



Xylem Inc.

# Human Rights Statement

June 2026

# Table of Contents

|   |          |
|---|----------|
| <b>Our Human Rights Statement</b> .....                                   | <b>3</b> |
| <b>Our commitment to foundational principles</b> .....                    | <b>4</b> |
| Scope and application .....   | 4        |
| Human rights due diligence .....  | 4        |
| Grievance mechanisms and remediation .....                                | 4        |
| Responsible business conduct and rule of law .....                        | 5        |
| <b>Respecting vulnerable groups</b> .....                                 | <b>5</b> |
| <b>Sustainable procurement and supply chain expectations</b> .....        | <b>5</b> |
| <b>Water insecurity, environmental resilience, and human rights</b> ..... | <b>6</b> |
| <b>Governance, oversight, and accountability</b> .....                    | <b>6</b> |
| No harsh or degrading treatment .....                                     | 6        |
| Non-discrimination and equal opportunity .....                            | 6        |
| Child labor .....   | 7        |
| Anti-corruption and bribery .....   | 7        |
| Forced, bonded, and compulsory labor .....                                | 7        |
| Freedom of association and collective bargaining .....                    | 7        |
| Health and safety .....   | 7        |
| Working conditions .....  | 7        |
| Fair wages/compensation .....   | 8        |

## Our Human Rights Statement

Xylem Inc. (NYSE: XYL) is a Fortune 500 global water solutions company committed to addressing critical water and resource challenges through innovative solutions. With approximately 22,000 employees worldwide, we collaborate with utilities, industrial manufacturers, building operators, and communities to solve the water challenges that matter most. We connect diverse capabilities, innovative technologies, and deep expertise to provide tailored solutions across the entire water cycle. From moving, treating, and measuring water to optimizing and maintaining water systems, Xylem helps customers strengthen resilience, improve resource efficiency, and protect public health and the environment. We believe that everyone connected to our operations and supply chain should be treated with dignity and respect. This commitment underpins our purpose of helping build a more water-secure world.

Human rights are fundamental to our employees, suppliers, partners, shareholders, investors, customers, and the communities we serve. This statement reaffirms our long-standing commitment to uphold and respect human rights and sets out the principles reflected in Xylem's policies and management systems. It guides our approach to identifying and managing human rights impacts, mitigating risks, and engaging transparently with stakeholders across our operations, supply chain, and business relationships.



**Matthew Pine**

President and Chief Executive Officer  
Xylem Inc.

## Our commitment to foundational principles

Xylem is committed to respecting human rights as set out in the United Nations Guiding Principles on Business and Human Rights (UNGPs). This commitment includes internationally recognized human rights defined by the International Bill of Human Rights, consisting 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

We are also a signatory to the United Nations Global Compact, the CEO Water Mandate, and the Women's Empowerment Principles.

While complying first with applicable local laws and regulations, we are also committed to principles reflected in internationally recognized 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

## Scope and application

This Human Rights Statement applies to all Xylem employees, as well as our partners and suppliers.

Our commitment to responsible business conduct is reflected in our [Code of Conduct](#), policies, management systems, and [Business Partner and Supply Partner Code of Conduct](#). Our annual Statement on Efforts to Combat Modern Slavery further demonstrates our commitment to these foundational principles and is publicly available on our [website](#).

This statement supersedes prior versions of Xylem's Human Rights Statement.

## Human rights due diligence

Xylem has established due diligence processes intended to help prevent, mitigate, and address adverse impacts on human rights and the environment, consistent with the OECD Due Diligence Guidance for Responsible Business Conduct and the UNGPs.

We continue to develop processes to identify and assess adverse human rights and environmental impacts across our operations and supply chain. We also maintain controls intended to prevent, mitigate, or eliminate relevant risks and abuses, including through corrective actions in EcoVadis, our Conflict Minerals program, and subject-specific assessments.

We monitor the effectiveness of these controls and provide for, or cooperate in, remediation where appropriate.

Advancing human rights is an ongoing effort, and we continue to evolve our human rights program to address emerging challenges.

## Grievance mechanisms and remediation

Xylem's Code of Conduct reinforces our commitment to respecting human dignity and human rights in our business practices, regardless of local customs. The Code of Conduct outlines expected standards of conduct for all employees and identifies multiple channels for reporting concerns or violations. All employees receive regular training on the Code of Conduct.

As part of our Global Ethics and Compliance Program, the [Xylem Integrity Line](#) is available 24 hours a day to employees, suppliers, customers, and other third parties. The confidential reporting portal supports multiple languages and may be used to report suspected violations of our policies, Code of Conduct, or Business Partner

and Supply Partner Code of Conduct, including concerns related to human rights and working conditions and our environmental impact.

Retaliation or intimidation against individuals who report concerns in good faith is strictly prohibited.

Where Xylem identifies adverse impacts on rights or working conditions that we cause or contribute to, we seek to take appropriate remedial actions and prevent recurrence. We also engage with affected stakeholders and seek to collaborate on corrective actions. In addition, we strongly encourage suppliers and business partners to implement measures to cease, prevent, and mitigate actual or potential adverse impacts within the supply chain.

We monitor corrective actions to support appropriate implementation and effectiveness.

## **Responsible business conduct and rule of law**

Xylem's standard terms and conditions of purchase include a certification prohibiting the use of modern slavery. By accepting these terms and conditions, suppliers certify that they will:

- Not use child labor as defined by local law
- Not use forced or compulsory labor
- Not physically abuse workers
- Respect employees' rights to choose whether to be represented by third parties and to bargain collectively in accordance with local law

Suppliers also certify compliance with applicable laws and regulations relating to wages and benefits, working hours and overtime, health and safety, and environmental matters.

## **Respecting vulnerable groups**

Consistent with our commitment to fostering a culture of inclusion and belonging, Xylem respects the rights of all people and does not tolerate unlawful discrimination or harassment.

This includes discrimination or harassment based on 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, sexual orientation, culture, ancestry, familial or caregiver status, military or veteran status, socioeconomic status, unemployment status, status as a victim of domestic violence, or any other basis prohibited by law.

This commitment applies regardless of whether such protections are legally mandated or enforced in the countries where we operate.

## **Sustainable procurement and supply chain expectations**

Xylem's suppliers play an important role in helping us source responsibly. Our Business Partner and Supply Partner Code of Conduct sets out expectations for conducting business with integrity and social responsibility, including expectations related to human rights, labor rights, and working conditions across both direct suppliers and extended supply chain tiers.

Suppliers that agree to the Business Partner and Supply Partner Code of Conduct are required to participate in our Supplier Audit Program and provide access to facilities and relevant records associated with products and services sold to Xylem. Xylem reserves the right to terminate relationships with suppliers that do not comply with the Business Partner and Supply Partner Code of Conduct.

Suppliers are expected to be transparent, address identified shortcomings and support continuous improvement. The Business Partner and Supply Partner Code of Conduct also includes requirements and guidance relating to grievance mechanisms and remediation.

As part of the Supplier Audit Program, Xylem assesses supplier processes and procedures, communication channels, sustainability practices, conflict minerals compliance, organizational capability, and logistics.

Suppliers complete questionnaires related to corporate responsibility practices and may be subject to additional review where appropriate.

Xylem has also published a [Conflict Minerals Policy Statement](#) supporting efforts to address violence and human rights violations associated with conflict minerals mining. If non-conflict-free minerals are identified in our supply chain, Xylem may take appropriate corrective actions, including transitioning to suppliers that meet conflict-free requirements or establishing time-bound remediation agreements.

To help monitor labor and human rights risks, Xylem assesses suppliers and requires disclosure of relevant policies, practices, and historical labor and human rights violations. We also use supplier risk mapping tools and analytics to assess risks across environmental, social, and governance criteria.

## Water insecurity, environmental resilience, and human rights

Xylem recognizes that environmental and water-related challenges can increase poverty, inequality, and related human rights risks.

We engage with stakeholders to better understand these impacts and improve our monitoring, analysis, and remediation efforts related to water security, resilience, and affordability. Our [Climate Action Plan](#) outlines our strategy for managing climate-related risks through 2050, including initiatives, milestones, and targets related to our ambition to reach net zero greenhouse gas emissions. Our [Sustainability Report](#) provides additional information on our sustainability programs, policies, and efforts to advance water security.

We aim to reduce greenhouse gas emissions and water use throughout our operations and value chain. Our near-term 2030 science-based targets, aligned with a 1.5-degree scenario, provide a clear, measurable pathway toward our long-term net-zero ambition while supporting responsible growth. These targets were approved by the Science Based Target initiative in 2024. Progress is reported annually in our Sustainability Report.

We recognize that some groups and communities may be more vulnerable to environmental and water-related impacts, including women, children, indigenous peoples, minority groups, and communities living in or near poverty. We are committed to engaging with marginalized communities, or their legitimate representatives, and partnering with organizations that share this commitment.

Environmental responsibility is an integral part of Xylem's business strategy and sustainability approach. We strive to comply with all applicable environmental laws and regulations where we work and are committed to reporting relevant leaks, spills, and other potential environmental issues to appropriate parties where required.

## Governance, oversight, and accountability

Xylem expects employees, suppliers, and business partners to uphold the principles described in this statement.

### No harsh or degrading treatment

Xylem treats employees with dignity and maintains a work environment free from physical, verbal, or psychological harassment.

### Non-discrimination and equal opportunity

Xylem provides equal opportunity and treatment and prohibits discrimination based on race, color, gender, sexual orientation, gender identity, religion, political opinion, nationality, social origin and status, indigenous status, disability, age, or other characteristics unrelated to an individual's ability to perform work.

Migrant workers are entitled to the same protections and benefits as local employees. Xylem requires legally mandated employment documentation, covers commissions and fees associated with employment, and does not require employees to surrender identification documents during employment.

## Child labor

Xylem prohibits child labor. We do not employ individuals under the age of 15, below the age for completing compulsory education, or below the legal minimum age for employment, whichever requirement is most restrictive.

We support lawful youth employment and apprenticeship opportunities intended for educational benefit. Employees under the age of 18 are prohibited from performing work that may jeopardize their health or safety, including night work, overtime, heavy lifting, or work involving hazardous materials or equipment.

## Anti-corruption and bribery

Xylem prohibits bribery and corruption in all forms and is committed to conducting business with integrity wherever we operate. We expect employees and third parties acting on Xylem's behalf to comply with applicable anti-corruption laws and with Xylem's policies and standards for ethical business conduct.

Xylem maintains a risk-based anti-corruption program designed to identify, assess, and address bribery and corruption risks in our operations and third-party relationships. This program includes due diligence, risk screening, contractual commitments, internal controls, approvals, training, monitoring, investigations, and disciplinary measures where appropriate. We also maintain books-and-records and internal control requirements to support accurate, transparent, and complete recording of transactions.

Xylem does not tolerate improper payments, bribery, kickbacks, off-the-books arrangements, falsified records, or anything of value offered or accepted to improperly influence a business decision or gain an unfair advantage. Business courtesies (such as gifts, travel, entertainment) and charitable contributions must comply with applicable law, internal requirements, and approval processes.

We recognize that corruption can contribute to or conceal human rights harms. For that reason, Xylem's integrity controls, reporting channels, and third-party due diligence processes are intended to support both ethical business conduct and respect for human rights. Concerns may be reported through available channels, including the [Xylem Integrity Line](#), and good-faith reporting is protected from retaliation.

## Forced, bonded, and compulsory labor

Xylem prohibits forced, bonded, indentured, or prison labor in the production of products or delivery of services. Employment terms must be voluntary. No employee may be compelled to work through force, intimidation, political coercion, or punishment for political views.

## Freedom of association and collective bargaining

Xylem respects employees' rights to join, form, or choose not to join labor unions or works councils, including the right to strike, without fear of reprisal, intimidation, or harassment.

Where employees are represented by legally recognized unions or works councils, we are committed to constructive dialogue and good-faith bargaining with freely chosen representatives.

## Health and safety

Xylem maintains an Environmental, Health and Safety (EHS) program focused on employee care, continuous improvement, governance, risk reduction, training, and leadership accountability.

We believe injuries, occupational illnesses, and environmental incidents are preventable. This commitment applies to employees, visitors, subcontractors, and employees working remotely.

## Working conditions

Xylem is committed to treating employees fairly and honestly regardless of location.

Employees are entitled to reasonable breaks, access to sanitation facilities and drinking water, and legally required holiday and sick leave. We provide equal access to appropriate job skills training.

Xylem prohibits working hours that exceed the most restrictive applicable international standards, national laws, local laws, or collective agreements. Overtime must be voluntary and compensated in accordance with applicable laws and regulations.

Except in emergencies or unusual situations, the work week must not exceed 60 hours, including overtime. Employees must receive at least one day off during every seven-day period.

### **Fair wages/compensation**

Xylem pays wages that meet or exceed applicable legal minimum wages or prevailing industry wages, where applicable, whichever is higher, and provides legally mandated benefits.

Eligible employees are compensated for overtime in accordance with local laws.