

# FLUIDRA

## RESPONSIBILITY BLUEPRINT



**ESG MASTER PLAN 2020 – 2026**  
**Version 3.0**



At Fluidra, we believe that a company with high **ESG standards is a more economically sustainable** one that is highly valued by its customers, employees and shareholders.

# MISSION, VISION & VALUES



Fluidra's mission, vision and values are our North Star, guiding the daily decision-making of our team to ensure we build a foundational, ESG-focused & resilient culture across our organization.



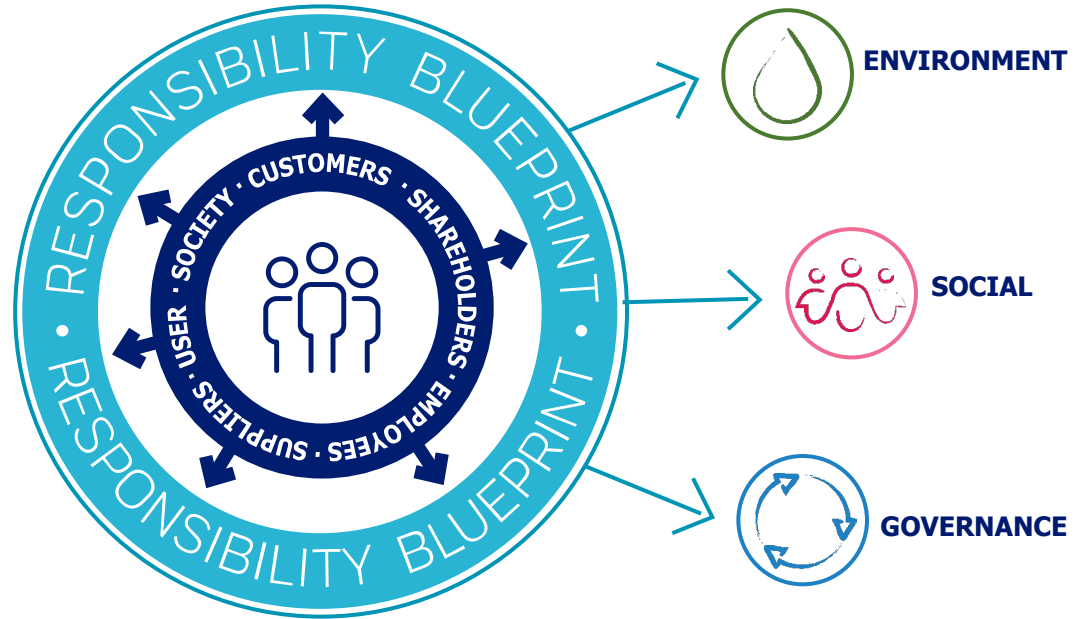
## MISSION

*"To create the perfect pool and wellness experience responsibly"*

## VISION

*"To enhance lives through innovative and sustainable solutions that transform the way people enjoy water for recreation and health"*

**We will harness this plan to respond to the needs of our stakeholders and achieve sustainable business growth while also positively impacting all partners in our value chain, always considering the UN priorities defined in the Sustainable Development Goals (SDGs).**





# OUR RESPONSIBILITY BLUEPRINT



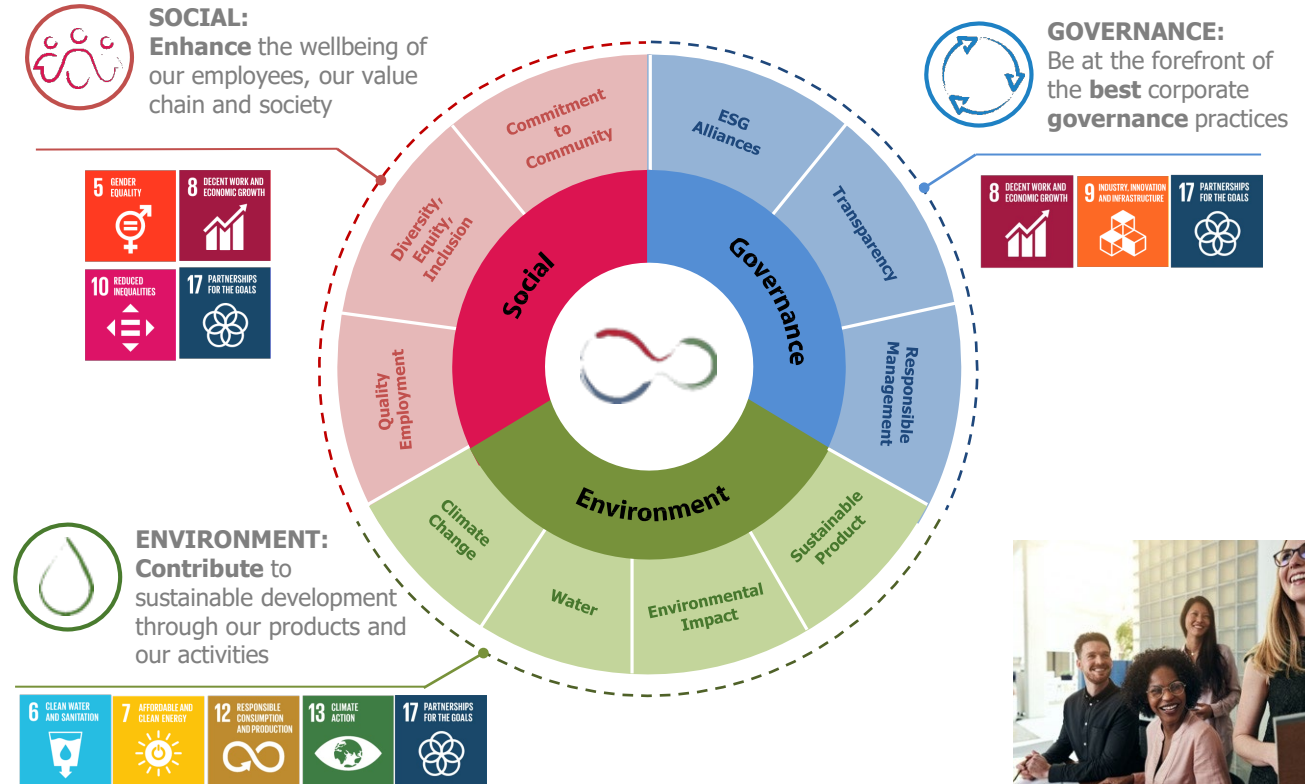
# RESPONSIBILITY BLUEPRINT: OUR ROADMAP



Our Responsibility Blueprint provides a clear roadmap to guide our business direction and decision-making.

Our ESG framework aligns to 9 UN Sustainable Development goals and breaks down our plan into 10 focus areas.

Within each of the 10 focus areas we have established specific goals and timelines so we can measure our progress over time.



# SDG: SUSTAINABLE DEVELOPMENT GOAL



The United Nations (UN) has defined 17 global sustainable development goals.

## Fluidra will focus on 9 of them:

<b>5</b> GENDER EQUALITY 	<b>6</b> CLEAN WATER AND SANITATION 	<b>7</b> AFFORDABLE AND CLEAN ENERGY 
<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE 	<b>10</b> REDUCED INEQUALITIES 
<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 	<b>13</b> CLIMATE ACTION 	<b>17</b> PARTNERSHIPS FOR THE GOALS 

# RESPONSIBILITY BLUEPRINT GENERAL GOALS



## Environment

### Carbon neutral

Be a **carbon neutral** company in 2027 (Scope 1 & 2) and by 2050 (Scope 3)

### Sustainable Products

Have **>80%** of product sales classified as **Sustainable Product** in 2035



## Social

### Zero net wage gap

**Equal pay for equal work** between men and women by 2024

### Employee engagement

Reach an **engagement of >80** in the employee survey by 2025

### Pool social action

Fluidra Foundation: **Benefit to 1M people** through our social action by 2030



## Governance

### Rating

Reach a score of **80 in S&P** in 2030

### Customer satisfaction

Increase our high **customer satisfaction ratings by 10%** in 2025





# E

Environment

**Contribute** to the sustainable development through our products and our activity



**Environmental Impact**



**Climate Change**



**Water**



**Sustainable Products**

# ENVIRONMENTAL GOALS



CHALLENGE	Sustainable products		Climate change		Water	Environmental impact	
TOPIC	Product		Energy	Carbon footprint	Water	EMS	Waste
COMMITMENT	Increase the number of sustainable products sold	Increase the number of Circular product families	Increase Renewable Energy use. Reduce energy consumed in our operations	Reduce our carbon footprint	Reduce the water used at own sites	Increase the number of production facilities certified with ISO 14001	Reduce waste and improve its segregation
TARGET / KPI	60% of product sales classified as Sustainable Product by 2026 80% of product sales classified as Sustainable Product by 2035		Reach 100% of renewable electricity use in 2027. Reduce energy consumed annually by 3%	Be carbon neutral in scope 1 and 2 in 2027 and in scope 3 in 2050	Reduce the water used in our factories by 5% annually	Certify 18 facilities with ISO 14001 by 2026	Reduce 15% of waste to landfill annually
ACTIONS	<p>Improve the energy, water and chemical efficiency of our products during the usage phase.</p> <p>Quantify the carbon emissions and water consumption avoided and the amounts of waste generated associated with our products.</p> <p>Introduce circular economy to our products from design to its end of life, and in our business.</p> <p>We will work in our packaging and materials to reduce the waste at the end of life.</p>		<p>Increase the amount of renewable energy we consume and produce.</p> <p>We will conduct energy efficiency and carbon reduction initiatives in our operations by direct investments.</p>	<p>We will measure our carbon intensity to ensure that absolute carbon is reduced, and we will offset residual emissions that cannot be avoided.</p>	<p>Although our production processes are not intense in water consumption, we will do efficiency audits to reduce its usage and minimize pollution in wastewater.</p>	<p>Our Environmental Management System certified by the ISO 14001 will increase to cover all our production units with an estimated ratio of 2 new production facilities certified per year.</p>	<p>We will improve waste management at all sites, to ensure that we reduce the amount of waste sent to landfill.</p> <p>We will assist our customers to ensure proper end-of-life of products by collecting them at our Pro Centers and ensuring that they are properly managed.</p>





S  
Social

**Enhance** the well-being of our employees, our value chain and society



**Diversity, Equity & Inclusion**



**Quality Employment**



**Commitment to Community**

# SOCIAL GOALS



CHALLENGE	Diversity, Equity and Inclusion		Quality Employment			Community commitment	
TOPIC	DEI Culture	Promoting equity	Employee Engagement	Health & Safety	Human Rights	Investment	People benefited
COMMITMENT	Raise Awareness about DEI by increasing the number of employees trained on this topic	Promote workforce diversity and a culture in which all people have a place and enjoy equal opportunities	Improve the employee experience and introduce initiatives to improve well-being	Reduce accident rates in our sites	Support and respect internationally recognized human rights and ensure that we are not complicit in the violation of any of them.	Promote the development of community work and corporate volunteering across Fluidra in order to contribute and respond to the needs within the locations we live and work	
TARGET /KPI	90% of employees must be trained on DEI by 2026	Achieve an adjusted net 0 gender wage gap by 2024 Ensure a balanced gender representation in top management succession plans	Maintain 80% engagement in the employee survey by 2025	Reduce work accidents annually (nr of audits performed, LTIR and TRIR)	Develop action plans for all potential Human Rights risk in our own operations by 2026	Reach €1M of investment by 2026	Reach 1M beneficiaries by 2030
ACTIONS	Approval of the Global Diversity, Equity and Inclusion Policy and strategy (Embracing Diversity) in 2022, and definition of the action plan for 2022-2023.  To provide training and guidance to our ambassadors on DEI throughout the organization to raise awareness about it.		To have an ESG onboarding and training plan for all employees  Define action Plans to respond to employee expectations.	Improve the facilities and work areas by conducting internal audits, train employees and ensure compliance with the Health and Safety policy.	Conduct due diligence assessments to prevent and mitigate all potential Human Rights impacts throughout our value chain.	Fluidra's social action is going to extend to global engagement with its local communities. To do so, it is going to fund and work on projects related to the greater well-being associated with the enjoyment of water and reduce any risk associated with water.  The ultimate purpose of social action will be to allow 1 million people to have access to pools that they would not otherwise have due to their personal circumstances.	
							

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Governance



Be at the  
forefront of the  
**best corporate  
governance  
practices**

8 DECENT WORK AND  
ECONOMIC GROWTH



17 PARTNERSHIPS  
FOR THE GOALS



Responsible  
Management



Transparency



ESG Alliances

# GOVERNANCE GOALS



CHALLENGE	Responsible management			Transparency	ESG Alliances	
TOPIC	Supply chain	Customer experience	Risks	Ratings	Partnerships	
COMMITMENT	Extend our commitments throughout the entire supply chain	Monitor compliance with our principles through evaluations and audits	Improve customer satisfaction ratings	Analyze ESG risks at Group level	Improve and standardize the information we provide to stakeholders.	Increase the number of partnerships with leading organizations on ESG issues
TARGET / KPI	 <p>Train at least 10% of our suppliers annually in human rights. Triple the number of suppliers evaluated on environmental and social issues.</p>	 <p>Increase our high customer satisfaction ratings by 10% in 2025.</p>	 <p>Assess all ESG risks and quantify the financial impact</p>	 <p>Achieve a score of 80/100 on the S&amp;P CSA Assessment by 2030 Earn an A- in CDP by 2026</p>	 <p>Increase the number of partnerships/alliances to 6 by 2026</p>	
ACTIONS	<p>We will assist our suppliers in improving their ESG performance through trainings, assessments, audits and action plans to measure and ensure its compliance with our code of ethics, human rights and our sustainability standards.</p> <p>Also, we will promote local suppliers, when possible, to avoid logistic emissions.</p>	<p>Ensuring quality and satisfaction is one of our main goals. We will widen the scope of our NPS to more countries and will endeavor to reduce and resolve all problems of quality associated with our products.</p>	<p>Identify ESG risks and opportunities along company's value chain.</p>	<p>Improve CDP and S&amp;P scores. Annual Integrated Report Comprehensive internal and external communication</p>	<p>Fluidra will continue to leverage strategic partnerships that enable sharing of expertise and best practices to help us achieve our ESG goals at an accelerated pace.</p>	

# GLOBAL ESG COMMITTEE MEMBERS (January 2023)



**ELOI PLANES**  
CHAIRMAN  
SPAIN



**AMALIA SANTALLUSIA**  
GLOBAL HR & ESG DIRECTOR  
SPAIN



**CARLA COLOMA**  
ESG DIRECTOR  
SPAIN



**DAVID TAPIAS**  
PRODUCT COMPLIANCE & ESG  
SPAIN



**NURIA MIRABENT**  
HSE DIRECTOR  
SPAIN



**CARLES PICOLA**  
PROCUREMENT DIRECTOR  
SPAIN



**FLAVIA MALET**  
COMMUNICATIONS DIRECTOR  
SPAIN



**ALBERT SANCHEZ**  
MANUFACTURING DIRECTOR  
SPAIN



**DAVID MCKENERY**  
LEGAL, M&A, HR & ESG  
USA



**BRAD PARKER**  
VP MARKETING  
USA



**ANGELA SAGASTIBELZA**  
CORP. ESG PROFESSIONAL  
SPAIN



**SHENELLE LALLA**  
APAC ESG PROFESSIONAL  
SOUTH AFRICA



**NAVI SINGH**  
AMER ESG PROFESSIONAL  
USA



**BEATRIZ LARRUY**  
EMEA ESG PROFESSIONAL  
SPAIN

**FLUIDRA**

Thank you!