



Xylem recognizes the importance of supplier diversity. We are committed to making it part of our strategic sourcing and procurement processes, and to providing opportunities for diverse businesses to participate as partners and suppliers of goods and services. This commitment flows from Xylem's most senior management, and throughout our organization.

To deliver on this commitment, we are launching our Supplier Diversity Program in the United States on February 15. This means we will invite diverse suppliers to participate in sourcing events such as requests for quotation (RFQ), requests for proposal (RFP) or requests for information (RFI). We hope to expand this program globally in later phases.

While there is no standard definition of "diverse suppliers," Xylem recognizes businesses that have been certified by federal, state or local government agencies or supplier diversity advocacy groups. These businesses usually fall under one of the following categories, including but not limited to:

- Women-owned businesses
- Minority-owned businesses
- Small disadvantaged businesses
- Veteran-owned businesses
- Service-disabled veteran businesses
- HUBZONE businesses (business located in a historically under-utilized business zone)
- LGBT-owned businesses

We believe this Supplier Diversity Program will help:

- support the development of these businesses in becoming competitive performance leaders in their industries,
- promote small business economic growth within the communities served by Xylem, and
- provide focus on diversity as a competitive asset in a performance-based business environment.

We are committed to supporting the growth and development of diverse businesses. When diverse businesses flourish and prosper, the communities they serve share the benefits. When our communities succeed, we all win.