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Xylem Modern Slavery Statement

April 2025

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Company background

Xylem operations

Xylem Inc. (NYSE: XYL) is a leading global water technology company with approximately 23,000 employees worldwide. We design, manufacture and service engineered products and solutions across a wide variety of critical applications primarily in the water sector. Our broad portfolio of products, services and solutions addresses customer needs of scarcity, resilience, quality, and affordability across the water cycle, from the delivery, treatment, measurement and use of drinking water to the collection, testing, analysis and treatment of wastewater, to the return of water to the environment.

We have differentiated market positions in core applications including transport and dewatering, process water and wastewater treatment, analytics, smart metering, digital software solutions and comprehensive services. Information on Xylem's worldwide organizational structure and global footprint is available here.

Xylem supply chain

We have a global manufacturing and assembly footprint, with production facilities in Europe, North America, Latin America, Asia and the Middle East. Our business requires various parts and raw materials. Parts and raw materials commonly used in our products include motors, fabricated parts, castings, magnets, bearings, seals, batteries, printed circuit boards and electronic components, including semiconductors, as well as commodities, including steel, brass, nickel, copper, aluminum, rare earth minerals and plastics. Our business relies on third-party suppliers, contract manufacturing and commodity markets to secure raw materials, parts and components used in our products.

Efforts to combat modern slavery

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 enterprise. As purchasers 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 and business partners that 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), the California Transparency in Supply Chains Act (2010), and Canada's "Fighting Against Forced Labour and Child Labour in Supply Chains Act" (2023) (the "Canadian Act"). This statement identifies the efforts made by Xylem and its subsidiaries during the financial year ending December 2024 (the "Reporting Period") 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.

Governance of modern slavery risk

Management is responsible for day-to-day management of the Company's risks, including compliance with applicable laws and the creation of appropriate risk management programs, policies and practices.

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. To a large degree, Xylem's employees are educated or skilled and are working in controlled environments where there are established policies and processes.

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Our Business Partner and Supplier Partner 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. We have 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.

Verification of supply chains and audit of suppliers

Xylem maintains a Business Partner and Supplier Partner 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 Business Partner and Supplier Partner Code of Conduct requires that suppliers do not engage in 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 Business Partner and Supplier Code of Conduct and its policies, Xylem's Supplier Audit Program enables Xylem's 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 responds to a series of questions about its corporate responsibility credentials, including modern slavery matters, and is subject to further review when and where appropriate.

In 2024, Xylem took additional steps to assess the effectiveness of our suppliers' policies and confirm that they engage in proper labor practices. We review supplier labor and human rights practices on an annual basis utilizing EcoVadis ratings. At the close of 2024, our suppliers with active EcoVadis scorecards represented 42% of Xylem's Global Spend. In 2024, we conducted three on-site audits under Xylem's Sustainability Risk Mitigation process for 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 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.

Code of conduct and training

Xylem annually trains current employees and all new employees on Xylem's Code of Conduct. Xylem's Code of Conduct underscores our commitment to conducting business in a manner that respects human dignity and advances human rights, regardless of local business customs.

Accountability and performance monitoring indicators

Xylem's Human Rights Statement, which includes commitments to 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. Via an independent company, we provide the Xylem Integrity Line to provide employees, suppliers, and customers with 24-hour reporting capability for any suspected violations of Xylem's Code of Conduct or Business Partner and Supplier Partner Code of Conduct, including violations of our policy regarding modern slavery. The Xylem Integrity Line includes language support in multiple languages.

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Remediation

In 2024, we did not identify any forced labor or child labor in our operations and supply chains. Accordingly, Xylem did not take any measures to remediate any adverse impacts of forced labor or child labor or any loss of income to vulnerable families resulting from measures that could have been taken to eliminate the use of forced labor or child labor in our operations and supply chains.

Next Steps

At Xylem, we are committed to fostering a responsible and ethical supply chain. To this end, we continue to enhance training for procurement and other colleagues who make purchasing decisions so that all of our team members understand our procurement policies and processes, ethical standards, and the importance of sustainability and compliance. Our procurement processes require all supply partners to align with our business standards, product quality, process capabilities, and commitment to sustainability and compliance. We will continue to assess and monitor the progress we are making to combat modern slavery globally and will continue to document such progress within this Statement.

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), the Canadian Act, 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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Evoqua Water Technologies Ltd. Signed by: Rodney McNelly 277BF8E6DC054C1... Name: Rodney McNelly Title: Director	**Xylem Delaware, Inc.** Signed by: St. Ludescher 1607E3984D58407... Name: Stephan Ludescher Title: Director
EWT Holdings III Corp. Signed by: Rodney McNelly 277BF8E6DC054C1... Name: Rodney McNelly Title: Director	**Xylem Dewatering Solutions, Inc.** Signed by: Rodney McNelly 277BF8E6DC054C1... Name: Rodney McNelly Title: Director
Sensus UK Systems Ltd. Signed by: Laurie Bentley 14E54DE8FE3C4C6... Name: Laurie Bentley Title: Director	**Xylem Water Solutions Australia Limited** Signed by: ED888A02BFAB4ED... Name: Brian Anthony Krishna Title: Director
Sensus USA Inc. Signed by: Michael J. McGann DE82E515D72942B... Name: Michael J. McGann Title: Director	**Xylem Water Solutions U.S.A., Inc.** Signed by: Michael J. McGann DE82E515D72942B... Name: Michael J. McGann Title: Director
Smith-Blair Inc. Signed by: Michael J. McGann DE82E515D72942B... Name: Michael J. McGann Title: Director	**Xylem Water Solutions UK Ltd.** Signed by: Laurie Bentley 14E54DE8FE3C4C6... Name: Laurie Bentley Title: Director

Pure Technologies Ltd., the reporting entity under the Canadian Act:

Approval and Attestation

In accordance with the requirements of the Canadian Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Statement for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the Report is true, accurate and complete in all material respects for the purposes of the Canadian Act, for the Reporting Period listed above.

Date: 5/9/2025

Name: Robert W. Barlett Signed by: 7901201C8481498...

Title: Director

I have authority to bind the corporation.

The Report was approved by the Board of Directors of Pure Technologies Ltd. on May 5, 2025.