



MUELLER INDUSTRIES

**SUSTAINABILITY
REPORT
2021**



INTRODUCTION

We recognize that responsible stewardship of our stockholders' investments entails not just careful attention to our financial results, but also a keen awareness of the part we can and must play in sustaining the communities in which we operate and the world at large. Whether it be protecting the health, safety, and well-being of our employees, or preserving the global ecosystem, we understand the heightened expectations that are being placed on industry in these critical areas of sustainability governance.

Along with those expectations comes the responsibility to apprise our stockholders of our efforts and progress on these issues through both qualitative and quantitative reporting, and to communicate how sustainability-related risks and opportunities factor into how we think about our business.

Environmental, social, and governance (ESG) issues are not new to us, but rather have long been integral to how we make strategic decisions and deploy our resources. However, we are taking a fresh look at how we communicate about ESG matters with our valued stockholders and the greater public. We expect that our process will evolve as we comply with any new laws and regulations, assess various reporting frameworks,

and gather data. Nonetheless, our Board of Directors and management commit to greater transparency in these areas so that all constituencies can better understand the ongoing actions we are taking to become a more sustainable Company. In that spirit, in 2021, oversight of ESG related risk and reporting was formally added to the charter of our Board's Nominating and Corporate Governance Committee.

Accordingly, we provide our 2021 Report on Sustainability, which is available on our website at <https://www.muellerindustries.com/about-us/sustainability/>. This report should be considered a jumping-off point, as we anticipate that it will be developed more fully and include more metrics over time. We invite you to check back for updates periodically and to check back as we share more of our progress in these critical areas. ►

CORPORATE GOVERNANCE

Key Governance Principles

The Company's governance infrastructure—both in terms of the oversight provided by our Board of Directors, and the day-to-day operations of our Company—is grounded in three overarching principles:

■ Non-Discrimination, Equal Opportunity and Inclusiveness

We consider all Board of Directors and employment candidates regardless of their age, gender, race, color of skin, ethnic origin, political affiliation, religious preference, sexual orientation, gender identity, physical handicaps or any other category.

■ Open Communication

We provide multiple avenues for employees and other constituencies (including stockholders) to communicate with management and our Board of Directors. Most notably, our Chief Executive Officer and leadership team commit to accommodating all forms of outreach from our associates, including face to face meetings as requested.

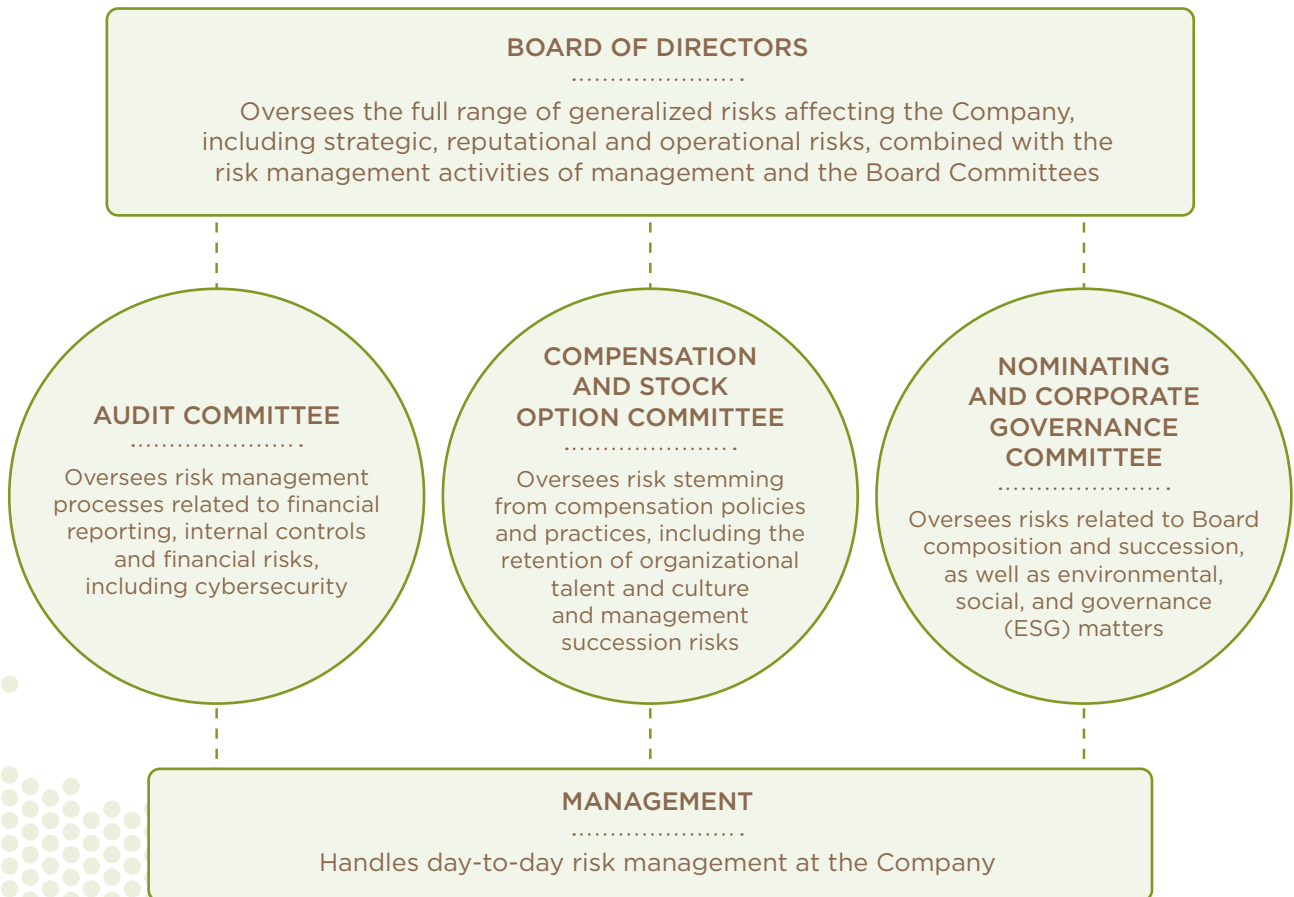
■ Integrity of Financial Reporting and Internal Controls

Our financial reporting and internal controls are in accordance with generally accepted accounting principles (GAAP) and Sarbanes-Oxley requirements. Our independent auditors report to the Audit Committee of our Board of Directors, and are assisted in their work by our dedicated Internal Audit team.

We consider all Board of Directors and employment candidates, regardless of their age, gender, race, color of skin, ethnic origin, political affiliation, religious preference, sexual orientation, gender identity, physical handicaps or any other category.

Our Board of Directors' Role in Risk Oversight

Our Board of Directors and its various committees play vital roles in maintaining our Company's governance infrastructure. Our annual [Proxy Statement](#) is available on the "Investors" page of our Company website, and describes in detail our Board membership, committees and their respective areas of jurisdiction. Also set forth is information regarding how Director independence is assessed, and various policies applicable to Directors. As described more fully in the Proxy Statement, our Board's risk oversight framework can be summarized as follows:



COMPLIANCE POLICIES

Under the supervision and oversight of our General Counsel, the Company has implemented a number of mechanisms to promote the Company's compliance with applicable laws and regulations, along with its ability to identify and address any allegations of impropriety at any level of the Company. Such policies and protocols include:

► Confidential Employee Hotline

Pursuant to applicable legal and regulatory requirements, the Company has implemented a confidential telephone and web-based system for the submission of employee concerns on a confidential basis. All "Alertline" reports are investigated by a dedicated management committee, which includes among others, the General Counsel and head of the Company's Human/Strategic Resources group.

► Insider Trading Policy

The Company has implemented an Insider Trading Policy aimed at mitigating the risk of federal securities law violations, and/or the appearance thereof. The Policy sets forth trading windows in which designated insiders may/may not transact in the Company's securities.

► Other Securities Compliance

As a public issuer, the Company makes all the required financial disclosures with the U.S. Securities and Exchange Commission, including but not limited to annual reports on Form 10-K, quarterly reports on Form 10-Q, current reports on Form 8-K, registration and proxy statements.

► Tax Compliance

The Company's Tax Department works in connection with outside tax advisors to ensure all relevant tax filings are made, and that the Company remains in compliance with tax laws in all jurisdictions of operation.

► Foreign Corrupt Practices Act (FCPA)/ Anti-Corruption Compliance

Employees who interact/operate in foreign jurisdictions are administered annual training in the Foreign Corrupt Practices Act and other relevant anti-corruption laws and policies. The Company has adopted an Anti-Corruption Policy.

► Unfair Competition Compliance

The Company seeks to mitigate the risk of violations of domestic and international laws with respect to unfair competition. Company employees may not make anti-competitive agreements or otherwise violate applicable laws and regulations, here or abroad. Training is periodically provided with respect to applicable legal and regulatory requirements, and employees are encouraged to actively consult with our Legal Department on any matters that may involve competitive concerns.

► Government Investigations Policy

The policy promotes the Company's intent to fully comply with applicable laws. Any employee receiving an inquiry from any government agency is instructed to notify his/her General Manager, Plant Manager, or Vice President of the inquiry. Alternatively, employees are encouraged to also contact the Legal Department.

► Compliance with Labor and Employment Laws

Local human resource managers are trained annually on new legal and regulatory developments, and best practices. For more information on compliance with the Americans with Disabilities Act and Family Medical Leave Act, please see below.

Other Governance Policies

In addition to its legal compliance safeguards, the Company has implemented a series of other internal governance policies to guide the conduct of its employees, and protect against waste or abuse of the Company's vital resources. They include:

► Contract Review and Approval Policy

The Company has a Contract Review and Approval Policy to ensure contracts are subject to review by the in-house Legal Department. The policy sets forth who has signing authority with respect to contracts.

► Policies Regarding the Unauthorized Use of the Company's Intellectual Property

The unauthorized placement of Company-owned or registered trademarks, logos, or any other copyrighted material in social media content by anyone is strictly prohibited. Any use of such Company-owned or registered materials must be authorized in writing by a Company official having the authority to provide such authorization. The policy is intended to mitigate reputational risk stemming from the unauthorized use of the Company's intellectual property.

► Travel and Entertainment Policy

Our Travel and Entertainment Policy is aimed at ensuring all employees have a clear and consistent understanding of the policies and procedures for business travel and entertainment reimbursement. The policy helps protect against the waste of Company resources.

► Political Contributions

We prohibit the use of Company funds for any political purposes. Notwithstanding, the Company is a member of the Copper Development Association, Inc., and its Government Affairs Committee. In that capacity, approximately \$7,500 of corporate funds are used annually for purposes of political advocacy of importance to the Company's business, including lobbying to promote the uses of copper. The Company does not make individual campaign contributions.

Additional Resources

Also available on the "Corporate Governance" section of the website are various governance documents including:

- [Amended and Restated By-Laws](#)
- [Corporate Governance Guidelines](#)
- [Code of Business Conduct and Ethics](#)
- [Lead Independent Director Charter](#)
- [Audit Committee Charter](#)
- [Compensation and Stock Option Committee Charter](#)
- [Nominating and Corporate Governance Committee Charter](#)

EMPLOYEE RELATIONS, HEALTH AND SAFETY, AND COMMUNITY ENGAGEMENT

As set forth in our Labor and Human Rights Policy, the Company is committed to respecting and supporting the human rights of our employees, and to cultivating a workplace of mutual respect. The Company seeks to demonstrate that commitment in all aspects of employment, including recruitment, retention and advancement. Our workplace policies and practices are also aimed at furthering that commitment:

► Equal Employment Opportunity Policy

The Company's policy is to provide equal opportunity in employment to all employees and applicants for employment.

► Americans with Disabilities Act (ADA) Compliance Policy

Discrimination against any employee or applicant on the basis of a physical or mental disability is strictly prohibited. The Company is committed to complying with the ADA and other applicable laws, which require the Company to provide reasonable accommodations to employees and applicants with known physical or mental disabilities.

► Family Medical Leave Act (FMLA) Compliance Policy

Eligible employees are entitled to take up to twelve (12) weeks of unpaid leave within any twelve (12) month period for their own serious health condition, child birth, or to provide care for the employee's newborn child, newly adopted child, or a child, spouse or parent with a serious health condition.

► Wage & Hour Compliance/Paid Time Off

The Company strives to abide by all laws with respect to work hours, overtime and rest. For the vast majority of locations, monitoring takes place through a centralized, computerized time and attendance clock system. Eligible employees are afforded paid time off in accordance with a seniority-based policy.

► Labor Relations

We respect our unionized employees' rights to organize, and we engage in the interactive collective bargaining process in good faith.

► Employee Complaints Policy

We provide a method for employees to register complaints or problems concerning working conditions, the interpretation or application of policies and procedures, disciplinary actions taken or for any other matters related to their employment. Employees may also submit concerns on an anonymous basis via the Alertline system (*discussed above*).

► Respectful Workplace Policy

Employees are expected to maintain a civil and productive work environment that is free from harassing or disruptive activity. No form of harassment or unlawful discrimination will be tolerated, including harassment or discrimination based upon race, national origin, religion, disability, pregnancy, age, military service, gender or sexual orientation.

► Sexual Harassment Policy

All forms of harassment are prohibited, but it is the Company's policy to emphasize that sexual harassment of any form is specifically prohibited. All employees are responsible for ensuring that the workplace is free from sexual harassment, and training is provided pursuant to any applicable laws.

Employee Training and Professional Development

In 1999, the Company started a formal training program to develop talent for sales and marketing positions. The program has expanded over these past 20 plus years to include all disciplines within our Company including accounting and finance, supply chain, as well as technical and engineering positions. Many of our former trainees are now in the highest levels of management within our Company.

Community Engagement

The Company encourages each of its locations to engage with the local community through various initiatives and activities. For example, some facilities donate necessary equipment to local community colleges; others engage in charity organizations. At times, the Company-sponsored foundation contributes to community activities. The overarching theme is that a healthy, positive relationship with the local community creates mutualistic benefits.

None of our facilities are located on or border ancestral land or utilize resources that come from territory of indigenous groups.

Occupational Health and Safety

Protecting Against Workplace Accidents: At Mueller, the safety of our employees is of highest priority. Safety goals are achieved by sharing best practices, encouraging employee engagement, and applying various risk reduction methodologies. Since 2009, we have reduced our total recordable injury rate (TRIR) by 59%. Further, in 2020 our incidence rate was 4.8 per 200,000 hours worked. None of our facilities has an OSHAS 18001 management system, but some have worked with state occupational health and safety agencies and received accreditation. Our corporate head of environmental, health and safety (EH&S) initiatives audits all facilities, and reports on a monthly basis directly to the CEO. The CEO reports to the Board of Directors on safety at every regularly scheduled meeting of the Board of Directors.

CONTINUOUS IMPROVEMENTS IN WORKPLACE SAFETY



Plant Security: The Company invests to mitigate security threats at each of its facilities, and to protect the safety of its employees. Depending on the risk assessment, some of our large plants are protected by security agents (either Company-employed security personnel or third party agents) on a 24/7 basis. Other plants deploy monitoring equipment. Emergency coordinators are designated at all locations.

Protecting Our Facilities: In total, 87% of the Company’s facilities have been afforded highly protected risk (HPR) status by the Company’s property insurance carrier. To achieve this status, substantial investments were made during the last ten years (including sprinkler systems, risk management programs and other various investments to reduce risks stemming from potential fires, flooding, earthquakes, etc.

ENVIRONMENTAL IMPACT

Our Guiding Philosophy & Priorities

We are committed to mitigating the impact of our activities on the environment, and to preserving our planet’s most vital resources. Consistent with our [Environmental Policy](#), we continuously strive to improve our policies, practices and procedures with respect to environmental protection and stewardship. Among other activities, we focus on reducing our environmental footprint through the following:

- ▶ Energy Conservation
- ▶ Water Conservation
- ▶ Carbon Footprint/Greenhouse Gas Monitoring and Management
- ▶ Waste Reduction

The results of our efforts in 2020 can be summarized as follows*:

(per pound produced)	2019	2020	Change
GHG Emissions (lbs.)	0.935	0.840	-10.2%
Energy Consumption (kWh)	1068	967	-9.5%
Water Conservation (gals.)	289	240	-17.0%
Recycled Content	69%	64%	-7.2%

*The totals presented in this table are derived from our four primary North American copper fabrication facilities: Fulton, MS; Port Huron, MI; Covington, TN; and London, Ontario (together, the “Primary Facilities”).

In furtherance of these environmental priorities, the Company has implemented programs based upon the ISO 14001 framework. Compliance with these programs is measured through audits conducted by our corporate EH&S Director in coordination with local personnel responsible for EH&S matters, as well as third parties. Results are reported to top level and executive management on a monthly and quarterly basis.

We have also convened an Environmental Committee that meets quarterly to discuss ongoing environmental remediation efforts and ensure our financial reporting with respect to environmental liabilities is accurate and consistent with applicable accounting principles and legal regulations.

Environmental Management Process

The Company’s approach to mitigating its environmental footprint is grounded in data measurement and analysis (which it continually strives to improve); the sharing of best practices across the organization; involvement with outside organizations that focus on sustainability initiatives; the identification of cost-effective and innovative means of reducing energy consumption; and the substitution of more environmentally friendly raw materials where possible.

The Company believes that robust production and resource efficiency are not mutually exclusive. All business units are constantly challenged to examine their processes for areas where environmental impacts can be reduced and resources can be better utilized. The sharing of best practices across the Company allows our business leaders to exchange ideas on how to drive improvement in their own businesses.

Continuous Improvement: Our efforts to continuously reduce our environmental impact are based on the plan, do, check, act (PDCA) cycle approach to process improvement:

PLAN We identify opportunities and risks through audits and the sharing of best practices across the Company.

DO We implement procedures, controls and training to equip our management team and employees with the necessary skills and knowledge to execute on such opportunities.

CHECK We measure results through audits and data measurement and analysis.

ACT If successful, we update our goals and objectives to achieve even better results.

Accreditations

The Company strives to maintain the highest level of product quality through a program of stringent quality control and testing procedures. 85% of Mueller's manufacturing facilities are certified to ISO 9001 or other applicable standards such as AS9100D and IATF 16949. Currently, two (2) of Mueller's manufacturing sites are certified to ISO 14001-2015. Other facilities are managed in accordance with the principles outlined in ISO 14001, but are not officially certified.

Further, the Company assisted in the development of a copper product life cycle assessment (LCA), that was issued by a copper user industry association to which the Company belongs. This LCA meets the criteria for LEED EPD 4.1 credit, Option 1. The same association—in conjunction with other organizations—developed the program “Copper Mark”, which allows downstream users, such as the Company, to be assured that the copper producer supply base operates in a sustainable manner.

Ensuring compliance with environmental regulations is critical to Mueller's continued success and ability to operate.

Environmental Compliance

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Although our production operations do not incorporate significant amounts of hazardous materials, when such materials are utilized, we work to ensure that sufficient equipment and procedures are in place to mitigate the risk of releases above applicable regulatory standards and limits. When instances of non-compliance are identified, we work closely with relevant agencies to promptly address regulatory concerns. All business units are encouraged to constantly review their processes to reduce the environmental impacts of their operations. ►



Environmental Metrics

For reporting purposes, we selected aspects of our environmental footprint that we have a degree of control over and can thus meaningfully impact. In 2019, we took baseline measurements of such data points including but not limited to energy consumption, water consumption, greenhouse gas (GHG) emissions and waste generation. Mueller believes that these key measures—which are relevant across our industry—have the potential to impact share value, and are therefore of interest to our stockholders. A key purpose of the environmental metrics is to drive environmental performance. Therefore, each business unit is encouraged to develop its own methods for engaging local employees to identify and drive environmental projects that will have the greatest impact for that particular unit. These measures are discussed more fully below:

► Energy

Energy sources used by our facilities include direct sources (e.g., combustion of fossil fuels such as natural gas) and indirect sources (e.g., purchased electricity). Purchased electricity represents the main source of indirect energy usage. Activities include the production of copper and copper alloys, as well as heating and lighting in our facilities.

Through ongoing efforts to reduce electrical consumption—including the installation of new lighting and more energy efficient motors and compressors, as well as improvements to existing equipment—Mueller's Primary Facilities have reduced electrical consumption by as much as 15.6% from 2017–2020 on a per unit basis. The total electrical energy consumption for 2020 by our Primary Facilities (as defined above) was 114,241,500 kWh.

The Company has asked the utility providers to identify the percentage of renewables in the sourced energy mix. The Company is continually driving toward a higher percentage of renewables.

Natural gas represents the main source of direct energy and is used for the melting and annealing of copper and copper alloy. Other fuels such as propane (used to fuel powered industrial trucks) and diesel fuel (used in emergency generators) are also used certain locations. From 2017–2020, natural gas usage at Mueller's largest foundry was reduced by more than 28% on a per unit basis.

The Company does not have an ISO 50001 Energy Management System in place.

In 2021 the company plans to expand its efforts in energy management and efficiency.

► Water and Waste Water Management

Foundry operations are, by their nature, water usage intensive. As such, management of water utilization is critical. Measures employed by the Company have included closed loop recycling; recycling and treating of contact cooling water for reuse in production; and reuse of contact water for cooling tower makeup water. In addition, the Company captures and treats storm water to the extent possible.

The Company does not release process waste water to the environment.

The Company has asked the utility providers to identify the percentage of renewables in the sourced energy mix. The Company is continually driving toward a higher percentage of renewables.



The Company has implemented measures to reduce GHG emissions, including but not limited to raw material substitution and state of the art pollution control equipment for its casting operations.

► **GHG and Other Air Emissions**

GHG emissions are calculated by using the GHG Protocol. The Company has implemented measures to reduce GHG emissions, including but not limited to raw material substitution and state of the art pollution control equipment for its casting operations. These measures have caused a reduction in GHG emissions, as measured by CO₂e, of up to 9.5% on a per unit basis from 2017–2020 for the main manufacturing locations. In 2020, Scope 1 emissions were 53,400 tons/year. Scope 2 emissions by utility providers have not been captured as of yet.

Throughout 2020, the Company remained in compliance with all applicable National Ambient Air Quality Standards (NAAQS). All casting facilities are monitored for particulate matter (PM). NO_x and SO_x are not emitted in meaningful quantities. The Company is required to record Volatile Organic Compounds (VOC) emissions according to applicable state regulations. None of our sites is a large-quantity emitter of VOCs.

► **Waste Management**

Proper waste management can significantly reduce our environmental impact and contribute to overall financial savings. These savings are partially realized through various recycling programs, including not limited to wood, plastic, steel, corrugated and foundry skins/drosses. At certain Company facilities, recycled materials constitute up to 87% of the incoming raw materials.

In addition to recycling programs, business units are challenged to reduce the amount of waste going to landfills. Improvements in packaging, the substitution of production materials, improvements to production processes and onsite recycling have significantly reduced the amount of offsite wastes. Mueller's Primary Facilities have demonstrated as much as a 43% reduction in offsite waste shipments.

The Company is not aware of any waste being incinerated. All of the Company's inert waste can be recycled. While none of the Company's processes or products generate any material amount of hazardous waste, such waste can be generated from cleaning processes.

Sustainability and the Supply Chain

► The 100% Recyclability of Copper

Copper is the principal component in products that make up 82% of all of the Company's net sales. Copper is known to be 100% recyclable and as such, recycled content makes up over 57% of our copper purchases both from industrial scrap return (pre-consumer) and also post-consumer return. This high level of recyclable content is good for local circular economies, and mitigates the environmental impact (e.g., GHG emissions) from the transportation process. For the remaining 43% of our copper use, we manage a responsible supply chain.

► Conflict Minerals Disclosure

Consistent with applicable regulations, the Company files an annual report about conflict minerals with the Securities and Exchange Commission. As disclosed in that report, the Company does not source any raw materials from conflict areas.

► Recyclability of Product Packaging

The majority of our products we ship do not contain any packaging other than recyclable strapping. For those products with corrugated or plastic packaging, and for products received, most of our facilities have compactors and recycling dispensers/programs.

► Logistics and Transportation

The Company sources transportation services with the exception of one small business unit acquired in 2020, and hence does not have a corporate fleet.

Expectations of Suppliers and Vendors —Code of Conduct

The Company is currently in the process of developing a written code of conduct that will govern its expectations of vendors and suppliers with respect to responsible sustainability practices. The code will reflect the Company's underlying priorities and philosophies regarding, among other issues, business ethics, fair labor practices and environmental management.

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Customers, Design Responsibility and Products

Beyond our internal evaluations and measurements, our customers also assess our sustainability performance. 85% of the Company's revenue is generated from sales on a "job-shop" basis, i.e., where the design responsibility and choice of materials lays with the customer or an industry standard. A life-cycle analysis (LCA) has been prepared for copper tubing—one of our main products—and is helpful to architects and customers. Due to the high recyclability of copper, many of our products are viewed favorably pursuant to the Leadership in Energy and Environmental Design (LEED) rating system by the U.S. Green Building Council and carry a Health Product Declaration.



CONCLUSION

Copper, the primary material with which we work, is characterized by its longevity, strength and flexibility. Those same attributes describe our goal of building a sustainable business model that can thrive well into the future, adapt to changing conditions and challenges, and deliver enduring benefits not just to our employees and stockholders, but also the communities in which we operate and the world at large. Our prudent approach to financial management, combined with our increased focus on ESG driven risks, opportunities and metrics have contributed to our Company's growth, development and vision over this past year, but much remains to be learned and achieved.

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