

2019 Corporate Social Responsibility Report



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At Rexnord, we have long viewed ‘doing the right thing’ as our guiding principle in how we approach all facets of our business. We believe it’s a privilege and obligation to operate in a way that prioritizes sustainability across all ecosystems. It is simply the way we work. By focusing on the environment, health and safety, people and our communities, we are driven every day to make responsible choices that create a lasting positive impact in the world. This inaugural Corporate Social Responsibility Report shares the work we have done and how we are **Solving Smarter**—for our people, the environment and our communities.

OUR COMMITMENT TO THE FUTURE

Our global community is facing the COVID-19 pandemic that, as of early May 2020, has created immeasurable uncertainty with impacts being felt around the world. As we look ahead, regardless of the economic environment, we remain steadfast in keeping our associates safe and healthy while providing for our communities in meaningful ways. We are also committed to keeping essential goods and services flowing around the world while playing a critical role in providing safe clean water for human health and the environment.

WHAT WE’VE ACCOMPLISHED

I am incredibly proud of this company—both in times of crisis and all that was accomplished in the last fiscal year as part of our ongoing commitment to act as a responsible

corporate citizen. We worked to further solidify our corporate responsibility strategy by promoting environmental stewardship for our customers and the planet; managing the health and safety of our associates; investing in our people and creating an inclusive work environment; and supporting the communities where we live and work. While there is still much work to do, we have built an essential foundation that allows us to create deeper ways to better measure our impacts and develop strategies to improve our ESG performance ongoing.

Doing the right thing is the way we work and how we engage with our associates, communities and customers. As we look to our new fiscal year, our commitments are unwavering as we continue ahead, guided by our Core Values and driven by our **Solving Smarter** efforts across the business.

Thank you for taking the time to read this Corporate Social Responsibility Report. We welcome you to engage with us as we continue on this journey.

Thank you,



Todd A. Adams
President and CEO



Corporate Social Responsibility at Rexnord

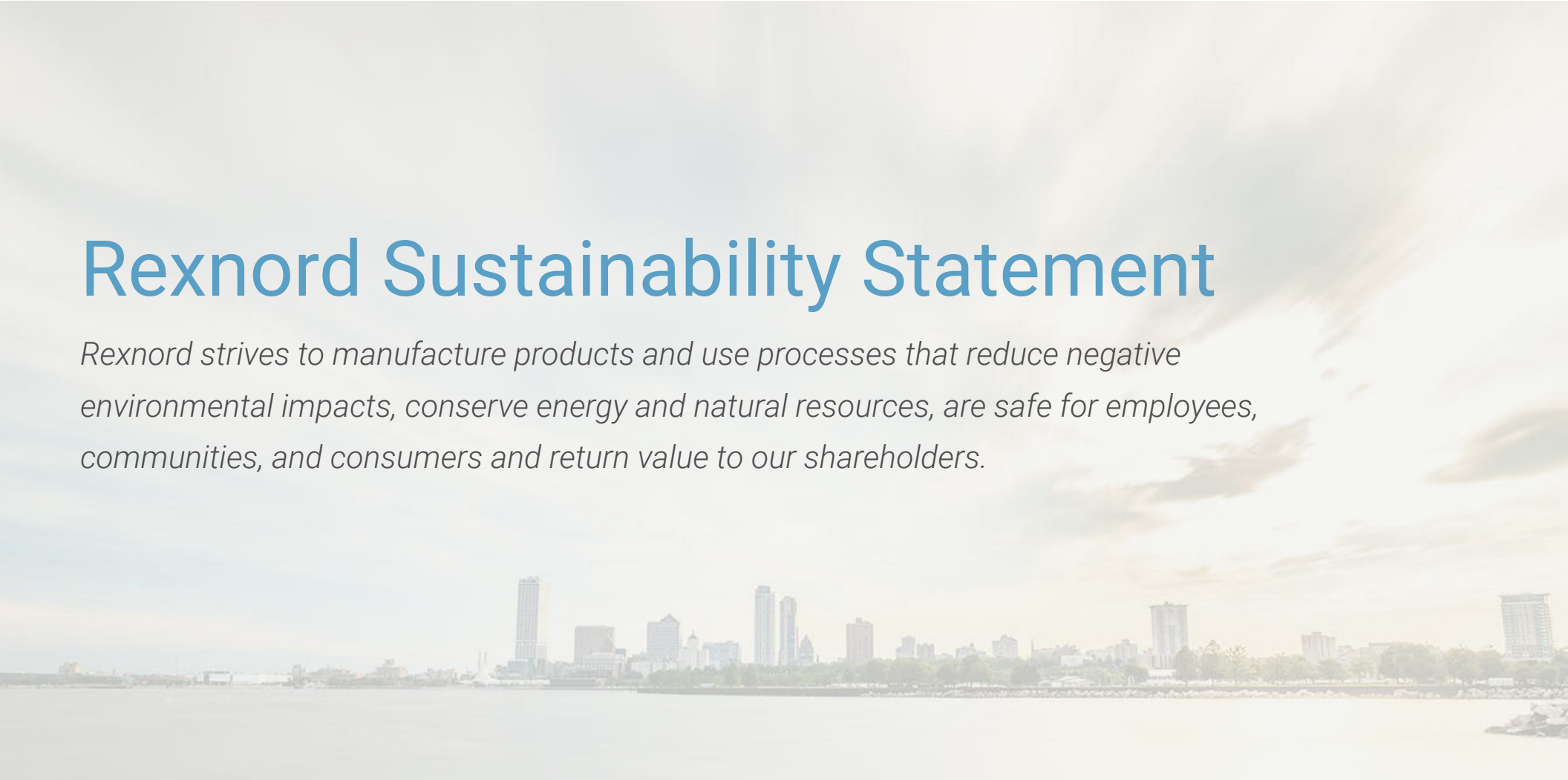
At Rexnord, corporate social responsibility is at the core of our management philosophy. We are committed to continuously improve in all areas of our business, social and community ecosystem. We're not only **Solving Smarter** for our customers—we're working to help make life better for people and the planet.

We do this in four strategic ways: promoting environmental stewardship for our customers and the planet; managing the health and safety of our associates; investing in our people and creating an inclusive work environment; and supporting the communities where we live and work.

Our Environmental, Health and Safety (EHS) guidelines, as well as our Sustainability Statement, set the foundation for our commitment to continuously improve and provide resources that protect the environment and foster a culture of safety. At Rexnord, we believe EHS is everyone's responsibility.

Rexnord Sustainability Statement

Rexnord strives to manufacture products and use processes that reduce negative environmental impacts, conserve energy and natural resources, are safe for employees, communities, and consumers and return value to our shareholders.

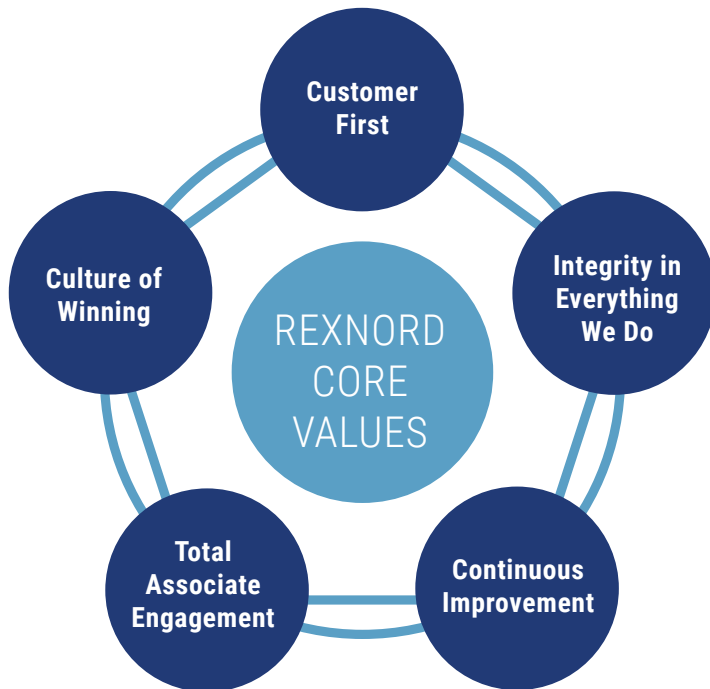


Governance & Ethics



We are committed to ethical business practices around the world. Through strong leadership and our Core Values, we uphold this commitment every day.

Acting with integrity in everything we do is a Rexnord Core Value. We have a comprehensive ethics and compliance program to help ensure that everyone within our Company operates under sound governance and is compliant in every aspect of our business.



ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) OVERSIGHT

In 2020, we formalized the management of ESG at Rexnord by creating our ESG Steering Committee. Also in 2020, we will work to establish oversight of ESG by the Rexnord Board of Directors.

The Steering Committee is a cross-functional, management-level team tasked with implementing and disclosing our Company's ongoing commitment to environmental, health and safety, corporate social responsibility, corporate governance, sustainability, and other public policy matters relevant to Rexnord. The Committee will also assist our Senior Leadership Team in the following: setting ESG strategy; developing, implementing, and monitoring initiatives and policies based on that strategy; monitoring and assessing developments relating to ESG matters and broadening Rexnord's understanding of them; and disclosing ESG matters to external stakeholders.

COMPLIANCE & ETHICS

We adhere to a **Code of Business Conduct and Ethics** (“Code”) that applies to all associates, officers, directors and agents. Available in nine languages, the Code reflects our values and guides our behavior in our interactions with our associates, customers, vendors and shareholders. Globally, we require **100 percent completion** of annual training on the Code by all associates. Additionally, our Board adheres to these expectations as defined in our **Corporate Governance Guidelines**.

We have established a global ethics phone line that is available 24 hours a day, seven days a week, that associates or any third party can call—anonously if they wish—to report a concern. Associates are encouraged to report a concern to help us continue to safeguard the reputation and integrity of our Company and our associates. All reports of known or suspected violations of the law or policy are treated with sensitivity and discretion. Associates who make reports in good faith are protected from retaliation.

We provide compliance training throughout the year using a risk-based, regional and position-specific approach, emphasizing anti-corruption, antitrust, trade compliance and respect in the workplace.

For more information on these specific policies, please visit the **Rexnord Policies Page**.

RESPONSIBLE SUPPLY CHAIN

As a company with a global footprint, we are committed to fostering ethical, safe and respectful business practices throughout our operations, including our supply chain.

We expect all suppliers to comply with our **Supplier Code of Conduct** (“Supplier Code”), as well as all applicable laws, rules, and regulations applicable to its business. We include the Supplier Code in all new contracts and emphasize failure to adhere to the Supplier Code will be grounds for termination of the contract. We also conduct quality assessment audits with new suppliers, in addition to performing intermittent audits in advance of new product launches to ensure adherence to Code guidelines.

Our Supplier Code includes guidelines on ethics, integrity and compliance, labor and human rights, environmental stewardship, health and safety protocol, management systems, and monitoring compliance and reporting.

CONFLICT MINERALS

Rexnord is committed to complying with the SEC's Conflict Minerals reporting requirements to help safeguard against the potential for human rights violations. Rexnord has been annually filing a Form SD and Conflict Minerals Report with the SEC since 2013. As a purchaser of component parts, Rexnord does not purchase raw ore or unrefined conflict minerals. We do not conduct purchasing activities directly in conflict-affected or high-risk areas such as the Democratic Republic of the Congo (DRC) or adjoining countries.

Our efforts are designed in conformity with the internationally recognized framework set forth in the Organization for Economic Co-operation and Development ("OECD"), Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas ("OECD Due Diligence Guidance") and related Supplements.

This includes:

- Establishing a strong company management system
- Identifying and assessing risks in the supply chain
- Designing and implementing a strategy to respond to identified risks
- Carrying out independent third-party audits of smelters and refiner practices
- Reporting annually on supply chain due diligence.

Since program inception, Rexnord has developed process improvements and adopted industry best practices including training Rexnord associates, conducting additional engagement with suppliers who do not respond to our survey, and monitoring and tracking performance of risk mitigation efforts.

Environment

*From the solutions we provide customers to our relentless focus on our own resource efficiency, **Rexnord is committed to environmental responsibility.***

PRODUCT SUSTAINABILITY

Our products, solutions and services are designed to help our customers conserve resources, meet and exceed regulatory compliance and ensure the safety of the people who use them.

Our Process & Motion Control platform supplies highly engineered mechanical and digi-mechanical component solutions for complex production systems where reliability is critical and the costs of failure or downtime are high. The platform helps other companies develop more efficient processes and, in turn, reduce their energy and water usage.

- **Run Dry Solutions:** Rexnord has developed special plastic resins with internal lubricant packages for beverage bottling lines. Our Run Dry Solutions eliminate the need for external lubricants and dramatically reduce water usage. This saves a beverage manufacturer approximately **1,500,000 gallons of water** per line annually.

Our Water Management platform supplies the industry's widest range of advanced water system solutions that enhance and ensure quality, safety, flow control and conservation in and around nonresidential buildings.

 18K  446M

**In one year, VERDEdri® replaces
18,000 trees and 446,000,000 paper towels**

Other examples of our commitment to product sustainability include:

- **Proceptor Responsible Solution:** Proceptor is the responsible choice for trapping a higher volume of fats, oil and grease (FOG) without the risk of degradation. It eliminates buildup of H₂S, prevents corrosion and pollution to the environment, protects human health and saves businesses in replacements, cleanup and fines.
- **plumbSMART:** Zurn Connected Products, empowered by plumbSMART, apply metrics to minimize and optimize, such as studying product trends, assessing user patterns, and cutting back on water, manual tasks, and costs.
- **VERDEdri Paperless:** Launched in 2015, the VERDEdri line of dryers from World Dryer offers a low-waste, low-energy solution that helps stop the paper waste of towel drying. Drying hands in as little as 12 seconds, it's a quiet, hygienic solution that uses only **950 watts of electricity**.
- **WaterSense Products and Partnership:** Zurn is proud to have more than 450 faucet, toilet, flush valve and urinal models stamped with the WaterSense label. Being WaterSense certified means products use at least **20 percent less water** than regular models.

Product Sustainability

Our Zurn Water Management System provides water solutions that protect human health and the environment. In fiscal year 2019, our Zurn products helped customers save **1.1 billion gallons of water**, the equivalent to **27 million bathtubs**.

Our World Dryer hand dryers replaced **181,000 trees** and **4.6 billion paper towels** in fiscal year 2019.



 1,500,000

Converting to Run Dry reduced over 1.5 million gallons of water a year

 181K  4.6B

In one year, all of the World Dryer hand dryers replace 181,000 trees and 4,600,000,000 paper towels

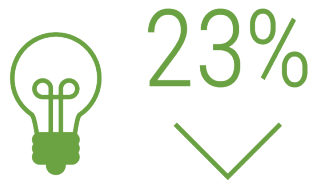
OPERATIONAL SUSTAINABILITY

Rexnord strives to manufacture products and use processes that reduce negative environmental impacts, conserve energy and natural resources, are safe for employees, communities, and consumers and return value to our shareholders.

We're proud our products help customers reduce their own environmental impacts and recognize the importance of responsibly managing and reducing our own impacts. We have continually increased investments in renewable energy and we continually work to reduce our operations' energy and water usage and greenhouse gas (GHG) emissions.

From fiscal year 2017 to fiscal year 2019, we reduced our global energy intensity and GHG intensity in our manufacturing, warehouse and repair centers by **23 percent** and **24 percent**, respectively. We also reduced our water consumption intensity by **26 percent**. The reductions are normalized against fiscal year sales.

Our facilities in Betzdorf and Haan, Germany are certified to both the ISO 14001 Environmental Management System and the ISO 50001 Energy Management System standards.



Reduced global energy intensity by 23% from FY17 to FY19



Reduced global GHG emissions intensity by 24% from FY17 to FY19



Reduced global water consumption intensity by 26% from FY17 to FY19

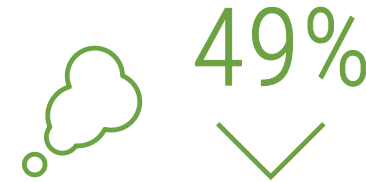


Recycled more than 8,200 tons of scrap metal worldwide in FY19

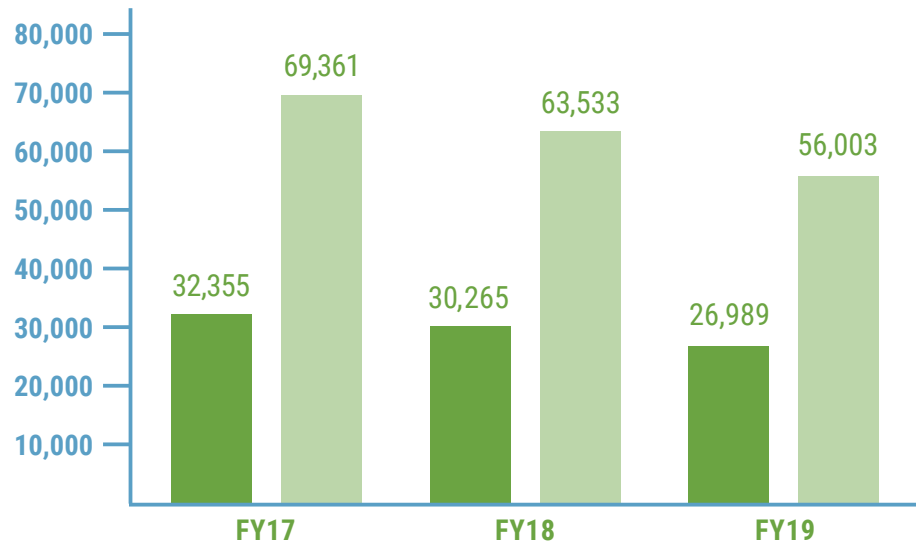
GHG EMISSIONS

Rexnord has actively tracked our Scope 1 and Scope 2 GHG emissions in all manufacturing, warehouse and repair centers in the U.S. and Canada since fiscal year 2014. Scope 1 and Scope 2 GHG emissions have decreased by **49 percent** during that time.

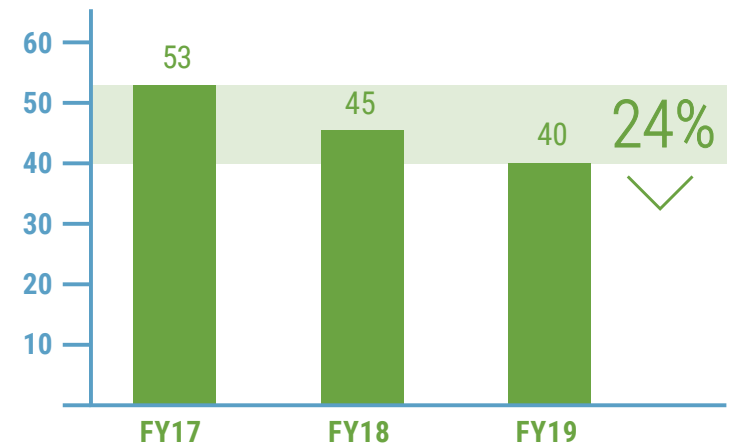
In 2017, we started tracking our GHG emissions globally. As of the end of fiscal year 2019, we decreased our GHG emissions by **18 percent** from fiscal year 2017, and GHG emissions intensity by **24 percent**.



Total GHG emissions in the U.S. & Canada have decreased by more than 49% since 2014



Total GHG Emissions (CO2e in metric tons) ■ Scope 1 ■ Scope 2



GHG Intensity
(Total CO2e in metric tons / million dollars revenue)

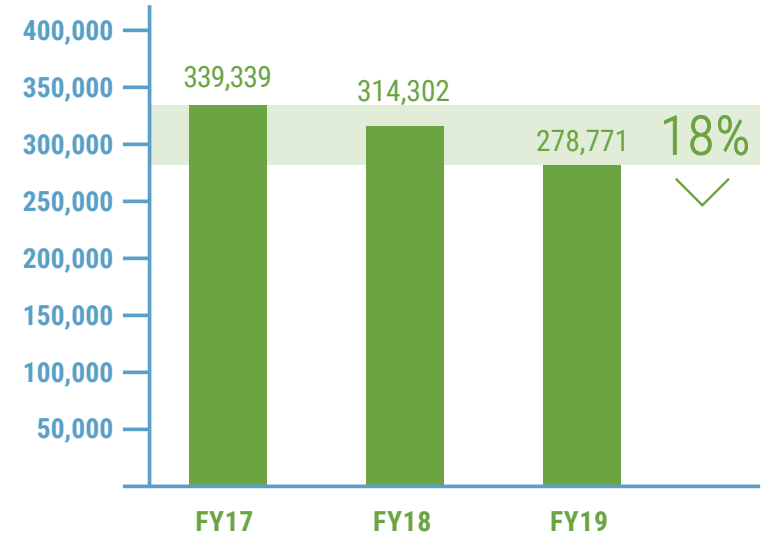
ENERGY USE

Rexnord has focused on reducing our energy consumption while growing our investment in renewable energy. Not only does this benefit the environment, it has helped us save costs and has enabled further innovation in our manufacturing process. Our total energy use globally decreased by **18 percent** between 2017 and 2019, and our energy intensity has decreased by **23 percent**.

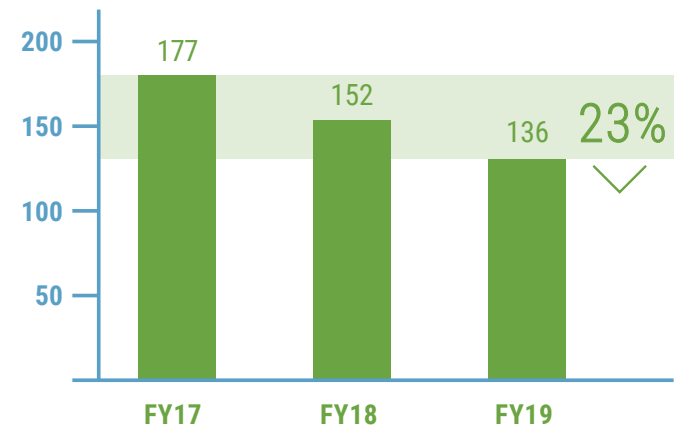
Zurn’s Solar and LEED Accomplishments

Our Zurn facility in Paso Robles, CA installed a 550-kw rooftop system that generates **940,000 kilowatt hours** of electricity annually, enough to power **70 homes for a year**. The installment is expected to save our Company an estimated average of \$110,000 annually for the life of the system.

Our Zurn facility in Milwaukee, WI also holds a LEED® Gold certification from the U.S. Green Building Council. The building design emphasizes sustainable features including building positioning to maximize daylighting, sustainable and local material choice and stormwater management.



Total Energy (MWh)



Energy Intensity
(Total energy in MWh / million dollars revenue)

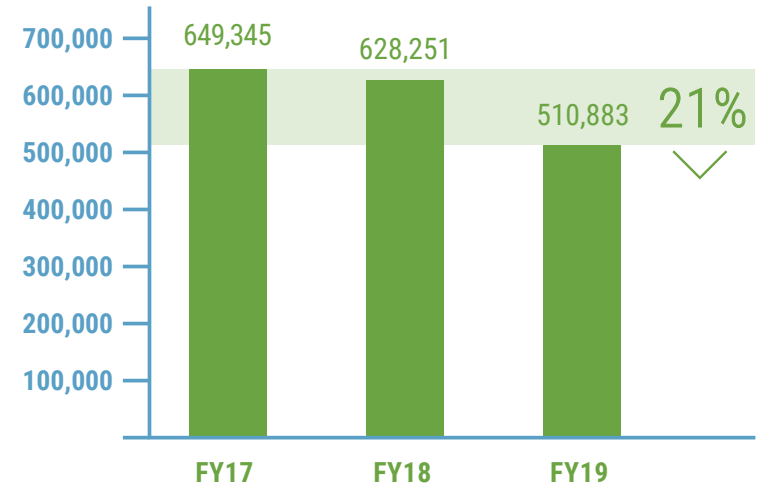
WATER USE

While sustainable water management is an integral part of our business and our products, we are also committed to reducing water use throughout the Company. Our total water use decreased globally by more than **21 percent** between fiscal year 2017 and fiscal year 2019, and our water use intensity decreased by **26 percent**.

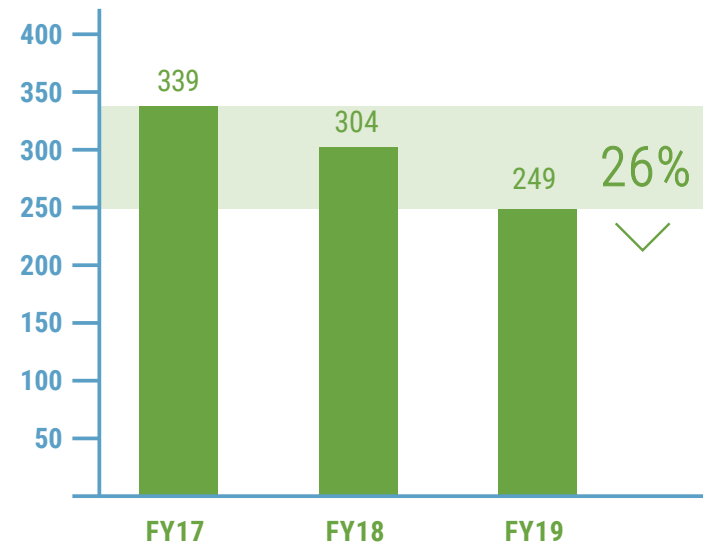
RECYCLING

To ensure we're protecting the areas where we live and work, we strive to eliminate waste from our facilities. Our business model encourages the recycling of materials in all our facilities. As an example, in fiscal year 2019, we recycled more than **8,200 tons** of scrap metal worldwide.

Moving forward, we will continue to find ways to reduce our waste, recycle materials and track this data in our facilities worldwide.



Total Water (m³)



Water Intensity
(Total water in m³ / million dollars revenue)



SUPPLIER APPROACH TO SUSTAINABILITY

We expect all suppliers to adhere to the Environmental, Health and Safety guidelines in our **Supplier Code of Conduct**. This includes compliance with the environmental regulations specific to where they do business. Our suppliers should seek more ways to conserve natural resources and energy, reduce waste and the use of hazardous substances, and minimize adverse impacts on the environment.

Health & Safety



The safety of every Rexnord associate is our priority. Health and safety are a fundamental part of the Rexnord Business System and we take great responsibility in providing our associates with the right tools to guarantee the safest and healthiest work environments possible.



We accomplish this by proactively identifying and eliminating potential unsafe acts and conditions, providing education and training to associates, contractors, and visitors, and finally, by striving to create a culture of ownership and accountability.

We encourage open communication between management and labor teams to ensure we are promoting safety in everything we do. We take immediate action to correct unsafe acts or conditions. All efforts are made to ensure associates can perform work duties in a safe environment. We believe no work is so urgent that we cannot prioritize safety.

At Rexnord, we empower our associates to take ownership of their own safety and the safety of their co-workers by encouraging participation in EHS committees and teams. We also recognize achievements for outstanding EHS performance within our Company.

To maintain associate safety as well as ensure integrity in our business—and to do this across the globe and throughout our platforms—Rexnord has a comprehensive compliance program covering issue prevention, detection and resolution. It includes our **Code of Business Conduct and Ethics**, policies on complying with anticorruption laws and regulations, and means of upholding a workplace that's free of harassment and substance abuse. Our ethics hotline enables any associate to report an issue at any time without fear of retaliation.

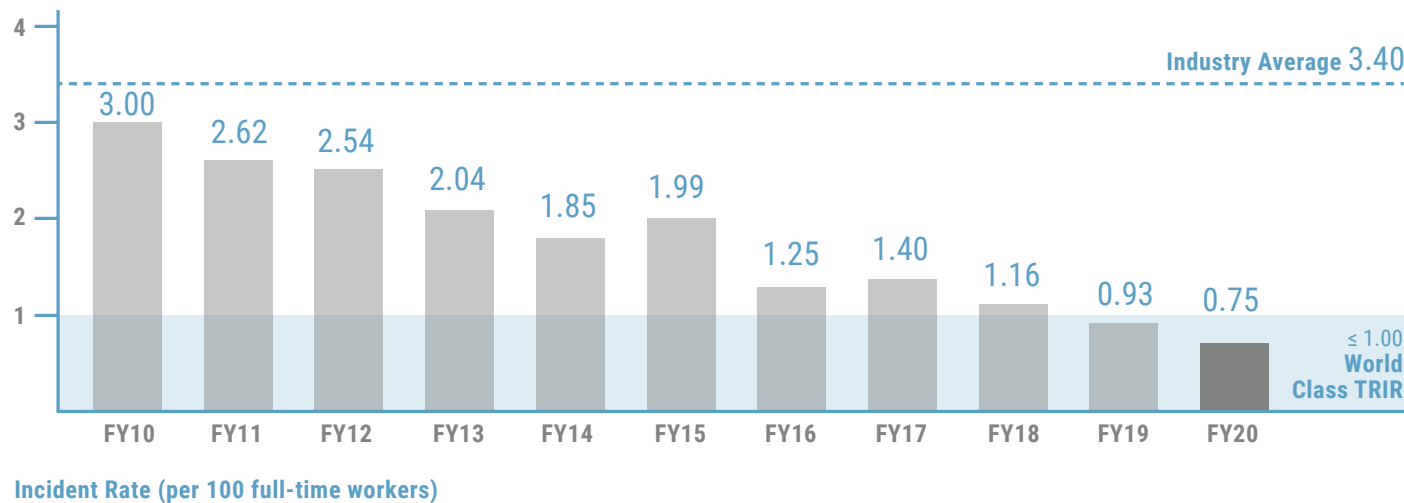
SAFETY IN OUR FACILITIES

As part of our EHS guidelines, we implement standardized EHS programs and software systems across all facilities. This includes the use of a facility-specific compliance calendar, implementing incident management programs, and conducting internal EHS audits at our facilities.

Through continual training and a proactive program to engage associates and visitors in addressing safety issues, we have reduced our total recordable incident rate by **80 percent** since 2009. At just 0.75 recordable incidents per 100 full-time workers, we're well below best-in-class industry benchmarks.

We continue to improve our safety programs and processes to protect our associates and visitors as we work towards our goal of achieving a Zero Injury Workplace. Moving forward, our leadership will continue to seek new ways of fostering a culture of safety and ensuring operations are performed in a safe manner.

Beyond our own walls, Rexnord's **Supplier Code of Conduct** requires every partner to provide a safe and healthy workplace for their employees, treat people fairly and protect human rights.



PRODUCT SAFETY

In addition to helping mitigate our customers' environmental impact, we strive to create products that uphold the highest levels of health and safety. Our products are carefully tested within our state-of-the-art, A2LA-certified testing facility before being introduced into the marketplace.

Quality Certifications

Rexnord Aerospace's commitment to quality is built on a focus on process simplification and continuous improvement. Our quality management system is certified to the international quality standard AS9100. Our Downers Grove, IL and Simi Valley, CA facilities are also National Aerospace and Defense Contractors Accreditation Program (Nadcap) approved for various special processes and non-destructive testing.



ASSOCIATE WELLNESS

Beyond ensuring on-the-job safety, Rexnord is committed to improving the holistic health and wellbeing of our associates. Rexnord has had a U.S. wellness program in place since 2008, and we're working to expand it globally.

Today more than **85 percent** of Rexnord's U.S. workforce completes our Wellness Program, which aims to provide information, activities and support for associates' healthy choices. Associates are encouraged—and rewarded with wellness points throughout the year—to get an annual exam with their physician, along with other preventative care appointments such as a well woman exam, a colonoscopy or a mammogram. In 2020, we also added preventative dental care to the program.



**More than 85 percent of
Rexnord's U.S. workforce
completes our Wellness Program**

Designed with our people in mind, we evolve the program annually to ensure we are addressing the most relevant needs of our associates. In 2020, we focused on preventative care to encourage associates to prioritize their health before a medical issue or crisis occurs. At our Canal Street facility in Milwaukee, WI, for example, we provide our associates with the opportunity to have a stress-relieving massage onsite in their own chair. At other locations, associates take part in activities like paint ball contests, onsite yoga and running as a team in city race events. Most sites also coordinate health screening, blood drives and guides for healthy eating.

The Rexnord Health & Wellness Center (RHWC), through our partnership with QuadMed, offers associates high-quality preventive care, physical therapy, and acute care at low costs. The RHWC is available to all Rexnord associates in the U.S., as well as any spouses or dependent child(ren) on the Rexnord medical plan. The QuadMed West Allis, Sussex and Lomira, WI, locations are also available to Rexnord members who live or work near those areas.

Additionally, the Company supports associates' mental health. Our Employee Assistance Program provides referrals for support where needed, and in the U.S., Rexnord utilizes a virtual health care vendor that provides assistance for both medical and mental wellbeing support, twenty-four seven. Plus, volunteerism is woven into our wellness efforts and communications, supporting the important connection between community engagement and personal wellbeing.



COVID-19

Our associates play a critical role in keeping essential goods and services flowing around the world by creating products that ensure safe, clean water for human health and the environment during these uncertain times. As such, we've taken concrete actions to promote health and safety in our facilities around the world. This led to the creation of a COVID-19 task force that is working to monitor, prepare, and manage our global business response based on direction from international health organizations, local governments, and our own safety protocols.

Other actions we've taken include:

- Required all associates who can work from home to do so; Established social distancing protocols within offices and manufacturing sites
- Implemented temperature testing of personnel prior to shift starts at manufacturing sites, where local regulations allow
- Provided face coverings for associates, and some facilities added physical barriers between workstations
- Suspended all Rexnord-related business travel
- Restricted all non-essential visitors to our facilities
- Closed all Rexnord canteens and lunchrooms for seating
- Implemented daily cleaning and disinfecting protocols for all our facilities
- Utilized IT Collaboration and Productivity Tools in lieu of travel and face-to-face meetings
- Established an emergency COVID-19 paid leave policy for Rexnord associates
- Activated programs and resources to support the physical and emotional health of associates

We are continuing to monitor the situation and will update our protocols accordingly in order to keep our associates safe. For updates, please visit our [COVID-19 page](#).

People



At Rexnord, our associates are our greatest strength. We are committed to recruiting and retaining top talent in addition to fostering an inclusive environment where all associates can thrive.

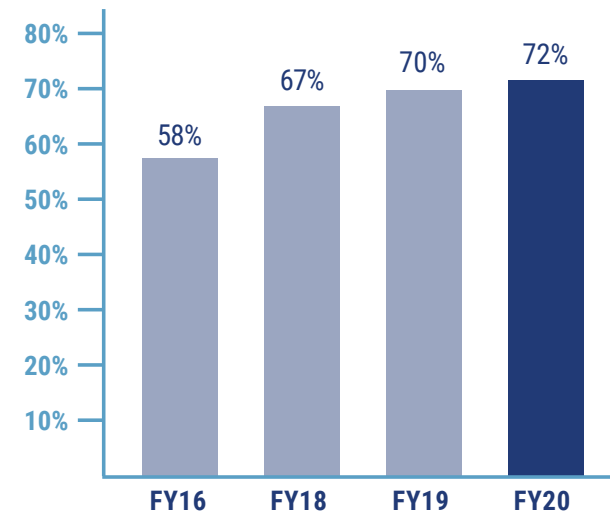
TOTAL ASSOCIATE ENGAGEMENT

Total Associate Engagement is also a Rexnord Core Value and we strive to achieve this by enhancing the capabilities and skills our associates already possess. One of our Core Values, Continuous Improvement, mirrors our commitment to investing in our associates. We believe our associates have the potential to make a great impact—across all roles and levels.

From a robust internship program to a global, cross-functional manager development curriculum, we are committed to making sure our associates have room to grow at every step in their career.

Associate engagement is not just an activity we measure once a year – it is a critical component of the Rexnord Business System and a Rexnord Core Value. Our engagement survey allows us to gain a better understanding of how associates feel about Rexnord and what matters most to them. We ask associates for feedback related to Company vision, open communication, relationship with managers and personal development opportunities.

Our Total Associate Engagement scores have increased consistently over the past several years.



Associate engagement
(according to our Total Associate Engagement Survey)



The survey empowers us to strategically engage associates in the success of the Company and each other by identifying engagement actions to the local level. Local managers use the results of the survey to work with teams to build action plans using best practices that are proven to increase engagement. **Some examples of what our associates have to say about Rexnord and our Total Associate Engagement include:**

“

Rexnord strongly believes in and drives adherence to the Core Values of the organization. It is a great place to work and I am proud to be a part of this culture.”

“

I like the diversity of the Team for which I work for. It helps to increase knowledge, to share experiences and to understand better different cultures.”

“

Fantastic to have such great learning and development resources, tools and people available to support our development.”

EMPLOYEE RECRUITMENT & RETENTION

As a global leading manufacturer, we have a diverse team of experienced and passionate associates. We are dedicated to building upon our legacy of success by attracting and retaining top-notch talent, and we offer thorough and rewarding Leadership Development Programs (LDPs) full of opportunities for growth.

We believe education is critical to progress. In addition to offering internal education and leadership opportunities, Rexnord also provides tuition reimbursement of up to \$5,250 per calendar year to associates pursuing an associate, undergraduate or graduate degree. In 2019, **40 associates** participated in our tuition reimbursement program in which we invested a total of **\$175,000**.

In addition to these internal growth opportunities, we understand the importance of bringing smart, talented individuals into our Company. Rexnord has an expansive portfolio of college partnerships—from Marquette to the Milwaukee School of Engineering to Cal Poly to Penn State—and is dedicated to creating a skilled and eager talent pipeline.



MANAGER DEVELOPMENT PROGRAMS

When our associates grow, develop and take on new experiences, so does our business. That is why we strive to create an environment in which each associate can drive their own success and career at Rexnord.

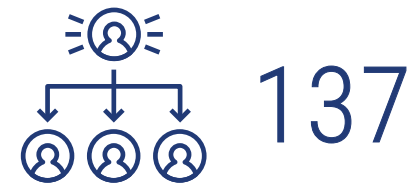
We offer Manager Development Programs for team leads, supervisors, managers and directors, and each program focuses on business acumen and leadership. Managers enrolled in the programs follow a blended model of self-learning and on-the-job training. They share their experiences in a group setting which enables associates to learn from one another.

The program, which is offered globally each year, has three levels:

- **Build:** In which participants learn skills such as leading through conflict, emotional intelligence and understanding working styles, and setting and managing priorities.
- **Grow:** In which participants learn skills such as influencing others, critical thinking, behavioral interviewing and change leadership.
- **Accelerate:** In which participants learn skills such as leading innovation, having crucial conversations, leading across cultures and leading virtually.

Each level is a three-month time commitment and requires about four hours a week. While the learning is self-directed, groups of associates participate in the program together to support shared learning experiences among a cohort of colleagues.

In 2019, we redesigned the program to make improvements and **137 managers** completed our Manager Development Program.



137 managers completed our Manager Development Program in 2019





REXNORD INTERNSHIP PROGRAM

To continue Solving Smarter for our customers, Rexnord is devoted to building a robust talent pipeline that brings talented individuals into our Company through our internship program.

Rexnord interns are challenged with meaningful work that provides real-world experience and puts their education into practice. Beyond being challenged with on-the-job projects, interns learn about our Company and its Core Values, the Rexnord Business System and our culture of high performance. For our PMC business, interns seek new ways to conduct work on the floor through supporting next generation design of products, actively participating in key aspects of our daily management, and developing analytical tools to support new sales efforts.

Our interns have delivered proven results on our business as well. Some examples include:

- A Rexnord Business System internship helped in the implementation of a 5S lean manufacturing program

- An accounting internship helped the company identify **\$300,000 in cost savings**
- An inside sales internship generated more than **\$1 million** of incremental sales
- A Rexnord Stearns internship program built a prototype to fix an assembly line problem that ultimately saved our associates time and quality returns

Our intern program has also helped create Rexnord 'Brand Ambassadors' on campuses (and with Faculty), which has helped improve candidate referrals - a win-win for both students and Rexnord.

Over the last three years, **21 interns** converted to full time roles within Rexnord with a **95 percent retention rate**. Interns have been hired into roles on various teams, including Marketing, Sales, Engineering, IT, Finance and Human Resources. We strive to recruit a diverse pool of students that bring different perspectives, and last year, **25 percent** of our interns were women.



DIVERSITY & INCLUSION

At Rexnord, we are committed to developing a culture of diversity and inclusion where our associates are engaged and fulfilled. We recognize and value our associates for the unique perspectives they bring to the table—from different ethnic and cultural backgrounds, sexual orientation, gender identity and expression, veteran status, abilities, and individuals who bring diverse opinions, experience and leadership styles to their work at Rexnord. **Together, it is this collective diversity that makes our business stronger.**

Inclusion is built into our key HR programs and processes, from seeking diverse candidates for our intern and recruiting programs, to a bi-annual gender pay equity review that is reported to our Board of Directors.



1/3

1/3 of our global workforce is diverse

Rexnord also works to support an inclusive community.

Some examples include:

- For the past two years, Rexnord has been a sponsor of the **Women of Influence Symposium** in Milwaukee, Wisconsin.
- We also joined the **Wisconsin LGBT Chamber of Commerce** in 2018, becoming a member of the Leadership Council in 2019. Our participation has included taking part in the Chamber's job fair and sponsoring a conference for the organization **Out in STEM**, a non-profit for LGBTQ+ students and professionals in the science, technology, engineering and math fields.
- We have also sponsored Veteran's Day radio programming in Milwaukee to shine a spotlight on the benefits of hiring veterans.

In 2019, Rexnord joined other leading local employers in pledging to increase diversity in our workforce and management as part of the **Metropolitan Milwaukee Association of Commerce (MMAC)**. With the goal of making Milwaukee's workplaces and community more welcoming, companies taking the pledge are committing to increase the number of African American and Hispanic/Latino associates in Metro Milwaukee by **15 percent**, and the number of African American and Hispanic/Latino managers in Metro Milwaukee by **25 percent**, by 2025. MMAC will use 2019 data from employers to set a baseline, then will report aggregate data on an annual basis to track progress.

We also recognize the value of diversity at the leadership level. We were fortunate to have two additional women join our Board in 2019, making it **30 percent gender diverse**. Moving forward, we are continuing our focus on recruiting Board members with diverse experiences and backgrounds.



We have zero tolerance for discrimination or harassment based on age, race, religious beliefs, ethnicity, gender identity or expression, sexual orientation, disability, experience, national origin, style or cultural background. **To read more about Rexnord's policies and programs that help us invest in our associates and create a more inclusive work environment, please visit:**

- **Affirmative Action for Protected Veterans and Individuals with Disabilities**
- **Equal Employment Opportunity**
- **Workplace Free from Unlawful Harassment and Discrimination**

Communities

More things you will know.
The more that you lead
the more people



*From the work of our Rexnord Foundation to our associates who dedicate their time, passion and energy to the causes important to them, **supporting the communities in which we live and work has always been fundamental to our business.***

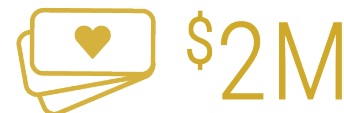
REXNORD FOUNDATION & CORPORATE GIVING

Solving Smarter isn't just about business. It's also about making life better – and the Rexnord Foundation embodies this idea, donating more than **\$2 million** in annual charitable contributions between the Foundation and corporate giving.

The Rexnord Foundation grants focus on three key areas:

- **Basic Needs:** supporting organizations that provide basic support services in the areas of food, housing and care.
- **Education:** supporting experiences, events and organizations that give educational opportunities, expand horizons and promote cultural diversity while encouraging constant pursuit of excellence.
- **Environment:** supporting local and global organizations that promote a viable world for current and future generations, provide environmental education, protect natural resources and foster conservation and innovation.

The Rexnord Foundation also awards **\$56,000 annually in college scholarships** to the children of U.S.-based Rexnord associates. Since the first scholarship was granted more than 40 years ago, the Rexnord Foundation has helped students achieve their dreams of becoming teachers, nurses, artists, attorneys, musicians, engineers, accountants, physicians, social justice advocates and much more.



\$2M

\$2 million in charitable contributions annually



\$56,000

\$56,000 annually in college scholarships



42

42 years of scholarships

Zurn Pledges \$1M of Hygienic Product in Fight Against COVID-19

In March 2020, Zurn Industries pledged **\$1 million** in hygienic product donations to healthcare facilities faced with addressing COVID-19. The various products donated helped healthcare facilities upgrade to a touchless environment.

These products include sensor-operated handwashing faucets and soap dispensers, sensor-operated flush valves, a select group of sinks made with CuVerro® Antimicrobial Copper-Nickel alloy surfaces and hand dryers.

In addition to our \$1 million pledge, we're also providing supplies to first responders and healthcare organizations, giving enhanced financial support to food pantries, and collaborating with various groups to leverage our manufacturing experience in critical solutions to aid in the response. Together with 25 other health care, education, first responder and manufacturing organizations, we are a proud member of the Milwaukee Task Force (Mask Force) working to manufacture manufacturing scalable, re-usable, medical-grade N95-style respirators.





ASSOCIATE GIVING & VOLUNTEERISM

Our associates are encouraged to make an impact in their communities while supporting the causes they are passionate about. Full-time associates can use up to 16 hours of paid time to volunteer during normal business hours at company-sponsored volunteer events. In 2019, more than **450 company volunteer events** totaled **7,500 volunteer hours** in **10 countries**, serving **200 organizations**.

We offer an Associate Matching Gift program annually, which helps to provide support to a wide variety of organizations. In 2019, the Rexnord Foundation provided **\$150,000** in matching gifts.



450

More than 450
company volunteer events



7,500

Over 7,500 associate
volunteer hours



10

10 countries participated
in volunteer events



200

200 charity
organizations served



REXNORD
SOLVING SMARTER.

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