



Xylem Human Rights Statement

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Our Human Rights Statement

Xylem Inc. (NYSE: XYL) is committed to addressing global water and resource challenges with innovative solutions. By collaborating with our customers and partners, we address critical water and infrastructure issues, helping communities and businesses overcome water and climate-related challenges with our advanced technologies, products, and services. We believe in treating everyone in our business and our supply chain with dignity and respect while executing our purpose, to empower our customers and communities to build a more water secure world.

Human Rights are fundamental to our colleagues, suppliers, partners, shareholders, investors, customers, and the communities we serve. This statement reaffirms our long-standing commitment to uphold and respect human rights, establishing the overarching principles that are reflected within Xylem's policies and management systems. It sets fundamental standards for business conduct and human rights, guiding our efforts to identify and manage human rights impacts, mitigate risks, and engage transparently with stakeholders across our operations, supply chains, and business partnerships.



Matthew Pine
President and Chief Executive Officer
Xylem Inc.

Foundational principles

We are committed to respecting human rights as set out in the United Nations Guiding Principles on Business and Human Rights. This commitment encompasses internationally recognized human rights as defined by the International Bill of Human Rights – which consists of:

- The Universal Declaration of Human Rights
- The International Covenant on Civil and Political Rights
- The International Covenant on Economic, Social and Cultural Rights
- The International Labour Organization Declaration on Fundamental Principles and Rights at Work.

Xylem is also a signatory to the United Nations Global Compact, the CEO Water Mandate, and the Women’s Empowerment Principles. While first following local regulation, we are also committed to principles in other widely accepted international human rights conventions, including:

- The International Convention on the Elimination of All Forms of Racial Discrimination
- The Convention on the Elimination of All Forms of Discrimination Against Women
- The Convention on the Rights of the Child
- The Convention on the Rights of Persons with Disabilities
- The Charter of Fundamental Rights of the European Union
- The American Convention on Human Rights.

Identification and mitigation of human rights impacts

We have established due diligence processes to help prevent, mitigate, and address adverse impacts on human rights and the environment following the guidelines established by the OECD Due Diligence Guidance for Responsible Business Conduct and the United Nations Guiding Principles on Business and Human Rights.

We have formalized our commitment to responsible business conduct and practices in our Code of Conduct, policies, and management systems. We are continuing to develop processes to help identify and assess adverse impacts on human rights and environmental protection throughout our operations and supply chain. We continue to establish appropriate controls designed to prevent, mitigate, or eliminate relevant risks and prevent abuses, including through corrective actions in EcoVadis, our Conflict Minerals program, and subject-specific assessments and audits. We monitor the effectiveness of our controls and provide for, or cooperate in, remediation when appropriate.

Our commitment to advancing human rights is an on-going effort and we continue to work to evolve our human rights program to meet challenges we may face. Our annual Statement on Efforts to Combat Modern Slavery further demonstrates our commitment to the above referenced Foundational Principles and is publicly available on our website. This Human Rights Statement supersedes our prior statement and applies to all colleagues, as well as Xylem’s partners and suppliers.

Grievance mechanisms and remediation

Xylem’s Code of Conduct underscores our commitment to respecting human dignity and human rights in our business practices, regardless of local customs. It provides guidelines for the required business conduct of all colleagues and identifies multiple channels for reporting concerns or violations, along with potential remedies. Xylem regularly trains all colleagues on our Code of Conduct. As part of our Global Ethics and Compliance Program, the Xylem Integrity Line, a 24-hour confidential reporting portal, is available to all colleagues, suppliers, customers and other third parties, to report any suspected violations of our policies, Code of Conduct or Supplier Code of Conduct, including adverse impact on human rights

and working conditions. The Xylem Integrity Line offers support in multiple languages. Retaliation or intimidation against individuals reporting issues in good faith is strictly prohibited. If Xylem identifies adverse impact on rights and working conditions that we are causing or are contributing to, we will endeavor to take appropriate remedial steps and actions to prevent such activities from causing or contributing to adverse impact in the future. Additionally, we are committed to engaging with stakeholders that are affected by such activities and seek to collaborate to implement corrective actions. We will also strongly encourage our suppliers and business partners to implement measures to help cease, prevent, and mitigate potential or actual adverse impact in the supply chain. We monitor our actions to see that corrective measures are implemented appropriately, and that they are effective.

Committed to the rule of law

Xylem's standard terms and conditions of purchase include a certification prohibiting the use of modern slavery. By accepting the terms and conditions of purchase, the supplier certifies that it will not use child labor as defined by local law; will not use forced or compulsory labor; will not physically abuse labor; and will respect employees' rights to choose whether to be represented by third parties and to bargain collectively in accordance with local law. In addition, the supplier certifies that it will comply with all applicable laws and regulations with respect to wage and benefit, working hours and overtime, health, safety, and environmental matters.

Respecting vulnerable groups

Aligned with our dedication to promote a culture of inclusion and belonging for our colleagues, Xylem is committed to respecting the rights of all people, and does not tolerate unlawful discrimination or harassment based on a person's race, sex, gender, pregnancy status, gender identity or expression, color, creed, religion, national origin, nationality, citizenship, age, physical or mental disability or medical condition, genetic information, marital status (including domestic partnerships and civil unions), sexual orientation, culture, ancestry, familial or caregiver status, military status, veteran status, socioeconomic status, unemployment status, status as a victim domestic violence, or other basis prohibited by law, regardless of whether such individual protections are legally mandated or enforced in the countries where we operate.

Fostering sustainable procurement

Xylem has a large and diverse supply chain, and our suppliers play an integral role in helping us to source responsibly. Xylem's [Business Partner and Supplier Partner Code of Conduct](#) requires suppliers to conduct business with social responsibility and with the highest degree of integrity. We choose to partner with suppliers that share our standards and values. Xylem's Business Partner and Supplier Partner Code of Conduct sets out our expectations regarding respect for human rights, including labor rights and working conditions, for both our direct suppliers as well as extended tiers of our supply base. By agreeing to our Business Partner and Supplier Partner Code of Conduct, suppliers are required to participate in our Supplier Audit Program and to provide us with access to their facilities and all relevant records associated with the products and services sold to Xylem. Xylem has the right to terminate its relationship with any supplier that does not follow the Business Partner and Supplier Partner Code of Conduct.

Xylem will only work with suppliers that commit to implementing the requirements of our Business Partner and Supplier Partner Code of Conduct. By making this commitment, Suppliers agree to be transparent, remedy any shortcomings, and drive continuous improvement. Xylem's Business Partner and Supplier Partner Code of Conduct contains explicit requirements and guidance on grievance mechanisms described above in "Grievance mechanisms and remedy."

In support of our Business Partner and Supplier Partner Code of Conduct and its policies, Xylem's Supplier Audit Program requires an assessment of supplier processes and procedures; communication channels; sustainability practices, including environment, safety, and health; compliance with conflict minerals initiatives; organizational capability and structure; and logistics. As part of each assessment, the supplier responds to a questionnaire about its corporate responsibility credentials and is subject to further review when and where appropriate.

Xylem has published a Conflict Minerals Policy Statement supporting efforts to combat violence and human rights violations associated with mining conflict minerals. If Xylem colleagues discover the use of minerals that are not conflict-free, Xylem will take all appropriate actions to remedy the problem and potentially transition the product in question to a supplier that meets conflict-free requirements or develop a timebound agreement with the identified supplier to become conflict free.

To monitor labor and human rights risks, Xylem assesses a broad selection of our suppliers and requires them to disclose internal policies, practices, and historical labor and human rights violations. Xylem also uses a supplier risk mapping tool with automation and advanced analytics to screen our Supply Chain and map our supplier risk landscape across all critical sustainability criteria (environmental, social, and governance data).

Mitigating climate change and water insecurity

Climate change and water insecurity pose significant challenges to communities, exacerbating existing poverty and inequality, therefore increasing human rights risks. Xylem engages with stakeholders to understand their perspectives and improve our monitoring, analysis, and remediation efforts related to water security, resilience, and affordability. Our Climate Action Plan outlines our comprehensive strategy for climate risk mitigation through 2050, emphasizing our most impactful priorities to achieve net zero emissions. This plan includes specific initiatives, milestones, and measurable targets that demonstrate our commitment to reducing our carbon footprint and enhancing our environmental stewardship. Additionally, our Sustainability Report provides details on our sustainability programs, practices, and policies, as well as an overview of our pathway to advance water security through our ambitious goals.

We strive to mitigate our own impacts by reducing greenhouse gases emissions, water usage, and waste generation throughout our operations and value chain. We have committed to reaching net-zero greenhouse gas emissions by 2050 and have set near-term 2030 science-based targets aligned with the 1.5-degree scenario to help us progress. Our 2030 science-based targets were approved by the Science Based Target initiative in 2024. We track and report on our progress towards these targets in our annual Sustainability Report.

We recognize that some groups and communities are more vulnerable than others to climate change and water insecurity impacts, including women, communities living in or near poverty, indigenous peoples, and minority groups. We are committed to engaging with marginalized communities, or their legitimate representatives, and partnering with organizations that have the same commitment. We are also committed to leveraging our technology, innovation, and partnerships to support vulnerable communities in bolstering their climate and water resilience.

Environmental responsibility is an integral piece of Xylem's business strategy and approach to sustainability. Xylem strives to comply with all applicable environmental laws and regulations in the locations where we operate. Xylem is committed to reporting relevant leaks, spills, or other potential environmental issues to the pertinent parties, as appropriate.

Governance, oversight, and accountability

Xylem makes the following commitments to respect, support, and promote human rights. We expect our partners and suppliers to make commitments aligned with these human rights

No harsh or degrading treatment/harassment

Xylem treats colleagues with dignity and in accordance with Xylem's policy of maintaining a work environment free of all forms of harassment, whether physical, verbal, or psychological.

Non-discrimination and equality

Xylem provides equality of opportunity and treatment for the purposes of eliminating discrimination based on race, color, gender, sexual orientation, gender identity, religion, political opinion, nationality, social origin and status, indigenous status, disability, age, or other status of individuals unrelated to the individual's ability to perform work.

Xylem requires that migrant workers have the same entitlements as local colleagues. All legally mandated paperwork is required for employment with the company. We cover commissions and other fees in connection with employment. We do not require colleagues to relinquish their identification documents as part of the employment process.

Child labor

Xylem prohibits the use of child labor. We do not employ anyone under the age of 15, under the age for completing compulsory education, or under the legal minimum working age for employment, whichever requirement is most restrictive. We support all forms of legal youth employment, including the development of workplace apprenticeship programs for the educational benefit of young people. We prohibit colleagues who are under the age of 18 from performing work that is likely to jeopardize their health or safety, such as night work, overtime, heavy lifting and working with toxic or hazardous materials or equipment.

Anti-corruption/bribery

Xylem prohibits all forms of bribery and corruption, and we adhere to applicable anti-corruption laws as we do business around the world. We are committed to conducting business with integrity and fairness and we maintain a zero-tolerance policy towards corruption. All Xylem employees, agents, representatives, consultants and any other type of third party we work with are required to comply with the anti-corruption laws and regulations where we operate.

Forced/bonded/compulsory Labor

Xylem does not allow forced, bonded, indentured or prison labor to be used in the production of products or the delivery of services. Overall terms of employment are voluntary. No employee may be compelled to work through force or intimidation of any form, or as a means of political coercion or as punishment for holding or expressing political views.

Freedom of association/collective bargaining

Xylem respects our colleagues' right to join, form or not to join a labor union or works council, including the right to strike, without fear of reprisal, intimidation, or harassment. Where colleagues are represented by a legally recognized union or works council, we are committed to establishing a constructive dialogue with their freely chosen representatives and to bargaining in good faith with such representatives.

Health and safety

Xylem has a strong Environmental, Health and Safety (EHS) program that emphasizes employee care, continuous improvement, governance, risk reduction, training and education, and leadership accountability to provide our colleagues with safe and healthy workplaces. This philosophy equally applies to visitors at our locations and subcontractors hired by Xylem. We believe that injuries, occupational illnesses, and environmental incidents are preventable. Additionally, we promote a culture of safety for those working from home.

Working conditions

Xylem is committed to treating colleagues fairly and honestly regardless of where they work. Colleagues are entitled to reasonable breaks, access to toilets, rest facilities and drinkable water at their place of work, and holiday and sick leave at a minimum in accordance with the laws of the country where they work. All colleagues are provided with an equal opportunity for appropriate job skills training. Xylem prohibits requiring colleagues to work more than the maximum hours as set by international standards, local and national laws, or in an applicable freely negotiated and legitimate collective agreement, whichever are most restrictive. Overtime is voluntary and paid in accordance with local and national laws or regulations. A work week must not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Colleagues must be allowed at least one day off per seven-day work week.

Fair wages/compensation

Xylem pays a fair wage to all colleagues which is at least the minimum wage required by local law or the prevailing industry wage, where applicable, whichever is higher, and provides all legally mandated benefits. Colleagues who are eligible for overtime hours are compensated for overtime hours at the rate established by local law