

		<b>Corporate Policy and Practice</b>	
		<b>SUBJECT:</b> <b>Equal Opportunity Statement</b>	
<b>NUMBER:</b>	<b>ISSUED:</b> March 18, 2026	<b>LATEST REVISION:</b> March 18, 2026	<b>PAGE:</b> 1 of 1

**PURPOSE**

Watts Water Technologies, Inc. and its subsidiaries (“Watts”) are committed to a workplace that values various perspectives and experiences. This Policy reflects Watts’ longstanding commitment to compliance, creating and maintaining an inclusive work culture, and applicable laws.

**SCOPE**

This Policy sets forth our intentions for the worldwide conduct of Watts’ business. Watts’ subsidiaries are expected to comply with this policy in accordance with applicable laws.

**POLICY**

Watts is committed to equal opportunity. In accordance with applicable laws, we prohibit discrimination against any applicant or employee based on any legally recognized basis, including but not limited to: race, color, religion, sex (including pregnancy, lactation, childbirth or related medical conditions), sexual orientation, gender identity, gender expression, age (40 and over), national origin or ancestry, citizenship status, physical or mental disability, genetic information (including testing and characteristics), veteran status, uniformed service member status, or any other status protected by federal state or local law. Our commitment to equal opportunity employment applies to all people involved in our operations and prohibits unlawful discrimination by any employee, including supervisors and co-workers.

**REPORTING**

If you have knowledge of any activity that may be in violation of this Policy, promptly report such activity to the Watts’ Legal Department or through the Watts’ Hotline ([www.watts.ethicspoint.com](http://www.watts.ethicspoint.com)).