

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 [Supplier Code of Conduct](#) applies to our suppliers and is aligned with the expectations and commitments in this Policy.

POLICY

It is the policy of Pentair to follow recognized human rights principles. This Policy is aligned with the standards set forth by the International Labour Organization, United Nations (U.N.) International Bill of Human Rights as well as the U.N. Guiding Principles on Business and Human Rights. Pentair also complies with all current applicable laws and regulations relating to human rights in the jurisdictions in which we operate and conduct business activities.

We are committed to identifying potential adverse impacts on human rights as a result of our operations and implementing effective mechanisms for addressing any such impacts and for prevention. We educate our employees on our Code of Conduct and supporting policies, and our employees recertify to our Code of Conduct on an annual basis. This Policy is available to our employees through our company intranet and to the public on our extranet site. We report annually on our commitment to human rights in our annual Corporate Responsibility Report.

At Pentair, we are guided by our Win Right Values. We “Win” by delivering on our values of Customer First, Accountability for Performance, and Innovation & Adaptability. And we do it the “Right” way through Positive Energy, Respect & Teamwork, and Absolute Integrity. Our approach to human rights, as guided by our Win Right Values, is:

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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 documents, Pentair will not deny employee access to the originals of their identification or immigration documents.

Further information can be found in Pentair's Code of Conduct and Pentair's Supplier Code of Conduct, as well as Pentair's [Slavery and Human Trafficking Statement](#) (which includes Pentair's commitment to complying with the UK Modern Slavery Act).

Work Hours and Wages – Pentair complies with applicable laws and regulations relating to wages, work hours, overtime, and benefits.

Freedom of Association – We respect the ability of employees to choose whether to join unions and engage in collective bargaining, as permitted by applicable laws in the countries where Pentair does business.

Promoting a Positive Workplace and Respecting Others – We are committed to ensuring a positive, diverse, and inclusive work environment where all employees treat one another with dignity and respect. Pentair provides equal employment opportunities and

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prohibits discrimination of all types toward all employees and applicants for employment on the basis of race (including related to hairstyle), ethnicity, color, religion, sex (including pregnancy, lactation, childbirth), sexual orientation, gender identity, age, national origin, disability, genetic information, veteran status, military status or any protected status under federal, state, applicable legislation/regulation, or government law. We do not tolerate discriminating behavior harassment, intimidation, or other unsafe or disruptive conditions in our workplace. Further information with respect to Pentair’s policies for promoting diversity and inclusion and socially responsible business practices can be found in Pentair’s Code of Conduct and Pentair’s Supplier Code of Conduct.

Conflict Minerals Policy – We comply with the rules and regulations issued by the U.S. Securities and Exchange Commission regarding reporting requirements of any use of Conflict Minerals, as reflected in our [Conflict Minerals Policy](#).

Anti-Bribery and Corruption – Pentair has zero tolerance for bribery or corruption. Pentair’s Code of Conduct, [Anti-Bribery & Corruption Policy](#), and Supplier Code of Conduct prohibit bribery or corruption of any kind and in any form by all Pentair employees, vendors and third parties conducting business on our behalf.

REPORTING AND ENFORCEMENT

Pentair has programs in place to continuously assess and improve conformity with these commitments by it and by its vendors and business partners. Pentair directors, officers, and employees have a responsibility to report suspected violations of this Policy and may use the Speak Up Resources identified in our Code of Conduct. We maintain our reporting process through the Pentair Office of Business Conduct and Ethics at pentairethics.com. Any employee who violates this Policy will be subject to disciplinary action, up to and including, termination of employment.

ADMINISTRATION OF POLICY

This Policy has been approved by the Governance Committee of Pentair’s Board of Directors and is routinely reviewed by our Legal and Compliance Departments. The Legal Department is responsible for the interpretation of this Policy. Employees who have any questions or concerns regarding this Policy should contact the Ethics Hotline or the General Counsel.

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HUMAN RIGHTS POLICY

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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