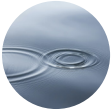










Environmental Social Governance Report



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Message from our Chairman and CEOs

Dear valued customers, employees, and partners,

Over 115 years ago, our great-grandfather William Elvis Sloan founded Sloan Valve Company with a clear purpose: to create plumbing solutions that conserve water and promote sustainability. Today, in the face of unprecedented environmental and social crises, that purpose has never been more urgent.

We are acutely aware of the challenges we face — droughts, greenhouse gas emissions, and inequity are just some of the issues that require immediate attention. At Sloan, we understand that the impact of our work goes far beyond the products we create. It extends to the health and well-being of the communities we serve and the vitality of our environment.

We remain committed to taking bold steps towards sustainability, and we are proud to share our progress in our first sustainability report. Our innovative plumbing solutions are already proven to be impactful — over 400 products have Environmental Product Declarations (EPDs) and 350 products have Health Product Declarations (HPDs). We also demonstrated improvement with our embodied carbon/ life cycle assessment optimization reports and being inaugural member of the Works with WELL program. We are proud to be leading the way in water efficiency, wellness, and green buildings.

While we are proud to celebrate the impact we've had over the past century, we also recognize there is still much more work to be done as we continue to innovate solutions that promote sustainability and wellness. We further understand that sustainability goes beyond just our product offerings and includes our operational environmental, social, and governance (ESG) impact. We are proud of our internal initiatives to date, including purchasing renewable energy certificates and achieving cradle-to-cradle certification as far back as 2008, as well as providing onsite medical care for our employees. We continually seek new ways to reduce our environmental footprint and improve our reporting processes, ESG policies, and overall transparency.

Collaboration, partnership, and a shared commitment to creating positive change are essential to building a sustainable and abundant future. Let us continue to harness these powerful drivers, together with water conservation and innovation, to better the world for generations to come. Thank you for being part of the Sloan community.

Sincerely,
Charles S. Allen, Kirk Allen, James Allen, Graham Allen



Message from our Vice President of Sustainability



Dear valued customers, employees, and partners,

I am delighted to present our first sustainability report. This report marks an important milestone in Sloan's 100+ year history as a leading global provider of safe, sustainable, and smart water and restroom solutions.

As our new Vice President of Sustainability, I am honored to lead our sustainability efforts and share with you our progress in critical areas such as water efficiency and waste management.

This report is the culmination of months of hard work by our team and partners – all in service of our commitment to transparency and accountability. I am indebted to our operations, engineering, human resources, and marketing teams for their tireless collaboration in their effort, as well as our leadership team and supporting partners.

Our goal in this report is to provide an overview of the measures we have taken to live our mission and vision. I am particularly proud to highlight our efforts to ensure our products have sustainable lifecycles, generate significant water savings for our customers, and have minimal environmental impact through both their efficient operations and carbon offsets. We are also excited to share our efforts to foster diversity, equity, inclusion, and belonging within the company, where 84% of our employees expressed pride in being a part of Sloan. This report also includes our first materiality assessment and how our products address the unique challenges brought about by COVID-19. We hope you find it informative and enlightening as we do.

Looking forward, we remain committed to prioritizing sustainability in all aspects of our business, from product development to operational efficiency. We will continue to work towards achieving our sustainability goals and visions while contributing to the greater good.

Thank you for taking the time to read our report and for being a part of our sustainability journey.

Sincerely,
Paul Sambanis, PhD

About Us



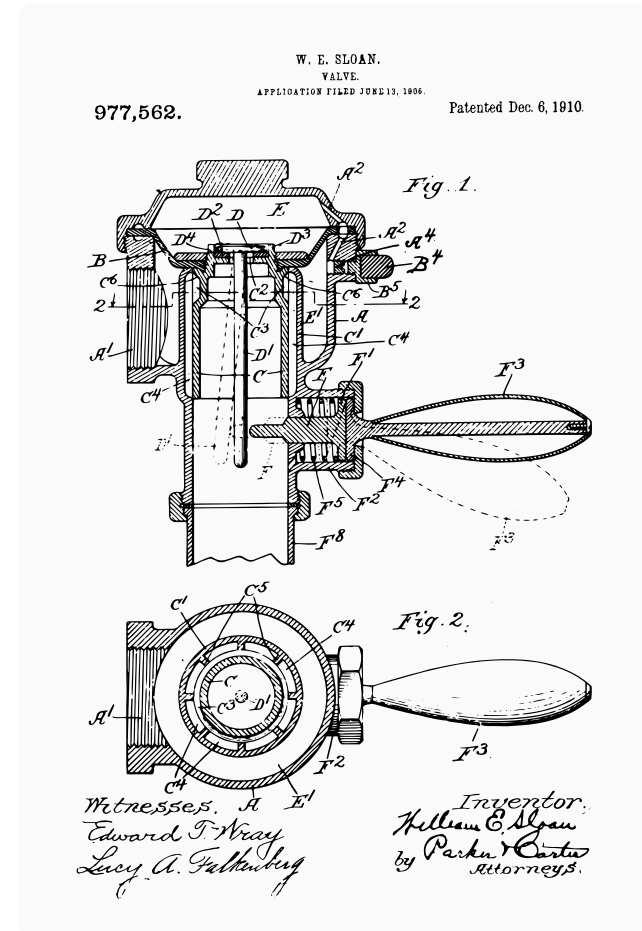
About our company

Sloan is a pioneering manufacturer of commercial plumbing systems and solutions. Our long history of environmental sustainability and social responsibility dates back to 1906 when we invented the Royal® Flushometer and ushered in the modern plumbing era, reducing the water volumes at that time in half. Building on this legacy, we have continued to introduce technologies and products that have set new standards for water efficiency, hygiene, and durability.

Our portfolio includes a wide range of flushometers, faucets, soap dispensers, hand dryers, fixtures, and sinks. Every product has been thoughtfully designed to conserve water and improve the overall user experience. Our focus on innovation has earned us a reputation as a leader in the green building movement, and our products have been installed in some of the most iconic buildings around the world.

At Sloan, innovation, quality, and water efficiency are embedded within our DNA. We work closely with customers, engineers, architects, and building owners to understand their needs and develop customized solutions that address their unique water and hygienic challenges. We have robust sustainability initiatives to reduce our environmental impact, promote health and safety, and improve the communities where we operate.

As we look ahead, we are committed to leading the way towards a more sustainable future with plumbing solutions that meet the water and energy challenges of growing businesses, municipalities, and communities. We are proud to continue driving positive impact in the world through our products and operations, and we remain dedicated to making a difference for generations to come.



About this report



In this report, we highlight the progress we have made towards environmental stewardship, responsible governance, and social impact. Each chapter explains our strategies, activities, accomplishments, and vision in each respective ESG topic. We hope that this report will serve as a transparent and informative roadmap to our sustainability initiatives.

We have taken a rigorous approach to measuring and reporting on our sustainability performance in line with industry standards. This report covers our progress and performance in critical areas such as water conservation, energy efficiency, sustainable materials, diversity and inclusion, and community engagement.

To uphold the credibility and transparency of our reporting, we adopted leading frameworks such as the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and United Nations Sustainable Development Goals (UN SDGs). These frameworks provided widely recognized standards and guidelines for sustainability reporting, allowing us to report our performance in a consistent and comparable manner.

We believe that sustainability is a continuous journey, and we are committed to learning, improving, and sharing our progress with our stakeholders. We hope that this report offers a glimpse into our dynamic sustainability journey and inspire others to join us in creating a more sustainable future.

Our mission, vision, and core values

At Sloan, we are committed to sustainability and responsible business practices, knowing that our success is not only measured by our financial performance but also by the positive impact we make on the environment and society. Our mission, vision, and values are at the heart of this commitment. They guide us in every aspect of our operations, from the products we design and manufacture to the relationships we cultivate with our stakeholders. As we continue to grow and evolve, our mission, vision, and values will remain central to our overarching ESG strategy.

Mission

Our mission is to passionately preserve the environment. Water Connects Us® is more than just Sloan's tagline. Sloan understands the dynamic relationship between the world's water management systems and its water ecosystems. We connect communities of engineers, architects, designers, and building managers and owners to high-efficiency products and systems to promote healthier water ecosystems for generations to come.

Vision

Our vision is to lead the global market in smart water and restroom solutions within commercial buildings for health, wellness, and sustainability. Sloan is at the forefront of the green building movement and manufactures water-efficient products that promote wellness in commercial, industrial, and institutional markets worldwide.



Our Values

DEMONSTRATE FAMILY SPIRIT

- Demonstrate family spirit
- Communicate openly
- Be compassionate and fair in your approach
- Build diverse relationships with honesty, support, and collaboration

SERVE THE COMMUNITY

- Engage in activities to better our communities worldwide
- Lend a helping hand

ACT WITH INTEGRITY

- Own your actions and never compromise your ethics
- Always do the right thing

DRIVE INNOVATION AND CHANGE

- Think creatively, be intellectually curious, and strive to continuously improve the customer experience
- Embrace change

Our impact summary

Environment

2.5

Offsets of approximately 2.5 trees per carbon-neutral flushometer

30%

Approximately 30% reduction of wastewater per product as compared to regular models, and up to 100% for water-free products

99%

Approximately 80% of a flushometer (by mass and weight) is made from semi-red brass casting alloy, with 99% of this alloy sourced from recycled sources

100%

Cartons made from 60-70% recycled materials and boxes made from 100% recycled materials.

Zero

Andover facility attained Zero-Waste-to-Landfill status

WAVE

Enterprise-wide water stewardship WAVE verified

4.4 m

Augusta facility recycles over 4.4 million pounds of various materials annually.

407

Approximately 407 products have Environmental Product Declarations (EPDs).

42%

Aligned science-based targets to reduce absolute scope 1+2 emissions by 42% by 2030.

Social impact

84%

84% of our employees are proud to work for Sloan.

82%

82% of our employees agree that we have created an environment where people with diverse backgrounds can succeed.

68%

Cultivated a diverse workplace with 68% of our domestic workforce self-identifying as women, ethnically diverse, and/or veterans.

8

Up to 8 hours of paid volunteer time off every year.

DEI

Established Diversity, Equity, and Inclusion (DEI) policy in 2021.

HPDs

Approximately 374 products have Health Product Declarations (HPDs).

WELL

Approximately 128 products in the Works with WELL Building Standard.

Responsible governance

Offer products that meet more than 20 different compliances and certifications.

Have privacy policy, anti-corruption policy, global supplier quality manual, and business code of ethics.

Developed conflict mineral policy and working with its suppliers to confirm that their product sourcing does not contain conflict minerals that directly or indirectly finance, or benefit armed groups in the Democratic Republic of the Congo or adjoining countries by having them review and sign off their compliance.

Our ESG committee overview

In 2022, we welcomed Paul Sambanis, PhD, as our new Vice President of Sustainability. Paul brings a wealth of experience in sustainability and corporate social responsibility to his role. He oversees our sustainability program and drives our corporate social responsibility strategies across the company.

We have established cross functional, ad-hoc working groups dedicated to advancing our sustainability priorities. Over time, these working groups will be organized into a formal ESG governance structure that maps against our overall strategy.

The regular committee members consists of The Chief Sales and Marketing Officer, Chief Supply Chain & Operations Officer, and Vice President of Sustainability. We solicit consistent feedback with regular meetings with our operations team leaders.

Our materiality assessment

In 2023, we conducted our first materiality assessment to enhance our ESG strategies and provide a foundation for reporting. This critical step allowed us to engage with our stakeholders to understand and prioritize areas where we can have significant environmental, economic, and social impacts.

How did we complete our materiality assessment?

Our materiality assessment process aligns with the Global Reporting Initiative (GRI) 3: Material Topics 2021 guidelines. To identify topics of concern, we worked with an independent third-party to conduct research on the external sustainability landscape and reviewed internal documents. We selected

33 topics that were relevant to our business, encompassing social, environmental, governance, and product issues. Next, we surveyed our internal stakeholders, including professionals, production employees, part-time employees, and contractors, asking them to rate the significance of impacts that Sloan has on each identified material topic, based on their perceptions. Following this, we analyzed internal and external inputs and evaluated the significance of each topic to identify associated opportunities and risks. The overall process is illustrated in the figure below.

Results & discussions

According to the survey results, our stakeholders consider our products to have the greatest impact. The following topics were rated as the most significant:

- Anti-corruption
- Water conservation through products
- Product quality and longevity
- Compliance with environmental laws and regulations
- Enabling health and sanitation through water management

Moving forward, we will allocate our resources to focus on topics that are most significant to us. For transparency, the following table provides an overview of our most significant topics and their dedicated sections in this report. As part of our commitment to champion innovation, sustainability, and product ingenuity, we will improve our performance on topics where we are having less impact than required by our mission and vision, such as reducing greenhouse gas emissions and using renewable energy. We will also continue the engagement with our stakeholders to capture any shifts in perceptions and expectations.



Our materiality assessment process

1

SELECTING TOPICS

Identified 33 topics around environment, society, governance and products

2

ENGAGING STAKEHOLDERS

Conducted 11 interviews and received 113 survey responses.

3

DETERMINING SIGNIFICANCE

Analyzed quantitative and qualitative inputs and evaluated the significance of each topic

4

REPORTING & INCORPORATING IMPLICATIONS

Share results internally and externally and enhance ESG strategies accordingly

Our material topics



ENVIRONMENTAL

- Industrial waste management
- Recycling and circular economy
- Raw materials for manufacturing
- Water conservation
- Land conservation
- Greenhouse gas emissions



SOCIAL

- Human rights, child labor, forced or compulsory labor
- Job creation
- Employee health and safety
- Local communities
- Employee recruitment
- Diversity, Equity, Inclusion, and Accessibility



GOVERNANCE

- Anti-corruption
- Compliance with environmental laws and regulations
- Data privacy and protection
- Philanthropy and charity
- ESG leadership
- Governance structure and responsibility



PRODUCT

- Water conservation through products
- Product quality and longevity
- Enabling health and sanitation through water management
- Energy from products
- Customer satisfaction
- Product innovation

Environmental Overview



Our approach

At Sloan, we believe that the actions we take today to protect the environment can have a monumental impact tomorrow. Every day, we work diligently to minimize the environmental impact of our products and operations while raising awareness among our stakeholders.

Water stewardship

Water conservation is one of our founding principles that guide everything we do. We aim to live this principle both through our internal operations as well as through the products that we design and provide for our communities.

We are delighted to see other companies are also recognizing the importance of water conservation. For example, CEOs are publicly committing to water conservation by signing the UN-backed “CEO Water Mandate.” We support these companies in their commitments by offering product solutions that reduce water impact in their facilities. According to the Department of Energy, toilets and urinals can account for nearly one-third of a building’s water consumption. As more cities and states enact sustainability regulations to conserve energy and water, we are committed to being part of the solution.

We support our customers in responding to rising regulatory, customer, and investor pressures by helping them understand the value of water savings. Through our Bluetooth, Programmed Water Technologies (PWT), and Internet of Things (IoT) technology, we enable organizations to automate measuring their water usage accurately to programmable line flushes to prevent water stagnation. Additionally, our reclaimed product line allows for water reuse while our water-free urinals eliminate water usage. We are participating in The Water Council’s WAVE program, an initiative designed to help companies improve, report, and verify their water stewardship.

We also recognize the importance of responsible water usage and we take measures to ensure that our facilities meet the highest standards for water stewardship. In 2022, we were among the first companies to sign onto The Water Council’s WAVE program, an initiative designed to help companies improve, report, and verify their water stewardship. We are proud to announce that we are now enterprise wide WAVE verified. We are proud of this achievement and will leverage the lessons learned through this process to continue improving our water management practices.

Sloan products with EPDs

Categories	EPDs
Toilets	15
Urinals	14
Lavatories	15
Valves	134
Faucets	229
TOTAL	407



Energy Use

We are committed to minimizing the environmental impact of our operations. We started tracking our carbon emissions in 2021. Throughout our value chain, we strive to improve energy efficiency and reduce energy consumption. We have aligned science-based greenhouse gas reduction targets to achieve a 42% reduction in absolute scope 1 and 2 GHG emissions by 2030.

As part of this initiative, we have held workshops to discuss our current emissions, engaging with all levels of the organization to gather their feedback and ensure that everyone has a voice at the table. In collaboration with our operations team, we have developed an energy review process to identify significant energy sources within our facilities. This project pipeline will enable us to formulate strategies that incorporate a sustainability lens into our business decisions, ensuring that equipment updates or upgrades are approached with a sustainability perspective, thus aiding us in achieving our ultimate goals. We take pride in the fact our manual flushometers are made in the United States of America and under our operational control thus giving us opportunity to make significant changes to improving our emissions. Additionally, we are currently in the process of establishing a sustainability ambassador program, aimed at soliciting ideas from employees on the shop floor and providing them with education regarding sustainable practices both at work and at home.

To offset our carbon emissions of products we have measure their global warming potential, we purchase reforestation credits and adhere to the British Standards Institute (BSI) PAS 2060 standard for carbon neutrality. By investing in energy efficiency initiatives, upgrading equipment, and promoting responsible practices, we take significant steps towards creating a sustainable and resilient future while ensuring a positive impact on the environment.

Being transparent about our products’ environmental lifecycle impacts

Designers and architects are similarly seeking transparency and assessing the embodied carbon of their building designs — including the carbon emissions associated with the production, transportation, use, and disposal of products within a building.

In response to these demands, we have developed product transparency reports and a carbon neutral program for a significant portion of our product line. We prioritize energy efficiency in our products, highlighted by our SOLIS® Flushometers and XLERATOR® Hand Dryers, both designed to significantly reduce energy consumption. We publish Environmental Product Declarations (EPDs) reports, based on Life Cycle Assessments (LCAs). These reports provide information on the product’s ingredients and environmental impacts throughout its life including its carbon footprint, acidification, depletion of fossil fuel, smog generation, and recycled content. We construct our EPDs in accordance with the International Organization for Standardization (ISO) 14025 standard which are then verified through a third-party. The embodied carbon for each product is a resulting data point from these reports, ensuring that our EPDs are reliable and trustworthy. We take pride in having EPDs for approximately 407 of our products.

Minimizing waste through responsible material use

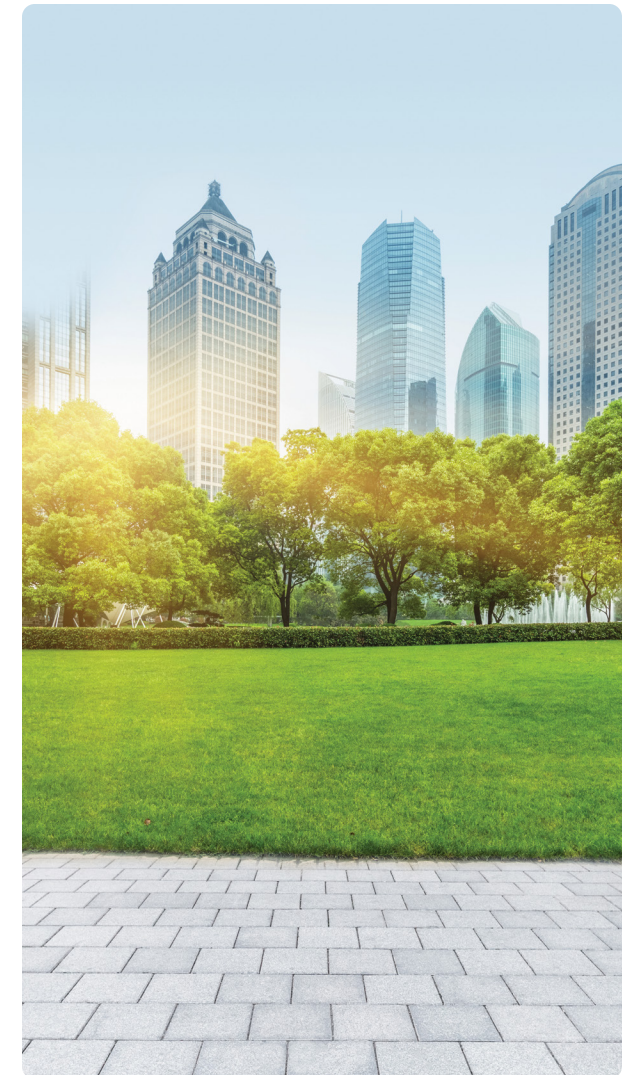
At Sloan, we are committed to driving waste reduction through developing environmentally responsible products.

In 2008, we proudly became the world’s first plumbing company to receive MBDC’s Cradle to Cradle™ certification for our products. Responsible material use is a key aspect of our approach. The flushometers manufactured at our Franklin Park facility are manufactured using primarily recycled content. Approximately 80% of the flushometer, by mass and weight, is made from a semi-red brass casting alloy, 99% of which is from

recycled sources. In addition, the cartons and boxes used in the packaging of our flushometer valves also contains a high content of recycled materials.

Our Andover manufacturing facility’s accomplishment of Zero-Waste-to-Landfill status in 2023 exemplifies our dedication to responsible operations. The collaborative efforts of our teams have led to the successful implementation of sustainable practices such as recycling, on-site composting, energy efficiency measures, and responsible packaging strategies. Our employees actively participate in our zero-waste initiative, further fostering an environmentally conscious workplace.

As we move forward, we remain committed to optimizing resources and driving sustainable production. Our tireless efforts in waste management not only reduce our environmental impact but also demonstrate our commitment to creating a better and more sustainable future.



Energy & Emissions



Our approach

In the face of rising global temperatures and the urgent need for climate action, we acknowledge our responsibility to take proactive measures. We are dedicated to improving energy efficiency and reducing energy consumption for our products as well as across our operations.

Our dedicated supply chain and operations teams work hard to integrate energy management practices throughout our entire value chain. This effort encompasses key activities such as monitoring and tracking on-site energy consumption, offsetting our emissions, designing energy-efficient products, and investing in energy efficiency solutions.

Through responsible energy management, we strive to minimize our environmental impact and hold ourselves accountable for reducing overall energy consumption while optimizing energy efficiency. We believe that every step, no matter how small, makes a significant impact in safeguarding our planet for generations to come.

Our commitment to greenhouse gas reduction

As part of our commitment to addressing climate change, we have aligned science-based greenhouse gas (GHG) reduction targets.

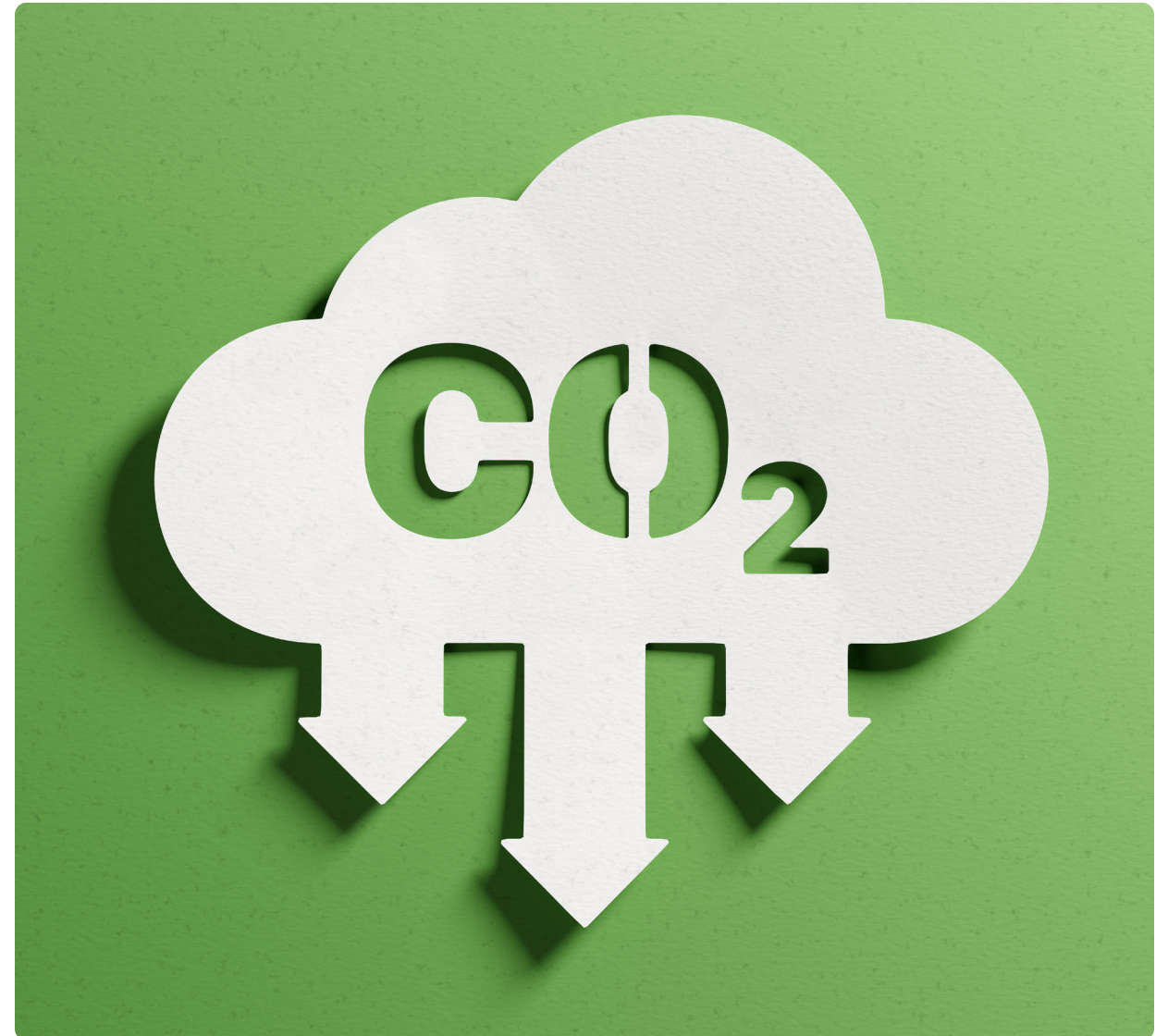
By 2030, we aim to achieve a 42% reduction in absolute scope 1 and 2 GHG emissions compared to our 2021 baseline. These targets align with the level of decarbonization necessary to limit global temperature increase to well below 2 degrees Celsius, while striving for a 1.5-degree Celsius goal compared to pre-industrial temperatures. By aligning to these science-based targets, we actively contribute to global efforts in creating a sustainable and resilient future.

As part of our commitment to reduce emissions, we have held workshops to discuss our current emissions, engaging with all levels of the organization to gather their feedback and ensure that everyone has a voice at the table. In collaboration with our operations team, we have developed an energy review process to identify significant energy sources within our facilities. This process will enable us to formulate strategies that incorporate a sustainability lens into our business decisions, ensuring that equipment updates or upgrades are approached with a sustainability perspective, thus aiding us in achieving our ultimate goals. Additionally, we are currently in the process of establishing a sustainability ambassador program, aimed at soliciting ideas from employees on the shop floor and providing them with education regarding sustainable practices both at work and at home.

“We stand at a critical crossroads defined by increasingly extreme weather events and rising global temperatures. At Sloan, we respond to this urgent call to action by first looking within ourselves and aligning to ambitious science-based greenhouse gas reduction targets. These goals form the backbone of our roadmap to combat the climate crisis.”



Jim Cutler, Sloan Chief Supply Chain & Operations Officer



Transitioning to renewable energy

We are making the transition to renewable energy as part of our GHG reduction commitment. As early as 2007, we began purchasing renewable energy credits and reducing our carbon footprint.

Purchasing renewable energy credits

In 2007, we purchased 20,000 megawatt-hours (MWh) of renewable energy credits to offset the electricity consumed in our 450,000-square-foot Franklin Park manufacturing facility. This purchase alone enabled us to prevent the emission of over 27 million pounds of carbon dioxide.

Energy savings from Sloan’s EV charging stations

To accelerate the transition to a low-carbon society, we promote electric vehicle adoption and enable convenient charging options. We have installed 10 EV charging stations at our facilities and corporate offices. By installing these chargers, we aim to support our employees in making the shift away from vehicles with internal combustion engines and to electric vehicle alternatives.

Driving energy efficiency with our products

We have a long-standing commitment to energy efficiency in buildings, demonstrated through our active membership with the United States Green Building Council (USGBC) since 2003. As advocates for energy and water efficiency, we align our products with the Leadership in Energy and Environmental Design (LEED) Green Building Rating System, which empowers our customers to design and operate high-efficiency, low-emission buildings.



Our energy-efficient product spotlights:

We have integrated renewable energy technologies and prioritized energy efficiency in our product lineup. We have highlighted a few of them below:

SOLIS® Flushometers: SOLIS Flushometers are solar-powered, sensor-operated flushometers that come with battery backup. They are offered in both single- and dual-flush models. With Smart Sense Technology™, they ensure controlled efficiency with every flush. This model has been successfully installed in many locations, including York University and Empower Field at Mile High. The infrared sensors in these flushometers feature multiple-focused, lobular sensing fields, which significantly enhance target detection.

Sloan® XLERATOR® Hand Dryers: Our XLERATOR Hand Dryers are designed to quickly dry hands in just 10 to 15 seconds, consuming 80% less energy than standard dryers. They also provide over 90% cost savings compared to paper towels. The one-piece, heavy-duty rib reinforced die-cast zinc alloy housing of these hand dryers ensures durability even in demanding environments. Among other locations, this model has been installed at River Forest Tennis Club and Six Flags Mexico.

Offsetting our carbon emissions

At Sloan, we take active responsibility for the embodied carbon in our products and prioritize reducing our carbon footprint throughout our operations.

We utilize our EPDs to quantify the carbon emissions associated with our products. Having acquired a thorough understanding of our carbon footprint, we then purchase reforestation credits to offset the carbon generated. For each flushometer we produce, we plant approximately 2.5 trees. These reforestation credits are listed with the American Carbon Registry, ensuring their transparency and verification. Our carbon offsetting process adheres to the rigorous guidelines of the British Standards Institute (BSI) PAS 2060 standard, which defines the requirements for carbon neutrality.

Currently, 66 product lines have been certified as carbon neutral through offsetting, and we are continuously expanding these efforts alongside other carbon reduction initiatives. We strive to ensure that we are contributing to the restoration of our planet.

“Sloan firmly believes that it is our duty to take bold actions to mitigate our environmental impact. And that’s why we have put forth great effort to reduce our carbon emissions and drive towards neutrality. We hold ourselves accountable by strictly complying with standards and guidelines and ensuring transparency of our process. As we continue to expand our efforts, we also invite others to join us in preserving our planet.”



Paul Sambanis, PhD, Sloan VP of Sustainability

Our scope 1+2 emissions in 2022		
Scope	Source	2022
Scope 1 – Market-Based (mtons CO2e)	Natural Gas	7,150
	Propane	94
	Diesel – Stationary	25
	HCFC-22	20
	Fleet – Gasoline	26
	TOTAL	7,315
Scope 2 – Market-Based (mtons CO2e)	Electric power	9,499
Scope 2 – Location-Based (mtons CO2e)	Electric power	10,667

Emissions from manufacturing processes

As a company who owns our manufacturing sites, we understand the importance of measuring and addressing our carbon emissions from production. These efforts allow us to assess our environmental impact and identify areas for improvement.

Our methodologies for emissions calculations are based on guidance from the GHG Protocol. We rely on emission factors from various reputable organizations, including the United States Environmental Protection Agency (EPA), the US EPA Mandatory Reporting Rule (MRR), the United States Energy Information Administration (EIA), and the International Energy Agency (IEA).

Looking forward, we are dedicated to improving tracking and reporting efforts to ensure a comprehensive understanding of our carbon impact and implement reduction initiatives. We are currently exploring ways to measure our scope 3 emissions, which encompass indirect emissions from sources such as transportation, waste disposal, and purchased goods and services.

Investing in energy efficiency

We have implemented a range of initiatives and projects aimed at enhancing the energy efficiency of our facilities. Our investment strategy prioritizes upgrading our equipment to maximize efficiency and promote energy savings. Here are a few examples of our investments:

- Motion sensors and LED lighting at the Andover facility: In every office and lab throughout the entire facility, we have installed motion sensors and LED lighting to control lighting automatically when areas are not in use. This helps to minimize unnecessary energy consumption and optimize lighting efficiency. Our newly installed LED lighting and air compressors undergo frequent inspections by the state to ensure optimal performance and efficiency. During winter breaks and long weekends, we encourage employees to unplug all equipment in the cafeteria and shop floor areas and ensure they are completely powered off. This simple yet effective step allows us to avoid unnecessary energy consumption. Lastly, we have implemented temperature controls for our heating and cooling systems. By optimizing

temperature settings, we maximize energy usage while maintaining comfortable working conditions.

- Lighting, air handlers, and heating upgrades at the Augusta facility: At our Augusta facility, we have undertaken a significant lighting upgrade project. We replaced over 100 mercury vapor bulbs with energy-efficient LED lights. Additionally, we converted fluorescent bulbs to LED lighting in office areas and bathrooms. These LED lights consume less energy, have a longer lifespan, and contribute to overall energy savings. In addition to these lighting upgrades, we have also taken steps to improve air quality and reduce exposure risks. We replaced air handlers to bring in fresh air, addressing concerns related to silica and lead exposure while providing efficient heating during winter months. Lastly, in an effort to minimize environmental impacts associated with traditional fuel-based heating methods, the foundry uses 100% electric furnaces.
- Franklin Park Facility HVAC upgrade: We completed an HVAC upgrade at our Franklin Park Facility, significantly reducing energy consumption and improving the overall performance of our facility.
- LED lighting at the Franklin Park facility: Our Franklin Park facility has replaced every traditional lighting fixture with energy-efficient LED. This transition has significantly reduced energy consumption while improving lighting quality and overall sustainability within the facility.

Water



Our commitment to water stewardship

Water stewardship is integral to everything we do at Sloan. We have dedicated more than a century to pioneering smart, water-saving restroom solutions that last a lifetime and contribute to more sustainable water use. As water stewards, we go beyond mere compliance with regulations. We actively manage and protect water resources in a responsible and sustainable manner while also promoting water efficiency and conservation across our value chain.

Our leadership commitment to water stewardship

In 2021, we developed “Sloan’s leadership commitment to water stewardship.” This statement affirms our dedication to proactively safeguarding water resources and promoting responsible water management practices throughout our entire value chain. Our commitment encompasses a wide range of initiatives, from internal water governance to contributing to public water-related policies.



Winner of the 2022 WaterSense Excellence Award

We are proud to be acknowledged for our commitment to water stewardship and product innovation. In 2022, the U.S. Environmental Protection Agency (EPA) presented us with a 2022 WaterSense Excellence Award. This distinction recognizes our extensive offerings of WaterSense labeled commercial faucets, flushometers, water closets, toilets, urinals, and showerheads that use at least 20 percent less water, save energy, and perform as well as or better than regular models.

“For over a century, Sloan has provided safe, reliable, water-efficient products for the commercial marketplace.

“Water Connects Us” is more than just our tagline. Sloan understands the dynamic relationship between the world’s water management systems and its ecosystems. The WaterSense Award for Excellence highlights our commitment to protecting the earth’s most vital natural resource: water.”



Parthiv Amin, Sloan Chief Sales and Marketing Officer

We joined The Water Council’s WAVE program

Kirk Allen, our Co-president and CEO of Sloan, is a long-term member of the Water Council Board of Director. In 2022, we were among the first companies to sign onto The Water Council’s WAVE program, an initiative designed to help companies improve, report, and verify their water stewardship. We are proud to announce we have been independently WAVE Verified by SCS Global Services, meaning they have assessed water-related risk across the enterprise, identified the highest water-related impacts using credible water-related data and implemented best practice in improving water stewardship performance.

“Protecting our planet’s most precious resources is a fundamental responsibility of our business, and we take this obligation very seriously. We are proud to join The Water Council’s WAVE program. It is an exciting opportunity to lead by example and proactively addressing water challenges with our peers.”



Paul Sambanis, PhD, Sloan VP of Sustainability

We concentrate our water efforts on three key areas: designing innovative and water-efficient products, monitoring and conserving water in our operations, and promoting water stewardship with our stakeholders. Currently, we are developing water goals that will provide a roadmap for addressing water challenges and guiding our efforts in sustainable water management.





Conserving our on-site water resources in manufacturing

Water is indispensable for our product manufacturing and business operations. To support our water conservation efforts, we have implemented a monitoring system to track and analyze our water consumption in our facilities. This includes monthly measurements and analysis of water usage at different production stages and using such data to proactively address arising issues such as leakages. Our dedicated operations and sustainability teams utilize the collected data to identify opportunities for water conservation and efficiency improvements. Our Franklin Park Facility treats approximately 50k gallons of water per day, which is equivalent to an Olympic size swimming pool every couple of weeks.

We have also undertaken initiatives at our Andover R&D lab and quality lab to optimize water usage and promote responsible resource management. For example, we are testing the

feasibility of using 80-90% recycled water for product testing and evaluating the lifecycle of our products. To further save water, we have installed our own waterless urinals in the men’s restrooms throughout the Andover facility. This forward-thinking initiative not only minimizes waste generation but also preserves valuable water and energy resources that would otherwise be wasted.

Driving water efficiency with our products

For over a century, we have been at the forefront of innovative water management solutions. Our engineers around the world have consistently developed technologies that promote water efficiency while maintaining quality, affordability, and performance. Our products play a crucial role in connecting the systems that regulate the world’s most precious resource: water. And we remain committed to evolving our designs to address the water challenges of our times.

We offer a wide range of faucets, flushometers, toilets, urinals, showerheads, and water closets that carry EPA’s WaterSense certification. This means they use at least 20% less water than standard models. For example, our pressure-assisted toilets harness pressurized flushing technology that reduces “double flushes.” They use 1 gallon per flush (gpf), which is more efficient than the EPA WaterSense standard of 1.28 gpf as well as the federal standard of 1.6 gpf. Our high-efficiency faucets, flushometers, and urinals can help reduce a building’s water use by 30% or more.

Water-efficient product spotlights

Our water-efficient and hygienic products range from faucets to flushometers to flush systems. We have highlighted a few of them below.



Hybrid Urinals: Our hybrid urinals are a combination of our multi-patented cartridge in our waterfree models and JetRinse® Technology. This powerful blend ensures that our hybrid urinals keep urinals and drain lines clean, hygienic, and clog-free. Since their introduction, our hybrid urinals have saved thousands of gallons of fresh water each year with every installation.



ECOS® Flushometers: Building upon our flushometer innovation, our ECOS Flushometers can reduce water volume by up to 30% with a 1.1 gpf or 1.6 gpf High Efficiency Toilet (HET) system. They feature adjustable sensor ranges and customized timeouts that enable manual flushing with a standard or reduced flush.



BASYS® Guided Handwashing Faucets: Promote proper handwashing practices by walking the user through the five self-guided instructions to ensure a CDC-compliant handwash. Furthermore, these BASYS Faucets embed sensor technology to initiate the flow of water on-demand, creating water-saving benefits and optimal hygiene for users that meet GPC 0.25 or less compliance standards.

Our innovative approach to water conservation

Since inventing the first flushometer in 1906, we have continuously innovated and improved our products to enable our customers to save water, improve hygiene and health, and protect the environment. Today, our key product innovations include Royal® Reclaimed Water Flushometers, AER-DEC™

Integrated Sink Systems, Hybrid Urinals with Jetrinse™ Technology, and 1.1 gallons per flush toilet systems and flushometers. Our commitment to innovation and sustainability continues to drive us forward as we strive to create a safer and healthier world.

Timeline of water innovations:

We have a rich history of water innovation, marked by several significant milestones captured below.

1906

In 1906, we pioneered the modern plumbing era with the invention of the manual Royal Flushometer. This revolutionary product replaced tank and chain fixtures and required less water and energy.

1933

In 1933, we began innovating products that comply with the Buy American Act, an act aimed at promoting domestic manufacturing and technology. Today, most of the products in our lineup—including the revolutionary Mobile Handwashing Station Sinks—satisfy the Buy American Act.

1964

In 1964, we made a significant transition from 6.5 gpf to 3.5 gpf urinals, leading the way in sustainable commercial restroom solutions.

1974

In 1974, we introduced the first hands-free sensor faucet which used up to 40% less water than conventional faucets, revolutionizing the way we use water in public restrooms.

1986

In 1986, we opened a new foundry in Augusta, Arkansas, equipped with premier equipment and waste treatment facilities that greatly reduced air and water pollution.

1994

In 1994, we demonstrated our commitment to water conservation by introducing low consumption flushometers featuring 1.6 gpf water closets and 1.0 gpf urinals. These innovative flushometers significantly reduced water usage without compromising performance.

2000

In 2000, we established our water efficiency department, dedicated to finding innovative solutions to conserve water and reduce energy usage in our products.

2008

In 2008, we achieved a major milestone in our journey towards water and energy efficiency with the introduction of solar power harvesting in flushometers.

2015

In 2015, our innovations include Aer-Dec all-in-one sink systems and 1.1 gpf Water Closet Combos.

2020

In 2020, we launched the ECOS® Dual-flush Flushometer with 1.28/1.1 gpf. This dual-flush technology allows users to select a higher or lower flush volume based on their needs, resulting in further water savings and enhanced sustainability.

2022

In 2022, we introduced Gravity toilets with 1 gpf. These gravity toilets utilize a minimal amount of water for each flush.

Spotlight on Flushmate

Sloan's commitment to quality, innovation, and sustainability extends to our family of brands, including Flushmate. Flushmate's headquarters and manufacturing facility are located in New Hudson, Michigan, where they have been producing pressure-assisted water closet systems for over 35 years.

Flushmate has built an environmentally conscious company by producing vessels that deliver superior performance while conserving more water. Flushmate's pressure-assisted technology saves water, preserving our natural resources while not compromising performance



Integrating Internet of Things (IoT) into our products

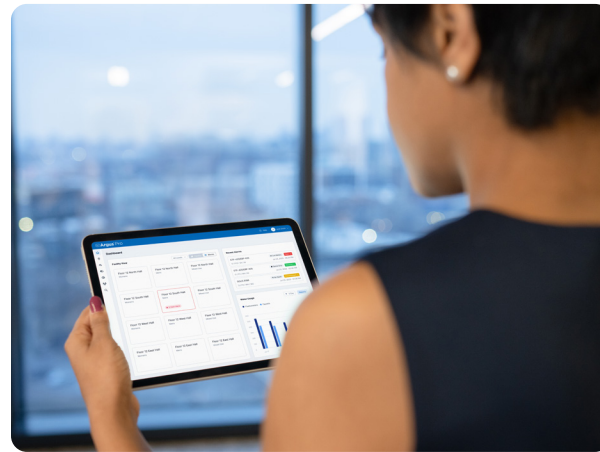
The Internet of Things (IoT) is a modern network management system that connects various devices, sensors, and machines via the internet. At Sloan, we have embraced this technology and integrated it into our products. Since 2020, we have equipped our faucets and flushometers with Bluetooth sensor technology which can be paired with our Sloan Connect App®. This technology allows facility managers to remotely monitor their restrooms, collect valuable data, and receive diagnostic reports about battery life, water usage patterns, and potential malfunctions.

With IoT and Sloan Connect App®, our users can monitor their restrooms in real time, detect failures, and proactively address malfunctions before they become bigger problems. They can also customize the sensor range and timeouts to improve water efficiency and utilize programmed line flushes to keep lines clear and users safe.

We understand that the ability to collect and analyze data is crucial for facility managers to make informed decisions about water usage and maintenance. By integrating IoT technology into our products, we are helping our customers improve efficiency, sustainability, and overall user experience.

Additional innovative water technology highlights:

Our engineers are continuously developing water-efficient technologies that uphold our commitment to sustainability. In addition to IoT, we have highlighted a few other innovations below.



SC Argus™ Pro: SC Argus Pro is a comprehensive suite of web-based Software as a Service (SaaS) solutions that seamlessly integrates with our IoT devices. This technology provides customers with an efficient way to remotely monitor and manage their facilities. It generates customized reports on water usage and other data points that qualify for LEED and WELL points. The platform allows customers to monitor key metrics, such as faucet-to-flushometer activation ratios and average handwashing time and provides insights to improve restroom hygiene. The platform includes remote flush lines that help minimize the risk of stagnant water, odor, and microbial growth. We also take data security seriously – we utilize SOC II compliant Microsoft® Azure platforms to limit access to approved administrators who can manage products, invite new users, audit activity, and set account expiration time frames.

“From a sustainability perspective, developing a company’s specific water conservation initiatives can be difficult as most data is captured at the asset (or building meter) level. With Sloan SC Argus Pro, our customers now have the ability to measure down to the fixture level to develop a baseline and develop a transition plan for the future.”

— Paul Sambanis, PhD, Sloan Vice President of Sustainability



Waterfree urinals: Our waterfree urinals utilize innovative multi-patented cartridge technology that effectively filters sediment and traps odors, eliminating the need for flushing water. In our latest iteration, we have introduced a flexible pour spout and a modified cartridge outlet, which concentrate and redirect the exiting urine for even greater efficiency. As an example of our impact, the West Los Angeles Region chose to replace 1.0 gpf urinals with our waterfree models in 24 high-traffic public properties, including parks, community meeting facilities, and recreational venues. With Sloan’s waterfree urinals, not only do users achieve 100% water savings, but they also benefit from touch-free operation that enhances overall hygiene.



1.1 gpf toilet systems: Our 1.1 gpf toilet systems use over 30% less water than the 1.6 gpf federal standard. They are designed to conserve water without compromising performance or design. By combining flushometers with fixtures, our toilet systems deliver optimal water efficiency and drainline carry.

Partnering with the Chicago Cubs to advance water sustainability

We are proud to have partnered with the Chicago Cubs as their Official Water Efficiency Partner since 2015, building on our century-long relationship.

Our innovative and water-saving systems, such as the Royal® Flushometer, are designed to meet the demands of high-traffic environments. This ensures that restrooms in large venues such as ballparks are not only hygienic and water-efficient but also perform at maximum capacity.

At Wrigley Field, Cubs coaches, players, and fans rely on our sensor faucets, soap dispensers, sinks, toilets, urinals, and flushometers to meet their hygienic needs. In 2018, we installed our full line of hands-free products at Sloan Park, the spring training home of the Cubs.

Our long-standing partnership with the Cubs reflects our collective commitment to our local community and sustainability. As we continue working with the Chicago Cubs, we will keep pushing the boundaries of water sustainability for large crowds. We will ensure that our products deliver consistent performance in style, durability, and water savings.



“We are thrilled to see our partnership with Sloan expand since they joined our team as a legacy partner in 2015. From our Spring Training home in Arizona to the Wrigley Field campus, we are truly excited to continue our relationship with the Allen family and everyone at Sloan. They’ve built a great company, and they are committed to water sustainability and sustainability for their employees and the communities they serve.”

— Tom Ricketts, Chairman of the Chicago Cubs

Waste



Our commitment to waste management

At Sloan, we recognize that it is our responsibility to minimize the impact of waste generated by our operations. For more than a decade, we have promoted cradle-to-cradle production principles that encompass all stages of our product processes, from materials sourcing and manufacturing to disposal. We continue to evaluate ways to eliminate or divert waste in our full supply chain.

We are committed to continuously improving our waste management practices through rigorous monitoring and reporting, employee engagement, and adoption of best practices. In 2018 (year), we banned plastic bottles from all our facilities. Also, we are actively working with our key stakeholders to establish measurable waste management targets. This effort will also enable us to proactively reduce our environmental impact, enhance operational efficiency, and cultivate shared understanding among our stakeholders.

Designing for a cradle-to-cradle product lifecycle

As part of our commitment to waste reduction and resource efficiency, we continuously explore ways to improve the environmental impact of our products throughout their lifecycle.

In 2008, we were the first plumbing company in the world to receive MBDC's Cradle to Cradle™ certification for our products. This certification goes beyond assessing the water-saving attributes of our products. It comprehensively evaluates the combined impact of our manufacturing processes, material selection, utilization of recycled and recovered materials, and all other product creation-related procedures. Our innovative Uppercut® Dual-flush Flushometer, for example, was the first dual-flush product worldwide to achieve Cradle to Cradle silver certification.



To further reduce hazardous waste generation and enhance product performance, we have been actively transitioning away from lithium batteries. This move benefits end users by minimizing the generation of hazardous waste while also improving our product's overall performance.

We also use highly recycled materials for our packaging. Our cartons are made from 60-70% recycled materials while our boxes are made from 100% recycled materials. The corrugated material ranges from 18% (15% pre-consumer, 3% post-consumer) to 35% (22% pre-consumer, 13% post-consumer) recycled content. Additionally, all corrugated material is 100% SFI (Sustainable Forestry Initiative) certified. Lastly, our pulp trays are made with 100% post-consumer recycled content.

“We produce our products with careful consideration of the impacts at every stage of their lifecycle, from raw materials to repurpose to end-of-life use. Whether it’s achieving Cradle to Cradle certification or transitioning away from non-recyclable batteries, we relentlessly optimize resources and drive sustainable production.”

— Jim Cutler, Sloan Chief Supply Chain & Operations Officer

Responsible material use at the Franklin Park facility

We are proud that over 90% of input materials used at the Franklin Park facility are recyclable or have already been recycled. To further optimize our material use, in 2022, we issued a statement titled “Recycled Content of Sloan Flushometers.” The statement provided assurance that the flushometers manufactured and sold by our Franklin Park facility use primarily recycled content. We have implemented several practices to meet our commitment, including:

- Utilizing recyclable alkaline batteries in our flushometers.
- Ensuring that each of our flushometers is made from approximately 80% semi-red brass casting alloy. This exceeds the minimum threshold of 10% post-consumer content as set by the State of California’s Recycled Content Certification Program. The semi-red brass casting alloy used consists of:
 - 46% post-consumer material
 - 53% secondary material (pre-consumer or post-industrial)
 - 1% virgin material

Labeling every plastic subcomponent with a recycle symbol where possible and appropriate, indicating its recyclability.

Investing in onsite waste treatment systems

We have made significant investments in onsite treatment systems and a landfill specifically designed to handle treated and nonhazardous lead-contaminated sand. By managing this waste within our own facilities, we eliminate the risks associated with transportation and handling.

Our rigorous screening process ensures that all contaminated sand undergoes effective treatment, transforming into a nonhazardous state before it is deposited in the landfill. To safeguard the well-being of the area surrounding the landfill, we strictly adhere to regulation 22 set forth by the Arkansas Department of Environmental Quality.

In the future, we plan to invest in a new onsite landfill to ensure that we handle our waste appropriately for the next two decades and beyond.

Our Andover Facility earned Zero-Waste-to-Landfill status

In 2023, our Andover manufacturing facility attained Zero-Waste-to-Landfill status. This accomplishment was made possible through the collaboration and dedication of our operations, product, engineering, and facilities teams. The teams implemented various sustainable practices, including recycling, on-site composting and resource conservation, energy efficiency measures, production innovation, and responsible packaging strategies. This holistic approach demonstrates our ongoing dedication to responsible operations.

To increase operational circularity, our teams at Andover worked with our vendors to recycle Printed Circuit Boards (PCB), electronics, and drums while using an average of 800 pounds of cardboard every week. We also collaborate with local metal facilities to recycle scrap materials such as zinc and brass. In 2022 alone, our Andover facility successfully recycled over 75,000 pounds of scrap, approximately 98% of which was from cardboard and mixed pre-and-post recyclables. In addition to recycling and reusing materials, we have installed our own branded hand dryers throughout our facility to eliminate the need for paper towels.

We actively involve our employees in our zero-waste initiative at Andover. For example, our cafeterias established an employee-run food scrap composting program, and our employees use ceramic coffee cups and plates and metal utensils and water bottles as alternatives to plastics. These endeavors have allowed us to minimize waste and reduce plastic usage while fostering an environmentally conscious workplace.

Moving forward, our Andover teams plan to execute a 5S program to eliminate waste and promote sustainability.

Recycling at the Augusta facility

At our Augusta facility, we successfully recycle over 4.4 million pounds of various materials every year, including pallets, cardboard, used oil, scrap metal, grinding dust, and machining borings. Since 1988, our Augusta facility has committed to properly controlling and responsibly disposing of 7,500,000 pounds of lead-contaminated sand generated through the casting process each year. Our process to dry and remelt borings from our Franklin Park location allows us to reuse them in metal casting at our Foundry. Even the 696,844 pounds of slag skimming created during our melting process are passed to recyclers who can utilize the impurities. The facility also collects and recycles the 23,490 pounds of zinc oxide created during the furnace melting process.

Eliminating solid waste at Franklin Park and Augusta facilities

Our Franklin Park and Augusta facilities have taken adequate measures to properly manage our solid waste landfilling. Through the implementation of washable, reusable textiles and the adoption of a managed services program, our Franklin Park facility has been recognized by Absorbtech for successfully eliminating 9,600 pounds of industrial wiping towels and 10,600 pounds of waste oil absorbents. Our Augusta facility partnered with Absorbtech through a similar program and was able to prevent 414 pounds of oil from being sent to the landfill in eight months.



Health & Safety



Our approach



At Sloan, we prioritize the health of our valued customers, employees, and community by offering a range of water safety and management solutions that contribute to maintaining optimal health and hygiene. Moreover, we foster a work environment that places a strong emphasis on the safety and well-being of our dedicated employees. We embrace a holistic approach to safeguard the health, wellbeing, and safety of everyone involved in the production and use of our products. Our focus converges on three key areas: environmental impact, product transparency, and people’s safety and health.

To achieve our vision, we have implemented robust health and safety measures such as training, injury reporting protocols, policies, and compliance, all aimed at providing a secure and nurturing workspace for our employees. We review all injuries occurring at our operational sites on a weekly basis, ensuring timely action. Every year, we rigorously track and maintain OSHA 300 logs in strict adherence to regulations. Our written safety policies encompass a range of areas including Near Miss Reporting, Injury-Incident Reports, and Bloodborne Pathogens. Additionally, our compliance calendar undergoes thorough weekly scrutiny to ensure on-time fulfillment of all regulatory requirements.

At the core of our approach lies a comprehensive safety program, built upon meticulous safety observations. These multifaceted efforts, in turn, enable us to produce products of unparalleled quality and safety while minimizing environmental impact. We also disclose the material composition in many of our products through Health Product Declarations (HPDs) and strictly adhere to the WELL building standard, which allows facilities to better serve the people inside.

Making products with people in mind

Our commitment to sustainability and wellness is evident in our product offerings. We believe that products made with transparency, free of hazardous materials, and in a sustainable fashion can have a profound impact on promoting wellness in people’s daily lives. Recognizing the vital role our products play, we hold ensure they meet or exceed multiple safety standards including Uniform Plumbing Code Certification, cUPC, Underwriters Laboratories (UL), and Safe Drinking Water Act Low Lead Requirements (UPC Low Lead Compliant).

Being transparent about our hygienic products

Today, architects and designers are looking beyond water and energy performance and are paying more attention to how a building impacts the health of its occupants. We are committed to providing full disclosure of potential chemicals of concern in products in compliance with the Health Product Declaration Collaborative. A Health Product Declaration (HPD) provides a transparent account of the materials and substances contained within our products, as well as any potential human health effects they might have.

To date, we have successfully completed over 350 HPDs for various product groups, including toilets, urinals, lavatories, flushometers, and faucets. Among these, we have developed HPDs for 93 Optima® Faucets and 45 BASYS® Faucets. We continue to improve our product transparency and safety while helping our customers meet various sustainability standards.

Rising to the WELL Building Standard

Sloan products help facilities obtain The International WELL Building Standard (WELL) certifications. As an evidence-based performance standard, the WELL v2 Building Standard is instrumental in guiding the design of numerous buildings worldwide by measuring, certifying, and monitoring the performance of building features that affect occupant health. We are proud to be the first plumbing manufacturer to join Works with WELL, a program that recognizes the alignment of our products with the features and thresholds of the WELL.

We offer a broad range over 120 products that aligned to meet the WELL Building Standard across five categories, including W08 Handwashing, X07 Materials Transparency, X08 Hazardous Materials Reduction, and X12 Short Term Emission Control. This extensive selection of WELL-aligned products per category is more than any other plumbing manufacturer.

Our products that have HPDs	
Categories	HPDs
Toilets	15
Urinals	14
Lavatories	15
Valves	101
Faucets	229
TOTAL	374

Being transparent about our products' life cycles.

We are proud to be recognized by Works with WELL program for our transparency effort. This recognition highlights our focus on providing health solutions and demonstrates how our products align with WELL strategies based on IWBI licensing criteria. Our certified Works with WELL products are showcased in its catalog. Each product also obtains a unique link and QR code to an online report that delineates its strategy alignments. While we have already achieved compliance for many products, we continue to work diligently on validating other product lines that qualify for WELL points.

“Product manufacturers around the world are excited to support the healthy building movement by sharing expertise, solutions and best practices that advance people-first places. Through the Works with WELL licensing program, IWBI collaborates with manufacturers to meet the growing demand for product-related health solutions with market transparency. Sloan, together with other early adopters, helps propel the market transformation for healthier places by supporting projects with their products verified to work with WELL.”

— Jessica Cooper, Chief Product Officer, International WELL Building Institute



Hygienic products highlights:

Optima® Faucets: our Optima Faucets are equipped with intelligent electronics and touch-free applications. With 93 Optima models featuring HPDs, customers can confidently select products that align with their health-conscious values. For example, Empower Field at Mile High installed our Optima EBF-187 Sensor Faucets as a hands-free, hygienic solution that provide water savings as well as a sleek, modern aesthetic.

BASYS® Faucets: Our BASYS Faucets feature individual external diagnostic LEDs that indicate the health and status of key components. With a line purge function to help eliminate stagnant water and prevent bacterial growth, these faucets offer versatility to meet the needs of any application or environment. Additionally, BASYS Faucets can be configured to include solar and LCD display of water temperature and handwashing time information. Forty-five models of BASYS Faucets have HPDs. Our customers at Burns Science and Technology Charter School trusted our turbine-powered sensor-activated BASYS Faucet to make their campus more hygiene-friendly. By eliminating the need to touch faucet handles, these sensor faucets not only promote hygienic handwashing practices but also protect against vandalism, a common issue in elementary schools.

Solid Surface SloanStone® Sinks: Our SloanStone Sinks feature seamless, non-porous molded basins that enhance hygiene and simplify cleaning. Specifically, our ELWF Series with a waterfall design caters to locations accommodating both children and adults. Its ADA and TAS compliant design incorporates adult-height stations paired with a dedicated child-height station. Additionally, our Electronic Washstation Fountain series offers a versatile sink system that can be conveniently placed in corners or against walls, ensuring accessibility even in compact spaces.

Elevating safety and cleanliness with our top-fill soap dispenser

Our ESD-360 top-fill soap dispenser offers a convenient and risk-free solution for soap refills. It stands out as an easily refillable system that is the only closed, top-fill soap dispenser on the market. With its top-fill design, our dispenser saves time and addresses safety concerns by eliminating the need to access the sink deck for refills.

Our patented refill bottle allows for hands-free refills without the risk of overflow, ensuring no soap is wasted. Additionally, we have incorporated the cradle-to-cradle platinum design approach into the dispenser. This ensures that it has minimal environmental footprint throughout the lifecycle.

In terms of health considerations, our soap formulation is free of harsh preservatives, antibacterials, parabens, phthalates, fragrances, and dyes. It meets the UL EcoLogo Hand Cleaner Standard UL 2784, a guarantee of its quality and effectiveness.

Protecting our people from COVID-19

As the world learned from the challenges of the COVID-19 pandemic, hygiene has and will continue to remain a central focus for commercial architecture and design moving forward.

Our Proactive Response to COVID-19

As a response to the early outbreak and with an abundance of care and concern for our employees' welfare, we made the decision to implement a temporary suspension of operations. This measure provided our manufacturing employees with paid leave, guaranteeing their financial security while prioritizing their health. We strictly followed the guidelines recommended by the Centers for Disease Control and Prevention (CDC) by implementing social distancing measures and providing essential personal protective equipment.

Our COVID-19 supplementary work rules

To further protect our employees, we enacted COVID-19 supplementary work rules. This comprehensive policy established clear guidelines to maintain a safe and healthy work environment while ensuring the seamless delivery of essential services. It emphasized the importance of individual responsibility in preventing the spread of the virus within our workplace, fostering a collective effort to protect one another.

Our building commissioning guide

Understanding the importance of hygiene in preventing the spread of COVID-19, we published a Building Commissioning Guide in 2020. This resource served as a reference for commercial restrooms preparing to reopen. It not only emphasized the significance of worker safety but also encouraged the implementation of water management programs to mitigate the risk of Legionella growth and transmission within water systems and devices.

Case study: Providing touch-free restroom products for COVID-19 care centers

In response to the urgent need for COVID-19 care centers, we provided touch-free restroom products to support the conversion of high-profile locations such as Chicago's McCormick Place Convention Center and Yale University's Payne Whitney Gym. By offering these touch-free products, we minimized contact and reduced the risk of cross-contamination, ensuring a hygienic environment for those utilizing these temporary facilities.



Case study: Supporting hygiene innovations for the nation's first next-generation WELL certified office building

The COVID-19 pandemic profoundly impacted commercial design, leading architects, designers, and engineers to prioritize the health and safety of building occupants. Fulton East, a cutting-edge commercial office and retail building in Chicago's Fulton Market District, exemplifies this trend.

Sloan sensor flushometers, soap dispensers and solar-powered faucets provide a touch-free experience in the building's restrooms. In addition, Fulton East applied our proprietary SloanTec® Hydrophobic Glaze to toilets and urinals to inhibit the growth of germs and bacteria and make cleaning more effective.

Within the building, visitors can also explore our Chicago showroom. This breath-taking space was created to help designers and architects imagine, explore, and invent new concepts. Through interactive product displays and curated room designs, the showroom allows visitors to experience firsthand our sustainable product offerings and explore customization options such as special finishes and engravings. We also hope that our showroom inspires visitors to integrate sustainable practices into their next projects.



“At Sloan, we understand that the touch-free products we manufacture across the entire commercial restroom play an essential role in the fight against the COVID-19 pandemic.”

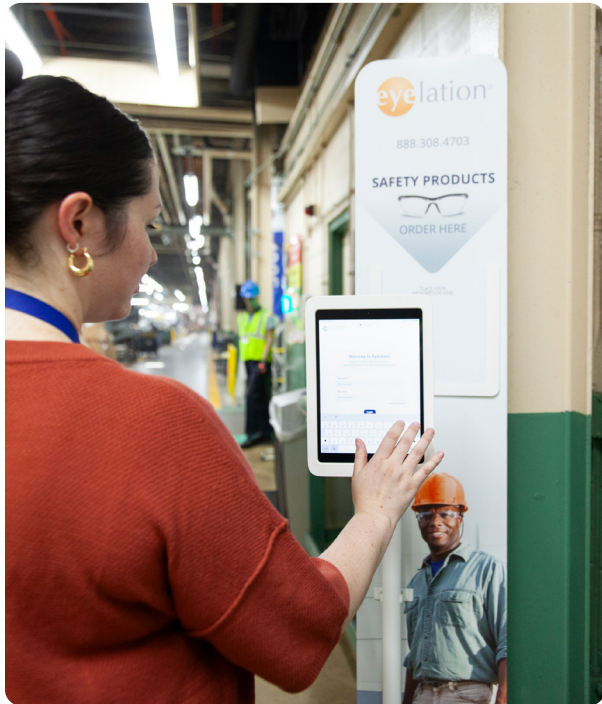


Graham Allen, Co-President and CEO of Sloan

People



Our approach



At Sloan, we strive to foster a collective spirit that makes us feel like a community. We promote a strong family culture and are determined to maintain a high-quality work environment where people can thrive. In this chapter, we will explore key pillars of our people-centric approach that lay the foundation of our dynamic and inclusive culture:

- **Employee safety:** We implement robust safety protocols, provide training and resources, and adhere to strict management practices to ensure a safe work environment.

- **Employee health and wellness:** We prioritize both physical and mental well-being of our employees through comprehensive programs, resources, and financial support. Our goal is for our employees to live healthy and balanced lifestyles.
- **Employee engagement:** We cultivate a culture of open dialogue, respect, and shared experiences. To engage our employees, we facilitate employee surveys and cross-team activities.
- **Professional development:** We empower our employees to grow and thrive through comprehensive professional development programs. We offer resources, opportunities, and support for continuous learning, skill enhancement, and career advancement.
- **Diversity, equity, inclusion, and belonging (DEI&B):** We embrace diversity in all its forms and are dedicated to cultivating an inclusive and equitable workplace where everyone feels a sense of belonging.
- **Equitable pay and benefits:** We uphold fairness and equity in compensation and benefits. Through regular pay analyses and competitive benefits packages, we ensure equitable practices that support the well-being and financial security of our employees.

“Our strength lies in our people. Aligned with our mission of connecting people with water, we cultivate a workforce that flourishes through mutual respect, open dialogue, and shared purpose. This people-centric approach is an integral part of our cultural fabric, underscoring our dedication to employee well-being, safety, growth, and diversity, equity, inclusion, and belonging (DEI&B).”



Linda Higgins, Chief Human Resources Officer at Sloan

Prioritizing employee safety

In 2022, we continued our commitment to safety by providing our employees with the necessary tools to identify and mitigate potential physical hazards.

We leverage visual mediums to ensure the safety of our employees. Our main employee entrance at our Franklin Park manufacturing facility features a “Days without Injury” lighted sign. This visual reminder provided transparency to all personnel, enabling them to track recent injury incidents. Additionally, we placed a mannequin to highlight specific areas on the body where recordable injuries had occurred, serving as a powerful reminder to prioritize safety at all times. To further enhance safety awareness, we installed a TV display at our main entrance, showcasing the safety metrics from the

previous month. This dynamic display is an important channel to communicate crucial safety information, including “Safety Alerts” and pertinent safety news.

At our Andover facility, employees receive training on applicable Environment, Health, and Safety (EHS) training courses based on their roles and responsibilities. These courses include our EHS policy statement, emergency action plan, handling injuries and near misses, proper usage of personal protective equipment (PPE), electrical safety, equipment safety, and hazard communication. For new hires, we provide a comprehensive one-hour training session that covers these important topics.

The safety training at our Franklin Park facility addresses a wide range of topics to ensure the well-being of our employees. This includes training on emergency situations such as active shooter incidents, as well as preventing and addressing issues like sexual harassment. By addressing these critical areas, we aim to create a secure and respectful work environment for all employees.

In 2022, our Augusta facility conducted a total of 1,686 Health & Safety training hours for employees. These training sessions encompass a wide range of 23 topics and programs such as initial safety orientation, annual OSHA refresher, safe machinery operation, fire safety, and various other specialized safety training programs. These efforts meet or exceed all relevant regulatory requirements and are aimed at equipping our employees with the necessary knowledge and skills to foster a safe and secure working environment.

We train our team leads to disseminate crucial information during safety huddles based on priorities identified during our daily operations meetings. Through these trainings, we aim to both continue our record of safe operations and to foster the development of effective leaders.

Employee safety statement

At Sloan, we firmly believe that our employees are our most valuable asset, and their safety is our top priority. We have implemented comprehensive safety measures to create a work environment where safety is ingrained in every aspect of our operations.

From our manufacturing processes to our office spaces, we continuously strive to identify and mitigate potential risks. Our employees undergo rigorous training enabling us to prevent and address safety issues, and they adhere to strict safety protocols to ensure a safe working environment for all.

We understand that accidents can have far-reaching impacts, not only on individuals, but also on their families and communities. That's why we are dedicated to fostering a safety-first culture and investing in technologies and processes that enhance employee well-being.

Our commitment to employee safety extends beyond the workplace. We believe that a safe workforce translates into better service and products for our valued customers.

As a leader in providing safe, hygienic, and water-efficient restroom experiences, we strive for excellence in every aspect of our business, and that includes ensuring the safety of our employees. We are dedicated to constantly reviewing and improving our safety protocols to meet and exceed industry standards.

Thank you for your continued trust and support. Together, we will maintain a safe and secure environment for our employees, as they are the driving force behind our success.

Sincerely,
Charles S. Allen, Kirk Allen, James Allen, Graham Allen





Nurturing our employees' health and wellbeing

At Sloan, we prioritize the well-being of each and every employee and take strides to foster an environment where everyone can thrive. We believe well-being encompasses six areas including: physical, environmental, social, financial/occupational, intellectual, and emotional. Embracing these dimensions is key to leading a balanced and fulfilling life. We provide a wide array of resources and tools to support our employees and their family members in each area.

In 2022, we proudly introduced our comprehensive well-being resource guide which provides an overview of all available resources aimed at nurturing the health and welfare of our employees. Over one-third of our employees registered to participate in the wellness programs. Throughout the year, our employees participated in well-being topics, ranging from financial wellness to sleep habits and mental health.

Recently, we initiated a transformative challenge, inspiring employees to set meaningful well-being goals and embark on a path of personal growth. By providing our employees with a resource guide and organizing several well-being challenges, we continue to cultivate a vibrant and thriving work culture, empowering our workforce to take charge of their health, happiness, and overall well-being.

We also offer health and wellness facilities and internal groups to support our employees as well as their families. At our Franklin Park facility, our onsite clinic and health center provides convenient access to medical services for our employees and their families. We offer wellness classes that cater to both physical and mental well-being needs. Our community gardens nurture green spaces for employees to connect with nature and grow their own food, all while contributing to environmental well-being.

“We are committed to providing resources and tools to foster each dimension of well-being for our employees and their family members.”



Kirk Allen, co-president and CEO of Sloan

Listening to our people through employee surveys

We greatly value the unique perspectives our employees bring to the table. For this reason, we conduct regular employee surveys to ensure that we are listening and responding to their needs and feedback. In our most recent survey conducted in 2021, we were thrilled to learn that 84% of our employees are proud to work at Sloan. This number is a testament to the strong and meaningful relationships we have fostered and the shared values that guide us. The survey also revealed that 75% of our employees are extremely satisfied working at Sloan.

We believe that when employees are genuinely satisfied with their workplace, they are more likely to unleash their potential, fueling innovation and driving overall organizational success.

Our employee satisfaction with our professional development efforts

In our 2021 employee survey, we are proud to see positive feedback regarding professional development:

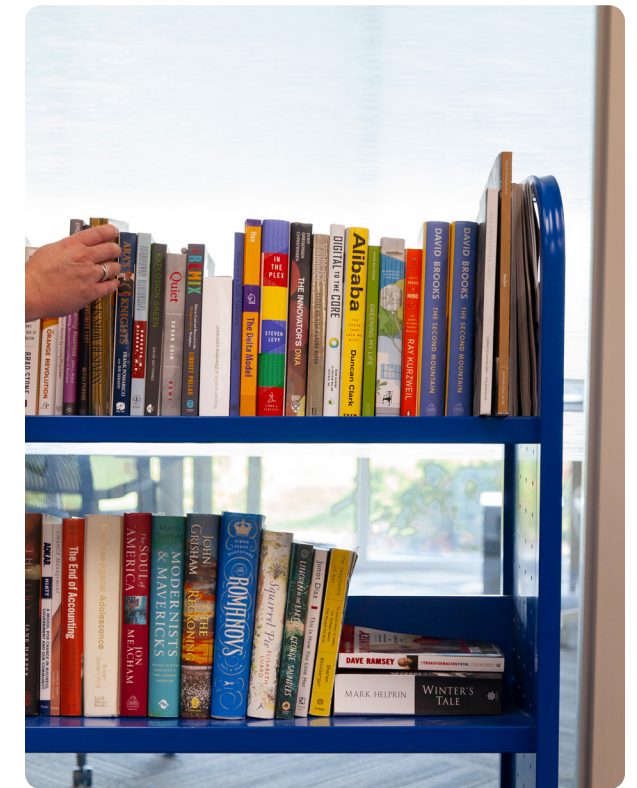
- 82% of employees feel they have the training they need to effectively perform their jobs.
- 79% of employees have access to the necessary resources, including materials, equipment, and technology.
- 73% of employees think that Sloan provides them with opportunities for learning and development.
- 80% of employees express satisfaction with the timely and helpful feedback provided by their immediate supervisors/managers.

Cultivating continuous learning and development

Investing in our employees' continuous growth is an investment in our success, sustainability, and our communities. We recognize that we cannot fulfill our mission of preserving the environment for generations to come without continuous learning and development. When our employees have the latest knowledge, expertise, and skills, they can excel in their roles and drive meaningful advancements in restroom solutions. This, in turn, allows us to provide exceptional service that meets the evolving needs of our valued customers

Supporting employees' formal education

We encourage and support our employees in their pursuit of higher education. Our tuition reimbursement program applies to the course of study leading to an Associate's, Bachelor's, or Master's degree. Participants are eligible to receive reimbursement for a portion of the cost of tuition, books, and registration fees. Through this program, we hope to enhance employees' knowledge, skills, and professional capabilities, opening doors to new possibilities.



Spotlight on Sloan Training Center

The evolving complexity and data-driven nature of plumbing systems in commercial buildings highlights the critical role plumbers play as implementers of sustainable solutions, especially concerning water and energy. In 2019, we established our Technical Training Department with a clear goal: to equip our employees with essential and latest knowledge and technical proficiency. These capabilities enable them to deliver optimal services to our customers while ensuring positive environmental and social impacts.

In response to unprecedented challenges posed by COVID 19, we swiftly transitioned to remote training to ensure the continuous upskilling of our workforce. We established a Remote Training Infrastructure and installed a Learning Management System (LMS) to push Training-on-Demand. Our training strategies are tailored to diverse target audiences. Courses designed for plumbers, facilities managers, and contractors emphasize practical skills while those curated for architects, designers, and sales representatives adopt a more conceptual approach.

Our emphasis on training has gained significant momentum due to rising skill loss, retention challenges, and the imminent high attrition rate among US plumbers projected by the US Bureau of Labor Statistics. Upskilling our workforce, enhancing customer satisfaction, cultivating product familiarity, and mitigating risks constitute our core training objectives.

Our online learning center, established in 2021, stands as a testament to our commitment to create a diverse and well-trained workforce. It is an online learning hub for architects, designers, plumbers, facility managers, contractors, and professionals from various fields to gain the knowledge and skills they need to excel in their respective industries. Our users can access a wealth of resources at their convenience, with instant metrics and analysis providing participants with valuable insights based on their course selections and profession type.

Through continuous adaptation and comprehensive training, we uphold our dedication to supporting our workforce in navigating the dynamic landscape of plumbing systems and sustainability.

Training Impact highlights:

- In 2022, we started providing onsite classes with hands-on training.
- Our online training center offers a diverse selection of over 120 courses such as product maintenance and sustainability & WELL Building Standard upgrades. We continue to expand our offerings to meet the diverse needs and interests of professionals.
- Our online learning center caters to the learning needs of more than 1,000 active users from eight countries
- Our online learning center receives 4.3 out of 5 average course rating

“As today’s workforce is increasingly composed of a younger generation, it’s important to shift training opportunities toward platforms that resonate best with them and provide alternatives to the in-person training sessions of past generations.”

— Graham Allen, Sloan co-president and CEO



Diversity, Equity, Inclusion, and Belonging

Diversity, Equity, Inclusion, and Belonging (DEI&B) are not buzzwords to us; they are ingrained in our core values. At Sloan, we celebrate diversity that encompasses a wide range of characteristics such as ethnicity, sexual orientation, gender identity or expression, and physical and mental abilities. To us, equity is a deliberate choice that guides our actions and decisions, while inclusion requires actions to engage, accept, and value every individual. Our ultimate goal is to create an environment where everyone feels a deep sense of belonging, knowing that their contributions and perspectives are genuinely valued and embraced.



Our DEI&B mission: YOU Belong at Sloan

We are intentional in building an inclusive culture which embraces different voices, ideas, and backgrounds. We commit to continue this ever-growing journey with and for our employees, customers, partners, and community. We are better together when we can be ourselves.

DEI&B highlights from 2021-2022

In the past two years, we achieved milestones in advancing DEI&B at Sloan. Here are some highlights:

- Developed our first DEI&B Strategic Plan and DEI policy
- Introduced DEI&B welcome materials for new hires, including informative one-pagers and emails
- Implemented a Diversity Style Guide to promote inclusive language across internal and external communications
- Launched a DEI&B glossary of terms
- Facilitated 13 company-wide and facility-specific DEI&B Workshops covering topics such as unconscious bias, inclusive leadership conversations, mitigating bias in hiring, microaggressions, and personal narrative
- Offer a floating holiday to ensure that our employees can celebrate or observe important occasions that align with their cultural and personal beliefs

These accomplishments reflect our ongoing commitment to creating an inclusive and equitable workplace where everyone feels a sense of belonging. We are proud of the progress we have made and continue to improve our efforts.

Our Diversity, Equity, and Inclusion (DEI) policy

We stand against any forms of racism, discrimination, and injustice. In 2021, we developed and implemented a DEI policy. This policy serves as a guiding framework that outlines DEI principles and values we uphold. In line with our commitment, we have identified the following actions that promote DEI within our workplace:

- Pursue cultural competency throughout our company by creating substantive learning opportunities and formal, transparent policies.

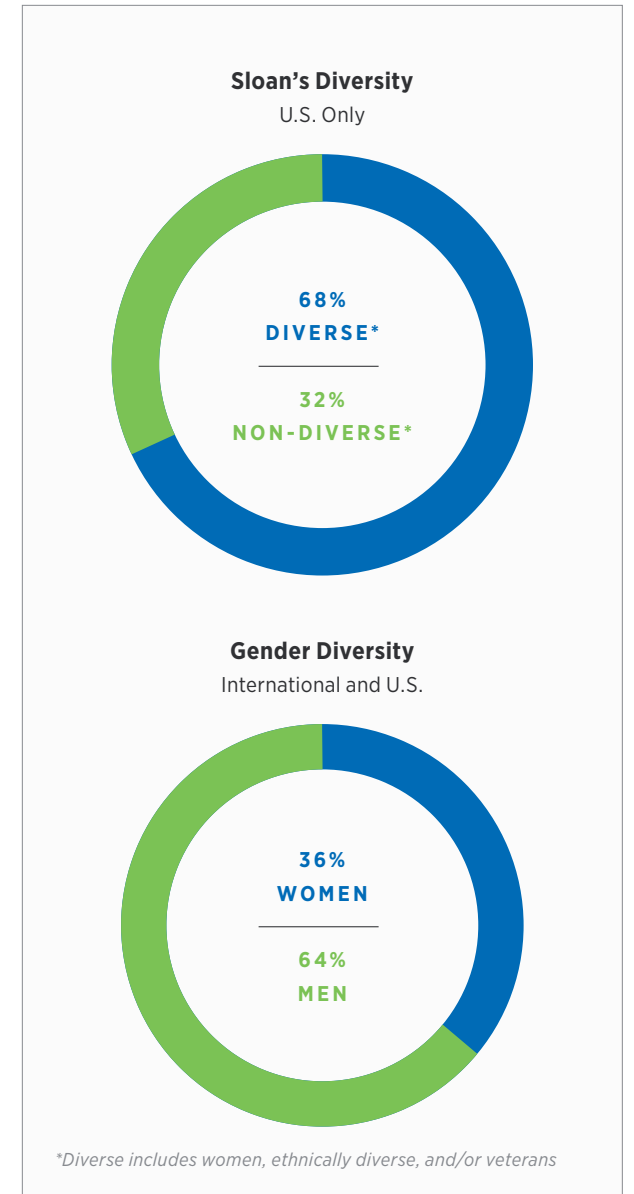
- Generate and aggregate quantitative and qualitative research related to equity to make incremental, measurable progress towards the visibility of our diversity, equity, and inclusion efforts.
- Develop and present workshops on diversity, equity, and inclusion to provide internal information and resources.
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating processes.

Diversity at Sloan

At Sloan, we embrace the diverse backgrounds, perspectives, and talents of our workforce. We diligently track our employee diversity across gender and ethnicity, among other self-identifiers.

We have cultivated a diverse workplace with 68% of our domestic workforce self-identifying as women, ethnically diverse, and/or veterans. With regards to gender representation in Sloan's global workforce, 36% self-identify as women, higher than the international manufacturing average of 29% per the 2022 UN Industrial Development Organization (UNIDO) report. These accomplishments underscore Sloan's proactive approach to fostering a diverse and inclusive environment.

While we are proud to support and uplift our diverse workforce, we know we must continue to strive for diversity across our organization. At Sloan, we strongly believe that it is both our responsibility and our privilege to cultivate a workplace that truly represents all backgrounds and identities.



Employee Business Groups at Sloan

Our employee business groups (EBGs) are voluntary, employee-led DEI&B initiatives that are formally supported by Sloan and align with our core values. EBGs exist to encourage diversity and empower employees to achieve their personal and career goals. We believe EBGs are integral in promoting and sustaining an inclusive and welcoming environment for all Sloan employees.

We recently introduced three new employee business groups at Sloan:

Women of Sloan

Women of Sloan’s mission is to build an inclusive community to discuss and create awareness around issues women face in the workplace, provide tools and resources for women, and help our members advance professionally and personally.

Sloan LGBTQ+

Sloan LGBTQ+ is committed to building a welcoming culture and inclusive, safe environment for LGBTQ+ members, allies, and advocates. We develop strategies to create awareness and resolution to issues the LGBTQ+ community faces in the workplace and help our members advance professionally and personally.

Veterans of Sloan

Veterans of Sloan’s mission is to enable our proud community of employee veterans to support and encourage each other through shared experiences, veteran recruitment, career development, outward engagement, professional growth, and retention. By bringing together our employees with unique military service backgrounds, we seek to harness these strengths to serve Sloan and our customers better.

Employee survey responses on DEI&B

Our 2021 employee survey results demonstrate that we have created an environment where people with diverse backgrounds can succeed, with 82% of respondents expressing this sentiment. Additionally, 80% of employees believe that all employees at Sloan are treated as individuals, regardless of their age, race, gender, physical capabilities, sexual orientation, gender expression, religion, etc. 89% of employees feel that their supervisors treat them with respect, and 82% of employees can be themselves at work. We are committed to continuing to create a workplace culture that encourages everyone to bring their authentic selves to work.



DEI&B Spotlight: Arquette family at Sloan

As a family-owned business, we aim to create a welcoming and supportive work environment for employees and their families. This is true for Stacey Arquette, her husband Dwayne, and their daughter Torrey, whose collective experience totals 48 years at Sloan.

Stacey Arquette started working at Sloan in 2002 and currently serves as a Lab Technician in the Compliance Lab. Dwayne Arquette, Stacey’s husband, has been a valuable member of our team for nearly two decades, serving as a Production Team Lead. Their daughter, Torrey Allphin, has been an integral part of our Production team for eight years.

We take great pride in fostering a strong sense of belonging at Sloan, and the Arquette family’s experience exemplifies the welcoming and supportive atmosphere we strive to cultivate within our organization.

“I have always enjoyed my Flushmate co-workers and the family work environment, Flushmate has become like a second home to us. I have had many opportunities here to learn new things in a variety of different departments.”

— Stacey Arquette

Striving for equitable pay and employee benefits

At Sloan, we recognize the importance of offering a competitive compensation and benefits package. We are pleased to report that 74% of employees express overall satisfaction with their total rewards such as holidays, vacation, retirement, and medical benefits.

Our pay analyses

We regularly analyze job postings and conduct equitable pay analysis to identify and address any pay differences.

Our employee benefits

We offer a well-rounded benefits package that encompasses various aspects of well-being and security. We provide coverage for medical/prescription, dental, vision, and offer a 401(k)-retirement savings plan, life insurance, identity theft protection, disability insurance, accident insurance, critical illness insurance, legal insurance, pet insurance, commuter benefits, dependent care flexible spending account, and an employee assistance plan (EAP). These benefits aim to support our employees’ physical, mental, and financial well-being.

We recognize the importance of work-life balance and have implemented a flexible work arrangement for our full-time employees.

To support personal well-being, we offer paid time off to all employees. Additionally, paid sick leave is available for employees to address their own or a qualified family member’s mental and physical health needs

Communities



Caring about our communities connects us

At Sloan, we believe it is our responsibility to give back to communities that have embraced us. We prioritize the well-being and growth of the communities in which we operate through financial assistance, in-kind contributions, and fostering ample volunteer opportunities for our employees. Our philanthropic efforts are focused on local, national and international organizations. These organizations champion crucial causes such as environmental disasters, global education, children’s health and well-being, and medical research. Together with our partners and the communities we serve, we forge through challenges and champion progress toward shared prosperity.

In 2022, we totaled 142 volunteer hours among 30 unique volunteers.

“At Sloan, we recognize the privilege afforded us to work within our communities. We partner with our vendors to best focus our philanthropic efforts and expertise towards meeting community needs. Whether it be providing practical solutions like our mobile restrooms, offering our time volunteering or fundraising, we’re all inspired to serve a greater purpose.”



Peggy Gilmore, Sloan VP of experiential marketing



Initiatives that we support



Responding to disasters with our restroom solutions

In 2020, we developed our fully-equipped Mobile Restrooms to support communities affected by natural disasters, emergencies, and other catastrophic incidents. Sloan’s Mobile Restrooms provided residents and emergency responders with hygienic facilities in the aftermath of disasters ranging from hurricane relief efforts in Louisiana and Florida to the tornados in Kentucky and wildfires in California.

Our deluxe restrooms combine comfortable and customizable hardware with easy-to-maintain design to deliver guests with a hygienic, clean, and welcoming experience. Sloan’s Mobile Restrooms are designed for universal accessibility, with each unit split into men’s and women’s areas. Through our restroom solutions, we are committed to being a trusted partner who ensures that individuals and communities have access to essential facilities during challenging times. We stand ready to respond swiftly and compassionately, leveraging our mobile restroom capabilities to provide comfort and dignity to those affected.

Through insightful interviews featuring industry experts and our team members, each episode offers valuable insights into innovative commercial restroom trends, spanning areas such as design, technology, and sustainability. It is a valuable resource and space for our communities to exchange ideas and reimagine restroom design and management.

The podcast has explored a broad range of topics such as the WELL Building Standards, sustainability principles within restrooms, and hygiene beyond restrooms.

We believe that by sharing knowledge and exchanging ideas, we can collectively reshape the restroom landscape, making it more sustainable, inclusive, and forward-thinking.

Creating meaningful jobs

For over a century, we have played a significant role in creating meaningful jobs that are essential for building prosperous societies. Our dedication to innovation and sustainability has spurred the development of new technologies and product lines. This progress has created opportunities for skilled workers in areas such as engineering, design, and sustainable manufacturing.

We ensure that our valued employees receive competitive market compensation that reflects their contributions and talents. This commitment holds a special significance as we see generations of employees and their families contribute to our legacy of excellence. We are honored to see the positive impact of our commitment to job creation on our employees, their families, and the communities we call home. It is our promise to continue creating opportunities for meaningful employment and supporting the growth and prosperity of our communities.

Giving back and paying it forward

Our employees are the driving force behind our community impact. In 2022, 30 employees volunteered a total of 142 hours to make a difference in our communities. They devoted skills,

time, and compassion to addressing critical issues such as diabetes and poverty. For example, our team at the Augusta facility recently partnered with organizations like Woodruff Food Pantry, Searcy First United Methodist Church, and the Community Action Program for Central Arkansas (CAPCA), supporting causes that include fighting against food insecurity and emergency response.

Organizations and causes our employees supported in 2022

Organization	Cause
100 Families	Mental health
Critter Connection	Animal welfare
Feed My Starving Children	Food security
Joni and Friends	Disability and health inclusion
Logos School of Music	Education
Northern Illinois University	Education
Samaritan’s Purse Operation Christmas Child	Emergency response
West Suburban Community Pantry	Food security
Woodruff Co Food Pantry	Food security



“Portable restrooms often come along with the stigma of being unsanitary and uncomfortable. Sloan’s Mobile Restrooms offer first responders, healthcare facilities, FEMA workers in natural disaster recovery areas, and communities in need with a restroom environment that is clean, comfortable, safe, and hygienic.”

— Parthiv Amin, Sloan’s Chief Sales and Marketing Officer

Enriching online learning communities through our commercial restroom reflections podcast

In 2020, we started our podcast as a platform to connect with and engage our communities amidst the global pandemic.



Paid volunteer time:

We offer eligible employees the opportunity to take up to 8 hours of paid time off every year to engage in meaningful volunteer work with qualified nonprofit and charitable organizations.

Fundraisers for Juvenile Diabetes Research Foundation (JDRF)

For years, we have participated in the Juvenile Diabetes Research Foundation (JDRF) One Walk to raise funds for the treatment of Type 1 diabetes. This devastating disease affects individuals of all backgrounds who must carefully manage their insulin levels and diet every day. We are proud to have exceeded our fundraising goals for a decade, raising hundreds of thousands of dollars to combat Type 1 diabetes.

In addition to the annual One Walk, our employees have taken their fundraising efforts further by hosting the “Sloan Soaker” game. This unique event adds a light-hearted element to the cause. Importantly, 100% of the proceeds directly support JDRF’s mission.

Forging mission-aligned community partnerships

We catalyze change by joining hands with organizations dedicated to strengthening our communities. Whether we team up with renowned events such as the WM (Waste Management) Phoenix Open Water Restoration or work closely with organizations like Shiloh Homes of Hope, our community partnerships are rooted in shared values and a collective commitment to cultivating resilient communities.

Improving sustainable housing with Shiloh Homes of Hope

We partner with Shiloh Homes of Hope, a nonprofit dedicated to providing energy-efficient and sustainable homes while supporting underprivileged and at-risk orphans in Kenya. This partnership aims to transform the lives of many children by offering them safe and sustainable housing.

Partnering to promote local water stewardship

We build lasting relationships with organizations in our communities that share our mission for water stewardship. From installing water-saving fixtures and IoT technology at Sloan Park to donating mobile handwashing stations to schools across Chicago, we are shaping a future where water preservation and community well-being thrive hand in hand.

Advancing water efficiency and women’s sports with Chicago Red Stars

In 2022, we became the official water efficiency partner of the Chicago Red Stars, a leading club in the National Women’s Soccer League (NWSL). We are proud to join the Red Stars in supporting female athletes to pursue their careers as professional players. This partnership strengthens our commitment to promoting water stewardship and allows us to contribute to women’s sports.

“Like the Red Stars, Sloan is Chicago through and through, so we are proud to welcome them to our family. They will play a significant role in propelling the club forward, and we are excited to reward their belief in us as we support their sustainability and water efficiency efforts.”

— Vicky Lynch, Chief Business Officer, Chicago Red Stars

“At Sloan, water efficiency is at the center of what we do... Our partnership with the Chicago Red Stars is an important step in a joint commitment to help people lead healthier lives.”



Jim Allen, co-president and CEO of Sloan

Governance & Ethics



Our commitment

As a family-owned company, we understand that sound governance and ethical behaviors foster trust and lasting relationships with our stakeholders. Our employees, customers, and communities trust us because of our family’s generational commitment to upholding the highest standards of integrity. It is our responsibility to maintain their trust by improving our governance practices.

Our values of transparency, integrity, and accountability are the cornerstones of our approach to governance and ethics. We have established policies and processes that guide how we operate and make decisions.

Compliance and ethics

At Sloan, we are dedicated to providing necessary resources and guidance for our employees and stakeholders to adhere to applicable laws and regulations while acting with integrity, respect, and good judgment. We have implemented various policies and procedures that reflect our values and stakeholder expectations.

Our Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics guides our employees and stakeholders on how to conduct business ethically and responsibly. It is intended to increase awareness around areas of compliance and to establish a procedure for reporting concerns. The Code covers a wide range of topics, including conflict of interest, favors and gifts, outside business activities and investments, financial record keeping, anti-competition, anti-corruption, supplier and customer relationships, international trade controls, privacy, money laundering, workplace health and safety, confidential business information

and intellectual property, product compliance, and reporting procedure, enforcement, and retaliation.

To support our commitment to our Code of Business Conduct and Ethics, we have an extensive ethics reporting system in place, which also allows for anonymous reporting.

We believe that our current ethics reporting system is effective in ensuring that employees feel comfortable reporting concerns without fear of retaliation. We are committed to creating a workplace where employees can speak up about ethical and compliance issues, and we will continue to evaluate our system to ensure that it meets the needs of our employees and our stakeholders.

Avoiding corruption

It is our responsibility to adhere to all relevant international anti-corruption laws. This includes laws that prohibit the payment or offer of bribes to any individual or the acceptance of bribes from any source. To ensure compliance, we have developed an anti-corruption policy that outlines the specific requirements and prohibitions applicable to our operations under anti-corruption laws, including the US Foreign Corrupt Practices Act of 1977 (FCPA).

Our anti-corruption policy is critical to reducing the risk of corruption and bribery in connection with our activities, and compliance is mandatory for all employees and third-party agents working on our behalf. Our policy explicitly prohibits any form of bribery, including making, promising, authorizing, or offering anything of value, either directly or indirectly, to secure an improper business advantage.

Protecting information privacy

In the era of information exploration, privacy is a fundamental right and essential for nurturing trust with our stakeholders. We understand that digital technologies offer tremendous opportunities to improve our products and services and enable more personalized experiences for our customers. However, we also recognize that with these opportunities comes an increased responsibility to safeguard our stakeholders’ information and to use it only for the purposes for which it was collected. That is why we have implemented and publicly shared a privacy policy in accordance with applicable privacy laws and regulations. It governs how we collect, use, and disclose information about our customers.

We continually review our privacy practices for alignment with evolving legal requirements and stakeholder expectations. Protecting privacy is not only a legal obligation but also a moral duty. We strive to foster strong relationships with our stakeholders built on transparency, respect, and responsible use of their information.

Independent Financial Auditing

Sloan has a third party annual financial audit to ensure we are compliant.



Our compliances and certifications

We have obtained a diverse set of more than 20 industry and global compliances and certifications for some of our products and services. They are a testament both to our commitment to excellence and to meeting the rigorous requirements of public standards.



ADA compliant



Buy American Act compliant



CalGreen compliant



California Energy Commission



Carbon neutral



Environment Product Declarations



FCC Certified



GPC 0.25 or less



Health Product Declarations



LEED credits



Made in the USA



Certified to NSF/ANSI 61
NFS/ANSI 61



Underwriters Laboratories certification



Uniform Plumbing Certification (cUPC) certification for the United States and Canada including Green Building Standard, Green Certified, and Safe Drinking Water Act Low Lead Requirements



WaterSense label



WELL Building Standard

Responsible supplier management

At Sloan, we take pride in owning the manufacturing of our products. Therefore, upholding ethical material and labor practices is of utmost importance to us. We believe that building strong relationships with our suppliers is essential to achieving the best performance.

We are currently exploring several initiatives to integrate ESG best practice into our upstream supply chain. These initiatives include examining and developing supplier policies and exploring how we can further integrate ESG into our supplier selection and management processes. We recently developed a Conflict Mineral Policy to ensure responsible sourcing practices, including ethically procuring minerals to prevent funding of armed conflict and human rights abuses. Future reports will contain updates on additional initiative we are exploring.

Our conflict mineral policy

Sloan Global Holdings, LLC (“Sloan”) is committed to business practices that foster the health and safety of people, including a commitment to compliance with requirements related to the sourcing of certain minerals and derivatives, commonly known as tin, tantalum, tungsten, and gold (“Conflict Minerals”) within Section 1502 of the United States Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (“Dodd-Frank”). Dodd-Frank implemented reporting and disclosure requirements related to the sourcing of Conflict Minerals that may, directly or indirectly, finance or benefit armed groups in the Democratic Republic of the Congo or adjoining countries (collectively, the “DRC Countries”).

To that end, Sloan is working with its suppliers to confirm that their products do not contain Conflict Minerals that directly or indirectly finance, or benefit armed groups in DRC Countries by communicating this policy to its suppliers and encouraging its suppliers to adopt similar policies and undertake reasonable due diligence with respect to their supply chains. If Sloan becomes aware of a supplier who is sourcing

Conflict Mineral containing product that directly or indirectly finances or benefits armed groups in the DRC Countries, Sloan will work with such supplier to eliminate such sourcing from its supply chain.”

Our Global Supplier Quality Manual

Our Global Supplier Quality Manual is a crucial element of our supplier development. This manual supports the ongoing development of our suppliers and recognizes them for their sustained performance and continuing improvement.

Our suppliers must ensure that their subcontracted suppliers also support compliance throughout the supply chain. They are required to maintain Quality Systems, submit to evaluations, and comply with the Automatic Industry Action Group (AIAG) Production Part Approval Process (PPAP) requirements.

Supply chain due diligence on human rights protection

To protect global human rights and uphold responsible business practices throughout our value chain, we sent a supply chain due diligence letter to our suppliers in 2022. The letter emphasizes that we will not source any raw materials, components, or finished goods derived from any type of forced labor. It also requires suppliers to understand and confirm compliance with the International Labour Organization’s Abolition of Forced Labour Convention, 1957 (No. 105), which prohibits the use of any form of forced or compulsory labor.

By taking these measures, we aim to foster a culture of responsibility and sustainability throughout our supply chain. We will continue working with our suppliers to ensure that ethical and sustainable practices are integrated into every aspect of our operations.



Sloan SASB, GRI, and U.N. SDG index

TOPIC	ACCOUNTING METRIC	UNITS	2022 RESPONSE	SASB	GRI	UN SDG
General disclosure	Name of the organization	—	Sloan Valve Company	—	102-1	—
	A description of the organization’s activities, brands, products, and services	—	About us (page 6)	—	102-2	—
	Location of headquarters (Address of Principal Executive Offices)	—	10500 Seymour Avenue -- 102-3 -- Franklin Park, IL 60131	—	102-3	—
	Ownership and legal form	—	Sloan Valve Company is a privately-held family-owned manufacturer of plumbing products	—	102-5	—
	External initiatives	—	Communities (page 41)	—	102-12	—
	Sustainability statement from senior decision-maker	—	Message from our Chairman and CEOs, Vice President of Sustainability (page 4)	—	102-14	—
	Defining report content and topic boundaries	—	About this report (page 7)	—	102-46	—
	List of material topics	—	Materiality assessment (page 10)	—	102-47	—
	Reporting period	—	2022 calendar year	—	102-50	—
	Reporting cycle	—	Annually	—	102-52	—

Sloan SASB, GRI, and U.N. SDG index

TOPIC	ACCOUNTING METRIC	UNITS	2022 RESPONSE	SASB	GRI	UN SDG
Greenhouse gas emissions	Total gross global Scope 1 emissions (direct GHG emissions)	Metric tons (t) CO2e	7,315	RT-CP-110a.1	305-1	13 Climate Action
	Natural Gas	Metric tons (t) CO2e	7,150	RT-CP-110a.1	305-1	
	Propane	Metric tons (t) CO2e	94	RT-CP-110a.1	305-1	
	Diesel – Stationary	Metric tons (t) CO2e	25	RT-CP-110a.1	305-1	
	HCFC-22	Metric tons (t) CO2e	20	RT-CP-110a.1	305-1	
	Fleet – Gasoline	Metric tons (t) CO2e	26	RT-CP-110a.1	305-2	
	Gross market-based energy indirect Scope 2 GHG emissions	Metric tons (t) CO2e	9,499	—	305-2	
	Discussion of long-term and short-term strategy or plan to manage Scope 1 GHG emissions, emissions reduction targets, and an analysis of performance against those targets.	—	Reduce scope 1&2 emissions by 42% by 2030 (more information: Emissions commitment, page 18)	RT-CP-110a.1	N/A	

Sloan SASB, GRI, and U.N. SDG index

TOPIC	ACCOUNTING METRIC	UNITS	2022 RESPONSE	SASB	GRI	UN SDG
Waste management	Total waste generated	Metric tons (t)	Sloan Valve Company	We plan to disclose information on this topic in future reports	102-1	—
	Total waste diverted from disposal (recycled and reuse)	Metric tons (t)	About us (page 6)		102-2	—
	Percentage of total waste diverted from disposal (recycled and reuse)	Percentage (%)	10500 Seymour Avenue -- 102-3 -- Franklin Park, IL 60131		102-3	—
	Total waste directed to disposal	Metric tons (t)	Sloan Valve Company is a privately-held family-owned manufacturer of plumbing products		102-5	—
	Description of waste management strategies	—	Communities (page 41)	<ol style="list-style-type: none"> Cradle-to-cradle product design (page 27) Onsite waste treatment systems (page 28) Zero waste/ waste reduction at facilities (page 28) 	102-12	—
Energy management	Percentage renewable	Percentage (%)	Message from our Chairman and CEOs, Vice President of Sustainability (page 4)	0	102-14	—
	Total energy consumed	Gigajoules (GJ)	About this report (page 7)	244930 ¹	102-46	—
	Reduction of energy consumption	—	Materiality assessment (page 10)	<ol style="list-style-type: none"> Energy-efficient products (page 17) 	102-47	—

1. Total energy consumption includes direct use of stationary diesel, gasoline-powered fleet vehicles, hydrochlorofluorocarbon-22 (HCFC-22) refrigerants, natural gas, propane, and electrical power. The calculations adhere to SASB guidelines and capture only the energy directly consumed by our operations during the specified reporting period.

Sloan SASB, GRI, and U.N. SDG index

TOPIC	ACCOUNTING METRIC	UNITS	2022 RESPONSE	SASB	GRI	UN SDG
Water management	Total water volume	Gallons	24,564,761	—	—	6 Clean Water and Sanitation 14 Life Below Water
	Total water withdrawn	Thousand cubic meters (m3)	In 2022, we were among the 140a.1 first companies to sign onto The Water Council's WAVE program, an initiative designed to help companies improve, report, and verify their water stewardship. We are proud to announce that we have received the WAVE certification. More information on (page 23)	RT-CP-140a.1	303-3	
	Total water discharged	Thousand cubic meters (m3)		—	303-4	
	Total water recycled or reused	Thousand cubic meters (m3)		—	—	
	Total water consumed	Tons		RT-CP-140a.1	303-5	
	Description of water management strategies	—		<ol style="list-style-type: none"> On-site water conservation (page 21) Water-efficient products (page 21) Water innovation (page 22) Water partnerships (page 23) 	—	
Hazardous waste management	Number of reportable spills	Number (#)	We plan to disclose information on this topic in future reports	150a.2	—	12 Responsible Consumption and Production 15 Life on Land

Sloan SASB, GRI, and U.N. SDG index

TOPIC	ACCOUNTING METRIC	UNITS	2022 RESPONSE	SASB	GRI	UN SDG
Health & Safety	Fatality rate	Number (#)	0	RT-IG-320a.1	403-9	3 Good Health and Well-being
	Description of employee safety initiatives	—	Safety awareness promotions (page 35) 1. Safety trainings (page 35) 2. Employee safety statement (page 36)	—	—	3 Good Health and Well-being
	Description of employee health & wellness initiatives	—	1. Wellness programs (page 37) 2. Onsite health & wellness facilities (page 37)	—	—	3 Good Health and Well-being
Ethical products	Total products with Environmental Product Declarations (EPDs)	Number (#)	500	—	—	12 Responsible Consumption and Production 3 Good Health and Well-being
	Total carbon neutral certified product lines ¹	Number (#)	66	—	—	
	Total products with Health Product Declarations (HPDs)	Number (#)	388	—	—	
	Total products aligned with the WELL Building Standard	Number (#)	525	—	—	
	List of product-related compliances and certifications	—	18 compliances and certifications (page 8)	—	—	

1. We achieve carbon neutral certification through offsetting; our carbon offsetting process adheres to the guidelines of the British Standards Institute (BSI) PAS 2060 standard, which defines the requirements for carbon neutrality

Sloan SASB, GRI, and U.N. SDG index

TOPIC	ACCOUNTING METRIC	UNITS	2022 RESPONSE	SASB	GRI	UN SDG
Diversity and employee demographics	Females in workforce, globally (percentage) ¹	Percentage (%)	36%	CG-EC-330a.34	405-1	8 Decent Work and Economic Growth 5 Gender Equality 10 Reduced Inequalities
	Diverse employees in the U.S. workforce (percentage) ¹	Percentage (%)	About us (page 6)	—	—	
	Sloan policies and programs for fostering equitable employee representation across global operations	—	10500 Seymour Avenue -- 102-3 -- Franklin Park, IL 60131	CG-EC-330a.34	405-1	
Employee management	Programs for upgrading employee skills and transition assistance programs	—	Message from our Chairman and CEOs, Vice President of Sustainability (page 4)	—	402-2	—
	Employee satisfaction – survey results	—	About this report (page 7)	—	—	—
	Description of employee compensation and benefits	—	Materiality assessment (page 10)	—	—	8 Decent Work and Economic Growth

1. Our diverse workforce represents employees self-identifying as women, ethnically diverse, and/or veterans

Sloan SASB, GRI, and U.N. SDG index

TOPIC	ACCOUNTING METRIC	UNITS	2022 RESPONSE	SASB	GRI	UN SDG
Communities	Volunteer Hours	Number (#)	142	—	—	11 Sustainable Cities and Communities
	Total value of corporate donations	Dollars (\$)	List of initiatives we support (page 43)	—	—	
Materials sourcing	Description of the management of risks associated with the use of critical materials	—	Policy currently under development	RT-EE-440a.1	—	12 Responsible Consumption & Production
Business ethics	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	—	<ol style="list-style-type: none"> 1. Anti-corruption policy 2. Business conduct and ethics 3. Global supplier manual 4. Privacy policy 5. DEI policy 	RT-EE-510a.1	—	16 Peace and Justice Strong Institutions