



Xylem Inc.

Patrick K. Decker
President and Chief Executive Officer

1 International Drive
Rye Brook, NY 10573
Tel: +1.914.323.5700

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Ms. Lise Kingo
CEO and Executive Director
United Nations Global Compact
685 3rd Ave, Suite 12
New York, NY 10017

Dear Ms. Kingo:

On behalf of my more than 17,000 colleagues at Xylem around the world, it is an honor to be a participant in the United Nations Global Compact and to help advance this vitally important cause. Xylem is a global water technology company committed to developing innovative technology solutions to the world's most urgent water challenges, including water scarcity, infrastructure resilience to climate change and water affordability. In recent years, we have played a key role in driving the digital transformation of water, which is creating powerful water, energy and cost-savings for water utilities and the communities and businesses they serve. These advances in technology are creating what we call "the opportunity of a lifetime" to create a more water-secure and sustainable world.

Sustainability is core to everything we do at Xylem. As a leading global water technology provider, we have a unique opportunity and responsibility to advance sustainability through our work to solve the world's toughest water challenges. We do this by helping communities and industry optimize water management and lessen human impact on the environment through our commercial solutions, and through our social impact efforts to provide disaster response, access to clean drinking water and WASH education and to raise public awareness and engagement around water issues.

We take great care to ensure our business activities are managed in a responsible manner wherever we operate. Our responsible management philosophy is consistent with our commitment to the United Nations Global Compact's (UNGC) ten principles on human rights, labor rights, environment and anti-corruption and the six commitment areas of the CEO Water Mandate.

In June, we released our latest Sustainability Report: "Creating a Water-Secure World" and announced an ambitious slate of 2025 signature goals that advances our sustainability commitment across three fronts: serving our customers through sustainable solutions, building a sustainable company that

embraces sound business practices and creates economic and social value, and empowering communities through social impact initiatives. Our five signature goals include:

- Optimize global water management by saving more than 16.5 billion cubic meters (m³) of water through advanced technologies that avert water loss and enable water reuse, and by preventing over 7 billion m³ of polluted water from flooding communities or entering local waterways¹
- Provide access to clean water and sanitation solutions for at least 20 million people living at the base of the global economic pyramid²
- Use 100% renewable energy and process water recycling at Xylem's major facilities
- Ensure that 100% of Xylem employees have access to clean water and safe sanitation at work, at home and during natural disasters
- Give 1% of Xylem employees' time and 1% of company profits to water-related causes and education

In 2019, we also signed on to the United Nations Women's Empowerment Principles and have expanded our efforts on gender equality, diversity and inclusion. By 2025, we have a goal to achieve 50 percent gender parity in leadership positions and will access and monitor equitable pay practices with a goal to eliminate pay differences based on gender, race or ethnicity.

Through our leading-edge solutions and across our organization, Xylem is strongly focused on our commitment to sustainability and to the United Nations Sustainable Development Goals (SDGs). To advance SDG 6 — “ensure availability and sustainable management of water and sanitation for all” — we are providing technologies and solutions that help solve water issues for millions of people living in extreme poverty. We also create social value through our significant water-related humanitarian efforts.

In addition, Xylem has a focused strategy to help combat the effects of climate change. We develop mitigation and adaptation solutions that are helping improve the efficiency of the water sector and increasing resilience to the water-related challenges associated with climate change. We have also set ambitious operational targets for our own organization related to climate change.

The UNGC and the Communication on Progress is an important transparency initiative that provides a key forum for Xylem to discuss our achievements and the challenges we face. On a personal note, I was honored to participate in UNGC's forthcoming CEO Study. While Xylem is proud of the progress we are making, we know there is much work to be done to fulfill our goal to solve water and create a more water-secure and sustainable world. We look forward to working with UNGC to advance the conversation about how businesses can play a more pivotal role in driving sustainability, and we are proud to re-confirm our support for the United Nations Global Compact and the CEO Water Mandate.

Sincerely,



¹ Cumulative goals

² Cumulative goal