



This Pentair Supplier Code of Conduct ("Code") formalizes the key principles under which suppliers to Pentair are required to operate when developing, manufacturing, and delivering products or services to or for Pentair plc

In selecting suppliers, Pentair works hard to choose reputable business partners who are committed to ethical standards and business practices compatible with those of Pentair.

While recognizing differences in cultures and legal requirements, we expect that wherever our products - and the components, materials, technology, and know-how that comprise them - are produced, and wherever services are provided to or on our behalf, they are produced and provided in a manner compatible with the high standards that contribute to the outstanding reputation of Pentair and our brands. Suppliers are required to comply with this Code and to have and maintain practices similar to those in the Pentair Code of Business Conduct and Ethics (available at www.pentair.com).

This Code applies to all suppliers and vendors providing good

- All suppliers and supplier facilities involved in the production of products and components for Pentair or any of its subsidiaries
- Indirect material suppliers
- On-site service providers
- Freight providers and freight forwarders and transportation providers
- Subcontractors
- Equipment vendors/ equipment support suppliers
- IT suppliers, software vendors or service providers
- Consultants
- Temporary employment companies

Pentair strongly encourages suppliers to exceed the requirements of this Code and promote best practices and continuous improvement throughout their operations. If there is no local legal requirement, or if a local legal requirement is not as strict as the requirement included in this Code, Pentair Suppliers are required to follow the requirement in this Code. By acceptance or fulfillment (whether partial or complete) of any purchase order from Pentair, or upon otherwise entering into any contract with Pentair, Supplier acknowledges its acceptance of the

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This Supplier Code of Conduct is in no way intended to conflict with or modify the terms and conditions of any existing contract or certification provided by Supplier. Unless otherwise stated in such contract or certification, in the event of a conflict, Suppliers shall adhere to the contract / certification terms.

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7. FREEDOM OF ASSOCIATION and COLLECTIVE BARGAINING Pentair Suppliers must recognize and respect the rights of workers to bargain collectively and to exercise lawful rights of free association, including joining or not joining any association.

8. INCLUSION and DIVERSITY

Right Values. An inclusive and diverse workforce and supply chain contributes different perspectives and innovative ideas and solutions that enable us to improve every day. Pentair Suppliers must treat employees with respect and dignity, encourage diversity of the workforce, promote equal opportunity and equitable treatment for all, and foster an inclusive and ethical culture. Pentair expects its Suppliers to promote diversity in their supply chains and to purchase from diverse businesses. Pentair Suppliers agree to make a reasonable effort to utilize diverse suppliers and provide evidence to Pentair upon request.

9. _____ - Pentair Suppliers must ensure that women workers receive equal treatment in all aspects of employment. Pentair Suppliers must not require pregnancy tests or make them a condition of employment. Pregnancy testing, to the extent provided, will be voluntary and at the option of the worker. In addition, workers will not be forced to use contraception.

10. ANTI HARRASSMENT; NON-DISCRIMINATION - Pentair Suppliers must treat all workers with respect and dignity. No worker shall be subject to corporal punishment, physical, sexual, psychological, or verbal harassment or abuse. In addition, Pentair Suppliers must not use monetary fines as a disciplinary practice with its workers. Pentair Suppliers must ensure that employment including hiring, payment, benefits, advancement, termination and retirement is based on ability and not on beliefs or any other personal characteristics such as color, race, caste, religion, age, maturity, nationality, social or ethnic origin, status, sexual orientation, gender, gender identity or expression, HIV, marital status, pregnancy, political affiliation, military service, union

inherent requirements of the job.

11. INTERNAL ISSUE RESOLUTION; ANTI-RETALIATION - Pentair Suppliers are expected to maintain an adequate system to address employee grievances and resolve disputes in such a way that prevents retaliation, protects employee privacy, and allows for anonymous reporting of grievances. Members of the Supply management must be trained to this process and this process must be communicated to all employees.

12. ENVIRONMENTAL COMPLIANCE and SUSTAINABILITY Pentair Suppliers shall have an effective environmental management system and conduct their operations in an environmentally responsible way. Suppliers shall commit to reducing the environmental impact of its processes, products, and services. Pentair has committed to 2030 and 2050 environmental sustainability targets and we welcome collaboration with our suppliers to further the impact of our journey.

- **Regulatory Compliance-** Pentair Suppliers shall comply with all applicable regulations, including keeping current and in compliance with all required environmental permits, licenses, approvals, and registrations.
- **Pollution Prevention and Resource Reduction-** Pentair Suppliers shall avoid pollution, actively strive to reduce material consumption, and consider the use of renewable resources.
- **Chemicals and Hazardous Materials-** Pentair Suppliers shall ensure that all chemicals and hazardous materials are identified, labelled, handled, transported, stored, and disposed of in an environmentally safe way and as required by law. Suppliers are encouraged to track continuous improvement in hazardous material reduction opportunities. Without limiting the foregoing, Suppliers shipping and transporting hazardous materials must adhere to the regulations listed in the following code books:

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(a) 49 CFR Code of Federal Regulations, (b) IMDG - International Maritime Dangerous Goods, and (c) IATA International Air Transportation Association.

- **Air Emissions-** Pentair Suppliers shall ensure that air emissions (e.g., of volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting chemicals, and combustion by-products generated from operations) are to be characterized, monitored, controlled, and treated and discharged as required by law or permit. Suppliers shall have programs in place to ensure continuous improvement in their emissions of greenhouse gases.
- **Energy and Greenhouse Gas Emissions**

See: <https://home.treasury.gov/policy-issues/financial-sanctions/specially-designated-nationals-and-blocked-persons-list-sdn-human-readable-lists>.

Documents must not contain statements, declarations, or other affirmations contrary to US Anti-boycott regulations.

15. CONFLICT MINERALS Pentair will not source products that use raw materials that directly or indirectly contribute to armed conflict or human rights abuses in any of its products. Pentair Suppliers must implement a risk assessment of all conflict minerals sources and develop an appropriate risk mitigation strategy for those suppliers

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other materials provided are from conflict-free sources. Without limiting the foregoing, Pentair Suppliers are required to disclose the source of all conflict minerals used in their products in accordance with the U.S. Securities and Exchange Commission (SEC) Conflict Minerals Policy and must comply with the U.S. Securities and Exchange Commission (SEC) rules for reporting and disclosure requirements related to Conflict Minerals as part of the Dodd-Frank Wall Street Reform and Consumer Protection Act of

Revision History

Revision	Date	Description of Changes	Approvals
A	10/2021	New Document	<ul style="list-style-type: none">• VT Rajeshnath• Mike McInerney• Jim Hite• Darcy Robison• Aaron Gunderson
B	11/2022	Section 3. Human Trafficking & Force Labor updated	<ul style="list-style-type: none">• VT Rajeshnath• Mike McInerney• Jim Hite• Aaron Gunderson

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