sustainability matters and to other significant stakeholder concerns related to sustainability matters.

The Board also approves new governance policies that reflect our commitments, with streamlined reporting that provides increased transparency for our shareholders and other stakeholders, in addition to reviewing and providing input on Zurn Elkay's annual Sustainability Report and program initiatives. The Board periodically receives updates on our sustainability performance.

Our Board's role in risk oversight can be found in our [Proxy statement](#).

### Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities S1-27(b) and S2- 6(b)

Risks and opportunities are managed by Zurn Elkay's ERM process and through strategic planning and decision-making. Zurn Elkay has an internal Sustainability Steering Committee that reports directly to the CEO and the Board Sustainability Committee, and our executives manage sustainability-related matters through this committee. The committee is composed of a cross-functional group of executive leaders who are dedicated to improving sustainability-related strategies and objectives, and deploying sustainability-related goals. This committee is composed of functional leaders, establishes policies that reflect the company's commitments and is tasked with streamlining reporting for stakeholders. The Sustainability Steering Committee and business leaders are responsible for critical aspects of our sustainability initiatives, performance and long-term success, with particular focus on setting measurable goals, overseeing sustainability reporting to stakeholders, managing associated risks and opportunities, and ensuring alignment with the company's overall business strategy and objectives.

The executive-level Sustainability Steering Committee consists of the chief financial officer, director – EHS, VP – risk management, VP – supply chain, VP – general counsel, director – engineering, chief administrative officer, VP – marketing, VP – internal audit and VP – corporate communications. Providing cross-functional input and review to strategic sustainability and climate matters ensures that the climate strategy is embedded within all aspects of the business. The Sustainability Steering Committee may delegate duties and responsibilities to one or more subcommittees and may retain outside advisors as it deems necessary.

Additionally, Zurn Elkay established an Operational Sustainability Council to increase associate engagement in our facility's decarbonization efforts and climate goals. Led by the Sustainability team, with oversight by Zurn Elkay's president, the council includes plant managers, business unit leaders, maintenance staff and other key associates. The Operational Sustainability Council meets quarterly to review current energy metrics and ongoing projects, review progress on completed projects, share best practices and provide general updates on the climate and sustainability landscape.



## Strategy

We take a strategic, forward-looking approach to managing SCROs that affect our company. Creating sustainable and hygienic products that positively impact the environment, help our customers achieve greater resource efficiency and protect human health is a key component of our strategy for climate risk planning and adaptation to maintain our business and manage future risks and opportunities effectively. Investments in developing innovative new product solutions such as our water quality, safety, flow control and conservation products, including sensor faucets, flush valves, low-flow fixtures and carrier systems, and technological advancements in our filtered drinking water products are of critical importance to our business and transitional planning. Our heritage of product innovation and specification has allowed us to provide highly engineered, mission-critical solutions to customers, with a strategic focus on driving superior customer satisfaction and financial results by targeting world-class operating performance throughout all aspects of our business.

### Climate-Related Scenario Analysis S2-22(b)

In 2023, Zurn Elkay worked with a third-party consulting firm to conduct a TCFD-aligned scenario analysis, and multiple risks and adaptation strategies were identified. The analysis looked at both a lower-emissions scenario that assumes some mitigation of emissions with an emissions peak in the 2040s (representative concentration pathway [RCP] 4.5), and a higher-emission scenario, which assumes no mitigation of emissions over time and suggests significant increases in emissions by 2100 (RCP8.5). The RCPs reflect a range of potential global warming over the coming century, and Zurn Elkay utilized the two warming scenarios to simulate the range of climate futures where the higher accumulation of carbon in the atmosphere (RCP8.5) leads to notably warmer conditions compared to the lower accumulation pathway (RCP4.5) for evaluation of climate risk. Time horizons for risks were categorized as short-term (varying from months to 1 year), medium-term (from 1 to 3 years) and long-term (from 3 to 10 years).

For the physical climate risk analysis, 17 physical hazards that may impact facilities or cause disruptions that impact productivity, operations, and fuel delivery and services were evaluated. Additionally, five physical hazards that may impact operational costs (such as increased costs of energy and water) and staff safety were evaluated. Ten of these hazards were evaluated under a changing climate using an ensemble of statistically downscaled climate models for 2030 (2020-2039) and 2050 (2040-2059). Additionally, seven categories of SCROs were evaluated and a strategy to adapt to these risks and opportunities has been developed. The various transitional risks considered included:

- **Policy & Legal:** Risks from emerging regulations aimed at addressing climate change
- **Technology:** Risks and opportunities from emerging technologies aimed at supporting the low-carbon transition
- **Market:** Risks and opportunities from shifting supply and demand as economies react to climate change
- **Reputation:** Risks of damage to brand value and loss of customer base from shifting public opinion
- **Resource Efficiency:** Risks of reduced resources increasing costs and limiting production and opportunity to invest in resource efficiency measures and alternative material sourcing
- **Energy Sourcing:** Use of lower emission sources of energy or decentralized energy sources providing reduced operational costs
- **Products & Services:** Development and/or expansion of sustainable goods and services to increase revenue and expand market share

For facility hazards, the impacts of each infrastructure hazard were qualitatively evaluated per facility. These were then transferred to an impact scoring system. The risk score was calculated as a combination of the impact rating and the likelihood of the event occurring. Each location was assigned a set of risk scores, one for each hazard evaluated. In addition, some hazards were quantified using future conditions under a changing climate, providing an additional set of risks based on four future scenarios. After evaluating each location for risks based on the suite of hazards, a composite risk score was provided for comparison across locations and to indicate locations that are exposed to a greater degree of collective physical risks.

Summary of Sustainability and Climate-related Risks and Opportunities S1-29 (a-c, e), S1-30 (a), S1-30 (b), S1-32(a), S1-33(a), S2-9(a-c, e), S2-10(a), S2-10(b), S2-10(c), S2-13(a), S2-14(a)

Risks	How it affects our business	Our response and efforts to mitigate the risk
<p><b>Data security and IT infrastructure or cybersecurity breaches</b></p> <p>Physical and transition risks</p>	<p>We depend heavily on information technology infrastructure to manage our business objectives and operations, support our customers' requirements and protect sensitive information. There have been significant and increasing instances of data and security breaches, malicious interference with technology systems and industrial espionage involving companies in numerous industries, including cloud providers, and cybersecurity threats are becoming more complex. Like other companies, we have experienced these types of threats; however, to date, we have not experienced a material threat or incident.</p> <p>While we have taken steps to maintain and enhance our cybersecurity by implementing additional security technologies, internal controls, and network and data center resiliency, redundancy and recovery processes, there is inherent global risk to information systems, including matters related data security, privacy, security breaches or malicious attacks. Inability of these IT systems to fulfill their intended business purpose could impede our ability to conduct business in the normal course.</p>	<p>Zurn Elkay's management and Board recognize the importance of robust oversight of cybersecurity risk, information security, and technology risk in maintaining the trust and confidence of our employees, customers, investors, and other stakeholders.</p> <p>Our Board has extensive cybersecurity experience, including two directors who received a certificate in cybersecurity oversight from the Carnegie Mellon University Software Engineering Institute, and cybersecurity risk also is monitored, assessed and managed as part of the company's integrated ERM program on an ongoing basis. The Board also receives periodic reports from the CIO and senior management on the cybersecurity program and its effectiveness, including any material threats. A cybersecurity governance council, composed of executive leaders, meets at least quarterly to review the company's cybersecurity program and its effectiveness.</p> <p>To assess, identify and manage material risks from cybersecurity threats and to prevent, detect and respond to cybersecurity threats, the company has a robust cybersecurity program. The company's global cybersecurity team, overseen by the CIO, implements policies and procedures and uses a balanced approach to validate the effectiveness of the program, leveraging third-party expert security resources, information technology resources, executive business leadership, internal and external audit, third-party vendors and other IT and business partners.</p> <p>Zurn Elkay provides comprehensive annual security awareness training for our associates, periodic information updates, and regular testing/training programs. In addition, the company annually purchases a cybersecurity insurance policy.</p>
<p><b>Management of human capital in a competitive industry</b></p> <p>Transition risk</p>	<p>Our ongoing success depends on our ability to recruit, retain and develop highly skilled management and key personnel, as well as our ability to effectively manage human capital resources. Competition for talented and skilled individuals in our industry is intense, and we may not be able to successfully recruit, train or retain qualified personnel, or to effectively implement successions for existing personnel.</p>	<p>Zurn Elkay strives to attract, retain and develop the talent necessary to meet our goals. Our human capital management programs are designed to, among other aims, foster inclusion and belonging, develop talent for critical roles and leadership positions, reward and support associates through competitive compensation and benefits, and promote the health and safety of our associates.</p> <p><b>Training and Talent Development:</b> We are committed to having a workplace that fosters learning, development and innovation. Our leadership team conducts a robust program of employee engagement, and we have invested in the personal and professional development of our employees. Each year, all employees are trained on various policies and procedures, along with matters specific to their respective roles within the organization. Each year, we survey our employees to better understand what matters most to them. We also strive to provide competitive compensation and benefits for our associates.</p> <p><b>Health and Safety:</b> The safety of our associates is a top priority. To be our best and maintain integrity in everything we do, we strive to provide associates with the right tools and resources. Through continual training and engaging associates and visitors in addressing safety issues, we have reduced our Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR) over the past two years. We are also committed to improving the holistic health and well-being of our associates and have various programs in place to provide information, activities and support for assisting healthy choices.</p> <p><b>Inclusion and Belonging:</b> We are committed to fostering, cultivating and preserving a culture of inclusion where our associates are engaged and fulfilled. We recognize and value our associates for the unique perspectives they bring to Zurn Elkay — from different ages, ethnic and cultural backgrounds, sexual orientation, gender identity and expression, veteran status and abilities, including individuals who bring diverse opinions, experience and leadership styles to their work at Zurn Elkay. Inclusion is built into our key human resources programs and processes.</p>



Risks	How it affects our business	Our response and efforts to mitigate the risk
<p><b>Climate-related Risks</b></p> <p>Physical and transition risks</p>	<p><i>Increased frequency of weather events could disrupt construction activity and adversely affect the demand for our products.</i></p> <p>Adverse weather conditions, such as prolonged periods of cold or rain, blizzards, hurricanes and other severe weather patterns, the frequency of which might be affected by climate change, could delay or halt construction and remodeling activity, which could have a negative impact on our business.</p>	<p>We conduct regular assessments to analyze the potential impact of weather events on construction timelines and product demand. We also monitor climate forecasts and trends to anticipate disruptions and incorporate the seasonality of certain end markets into our business planning. Where relevant, we create strategies for maintaining operations during extreme weather, including remote work options, flexible project timelines, freight and shipping contingencies, and insurance. We have also prepared emergency response plans to respond quickly to significant weather events, ensuring safety and minimizing disruptions.</p>
	<p><i>The long-term effect of climate change could increase or decrease demand for certain products.</i></p> <p>Climate change may impact rainfall and water availability in many areas in unpredictable and different ways, which may change the way building owners and municipalities manage drinking-, waste- and storm- water and may lead to new or modified regulations that may impact the market for our products.</p> <p>In certain areas, these changes could lead to a reduction in demand for certain products, although it also could increase demand for other products. The overall effect of this could result in changes in sales and addressable market and/or alterations to our product sales mix in ways that reduce our margins, either of which could impact our results of operations.</p>	<p>Our global sourcing strategy is utilized to manage risk, and we have agreements with key suppliers to maintain minimum levels of inventory to support certain products for which we require a short lead time to fulfill customer demand. We have the ability to notify the supplier that they no longer need to maintain the minimum level of inventory should we discontinue manufacturing a product during the contract period; however, we must purchase the remaining minimum inventory levels the supplier was required to maintain within a defined period of time.</p> <p>We conduct ongoing research to understand changing consumer preferences related to climate change and sustainability. We are investing in R&amp;D to stay ahead of trends and develop innovative solutions that meet future market demands. We also engage with customers to gather insights on their evolving needs and concerns. We conduct assessments to understand the environmental impact of products and identify areas for improvement.</p>
	<p><i>The physical impacts of climate change may materially adversely affect our business and financial condition.</i></p> <p>The impact of climate change may materially and adversely affect the cost, production and financial performance of our operations.</p> <p>The physical impacts of climate change on our operations are highly uncertain and could differ amongst the geographic regions of relevant markets and areas of operation. These may include changes in rainfall and storm patterns and intensities, water shortages, changing sea levels and changing temperatures. Any impacts to our business and financial condition as a result of climate change are likely to occur over an extended period of time and are therefore difficult to quantify with any degree of specificity.</p> <p>For example, extreme weather events may result in adverse physical effects on portions of our infrastructure, which could disrupt our supply chain and ultimately our business operations. In addition, disruption of transportation and distribution systems could result in reduced operational efficiency and customer service interruption. Climate-related events have the potential to disrupt our business, including the business of our suppliers, and may cause us to experience higher attrition, losses and additional costs to resume operations.</p>	<p>We collaborate with our suppliers to reduce our Scope 3 emissions and to improve factory resource efficiency, which can help maintain production capacity and manage costs through regional water and energy shortages, should they arise. Key actions in place to manage disruptions to our supply chain include:</p> <p><b>Ensure Availability of Raw Materials:</b> We are diversified in material sourcing and are not dependent on a single source for any significant raw material or component. As a result, we believe there is a readily available supply of materials in sufficient quantity from a variety of sources to serve both our short- and long-term requirements.</p> <p><b>Supply Chain Optimization and Footprint Repositioning initiatives:</b> To operate more efficiently, control costs and refine our business focus, we periodically undertake restructuring plans, which can include facility consolidations, product rationalizations, and other cost reduction initiatives.</p> <p><b>Supply Chain Visibility:</b> We leverage tracking and visibility tools to monitor shipments in real time and anticipate delays.</p> <p><b>Partner with Logistics Providers:</b> We have built strong relationships with our logistics partners to improve flexibility and responsiveness should an adverse climate-related event occur.</p>
	<p><i>Regulatory and legislative developments related to climate change, may materially adversely affect our business and financial condition.</i></p> <p>Numerous governmental bodies have introduced or are contemplating legislative and regulatory changes in response to various climate change interest groups and the impact of climate change. Any future climate change-related regulations could also negatively impact our ability to compete with companies situated in areas not subject to such requirements.</p> <p>Given the political significance and uncertainty around the impact of climate change and how it should be addressed, we cannot predict how legislation and regulation will affect our financial condition, operating performance and ability to compete. However, legislation and increased regulation relating to climate change and the transition to a low-carbon economy could impose significant costs on us and our suppliers, including costs related to increased energy requirements, capital equipment, environmental monitoring and reporting, and other costs to comply with such regulations. Even without such regulation, increased awareness and any adverse publicity in the global marketplace about impacts on climate change by us could harm our reputation.</p>	<p>Our operations and facilities are subject to extensive laws and regulations, including those related to taxes, pollution and the protection of the environment, health and safety, which includes those governing climate change, air emissions, water and waste discharges.</p> <p>To mitigate these risks, we have implemented a robust EMS and have developed a carbon footprint tracking system. We will continue tracking our carbon emissions and monitoring of emerging carbon markets and regulations and policies at local, national, and international levels.</p> <p>We employ third-party sustainability and environmental contractors to advise on regulatory risk and we consult with legal experts to interpret regulations and assess their potential impacts on our operations.</p> <p>We have incorporated sustainability goals into our overall business strategy to align with regulatory expectations. We do not currently anticipate any significant additional expenditures related to maintaining compliance; however, due to the evolving nature of laws and regulations and changes thereto, we are closely monitoring the evolving landscape and potential impacts to our business.</p>

Risks	How it affects our business	Our response and efforts to mitigate the risk
<p><b>Evolution of existing products and introduction of new products to meet customers' needs; product innovation</b></p> <p>Transition risk</p>	<p>The successful implementation of our business strategy requires us to continuously evolve our existing products and introduce new products to meet customers' needs in the industries we serve. Our products are characterized by stringent performance and specification requirements that mandate a high degree of manufacturing and engineering expertise. If we fail to meet these requirements, our business and ability to compete effectively could suffer.</p> <p>Our customers rigorously evaluate their suppliers on several factors, including product quality, price competitiveness, technical and manufacturing expertise, development and product design capability, new product innovation, reliability and timeliness of delivery, operational flexibility, customer service and overall management. Our ongoing success depends on our ability to continue to meet our customers' changing specifications with respect to these criteria.</p>	<p>Zurn Elkay's culture of innovation and specification has allowed us to provide highly engineered product solutions to customers for decades, and affords us the privilege of having long-term, customer relationships with market leaders.</p> <p>Our product development and operations are driven by the Zurn Elkay Business System (ZEBS), which is our operating philosophy. Grounded in the spirit of continuous improvement, ZEBS creates a scalable, process-based framework that focuses on driving superior customer satisfaction based on product quality, reliability and innovation.</p> <p>We continuously evolve our existing products and introduce new products through monitoring of industry trends, competitor offerings, and technological advancements to identify potential risks and opportunities for innovation. We identify product opportunities and have developed a pipeline of sustainably advantaged products, and we are constantly working to increase the percentage of our sales that come from sustainable solutions. We feature numerous products with sustainable attributes; see page 22.</p>
<p><b>Shifting regulatory landscape, especially regarding environmental laws and regulations</b></p> <p>Transition risk</p>	<p>Our operations and facilities are subject to extensive laws and regulations related to pollution and the protection of the environment, health and safety, including those governing, among other things, emissions to air; discharges to water; the generation, handling, storage, treatment and disposal of hazardous wastes and other materials; and the remediation of contaminated sites.</p> <p>A failure by us to comply with applicable requirements or the permits required for our operations could result in civil or criminal fines, penalties, enforcement actions, third-party claims for property damage and personal injury, requirements to clean up property or to pay for the costs of cleanup, or regulatory or judicial orders enjoining or curtailing operations or requiring corrective measures, including the installation of pollution control equipment or remedial actions, as well as cause damage to our reputation.</p>	<p>Zurn Elkay assesses the impacts of both existing and potential regulatory requirements and voluntary agreements as part of our annual risk review. We look at current regulation pertaining to voluntary agreements, existing or emerging market-based regulatory requirements to lower emissions, renewable energy standards, and other environmental legislation/regulations.</p> <p>We utilize the Zurn Elkay EMS to identify and mitigate risks, ensuring regulatory compliance and preparedness for the shifting regulatory landscape, which is managed at corporate- and facility-level. Our Corporate Risk Management Team oversees the company's EMS, and at the facility level, programs are managed by regional EHS managers. Emerging regulations and EHS risks and requirements are also monitored, assessed and managed as part of the company's integrated ERM program on an ongoing basis.</p>



Opportunities	How it affects our business	Our response and efforts to capture the opportunity
<p><b>Development of new products or services through R&amp;D and innovation</b></p> <p><i>See the <a href="#">CDP Report</a> for additional details.</i></p>	<p>Specializing in water management 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. The sale of new Zurn Elkay products is driven by our innovation centers and R&amp;D, and aims to develop several new products in the coming years.</p>	<p>We continually invest in R&amp;D to create clean technology water solutions that help our customers meet their water challenges and goals, with a team of more than 150 engineers dedicated to driving innovation and sustainability initiatives.</p> <p>We are well positioned to adapt to changing regulations, climate and infrastructure conditions while also investing in clean tech innovation and R&amp;D to capitalize on the growing market for sustainable products with a focus on water efficiency. Our expectation is that we will continue to grow organically and we believe 0.5% to 1.5% is expected to be directly related to the climate change trends and development of new products through R&amp;D and innovations. The financial impact based on 0.5% to 1.5% growth ranges from \$7.8 million to \$23.5 million, which is based on our \$1,567 million annual revenue in 2024.</p>
<p><b>Changing market behavior towards sustainable products</b></p> <p><i>See the <a href="#">CDP Report</a> for additional details.</i></p>	<p>Shifts in market and consumer behavior towards sustainable products can drive revenue growth and brand reputation as customers increasingly seek water and energy efficient products.</p>	<p>We evaluate our competitive position in our markets based on available market data and relevant benchmarks compared to our peer group and industry trends. We serve a broad and diverse array of institutional, commercial, and residential end markets that require high quality engineered products. Our reliable, innovative and sustainable products are a differentiator for Zurn Elkay and provide opportunities in these markets with solid fundamental long-term growth characteristics.</p> <p>We believe that by proactively embracing the opportunity presented by changing market behavior toward sustainable products, we can not only enhance our market position with business opportunities but also contribute positively to environmental sustainability. We are leveraging this shift as an opportunity to further develop and promote products that are environmentally friendly, use sustainable materials and processes, and have a minimal environmental impact, from production to disposal.</p>
<p><b>Resource efficiency</b></p> <p><i>See the <a href="#">CDP Report</a> for additional details.</i></p>	<p>Reduced operating costs through efficiency gains and recycled materials use may enhance company goodwill and revenues through competitive market positioning and good reputation.</p>	<p>We have set goals to reduce energy consumed per U.S. dollar of operating revenue by 15% by 2024 (compared to 2021 baseline), which was achieved in 2024. In support of this target, we are focused on implementing energy efficiency projects across its various facilities, procuring renewable electricity through RECs and investigating rooftop solar for on-site power generation. Additionally, 60% of Zurn Elkay's product sales incorporate recycled materials.</p>

In addition to our BCP Program, based on the results of the scenario analysis, our strategies to manage climate risk focus on mitigation, monitoring, managing and planning of the SCROs identified in the scenario analysis.

## Transitional Risks

### Mitigate

**Resource Efficiency:** Adapt to changing market through supply chain engagement, education and capacity building. Continue to mitigate supplier risks through the Supply Chain Risk Management Team

**Energy Sourcing:** Mitigate increased costs for energy at production facilities by increasing investment in energy efficiency and renewable energy. Work with energy suppliers to sign long-term power purchase agreements that lock in rates and factor in growth expectations



### Monitor

**Technology:** Monitor technology shifts on the horizon to determine where to invest in innovative technologies and practices

**Market:** Monitor market growth opportunities for sustainable products

**Resource Efficiency:** Monitor waste generation from production and packaging, set reduction targets and continue to find alternative reuse options



### Manage and Plan

**Products and Services:** Plan for potentially increased operational costs associated with R&D and implementation of innovative technologies, products and processes

**Market:** Plan for climate change impacts on the commercial construction industry, as unusually severe or prolonged winters can lead to reduced or delayed construction activity

**Policy and Legal:** Manage policy and legal risks by focusing on environmental, social and governance (ESG) data collection, such as GHG quantification and target setting and investing in low-carbon and renewable energy

**Reputation:** Manage reputation risks by continuing to invest in ESG initiatives, such as disclosing raw material sourcing, energy use, and waste production, and taking remediation action immediately if issues are identified

**Resource Efficiency:** Manage potential resource constraints by continuing to quantify usage, set reduction targets and implement efficiency measures, particularly for material reuse, energy and water

## Physical Risks

### Mitigate

Routinely ensure emergency response team information is up to date and conduct training exercises

Have an equipped safety shelter for workers



### Monitor

All locations exposed to physical risks will be monitored with appropriate insurance in place

Monitor need over time for implementing strategies to reduce hazard exposure and/or risks



### Manage and Plan

Establish clear lines of communication and coordination between different departments and external stakeholders, such as suppliers, customers and emergency responders, to ensure a timely and effective response to tornado-related disruptions

Prepare and disseminate an emergency plan describing what employees should do as tornados, floods, hurricanes and wildfires threaten

Conduct analysis (tornadoes, floods and hurricanes) with future heavy precipitation better to better prepare facilities for the next few decades



## Risk Management

### Processes and related policies used to identify, assess, prioritize and monitor sustainability-related risks S1-44(a) and S2-25(a)

The Board oversees the company’s ERM process, which involves annual risk assessments, management evaluation and the management of key SCROs. Annually, our ERM Committee formally updates assessed key risks and ratings within the risk universe, incorporating input from the company’s strategic planning process. Our business continuity manager, within the corporate Risk Management Team, evaluates the organization and its upstream and downstream components for risks to the business. Our ERM Team is continually incorporating climate-related risk management strategies into the broader firm ERM strategy. We seek to integrate physical risks related to climate change into our business continuity and disaster recovery planning process, which the Board reviews at least annually.

Our BCP Program is organized at several levels. A formal corporate BCP template has been developed under executive-level supervision and is made specific to individual facilities. The BCP evaluates the organization and its upstream and downstream components for risks to the business, based on four pillars: People, Premises, Process and Product — which are built upon our core continuity functions. The vital functions are our superior customer care, IT, finance, and human resources. Our facility-level BCPs outline the response process to business interruption, including climate-related risks, and the Business Continuity Team roles and responsibilities for assuring that critical processes and services are maintained. The BCPs include supply chain and operational risks with contingency plans for supporting delivery of product in the event of a business disruption. The Zurn Elkay BCPs are compliant with the ISO 22301 standard governing business continuity management, and a full disclosure of risk factors is available in our annual report on Form 10-K, which is filed with the SEC. .

We also manage transitional risks and opportunities to climate change in key areas throughout our company, which include BCP, new product and technological advancements, IT protection, disaster recovery planning and emergent risk evaluations. We conduct robust risk assessments to gauge possible risk factors facing our business, from issues such as supply chain disruptions, damage assessments, global health concerns (i.e., COVID-19) and adverse economic and financial market conditions. We have a formal organization wide template under executive-level supervision in addition to plans at the facility level.

Recovering and protecting our people is the first and most important aspect of continuity after a major incident. With the increase in physical climate change impacts, such as flooding, wildfires and power outages to both our facilities and our suppliers, our BCP Program includes an Emergency Action Plan and a Fire Prevention Program to address those physical risks. The Emergency Action Plan has been implemented to establish procedures and organizational structure for responding and managing emergency situations in a manner that is systematic, efficient, and gives primary consideration to life safety. Emergencies addressed in this plan include severe weather, fires, gas leaks, and utility outages.

In addition to an internal process, Zurn is supported by third-party consulting firms to monitor SCROs and to conduct updated business impact analysis of all select sites at least once every five years and conduct testing and training of all BCPs at least biannually.

## Metrics and Targets

### S1-51(b), S1-51(d), S1-51(f)

To achieve our climate goals, Zurn Elkay has set targets (compared to our 2021 baseline) to:

- Reduce Scope 1 and Scope 2 GHG emissions intensity by 50% by 2030
- Reduce energy consumed per U.S. dollar of operating revenue by 15% by 2024
- Source at least 25% of our electricity from renewable sources by 2030

To achieve this, our GHG emissions and energy reduction targets have been incorporated into our strategic planning and tracking procedures, including monthly check-ins and evaluations of emission reduction strategies.

In 2024, we are pleased to report a 15% reduction in Scope 1 and Scope 2 GHG emissions intensity from the previous year, which represents a 38% reduction from our 2021 baseline. We also achieved a 12% reduction in energy intensity in 2024 compared to the previous year, which represents a 23% reduction from our 2021 baseline. In support of our decarbonization efforts we sourced 18% of our electricity from renewable sources in 2024, and we are tracking performance against our target set last year to achieve at least 25% of our electricity from renewable sources by 2030.

## Scope 1, Scope 2, and Scope 3 GHG emissions S2-29(a), S2-33(d-f), S2-35, S2-36(a-b)

GHG emission estimates were based on the GHG Protocol, developed by World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) for energy and GHG reporting. Estimates include all relevant and material sources of Scope 1 and 2 GHG emissions, and the relevant Scope 3 categories. The comprehensive GHG inventory requires a variety of GHG emissions calculation methodologies, procedures, and emission factors, including U.S. EPA emission factors, Emissions & Generation Resource Integrated Database (eGRID), International Energy Agency (IEA), and other sources as needed. Emissions of GHGs were consolidated and converted to metric tons carbon dioxide equivalent (CO<sub>2</sub>e) in accordance with published 100-year time horizon global warming potentials (GWPs) using IPCC AR5. In 2024, our absolute gross GHG emissions generated, which were calculated in accordance with the GHG Protocol, were:

- Scope 1 GHG emissions – 11,087 MT CO<sub>2</sub>e
- Scope 2 GHG emissions (market-based figure): 9,007 MT CO<sub>2</sub>e
- Scope 2 GHG emissions (location-based figure): 11,105 MT CO<sub>2</sub>e

Our Scope 3 GHG emissions were 269,082 MT CO<sub>2</sub>e representing approximately 93% of Zurn Elkay's total corporate (Scope 1 + Scope 2 + Scope 3) GHG emissions. Purchased goods and services (category 1), which includes all upstream emissions from the goods and services purchased by Zurn Elkay in 2024, upstream transportation and distribution (category 4) and downstream transportation and distribution (category 9) were the main contributors to the Scope 3 emissions. The Performance Index provides the share of emissions by each relevant Scope 3 category.

In 2024, third-party verification of our Scope 1 and 2 GHG inventory was performed by TRC Environmental Corporation using the widely accepted limited-verification level of assurance. The verification of Zurn Elkay's Scope 1 and Scope 2 emissions data included detailed review of primary data and calculations for Zurn Elkay facilities, which adheres to the ISO 14064-3 standard of reviewing at least 70% of the GHG inventory.

Moving forward, we will continuously evaluate GHG emissions opportunities across our global operations and value chains, in line with the expectations of our stakeholders, and adjust targets accordingly. Details of our carbon emissions and energy reduction initiatives are provided in the Energy and Emissions section of our 2024 Sustainability Report.

### S2-29(g)

#### Remuneration

To encourage progress towards climate targets at the leadership level, the company provides recognition incentives for identifying sustainability opportunities including climate-related opportunities. Our incentive compensation for company leaders incorporates a link to sustainability performance, and certain leaders throughout the organization have sustainability-related goals. Achievement of sustainability goals impacts their personal performance factor and resulting annual incentive bonus.



# GRI Index

**Statement of use:** Zurn Elkay Water Solutions Corporation (Zurn Elkay) has reported the information cited in this GRI content index for the period January 1 through December 31, 2024, with reference to the GRI Standards.

**GRI 1 used:** Foundation 2021

GRI Standards	Disclosure	Reporting Location	Additional Information or Remarks
<b>General Disclosures</b>			
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	<ul style="list-style-type: none"> <li>About Zurn Elkay Water Solutions</li> <li>GRI Index</li> </ul>	Zurn Elkay Water Solutions Corporation (Zurn Elkay), headquartered in Milwaukee, is a growth-oriented, pure-play water management business that designs, procures, manufactures, and markets what we believe to be the broadest sustainable product portfolio of specification-driven water management solutions to improve health, human safety and the environment.
	2-2 Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> <li>About This Report</li> <li>GRI Index</li> </ul>	The 2024 Sustainability Report covers Zurn Elkay and its consolidated subsidiaries. The scope of our environmental reporting covers 28 facilities globally, including office buildings, manufacturing sites, distribution centers, and warehouses. The facilities listed here are within our operational boundaries for environmental performance reporting in 2024.
	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>About This Report</li> <li>GRI Index</li> </ul>	Annual report published in February 2025 Questions or comments should be directed to: Angela.Hersil@zurn.com
	2-4 Restatements of information	<ul style="list-style-type: none"> <li>GRI Index</li> </ul>	No data was restated in this year's report.
	2-5 External assurance	<ul style="list-style-type: none"> <li>GRI Index</li> </ul>	Zurn Elkay received third-party verification of our 2024 Scope 1 and 2 greenhouse gas inventories. This is the widely used limited-verification level of assurance, following the ISO 14064 standard under which at least 70% of the GHG inventory has been reviewed.
	2-6 Activities, value chain and other business relationships	<ul style="list-style-type: none"> <li>About Zurn Elkay Water Solutions</li> <li>GRI Index</li> </ul>	<p>Our product portfolio includes professional-grade water safety and control products, flow system products, hygienic and environmental products and drinking water products that deliver superior value to building owners, positively impact the environment and human hygiene and reduce product installation time.</p> <p>We evaluate our entire supply chain carefully to make thoughtful, responsible choices that support our commitment to delivering sustainable products and protecting our business from risk. Guided by our core value of Continuous Improvement, we conducted a deep examination of our combined supply chain to find opportunities to make it more resilient and sustainable.</p> <p>Markets: Commercial, institutional, waterworks and residential end markets in North America.</p> <p>Customers: Independent sales representatives, plumbing wholesalers and industry-specific distributors in the waterworks, food service, industrial, janitorial, sanitation and siteworks industries.</p> <p>We report on our annual net sales for each of the three geographic segments in which we operate our business globally, as well as by product line, and customers and markets:</p> <ul style="list-style-type: none"> <li>Total Net Sales: \$1.567 billion USD</li> </ul>

GRI Standards	Disclosure	Reporting Location	Additional Information or Remarks
<b>General Disclosures</b>			
	2-7 Employees	<ul style="list-style-type: none"> <li>About Zurn Elkay Water Solutions</li> <li>People</li> <li>GRI Index</li> <li>Associate Demographic Index</li> </ul>	Zurn Elkay has a total of 2,500 employees. Additional details can be found in the People section of the Sustainability Report.
	2-9 Governance structure and composition	<ul style="list-style-type: none"> <li>Governance and Ethics</li> <li>GRI Index</li> </ul>	Zurn Elkay has a Board of Directors-led Sustainability Committee made up of four independent Board members, which oversees operations and strategic planning with respect to sustainability including business opportunities that further climate action and resiliency goals. The Board chair ensures appropriate attention and availability of resources to address Zurn Elkay's efforts related to climate impact, including quantifying GHG emissions, assessing vulnerability to climate change, and implementing decarbonization strategies to reduce climate impacts. An example of a Board decision includes developing and publishing specific sustainability-related targets, including commitments to reduce GHG emissions and energy use.
	2-10 Nomination and selection of the highest governance body	<ul style="list-style-type: none"> <li>Governance and Ethics</li> <li>GRI Index</li> </ul>	The composition of the Board will be reviewed annually to ensure an appropriate mix of skills, experience and background needed for the company's business, changing the membership mix of the Board as required to meet such needs. The need for changing the membership mix of the Board will also be reviewed when a Board member changes employment and therefore may no longer meet the original criteria for that member's selection to the Board. Such review will also occur when it is determined management's evolving need for certain capabilities and/or guidance from the Board is not being met by the current composition of the Board. The Nominating and Corporate Governance Committee, in conjunction with the chairperson, shall review the qualifications, performance and independence of existing Board members on an annual basis and make recommendations to the full Board on whether individual Board members should stand for reelection when their term is up.
	2-11 Chair of the highest governance body	<ul style="list-style-type: none"> <li>GRI Index</li> </ul>	Todd A. Adams has been the chief executive officer of the company since 2009 and chair of the Board since 2020. The Board of Directors currently includes nine independent directors.
	2-12 Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> <li>Governance and Ethics</li> <li>GRI Index</li> </ul>	The Zurn Elkay Board of Directors leads these efforts by overseeing company management on behalf of our shareholders. The Board of Directors includes four key committees that oversee specific functions at Zurn Elkay: Nominating and Corporate Governance, Audit, Compensation and Sustainability.
	2-13 Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>Governance and Ethics</li> <li>GRI Index</li> </ul>	Oversight responsibility is shared by the Board of Directors and our executives, and it is communicated to associates through policies that guide them in their everyday work.



GRI Standards	Disclosure	Reporting Location	Additional Information or Remarks
<b>General Disclosures</b>			
	2-14 Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> <li>- Governance and Ethics</li> <li>- GRI Index</li> </ul>	<p>The duties and responsibilities of the Sustainability Committee are to provide oversight of management’s evaluation of risks and opportunities with respect to sustainability matters, which include but are not limited to EHS, ethical and sustainable sourcing, human rights, environmental matters, product safety and eco-friendly design, supplier conduct and diversity, labor conditions, inclusion and belonging in employment, volunteerism and corporate giving, and corporate citizenship; management’s creation of sustainability initiatives, plans, policies and practices; the company’s governance of, and performance relative to, sustainability initiatives; and the company’s response to any stockholder proposal or concern related to sustainability matters.</p>
	2-15 Conflicts of interest	<ul style="list-style-type: none"> <li>- Governance and Ethics</li> <li>- GRI Index</li> </ul>	<p>Zurn Elkay associates should avoid any situation that may involve a conflict between personal interests and the interests of the company. A conflict of interest occurs when an associate’s private interest interferes, or appears to interfere, in any way with the interests of the company.</p> <p>More details information on conflict of interest is included in the <a href="#">Code of Business Conduct and Ethics</a>.</p>
	2-16 Communication of critical concerns	<ul style="list-style-type: none"> <li>- GRI Index</li> </ul>	<p>Internal communications regarding environmental management include monthly reporting to operations leadership on environmental and health and safety objectives, targets and KPIs, as well as safety alerts to quickly communicate an incident and corrective action to facility managers and associates. Additionally, there are regular internal communications to foster engagement.</p> <p>Externally, the company’s Environmental and Sustainability Policy is communicated on the company’s public website, and when necessary, the Corporate Risk Management and External Communications Teams work together to engage customers, community members, elected officials and the media on environmental issues. Additionally, Zurn Elkay releases an annual communication on progress regarding our commitment to the U.N. Global Compact.</p>
	2-17 Collective knowledge of the highest governance body	<ul style="list-style-type: none"> <li>- GRI Index</li> </ul>	<p>The CEO, along with the chair of the Sustainability Committee, David C. Longren, is responsible to oversee the management of the company’s sustainability-related efforts. A former group president for Polaris, David brings both product development, innovation and marketing experience and a deep understanding of Zurn Elkay’s business. David serves a vital role in leading the Board’s sustainability efforts to manage our company’s climate-related risks, opportunities and impacts.</p>
	2-18 Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li>- GRI Index</li> </ul>	<p>The Board continuously improves its effectiveness, and we conduct rigorous director and committee evaluations annually, including an evaluation of individual performance as well as overall Board and committee performance. The Nominating and Corporate Governance Committee oversees the Board evaluation process. We regularly review director skills and experiences to ensure that our Board members have the right mix of skills to meet the evolving needs of the company in order to oversee and drive company strategy. The evaluation process provides an opportunity for anonymous peer review and feedback, which is intended to strengthen the Board.</p>
	2-19 Remuneration policies	<ul style="list-style-type: none"> <li>- GRI Index</li> <li>- Annual Proxy Filing (pgs. 42 – 43)</li> </ul>	<p>Compensation information for directors and executive officers is provided in Zurn Elkay’s annual proxy filing. Information regarding directors can be found on pages 37 to 38. Information on executive officers can be found in the Compensation Discussion and Analysis (CD&amp;A) section on pages 42 to 55.</p>

GRI Standards	Disclosure	Reporting Location	Additional Information or Remarks
<b>General Disclosures</b>			
	2-20 Process to determine remuneration	<ul style="list-style-type: none"> <li>- GRI Index</li> <li>- Annual Proxy Filing (pgs. 42 – 43)</li> </ul>	<p>Compensation information for directors and executive officers is provided in Zurn Elkay’s annual proxy filing. Information regarding directors can be found on pages 37 to 38. Information on executive officers can be found in the CD&amp;A section on pages 42 to 55.</p> <p>An annual shareholder meeting is held, and executive compensation is one of the items that is reviewed and approved.</p>
	2-22 Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>- Message from Our Chairman and CEO</li> </ul>	--
	2-23 Policy commitments	<ul style="list-style-type: none"> <li>- GRI Index</li> </ul>	<p>Zurn Elkay joined the U.N. Global Compact in 2021. Each year since then, Zurn Elkay has reaffirmed our support of its ten principles. Our most recent Annual Communication on Progress, released in 2024, can be found at <a href="https://zurnelkay.com/sustainability/reporting-center">https://zurnelkay.com/sustainability/reporting-center</a>.</p> <p>Zurn Elkay has several policies that guide our commitment to being a <i>Sustainably Inspired</i> company. Key polices include our Code of Business Conduct and Ethics, which guides our behavior across all business units and levels of the company, defining responsibilities, providing resources and guiding training on various areas, including our Anti-Corruption Law Policy and procedures. The code covers a range of topics, including conflicts of interest, insider trading, data privacy, employment practices such as harassment and discrimination, and our Human Rights Statement.</p> <p>Other policies include:</p> <ul style="list-style-type: none"> <li>• Anti-Boycott Compliance Policy</li> <li>• Anti-Trust Policy</li> <li>• California Transparency in Supply Chains Act</li> <li>• Conflict Minerals Policy</li> <li>• Data Privacy Policy</li> <li>• Inclusion and Belonging Policy</li> <li>• Embargoed Countries and Denied Parties Policy</li> <li>• Environmental and Sustainability Policy</li> <li>• Equal Employment Opportunity</li> <li>• Insider Trading Policy</li> <li>• Product Safety and Quality Policy</li> <li>• Substance Abuse in the Workplace Policy</li> <li>• Supplier Code of Conduct</li> <li>• Supplier Diversity Policy</li> <li>• UK Tax Strategy</li> <li>• Volunteerism Policy</li> <li>• Workforce Privacy Notice</li> <li>• Workplace Free from Unlawful Harassment and Discrimination</li> </ul>



GRI Standards	Disclosure	Reporting Location	Additional Information or Remarks
<b>General Disclosures</b>			
	2-24 Embedding policy commitments	<ul style="list-style-type: none"> <li>- Governance and Ethics</li> <li>- GRI Index</li> </ul>	<p>Our Board of Directors Sustainability Committee oversees Zurn Elkay’s sustainability efforts. The committee’s responsibilities include:</p> <ul style="list-style-type: none"> <li>•Monitoring performance on sustainability initiatives</li> <li>•Reporting on sustainability activities</li> <li>•Responding to shareholder proposals on sustainability matters and other significant sustainability-related stakeholder concerns</li> </ul> <p>Additionally, all full-time and part-time associates complete training on the Code of Business Conduct and Ethics annually.</p>
	2-25 Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>- Governance and Ethics</li> <li>- GRI Index</li> </ul>	<p>We have established processes to ensure that we address and investigate all hotline and whistleblower concerns in a timely fashion and then report out to the appropriate level of the organization. Our internal audit function reviews compliance with aspects of our code as part of its activities, including site audits. The ethics reporting program provides guidelines for reporting material ethics claims to the Board’s Audit Committee. The Board receives an annual report on the company’s Compliance and Ethics Program.</p>
	2-26 Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>- GRI Index</li> </ul>	<p>To support our commitment to our Code of Business Conduct and Ethics, we maintain a reporting program that allows associates and vendors to report claims through various methods, including a 24/7 confidential hotline, website, email, mail, in person or externally through government regulators. This same reporting program is accessible to associates to report interactions and transactions with suppliers and other supply chain partners, and is available in local languages.</p> <p>Additionally, Zurn Elkay’s membership of/engagement with trade associations could influence policy, law, or regulation that may impact the climate. In December 2021, Zurn Elkay joined the U.N. Global Compact, a voluntary leadership platform for the development, implementation and disclosure of responsible business practices on human rights, labor, anti-corruption and the environment.</p>
	2-27 Compliance with laws and regulations	<ul style="list-style-type: none"> <li>- Performance Index</li> <li>- GRI Index</li> </ul>	<p>We developed the compliance and ethics policies in our sustainability strategy to reflect the values and principles laid out in the U.N. Global Compact Human Rights and Anti-Corruption principles. We share responsibility for maintaining our Compliance and Ethics Program across Zurn Elkay.</p> <p>Our operations and facilities are subject to extensive laws and regulations, including those related to trade taxes, government contracts, pollution and the protection of the environment, and health and safety. These regulation include those governing emissions to air; discharges to water; climate change; the generation, handling, storage, treatment and disposal of hazardous wastes and other materials; and the remediation of contaminated sites. A failure by us to comply with applicable requirements or the permits required for our operations could result in civil or criminal fines, penalties, enforcement actions, third-party claims for property damage and personal injury, requirements to clean up property or to pay for the costs of cleanup, or regulatory or judicial orders enjoining or curtailing operations or requiring corrective measures, including the installation of pollution control equipment or remedial actions.</p>
	2-28 Membership associations	<ul style="list-style-type: none"> <li>- Membership Index</li> </ul>	<p>--- Refer to Membership Index</p>
	2-29 Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>- About This Report - Stakeholder Engagement and Sustainability Topic Prioritization</li> <li>- GRI Index</li> </ul>	<p>The Sustainability Committee is responsible for addressing significant stakeholder concerns related to sustainability matters.</p>
	2-30 Collective bargaining agreements	<ul style="list-style-type: none"> <li>- Performance Index</li> </ul>	<p>-- Refer to Performance Index</p>

GRI Standards	Disclosure	Reporting Location	Additional Information or Remarks
<b>Material topics</b>			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	- About This Report - Stakeholder Engagement and ESG Topic Prioritization	--
<b>Economic performance</b>			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	- Communities - GRI Index	Zurn Elkay supports partner organizations through volunteerism, product donations and charitable giving that enable us to build a diverse and skilled workforce.  Zurn Elkay's support of the communities where we live, work and play are integral to our <i>Sustainably Inspired</i> philosophy. Beyond providing high-quality employment opportunities, we support the communities in which we operate through financial and in-kind contributions to various organizations and initiatives and by providing ample volunteer opportunities for our associates.  In 2024, Zurn Elkay contributed \$1.3 million in cash and in-kind donations to community organizations. We also dedicated 4,510 hours of volunteer time, a value of \$151,040, using Independent Sector's value of \$33.49/hour.
	201-2 Financial implications and other risks and opportunities due to climate change	- GRI Index	Key risks, including climate-related risks (classified as Strategic, Operational, Reporting, or Compliance), comprising the company's ERM Program risk universe are prioritized based on likelihood and magnitude ratings. The likelihood rating considers the potential for an underlying adverse event to prevent achievement of a key business objective based on incident frequency. The magnitude rating considers the estimated effect of an underlying adverse event on the company's earnings before interest, taxes, depreciation and amortization.
	201-3 Defined benefit plan obligations and other retirement plans	- People - Associate Benefits	--
<b>Market Presence</b>			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	- Performance Index	-- Refer to Performance Index
<b>Procurement practices</b>			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	- Performance Index	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.



GRI Standards	Disclosure	Reporting Location	Additional Information or Remarks
<b>Material topics</b>			
<b>Anti-corruption</b>			
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	- Performance Index	-- Refer to Performance Index
	205-2 Communication and training about anti-corruption policies and procedures	- Governance and Ethics – Compliance and Ethics - GRI Index	Zurn Elkay has a Code of Conduct and Ethics Policy, Anti-Corruption Law Policy, and a Human Rights Statement; procedures outlined in these policies cover a range of topics, including conflicts of interest, insider trading, data privacy and employment practices such as harassment and discrimination. We require biennial anti-corruption training for associates in several relevant job functions, including legal, finance, sales, business development, supply chain and logistics. Associates who undergo mandatory training must sign off on our Anti-Corruption Law Policy when they complete the training.
	205-3 Confirmed incidents of corruption and actions taken	- GRI Index	No incidents of corruption were confirmed at the company, nor were any legal actions regarding corruption brought against the company in 2024.
<b>Materials</b>			
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	- Performance Index	-- Refer to Performance Index
<b>Energy</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	- Environment – Energy and Emissions	-- Refer to Performance Index
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	- Performance Index	-- Refer to Performance Index
	302-2 Energy consumption outside of the organization	- Performance Index	-- Refer to Performance Index
	302-3 Energy intensity	- Environment – Energy and Emissions - Performance Index - IFRS S1 and S2 Index	-- Refer to Performance Index
	302-4 Reduction of energy consumption	- Environment – Energy and Emissions	--

GRI Standards	Disclosure	Reporting Location	Additional Information or Remarks
<b>Material topics</b>			
<b>Water and Effluents</b>			
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	<ul style="list-style-type: none"> <li>- Environment – Water Use and Stewardship</li> <li>- GRI Index</li> </ul>	Zurn Elkay does not consume a significant amount of fresh water directly in our manufacturing processes. Our focus on innovation and <i>Continuous Improvement</i> of our water management products has helped us deliver products for our customers that address many of today’s most pressing sustainability water scarcity trends. For example, Zurn Elkay Water Solutions offers 664 products that carry EPA WaterSense® certification, which indicates that the product uses 20% less water than a standard product. These products include low-flow faucets, flush valves, toilets and urinals.
	303-2 Management of water discharge-related impacts	<ul style="list-style-type: none"> <li>- Environment – Water Use and Stewardship</li> <li>- GRI Index</li> </ul>	<p>Zurn Elkay Water Solution’s ERM Committee conducts an enterprise-wide approach to anticipate, identify, prioritize and monitor risks that could significantly impact the achievement of our key business objectives. The ERM Committee, consisting of functional and platform leaders, meets quarterly and provides an annual ERM Program update to the company’s Board of Directors. Additionally, Zurn Elkay hired a third-party consulting firm to conduct a climate risk assessment, aligned with the TCFD framework to identify transition and physical risks and opportunities that may have significant financial impact on the business.</p> <p>Under the TCFD framework, water-related risks, including water stress and flooding, are categorized under physical risks and the risks are scored from 0 to 5. These risks could impact our business financially. Annually, the ERM Committee formally updates the key risks and ratings within the risk universe, incorporating input from the company’s strategic planning process. Additionally, many of our customers are interested in water-saving and low-water use products. As such, Zurn Elkay offers many products to meet these customer requirements.</p> <p>Zurn Elkay will meet or exceed the regulatory water discharge standards applicable to the locations where it operates. Where discharge standards do not exist, Zurn Elkay will manage wastewater consistent with its commitment to sustainability.</p>
	303-3 Water withdrawal	<ul style="list-style-type: none"> <li>- Environment – Water Use and Stewardship</li> <li>- Performance Index</li> </ul>	-- Refer to Performance Index
	303-4 Water discharge	<ul style="list-style-type: none"> <li>- Environment – Water Use and Stewardship</li> <li>- Performance Index</li> </ul>	-- Refer to Performance Index
	303-5 Water consumption	<ul style="list-style-type: none"> <li>- Environment – Water Use and Stewardship</li> <li>- Performance Index</li> </ul>	-- Refer to Performance Index



GRI Standards	Disclosure	Reporting Location	Additional Information or Remarks
<b>Material topics</b>			
<b>Emissions</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>- Environment – Energy and Emissions</li> <li>- Performance Index</li> </ul>	-- Refer to Performance Index
	305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> <li>- Environment – Energy and Emissions</li> <li>- Performance Index</li> </ul>	-- Refer to Performance Index
<b>GRI 305: Emissions 2016</b>	305-2 Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> <li>- Environment – Energy and Emissions</li> <li>- Performance Index</li> </ul>	-- Refer to Performance Index
	305-3 Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> <li>- Environment – Energy and Emissions</li> <li>- Performance Index</li> </ul>	-- Refer to Performance Index
	305-4 GHG emissions intensity	<ul style="list-style-type: none"> <li>- Environment – Energy and Emissions</li> <li>- Performance Index</li> <li>- GRI Index</li> </ul>	In 2024, Zurn Elkay had a 38% reduction in emissions intensity in comparison to the 2021 baseline year.
	305-5 Reduction of GHG emissions	<ul style="list-style-type: none"> <li>- Performance Index</li> </ul>	-- Refer to Performance Index
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<ul style="list-style-type: none"> <li>- Environment – Energy and Emissions</li> <li>- Performance Index</li> </ul>	-- Refer to Performance Index

GRI Standards	Disclosure	Reporting Location	Additional Information or Remarks
<b>Material topics</b>			
<b>Waste</b>			
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> <li>- Environment – Waste and Recycling</li> <li>- GRI Index</li> </ul>	<p>Waste data is collected by our EHS Team on a quarterly basis. This frequency allows for more time to analyze waste data, identify potential improvements, and manage and standardize our data collection process. The data collected includes waste generated, waste diverted from disposal through activities such as recycling and reuse, and waste directed to disposal. In 2024 our waste diversion rate was 64.4%, which decreased compared to 65.5% of waste diverted from disposal in 2023.</p> <p>We break down our waste streams by type and composition of the waste including both hazardous waste and non-hazardous waste. We have a program designed to properly classify hazardous waste so that all of our hazardous waste is disposed of through licensed third-party vendors, in compliance with applicable laws. We continually seek ways to manage and reduce waste generation and to divert waste from landfills via recycling and reuse of materials. In 2024, we reduced waste to landfill by 6.5%, meeting our target to reduce waste disposed to landfill by 2% annually.</p> <p>Our operations and facilities are subject to extensive laws and regulations, including those related to pollution and the protection of the environment; discharges to water; and generation, handling, storage, treatment and disposal of hazardous wastes and other materials; and the remediation of contaminated sites. We are committed to maintaining compliance with the applicable laws and regulations. We utilize the Zurn Elkay EMS to manage our waste generation and disposal activities and maintain compliance with applicable requirements and the permits required for our operations.</p>
	306-2 Management of significant waste-related impacts	<ul style="list-style-type: none"> <li>- Environment – Waste and Recycling</li> <li>- GRI Index</li> </ul>	<p>Our waste reduction and recycling efforts extend beyond our commitment to using recycled materials in our products. We recycled 64.4% of our total waste from operations in 2024, and we continue to evaluate opportunities to further eliminate or divert waste from our manufacturing process. In 2024 we exceeded our previously stated target of a 2% annual waste-to-landfill reduction. As a result, we created a new waste to landfill target in 2024, and we are now aiming to validate five facilities zero waste to landfill by 2030. Zurn Elkay is actively managing its waste through programs to recycle, reduce and eliminate toxic waste.</p>
	306-3 Waste generated	<ul style="list-style-type: none"> <li>- Environment – Waste and Recycling</li> <li>- Performance Index</li> </ul>	-- Refer to Performance Index
	306-4 Waste diverted from disposal	<ul style="list-style-type: none"> <li>- Environment – Waste and Recycling</li> <li>- Performance Index</li> </ul>	-- Refer to Performance Index
	306-5 Waste directed to disposal	<ul style="list-style-type: none"> <li>- Environment – Waste and Recycling</li> <li>- Performance Index</li> </ul>	-- Refer to Performance Index



GRI Standards	Disclosure	Reporting Location	Additional Information or Remarks
<b>Material topics</b>			
<b>Supplier environmental assessment</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>Governance and Ethics - Supply Chain Sustainability</li> <li>GRI Index</li> </ul>	Our new supplier screening includes eight questions on environmental and social criteria. Suppliers must meet our threshold score for Zurn Elkay to consider conducting business with them. Our emphasis on our supplier screening program ensures our suppliers are aware of our sustainability efforts and participate in them. After suppliers pass the initial screening, an on-site audit is scheduled. The Quality Team records responses throughout the new supplier screening process in a SharePoint system that is accessible across business units. The team flags negative responses and develops action plans appropriate for the risks identified. Prior to onboarding, new suppliers are subject to the review and approval of our Supplier Management and Governance Council.
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> <li>Governance and Ethics - Supply Chain Sustainability</li> <li>Performance Index</li> <li>GRI Index</li> </ul>	We onboarded 54 new suppliers in 2024, all of which have been screened and had audits scheduled.
<b>Employment</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>People - Associate Benefits</li> </ul>	--
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	<ul style="list-style-type: none"> <li>Performance Index</li> </ul>	-- Refer to Performance Index
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> <li>People - Associate Benefits</li> </ul>	All U.S. Zurn Elkay associates not covered by a collective bargaining agreement are eligible for an annual cash bonus.
	401-3 Parental leave	<ul style="list-style-type: none"> <li>People - Associate Benefits</li> <li>Performance Index</li> </ul>	Zurn Elkay provides many employee support programs, including parental leave: <ul style="list-style-type: none"> <li>Full time associates are eligible for parental leave of 100% salary</li> <li>Benefit is for both birthing and non-birthing parent</li> <li>Benefit applies for adoptions</li> <li>Benefit must be taken within the first 12 months of the child's birth or placement, and runs concurrently with any federal or state leave program</li> </ul>

GRI Standards	Disclosure	Reporting Location	Additional Information or Remarks
<b>Material topics</b>			
<b>Occupational health and safety</b>			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<ul style="list-style-type: none"> <li>- Health and Safety - Occupational Health and Safety Management</li> <li>- GRI Index</li> </ul>	Zurn Elkay’s Risk Management function oversees the company’s EHS approach and activities. The Corporate Risk Management Team consists of individuals responsible for insurance, safety, environmental, claims, real estate, facilities, business continuity planning and security. This group provides general oversight and guidance to regional EHS staff and ensures that all programs, training and supporting documents meet company best management practices and regulatory requirements. With an already world-class TRIR of 0.65, we’ve demonstrated our commitment to continuous improvement by setting a new target to achieve a 10% reduction in TRIR by 2030 compared to our 2024 baseline.
	403-2 Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> <li>- Health and Safety – Safety in our Facilities</li> <li>- GRI Index</li> </ul>	<p>Our EHS management system provides multiple tools for our associates to proactively identify safety, ergonomic and other occupational hazards in the workplace. All sites are required to complete and review job safety analysis documents on an annual basis. This process is driven by several tools, including a written program and a hazard analysis tool that identifies and scores the risk related to specific job tasks. For all assessed risks, we identify and implement corrective actions following the hierarchy of controls method. Once we have tracked corrective actions to completion, we reassess the task and give a residual risk rating that EHS professionals must approve.</p> <p>Our incident investigation process includes a written program, first report of incident documentation process, and root cause identification. Incident investigation tools include “five whys” and root cause identification that is completed with the EHS professional and site management. We track incidents and corrective actions to prevent recurrence and ensure the effectiveness of our response.</p>
	403-3 Occupational health services	<ul style="list-style-type: none"> <li>- Health and Safety</li> </ul>	--
	403-4 Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> <li>- GRI Index</li> </ul>	<p>Associates, temporary contracted workers and visitors are all active participants in the EHS management system. Participation is encouraged through EHS teams, committees and programs. Facilities in Canada have Joint Health and Safety Committees that raise awareness of health and safety issues in the workplace. They participate in hazard identification, regular inspections and testing. The committee meets at least once every three months. Across all facilities, associates participate in the identification and mitigation of hazards, hazard controls, investigation of incidents, and the safety observation program.</p> <p>Safety communication is provided to the organization through safety alerts and toolbox talk trainings. Safety alerts are created after recordable injuries and significant near misses occur. They contain relevant information regarding the incident, hazard identification and applicable corrective actions that all sites shall take. These communications are created by the centralized EHS Team and distributed to the organization through email, safety start-up meetings and Gemba walks.</p>
	403-5 Worker training on occupational health and safety	<ul style="list-style-type: none"> <li>- Health and Safety – Safety in Our Facilities</li> <li>- GRI Index</li> </ul>	Associate training and engagement are key components of our overall EHS program. We require training for all associates upon hire and annually thereafter, in accordance with country- and state-specific EHS requirements and identified best practices. To meet these requirements, we assign each site a compliance calendar that consists of 30 different EHS topics, emphasizing the five cardinal safety rules. Trainings for these topics are always conducted by the site’s designated EHS professional or another qualified third-party trainer. On average, each Zurn Elkay shop associate receives 22 training hours on applicable topics annually.
	403-6 Promotion of worker health	<ul style="list-style-type: none"> <li>- People – Associate Wellness</li> <li>- GRI Index</li> </ul>	At Zurn Elkay, we seek to foster a healthy environment that supports the personal well-being of our associates and their families. We offer a wellness program that includes resources and incentives to support physical and mental health, focusing on preventive care. Participating associates and covered spouses earn points for preventive measures such as annual physicals, well-woman check-ups, mammograms, colonoscopies and dental screenings, as well as lifestyle activities like tracking steps, stress management programs, weight management programs, volunteering, financial wellness programs and participating in annual challenges. Achieving a set target of wellness points earns associates a significant discount on healthcare premium costs.



GRI Standards	Disclosure	Reporting Location	Additional Information or Remarks
<b>Material topics</b>			
<b>Occupational health and safety</b>			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<ul style="list-style-type: none"> <li>- Health and Safety</li> <li>- GRI Index</li> </ul>	<p>Within Zurn Elkay there are limited situations where our associates are working in an environment that is not directly under the company’s control. This only occurs in situations where our field service associates (&lt;50) are required to conduct maintenance on products already installed in the field. Field service associates are based at our manufacturing locations and are provided training on the same 30 EHS topics that all other associates receive annually, including lockout tagout, confined space, elevated work and pre-job hazard analysis.</p> <p>Prior to work starting, pre-job hazard analysis documents are available to field service personnel to identify hazards and emphasize compliance with regulatory and company EHS practices. While off-site, field service personnel are required to comply with all Zurn Elkay EHS expectations and are encouraged to deny any work that does not comply with those expectations.</p>
	403-8 Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"> <li>- Health and Safety - Occupational Health and Safety Management</li> <li>- GRI Index</li> </ul>	All Zurn Elkay employees are covered under the occupational health and management system. Zurn Elkay’s Risk Management function oversees the company’s EHS approach and activities. The Corporate Risk Management Team consists of individuals responsible for insurance, safety, environmental, claims, real estate, facilities, business continuity planning and security. This group provides general oversight and guidance to regional EHS staff and ensures that all programs, training and supporting documents meet regulatory requirements. Regional EHS staff assigned to each facility manage programs locally, drive continuous improvement and work toward our EHS vision. Regional EHS staff report to Zurn Elkay’s Risk Management Team.
	403-9 Work-related injuries	<ul style="list-style-type: none"> <li>- Performance Index</li> </ul>	-- Refer to Performance Index
<b>Training and education</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>- People – Professional Development</li> </ul>	--
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	<ul style="list-style-type: none"> <li>- GRI Index</li> </ul>	46,522 in total training hours for associates, and an average of 18.6 training hours per year per employee.
	404-2 Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> <li>- People – Professional Development</li> <li>- GRI Index</li> </ul>	Zurn Elkay has several employee development programs, including mentorship, succession planning, manager development, RAPIDS, Women Unlimited, and a Connected Leaders Academy.
	404-3 Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> <li>- People – Professional Development</li> <li>- GRI Index</li> </ul>	<p>100% of our associates have the opportunity for career development and training opportunities. Each year, associates set individual performance goals aligned with career development. Associates and their managers discuss progress toward achieving these goals.</p> <p>As per the 2024 Zurn Elkay Total Associate Engagement Survey results, 88% of associates felt they have an open and honest communication with their managers.</p>

Performance Index • IFRS Index • **GRI Index** • Membership Index • Associate Demographic Index • Third-party Verification Documents for GHG Emissions

GRI Standards	Disclosure	Reporting Location	Additional Information or Remarks
<b>Material topics</b>			
<b>Diversity and equal opportunity</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	- People – Inclusion and Belonging	--
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	- Performance Index	-- Refer to Performance Index
	405-2 Ratio of basic salary and remuneration of women to men	- Performance Index - GRI Index	Pay equity is important to Zurn Elkay, and we perform an annual pay equity review in which we look at gender along with other factors to ensure that compensation is appropriate regardless of gender. The annual review evaluates all similar job roles to ensure that similar roles within the organization are paid appropriately and comparably based on job scope, tenure, education, experience and performance. Any identified outliers in this annual evaluation process are immediately actioned.
<b>Local communities</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	- Communities	--
<b>Supplier assessment</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	- Governance and Ethics - Supply Chain Sustainability - GRI Index	Zurn Elkay’s Supply Chain Risk Management Team identifies mitigation strategies and provides focus to address supplier and material risk. Mitigation strategies may include approving multiple sources of supply, where available, employing unique stocking strategies for key materials, near-shoring of major components to minimize supply risk and business continuity and supplier development plans.
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	- Governance and Ethics - Supply Chain Sustainability - Performance Index	-- Refer to Performance Index
<b>Public policy</b>			
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	- Performance Index	-- Refer to Performance Index
<b>Customer health and safety</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	- Products – Product Safety	
<b>GRI 416: Customer Health and Safety 2016</b>	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	- GRI Index	There were no material incidents of noncompliance in 2024.  In the event we identify an incident or practice of noncompliance, we engage the supplier and review their plan to reach compliance. If their efforts are unsuccessful, we evaluate the business relationship and take appropriate corrective action, which may include further training, a formal development project to reach compliance, cancellation of a purchase order or termination of the business relationship.



# Membership Index

Membership of Organizations	Region	Member	Committee Participation	Funding Beyond Membership Dues	Funding Amount
<b>Affiliated Distributors (AD)</b>	International	Yes	No	No	N/A
<b>American Council on Education (ACE)</b>	USA	Yes	No	No	N/A
<b>American Fire Sprinkler Association (AFSA)</b>	USA	Yes	No	No	N/A
<b>American Foundry Society (AFS)</b>	USA	Yes	No	No	N/A
<b>American Institute of Architects (AIA)</b>	USA	Yes	No	No	N/A
<b>American Society for Healthcare Engineering (ASHE)</b>	USA	Yes	Yes	No	N/A
<b>American Society for Quality (ASQ)</b>	USA	Yes	No	No	N/A
<b>American Society of Civil Engineers (ASCE)</b>	USA	Yes	No	No	N/A
<b>American Society of Interior Designers (ASID)</b>	USA	Yes	No	No	N/A
<b>American Society of Mechanical Engineers (ASME)</b>	USA	Yes	Yes	No	N/A
<b>American Society of Plumbing Engineers (ASPE)</b>	USA	Yes	No	Yes	\$30,000
<b>American Society of Safety Professionals</b>	USA	Yes	No	No	N/A
<b>American Supply Association (ASA)</b>	USA	Yes	Yes	Yes	\$1,500
<b>American Water Works Association (AWWA)</b>	USA	Yes	No	No	N/A
<b>ASSE International</b>	International	Yes	Yes	No	N/A
<b>Association for Supply Chain Management (ASCM)</b>	International	Yes	No	No	N/A
<b>Association for the Advancement of Sustainability in Higher Education (AASHE)</b>	USA	Yes	No	No	N/A
<b>Association of Physical Plant Administrators (APPA)</b>	USA	Yes	No	No	N/A
<b>Association of School Business Officials (ASBO)</b>	USA	Yes	No	No	N/A
<b>ASTM International</b>	International	Yes	Yes	No	N/A

Membership of Organizations	Region	Member	Committee Participation	Funding Beyond Membership Dues	Funding Amount
<b>Building Owners and Managers Association International (BOMA)</b>	International	Yes	No	No	N/A
<b>Canadian Institute of Plumbing and Heating</b>	Canada	Yes	No	No	N/A
<b>Canadian Payroll Association (CPA)</b>	Canada	Yes	No	No	N/A
<b>Central Association of Physical Plant Administrators (CAPPA)</b>	Central	Yes	No	No	N/A
<b>Chicago Minority Supplier Development Council (CMSCD)</b>	Midwest	Yes	No	No	N/A
<b>Construction Specification Institute (CSI)</b>	USA	Yes	No	No	N/A
<b>Council of Educational Facilities Planners International (CEFPI)</b>	International	Yes	No	No	N/A
<b>Decorative Plumbing &amp; Hardware Association (DPHA)</b>	USA	Yes	No	No	N/A
<b>Federation of Environmental Technologists (FET)</b>	USA	Yes	No	No	N/A
<b>Hardware Marketing Council (HMC)</b>	USA	Yes	No	No	N/A
<b>Institute for Public Procurement (NIGP)</b>	USA	Yes	No	No	N/A
<b>Institute for Supply Management (ISM)</b>	USA	Yes	No	No	N/A
<b>Institute of Packing Professionals (IOPP)</b>	USA	Yes	No	No	N/A
<b>International Association of Plumbing and Mechanical Officials (IAPMO)</b>	International	Yes	Yes	No	N/A
<b>International Interior Design Association (IIDA)</b>	International	Yes	No	No	N/A
<b>International WELL Building Institute (IWBI/WELL)</b>	International	Yes	No	No	N/A
<b>International Facility Management Association (IFMA)</b>	International	Yes	No	No	N/A
<b>Irrigation Association (IA/ASIC)</b>	USA	Yes	No	No	N/A
<b>The National Association for EHS &amp; Sustainability Management (NAEM)</b>	USA	Yes	No	No	N/A
<b>Manufacturers Alliance (MAPI)</b>	USA	Yes	Yes	No	N/A



Membership of Organizations	Region	Member	Committee Participation	Funding Beyond Membership Dues	Funding Amount
<b>Mechanical Contractors Association of America (MCAA)</b>	USA	No	No	Yes	\$50,000
<b>Metropolitan Milwaukee Association of Commerce (MMAC)</b>	Midwest	Yes	No	No	N/A
<b>Mississippi River Cities &amp; Towns Initiatives (MRCTI)</b>	Midwest	Yes	Yes	No	N/A
<b>National Association of Educational Procurement (NAEP)</b>	USA	No	No	Yes	\$1,500
<b>National Association of Home Builders of the United States (NAHB/IBS)</b>	USA	Yes	No	No	N/A
<b>National Association of the Remodeling Industry (NARI - Atlanta)</b>	USA	Yes	No	No	N/A
<b>National Black MBA Association (NMBBAA)</b>	USA	Yes	No	No	N/A
<b>National Council on School Facilities (NCSF)</b>	USA	Yes	No	No	N/A
<b>National Fire Protection Association (NFPA)</b>	USA	Yes	No	No	N/A
<b>National Fire Sprinkler Association</b>	USA	Yes	Yes	No	N/A
<b>National Kitchen &amp; Bath Association (NKBA)</b>	USA	Yes	No	No	N/A
<b>National LGBT Chamber of Commerce (NGLCC)</b>	USA	Yes	No	No	N/A
<b>National Minority Supplier Development Council (NMSDC)</b>	USA	Yes	No	No	N/A
<b>National Payroll Institute (NPI)</b>	Canada	Yes	No	No	N/A
<b>National School Plant Management Association (NSPMA)</b>	USA	Yes	No	No	N/A
<b>National Society of Professional Engineers (NSPE)</b>	USA	Yes	No	No	N/A
<b>National Sprinkler Association (NFSA)</b>	USA	Yes	No	No	N/A
<b>North American Plumbing Specialty Distributors (NAPSD)</b>	International	Yes	No	No	N/A
<b>North Central Wholesalers Association (NCWA)</b>	Midwest	Yes	No	No	N/A
<b>Painting Contractors Association (PCA)</b>	USA	Yes	No	No	N/A

Membership of Organizations	Region	Member	Committee Participation	Funding Beyond Membership Dues	Funding Amount
<b>Plastic Pipe and Fittings Association (PPFA)</b>	USA	Yes	Yes	No	N/A
<b>Plastic Pipe Institute (PPI)</b>	USA	Yes	Yes	No	N/A
<b>Plumbing and Drainage Institute (PDI)</b>	USA	Yes	Yes	No	N/A
<b>Plumbing Manufacturers International (PMI)</b>	International	Yes	No	No	N/A
<b>Plumbing-Heating-Cooling Contractors Association (PHCC)</b>	USA	Yes	No	No	N/A
<b>Professional Women in Construction (PWC)</b>	USA	Yes	Yes	No	N/A
<b>Project Management Institute (PMI)</b>	USA	Yes	No	No	N/A
<b>Society for College and University Planning (SCUP)</b>	USA	Yes	No	No	N/A
<b>Southeastern Region APPA (SRAPPA)</b>	Southeast	Yes	Yes	No	N/A
<b>Southern Wholesalers Association (SWA)</b>	South	Yes	No	No	N/A
<b>U.S. Green Building Council (USGBC) / LEED Certification</b>	USA	Yes	No	No	N/A
<b>Water and Sewer Distributors of America (WASDA)</b>	USA	Yes	Yes	No	N/A
<b>Water Quality Association (WQA)</b>	USA	Yes	No	No	N/A
<b>Waterkeeper Alliance</b>	USA	Yes	Yes	No	N/A
<b>Wisconsin LGBT Chamber of Commerce (WGLCC)</b>	Midwest	Yes	No	No	N/A
<b>Women’s Business Development Center (WBDC)</b>	Midwest	Yes	No	No	N/A
<b>Women’s Business Enterprise National Council (WBENC)</b>	USA	Yes	No	No	N/A



# Associate Demographic Index

## Global

Gender	Global Workforce	Manufacturing	Nonmanufacturing	Management	Board of Directors
Female	32.6%	25.2%	41.7%	28.4%	30.0%
Male	65.6%	72.6%	56.6%	70.6%	70.0%
Not Declared	1.8%	2.2%	1.7%	0.7%	0.0%
Transgender Male	0.0%	0.0%	0.0%	0.2%	0.0%
Transgender Female	0.0%	0.0%	0.0%	0.0%	0.0%

## United States

Gender	U.S. Workforce	U.S. Manufacturing	U.S. Nonmanufacturing	U.S. Management	U.S. Executives
Female	37.0%	30.9%	47.3%	30.7%	12.5%
Male	60.8%	66.4%	50.4%	67.9%	87.5%
Not Declared	2.2%	2.6%	2.2%	1.0%	0.0%
Transgender Male	0.1%	0.0%	0.0%	0.3%	0.0%
Transgender Female	0.0%	0.0%	0.0%	0.0%	0.0%

## United States — Associate Demographics

Classification	U.S. Workforce	U.S. Manufacturing	U.S. Nonmanufacturing	U.S. Management
<b>American Indian or Alaska Native</b>	4.1%	7.3%	1.4%	1.6%
<b>Asian</b>	3.1%	1.2%	4.7%	4.4%
<b>Black or African American</b>	13.5%	21.7%	8.1%	4.4%
<b>Hispanic or Latino</b>	16.0%	25.9%	8.5%	6.9%
<b>Native Hawaiian or Other Pacific Islander</b>	0.2%	0.2%	0.1%	0.0%
<b>Two or More Races</b>	1.0%	1.0%	1.3%	0.6%
<b>White</b>	62.2%	42.7%	75.8%	82.2%

## United States — Military Veterans


Classification	U.S. Workforce	U.S. Manufacturing	U.S. Nonmanufacturing	U.S. Management
<b>Military Veteran</b>	3.3%	2.6%	3.8%	4.1%
<b>Not Indicated</b>	96.7%	97.4%	96.2%	95.9%




## Global Associates By Country

Classification	Full-Time Associates	Part-Time Associates	Total
<b>Asia — Total</b>	169	0	169
<b>China</b>	25	0	25
<b>India</b>	135	0	135
<b>Indonesia</b>	1	0	1
<b>Malaysia</b>	1		1
<b>Singapore</b>	1	0	1
<b>Taiwan</b>	2	0	2
<b>Thailand</b>	2	0	2
<b>Vietnam</b>	2	0	2
<b>Middle East — Total</b>	10	0	10
<b>Saudi Arabia</b>	2	0	2
<b>UAE</b>	8	0	8
<b>North America - Total</b>	2320	3	2326
<b>Canada</b>	273	0	273
<b>Mexico</b>	186	0	186
<b>USA</b>	1864	3	1867
<b>Total</b>	2502	3	2505

# Third-party Verification for GHG Emissions




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<b>Zurn Elkay Water Solutions</b> <b>Verification Statement for Inventory Year 2024</b> <b>Scope 1 and Scope 2 Emissions</b>		<b>February 12, 2025</b>
<b>Name:</b> Zurn Elkay Water Solutions		
<b>Reviewed By:</b> Michael P. Riley Senior Environmental Scientist	<b>Signature:</b> 	
<b>Emissions Inventory:</b> The verification of Zurn Elkay's 2024 Scope 1 and Scope 2 emissions data included detailed review of primary data and calculations for Zurn Elkay facilities. Detailed review included verification of energy use reported against the supplier invoices for both Scope 1 and Scope 2 emissions. Both international and domestic facilities were included in this review, specifically the domestic (US) and international facilities with the highest total carbon dioxide equivalent (CO <sub>2</sub> e) emissions. The facilities selected for detailed review of primary data accounted for CO <sub>2</sub> e emissions totaling greater than 75 percent of Zurn Elkay's total Scope 1 and Scope 2 CO <sub>2</sub> e emissions.  During the detailed review of primary data and calculations for these facilities, TRC found no significant errors in the reported data. TRC evaluated the methodology for estimation of Scope 1 and Scope 2 emissions and did not find any significant omissions or errors.		
Having conducted a detailed review of the usage data for facilities/resources as described above, the emissions calculations for domestic and international facilities were reviewed. Additionally, all domestic and international facilities were reviewed for presence or absence of resource usage data. The reviewed facilities and sources of emissions are representative of the greenhouse gas (GHG) emissions inventory for Zurn Elkay and included: Scope 1 direct emissions from stationary fuel combustion, and Scope 2 indirect emissions from total purchased electricity for Zurn Elkay's operations.		
<b>Boundaries:</b> Boundaries include all company locations that are under Zurn Elkay financial and operational control.		
<b>Greenhouse Gas Inventory Procedures:</b> Zurn Elkay's internal GHG Inventory procedures are documented in an inventory management plan. Current inventory procedures were evaluated and found to be consistent with, and representative of, the GHG emissions inventory for Zurn Elkay for Scope 1 direct emissions from stationary fuel combustion and Scope 2 indirect emissions from total purchased electricity for Zurn Elkay facilities. For most facilities, primary fuel and energy data are tracked through Engie, a third-party system. For facilities not tracked through Engie, primary fuel and energy data were obtained directly from invoices. The calculations use published emission factors to calculate GHG emissions. Market-based Scope 2 emissions were calculated and reported, and renewable energy generation and purchases were evaluated as part of the detailed verification.		

TRC Environmental Corporation | Zurn Elkay  
February 2025

Page 1



<b>Zurn Elkay Water Solutions</b> <b>Verification Statement for Inventory Year 2024</b> <b>Scope 1 and Scope 2 Emissions</b>		<b>February 12, 2025</b>
<b>Verification Level of Assurance:</b> Limited Assurance: A "Limited Assurance," following the ISO 14064-3 <i>Greenhouse Gases - Specification with guidance for the validation and verification of greenhouse gas assertions</i> , is appropriate for basic GHG reporting and for voluntary reduction efforts where there are no imminent requirements or compliance obligations associated with GHG reductions. A Limited Assurance is intended to establish the basis for stakeholder reporting and external communications; support claims of carbon neutrality, and for credit for early action; and to enable assessments of performance of GHG reduction initiatives towards voluntary targets. Given the status of Zurn Elkay's emissions inventory and management system, a Limited Assurance, as defined in the ISO 14064-3 Standard is appropriate for this project. This verification covers the calendar year 2024 GHG emissions inventory for the facilities discussed above.		
<b>Verifier Qualifications:</b> TRC was retained by Zurn Elkay to provide third-party verification for energy use, and GHG reporting for Inventory Year 2024 for reporting in 2025. TRC's GHG experts are qualified and experienced in performing both "Reasonable" and "Limited" assurance engagements, and have familiarity and expertise in GHG programs, reporting platforms and protocols, including: CDP, WRI/WBCSD GHG Protocol, and ISO 14064-3 Specification with Guidance for the Validation and Verification of Greenhouse Gas Assertions Standard.  The lead verifier for this engagement is Michael P. Riley. Mr. Riley is a Senior Environmental Scientist with 25+ years of environmental management experience. He has expertise in greenhouse gas emissions quantification, reporting and management, and climate change policy. He has developed GHG inventories for individual facilities by a variety of protocols. As an accredited Lead Verifier for Mandatory Greenhouse Gas Reporting (Transactions, Oil and Gas, Process) for the California Air Resources Board he is experienced in performing and leading GHG verifications.		
<b>Summary:</b> Zurn Elkay's 2024 assertion of Scope 1 (stationary sources) and Scope 2 (market-based) GHG emissions is a total of 20,093 metric tonnes of CO <sub>2</sub> e, as follows: <ul style="list-style-type: none"> <li>Scope 1, Stationary Sources: 11,087 MT CO<sub>2</sub>e</li> <li>Scope 2, Market-Based Reporting: 9,007 MT CO<sub>2</sub>e</li> </ul> Based on its detailed review of greater than 75 percent of Zurn Elkay's 2024 Scope 1 and Scope 2 GHG emissions inventory, as discussed above, TRC did not find major clerical or transcription errors. Based on its review of the methodology for estimation of Scope 1 and Scope 2 emissions, as discussed above, TRC did not find any significant omissions or errors. TRC has found no evidence that the GHG assertion is not materially correct, and no evidence that Zurn Elkay's assertion is not a fair and accurate representation of Zurn Elkay's actual GHG emissions, with a "Limited" level of assurance, according to the ISO 14064-3 Standard.		

TRC Environmental Corporation | Zurn Elkay  
February 2025

Page 2





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