



California Transparency in Supply Chains Act Disclosure

Zoeller Company holds itself and our partners to the highest business, ethical, moral and civic standards. We are committed to ensuring that our supply chain reflects these standards and we treat all individuals involved with Zoeller Company with the utmost dignity and respect.

Accordingly, our Supplier Code of Conduct requires that:

- Suppliers must not use any type of involuntary or forced labor, which includes but is not limited to prison, indentured, or bonded labor;
- Suppliers must operate in full compliance with all applicable laws and regulations of the countries which they operate, and also in full compliance with the Code.

Zoeller Company supports this policy through its actions, such as announced and unannounced inspections of production facilities. Zoeller Company reserves the right to conduct audits, which shall include but is not limited to audits of all supplier facilities, processes, components, materials and finished goods. Employees have a responsibility to report any violations of the Code of Conduct. Suppliers who do not comply with our Code of Conduct may be terminated. This disclosure is intended to comply with the California Transparency in Supply Chains Act and is applicable to all covered Zoeller Company affiliate companies.