



### **Statement on Efforts to Combat Modern Slavery**

Xylem Inc. (NYSE: XYL) is a leading global water technology company with operations in more than 150 countries, featuring well-known industry-leading brands of water solution products and services that make a difference in communities around the world. Information on Xylem's worldwide organizational structure and global footprint is available here: <https://www.xylem.com/en-US/about-xylem/where-were-located/>

At Xylem, strong corporate governance is an integral part of the company's sustainability strategy. Our corporate governance structure is designed to enable transparency, fairness and accountability – all hallmarks of a responsible, sustainable enterprise. As a purchaser of goods and services, both directly and indirectly from suppliers worldwide, we are committed to the highest standards of integrity and social responsibility within our company operations and throughout our global supply chain. We believe in treating everyone in our business and our supply chain with dignity and respect. We choose to partner with suppliers who hold these same standards and values.

This statement highlights Xylem's efforts to combat modern slavery in its operations and supply chains and is made available pursuant to the U.K. Modern Slavery Act (2015), the Australia Modern Slavery Act (2018), and the California Transparency in Supply Chains Act (2010). This statement identifies the efforts made by Xylem and its subsidiaries during the financial year ending December 2022 to combat modern slavery. For simplicity, we use the term "modern slavery" to encompass all forms of forced, involuntary, or enslaved labor, child labor, servitude, and trafficked labor.

#### **Assessment of Modern Slavery Risk**

Based on the geography of Xylem's operations, the type of work being conducted, and the type of labor required for our operations, we believe that the inherent risk of modern slavery in Xylem's directly employed workforce is extremely low. Xylem's employees are largely educated or skilled and are working in controlled environments where there are established policies and processes.

Our Supplier Code of Conduct prohibits our suppliers from engaging in unlawful business practices, including any form of modern slavery and allows us to terminate relationships with any supplier found to be engaging in such practices. In the past year, Xylem deployed a supplier risk mapping tool that uses smart automation and analytics to screen our supply chain and map our supplier risk landscape across all key sustainability criteria, including modern slavery.

#### **Code of Conduct and Training**

Xylem regularly trains current employees and all new employees on Xylem's Code of Conduct (<https://www.xylem.com/en-US/about-xylem/our-code-of-conduct/>). Xylem's Code of Conduct reaffirms our commitment conducting business in a manner that respects human dignity and advances human rights, regardless of local business customs.

#### **Verification of Supply Chains & Audit of Suppliers**

Xylem maintains a Supplier Code of Conduct (<https://www.xylem.com/en-US/about-xylem/supplier-code-of-conduct/>) to make clear that Xylem expects its suppliers to conduct business with a high degree of integrity and in a socially responsible

manner. Xylem's Supplier Code of Conduct requires that suppliers not allow any unlawful business practices, including the use of modern slavery. By agreeing to our Supplier Code of Conduct, suppliers provide us with access to their facilities and all relevant records associated with the products and services provided to Xylem as part of our Supplier Audit Program.

To support Xylem's Supplier Code of Conduct and its policies, Xylem's Supplier Audit Program requires, among other things, an assessment of a supplier's processes and procedures; communication channels; sustainability practices, including environment, safety, and health; compliance with conflict minerals initiatives; organizational capability and structure; and logistics. For each assessment the supplier undergoes a series of questions about its corporate responsibility credentials, including modern slavery matters, and is subject to further review when and where appropriate.

In 2022, Xylem took additional steps to assess the effectiveness of our Suppliers' policies and ensure proper labor practices. We review Supplier labor and human rights practices on an annual basis utilizing ratings assessment, EcoVadis. At the close of 2022, Xylem had 528 Suppliers with active scorecards, covering over 39% of Xylem's Global Spend. Over 2022, we have developed and conducted the first on-site audit under Xylem's Sustainability Risk Mitigation process for any suppliers identified as "Sustainability High Risk" through our assessment process.

### **Certification by Suppliers**

Xylem's standard terms and conditions of purchase include a certification prohibiting the use 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.

### **Accountability and Performance Monitoring Indicators**

Xylem's Human Rights policy, which includes commitments on preventing modern slavery, provides that Xylem can terminate any relationship with a supplier that does not adhere to our policies prohibiting any form of modern slavery. In addition, we have engaged an independent company to provide employees, suppliers, and customers with a 24-hour-a-day reporting help line to report any suspected violations of Xylem's Code of Conduct or Supplier Code of Conduct, including violations of our policy regarding modern slavery. The hotline includes language support in multiple languages.

### **Next Steps**

We continue to enhance training for procurement staff and others making purchasing decisions at Xylem and continue to assess and monitor performance measures to indicate the progress we are making to combat modern slavery.

In accordance with the U.K. Modern Slavery Act (2015), the California Transparency in Supply Chains Act of 2010, the Australia Modern Slavery Act (2018), and guidance thereunder, this statement has been signed by the undersigned directors for and on behalf of the following entities to the extent that this statement relates to the activities of those respective entities. Xylem consulted the relevant companies it owns or controls in the development of this statement.

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