



2020
Environmental, Social
and Governance Report





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A Letter From Our CEO

Scott Hall

President & CEO

Access to clean, safe water is essential and aging infrastructure remains a significant challenge for cities across the world. As we help water utilities and municipalities address these challenges, we recognize our responsibility to focus on our sustainability practices and become more energy and water efficient in the manufacturing of our products.

We plan to continue to engage with our stakeholders, including our customers, investors, employees, and communities, to identify the sustainability, social and governance topics most important to our business. We are committed to minimizing our water and energy footprints while making smart products that are more efficient and safer for the environment. We are also developing technologies that provide actionable information for our customers. Integrating technology into infrastructure enables water utilities to enhance the health and efficiency of their distribution systems. As we continue to bridge the gap between intelligence and infrastructure, we are focused on providing products and solutions needed to protect the planet's most valuable natural resource and deliver it to communities. With the impact of climate change and a global pandemic on populations around the world, Mueller Water Products (MWP) is playing an important role in working to ensure that water is delivered more safely and efficiently than ever before.

As we look to the future, our commitment to advancing our environmental, social and governance (ESG) goals will remain at the forefront of how we operate our business and positively impact our world.

A handwritten signature in black ink, appearing to read 'S. Hall', written in a cursive style.

Scott Hall | President & CEO



A Letter From The Chairman

Mark O'Brien

Chairman of the Board

The Board of Directors is dedicated to providing environmental, social and governance (ESG) guidance and oversight as Mueller Water Products works to achieve its ESG goals and build a better world.

Our commitment to sustainability was formalized when we became an independent publicly traded company and established our Environment, Health and Safety (EH&S) Board Committee. MWP's evolving ESG strategy and approach provide the framework for our focus on environmental programs, safety processes, social stewardship and governance.

We believe that a comprehensive ESG approach is more than a matter of process. Our ESG approach is based on the accountability of our entire organization from the Board to senior management and our employees; and a foundation of best practices. This includes a desire for ESG leadership, integrity, and transparency.

The senior management team is responsible for regular ESG reporting to the Board. Appropriate committees of our Board oversee the dedicated aspects of the Company's ESG strategy, initiatives and performance, which are outlined in this report, and help drive continuous improvement.

As a Board, we are confident that our strong commitment to ESG will help generate value for our stakeholders and improve our planet.

A handwritten signature in black ink, appearing to read 'Mark O'Brien'. The signature is fluid and cursive, written over a light grey background.

Mark O'Brien | Chairman of the Board

Our Approach and Commitment to Sustainability

At Mueller Water Products, we embrace our responsibility to consider the environmental, social and governance factors that matter most to our stakeholders: customers, investors, employees and the communities we serve. MWP is dedicated to transparency and measuring our sustainability performance as we continue executing our business strategy and expanding our manufacturing reputation and expertise.



ENVIRONMENT



SOCIAL



GOVERNANCE

Guided by the sustainability reporting standards set forth by the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (SDGs), our ESG approach provides the framework for our sustainability-focused programs and initiatives. As we manufacture products and deliver solutions that help cities build resilient infrastructure and address water loss, MWP's goal is to continue to reduce our environmental footprint by decreasing our energy and water usage, reducing our waste sent to landfills and expanding our recycling programs.

As an employer and community partner, MWP is uniquely positioned to help make our world a better place for generations to come. We employ thousands of people to facilitate delivering clean, safe drinking water to communities. We support non-profit organizations that align with our Company's values in the locations where our employees and customers work and live.

Our corporate governance is based on the integrity and accountability of our Board, senior management team and each of our employees. All Mueller Water Products' governance documents can be found on our [Investor Relations](#) website.

Executive Summary



For more than 160 years, Mueller Water Products has been a leader in the water infrastructure industry, focused on developing quality products and innovative solutions to help municipalities deliver clean, safe drinking water to hundreds of millions of people. We also manufacture fire hydrants that help ensure the safety of life and property.

Access to clean, safe water is essential. With the depletion of freshwater sources, the impact of climate change, declining biodiversity and aging water infrastructure, we understand the importance of managing resources from start to finish. As a good steward and leader in water infrastructure, MWP embraces the opportunity and responsibility to become a sustainable company for the benefit of future generations.

Although this is MWP's first ESG Report, we have been continuously advancing and improving our sustainability efforts through our EH&S programs since becoming an independent publicly traded company.

Executive Summary

Environmental Stewardship



ENERGY



GREENHOUSE
GAS



WATER



SOLID WASTE

At Mueller Water Products, we embrace our responsibility to consider the environmental, social and governance factors that matter most to our stakeholders. MWP is dedicated to transparency and measuring our sustainability performance as we continue improving our business strategy and expanding our manufacturing and technological efficacy.

While manufacturing products and delivering solutions that help cities build resilient water infrastructures and address water loss, MWP is committed to reducing our environmental footprint by curtailing our energy usage, water consumption and greenhouse gas (GHG) emissions. We are also expanding our recycling programs and reducing our waste sent to landfills.

We are committed to sourcing responsibly and partnering with suppliers and distributors that support our sustainability goals. We leverage the best practices of our business partners to decrease our environmental impact by sourcing recycled content and striving to reduce our carbon footprint when delivering products.

Executive Summary

Sustainable Development Goals Alignment



The United Nations Sustainable Development Goals (SDGs) are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere. At Mueller Water Products, we are focusing our ESG efforts on the four key areas noted on the left. We believe we can effect measurable, positive change in these areas as we advance our strategies on behalf of our stakeholders.

Executive Summary

Key ESG Initiatives

Environmental

- Mueller Water Products is expanding and modernizing our U.S. production facilities, equipment and processes to ensure a sustainable future in the communities we serve.
- In MWP facilities, we implement programs and initiatives that help reduce our environmental footprint by recycling infrastructure and scrap materials, using energy efficient equipment and reducing freight.
- Our Environment, Health and Safety Management program is a part of daily work at all manufacturing sites and uses our MWP specific assessment known as SEAL (Safety, Excellence and Leadership).
- MWP is committed to measuring and reducing our waste sent to landfills, our energy and water usage, and greenhouse gas emissions.



Social

- Our employees are our greatest asset. To ensure their health and well-being, we provide access to benefits and offer programs intended to support work-life balance and overall well-being. These benefits include financial, physical and mental health resources. We also provide maternity and paternity benefits for biological and adoptive parents.
- As new generations enter the workforce, their passions and commitments to sustainability are fundamental to our future success. The Mueller Development Program (MDP) is designed to provide a pipeline for future talent.
- We are dedicated to making a positive impact in our industry and communities. Every year, we partner with the American Water Works Association (AWWA) and local organizations by providing scholarships, charitable donations and employee volunteers.
- We continue to make strides in Diversity and Inclusion. Mueller Water Products has been named a Winning 'W' Company by 2020 Women on Boards for having at least 20% women on its Board before the year 2020. Our diverse Board is made up of 3 (30%) women and 4 (40%) underrepresented minorities.

Governance

- Our Board is committed to a sound governance structure that promotes the interests of our stakeholders and follows a comprehensive set of [Corporate Governance Guidelines](#).
- Our Board embraces its responsibility as the steward of our sustainability and environmental, social and governance approach so that we effectively address issues that matter most to our stakeholders.

ESG Oversight Board of Directors



Board Leadership for ESG

Because of the importance of our sustainability initiatives, the Board leads the oversight of our ESG approach. In conjunction with the functional expertise and guidance of the Committees of the Board (Environment, Health and Safety; Audit; Compensation and Human Resources; and Nominating and Corporate Governance) and the management team, the Board oversees:

- Ongoing development of MWP's general strategy related to sustainability and ESG matters, as well as the development, implementation and measurement of initiatives, programs and policies based on MWP's ESG approach;
- Integration of MWP's ESG approach with its corporate strategy, culture, communications and enterprise risk management; and
- Implementation of investor and communication strategies regarding MWP's sustainability and ESG approach to ensure Mueller Water Products effectively tells its sustainability and ESG story to our stakeholders.

Committee Responsibilities

In general, the Board works through its Committees on the ESG Approach as follows:

- **The Environment, Health and Safety Committee** oversees MWP's environmental, materials sustainability, and employee health and safety programs;
- **The Audit Committee** oversees the appropriateness of the underlying sustainability and ESG reporting and measurement standards, including the review of the reasonableness and form of any measurement mechanisms (e.g., the use of financial metrics or other key performance indicators the Audit Committee deems appropriate) to evaluate MWP's sustainability and ESG performance;
- **The Compensation and Human Resources Committee** oversees MWP's employee-focused (i.e., social) strategies, such as diversity and inclusion, race, gender, pay equity, fairness and other social issues; and
- **The Nominating and Corporate Governance Committee** oversees MWP's corporate governance approach and strategies and the development, updating and production of a comprehensive ESG report, including applicable performance scorecards.

ESG Management Committee Oversight and Structure

PURPOSE:

The purpose of the ESG Management Committee of Mueller Water Products is to support MWP's ongoing commitment to the environment, health and safety; corporate social responsibility and governance; sustainability; and other public policy matters.

ESG Management Committee Duties and Responsibilities:

Assist with the development of MWP's general strategy related to ESG matters, as well as the development, implementation and monitoring of initiatives, programs and policies based on MWP's strategy.

- Develop and continually strive to improve MWP's general strategy for our ESG approach and annual milestones.
- Deliver communications to employees, investors, customers and other stakeholders with respect to our ESG approach.
- Monitor and plan ESG approach developments and improve MWP's understanding of ESG matters.
- Advise executive leadership on emerging ESG matters that may impact the business, operations, performance or public image of MWP, or are otherwise pertinent to MWP and its stakeholders and make recommendations regarding how MWP's policies, practices and disclosures can adjust to or address such trends and issues.

About Mueller Water Products

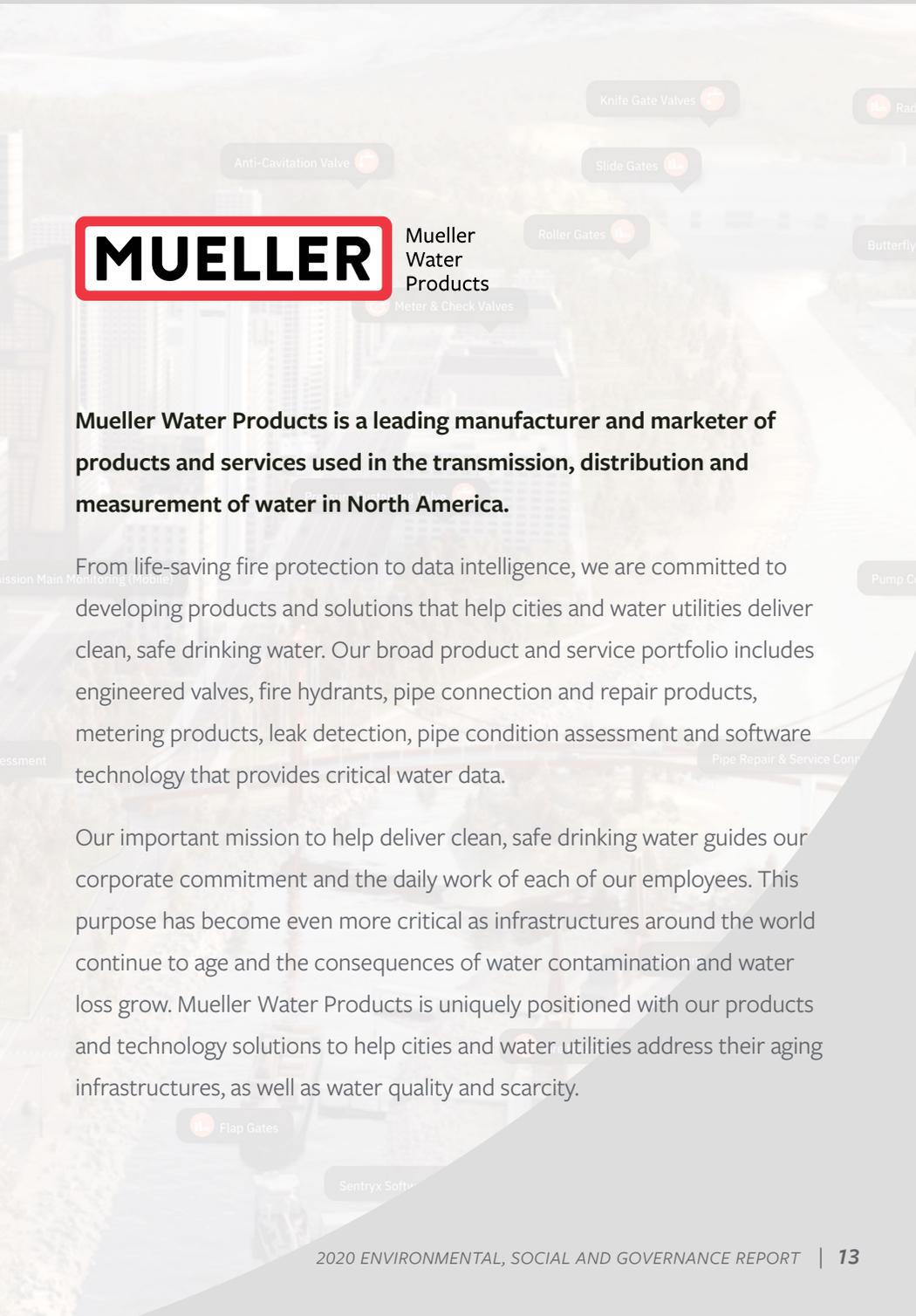


Mueller Water Products

Mueller Water Products is a leading manufacturer and marketer of products and services used in the transmission, distribution and measurement of water in North America.

From life-saving fire protection to data intelligence, we are committed to developing products and solutions that help cities and water utilities deliver clean, safe drinking water. Our broad product and service portfolio includes engineered valves, fire hydrants, pipe connection and repair products, metering products, leak detection, pipe condition assessment and software technology that provides critical water data.

Our important mission to help deliver clean, safe drinking water guides our corporate commitment and the daily work of each of our employees. This purpose has become even more critical as infrastructures around the world continue to age and the consequences of water contamination and water loss grow. Mueller Water Products is uniquely positioned with our products and technology solutions to help cities and water utilities address their aging infrastructures, as well as water quality and scarcity.



MWP By The Numbers

WORLDWIDE PRESENCE



- UNITED STATES
- CANADA
- CHINA
- ISRAEL
- SINGAPORE
- UAE
- UNITED KINGDOM

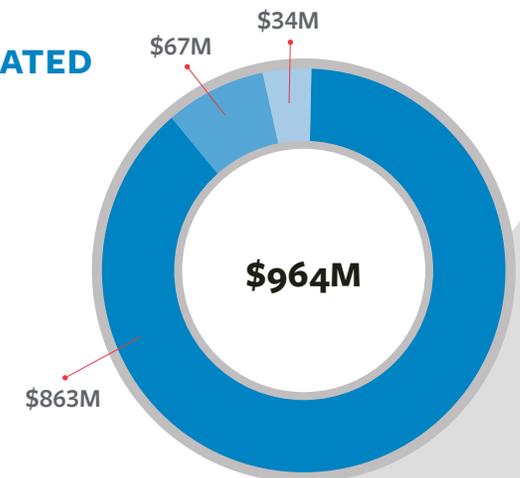
EMPLOYEES WORLDWIDE

- UNITED STATES
- CANADA
- REST OF THE WORLD



TOTAL CONSOLIDATED NET SALES 2020

- UNITED STATES
- CANADA
- REST OF THE WORLD



Mueller Brands

MUELLER
a MUELLER brand

ECHOLOGICS
a MUELLER brand

HYDRO GATE
a MUELLER brand

HYDRO-GUARD
a MUELLER brand

HYMAX
a MUELLER brand

JONES
a MUELLER brand

KRAUSZ
a MUELLER brand

MILLIKEN
a MUELLER brand

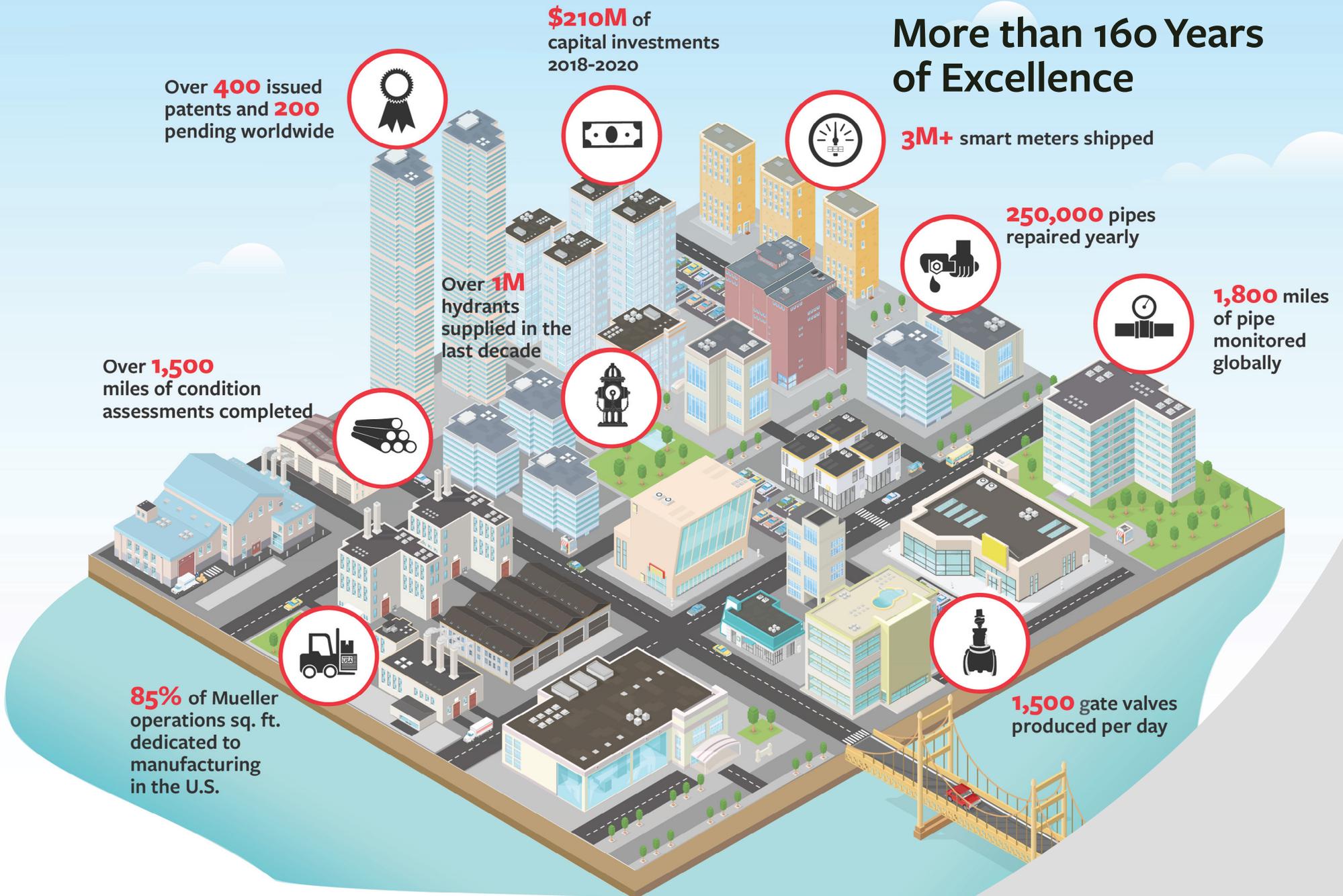
PRATT
a MUELLER brand

PRATT INDUSTRIAL
a MUELLER brand

SINGER
a MUELLER brand

U.S. PIPE VALVE & HYDRANT

More than 160 Years of Excellence



The Mueller Way

Our core values of respect, integrity, trust, safety and inclusion shape our culture and define who we are. They are guiding principles that we live by every day and are evident in everything we do. When we act on our values, we help to ensure long-term success for the Company and our stakeholders.

We Treat Each Other with RESPECT

- We are considerate, professional and open in our interactions.
- We treat all of our colleagues, customers and suppliers with respect.
- We provide a healthy work environment.

We Act with INTEGRITY— Do the Right Thing

- We are committed to maintaining high ethical standards in all of our business dealings.
- We align our actions with our words and deliver what we promise.
- We build and strengthen our reputation by acting with integrity.

We Value TRUST

- Trust is at the foundation of our relationships with our stakeholders.
- We recognize that more is accomplished by working as a team than by working alone.
- We strengthen our business by building relationships that last.

We Prioritize SAFETY and Environmental Responsibility

- Our highest priority is to protect the health, safety and well-being of our employees.
- We strive to adhere to work processes and procedures that reflect industry best practices and foster safety and environmental stewardship.

We Foster INCLUSION

- We are an inclusive organization that values diverse experiences and perspectives.
- We strive for excellence and recognize that building upon our differences makes us stronger.
- We all share the responsibility to create a positive culture and to safeguard equity, inclusion and appreciation for different backgrounds and perspectives.



Enabling Cities and Water Utilities for Sustainability

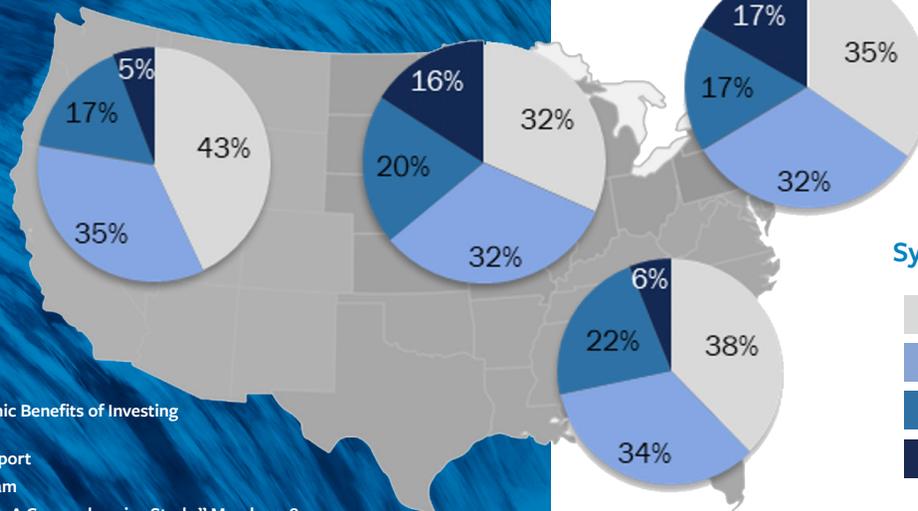
MUELLER

Mueller
Water
Products



Aging Infrastructure

Average Age of Pipe Infrastructure, by Region ⁽⁷⁾

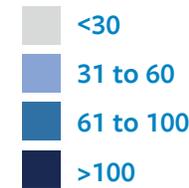


- Up to 30% of treated water is lost or unaccounted for in the water system with a growing number of states requiring water loss audits ^(5,6)

According to the American Water Works Association, restoring existing water systems and expanding them to serve a growing population through 2050 will require a \$1.7 trillion investment.

- The American Society of Civil Engineers estimates that the current funding gap for U.S. water infrastructure CAPEX is \$81 billion and gives the drinking water infrastructure a D grade ⁽¹⁾
- Average age of water pipes has increased to 45 years in 2020 from 25 years in 1970 ⁽²⁾
- 240,000 water main breaks occur per year with a 27% increase in water main breaks between 2012 and 2018 ^(3,4)

System Age, Years



(1) American Society of Civil Engineers: The Economic Benefits of Investing in Water Infrastructure
 (2) Bluefield Research, Water Industry 4.0 Focus Report
 (3) EPA Aging Water Infrastructure Research Program
 (4) “Water Main Break Rates in the USA and Canada: A Comprehensive Study,” March 2018, Steven Folkman at Utah State University
 (5) Navigant Research
 (6) National Resource Defense Council
 (7) Bluefield Research, May 2018: Advanced Asset Management for Municipal Water: Global Trends & Strategies, 2018 – 2027

Delivering Clean, Safe Drinking Water

Safe drinking water is essential to human life. As critical infrastructures continue to age, and the consequences of water contamination and water loss grow, we are focused on solutions to help build resilient and sustainable infrastructures.

For more than 160 years, Mueller Water Products has been a leader in the water infrastructure industry, developing products and innovative solutions that help municipalities deliver clean, safe drinking water to hundreds of millions of people around the world. MWP continues to be an innovative industry leader by investing in bridging the gap between infrastructure and technology.

Our products provide solutions that bring value through sustainable water flow management, whether at the source, at the plant, below the ground, on the street or in the cloud.



AT THE SOURCE



AT THE PLANT



BELOW THE GROUND



ON THE STREET



IN THE CLOUD

Life-Saving Fire Protection

The protection of people and property is critically important for the safety and sustainability of communities. For nearly 90 years, Mueller Water Products has manufactured fire hydrants designed to provide life-saving protection to cities.



Mueller® Fire Hydrants

Sold under the brands Mueller® and US Pipe Valve & Hydrant®, the Company's dry barrel fire hydrants contain a unique feature called a traffic flange that keeps the lower stem straight if a properly-installed hydrant is hit by a vehicle.

A straight lower stem ensures the main valve stays closed, which prevents water loss after traffic impacted damage.



Jones® Fire Hydrants

Jones® wet barrel fire hydrants can be supplied with a special check valve which engages upon traffic impact.

Near real-time alerts allow utilities to know when pipe breaks occur so that the loss of valuable potable water can be stopped.



Mueller® Hydrant-Defender® Hydrant Security Device

The Hydrant-Defender device is made from robust stainless-steel straps to prevent unauthorized access. In the event of an emergency, fire personnel can quickly and easily open the lock and remove the Hydrant-Defender straps in seconds.

By preventing unwanted access to fire hydrants, water theft is eliminated.

Solutions for Sustainability

Aging infrastructure results in the loss of trillions of gallons of water each year. Our robust product line of valves helps address this issue by providing water management solutions to utilities.



Mueller® Resilient Wedge Gate Valves

Mueller resilient wedge gate valves are robust and durable yet easy to operate, with outstanding sealing capability for many years of reliable service.

Easier, seal-tight operation allows utility personnel to quickly and fully shut valves during routine maintenance or emergency operation which minimizes water loss.



Singer® Pressure Reducing Valves

Singer pressure reducing valves (PRVs) are used to lower the water supply pressure feeding commercial buildings and homes to acceptable levels.

Reducing water pressure results in reduced supply and consumption issues and less chance for pipe breaks from overpressure, which increases water conservation.

Solutions for Aging Infrastructures

Infrastructures across the globe continue to age, while municipalities continue to face budget constraints. We understand the importance of managing existing infrastructure resources. Our innovative pipe repair solutions are designed to be easy to install, helping to ensure the safety of water utility employees and enabling speedier repairs. Our repair products help extend the life of products critical to delivering clean and safe water.



HYMAX® Pipe Coupling

HYMAX couplings are used by utilities to quickly repair holes, cracks and breaks in water and wastewater pipes.



HYMAX® Pipe Repair Products

With only two bolts to tighten, these products are extremely efficient, reliable and easy to install, reducing the amount of water lost once leaks are identified or when pipe breaks occur.

Technology Solutions for Sustainability

Our environmental commitments are evidenced in the products we make. From water conservation, to water loss prevention, to extension of the life of critical infrastructure products, our technologies help address the world's water challenges.



Echologics® Acoustic Leak Detection, Monitoring & Pipeline Condition Assessment Services

Echologics advanced acoustic technologies allow utilities to non-invasively diagnose their buried water pipeline infrastructure, including leak detection, monitoring and pipe condition assessment. These technologies provide actionable insights that can be used to catch leaks early and optimize repair and replacement programs, minimizing disruption to communities and businesses.

This solution improves water infrastructure efficiency and identifies leaks so valuable drinking water will not be wasted because of aging pipelines.

Hydro-Guard® Pressure Monitoring Systems

Deployed throughout the water distribution system, Hydro-Guard sensors immediately detect and communicate changes in water pressure to utility personnel via cellular service.

Near real-time alerts allow utilities to know when pressure levels change or pipe breaks occur so that the loss of valuable potable water can be stopped.

Hydro-Guard® Flushing Systems

In areas of the water distribution system where taste, color or odor issues may arise, Hydro-Guard programmable, automated flushing systems provide utilities with an automated solution to the traditional practice of manually opening hydrants.

Automated systems use less water to help meet acceptable drinking water quality standards.

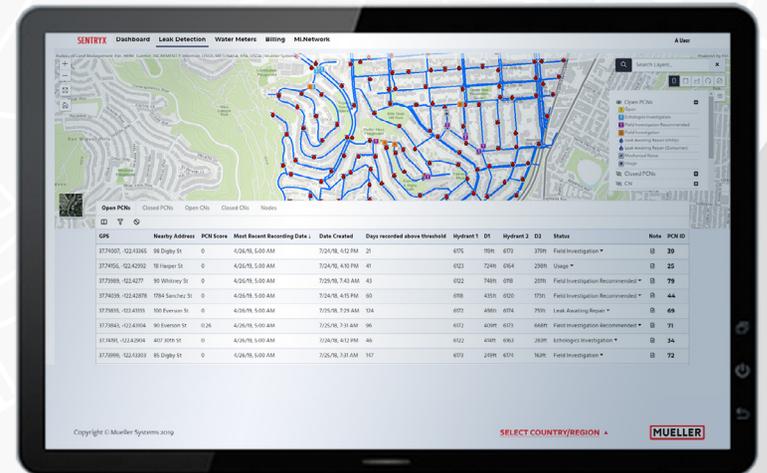
Innovation and Technology

Advancements in technology continue to yield results for industries across the board. At Mueller Water Products, we are accelerating our investments in smart water technologies that will provide business insights to our customers, enabling them to make critical operational decisions and prioritize their spending.

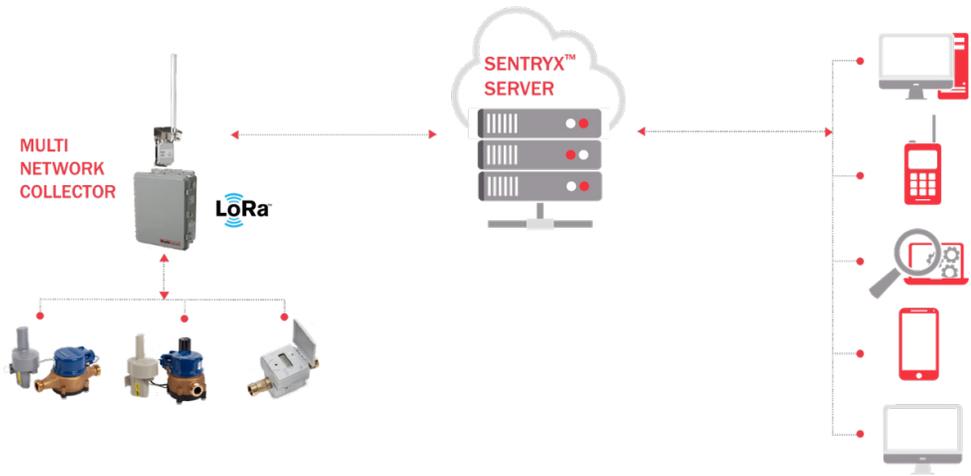


Using Mueller® fire hydrants as a communications hub and battery-powered state-of-the-art sensors, data is transformed into actionable insights helping to prevent water loss and protect fresh water sources from contamination. Leveraging Industrial IoT, powerful mapping and data visualizations as well as advanced analytics, water utilities are able to understand the performance of their distribution systems like never before.

Sentryx™ water intelligence platform provides utilities with unique insights into the health of their distribution systems including pressure, flow, leak, chlorine and pH levels.



Technology Solutions for Sustainability



Mi.Net® Advanced Meter Infrastructure (AMI)

The Mi.Net AMI system is a communications network that fully automates the meter-reading-to-billing process, linking meters, distribution sites and control devices in a single, highly efficient data network.

An AMI network provides improved customer education, leak detection, water consumption measurement, optimized system operation, and inherent water and energy conservation.

Mi.Net® Remote Disconnect Meters (RDMs)

Mi.Net RDMs are an advanced, fully integrated meter used by utilities to remotely connect and disconnect water services through their AMI network.

In addition to improved employee safety, cutting down on truck rolls and operational efficiency, water loss is virtually eliminated since the meter can be controlled remotely.

Investing in Research and Development



In 2019, Mueller Water Products opened a **Center of Excellence (COE) for Software and Electronics** at its headquarters in Atlanta, Georgia. The COE hosts our hardware and software development, as well as water utility monitoring for our customers through our Network Operations Center.

Our Mueller Technology Center (MTC) located in Chattanooga, Tennessee, is focused on developing new technologies that improve efficiencies in infrastructure products. The MTC houses a large Titan Robotics 3D printer and large-scale prototyping equipment.

Mueller Water Products also has a Research & Development facility in Ontario, Canada. The facility is dedicated to developing and testing smart solutions for leak detection and pipe condition assessment.

Capital Projects and Environmental Benefits

Mueller Water Products is committed to modernizing and improving our U.S. production facilities with investments in equipment and processes to ensure a more sustainable future in the communities we serve. Three large investment projects illustrate our drive toward a sustainable future.

The Large Casting Foundry (LCF) in Chattanooga, Tennessee recycles scrap steel; improves energy efficiency; and further enables insourcing, which helps to reduce overseas freight. The facility also eliminates waste through the use of modernized energy efficient foundry processes and machines, and improved sand recycling processes.

The new Decatur, Illinois Brass Foundry will replace a 112-year old facility with a modern foundry, new energy efficient furnaces and improved sand reclamation processes. Additionally, this new foundry will allow us to convert our products to lead-free eco brass.

Our newly purchased facility in Kimball, Tennessee allows us to insource certain activities and further leverage the proximity of the Company's LCF location. This project reduces our manufacturing footprint and freight requirements. The facility operates with energy efficient equipment and also recycles infrastructure.

Our investment in these facilities along with numerous other investments in our processes are designed to deliver a more sustainable future.

Innovating for the Future

Mueller Water Products is leading the way with the use of Artificial Intelligence and Machine Learning to achieve greater sustainability for water utilities.

Using historical leak data obtained from thousands of potential leaks, we are working to develop machine learning models. These models are used to create probability scores on potential leaks allowing faster detection and increased accuracy in pinpointing damaging and costly leaks of treated water into the environment.

Additional efforts are underway to develop more accurate water consumption forecasting models based on historical consumption, weather data and other factors. These forecasts could be used by utilities to optimize both electric and water usage reducing water loss and greenhouse gas emissions from pumping stations.

As we continue to chart the path toward the future, our projects involving AI/Machine Learning will include importing data from multiple sensor points measuring pressure, flow and water chemistry to detect anomalies in near real-time. Predictive analytics may also be applied to help utilities proactively maintain aging infrastructure, minimize water loss and promote safer water quality.

Organizational Partners

Over the years, Mueller Water Products has partnered with a number of organizations in the water and manufacturing industries. As members of these organizational communities, we are committed to supporting their missions, while sharing ideas and ways to improve the industries. These partnerships also provide important resources, training and educational opportunities for our employees.



Operating A Sustainable Company



Mueller Water Products



CLEAN WATER AND SANITATION



INDUSTRY, INNOVATION AND INFRASTRUCTURE



SUSTAINABLE CITIES AND COMMUNITIES

Environmental Responsibility and Leadership

Mueller Water Products is committed to meeting or exceeding environmental regulatory requirements and maintaining 100% compliance with all permits and applicable standards to protect the well-being of our employees, neighboring communities and natural surroundings.



We are committed to being good stewards of the environment and continuously striving to reduce our environmental footprint. Our sustainability strategy focuses on efficient operations, responsible sourcing and development of smart sustainable products that address water infrastructure challenges. Since becoming an independent publicly traded company, our Board has maintained an Environment, Health and Safety Committee. MWP operates by the following guiding principles to support our environmental management program:

- Minimize energy usage, greenhouse gas emissions, water consumption and waste sent to landfill.
- Conserve resources through product design and reuse, reclamation or recycling whenever possible.
- Educate, train and require our employees and contractors to work in a safe and environmentally responsible manner.
- Communicate openly and regularly with senior management, employees and other interested parties about risks, management and performance.
- Ensure consideration of health, safety and the environment in all pertinent business activities.
- Improve our environmental performance through assessments, actionable planning and implementation of best management practices.
- Achieve enhanced environmental performance.

Key Performance Indicators (KPIs)

Beginning in 2009, we established our KPI basis and set internal reduction targets. We use these KPIs to track and drive our environmental sustainability results.



ENERGY



GREENHOUSE GAS



WATER



SOLID WASTE

The collection and recording of environmental data reported in this section includes 10 Mueller Water Products manufacturing facilities and foundries. These facilities represent more than 90% of the Company's resource consumption.

These facilities include:

- **Albertville, Alabama (Foundry and Plant)**
- **Aurora, Illinois (Plant)**
- **Brownsville, Texas (Plant)**
- **Chattanooga, Tennessee (Foundry and Plant)**
- **Cleveland, North Carolina (Plant)**
- **Cleveland, Tennessee (Plant)**
- **Decatur, Illinois (Foundry)**
- **Decatur, Illinois (Plant)**
- **Hammond, Indiana (Plant)**
- **Jingmen, China (Plant)**

Energy



Our energy efficiency efforts support operational optimization by producing cost savings from decreased energy consumption. We use LED lighting, variable frequency drives and programmable lighting/thermostats in our facilities and continuously evaluate innovative ways to conserve energy.

kWh – kilowatt-hour

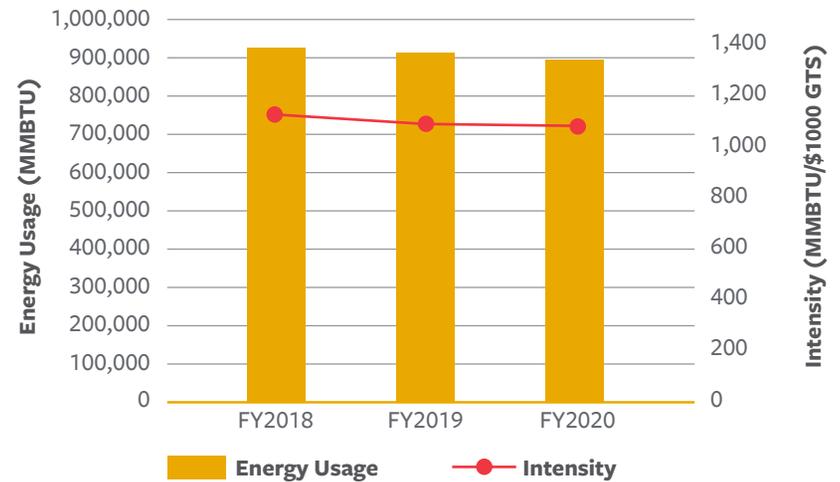
Mcf – thousand cubic feet

MMBTU – million British thermal units. MWP uses MMBTU to reflect combined electricity and natural gas energy usage.

Gross Trade Sales (GTS) represents the total invoiced value of product revenue before accounting for sales deductions such as discounts or returns.

GRI 302-1, GRI 302-3

Energy Usage and Intensity



Energy Consumption by Type and Usage Intensity	FY2018	FY2019	FY2020	FY18 to FY20 (+/-)%
Electricity (kWh)	161,793,727	158,800,834	155,053,253	-4.2%
Natural Gas (Mcf)	360,991	356,659	347,905	-3.6%
Total Energy Usage (MMBTU)	925,664	910,974	889,124	-3.9%
Energy Usage Intensity (MMBTU/\$1000 GTS)	1,120.6	1,082.2	1,075.5	-4.0%

Our three foundries represent the majority of our energy usage. In part, energy improvements are due to operational efficiencies with existing equipment and some refurbishments to equipment (e.g., coil rebuilds in induction ovens) which resulted in a reduction of electricity usage at our three foundries of approximately 5,021,095 kWh from FY2018 to FY2020.

The overall percentage improvements for energy usage equate to approximately 36,540 MMBTUs reduction, or roughly 406 households' worth of energy used in one year. When indexed against gross trade sales, an overall reduction intensity of 4.0% was realized from FY2018 to FY2020.

Greenhouse Gas Emissions

In general, the largest contributors to greenhouse gas emissions are electricity and heat production which includes the burning of coal, natural gas and oil for electricity and heat. The GHG emissions to the right are expressed in tons carbon dioxide equivalent (CDE) and include electricity (Scope 2) and natural gas (Scope 1) usage.

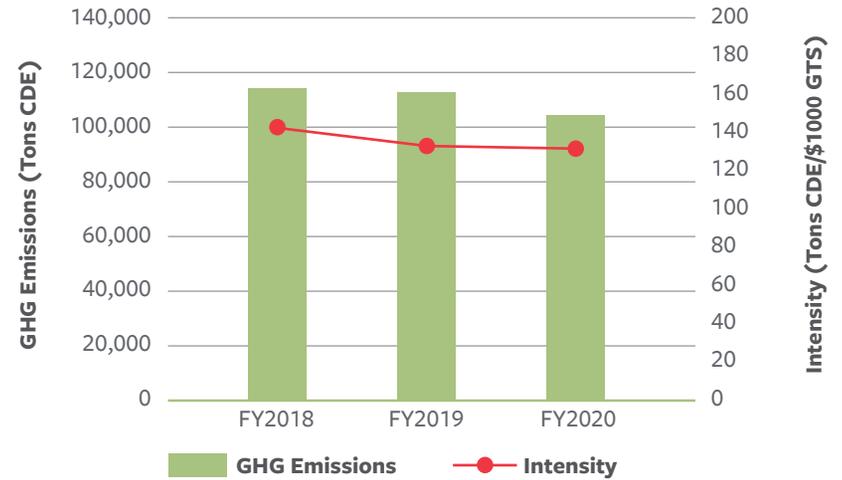


Scope 1 - GHG emissions are direct emissions from owned or controlled sources.

Scope 2 - GHG emissions are indirect emissions from the generation of purchased energy.

GRI 305-1, GRI 305-2, GRI 305-4, GRI 305-5

GHG Emissions and Intensity



GHG Emissions and Intensity	FY2018	FY2019	FY2020	FY18 to FY20 (+/-)%
Scope 1 & 2 (Tons CDE)	115,783	114,072	111,428	-3.8%
GHG Emissions Intensity (Tons CDE/\$1000 GTS)	140.2	135.5	134.8	-3.8%

Our two largest foundries (Albertville, Alabama and Chattanooga, Tennessee) source electricity from the Tennessee Valley Authority whose current portfolio consists of 39% nuclear, 19% coal, 26% natural gas, 11% hydro, 3% wind and solar, and 1% energy efficiency programs, with a total capacity of 33,727 megawatts. While continuing to reduce our GHG emission/carbon footprint through energy conservation, we also strive to continually evaluate and incorporate alternate and renewable energy resources.

Water Consumption

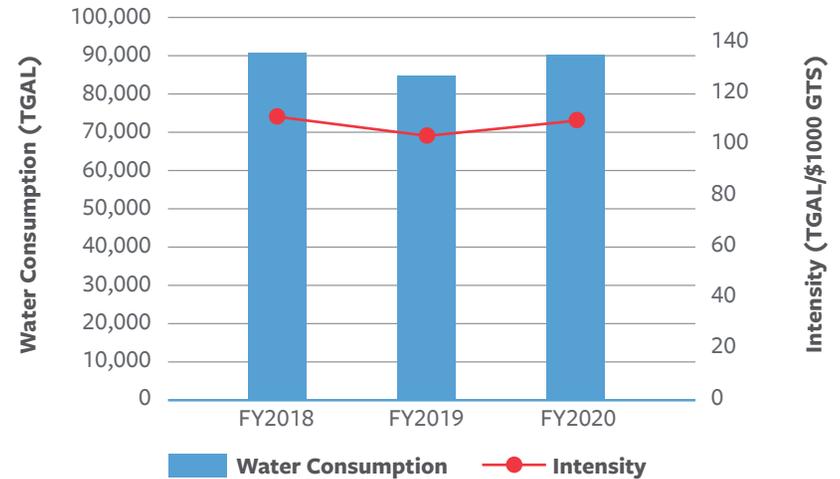
Managing water resources responsibly is integral to our business and our operations. Water also plays an important role in our quality process. Every valve, hydrant and meter must pass a strict regimen of testing prior to being shipped to our customers.



TGAL - thousand gallons

GRI 303-5

Water Consumption and Intensity



Water Consumption and Intensity	FY2018	FY2019	FY2020	FY18 to FY20 (+/-)%
Water Consumption (Gallons)	90,834,198	85,104,606	90,408,699	-0.5%
Water Consumption Intensity (Gallons/\$1000 GTS)	109,966	101,103	109,363	-0.5%

In FY2019, we continued our investment in processes to reduce water consumption, utilizing recycled water in our testing operations where possible, introducing maintenance improvements and installing motion detection and low-flow plumbing fixtures. As a result, our water usage in FY2019 decreased by 6.3% from FY2018, a reduction of almost 6 million gallons.

However, in FY2020, we recognized an increase in our water usage at our foundry in Decatur, Illinois. Due to its aging equipment, we experienced some failures which caused our water usage to exceed 1 million gallons per month for several months. As a result, our new Decatur foundry capital project is underway and will help to address water usage. Also, additional water use (~1 million gallons) occurred at our Chattanooga foundry in association with the construction of the new large casting foundry (LCF). Our overall consumption in FY2020 was less than FY2018 by approximately 425,500 gallons, which is equivalent to over 2.7 million bottles of water.

Waste to Landfill

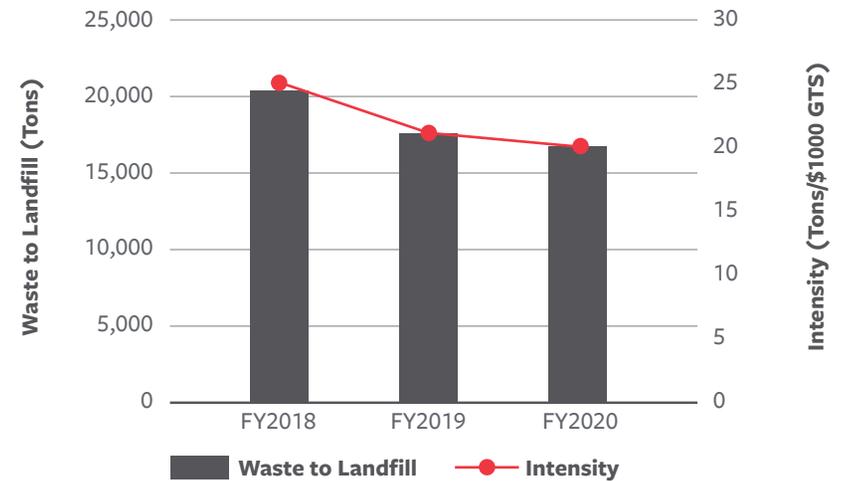


Waste that ends up in landfills can negatively affect local communities and the environment. We continuously work to reduce our impact through a waste to landfill reduction program. As a result of our program, we were able to reduce our waste to landfill by over 7 million pounds (3,531 tons) from FY2018 to FY2020. This equates to approximately 235 garbage truck loads of waste.

Waste to Landfill – our common unit of measure for waste is tons and the waste reported here is nonhazardous and hazardous waste that has its final disposition in a landfill.

GRI 306-3, GRI 306-5

Waste to Landfill and Intensity



Waste to Landfill and Intensity	FY2018	FY2019	FY2020	FY18 to FY20 (+/-)%
Waste (Hazardous & Non-hazardous) to Landfill (Tons)	20,368	17,965	16,837	-17.3%
Waste to Landfill Intensity (Tons/\$1000 GTS)	24.7	21.3	20.4	-17.4%

Mueller Water Products continues to seek alternatives to reduce our waste generation and enhance our recycling programs for materials, including paper products, plastics, cans, glass, cardboard, pallets, electronics, used oil, steel drums and sand. For example, several facilities utilize washable/reusable towels instead of paper towels.

Additionally, our new thermal sand reclaim system for the large casting foundry in Chattanooga can recycle approximately 90% of spent foundry sand resulting in a substantially decreased waste stream. Our total waste to landfill in FY2020 decreased by 17.3% compared to FY2018 and intensity reduced by 17.4%. Of our total waste to landfill, less than 10% is considered hazardous waste, and generally consists of baghouse dust and paint waste.

Recycled Materials In Our Products

Mueller Water Products utilizes a substantial amount of recycled materials in its foundries. Approximately 84% of the total material weight in our melt recipe comes from scrap sources. Each year, we purchase more than 90 million pounds of scrap iron, steel and copper alloys.



Sustainability Initiatives

One of the most successful examples of our recycling program was implemented at our Chattanooga Plant. The initial stages of the program consisted of establishing four designated accumulation areas for trash and recyclables within the plant and the formation of a dumpster farm. Additionally, and as part of our standard recycling process, we introduced a cardboard recycling dumpster, which has allowed us to achieve and maintain complete segregation of cardboard from waste, resulting in the recycling of over 25 tons of cardboard that otherwise would have been bound for the landfill.

Since the inception of the program, the facility has successfully **achieved a reduction in waste to landfill of 23% from 2018 to 2019**. Over 250 tons of waste pallets and 180 tons of shot blast waste were recycled instead of going to a landfill.



Through a combination of our recycling programs and collaborative relationships formed with other companies, we have achieved our site-wide goal of complete segregation of wastes from recyclables at this facility.

Sustainability Initiatives



As another example of Mueller Water Products' sustainability initiatives, in 2019 our engineering team began utilizing **MAGMASOFT**[®] to aid in the improvement of gating and riser design for our molding process at our foundries. This software allows our engineers to minimize the amount of excess metal needed to fill each mold, which reduces the amount of energy used during the melting process.

By utilizing **MAGMASOFT**[®], we have increased our yield by 11% and have reduced gate and sprue usage by 6,000 lbs. per day.

In addition to reduced energy usage, we save approximately 43 lbs. of metal every 1.5 minutes of operation.



Safety, Excellence & Leadership

Mueller Water Products maintains a proactive Environment, Health and Safety (EH&S) Management program that meets or exceeds the requirements established in ISO 45001, 14001 and other standards.

MWP evaluates the program annually at all manufacturing sites using an MWP-specific assessment known as SEAL (Safety, Excellence and Leadership). The SEAL assessment evaluates performance across all areas of our safety and environmental systems. Evaluations are conducted by internal auditors who have received training in the requirements of our standards. Each site has an annual assessment score goal which ties to the Company's strategic continuous improvement plan.

Target Zero

MWP believes all injuries are preventable. The SEAL guidelines are updated annually to provide our facilities with a path towards achieving world-class safety performance. MWP believes one injury is too many and the goal of every workday is for each employee to return home safely.

Safety Processes

Objectives of the SEAL assessment include:

- Identify workplace hazards and implement effective preventive controls
- Prevent injury and illness among our workforce
- Reduce the risk of lost time injuries and illness
- Evaluate compliance with applicable legislative requirements
- Improve the safety culture
- Identify areas for training and competency requirements
- Facilitate best practice sharing amongst the locations

Findings from the assessment are reported to appropriate leadership and our Board. Opportunities for improvement are logged into a risk matrix and action plans are developed and implemented when required.

Responsibility for implementation of the SEAL and environmental assessments include the Director of Health and Safety and the Senior Manager, Environment and Sustainability.



Kaizen Processes

Our facilities utilize PDCA (Plan-Do-Check-Act) methodology along with daily Kata and periodic Kaizen activities to eliminate waste, improve process efficiency and address ergonomic concerns. We empower our associates, engineers and lean practitioners to remove non-value added activities, drive continuous improvement and increase safety.

Safety KPIs

- In FY2020, our three foundries had 76% fewer injuries compared to FY2012.
- Our Chattanooga manufacturing facility achieved the most improvement with nearly 89% fewer injuries in FY2020 compared to FY2012.
- In FY2020, four manufacturing locations (Brownsville, Texas; Cleveland, Tennessee; Emporia, Kansas; and Woodland Washington) and two distribution centers (Barrie, Canada and Ontario, California) achieved Target Zero with no reportable injuries.

FY2020 does not include work-related COVID-19 positive cases.

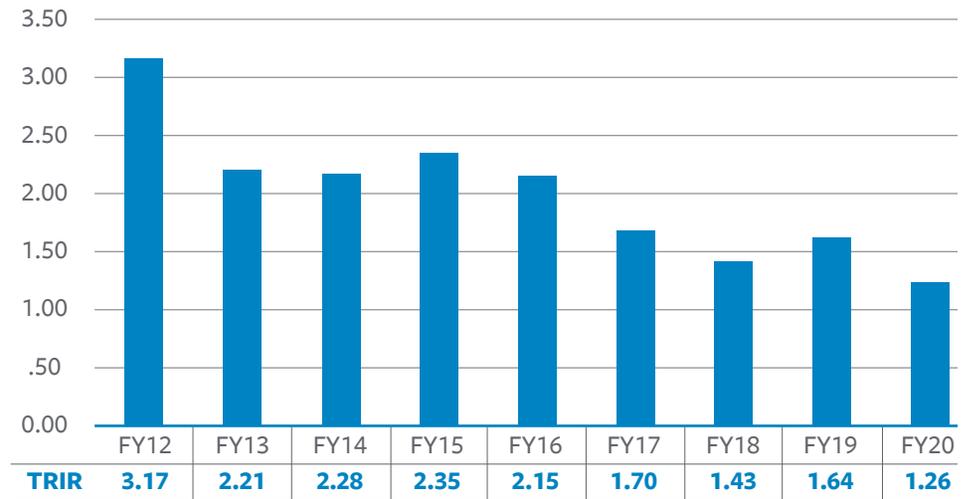
FY2019 does not include the Aurora tragedy (page 61).

TRIR or Total Recordable Incident Rate is measured by number of OSHA recordable injuries times 200,000 divided by work hours in the fiscal year.

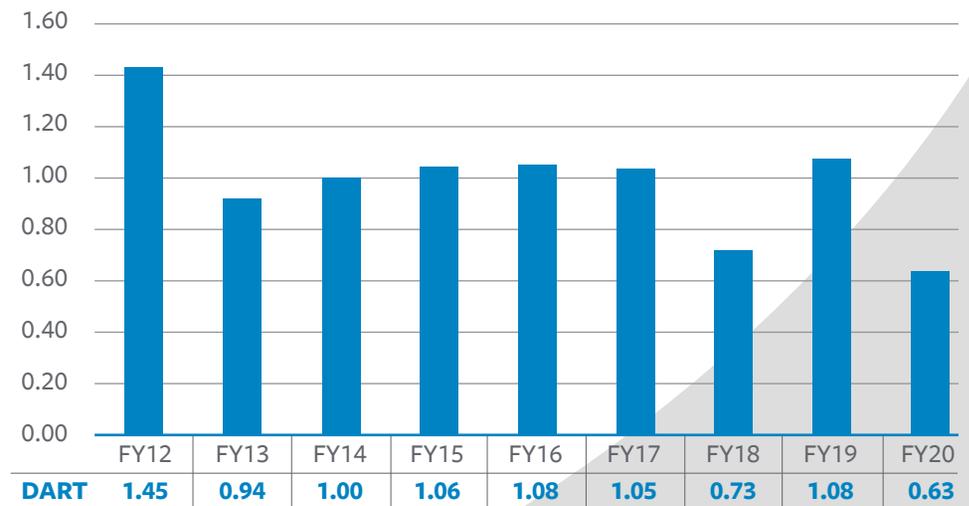
DART or Days Away, Restricted Time, and Job Transfer rate is measured by number of injuries with Days Away, Restricted Time, and Job Transfer times 200,000 divided by work hours in the fiscal year.

GRI 403-9

TRIR



DART



Safety Toolbox Talks



Toolbox Talks are a monthly series of events focused on environmental, health and safety matters. From material recycling protocols to COVID-19 prevention protocols, these educational events provide resources to employees and cover timely topics around health and safety, which help to promote a safe work environment.

Toolbox Talks are managed by our Environment, Health and Safety team leaders to ensure that relevant and reliable information is being shared with employees on a consistent basis.

Safety Recognition

We are committed to effective employee protection beyond the requirements of OSHA standards for occupational safety and health.



Voluntary Protection Program (VPP) participants develop and implement systems to effectively identify, evaluate, prevent and control occupational hazards to help prevent employee injuries and illnesses. As a result, the average VPP worksite has a lost workday incidence rate at least 50% below the industry average.

Our Albertville, Alabama manufacturing facility consistently earns the VPP award, OSHA's highest safety designation. Albertville is one of 34 VPP Star sites under the Primary Metal Manufacturing NAICS (331) in the U.S. It is one of seven VPP Star sites under the Iron Foundries NAICS (331511) in the U.S.

- August 2011 - Awarded VPP Merit
- August 2013 - Awarded VPP Star
- 2016 - Recommendation of one-year Star Participation status
- November 2017 - Recertified VPP Star

Quality



Manufacturing high quality products has been a Mueller Water Products standard since the Company was founded in 1857. Today, our manufacturing facilities are ISO 9001 certified and adhere to ISO Quality Management Principles.

- **Customer Focus**
- **Leadership**
- **Engagement of People**
- **Process Approach**
- **Improvement**
- **Evidence-based Decision-making**
- **Relationship Management**

Responsible Sourcing



Mueller Water Products is committed to sourcing responsibly and partnering with suppliers and distributors that support our sustainability goals. We leverage the best practices of our business partners and source recycled content to reduce our carbon footprint when delivering products.

We recently signed contracts with overseas shipping suppliers that require the use of ultra-low sulfur diesel fuel which reduces harmful sulfur content by 99.7%. We also moved to battery-powered forklifts in our distribution centers and minimized our carbon footprint by using TMS software programs that provide efficient routes for deliveries.

Our Strategic Sourcing team performs onsite assessment visits with our suppliers validating workforce guidelines, regulatory information and performance capabilities. The team also maintains a supply base monthly performance review to help document and ensure ongoing compliance with our expectations.

Supplier Assessment Questionnaire



The Supplier Assessment Questionnaire is the baseline for our supplier performance scorecard, which is maintained to ensure that our top suppliers are in compliance with our performance and operational expectations.

Mueller Water Products requires suppliers to sign a commitment to adhere to child labor laws and ensure the presence of acceptable global working conditions in all of their operations. We submit a report annually to the SEC regarding our conflict minerals due diligence program, designed to ensure our partners meet or exceed government regulations requiring signed letters confirming our conflict materials disclosures. We are in the final stages of development of our new Supplier Conduct policy, slated for launch in 2021.

View our [Conflict Minerals Disclosure](#).

Social Stewardship



Mueller
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Products



Health and Wellness



Mueller Water Products is dedicated to its employees and their health and well-being. We provide access to benefits and offer programs that support work-life balance and overall well-being including financial, physical and mental health resources.

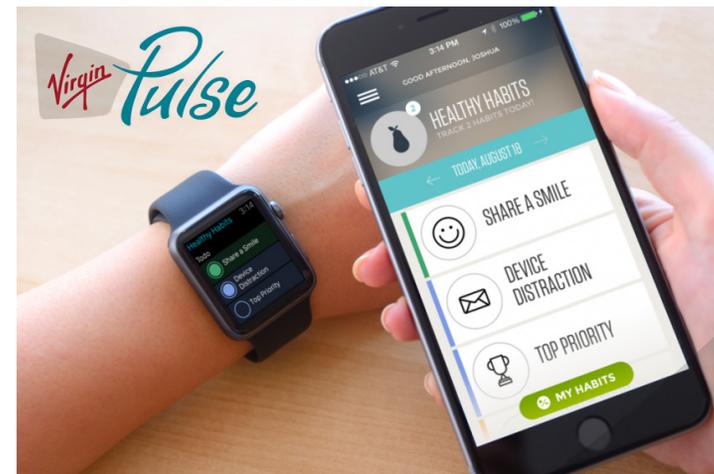
Benefit options for our employees and their dependents include:

- Medical, dental and vision plans
- Teledoc services
- Pre-tax healthcare spending & savings accounts and dependent care
- Maternity and paternity leave, including for adoption
- Back-up care for children and elderly parents
- Life insurance
- Retirement savings (401k) plans with generous matching funds
- Well-being Program
- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP)

Well-being Program

As a part of our comprehensive benefits package, Mueller Water Products partners with Virgin Pulse to administer our Well-being Program. Virgin Pulse offers personalized health and wellness programs tailored to help employees reach their individual physical, mental and financial wellness goals.

With a variety of healthy habit trackers and interactive team challenges, Virgin Pulse encourages employees to get active and live better. Employees are also rewarded along the way with PulseCash and health insurance discounts for reaching milestones within the program.



Talent



Our people are fueled and united by our mission to deliver clean, safe drinking water. We are an inclusive organization that values diverse experiences and perspectives. We all share in the responsibility to create a positive culture and to safeguard equity, inclusion, and appreciation for different backgrounds and perspectives.

At Mueller Water Products, we strive to attract, develop and retain high-performing talent, and we support and reward employee performance.

Programs to strengthen our talent include:

- Employee Referral Program
- Employee Tuition Reimbursement
- Training and development
- Succession planning
- Partnerships with local and national education institutions for the recruitment of direct hires, interns and co-ops



Developing Talent for the Future



As new generations enter the workforce, their passions and commitments to sustainability and green initiatives often guide their employment choices. The Mueller Development Program (MDP) is a two-year rotational program designed to accelerate the professional development of new college graduates by offering meaningful and varied work experiences that also align with environmental stewardship. Since the program's creation in 2017, we have had 26 college graduates participate in the Mueller Development Program.

Diversity and Inclusion

We recognize that diversity and inclusion make us stronger as a Company and as a society. It leads to greater innovation and improved long-term performance, and helps to build stronger communities.

Mueller Water Products participates in the McKinsey & Company Women in the Workplace study, which helps us track our progress and increases our ability to hire, retain and promote women.

For the second consecutive year, Mueller Water Products was named a Winning ‘W’ Company honored by 2020 Women on Boards for having at least 20% women on its Board before the year 2020.



The MWP Board is comprised of 10 members, three of whom are women. Dr. Lydia W. Thomas has served on the Board since 2008 and former Atlanta Mayor Shirley C. Franklin has served on the board since 2010. Dr. Christine Ortiz has served on the Board since 2019.

Our diverse Board is made up of 3 (30%) women and 4 (40%) underrepresented minorities.



Employee Engagement

Our leaders prioritize employee engagement and transparency by implementing programs and processes that ensure employees have opportunities to ask questions, voice concerns and share feedback.

Mueller Water Products' Global Employee Pulse Survey is conducted at least once a year, providing employee feedback to the Board of Directors and Executive Leadership Team.

Quarterly all-employee townhall meetings and monthly townhalls at our manufacturing facilities provide an ongoing, consistent channel to hear directly from leadership, helping to develop improvements throughout the organization.

- Employee feedback provides direction for action plans on communication, process improvement and culture change opportunities
- Local action plans continue to evolve based on specific results
- Focus groups and employee/manager interactions are used to understand resources needed to help meet MWP objectives



Human Rights

We are committed to upholding fundamental human rights and believe that all human beings should be treated with dignity, fairness and respect. We strive to promote inclusion in the workplace, engage with communities to build upon our understanding of potential human rights issues, and encourage our suppliers to treat their employees — and to interact with their communities — in a manner that respects human rights. We condemn human rights abuses and do not condone the use of slave or forced labor, human trafficking, child labor, the degrading treatment of individuals, physical punishment or unsafe working conditions. All employees are required to understand and obey local laws, to report any suspected violations and to act in accordance with our Core Values and Code of Conduct.

Mueller Water Products is an equal opportunity employer. Employment selection and related decisions are made without regard to sex, race, age, disability, religion, national origin, color or any other protected class.

COVID-19 Response

The COVID-19 pandemic has been one of the most challenging times in recent history. As a manufacturer of products for the water and natural gas industries, our products and services are essential to the critical infrastructure of countries around the world.

The safety and well-being of our employees are our top priorities. During the COVID-19 pandemic, based on the Centers for Disease Control and Prevention (CDC) guidance, we implemented safety protocols including providing employees with personal protective equipment, instituting temperature checks, enhancing cleaning and sanitation, implementing social distancing and work from home processes, and enacting business travel restrictions. Additionally, we expanded our employee communications to include frequent virtual townhalls and local COVID-19 communication teams, providing employees an opportunity to ask questions and provide feedback.

While ensuring the safety of our employees, our manufacturing facilities have continued to operate, providing the products our customers need to deliver clean, safe drinking water.



True to “The Mueller Way,” a team of manufacturing employees at our Albertville, Alabama manufacturing plant developed face shields using 3-D printers for community frontline medical staff during the pandemic.

Commitment to Our Future



In 1857, Mueller Water Products was founded in Decatur, Illinois by German immigrant Hieronymus Mueller. Today, the Company continues to be one of the largest businesses in the community, employing nearly 600 employees.

In October 2019, Mueller Water Products broke ground on a new state-of-the-art brass foundry in Decatur, renewing its commitment to the community where the Company was founded. The foundry will be one of the largest, modern finished goods brass foundries in the world, and the first of its kind in the United States.

The [Hieronymus Mueller Museum](#), located in downtown Decatur, is dedicated to preserving the history and community significance of the Company, and serves to educate the public on the role and importance of infrastructure manufacturing and the innovations of the Company over the years.



Mueller in the Community

Heroes Run

Mueller Water Products supports and participates in the Chattanooga Heroes Run in honor of the military heroes killed who were based at two Chattanooga military installations.

Safe Water Network

In 2018, MWP sponsored a water station in Sangareddy, India in partnership with the Safe Water Network. This station provided safe clean drinking water to over 3,000 citizens in the community.

Junior Achievement

Mueller Water Products employees volunteer at local schools through the Junior Achievement program to educate children on important foundational concepts including financial literacy, work readiness and entrepreneurship.

Breast Cancer Awareness

Employees raised \$3,000 in support of breast cancer awareness by selling pink hard hats and baseball caps. MWP matched the dollar amount raised by employees in support of the American Cancer Society's breast cancer awareness programs and research.



Mueller in the Community



AWWA Mueller Continuing Education Scholarship

This scholarship is awarded annually in partnership with the American Water Works Association (AWWA). The \$5,000 award is given to an undergraduate student employed by a water utility.

Richland College Manufacturing Day

Each year, Mueller Water Products participates in the Richland College Manufacturing Day event. As a staple in the Decatur community, local MWP employees educate students on manufacturing and safety as well as career opportunities in the water industry.

The Water Tower at Gwinnett

Mueller Water Products is a founding member of The Water Tower at Gwinnett in Georgia. Designed to be a global innovation hub, The Water Tower will create a campus and an ecosystem that reimagine the future of water through applied research, technology innovation, workforce development and community engagement.

Habitat for Humanity Donations

Beginning in 2019, our facility donated 3,000 waste divider boards to the Hamilton County Habitat for Humanity to use for community projects. Normally, these materials would have gone to the construction waste landfill for disposal, but they are now being used to renovate affordable homes and at local animal shelter facilities.

Charitable Contributions

American Red Cross

In 2017, Mueller Water Products and its employees donated \$200,000 to the American Red Cross to support relief efforts for victims of Hurricanes Harvey, Irma and Maria, which devastated several southern U.S. states and parts of the Caribbean.

Aurora/Pratt Survivors' Fund

On February 15, 2019, five of our employees tragically lost their lives and one employee and five members of the Aurora Police Department were injured during a workplace shooting at our Pratt manufacturing facility in Aurora, Illinois. We partnered with the National Compassion Fund to create a fund to provide direct financial

support to the families of the employees killed and to employees physically injured or traumatized by their presence at the shooting. The fund raised over \$550,000, with 100% of the proceeds going directly to beneficiaries.



Governance



Mueller
Water
Products



Corporate Governance

Our Board is committed to a sound governance structure that promotes the interests of stockholders. Our Board follows a comprehensive set of [Corporate Governance Guidelines](#) in the exercise of its duties and responsibilities, with a focus on serving the best interests of Mueller Water Products.

BOARD INDEPENDENCE

- Independent Chairman of the Board
- 9 of 10 directors are independent
- Fully independent Board committees: Audit; Compensation & Human Resources; Environment, Health & Safety; Nominating & Corporate Governance

ACCOUNTABILITY

- Annually elected directors
- Majority voting standard in uncontested director elections with resignation policy
- Robust stockholder engagement program

BOARD PRACTICES

- Board, committees and directors conduct regular self and peer evaluations
- Frequently meet in executive session without the CEO or other members of management
- Director orientation and continuing education programs

STOCK OWNERSHIP / COMPENSATION

- Significant guidelines for stock ownership
- No hedging or pledging of common stock
- Clawback policy in place

Commitments and Practices

We embrace our responsibility to maintain corporate governance practices that reflect high standards of ethics and integrity. To that end, we adhere to a principled framework of practices and policies that commit to providing transparency, confidence, dedication and appropriate control for our stakeholders, including:

OUR STOCKHOLDERS

- Comprehensive Oversight by our Board
- Governance Structure Comprising Experienced and Diverse Independent Directors
- Multiple Methods of Direct Communication with the Board of Directors
- Active Stockholder Engagement

OUR SUPPLIERS

- Code of Business Conduct and Ethics
- Supplier Code of Conduct and Ethics

OUR EMPLOYEES

- Code of Business Conduct and Ethics
- Global Compliance Framework
- Third Party Due Diligence
- Reporting a Concern – No Retaliation Policy

OUR COMMUNITIES

- Charitable Programs
- Protecting the Environment

Our Commitment to Stockholders

Our success is built on a solid foundation of sound corporate governance by a diverse and experienced Board led by an independent Chairman of the Board. With the guidance of its four standing committees, the Board carries out its oversight responsibilities in a manner consistent with our core values of respect, integrity, trust, safety and inclusion.

COMPREHENSIVE OVERSIGHT BY THE BOARD OF DIRECTORS

- The Board follows a comprehensive set of Corporate Governance Guidelines in the exercise of its duties and responsibilities, with a focus on serving the best interests of the Company.
- The Board engages independent experts who provide advice to the Board and its committees on both a routine and ad hoc basis.
- The directors conduct regular executive sessions of the Board and committees attended only by non-employee directors.

GOVERNANCE STRUCTURE COMPRISING EXPERIENCED AND DIVERSE INDEPENDENT DIRECTORS

- Nine of the ten directors are independent in accordance with the categorical standards of independence specified in our Corporate Governance Guidelines.
- Audit, Compensation and Human Resources, and Nominating and Corporate Governance Committee members are independent in accordance with NYSE listing standards.
- Board committees leverage a vast amount of knowledge and experience in executing their duties.

Our Commitment to Stockholders

AUDIT COMMITTEE

- Oversees the integrity of our financial reporting statements, financial reporting activities and accounting policies and procedures.
- Selects and oversees the independent registered public accounting firm, approves its services (including both audit and non-audit services) and fees, and evaluates its performance. In its evaluation, the Audit Committee considers the firm's reputation for independence and integrity, the qualifications and performance of the firm's personnel and the effectiveness of the firm's communications, the appropriateness of fees and Public Company Accounting Oversight Board reports on the firm and its peers.
- Selects, reviews and evaluates the lead partner of the audit engagement team.
- Reviews the scope and results of the independent registered public accounting firm's audits.
- Reviews the scope of the internal audit function, internal audit plans, internal audit reports and corrective actions taken in response to internal audit findings. Evaluates the performance of the internal audit function.
- Oversees our internal accounting systems and related internal control over financial reporting, as well as our financial risk management profile.
- Oversees our legal compliance and ethics programs and the Code of Conduct.
- Reviews cyber and data security matters, including our risk mitigation initiatives.
- Oversees the appropriateness and reasonableness of the Company's applicable ESG standards, measurement mechanisms and key performance indicators.

COMPENSATION & HUMAN RESOURCES COMMITTEE

- Reviews, approves and administers our executive compensation and equity-based plans.
- Reviews and approves goals and objectives for compensation of our CEO, evaluates performance in relation to these goals and objectives, and determines and approves the compensation of our CEO.
- Reviews and approves the compensation of all executive officers.
- Reviews and recommends the compensation of non-employee directors.
- Reviews and approves stock ownership guidelines for officers and directors.
- Oversees an annual risk assessment process related to compensation programs.
- Reviews succession planning across senior positions.
- Oversees matters related to human capital management, including matters relating to employee compensation, benefits, engagement, training, diversity, inclusion and other social matters, including such matters related to the Company's ESG program.

Our Commitment to Stockholders

ENVIRONMENT, HEALTH & SAFETY COMMITTEE

- Reviews policies and procedures related to compliance with laws, regulations and rules pertaining to the environment, health and safety.
- Monitors compliance with health, safety and environmental policies, programs and practices.
- Encourages activities and initiatives that demonstrate sound environmental stewardship.
- Reviews the scope of internal and independent environmental, health and safety audits and assessments.
- Reviews results of internal compliance reviews and remediation projects.
- Supports the Board's responsibilities relating to sustainability and corporate social responsibility.
- Reviews the Company's environmental, health and safety performance and related initiatives.
- Oversees matters related to the environmental, materials sustainability and employee health and safety programs.

NOMINATING & CORPORATE GOVERNANCE COMMITTEE

- Establishes criteria for and qualifications of persons suitable for nomination as directors and reports recommendations to Board.
- Selects and recommends director candidates to be considered for election.
- Develops and annually reviews the Governance Guidelines.
- Oversees the annual Board and committee evaluation process.
- Makes recommendations to the Board related to committee structure and membership.
- Advises the Board regarding corporate governance matters.
- Monitors the orientation and continuing education programs for directors.
- Oversees the development, updating and production of the Company's annual ESG Report, reviews and makes recommendations to the Board regarding our ESG practices and reviews applicable Committee ESG metrics.

Our Commitment to Stockholders

MULTIPLE METHODS OF DIRECT COMMUNICATION WITH THE BOARD

The Company has established several means for stockholders or others to communicate their concerns to the Board and its committees, individually or collectively. Communication may be made anonymously through the Mueller Helpline (1-800-569-9358 or www.muellerwaterproducts.ethicspoint.com), via facsimile at 770-206-4260, in writing to the appropriate party, noted below, at 1200 Abernathy Rd., Suite 1200, Atlanta, Georgia 30328, or via email to the appropriate email address designated below:

- If the concern relates to the Company's financial statements, accounting practices or internal controls, the concern may be submitted in writing to the Chairman of the Audit Committee in care of the Company's Corporate Secretary at the above address or via e-mail to auditcommittee@muellerwp.com;
- If the concern relates to the Company's governance practices, business ethics or corporate conduct, the concern may be submitted in writing to the Chairman of the Nominating & Corporate Governance Committee in care of the Company's Corporate Secretary at the above address or via e-mail to compliance@muellerwp.com; or
- If an individual is unsure as to which category her or his concern relates, she or he may submit it in writing to any one of the independent directors in care of the Company's Corporate Secretary at the above address or via e-mail to boardofdirectors@muellerwp.com.

In addition to an internal control environment specifically designed to identify and manage risks and to facilitate communication with the Board, Mueller Water Products maintains a Policy and Process for Communicating with the Board to ensure all communications are addressed in an organized, speedy and appropriate manner. Further, MWP follows an Accounting/Auditing Complaint Handling Policy and Procedure to ensure any and all relevant matters are provided to and addressed by the Board and its committees.

Our Commitment to Stockholders

ACTIVE STOCKHOLDER ENGAGEMENT

We value our stockholders' perspectives and engage with stockholders through various activities each year, including earnings calls, investor presentations, 1-on-1 meetings, conferences and our annual meeting.

During 2020, we participated in 14 conference and investor roadshows. Through these activities, we engaged in a variety of topics relating to performance and sustainability, as well as governance, and social practices and policies. Questions we received centered on our end markets, including municipal and residential construction, inflationary pressures, including tariffs, price and volume growth drivers, capital allocation strategy, the Krausz acquisition and COVID-19 actions and impact.

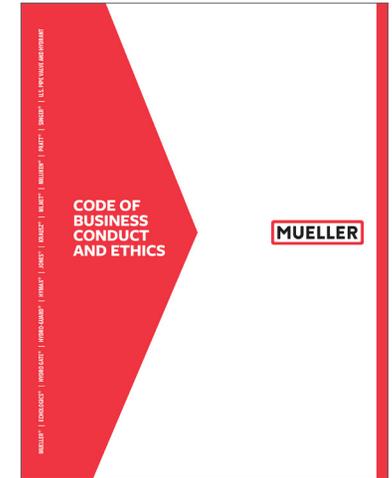
Code of Business Conduct and Ethics

Mueller Water Products maintains a robust [Code of Business Conduct and Ethics](#). All directors, employees, customers and suppliers of MWP and its subsidiaries are expected to understand and adhere to the principles in our Code of Business Conduct and Ethics. We also expect all contractors, consultants, representatives, agents and others working temporarily for or providing services to us to comply with our Supplier Code of Conduct and Ethics in connection with any work or services performed on our behalf.

Refreshed in 2019, our Code of Business Conduct and Ethics conveys our commitment to a culture of integrity and ethical business practices.

Topics addressed in the Code of Business Conduct and Ethics include, among others:

- Preventing corruption and trust issues
- Providing a safe working environment
- Requiring fair dealing and fair trade
- Promoting environmental protection
- Implementing fair treatment, anti-discrimination and human rights and labor practices
- Restricting gifts and entertainment
- Protecting data, intellectual property and confidential information
- Explaining insider trading and other matters related to securities



Our Commitment to Suppliers

Likewise, we are committed to following the highest ethical standards and complying with all applicable laws in our relationships with our suppliers and potential suppliers. To that end, we ask that our suppliers conduct business with Mueller Water Products according to the standards and procedures outlined in our Supplier Code of Conduct and Ethics, including:

- Advancing the health and safety of employees;
- Respecting the personal dignity, privacy and rights of each employee;
- Providing fair remuneration and prohibiting the use of child, forced or imprisoned labor;
- Acting in accordance with applicable local and international legal standards governing environmental protection and minimizing environmental impacts;
- Complying with all applicable anti-corruption laws, including the United States Foreign Corrupt Practices Act and/or the U.K. Bribery Act, and/or any country which is or will become a signatory to the Organisation for Economic Co-operation and Development (OCED) Convention on Combating Bribery of Foreign Public Officials;

- Adhering to the export/import requirements of U.S. Customs and Border Protection and other U.S. governmental and/or regulatory agencies, including the Customs-Trade Partnership Against Terrorism; and
- Ensuring that the goods they supply to us do not (i) contain or utilize any conflict minerals (tantalum, tin, tungsten and gold), (ii) contain conflict minerals that originate other than from a covered country (Democratic Republic of Congo and adjoining countries) or (iii) contain conflict minerals that are from recycled or scrap sources.

We maintain a copy of the Code of Business Conduct and Ethics and the Supplier Code of Conduct and Ethics on the Compliance site of our intranet and also make it available to the public on the [Corporate Governance](#) page of our website.

Our Commitment to Employees

Mueller Water Products strives to provide employees the opportunity to reach their fullest potential. Therefore, MWP expects personal conduct and treatment of others in a manner intended to promote an inclusive and supportive work environment.

CODE OF BUSINESS CONDUCT AND ETHICS

Employees are required to acknowledge that they have read and understand the Code of Business Conduct and Ethics and commit to acting in accordance with its principles. Violations of our Code of Conduct could result in disciplinary action, up to and including termination of employment, criminal prosecution, or both.

GLOBAL COMPLIANCE FRAMEWORK

We have operations in countries around the world, and our employees are citizens of these various countries. As a result, our operations are subject to a diverse set of local laws and cultures as well as a variety of international regulations and laws such as those prescribed by the U.S. Foreign Corrupt Practices Act, the Canadian Corruption Act and the U.K Anti-Bribery Act.

In order to mitigate the risks associated with such a broad-ranging footprint, we implemented a global compliance program consisting of policies and procedure training related to:

- Anti-corruption/anti-bribery/gifts and entertainment
- Antitrust
- Insider Training
- International Trade
- Intellectual Property
- SEC Reporting and Disclosures
- Related Party Transactions

In order to assist employees in complying with our Code of Business Conduct and Ethics, applicable laws and regulations, we provide training regularly in person and online on a variety of compliance topics tailored to specific roles and responsibilities and/or risk profiles.

Compliance policies and procedures are communicated on the Compliance site of our Company intranet and through targeted messaging via email.

Our Commitment to Employees

THIRD-PARTY DUE DILIGENCE

- To minimize our exposure to potential anti-corruption law violations when dealing with third-party representatives, we adopted the following process framework for use prior to engaging a representative located outside the United States:
- The third-party completes a background questionnaire and signs our Commitment to Ethical Business Practices
- The Compliance Department:
 - » Performs an open-Internet search and uses a third-party screening tool to vet relevant parties;
 - » Researches the likelihood of corruption in the country in which the third party is based and any countries in which it intends to do business; and
 - » Evaluates the results of the vetting and either approves or denies moving forward with the third-party relationship.

The Compliance Department maintains a central database and is responsible for ongoing monitoring and screening of our third-party relationships. Internal Audit conducts periodic risk reviews and shares the results with the Audit Committee.

REPORTING A CONCERN – NO RETALIATION POLICY

Mueller Water Products employees are encouraged to model our core values by listening, looking and sharing concerns regarding possible unethical or unlawful behavior, safety matters, harassment/discrimination or similar issues. Our strict “no retaliation” policy supports our commitment to our employees. Without exception, we prohibit retaliation against anyone who in good faith reports a violation or suspected violation of our Code of Conduct or any of our policies.

MWP provides several reporting options for employees, including:

- Reaching out to a supervisor or local human resources representative
- Reaching out to an attorney in our legal department
- Contacting our Chief Compliance Officer by phone, mail or email
- Calling, anonymously if desired, the toll-free Mueller Helpline (1-800-569-9358)
- Filling out an online report through the web at www.muellerwaterproducts.ethicspoint.com

The Mueller Helpline is monitored and managed by an independent third party and is available 24 hours a day, 7 days a week in a variety of languages.

Matters submitted via the Helpline or other methods outlined above are promptly and confidentially considered and, if applicable, investigated and the results are routinely reported to the Audit Committee at its regular standing meetings.

Board Commitment to Diversity

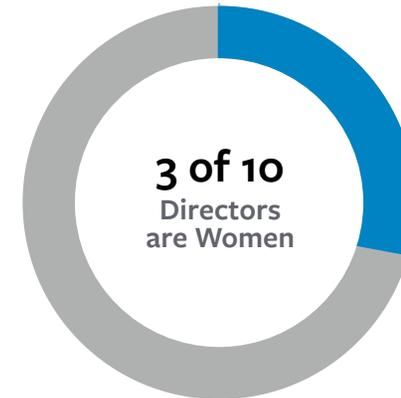
The Board strives to maintain a diverse Board whose collective body of skills and experience supports achievement of our strategy.

TENURE DIVERSITY

- The Board believes that an appropriate mix of tenured directors and newer directors with fresh perspectives is necessary to ensure a vital and effective Board.
- Since January 2017, the Board has appointed three new directors, advancing both the skill set and experience profile of the Board while simultaneously increasing its diversity.
- Complementing this strategy of refreshment and enhancement is a commitment to making the most of our longer-tenured directors' experience and intricate knowledge of the Company's operations.

GRI 102-22

GENDER DIVERSITY



ETHNIC DIVERSITY



Board Committees and Risk Oversight

BOARD ROLE IN RISK OVERSIGHT

- The Board maintains oversight responsibility for how we manage risk and charges management with assessing and mitigating that risk through the development, implementation and maintenance of the Company's risk management processes and cyber security program.
- Our internal control environment has been specifically designed to identify and manage risks and to facilitate communication with the Board.
- Our internal audit department, which reports to the Audit Committee, administers our enterprise risk assessment and is responsible for ongoing enterprise risk management processes.
- It also regularly reports to the Board and its committees on risk-related issues as a complement to our strategic planning process.
- The Board also considers specific risk topics and receives regular reports from the heads of our principal businesses and corporate functions that include discussion of the risks and exposures inherent in their respective areas of responsibility.

View our [2019 Annual Proxy Statement](#)

AUDIT COMMITTEE

Kolb (Chair) | O'Brien, Rethore, Van Arsdell

Oversees risk management related to accounting and financial reporting, the audit process, internal control over financial reporting, cyber and data security matters and disclosure controls and procedures.

COMPENSATION & HUMAN RESOURCES COMMITTEE

Tokarz (Chair) | Franklin, Hansen, Kolb, O'Brien, Ortiz

Oversees MWP's employee focused (i.e., social) strategies, such as diversity and inclusion, race, gender, pay equity, fairness and other social issues.

NOMINATING & CORPORATE GOVERNANCE COMMITTEE

Rethore (Chair) | Kolb, O'Brien, Thomas, Tokarz, Van Arsdell

Oversees risk management related to governance structure and processes, and risks arising from related person transactions.

ENVIRONMENT, HEALTH & SAFETY COMMITTEE

Thomas (Chair) | Franklin, Hansen, O'Brien, Ortiz

Oversees risk management related to risks directly related to environment, health and safety areas.

Ethics and Compliance

Mueller Water Products' Code of Business Conduct and Ethics is built on the foundation of our Core Values and outlines the standard of conduct that applies to everyone who works for or represents the Company.

[View our Code of Conduct.](#)

GRI 102-16, GRI 205-2

ANTI-CORRUPTION

As a part of our day-to-day business throughout the world, MWP must abide by various anti-corruption laws. These anti-corruption laws generally prohibit us from offering, authorizing or receiving improper payments of value (i.e., bribes, kickbacks or facilitation payments) for the purpose of obtaining or retaining business.

WHISTLEBLOWER PROGRAM AND POLICY

- All employees and others who support our business are encouraged to ask questions, seek guidance, express concerns and report any suspected violations of our Code of Conduct, our policies, or applicable laws and regulations.
- MWP's compliance Helpline is monitored and managed by an independent third party and is available 24 hours a day, 7 days a week in a variety of languages.
- Matters submitted via the Helpline or other methods are promptly and confidentially investigated and the results are routinely reported to the Audit Committee at its regular standing meetings.

CONFLICT MINERALS

- View our [Conflict Mineral Disclosure](#).

Executive Compensation Principles and Design

EXECUTIVE COMPENSATION GUIDING PRINCIPLES

PAY FOR PERFORMANCE

- Where compensation for an executive is tied to the achievement of financial and strategic goals, actual results that exceed target levels should provide above-target payouts
- Results that do not exceed threshold levels should not provide payouts

STOCKHOLDER ALIGNMENT

- Emphasize both short- and long-term financial performance
- Have rewards be significantly impacted by the value of Common Stock
- Require meaningful Common Stock ownership

Our Board of Directors



Mark O'Brien
 Non-Executive Chairman,
 Mueller Water Products
 Prior Chairman & CEO,
 Walter Investment Management

Capital markets, municipal
 finance, homebuilding and
 real-estate expertise

President & CEO of Brier
 Patch Capital and Management



Scott Hall
 President & CEO
 Mueller Water Products

Commercial, business
 leadership and industry
 expertise

Prior President & CEO of
 Textron's Industrial segment



Shirley Franklin
 Executive Chair
 Purpose Built Communities

Civic and executive management
 expertise including rebuilding
 Atlanta's water infrastructure

Former Mayor of Atlanta



Thomas Hansen
 Prior Vice Chairman
 Illinois Tool Works

Economic, social, governance
 and industry expertise

Held a number of various
 managerial and executive roles at
 ITW, including Executive
 Vice President



Jerry Kolb
 Prior Vice Chairman
 Deloitte

Accounting, financial reporting,
 audit, finance and compensation
 and executive management
 expertise

Certified Public Accountant



Christine Ortiz
 Morris Cohen Professor of
 Materials Science & Engineering
 Massachusetts Institute of Technology

Social entrepreneurship, materials
 science, nanotechnology, additive
 manufacturing and
 engineering expertise

Prior Dean of Graduate
 Education at MIT



Bernard Rethore
 Chairman Emeritus of
 Flowserve Corporation

Manufacturing, strategy,
 capital allocation, M&A and
 corporate governance
 expertise

Prior President & CEO
 of Flowserve Corporation



Lydia Thomas
 Prior President & CEO
 Noblis

Information technology,
 environment, health and
 safety expertise

Prior VP & General Manager
 of MITRE Corporation,
 Center for Environment,
 Resources and Space



Michael Tokarz
 Chairman
 Tokarz Group

Banking, finance, entrepreneurship
 and business leadership expertise

Chairman of MVC Capital



Stephen Van Arsdell
 Prior Chairman & CEO
 Deloitte & Touche

Audit, finance, accounting, risk
 management and corporate
 governance expertise

Certified Public Accountant

Board Composition

SKILLS AND EXPERIENCE AND LINK TO STRATEGY

	Franklin	Hall	Hansen	Kolb	O'Brien	Ortiz	Rethore	Thomas	Tokarz	Van Arsdell
Executive Leadership/CEO	•	•	•	•	•	•	•	•	•	•
Corporate Governance	•		•	•	•		•	•	•	•
Financial/Capital Allocation	•	•	•	•	•	•	•	•	•	•
Government and Regulatory Affairs	•	•			•	•	•	•	•	•
International Business		•	•	•	•	•	•	•	•	•
Mergers and Acquisitions		•	•	•	•		•	•	•	•
Multiple-Part Manufacturing		•	•			•	•		•	
Strategic Planning	•	•	•	•	•	•	•	•	•	•
Enterprise Risk Management	•	•	•	•	•	•	•	•		•
Human Capital Management	•	•	•		•			•	•	
Environment, Health and Safety	•	•	•			•	•	•		
Technology/Systems		•		•		•		•		
Materials Science and Engineering						•				
Branding	•	•	•		•	•	•	•		

The logo features the word "MUELLER" in a bold, black, sans-serif font, enclosed within a red rectangular border. The background of the entire page is a vibrant green landscape with a large, glowing globe on the left and a field of green plants in the foreground, all set against a bright, sunlit sky with lens flare effects.

MUELLER

Mueller
Water
Products

For more information about our sustainability initiatives, please email sustainability@muellerwp.com.
www.muellerwaterproducts.com