



## Report Regarding Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act Financial Year 2024

At Pentair, we are committed to conducting business with absolute integrity which includes combatting forced and child labour in our supply chain. Pentair is committed to complying with all applicable laws and regulations, including Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act"). This report is made pursuant to the Act and constitutes the joint report for/from the following reporting entities (the "Reporting Entities") for the financial year ending December 31, 2024:

- Pentair Canada, Inc.
- Pentair Water Pool and Spa, Inc.

Pentair Canada Inc is a Canada-based entity. Pentair Water Pool and Spa Inc is a US. (Delaware)-based entity. These Reporting Entities are wholly owned subsidiaries of Pentair plc. Pentair plc is an Irish public limited company that was formed in 2014. Pentair plc and all its subsidiaries, including the Reporting Entities, are referred to herein as "Pentair," "we," "us," "our," or the "Group". Pentair is a global corporation with operations in 27 countries. Our global headquarters are in London, UK and our main US Management Office is in Golden Valley, Minnesota. Please refer to our [Annual Report on Form 10-K](#) and our [2024 Corporate Responsibility Report](#) for more information about our business.

The statements below apply to each of the Reporting Entities.

At Pentair, we help the world sustainably move, improve and enjoy water, life's most essential resource. From our residential and commercial water solutions to industrial water management and everything in between, Pentair focuses on smart, sustainable water solutions that help people and the planet thrive. See our [2024 Corporate Responsibility Report](#).

Pentair is comprised of three reportable business segments: Flow, Water Solutions and Pool. Details about each of these business segments may be found in our [Annual Report on Form 10-K](#).

We hold ourselves to the highest business, ethical, moral and civic standards that apply to a public company. We are committed to ensuring that our global supply chain reflects these standards and we treat all individuals involved with Pentair with the utmost dignity and respect. Pentair has a company [Code of Business Conduct & Ethics \(the "Code of Conduct"\)](#), a [Supplier Code of Conduct \(the "Supplier Code"\)](#), and various policies that touch on these concerns. Our [Corporate Governance](#) page on our public website provides an overview and links to our various governing policies.

Pentair's [Code of Conduct](#) requires all employees to act with the highest levels of ethics and integrity and to treat others in a fair and equitable manner with zero tolerance for human rights abuses. All employees are expected to abide by the Code of Conduct which sets clear expectations about ethical behavior and compliance with laws. All Pentair employees are encouraged to speak up, seek guidance and report any actions that could potentially harm our employees, our company, our shareholders or our reputation.

In 2024, our operations quality team provided the company's first human trafficking and anti-slavery training for Pentair supply chain, buyer, quality, compliance, sustainability, and EHS employees. 100% of Pentair's active professional-level employees also completed our Code of Conduct training in 2024. Pentair also provides multiple ways for employees to ask for help and report misconduct and illegal or unethical behavior including via published helplines and an intake tool available at [www.pentairethics.com](http://www.pentairethics.com). We are committed to investigating and responding to all concerns and we do not tolerate retaliation in any form against employees for raising concerns or making good-faith reports or for participating in an investigation about possible breaches of law, policy or ethical violations.

We source various components and parts like metal, plastics, motors and electronic components from an approved and responsible global supply chain that agrees to our [Supplier Code](#). We mainly source from the US, China, Mexico, India and Western Europe. Our direct vendors manufacture and in turn purchase from their supply chains. Our highest risk of forced labour in our supply chains stems from our vendors' tier two and tier three purchase of goods from outside Canada, the U.S. and Western Europe.

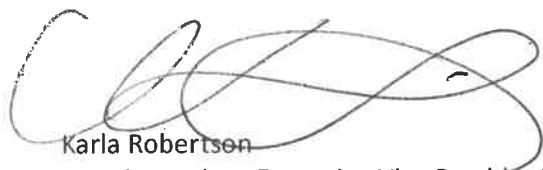
Our Supplier Code, among other things, prohibits forced labour, child labour and discrimination. It also prescribes the key principles under which suppliers are required to operate, including compliance with applicable laws regarding human trafficking and slavery. The Supplier Code requires that Suppliers must not use any type of involuntary or forced labour, including indentured, bonded, or prison labour and they must operate in full compliance with all applicable laws and regulations of the countries which they operate, and also in full compliance with the Supplier Code. The Supplier Code requires that our vendors in turn ensure that their vendors operate under the same requirements.

Pentair has various programs designed to support this policy, such as announced and unannounced inspections of production facilities. Pentair conducts proactive outreach to suppliers using standardized tools such as the Slavery and Trafficking Risk Template ("STRT"). This process enables the collection of consistent data on supplier policies, practices, and potential exposure to forced and child labor. Pentair engages suppliers through structured campaigns, assess risk indicators, and follow up with those who do not respond or present elevated risk. This approach enhances transparency, supports responsible sourcing, and strengthens the ability to identify and mitigate labor-related risks. Pentair audits and assesses many of its suppliers annually and maintains the right to audit its suppliers with respect to any potential non-conformance with the Supplier Code. Pentair reserves the right to require corrective action from any supplier and to terminate its business relationships with any Pentair supplier who is unwilling or unable to comply with the Supplier Code. We are assessing more and more of our supply chain leveraging various third-party diligence tools.

To date, we have not found evidence of forced labour or child labour in our supply chains or those of our vendors, and as such, have not had to take any measures to remediate forced labour or child labour or any loss of income to vulnerable families.

Pentair's Sourcing, Vendor Quality and Compliance leaders regularly assess the effectiveness of our policies and programs in ensuring that forced labour and child labour are not being used in our business and supply chains.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities 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 Act, for the reporting year listed above.

A handwritten signature in black ink, appearing to read 'Karla Robertson', is written over the printed name.

Karla Robertson

Board Member, Executive Vice President, Chief Sustainability Officer, General Counsel and Secretary

I have the authority to bind the following reporting entities

Pentair Canada, Inc.

Pentair Water Pool and Spa, Inc.

May, 2025