

## **POLÍTICA DE FLUIDRA GLOBAL DISTRIBUTION**

**FLUIDRA GLOBAL DISTRIBUTION (FGD)** has as its main mission the supply, marketing and distribution of pool and water treatment products.

The objective is to satisfy the needs and expectations of the customer by providing quality, innovative products at the best cost, from external suppliers and factories of the Fluidra group, managing the purchase and sale of finished products and spare parts of the Fluidra group in an efficient and transparent manner.

FGD shares Fluidra's mission of creating the perfect pool and wellness experience and the company's vision of improving people's lives through innovative and sustainable solutions that transform the way people enjoy water for leisure and health.

Having quality products, stock availability and meeting delivery dates while maintaining optimal inventory levels is what the Fluidra group and our customers expect from us, following the group policies regarding Quality, Environment, Health and Safety, Compliance and Governance.

To respond to this commitment, the Management, as an integrated part of its strategy, establishes and communicates to all staff and interested parties its **QUALITY, ENVIRONMENT and OCCUPATIONAL HEALTH AND SAFETY POLICY**, through the following principles:

- **Provide a comfortable and safe workplace** for all employees by providing the necessary tools for the development of the activity.
- **Identify, evaluate and manage risks** at all levels of the company, at the level of Quality, Environment and Safety, derived from the activity.
- **Review and maintain** an operational Prevention Plan and periodically carry out evaluations of the work stations with the aim of guaranteeing the protection of people, property and the environment.
- **Promote a sense of responsibility towards the environment in all employees and suppliers.** Maintain constant communication, carry out programmes that ensure the efficient use of resources, their reuse and recycling, and design new processes to achieve the Environmental Objectives and prevent pollution. All our actions are aimed at minimising the impact on the Environment.
- **Promote a high level of participation** among employees, involving all staff in achieving the objectives, promoting teamwork, communication, training and information and participation in all aspects detailed in this Policy.
- **Maintain a commitment to society**, complying at all times with current legislation and maintaining a constant and transparent dialogue with public administrations.
- **Always act within professional ethics**, at work, in front of the client, suppliers and colleagues.
- **Satisfy the requirements and expectations of our clients**, through processes subject to the dynamics of continuous improvement. Knowing the needs of the clients, Objectives will be established, deploying plans for their achievement. Always bearing in mind that people are the key element in this Policy.
- **Offer the best service at the best cost**, the interested party is a key factor for the future of our organization. Cost reduction must be achieved through the rationalization and optimization of processes, complying with the Quality, Safety and Environment Objectives, achieving greater efficiency and sustainability at all times.
- **Emphasize prevention**, through controls, indicators and process reviews that allow anticipating errors, accidents, spills, waste. Analyze the causes and open corrective and improvement actions in those incidents that have not been detected, ensuring that they do not happen again. Nothing is more important than safety.
- **Continuously measure consumption** as a basis for improving energy efficiency in the processes and activities carried out.

To achieve these objectives, Fluidra Global Distribution will plan, develop and implement an Integrated Management System based on the requirements of current regulations on Quality, Environment and Occupational Health and Safety.

Jordi Martín  
Global Manager