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**HUMAN RIGHTS POLICY**

**PURPOSE**

Pentair's [Code of Business Conduct and Ethics](#) ("Code of Conduct"), compliance policies, and this Human Rights Policy (this "Policy"), are in place to ensure the fair treatment of all people and to reflect Pentair's commitment to the protection of human rights and fair labor practices within our own operations and value chain.

**SCOPE**

This Policy applies to Pentair plc and its subsidiaries, affiliates, and operating segments, wherever incorporated, chartered, organized, or located, including related companies, partnerships, and joint ventures in which Pentair plc has a controlling interest ("Pentair"), and all directors, officers, employees and contractors of Pentair. The Pentair

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**Protecting Employees** – The health and well-being of Pentair employees is an important tenet of our Win Right values and is foremost in our minds. Consistent with our values, Pentair is committed to designing, manufacturing, and distributing our products and providing services to our customers in a safe and responsible manner that is compliant with applicable laws and regulations. We manage our global operations with care for the health, safety, and well-being of our employees, customers, communities, and the environment as outlined in our [EHS Mission, Vision and Guiding Principles](#).

**Child Labor** – We are committed to complying with local applicable laws and regulations relating to hiring minors, and Pentair does not hire employees under the age of 18. Pentair sites and operations verify the age of employees at the time of hire. If it is ever determined that any employee is underage, employment must be terminated, and Pentair site management should take appropriate remedial steps that include consideration of the child's best interest. As noted in both Pentair's Code of Conduct and Pentair's Supplier Code of Conduct, compliance with applicable laws and regulations is a condition of doing business with Pentair.

**Forced Labor** – Pentair prohibits the use of all forms of forced labor, including indentured labor, bonded labor, military labor, slave labor, and any form of human trafficking. Pentair will not retain original employee documents (such as government issued identification, passports, or work permits) unless employees voluntarily request Pentair to safely store them, or where required by law. If Pentair retains employee do (t)-4 (st)-2.208 (e)-1.90 (

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Pentair has the maximum discretion permitted by law to interpret, administer, change, modify or delete this Policy at any time. Nothing contained in this Policy is intended to create a contract of employment and does not modify an employee's at-will employment status.

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