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Xylem Inc.

Modern Slavery Statement

June 2026

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Introduction

Xylem Inc. (NYSE: XYL) is committed to conducting business with integrity and social responsibility across our operations and global supply chain. We believe everyone connected to our business should be treated with dignity and respect.

This statement describes the actions taken by Xylem and its subsidiaries during the financial year ending December 2025 (the "Reporting Period") to help prevent and address modern slavery risks in our operations and supply chains.

This statement is published pursuant to:

- The U.K. Modern Slavery Act 2015
- The Australia Modern Slavery Act 2018
- The California Transparency in Supply Chains Act 2010
- Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 (the "Canadian Act")

For the purposes of this statement, "modern slavery" includes forced, involuntary, or enslaved labor, child labor, servitude, and trafficked labor.

Company background and operations

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.

Information about Xylem's global organizational structure and operations is available on our website.

Supply Chain

Xylem operates a global manufacturing and assembly footprint across Europe, North America, Latin America, Asia, and the Middle East.

Our operations require a wide range of parts and raw materials, including motors, fabricated parts, castings, magnets, bearings, seals, batteries, printed circuit boards, semiconductors, steel, brass, nickel, copper, aluminum, rare earth minerals, and plastics.

We rely on third-party suppliers, contract manufacturing, and commodity markets to secure the materials, parts, and components used in our products.

Governance of modern slavery risk

Strong corporate governance is an important part of Xylem's sustainability strategy. Our governance framework is designed to support transparency, fairness, and accountability across our operations and supply chain.

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

Our commitment to responsible business conduct is reflected in our Code of Conduct, Human Rights Statement, and Business Partner and Supply Partner Code of Conduct.

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Assessment of modern slavery risk

Based on the locations of our operations, the nature of the work performed, and the workforce required for our operations, we believe the inherent risk of modern slavery within Xylem's directly employed workforce is very low. Many of our employees are educated or skilled workers operating in controlled environments supported by established policies and processes.

Our Business Partner and Supply Partner Code of Conduct prohibits suppliers from engaging in unlawful business practices, including any form of modern slavery. It also allows Xylem to terminate relationships with suppliers found to be engaging in such practices.

To support risk identification, Xylem uses a supplier risk mapping tool that applies automation and analytics to assess sustainability risks across our supply chain, including modern slavery risks.

Supply chain verification and supplier audits

Xylem's Business Partner and Supply Partner Code of Conduct outlines our expectations that suppliers conduct business with integrity and social responsibility.

It prohibits unlawful business practices, including the use of modern slavery. Suppliers that agree to the Business Partner and Supply Partner Code of Conduct also provide Xylem with access to facilities and relevant records associated with products and services supplied to Xylem as part of our Supplier Audit Program.

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

As part of these assessments, suppliers respond to questions related to corporate responsibility matters, including modern slavery, and may be subject to additional review where appropriate.

In 2025, Xylem took additional steps to assess supplier labor practices and evaluate the effectiveness of supplier policies. We review supplier labor and human rights practices annually using EcoVadis ratings. At the close of 2025, suppliers with active EcoVadis scorecards represented 47% of Xylem's global spend.

In 2025, Xylem also conducted three on-site audits under our Sustainability Risk Mitigation process for suppliers identified as "Sustainability High Risk" through our assessment process.

Supplier certification requirements

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

Code of Conduct and training

All Xylem employees (including new employees) are required to complete various ethics and compliance-related training at least annually, including Code of Conduct awareness, anti-corruption, and other ethics and compliance-related topics. Our Code of Conduct and related policies reinforce our commitment to conducting business with integrity, in a manner that respects human dignity and supports human rights, regardless of local business customs.

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Xylem reviews and updates training content from time to time to reflect evolving legal requirements, emerging risks, and lessons learned through our due diligence and compliance processes.

Accountability and reporting mechanisms

Xylem's Human Rights Statement includes commitments related to the prevention of modern slavery and provides that Xylem may take appropriate action, including termination of business relationships where warranted, if suppliers fail to comply with our policies and standards relating to modern slavery and responsible business conduct.

Xylem also maintains the Xylem Integrity Line through an independent provider. The Integrity Line supports reporting in multiple languages and offers 24-hour reporting capabilities for employees, suppliers, customers, contractors, and other third parties to report suspected violations of the Code of Conduct or Business Partner and Supply Partner Code of Conduct, or related policies, including concerns related to modern slavery. Xylem prohibits retaliation or intimidation against individuals who raise concerns or participate in an investigation in good faith.

Remediation

In 2025, Xylem did not identify forced labor or child labor within our operations or supply chains.

As a result, Xylem did not take measures to remediate adverse impacts related to forced labor or child labor, nor did we identify any loss of income to vulnerable families resulting from actions taken to eliminate forced labor or child labor.

Next steps

Xylem remains committed to maintaining a responsible and ethical supply chain.

We continue to enhance training for procurement and other employees involved in purchasing decisions to support understanding of our procurement policies, ethical standards, sustainability expectations, and compliance requirements.

Our procurement processes require supply partners to align with our business standards, product quality requirements, process capabilities, and sustainability and compliance expectations.

We will continue to assess and monitor our efforts to address modern slavery risks globally and report on our progress through this statement.

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Approval and attestation

In accordance with the U.K. Modern Slavery Act 2015, the California Transparency in Supply Chains Act 2010, the Australia Modern Slavery Act 2018, the Canadian Act, and related guidance, this statement has been signed by the undersigned directors on behalf of the entities to which this statement applies.

Xylem consulted relevant owned or controlled companies in preparing this statement.

Evoqua Water Technologies Corp. Signature: D2FFD00D614541D... Name: Rodney McNelly Title: Director	**Evoqua Water Technologies Ltd.** Signature: D2FFD00D614541D... Name: Rodney McNelly Title: Director
EWT Holdings III Corp. Signature: D2FFD00D614541D... Name: Rodney McNelly Title: Director	**Sensus USA Inc.** Signature: DE82E515D72942B... Name: Michael J. McGann Title: Director
Smith-Blair Inc. Signature: DE82E515D72942B... Name: Michael J. McGann Title: Director	**Xylem Dewatering Solutions, Inc.** Signature: D2FFD00D614541D... Name: Rodney McNelly Title: Director
Xylem Water Solutions U.S.A., Inc. Signature: DE82E515D72942B... Name: Michael J. McGann Title: Director	**Xylem Water Solutions Australia Limited** Signature: ED888A62BFAB4ED... Name: Brian Anthony Krishna Title: Director
Xylem Water Solutions UK Ltd. Signature: 14E54DE8FE3C4C6... Name: Laurie Bentley Title: Director	**YSI Incorporated** Signature: DE82E515D72942B... Name: Michael J. McGann Title: Director

Canadian Act Approval and Attestation

In accordance with section 11 of the Canadian Act, the undersigned attest that they have reviewed the information contained in this statement and, based on their knowledge and reasonable diligence, attest that the information is true, accurate, and complete in all material respects for the reporting period.

Pure Technologies Ltd. Signature: 7901201C8481498... Name: Robert W. Barlett Title: Director	**Sensus Canada Inc.** Signature: DE82E515D72942B... Name: Michael J. McGann Title: Director

The directors are authorized to bind the corporation. The statement was approved by the Board of Directors of Pure Technologies Ltd. and Sensus Canada Inc. on June 29, 2026.

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Certificate Of Completion

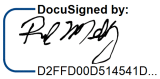
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Laurie Bentley laurie.bentley@xylem.com Director Security Level: Email, Account Authentication (None)	Signed by: Laurie Bentley 14E54DE8FE3C4C6... Signature Adoption: Pre-selected Style Using IP Address: 2a00:23cc:e512:1:dd18:e3d8:c6b:90e5	Sent: 6/24/2026 10:32:53 AM Viewed: 6/25/2026 12:27:21 AM Signed: 6/25/2026 12:28:02 AM
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Michael J. McGann Michael.McGann@xylem.com EVP, President MCS Security Level: Email, Account Authentication (None)	Signed by: Michael J. McGann DE82E515D72942B... Signature Adoption: Pre-selected Style Using IP Address: 165.1.201.238	Sent: 6/24/2026 10:32:52 AM Viewed: 6/24/2026 10:35:08 AM Signed: 6/24/2026 10:35:30 AM
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Robert W. Barlett Robert.Barlett@xylem.com Secretary Security Level: Email, Account Authentication (None)	Signed by: Robert W. Barlett 7901201C8481498... Signature Adoption: Pre-selected Style Using IP Address: 69.243.84.161 Signed using mobile	Sent: 6/24/2026 10:32:52 AM Resent: 6/25/2026 11:34:46 AM Viewed: 6/25/2026 12:14:01 PM Signed: 6/25/2026 12:14:11 PM
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Signer Events	Signature	Timestamp
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How to contact Xylem Inc.:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:
To contact us by email send messages to: stephanie.jones@xyleminc.com

To advise Xylem Inc. of your new e-mail address

To let us know of a change in your e-mail address where we should send notices and disclosures electronically to you, you must send an email message to us at stephanie.jones@xyleminc.com and in the body of such request you must state: your previous e-mail address, your new e-mail address. We do not require any other information from you to change your email address..

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i. decline to sign a document from within your DocuSign account, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;

ii. send us an e-mail to stephanie.jones@xyleminc.com and in the body of such request you must state your e-mail, full name, IS Postal Address, telephone number, and account number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

Operating Systems:	Windows2000? or WindowsXP?
Browsers (for SENDERS):	Internet Explorer 6.0? or above
Browsers (for SIGNERS):	Internet Explorer 6.0?, Mozilla FireFox 1.0, NetScape 7.2 (or above)
Email:	Access to a valid email account
Screen Resolution:	800 x 600 minimum
Enabled Security Settings:	• Allow per session cookies

	• Users accessing the internet behind a Proxy Server must enable HTTP 1.1 settings via proxy connection

** These minimum requirements are subject to change. If these requirements change, we will provide you with an email message at the email address we have on file for you at that time providing you with the revised hardware and software requirements, at which time you will have the right to withdraw your consent.

Acknowledging your access and consent to receive materials electronically

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