

MAKING WATER PERFORM

Integrated
Report
2011

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Joan Planes

Chairman

Aware of the desire and the need of our stakeholders to know more about us and as responsibility, ethics and transparency are pivotal to the way in which we go about business, it is a privilege to present Fluidra's first Integrated Report to you. The aim of this new way of reporting is to provide our stakeholders with all of the social, environmental and financial information related to our activities and management, and thus provide more information about our current and future strategic goals.

The 2011 business year was a complicated one for all of us in every way, and in particular for the economies of Southwest Europe. Economies that had been the driving force behind growth five years ago and that served as an example for developing countries are now in recession and have growth rates of below 3%. Raw materials have become more expensive; stock markets around the world go through days of euphoria followed by others of pessimism that result in constant ups and downs as a result of the lack of confidence by investors, both whether they invest in fixed or variable income securities. The countries that are now considered to be the driving force behind growth (BRIC), are seeing how their forecasts for growth in GDP have either been held back or reduced due to the global situation of markets.

Despite this somewhat negative macroeconomic environment, Fluidra nevertheless managed to end the 2011 business year with a growth in sales of over 7%. In addition, the Group's Operating Income increased by 16.7% in the year.

This year approval was given and work began on the new 2011–2014 Strategic Plan for Social Responsibility, which falls within the framework of the company's strategic goals. It aims to make sustainability a core factor in the organisation and in the management of its business affairs. The Plan includes a number of specific proposals and actions to be put in place that will enable Fluidra to attain its targets.

Fluidra continued to promote its lean management project in response to its key strategies and to make its operations and customer services more efficient.

All of this shows that Fluidra has continued to create value for its stakeholders and that it has a remarkable team of professionals whose knowledge, experience and dedication have made a valuable contribution to the company

Finally, I would like to thank all of our employees for their daily efforts and enthusiasm, our customers and suppliers for their loyalty, and all of our shareholders for their support and trust, which have played a significant role in our growth and expansion.

Kind regards,

Eloi Planes

CEO



Fluidra closed the 2011 business year with a consolidated growth in sales of 7.4% and a growth in operating profit (EBIT) of 16.7%. There is no doubt that the Group's consolidated figures are encouraging, particularly given the international macroeconomic downturn we are currently experiencing.

As far as sales by business units are concerned, they have all performed well, but the good performance of the Pool Unit with a growth of 8.4% is worth highlighting, as are the Irrigation and Fluid Handling units with growth rates of 12.6 and 8.1%, respectively, as a result of the Group's product diversification strategy.

In terms of Cash Flow, the company has had a successful year for the third year running. On an organic level, €24.3M was generated in free cash flow, which dropped to €21M once the effect of acquiring Aqua had been taken into account.

Net Financial Debt, which includes the €32M allocated to the acquisition of Aqua, was in line with our forecasts for the end of the year, namely, 174 million euros, which is 2.5 times lower than the NFD/EBITDA.

However, the value of Fluidra shares at the year-end was €1.91 per share, which translates as an overall drop of 18% in 2011. This was brought about by the general lack of confidence by investors in the European economy, and Spain's in particular. At Fluidra, we strive daily, both as far as our business affairs and investor relations are concerned, to ensure that our shares reflect their real value on the market.

In 2011, we began the year with good prospects thanks both to our organic growth and to the contribution made by Aqua Products and Aquatron, which were acquired in the first quarter of the year and whose performance has demonstrated that the transaction was clearly the right choice for us. In July, adverse weather conditions in the whole of Southwest Europe had a negative effect on the performance of the Group. Thus, the expected growth for the year as a whole slowed down right in the middle of our best season. However, our ability to react quickly and our strong balance sheet enabled us to end the year with extremely positive levels of growth given the current climate.

We are currently going through exceptional times and we must therefore take exceptional measures to successfully overcome the challenges facing us. We are therefore involved in the implementations of projects that, on the one hand, will enable Fluidra to perform as well as it did before the outbreak of the international financial crisis and, on the other, to maintain the geographic growth rates that we have set ourselves by expanding our branch offices in all areas in which there is a high potential for the development of our business activities.

In 2011, Fluidra closed the deal to acquire Aqua Products and Aquatron, and branch offices were opened in Serbia, South Africa and Brazil. In Brazil, following many years of market analysis, we have finally made our mark on the country by opening this new branch. It will become a core distribution and production centre in order to respond to the future demand of

The **good performance in 2011**, shows our resilience in a complex economic environment

this country, which with a park of around 1.1 million pools is the third largest market in the world and whose forecasts for the future are particularly attractive for our sector. We are therefore working to strengthen our position in Brazil so that we can become leaders in one of the biggest markets in the world for the pool sector.

In the first months of 2012, new branches were opened in Indonesia and Jordan, and we are continuing to expand the company in those markets across the world that show great potential.

Our attempts to recover the levels of efficiency and profitability prior to the financial crisis led us to implement a new model of self-service sales branches (Fluidra Direct) in 2011. It is based on a new distribution system whereby customers receive their orders directly from our central logistics centre.

Through Fluidra Direct, we have a direct delivery system to our customers from our main warehouse in Girona without having to go through sales branches. This system enables our branches to concentrate their operations on providing services to the professionals who go into them in search of products there. This both reduces the operating costs of our branches and the levels of inventory required to be stocked in them, all of which results in improved Net Working Capital. With this new model of branch offices we have been able to change from traditional branches with a large warehouse and a customer service counter to a new concept of self-service warehouses. This promotes diversification thanks to the cross selling of irrigation, water handling and domestic water treatment products and provides professional service engineers with one stop shop facilities. All in all, this results in fewer operating expenses and less Net Working Capital.

This new model was first implemented in Sant Boi de Llobregat and in 2011 a further three branches were opened in different areas of Spain. Following these months of operations, the opening of Fluidra Direct and the new pilot branches, we have had great success in terms of efficiency, profitability and

customer satisfaction, and we have increased our sales and reduced running costs in all pilot tests, thus demonstrating once again that we were right to change our strategy. Therefore, over 2012 we will introduce this new model to most of our branches in Italy, France, Portugal and Spain, as well as in other markets further afield.

The acquisition of Aqua was a great achievement for Fluidra and, without any shadow of a doubt, has had a positive impact on the results for the 2011 financial year. Not only in terms of the sound economic and financial position of the companies acquired, but also in terms of the great strategic value they bring to the company by making us leaders in an innovative technology and by opening the US market to us. Thanks to this acquisition, our leading position in the pool sector has been strengthened following the addition of a new technology to the Group in the shape of pool cleaners, whilst also broadening our focus on products with added value. On a financial level, sales and margins have increased as we now have an integrated production and manufacturing chain for the whole range of Aqua products. In the forthcoming business years, we will leverage our synergies, both in sales and in margins, which will be reflected in future results.

Another great success in 2011 was the development of wellness projects: turn-key projects have performed positively since they were started three years ago. So much so, that the turnover that we had forecast for this period exceeded all expectations. Fluidra now creates and designs wellness spaces for large hotel chains, gyms, sports clubs, rehabilitation centres, etc.

In our last campaign, we also worked to create a solid base to develop the Asian market. At the start of the year, we announced the creation of the Asia division, based in Shanghai and managed by Phil Jin, in addition to the acquisition of a company in Indonesia that put us on one of the most interesting markets in the area. Following many years of conducting business on the Asian continent, we have made a step forward by creating this division, which for the first time in Fluidra's history is based in the territory of operations rather than in Sabadell. This is a clear sign of the confidence we have that our new venture in the Asian market will work and the certainty that

Fluidra has demonstrated that it is a strong Group,
with ambitious and consistent plans for the future

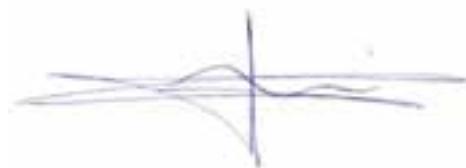
it will bring in returns in the future, not only for our pool business but also for all of the other activities in which our Group is involved.

The good performance in 2011 shows our resilience in a complex economic environment. It likewise reinforces the value of our strategy based on internationalisation, diversification, innovation and efficiency.

Fluidra has demonstrated that it is a strong Group that has ambitious and consistent plans for the future. In view of the current economic climate, in 2012 Fluidra aims, on the one hand, to accelerate its growth strategy and, on the other, to speed up the execution of its efficiency programmes by improving productivity and profitability. In 2011, we strengthened our position through the acquisition of Aqua, we had strong growth on an international

level, we were successful in Asia, we maintained our rate of branch openings in new countries, we bolstered our structures to focus on diversification, we obtained excellent results in our expansion of turn-key projects and we made advances in the implementation of our lean management programmes. Overall, this has improved our rate of growth and in the 2012 campaign we will continue to work in order to increase our international presence and improve our performance.

We are working to build a great future. Thank you to everyone for the trust placed in Fluidra.



Main figures for 2011 ^[2.8]

at 12.31.2011

[4.8] Fluidra is a listed Spanish multinational group devoted to developing applications for the sustainable use of water.

Sales	€624.0 million
EBITDA	€70.2 million
Net Profit	€15.1 million
Investments	€21 million
No. of employees (average staff in 2011)	3,638 people
Global presence	Branches in 36 countries
Local production plants	Manufacturing plants in the main markets*
No. of active clients	Over 35,000

* main markets for Fluidra by turnover, size or potential

Fluidra is focused on developing solutions for water conservation, handling, treatment and enjoyment.

It delivers solutions designed to benefit users that focus on covering the whole of the water cycle in homes, hotels, schools, industrial plants, etc. To do so, it operates in the areas of water treatment, irrigation, fluid handling and pool/wellness.

Fluidra has a vertical business model that covers R&D, production, logistics and marketing through its extensive international network.

This business model makes it possible to diversify risks and create major entry barriers to keep its competitors out of the market.

R&D+i	<ul style="list-style-type: none"> Multidisciplinary R&D+i centre that focuses on sustainable solutions for each of its business units. It coordinates various centres of excellence. 		✓
Production	<ul style="list-style-type: none"> Production of complete ranges for pools, water filtration and accessories for fluid handling. Flexible multi-technology plants in key countries. 		✓
Logistics	<ul style="list-style-type: none"> Automated logistics operator on a 55,000 m² facility with a capacity to dispatch 150,000 pallets per year and to pick and pack 20,000 cases daily. 		✓
Distribution	<ul style="list-style-type: none"> Distribution network specialized in providing solutions to each of the business units with a direct presence in 38 countries with more than 120 branch offices. 		✓

Multidisciplinary R&D+i

Fluidra has adopted a decentralised multidisciplinary R&D+i model that reflects its organisational structure and that responds to its needs. It is made up of centres of excellence and technical centres that place emphasis on specialised technology, as well as central R&D&i services in Polinyà (Barcelona).

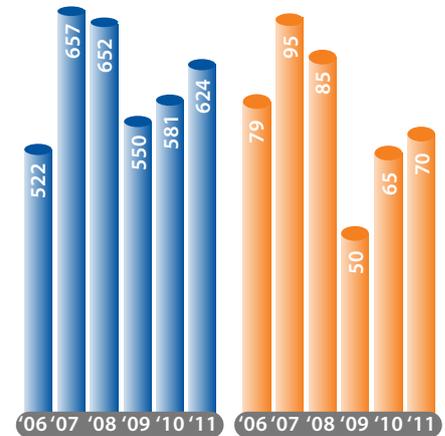
Three guidelines are followed in the work carried out: sustainability throughout the water cycle, understood to be the sustainable use of resources (energy, water, materials, etc.); a customer-oriented approach in order to cover their needs; and integration, that is, offering integrated product and service solutions.

THE FLUIDRA

Main figures

Turnover

EBITDA



2006 Pro-forma:

Turnover €546M

EBITDA €79M

EBIT €52M

Operating investments €26M

Own industrial network

The company's production plants are found in the main markets and they work with different technologies: plastic injection, extrusion, polyester projection, moulding, rubber processing and the production of chlorine, amongst others. Most of the production plants (around 70%) are located in Spain. [2.5]

This makes it possible to manufacture complete ranges for each of the business units – Pool/Wellness, Water Treatment, Irrigation and Fluid Handling – under different brand names.

Moreover, Fluidra Industry production plants offer their services to customers outside of the Group and they manufacture products or complete ranges for their customers' brands.

GROUP

EBIT

Operating Investments



Figures in millions of euros according to IFRS-EU standards

Residential swimming pool
Municipal swimming pool
Hotel swimming pool
Fitness Clubs, etc.
Wellness centres
Aquatic park



Public parks
Private garden
Golf course
Agriculture

Private residence
Gymnasium
Hotel
Factory
Public building

Key strategies

Internationalisation

Is one of building blocks behind Fluidra's growth.

Innovation

Fluidra is committed to innovating its products and providing integral solutions as a competitive strategy to provide added value to its customers.

Customer

We make every effort to generate value for our customers.

Portfolio

Fluidra offers its customers a portfolio that includes latest generation products in its business units: Pool/Wellness, Irrigation, Fluid Handling and Water Treatment.

Efficiency

Fluidra employs lean management techniques to increase efficiency, whilst seeking excellence in all processes.



INJECTION

Plastic injection
Spain – Australia – China



POLYESTER

laminated and bobbin-wound filters
Spain – China – Turkey – USA



METAL PROCESSING

Spain – China – Australia



THERMOPLASTIC AND BLOW MOULDING

Spain – Australia – China



RUBBER INJECTION

Spain



CHEMICALS

Spain – Mexico – Italy



EXTRUSION

Spain – China



VITREOUS TILING

Spain



ELECTRONICS

Spain – Australia

Own logistics operator

Fluidra also has its own automated logistics operator (Trace Logistics), a 55,000m² facility with a capacity to dispatch 150,000 pallets per year and to pack 20,000 case pickings daily.



Main brands [2.2]

Fluidra operates under various brand names through its four water-related business units: Pool/Wellness, Water Treatment, Irrigation and Water Handling. Each unit concentrates on four different market segments: residential, commercial, agricultural and industrial.

	MAIN BRANDS	EXAMPLES OF APPLICATIONS	DISTRIBUTION CHANNEL	OTHER BRANDS
POOL / WELLNESS	Residential  ASTRALPOOL   Certikin	<ul style="list-style-type: none"> Family pools, above-ground pools, wellness centres for public and private use. 	<ul style="list-style-type: none"> Professional channel: AstralPool, Certikin, CTX Hypermarkets: Gre, Spool 	IML, ECA, Togama, Idegis, Pacific
	Commercial  ASTRALPOOL  Certikin	<ul style="list-style-type: none"> Pool equipment for residential communities, clubs, competition pools, wellness centres, water parks and hotels. Skypool technology. 	<ul style="list-style-type: none"> Professional channel: AstralPool, Certikin, CTX 	IML, ECA, Togama, Idegis, Pacific
WATER TREATMENT	Residential  idrania	<ul style="list-style-type: none"> Descaling and demineralising systems in private homes. 	<ul style="list-style-type: none"> Retail channel 	ATH
	Commercial  ASTRAMATIC idrania	<ul style="list-style-type: none"> Residential and hotel complexes, golf courses and tourist areas. 	<ul style="list-style-type: none"> Professional channel 	Poltank, CPN, Blaufish
	Agricultural  ASTRAMATIC	<ul style="list-style-type: none"> Water treatment for agricultural irrigation systems. Reuse or urban wastewater for irrigation. 	<ul style="list-style-type: none"> Professional channel 	
	Industrial  ASTRAMATIC	<ul style="list-style-type: none"> Desalination. Drinking water. Treatment of feed and process water. Treatment of wastewater. Reuse of water. 	<ul style="list-style-type: none"> Professional channel 	Poltank, CPN
IRRIGATION	Residential  CEPEX	<ul style="list-style-type: none"> Gardens and private and residential spaces. 	<ul style="list-style-type: none"> Retail channel 	Master Riego, Urbagreen
	Commercial  CEPEX	<ul style="list-style-type: none"> Public green spaces, sports complexes, golf course. 	<ul style="list-style-type: none"> Professional channel 	Irrigaronne, Master Riego
	Agricultural  CEPEX	<ul style="list-style-type: none"> Crops, greenhouse cultivation, root crop farming. 	<ul style="list-style-type: none"> Professional channel 	Irrigaronne
FLUID HANDLING	Residential  CEPEX	<ul style="list-style-type: none"> Sanitary water facilities, water distribution 	<ul style="list-style-type: none"> Retail channel 	
	Commercial  CEPEX	<ul style="list-style-type: none"> Pumping systems, wastewater treatment. 	<ul style="list-style-type: none"> Professional channel 	
	Agricultural  CEPEX	<ul style="list-style-type: none"> Irrigation systems, automatic filtration systems. 	<ul style="list-style-type: none"> Professional channel 	
	Industrial  CEPEX	<ul style="list-style-type: none"> Filter stations, cooling pipes. 	<ul style="list-style-type: none"> Professional channel 	

Main highlights in 2011 ^[2.9]

Acquisition of Aqua Products and Aquatron

“The acquisition of the Aqua group was a great achievement for Fluidra. Not only in terms of the sound economic and financial position of the companies acquired, but also in terms of the great strategic value they bring to the Group by making us leaders in an innovative technology and by opening the US market to us.”

Eloi Planes, CEO



In February 2011, Fluidra signed a purchase agreement with the American group Aqua Products and Aquatron in order to strengthen its core business. This was a strategic operation because it opened the doors to the American market, which has a high turnover and was an area in which Fluidra did not have a stake in the residential pool business.

Thus, the multinational has added a company to its structure that has state-of-the-art technology and a capacity for innovation that has made it the world’s leading electronic pool cleaner manufacturer. This is a key product on a growing market, which has a park of almost 15 million pools worldwide.

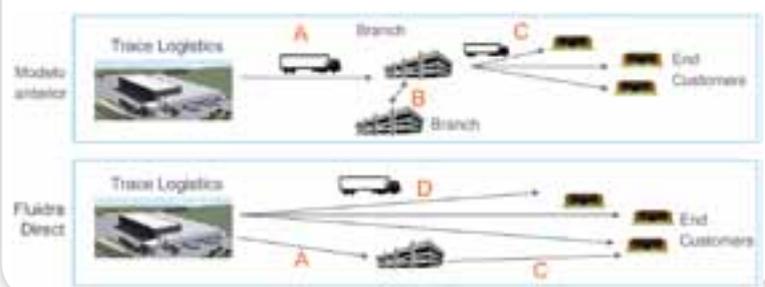
“This agreement places Fluidra as a world leader in pool cleaner technology, whilst opening the doors to the American residential pool market”, says Eloi Planes, the Fluidra Group’s CEO.

With 300 employees, the Aqua Products and Aquatron group operates in 40 countries and has a turnover of 33 million euros. It specialises in the design, manufacture and distribution of electronic pool cleaners, and is one of the world’s leading manufacturers of these products. Amongst its most well known brands, the Aquabot Bravo and Aquabot Viva, Ultrabot, and UltraMAX lines stand out, in addition to which it also manufactures other brands for third parties. The know-how and technology that Aqua Products and Aquatron brought to the company are perfectly in line with those that Fluidra already had.

After Aqua Products and Aquatron joined Fluidra in March, it managed to open new distribution channels for its products and broaden the diversification of its production portfolio, as a result of which it has become one of the leading industrial groups in the water management sector.

Lean management programme

“The lean management programme will enable Fluidra to increase the efficiency of its operations in terms of costs and cash flow. In order to reach our targets, we developed two projects in 2011 that marked a turning point in our business model: Fluidra Direct and a new model for our branch offices.” *Eloi Planes, CEO*



International expansion

With our continual focus on international growth, this year we opened new branches in Serbia following the creation of Fluidra Adriatic and a new Fluidra South Africa branch in Cape Town.

At the end of 2011 we opened our first branch office in Brazil, specifically in São Paulo. Following many years of market analysis, we have finally made our mark on the country by opening this new branch. We are still working to strengthen our position in Brazil so that we can become the leader in one of the largest markets in the swimming pool sector.

Thanks to our continual international expansion, we are creating new jobs, we take on local people and we help in the development of local communities.

The Group promotes the recruitment of local staff in the geographic areas in which its worksites are located whenever possible. [\[EC7\]](#)



Focus on Asia

At the start of the year, we announced the creation of the Asia Division, based in Shanghai, in addition to the acquisition of a company in Indonesia that put us on one of the most interesting markets in the area.



Phil Jin, director of the Asia Division

Thanks to our continual **international expansion**, we are creating new jobs, we take on local people and we help in the development of local communities

From products to projects

"Another great success in 2011 was the development of wellness projects: turn-key projects that have performed positively since they were started three years ago. So much so, that the turnover that we had forecast for this period exceeded all expectations. Fluidra (through Wayfit) now creates and designs wellness spaces for large hotel chains, gyms, sports clubs, rehabilitation centres, etc." *Eloi Planes, CEO*



Selection of international projects completed in 2011



Industrial water treatment plant for the Bahru Stainless (Acerinox Group)

Comprehensive turn-key project made up of four plants

- Feed water system: coagulation, flocculation, decantation, filtration.
- Demineralised water system: H-OH ion exchanger.
- Direct cooling system: scale settling, coagulation, flocculation, settling, cooling, treatment of sludge.
- Drinking water system: active carbon system, dosing of sodium hypochlorite.



High Performance Centre (HPC), Sant Cugat del Vallés

- A 51.2 x 25 x 3 m competition pool (with moving wall), a 30 x 21 x 3 m synchronised swimming pool and a 21 x 15 x 5 m diving pool.
- Water conditioning system (filtration, recirculation, disinfection and heating), air conditioning for the HPC building and the biomechanical control of the pools (cameras, sight glasses, digital podiums, etc.).



Ancient Baths Wellness Centre

- Turn-key project for the first Roman baths built by the Spanish chain AIRE outside of Spain. There are no Roman ruins in New York, but they did manage to convert a building in TriBeCa into Roman baths in 1883
- It has two private treatment rooms with glass walls, a floatarium, a jacuzzi with 350 jets and baths at various temperatures.



Competition pools

- Provision of two pools in Nigeria to mark the 17th edition of the National Sports Festival in the city of Port Harcourt, the most important sports' event held in the country.
- The Olympic pool is a 50-metres-long, 25-metres-wide and 2-metres-deep Skypool. The pool that was used for diving events is 25 metres long, 15 metres wide and 4 metres deep.



Efficient irrigation system for the Paseo de Recoletos

- Fluidra's technology is used to water trees and green spaces on the Paseo de Recoletos walkway, which leads from Plaza de Colón to Plaza de Cibeles. Thanks to the telemanagement system, automatic irrigation networks in green spaces can be controlled online.
- Over 35 municipalities currently manage their green spaces using this system, which controls the operation of over 4,000 watering systems in around 5,000 hectares of green space, approximately 44 times bigger than Madrid's Retiro Park. These areas are making savings of over 30%, both in water consumption and in maintenance costs.



Leisure pool

Full installation of the largest business and leisure centre in Colombia, El Cubo, owned by Colsubsidio, the country's largest family welfare financial institution. The 25-metres-long semi-Olympic pool is on the second floor of this large 32,000 m² complex at the heart of Bogota. The use of alternative energies and efficient water consumption were prime considerations in the construction process.



CRAM, treatment of seawater

Four Blaufish systems for the effective treatment of seawater were installed at the CRAM Foundation for the conservation and recovery from injury of marine species. The first system treats the seawater coming in from the coast to the CRAM's facilities as the high concentration of iron and manganese was a major problem. The other three systems are used to re-circulate the water in the 980-m³ dolphin tank, the 507-m³ turtle tank and the 5-m³ bird tank. These facilities are used to keep animals while they recover before they are released back into their natural habitat.

Prizes and appointments

Joan Planes, given the Business Achievement Award by the Chamber of Commerce of Sabadell

The chairman of Fluidra, Joan Planes, has been given the Business Achievement Award by the Chamber of Commerce of Sabadell. It was handed to him by the president of the Government of Catalonia, Artur Mas, and the president of the Chamber of Commerce of Sabadell, Antoni Maria Brunet.

The Chamber of Commerce of Sabadell has recognised the business achievements of the founder of the Fluidra Group.



Antonio Ibáñez, new chairman of the AFRE

Antonio Ibáñez, the managing director of Fluidra España, was appointed the chairman of the Spanish Association of Irrigation Manufacturers (AFRE). Ibáñez took over from Antoni Serramiá as AFRE's chairman with the mission of consolidating the Association's phenomenal growth over the past few years and to promote its standing in the water sector and related technologies.

Paulo Félix, new chairman of the European Irrigation Association

Paulo Félix, manager of the Fluidra Group's Irrigation and Fluid Handling business units was appointed the chairman of the European Irrigation Association (EIA), a not-for-profit organisation that represents the irrigation industry before European institutions and international organisations. His mission will be to contribute to the EIA's development through training programmes and the award of certifications to businesses and professionals, the ultimate aim of which is to ensure the sustainable use of water and to promote energy savings.



ECONOMIC SCENARIO

Macroeconomic environment

Spain

Despite the fall in GDP in the last months of 2011, Spain's overall economic activity for the year increased by 0.7%. Domestic demand dropped by 1.7% and the contribution of foreign demand to the growth of GDP was 2.5 pp. Only investments in capital goods showed a positive rate of growth in 2011 (1.4%). Private consumption, the driving force needed in all economies, fell slightly (-1.1%) and public consumption by 2.2%. Investments in construction were once again the worst performing variable as they fell back by 8.1%. Exports of goods and services grew by 9%, whilst imports came to a halt (-0.1%). Spain's financing requirements fell by 0.6 pp in comparison with 2010, reaching 3.4% of GDP.

Unemployment rose by 2% over 2011 as a whole. The rise was not as steep as in 2010, but there was a clear negative trend as the year went on. Productivity rose by 2.8% and wages paid to salaried workers increased by 0.8%. Industrial activity aggravated job losses, as reflected by the figures of national insurance contributions, which fell by 3.6% overall during the year. The industrial production index (IPI) experienced a year-on-year drop of 5.8%. It is estimated that employment in the service sector underwent a year-on-year decrease of 3.3%. With regard to costs and prices, there was a curb on the growth of wages within the economy as a whole in the fourth quarter of 2011; the increase by one decimal point resulted in a 1.1% increase for the year overall.

Year-on year consumer prices went up by 2%. Energy prices rose by up to 8%. The prices of services, processed food and non-energy industrial goods grew by rates of up to 1.4%, 2.8% and 0.2%, respectively. Finally, the year-on-year price of exports grew by 4.4%.

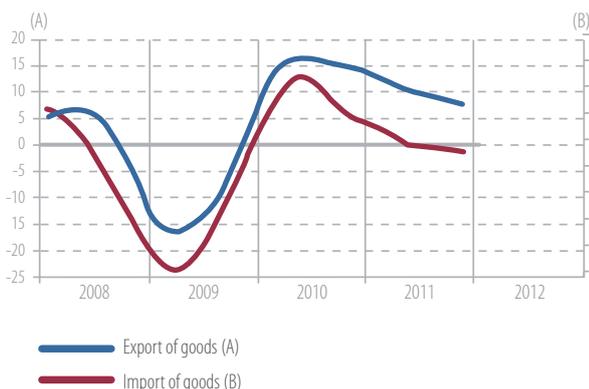
The weak European economy was reflected in a decrease of our sales to EU countries, whilst exports outside the EU increased by almost 14% in comparison with the previous year. In nominal terms, both exports and imports increased over the year as a whole by 6.6% and 1.1%, respectively, which means that the year-on-year trade deficit was cut by 15%.

Tourism, however, showed great buoyancy, with increases of 6.4% in income from tourism, 7.6% in the number of foreign tourists and 12.7% in the number of overnight hotel stays.

CONSUMER INDICATORS



FOREIGN TRADE INDICATORS (%)



YEAR-ON-YEAR VARIATION RATES (%)



SOURCES: National Institute of Statistics and the Bank of Spain.

International

Based on the international figures available at the time this report was written, in the USA the preliminary forecast for GDP in the fourth quarter showed an annualised quarterly growth of 2.8%. Consumer confidence remained at low levels and a reduction in the unemployment rate of 8.3% was recorded. Year-on-year inflation dropped to 2.9%.

In Japan, year-on-year GDP was at -1%.

In China, the gradual decline in business continued in the fourth quarter, with GDP growth at 8.9% in comparison with the previous year. Exports stabilised, due fundamentally to the significant slowdown of exports to Europe.

In Latin America, the macroeconomic indicators pointed towards the stabilisation of growth in the fourth quarter of 2011, with the favourable progress made by Brazil and Chile worth highlighting. The rate of inflation in the region dropped by two decimal points in January to reach a year-on-year rate of 6.9%.

In the eurozone, the economy of the EMU expanded by 1.5%. Inflation in the eurozone had been curbed by December to reach a rate of 2.7%.



Fluidra's economic performance

[ECa, Ec.b, Ecc, Ec.d, EC1] During the 2011 business year, Fluidra focused on four main areas: internationalisation, diversification, innovation and efficiency. Firstly, with regard to internationalisation new branches were opened in Belgrade (Serbia), Cape Town (South Africa) and São Paulo. Secondly, the acquisition of the Aquatron/Aqua Products group, a lea-

ding pool cleaner dealer, in March 2011 was a great success and extremely beneficial for the Group. Thirdly, Fluidra focused on turn-key wellness projects (wellness spaces for large hotel chains, gyms, sports clubs and rehabilitation centres with hydrotherapy and other aquatic facilities). Lastly, the lean management programme was successfully implemented whose aim was to increase efficiency, both in production plants and in sales branches.

Fluidra's sales turnover in 2011 was 624.0 million euros, 7.4% up on the previous year. This meant a profit of 21.6 million euros before tax. The company made 70.2 million euros in operating income (EBITDA) and 21 million euros in free cash flow.

The increase in sales had a direct impact on profits, resulting in an increase in EBITDA from 64.9 million euros in 2010 to 70.2 million euros in 2011, which translates as growth of 8.1%.

The contribution of Aqua in the 2011 business year was very favourable in terms of sales, which showed the following results by quarters: +3.1% in the first quarter despite the fact it had only belonged to the Group for one month, +5.1% in the second quarter, +3.3% in the third quarter and +4.7% in the last quarter.

The acquisition of Aqua significantly marked profits in the 2011 business year. Thanks to this acquisition, the Pool Unit's leading position was strengthened following the addition of a new technology to the Group, whilst broadening the focus on high added value products. On a financial level, sales and margins have increased as we now have an integrated production and manufacturing chain for the whole range of Aqua products. In the forthcoming business years, we will leverage our synergies, both in sales and in margins, which will be reflected in future results.

Insofar as Net Financial Debt is concerned, there was an increase of 26.6 million euros, mainly due to the acquisition of Aqua. At the end of the year, the Net Financial Debt was 2.8 times over EBITDA, slightly above that of the previous year, but within the parameters of debt set by the company. Free Cash Flow was up to 21.0 million euros, which is a 140% conversion of the Net Profit in Cash Flow. This was possible thanks to the positive Net Earnings of €15.1M obtained, as well as to the moderate growth of Net Working Capital.

In 2011, Fluidra increased its percentage of sales outside of Europe, as well as its percentage of sales in its water-related business units, all of which increased EBITDA by 8.1% and generated a Cash Flow of 21.0 million euros.

Sales performance by geographical area

In a breakdown of the evolution of sales by geographical area, Spain and Portugal recorded a drop of 5.9% and 6.5%, respectively, whilst major markets in the rest of Europe such as France maintained an upward trend of 8.5% and Eastern

Fluidra's sales turnover in 2011 was 624.0 million euros, 7.4% up on the previous year

Europe showed strong growth at 22.9%. Central Europe, and Asia and Australia also maintained an upward trend with growth rates of 8.9% and 8.3%, respectively. In the Rest of the World, Fluidra recorded spectacular growth of 57.2%, which was mainly due to the contribution of Aquatron/Aqua Products.

The drop in sales in Spain was basically brought about by a fall in sales of above-ground pools, due to bad weather in July, and the slack business in industrial water treatment facilities. The acquisition of Aqua changed the relative contribution of each geographical area in Fluidra's turnover, as a result of which the Rest of the World accounted for 7% of sales in 2010 and 10% in 2011.

This evolution confirms that internationalisation is a key strategic line as the relative weight of sales in European markets gradually falls off. The exchange rate of the euro with other currencies has had a negative effect, without which the effective rate of growth would have been 7.5%.

Geographical Distribution of Sales

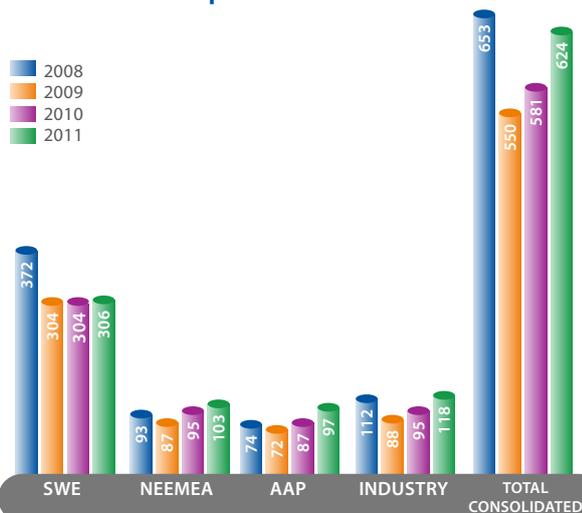
(in million euros)

	2007	2008	2009	2010	2011	Var. 11/10 %
Spain	227	202	146	150	141	-5.9%
Southern Europe – Rest of Europe	209	223	202	202	0	4.7%
Northern and Western Europe	97	93	80	80	87	8.9%
Eastern Europe	30	30	23	24	29	22.9%
Asia and Australia	60	68	68	86	93	8.3%
Rest of the World	35	37	33	39	62	57.2%

The EBITDA figure as defined in Fluidra's Annual Consolidated Accounts is calculated in the following manner: Sales of goods and finished products + Income from services rendered – Variation in stock of finished products and work in progress and raw material supplies – Personnel costs – Other operating costs + Participation in profits for the year of companies accounted for using the equity method.

Net sales to third parties

■ 2008
■ 2009
■ 2010
■ 2011



In 2011, sales of Fluidra in Eastern Europe showed strong growth at 22.9%

Sales performance by business unit

Sales related to private pools grew by 9.9%, which is above the average rate. This is due to the growth in the automatic pool cleaner segment resulting from the acquisition of Aqua. We have acquired a new technology, which has reduced our dependence on external suppliers for strategic products, whilst strengthening our position of leadership in the market for pool cleaners.

Fluid handling and irrigation showed above average growth (+8.1% and +12.6%, respectively). Water treatment continued to grow slightly (+1.4%) with a loss in the domestic segment, mainly in the Spanish market, versus a recovery in industrial markets in various geographical areas.

The Group's profitability

The increase in Sales had a positive effect on profits, as reflected by the EBITDA of 64.9 million euros as at 31 December 2010 and 70.2 million euros as at 31 December 2011.

This 8.1% growth in EBITDA, which is higher than Sales (+7.4%), is due to two basic reasons.

On the one hand, the contribution of Aqua of 6.1 million euros in EBITDA, with a percentage over sales of 25.0%. This EBITDA margin is the result of the addition of high added value products, as well as the new margins on sales and manu-

facturing. One of the strategic reasons for acquiring Aqua was to add the manufacture of automatic pool cleaners to Fluidra's value chain. The consolidated Gross Margin has thus been increased, whilst reducing the company's dependency on an external supplier of a technology that is key to the sales of a product with high added value. On the other hand, the absolute value of the organic growth of the EBITDA fell slightly to 64.1%. This slight fall in EBITDA is the combined effect of two factors:

- a) Firstly, a loss in the Gross Margin over sales of 0.5% due to the above average increase in sales of the Fluid Handling and Irrigation business units, which have a higher proportion of products manufactured by third parties and, therefore, a lower consolidated profit margin. The increased costs of raw materials also had a negative effect that we were unable to fully transfer to our customers.
- b) Secondly, there was a slight percentage increase in net operating expenses (staff expenditure plus other operating expenses net of earnings for rendering services and work carried out on fixed assets, and before variations due to trade provisions, which are in line with the profit and loss account and the Opex before impairments and amortisations) as a result of the sharp increase in Sales in the first six months of the year and despite the restraints on increased spending in the third and fourth quarters of the year (+0.7% and +2.4%, respectively).

If the increases in net operating expenses are examined in absolute values, of the overall amount of 20.3 million euros, 12.9 million correspond to the contribution of Aqua, 2.4 million to variables associated with sales and a reduction of 1 million euros due to the production costs of these sales. Therefore, if these effects are not taken into account, there was an increase of 5.9 million euros, which is up 2.7% on the previous year. This increase is mainly due to the expansion in emerging markets (Asia, Pacific and Australia) and to the support given to the diversification of irrigation and fluid handling products.

The financial loss rose from -4.9 million euros in 2010 to -13.2 million euros as a result of the increased debt following the purchase of the Aqua group (2.4 million euros), the negative impact of exchange rate differences (3.5 million euros) and the increase in the average cost of financial debt (4.5% vs. 3.3%), which was in part offset by the reduction in the average financial debt for the period, if the acquisition of Aqua is not counted.

The performance of Net Profit attributed to the parent company shows a slight decrease of 0.9 million euros, of which Aqua amortisation's a positive contribution of 0.9 million euros.

Performance of divisions

The performance of sales and profits of the divisions basically show the same trends discussed above, both by

geographical area and with regard to the company's general EBITDA performance. It should be highlighted that the commercial divisions do not include direct sales in key accounts; this turnover is included in the Industry Division. Likewise, the revenue brought in by Aqua as a manufacturer is included in the Industrial Division.

Sales in the SWE (South-West Europe) Division almost flatlined, as the Spanish market, whose performance was poor, carries a great deal of weight in this Division. Despite this, EBITDA increased by 4.8% as a result of the restraints on structural costs.

The Industry Division, which covers all of the Group's production activities, grew by 8.7%. This was higher than the consolidated sales as a result of the acquisition of Aqua. In addition, the EBITDA margin of this Division increased both due to the actions implemented through the lean management programme in production plants and to the earnings made by Aqua.

The NEEMEA (North-Eastern Europe, the Middle East and Africa) Division had a spectacular increase in profits due fundamentally to the increase in sales. The 8.5% increase in sales and the restraints on structural costs (increase of 1.8%) helped to attain an EBITDA over sales of 15.2%.

In the case of the AAP (America, Asia and the Pacific) Division, profits dropped due to an increase in structural costs to cover its future growth despite an increase in sales of 10.8%. In the previous year, the EBITDA increased by 48.5% due to the reduction in fixed expenditure.

Performance of the financial structure

Fluidra's net equity totalled 326.4 million euros as at 31 December 2011. This amount corresponds to 42% of the Group's total assets, thus making its leverage ratio 2.38. This falls within the Group's policy of keeping it to between 2 and 2.5, and is at the same level as the previous year despite the acquisition of Aqua.

The Net Financial Debt increased by 26.6 million euros, which takes in both the new debt from the Aqua group (9.4 million euros) and the payments already made in the acquisition of Aqua (31.9 million euros). This level of Net Debt is 2.48 times the EBITDA, slightly above that of the previous year (2.27 times) due to the acquisition of Aqua, although within the range of between 2 and 2.5 set by the Group.

Fluidra's dividend policy is to maintain a constant dividend as a share of the profits generated by the companies that make up the Group. In view of the profits obtained in 2011, Fluidra's Board of Directors decided to table a motion before the AGM to distribute dividends worth 8,000,000 euros. In 2011, the total financial expenses incurred amounted to 15.7 million euros, which implies an increase of 59% in comparison with the previous year, due to the increase in

the average cost of debt and to the increase in the debt following the acquisition of the Aqua group. [2.8]

Insofar as the Group's Consolidated Balance Sheet is concerned, it should be highlighted that there was increase in the Net Working Capital (+0.5%), once the effect of the acquisition of Aqua (18.0 million euros) had been taken into account. This means that there were fewer sales, which dropped from 31.6% to 30.7%. Inventory performed well with a decrease of -0.1%. Accounts Receivable and Payable showed an increase of 1.9%.

The Group focuses its risk management on the uncertainty of the financial markets (exchange and interest rates), and tries to minimise the potential adverse effects on the Group's profitability.

Fluidra operates in the international environment and, therefore, is exposed to exchange rate risks for currency operations, especially in relation to the American dollar, the pound sterling and the Australian dollar. At 31 December 2011, the contingent consideration was expressed in US dollars as a consequence of the acquisition of Aqua, as a result of which it is partly exposed to the risk of foreign exchange rates.

The risk management policy of interest rates is based on covering the risk in dollars through natural hedging (offsetting of receipts and payments) by covering any fluctuations with forward rates. In the case of the pound sterling, the Australian dollar and the shekel versus the US dollar, transactions and balances are covered by forward rate and/or option rate arrangements.

The Group manages the exchange rate risk in the cash flow through hedged variable-to-fixed interest rate swaps.

With regard to credit and liquidity risk, the Group does not have significant concentrations of credit risk and implements prudent liquidity risk management practices. It does so by centralising the management of the flexibility required in financing to address the business requirements in the different markets in which it operates.

OPERATING INVESTMENTS [EN30]

	2007	2008	2009	2010	2011
Land and Buildings	2,547	1,084	605	826	813
Plants and Machinery	7,454	11,367	3,377	4,168	3,928
Other fixtures, tools and furniture	7,532	7,596	4,639	4,625	6,445
Other fixed assets and work in progress	5,692	3,807	2,306	4,067	3,717
TOTAL (IN THOUSAND EUROS)	23,225	23,854	10,927	13,686	14,903

Investments amounting to €21.4M were made, of which 6.5M corresponded to intangible assets other than those set out in the table, such as investments in R&D+i and product development (€4M), IT systems (1.6M), and patents and brands (€1M). There was a 21% increase in comparison with the previous year.

With respect to the environment, Fluidra remained committed to optimising the natural resources that are used in manufacturing processes and to realising the potential of alternative energies. [EC8]

ASSETS ALLOCATED TO ENVIRONMENTAL IMPROVEMENTS

	2007	2008	2009	2010	2011	Inv. Year
Waste treatment	4,150	5,388	5,742	5,176	3,378	(1,798)
Energy savings	13	14	13	663	134	(529)
Reducing emissions	519	571	571	571	571	-
Reducing pollution	514	523	528	488	488	-
Other	6	6	-	-	-	-
TOTAL (IN THOUSAND EUROS)	5,202	6,502	6,854	6,898	4,571	(2,327)

Insofar as the Group's Consolidated Balance Sheet is concerned, **it should be highlighted that there was increase in the Net Working Capital (+0.5%)**

Fluidra investments in 2011 amounted to 21.4 million euros

EXPENSES INCURRED IN IMPROVING AND PROTECTING THE ENVIRONMENT

	2007	2008	2009	2010	2011	In-c. Expend.
External services	218,383	211,465	68,885	16,162	47,676	31,514
Environmental protection	194,134	173,893	307,255	234,758	227,058	(7,700)
Ordinary expenditure	31,778	20,034	1,167	1,225	-	(1,225)
TOTAL (IN EUROS)	444,296	405,392	377,308	252,145	274,734	22,589

The Group's management committees – Budget Committee, Business Monitoring Committee, Executive Committee – and the respective Division Management Committees are responsible for managing, overseeing and monitoring the company's financial performance.

The consolidated cash flow statement shows a drop in cash flow of €26M this year. This was essentially due to the acquisition of Aqua, as reported under the heading "Acquisition of subsidiaries not offset by the cash flow balance generated by financial activities.

The cash flow generated by operations in 2011 fell to below 15 million euros due to a reduction in the balance of accounts payable compared to the moderate increase in the previous year.

The evolution of the acquisitions of tangible fixed assets and intangible assets can be explained by the investments discussed above.

Finally, the fall in cash flow generated by financial activities shows that in the 2011 business year debt with credit institutions did not rise, but was offset by repayments through new financing, in contrast to the previous year in which debt rose by 42 million euros.

The net cash flow in 2011 dropped by 26 million euros, which meant that at the end of 2011 the Group's cash and cash equivalents totalled 65.8 million euros.

TABLE SHOWING SHAREHOLDERS' EQUITY, NET DEBT AND CASH FLOW

(millions of euros)

	2008	2009	2010	2011
Shareholders' equity	306.7	301.4	316.4	326.4
Net debt	225.5	169.5	147.6	174.2
Free cash flow	-7.8	63.1	28.3	21.0

TABLE SHOWING TAXES

(millions of euros)

	2008	2009	2010	2011
PUBLIC SECTOR				
CORPORATION TAX	8.6	(0.3)	5.8	4.4
OTHER TAXES	3.5	3.0	3.0	3.1

It is worth mentioning that these tax payments are spread out geographically across the different regions in which Fluidra operates, although they are mostly concentrated in Spain.

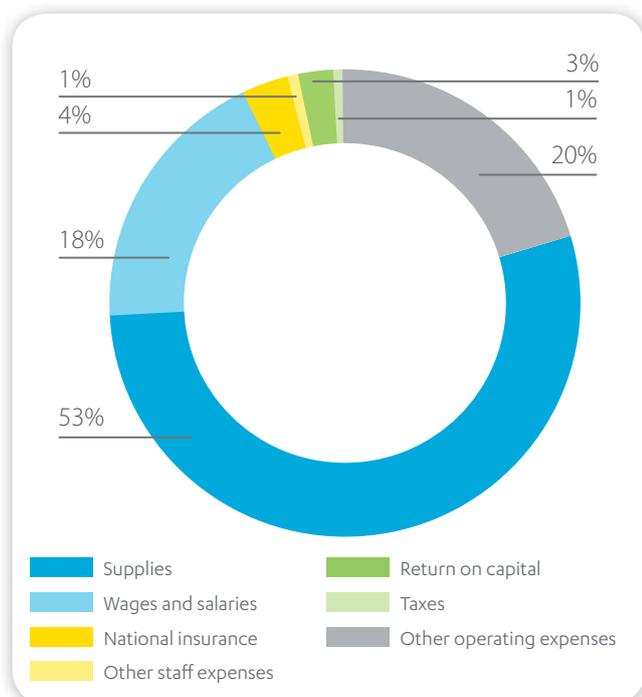
In 2011, Fluidra received financial aid from a number of organisations. Specifically, it received funding from the Ministry of Industry in the shape of non-refundable subsidies and loans at a subsidised rate of interest in the framework of a plan to promote competitiveness. In total, the Group was awarded 423 thousand euros in the shape of repayable loans. [EC4] With regard to capital loans from the CDTI, in 2011 the Group only received loans totalling 105 thousand euros.

With regard to training, grants were received from the FOR-CEM in 2011 for a total of 44 thousand euros.

As far as indirect economic impacts are concerned, Fluidra has not considered them sufficiently significant or relevant as to carry out an exhaustive analysis of their scope within its operations. [EC9]

[EC1]

	31/12/2011	31/12/2010
OPERATING INCOME		
Sale of goods and finished products	624,040	581,245
Income from services	11,024	11,487
Work carried out by the group for non-current assets	4,666	3,012
Other income	745	35
Total operating income	640,475	595,779
OPERATING EXPENSES		
Variations in the inventory of finished products and products in process and procurement of raw materials	(311,644)	(293,651)
Staff expenditure	(137,163)	(121,766)
Amortization expenses and impairment losses	(33,333)	(33,372)
Other operating expenses	(123,545)	(115,467)
Other expenses	-	(3,177)
Restructuring process compensations	-	(2,313)
Other expenses associated with restructuring and other processes	-	(864)
Total operating expenses	(605,685)	(567,433)
Operating profit	34,790	28,346
FINANCIAL EXPENSES/INCOME		
Financial income	5,238	4,224
Financial expenses	(15,653)	(9,834)
Exchange rate differences	(2,768)	734
Net financial profit	(13,183)	(4,876)
Share in the year's profits by the entities recorded in the accounts using the equity method	31	76
Profit before tax	21,638	23,546
EXPENDITURE ON CAPITAL GAINS TAX		
Profit after tax	17,239	17,788
Profit attributable to minority interests	2,162	1,852
Profit attributable to holders of net equity in the parent company	15,077	15,936
EBITDA	70,172	64,936
Diluted and basic earnings per share (in euros)	0.13739	0.14437



Our share price performance

There was a general fall on stock markets in 2011. In the case of the Spanish stock exchange, the Ibex-35 benchmark index fell by 13.1% over the year. During this financial year, the variable income markets were severely punished by institutional investors, which both affected trading volumes and the liquidity of securities and, in turn, share prices.

All companies listed on Spain's stock exchanges have suffered from the lack of confidence in the country's macroeconomic situation. Proof of this is the risk premium, which rose throughout 2011 and began a timid recovery in the last quarter to coincide with the change in the political landscape following the elections for central government.

Experts in variable income and macroeconomics have forecast a general slowdown in the immediate future. Everything that has been lost over the past three years of the financial crisis is almost equivalent to everything that had been gained over a decade, and the path to recovery will be an uphill struggle. The experts are predicting an unclear future in terms of the stability of variable income.

In this unfavourable climate in which there is a lack of clarity and a loss of confidence, Spanish share prices are trying to keep afloat. Fluidra is working along these lines by explaining to the markets in general, financial analysts and institutional fund managers about the company's activities, projects and strategy.

Despite the fact that Fluidra is a relative newcomer to the trading floor, whenever it conducts any transactions and in its day-to-day business dealings, it aims to create value for shareholders and profitability through dividends.

We started the new year in the hope that markets would soon become stable so that confidence would be regained in listed Spanish securities and that institutional investors and minority shareholders would once again place their trust in Fluidra. Our ultimate aim is to demonstrate our ability to recover and our flexibility to adapt to unfavourable climates such as the one we are currently experiencing.

(millions of euros)	December 2009	December 2010	December 2011
SHARES			
Capitalisation	394.2	260.2	215.1
Shares	112.6	112.6	112.6
HEDGE RATIOS			
Net Financial Debt	169.5	147.6	174.2
Net Financial Debt/EBITDA	3.4	2.3	2.5
EBITDA/Financial Profit	4.8	13.2	5.3
RATIOS			
EV/Book value	1.31	0.8	0.7
EV/ Net Earnings (1)	49.9	27.0	25.8
EV/Sales	1.0	0.7	0.6
EV/EBITDA	11.3	6.3	5.5
EV/EBIT	30.5	12.9	10.6
SHARE DETAILS			
Market value (€)	3.5	2.31	1.91
Shareholders' Equity (€)	2.68	2.81	2.90
Profit per share (€)	0.07	0.14	0.13
Dividend per share (€)	0.036	0.071	0.071

(1) EV= enterprise value (capitalisation + net financial debt).

The earnings per share stood at
0.13 euros in 2011

Fluidra shares continue to be traded in an unfavourable market

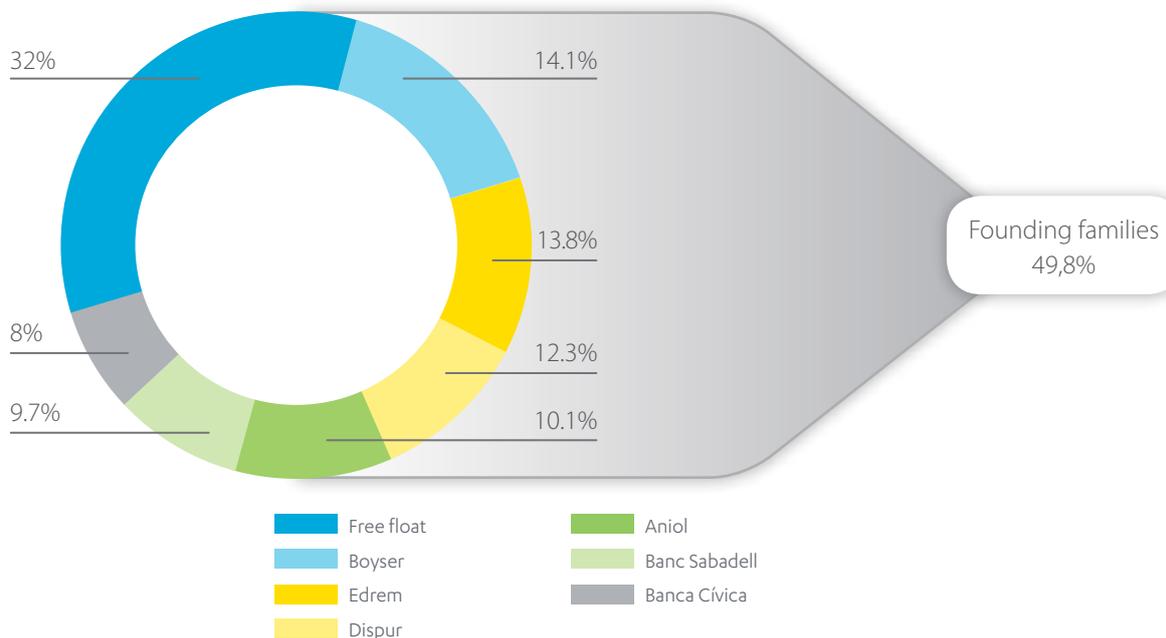


2011 PERFORMANCE (Base 100 = 31 Dec 2010)



The figures in the table show that after four years on the stock exchange, Fluidra shares have continued to be traded in an unfavourable market environment that is unfairly punishing listed Spanish companies.

True to its experience and understanding of the business world, Fluidra has continued in its efforts to extend, facilitate and enhance the information it gives to financial markets, both about its fixed and variable income securities. Returns on dividends and the thorough and transparent disclosures available about the Fluidra Group will help it to recover and consolidate its share prices.



ADVANCES IN RESPONSIBLE MANAGEMENT

[4.8, HR.a, HR.b, HR.c] Fluidra believes that social responsibility is a transversal concept and that it should form an integral part of the organisation's corporate culture in all processes, which the company strives to achieve on a continual basis.

We are committed in the fight to respect the human rights of all individuals, regardless of race, colour, sex, language, religion, political or other persuasion, national or social origin, economic status, birth, or any other condition as specified in Article 2 of the Universal Declaration of Human Rights.

Mission

To promote progress in society through the sustainable use of water in its leisure, domestic and industrial uses.

Values

Adaptation: We are able to adapt to the market with ease, efficiency and rigour.

Innovation: We boost the culture of innovation with enthusiasm and creativity in order to overcome new challenges.

Accessibility: We address the concerns of our stakeholders.

Transparency: Honesty, coherence and respect form part of our day-to-day practices.

Fluidra has a social responsibility policy that contains all of the principles that govern the way the organisation is run, as well as a number of management policies to which human resources and other departments are subject to ensure human rights are respected right across the organisation.

Fluidra has been signed up to the United Nations' Global Compact since 2007. One year later, it designed and launched its Code of Ethics, which was sent to all of the companies in the Group on all five continents. It was translated

into the eight main languages used by Fluidra's companies around the world so that everybody was able to read and understand it, and is now used as a tool for training staff and newcomers to the company. [HR3, SO3]



[HR.e] Since its launch, Fluidra has monitored the dissemination of the Code of Ethics through its Committee for the Promotion of the Code of Ethics and has spared no efforts in making sure that all of the companies in the Group convey its contents to their employees. The Code promotes a number of basic values and principles that coincide with the UN's global principles, which everyone who works for the Group must respect.

An ethical channel has been put in place through which all employees are able to address complaints, report violations of the Code or make suggestions to the Committee for the Promotion of the Code of Ethics. Since it was set up, the Committee has received a few complaints, which although not significant with regard to the violation of human rights have all been investigated and a satisfactory response given in all cases. [HR4]

In 2011, work continued on the Code of Ethics in order to add some new forms of intolerable conduct and behaviour to reflect the changes made to the new Spanish criminal code.

In 2012, a new training programme will be designed and implemented that will enable everybody who belongs to Fluidra to update and deepen their knowledge of the Code of Ethics, and the values and behaviour associated with it.

Internally, risk is controlled as the company has a respectful and close relationship with its employees, as well as having mechanisms for detecting and controlling misconduct. Fluidra has a human resources management policy, which combined with the practices of the various human resources teams and managers ensures that diversity is respected and all employees are given equal opportunities. The same is true of new recruitment processes, which at all times are subject to the laws in each country and endeavour to improve the working conditions of all employees hired.

Externally, however, despite the fact that we are in the process of involving our suppliers by making them sign human rights clauses in our agreements with them, we do not currently have the means to control them directly. The main problem in this area is that we work with suppliers based in

countries in which there is a risk of the violation of human rights. We are currently working along these lines to implement a code of ethics for suppliers, published in 2011, which contains human rights clauses. [HR.f]

Fluidra is involved in charity work that supports national campaigns. For the first time, company employees volunteered in the 2011 business year to take part in the charity event "Mulla't" (Take a Plunge for Multiple Sclerosis) run by Spain's Multiple Sclerosis Foundation (FEM).

It is worth highlighting that senior managers from companies based both at home and abroad took advantage of their General Annual Meeting to take part in a charity event in support of a children's care home. This action marks a turning point for Fluidra, based on which senior management will now be involved in launching international projects for taking part in social and environmental campaigns in the countries in which the company operates that are run locally. [4.12]

Organisation of CSR

The organisation of Social Responsibility at Fluidra improves as each year goes by. Its main goals are to encourage greater employee participation and to try to optimise the measurement indicators that help us manage sustainability in our company.

The CSR Committee, which had already been up and running for a number of years, was analysed in the 2010 business year in order to improve its functionality and efficiency. As a result of this study, a number of shortcomings were detected that have since been remedied and that have helped the team to take a much broader view of the business, both on a strategic and operational level. This was important as the main areas of our business are represented on the Committee and it will now be able to approach new projects that affect the whole of the organisation.

The reorganisation of the CSR Committee was one of the prime goals of the new Strategic Plan. The new team represents most of the organisation's business areas, so it can now set up projects across the company with a full awareness of their scope of sustainability. Corporate projects can thus be implemented that are more in line with the company's strategy and that are more in tune with technical and operational considerations.

[HR.d] The CSR Committee has direct ties with the Executive Committee and the Board of Directors as it is chaired by Fluidra's CFO, who informs the company's governing bodies of the projects and the goals that the working team wishes to promote.



CSR Committee (from left to right)

Bottom row:

Rosa M^a Rafecas: Environmental Responsible
Cristina del Castillo: Head of Investor Relations and Shareholders
Bea Strebl: Head of Communications
Paqui Beltrán: HHRR / CSR consultant

Top row:

Joan Carles Cifre: Head of HHRR / CSR
David Tapias: Head of R+D+i
Xavier Tintoré: Chief Financial Officer (CFO)

Main goals of the CSR Committee

- Integrating CSR in the organisation's strategy and in all of its areas so that everyone concerned is directly involved in the process.
- Promoting relations and dialogue with our stakeholders.
- Creating a culture of sustainability in the company by changing people's behaviour and attitudes.

The CSR Committee also has close ties with the technical and operations working teams found in the Group's various companies, which are ultimately responsible for implementing all suggested actions.

The new team **Fluidra CSR Committee** represents a large majority of areas of the organization

The CSR Committee is made up of a number of permanent members who must attend all team meetings and are responsible for proposing new challenges and improvements that help attain the targets set in the Strategic Plan or other goals that may be added to it, as well as for managing the operations teams in their areas of influence in the Group's companies. The Committee also has a number of temporary members who play a more or less active role in the team depending on the projects being developed. They include the directors of Purchases, IT, Finance and Audits.

The path to integration: new Social Responsibility Strategic Plan

Fluidra is continuing on its path to increasingly more responsible and sustainable management. We have made satisfactory progress in this direction but we are aware that we still have a long way to go.

Following the completion and analysis of Fluidra's first CSR Strategic Plan, the general outcome was fairly positive. The company's goal is to continue having a clear strategic line that will enable it to attain its targets. We have therefore designed the new 2011–2014 Social Responsibility Strategic Plan, whose main line of action and target is to achieve a greater level of integration of sustainability in the company's corporate strategy, its corporate processes and management. The aim of the Plan is to gradually transfer the goals, actions and tools for responsible management to all of the Groups' companies in all of the countries in which we operate, as well as to optimise our relations with our stakeholders by strengthening our internal culture and the brand.

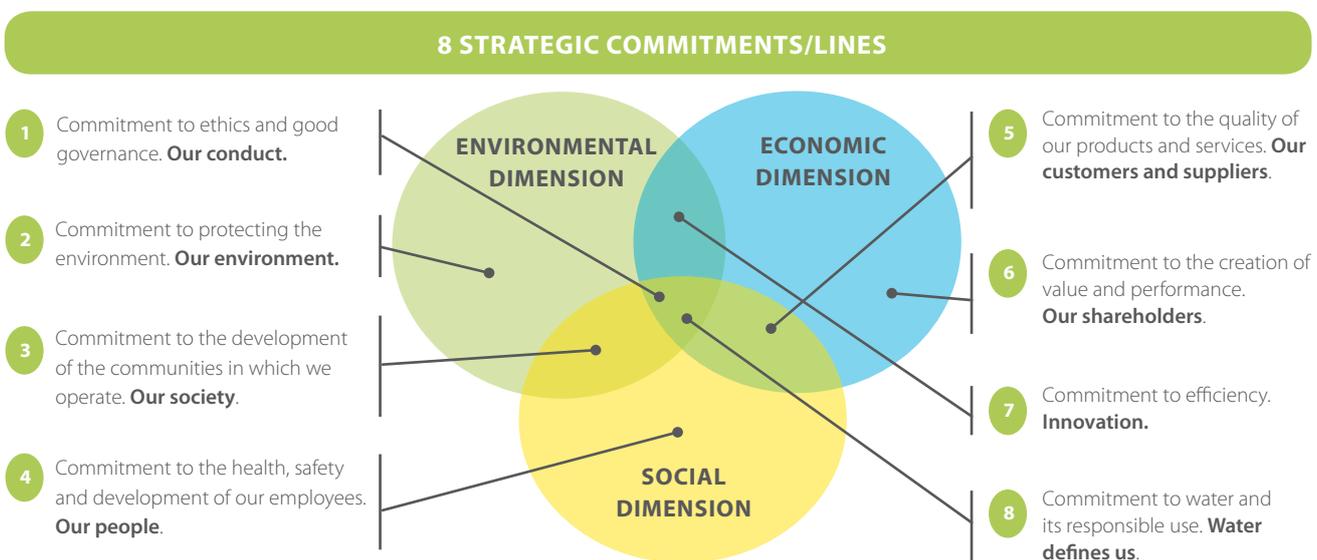
As part of society, we have an important role to play in every sphere. At an environmental level, the impact of Fluidra's activities is minimal. Nevertheless, the companies in the Group have targets to optimise the use they make of materials and minimise energy consumption, waste and packaging. In addition to our collaboration with associations, the charity work we do and our promotion of a fair society that respects the rights of all individuals, our products and services are among our most significant contributions to society. Fluidra continues to deliver innovation by concentrating its efforts on the design and development of sustainable products and services that help customers to optimise their consumption of water, energy and financial outlay. [4.12]

[HR.g] Social Responsibility is engrained in the company's strategy and daily routines, which is why the new Strategic Plan has been drawn up in line with its strategic targets and deadlines.

Following an analysis of the work carried out so far and of the information gleaned from personal interviews with employees at different levels in the company, we have been able to identify the challenges on which Fluidra must focus over the forthcoming business years in relation to sustainability. This information was crucial for setting targets and actions to be carried out over the next few years in order to strengthen Fluidra's lines of action and global strategy.

The new CSR Strategic Plan falls within the framework of four main areas of action that are closely linked to the company's strategic targets. The goals and actions to be taken have been identified in each case.

Fluidra has a **social responsibility policy** that sets out the principles which govern the organization



In order to manage a decentralised group of such a diverse nature as Fluidra, there must be a clear corporate vision of its management policies. The Group has explored this matter over the past few years and it has become one of the focuses of attention in the company's new strategic master plan. Our corporate policies on human resources, relations with suppliers, environmental issues and relations with our stakeholders are of prime importance in the new challenges set.

With regard to environmental issues Fluidra is still working on its corporate management goals so that it is able to reach and improve on targets to reduce emissions, make good use of energy, invest in greener technologies, use raw materials in a more sustainable and responsible way, and recover waste.

In the area of its corporate culture, Fluidra is making greater efforts to align its corporate values with the personal behaviour of the employees in the Group's various companies by promoting their participation in training and awareness-raising programmes, particularly those related to society and the environment. To do so, Fluidra has a number of tools such as a corporate voluntary work programme, its FluidrAcademy platform and the EveryDay microsite.

Communications is also an area of great interest for Fluidra. Promoting communications with our stakeholders continues to be one of the company's most challenging targets. We wish to and must find a way of making a stronger impact on our end customers so that they take an interest in and become aware of the issue of sustainability as a result of putting our message across in such a way that our values become their values. We continue to encourage our employees to follow training and awareness-raising programmes through tools such as the EveryDay microsite, as well as by taking initiatives and providing them with the opportunity to do voluntary work related to society and the environment.

In organisational terms, we have taken a big step forward by giving the CSR Committee greater powers and setting ambitious international reporting goals in the years to come.

The aim of this Plan is to give continuity to the targets and actions that are already in place and to establish new challenges that focus on our main objective: the full integration of sustainability in our company.

The table below shows the main targets to be met, all of which will be reviewed in forthcoming reports through specific, detailed follow-ups.

[1.1]

Strategic lines	Policy	Proposed actions
OUR CONDUCT	Including targets in our business and organisational strategies related to the Plan's three dimensions: economic, environmental and social	Establishing a map of sustainability indicators and follow-up procedures in all of the companies in the Group at an international level
	Making commitments to our stakeholders	Design and implementation of a proactive relations policy with each of our stakeholders: detection channels, goals, mechanisms and implementation of actions
	Making a public commitment to the principles of social responsibility	Analysis and design of a plan for Fluidra so that it is able to take an active involvement in the development and promotion of CSR: events, forums and sustainability indices.
OUR ENVIRONMENT	Corporate environmental protection policy	Optimising and drawing up a corporate environmental policy and the Group's environmental targets
		Defining corporate plans and targets designed to improve energy efficiency, reduce the raw materials used, water consumption, impacts on biodiversity, emissions, waste, etc.
OUR SOCIETY	Collaboration and dialogue with social institutions and organisations	Creating in-house social programmes following Fluidra's strategic lines and promoting sustainability by social and environmental topics

Strategic lines	Policy	Proposed actions
OUR TEAM	Comprehensive corporate employee management programme that includes social responsibility principles: equality, equal opportunities, health and safety, communications, personal and professional development	Extending the implementation of a corporate performance assessment system to all of the Group's companies at home and abroad
		Standardising equality schemes in the Group's companies through the creation of a Corporate Plan that responds to the Group's equality and diversity policy
		Implementation of a corporate remunerations policy
		Active participation of employees in social and environmental issues through awareness-raising actions and corporate voluntary work programmes
		Action plan for disseminating Fluidra's culture and values to its employees.
OUR SUPPLIERS	Supply policy in line with social responsibility, economic and environmental criteria	Promoting employees' personal and professional development, as well as corporate values through the FluidrAcademy platform
		Including sustainability criteria in our supplier selection policy
OUR CUSTOMERS	Quality and customer satisfaction policy	Adhesion and commitment to the Suppliers' Code of Ethics by Fluidra's suppliers
		Posting programmes on the website for end customers that include sustainability criteria
		Promoting training and awareness-raising activities for end customers and users

Fluidra has designed the new **Social Responsibility Strategic Plan** to achieve greater integration of sustainability into corporate strategy

Our market, the sustainable use of water

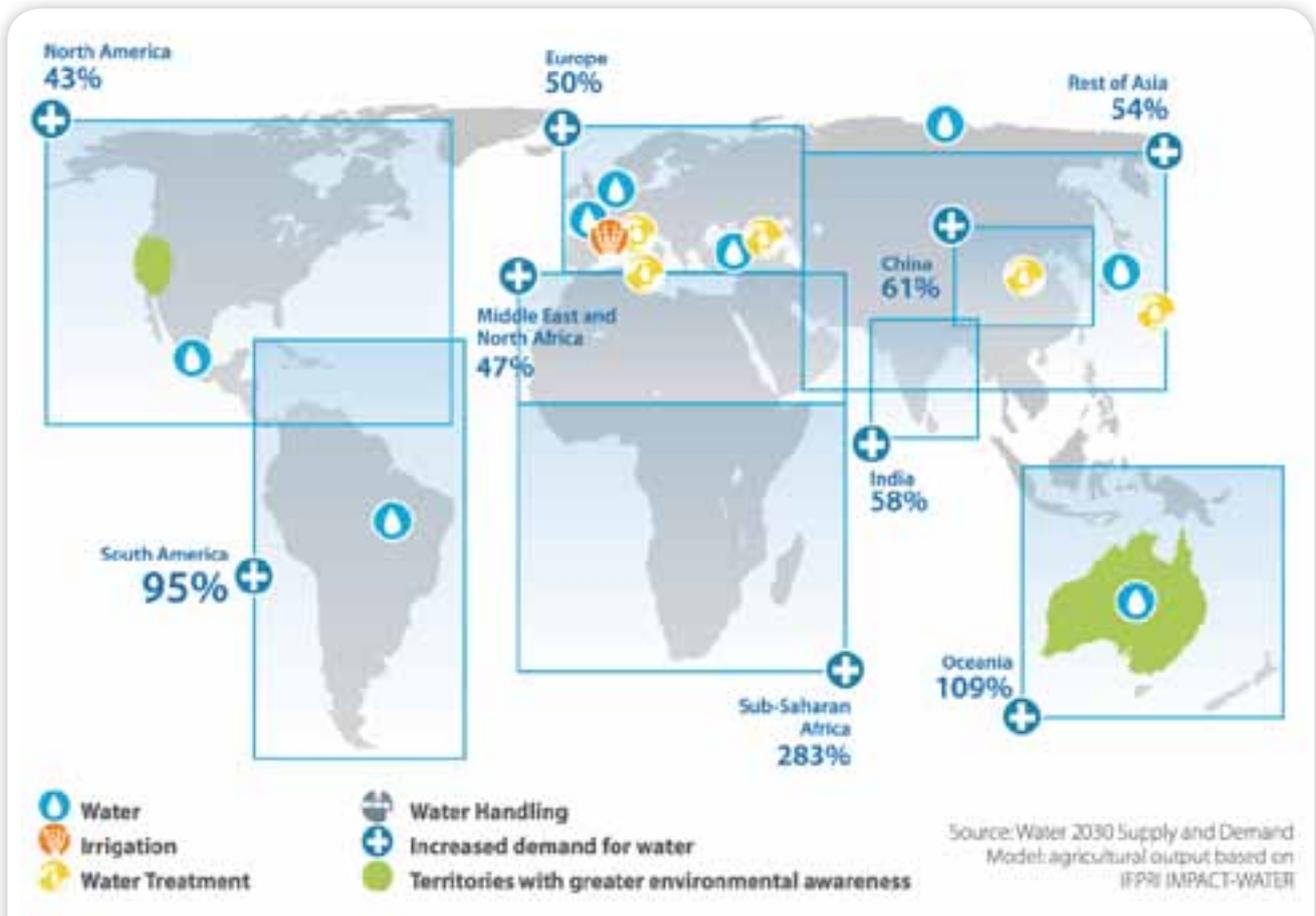
One of the most important factors related to sustainability for Fluidra at present and, in particular, in the near future, is water. Although it is seen as a source of opportunities it also presents great future challenges given its characteristics and nature as a scarce resource liable to have restrictions imposed on it over the next few years according to a number of studies.

One of the most interesting studies conducted on this matter concluded that some of humanity's future challenges will undoubtedly be the sustainable management of water on a world scale, which each country will have to tackle in a different way for all uses: agricultural, industrial and domestic.

Fluidra's activities in its various lines of business are directly linked to this resource and, therefore, its sustainable management is a major concern for us.

As an international company, Fluidra has operations in countries that will increasingly need to optimise their consumption of water. It therefore supplies them with sustainable products that are becoming more and more eco-efficient for applications in pool/wellness, irrigation, water handling and water treatment.

Our responsible management has led us to work alongside society and the environment by looking into new solutions, offering our experience and helping to raise awareness in society as a whole of the need to be responsible in the way we consume resources, whether water or other valuable natural resources. [4.12]



By 2030, if the current scenario of economic growth persists and if no improvements are made to efficiency, the world's water requirements would be 6,900 million m3 rather than 4,500 million m3. This is a full 40% above the current accessible, reliable supply (including return flows, and taking into account that a portion of supply should be reserved for environmental requirements).

The key challenges facing this resource are basically those related to economic growth and development.

Even if the gap between supply and demand is closed, the question is how.

It is clear that "business-as-usual" trends are insufficient to close the water gap.

Innovation in water technology – in everything from supply (such as desalination) to industrial efficiency (such as more efficient water reuse) to agricultural technologies (such as crop protection and irrigation controls) – could play a major role in closing the supply-demand gap.

Business-as-usual in the water sector is no longer an option for most countries. The beginnings of change are under way and there is good reason to believe that water will be an important investment theme for public, multilateral and private financial institutions in the coming decades.

Fuente: Charting our Water Future, 2030 Water Resources Group

DIALOGUE WITH OUR STAKEHOLDERS [3.5, 4.17]

Fluidra strives to maintain smooth communications with its stakeholders. Developing tools and channels of communication that enables the company to conduct a mutually beneficial two-way dialogue with them is amongst its main aims.



In the last Sustainability Report issued, corresponding to the 2010 business year, Fluidra conducted a survey to find out first-hand what its stakeholders thought about it, both in terms of content and the information they would add or change in future issues. [4.16]

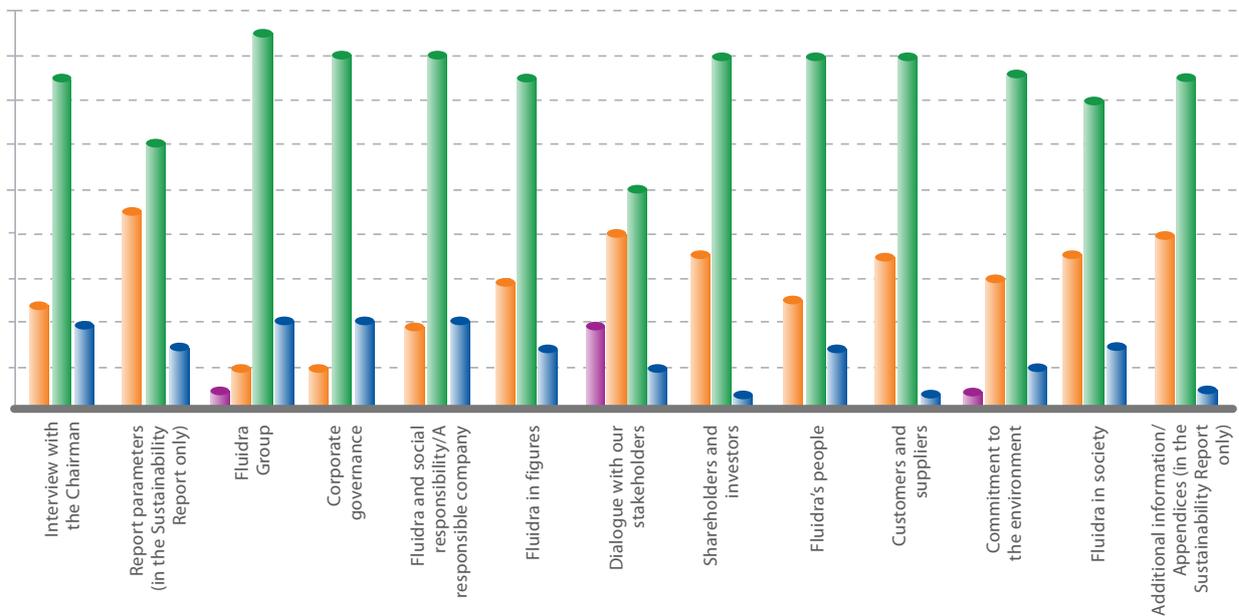
A direct poll was taken of a sample of customers and suppliers, whilst other stakeholders were free to take part if they wished. The response was satisfactory, with suppliers followed by customers being the groups that gave the biggest response due to the fact that they were directly asked to answer the survey. Collaborating associations and employees also responded but to a lesser extent.

The results obtained were positive, with a level of satisfaction of over 80% based on the information supplied.

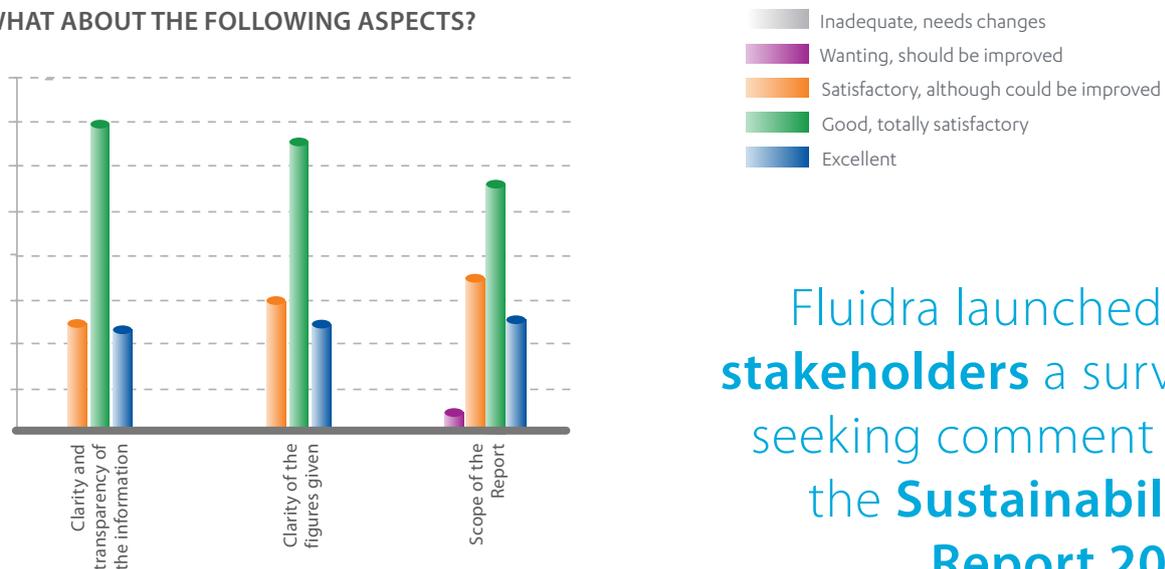
One of the areas in which those surveyed saw room for improvement was the quality of information provided in the section "Dialogue with our Stakeholders". We must therefore continue to promote our interaction with them in order to attain higher levels of satisfaction.

With regard to the items covered in the Report, another aspect that was said to be satisfactory but that could be improved was its scope. It was suggested that in future years greater details could be given about those indicators that were of most interest to our stakeholders because of their direct link to the business and about the management carried out. We are currently working on this.

ONCE YOU HAD READ THE REPORT, WHAT WAS YOUR OPINION OF THE DIFFERENT SECTIONS AND THE LAYOUT?



WHAT ABOUT THE FOLLOWING ASPECTS?



Fluidra launched its **stakeholders** a survey seeking comment on the **Sustainability Report 2010**

We received many useful contributions that have helped us to improve our management processes and the current report, some of which are discussed below.

Suggestion	Current status
Add a table summarising the sustainability indicators and their evolution over time	Added to the 2011 Integrated Report
Maintain the Executive Summary format	This year we wished to make a small step forward by writing an Integrated Report, which gives more general financial and non-financial information but follows the graphic style of the Executive Summary
Greater levels of dialogue with shareholders and results	We have carried out a number of actions along these lines and we will continue to work in this direction
Give broader international coverage	This is a goal that we are working on and we hope to give more international coverage in the 2013–2014 report
Add more specific topics relating to water and climate change	We are working on this for future reports
Direct Fluidra's efforts to improve its performance in terms of integrating sustainability and social responsibility in its strategy and management processes	We have made progress in this direction by designing a second CSR Strategic Plan whose strategic line and main goal is the integration of these concepts

Fluidra's objectives is the **expansion of the scope of the report**, focusing on the **indicators most relevant to stakeholders**

SHAREHOLDERS AND INVESTORS

Insofar small shareholders are concerned, Shareholders' Day was held for the third year running in 2011 at the company's corporate headquarters. During the day, the small shareholders who attended the meeting were given information about the company's business performance, its strategies and the evolution of markets by the CEO, the CFO and the Director of Investors and Shareholders Relations. They were also given the opportunity to express their opinions, concerns and ideas about Fluidra.

Fluidra is the first listed company in Spain in the small-mid cap category to undertake such an initiative, which brings the company and small investors together through one-on-one contact sessions between shareholders and the company's senior management.

Fluidra's 2011 General Shareholders' Meeting was held on 8 June in the Chamber of Commerce of Sabadell, at which all of the items on the agenda were approved, amongst which was the eight-million euro dividend payout, which was double the amount paid out the year before.

In its efforts to increase transparency, the company is publishing an Integrated Report this year for the first time. Thus, Fluidra has followed the trend set by big listed companies to issue a single document that contains all of the information required by law, as well as other information supplied voluntarily, thereby putting both types of information on equal footing.

The investor relations activities carried out in 2011 were as follows:

- 1- The number of national and international financial analysts who hedge Fluidra shares increased to 11.
- 2- The number of individual meetings with and presentations to institutional investors (investment and pension funds, insurance companies and credit institutions) and attendance at seminars and conferences organised by investment banks increased by 23% in comparison with 2010.
- 3- The company took part in the Med Cap Forum organised in Madrid by the Spanish Stock Exchanges and Markets Group (BME). An event of recognised national and international prestige, it gives listed companies the chance to make contacts with fund managers and financial analysts, thus increasing their potential for sell side and buy side brokerage deals.

In 2011, Fluidra held for the third consecutive year the Day of the Shareholder



Board of Directors

Shareholder structure

The company's shareholder structure has not undergone any changes insofar as the two main variables are concerned, namely, the shareholding controlled by the Board of Directors and the proportion of free float stock.

- Specifically, the Board of Directors holds a total of 67.5% of the company's total capital and the remaining 32.5% is free float stock. Both the cash and face value of stock traded have gradually risen over the past three years, as shown in the table below, despite the fall in share prices. This demonstrates the interest both national and international institutional investors have in Fluidra shares.

	2009	2010	2011
Capitalisation (thousands of euros)	394.2	260.2	215.1
No. shares (x 1,000)	112,629	112,629	112,629
Last price in period (euros)	3.5	2.31	1.91
Max. price in period (euros)	3.75	3.5	3.13
Min. price in period (euros)	2.05	1.95	1.76
Volume (thousands of shares)	14,900	15,492	21,414
Cash (thousands of euros)	42,701	41,988	56,415

Corporate governance

Fluidra's corporate governance is subject to deeply rooted factors in the company such as honesty and transparency. It bases its actions on the rules set out in the Regulations of the Board of Directors,¹ the Internal Code of Conduct,² the Shareholders' Regulations,³ the Code of Ethics,⁴ and the Articles of Association, 5.

Fluidra publishes its Corporate Governance Report⁶ on an annual basis, in which the most detailed information related to good governance and the moral practices of the organisation can be found.

Fluidra is a public limited company with the following share capital as at 31 December 2011 [2.1, 2.6]:

Share capital	Number of shares	Number of voting rights
112,629,070.00	112,629,070.00	112,629,070.00

CORPORATE GOVERNANCE STRUCTURE

The Board of Directors and its committees are the main bodies responsible for corporate governance.

Board of Directors

Fluidra's Board of Directors is made up of ten members who are appointed by the General Shareholders' Meeting, thereby complying with the guidelines set out by the company's Articles of Association, which recommend that the Board be made up of a minimum of five members but that it does not exceed a maximum of 15. [4.1, 4.2, 4.3]

BOARD OF DIRECTORS

Name	Position	Date of appointment	Nature	Executive or Delegate Committee	Audit Committee	Appointments and Remuneration Committee
Mr Juan Planes Vila	Chairman	05/09/2007	Dominical Director			
Mr Eloi Planes Corts	CEO and Member	08/06/2011	Executive Director	• (Chairman)		
Mr Bernat Garrigós Castro	Vice-secretary	05/09/2007	Dominical Director			•
Mr Oscar Serra Duffo	Member	05/09/2007	Dominical Director	•		
Mr Bernardo Corbera Serra	Member	05/09/2007	Dominical Director	•		
Mr Carles Ventura Santamans ¹	Member	05/09/2007	Dominical Director	•	• (Chairman)	
Mr Richard J. Cathcart	Member	05/09/2007	Independent Director			•
Mr Kam Son Leong	Member	05/09/2007	Independent Director			• (Chairman)
Mr Juan Ignacio Acha-Orbea Echeverría	Member	05/09/2007	Independent Director		• (Secretary)	
Mr Eduardo López Milagro ²	Member	05/06/2009	Dominical Director			

1. On behalf of BanSabadell Inversió Desenvolupament, S.A.

2. On behalf of Grupo Corporativo Empresarial de la Caja de Ahorros y Monte de Piedad de Navarra, S.A. Unipersonal.



The Board of Directors is mainly responsible for representing and managing the company and for carrying out all the duties described in the company's Articles of Association, with the exception of those that are expressly reserved for the General Shareholders' Meeting.

In accordance with recommendation No. 8 of the Unified Code, in a plenary session the Board has reserved the right to approve the following policies and general strategies of the company:

- Investment and finance policy.
- The definition of the Group's corporate structure.
- Corporate governance policies.
- Policies on corporate social responsibility.
- The strategic or business plan, management goals and annual expenditure.
- Remuneration and performance evaluation policy for senior management.
- Policies on risk management, the regular monitoring of internal information and control systems.
- Dividend and treasury stock policies and, in particular, their limits.

In 2011, the Board of Directors met a total of seven times.

Executive or Delegate Committee

The Executive or Delegate Committee is made up of the Executive Director, three dominical directors, and an independent director.

The members of the Delegate Committee reflect the composition of the Board and the balance between executive members, dominical directors and independent directors.

Audit Committee

The Audit Committee is made up of two dominical directors and an independent director. Its main functions and responsibilities are based on the monitoring and control of the internal audit systems and financial systems, as well as ensuring compliance with regulations, legal requirements, the fulfilment of the Internal Code of Conduct and the rules of Good Governance of the company in general.

Since 2009, the Audit Committee has also been responsible for ensuring the fulfilment and dissemination of Fluidra's Code of Ethics, as well as for processing and responding to queries and/or complaints submitted by employees of Fluidra through the Ethical Channel. This is carried out by the Committee for the Promotion of the Code of Ethics, a body made up of the various managers of the Audit, Legal and Human Resources departments. The body was duly created within the framework of the implementation of the Code of Ethics in 2009.

Appointments and Remuneration Committee

The Appointments and Remuneration Committee is made up of two independent directors and one dominical director. The main purpose and responsibilities of the Committee are to inform and propose to the Board of Directors the appointment of directors and senior managers, as well as to establish the appropriate remuneration criteria for these categories.

In 2008, the Committee designed a variable pay scheme for the Board, which was put into practice in 2009 and was still being used in 2011. This system makes it possible to link the remuneration of directors to the performance of the organisation. In line with trends in good governance, changes to the system have been planned for future business years. [4.5]

The Committee also established an internal self-assessment system for the Board, which contributes to the overall value of the work carried out by individual board members and by the Board as a whole in terms of its management of the com-

The **Corporate Governance** Fluidra is governed by **values** deeply rooted in the company such as **transparency and honesty**

pany. This system aims to boost the value that the Board and its members give to the company and its goals. [4.7, 4.10]

In 2008, Fluidra established a system to assess possible conflicts of interest of Board members⁸ who sit on other boards of directors, as proposed by the Appointments and Remuneration Committee. [4.6]



Risk Management [1.2, 4.9, 4.11, EC2]

Within the framework of EU and international laws, there is a growing trend for companies to be held criminally liable for offences committed by them, on their behalf and/or for their benefit. Specifically, Organic Law 5/2010, of 22 June, which came into force on 23 December 2010, passed an amendment to the Criminal Code of 1995 whereby sentences were made harsher and legal entities could be held criminally liable for their actions for the first time in Spain.

Fluidra therefore pays special attention to risk management through a number of measures designed to detect offences and prevent its employees and external collaborators from committing them. In 2011, a major project was undertaken to diagnose Fluidra's exposure to the risk of offences being committed within the company. The diagnosis was made by consultants of recognised prestige who conducted an exhaustive assessment of all of the company's areas of business. All of the business units based in Spain [SO2] were examined in order to determine the potential risk of offences being committed. A series of recommendations were made divided by areas whose objective, once implemented, is to ensure that Fluidra has the control measures in place to prevent the potential offences identified from being committed.

In order to implement these recommendations, a plan of action is being drawn up that covers the company's various business areas to ensure that the controls put in place by Fluidra are sufficiently robust to deal with the potential risk of all possible offences. A number of measures have been included in the plan of action, such as modifying Fluidra's Code of Ethics, which will be published in the 2012 business year, reviewing and implementing current internal protocols, creating new internal procedures, giving specific training about this issue and exercising strict controls on the effectiveness of these measures.

A training course is currently being designed that will initially be given to all employees based in Spain in the 2012–2013 business year and to the rest of the employees in the Group in a second phase. [SO3]

1. http://www.fluidra.com/sites/resources/docs/es/ReglamentoConsejoAdministracixn definitivosa aprobados_080611.pdf

2. http://www.fluidra.com/sites/resources/docs/es/Texto_refundido_RIC_agosto2011.pdf

3. http://www.fluidra.com/sites/resources/docs/es/ReglamentoJuntaGeneral definitivosa aprobados_080611.pdf

4. http://www.fluidra.com/sites/resources/docs/es/CODIGO_ETICO_castellano.pdf

5. http://www.fluidra.com/sites/resources/docs/es/Estatutos_definitivos_ aprobados_080611.pdf

6. http://www.fluidra.com/sites/resources/docs/es/IGC_Fluidra_2011.pdf

7. http://www.fluidra.com/sites/resources/docs/es/2012_JGA_Informe_Retribuciones2011.pdf

8. http://www.fluidra.com/sites/resources/docs/es/Renovacion_pacto_parasocial.pdf

FLUIDRA'S PEOPLE

[LA.a, LA.b, LA.c] Fluidra has corporate policies for managing its people that are disseminated to and implemented in all of the companies in the Group. These policies govern relations between the company and its employees, ensuring mutual respect and benefit for both parties.

Fluidra's DNA

The attitudes that define the people who belong to Fluidra are enthusiasm, creativity and the energy to advance our business project. The companies that belong to the Group owe their performance and success to the commitment and professional attitude of all the people who make up the various companies.

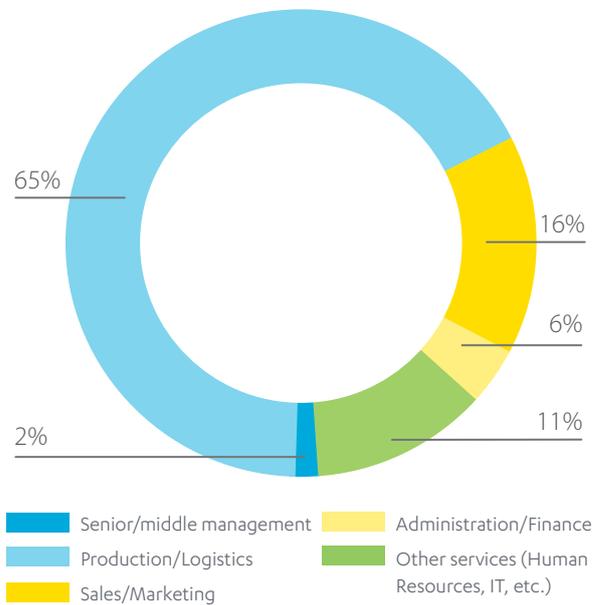
That is why the Group, and the senior management and staff in the Human Resources Department in particular, strive to devise management policies and procedures that facilitate personal and professional development of the company's teams in a satisfactory working environment. [LA.d]

The staff who work for Fluidra have an average age of around 40, most of whom fall within the 31–45 age range.

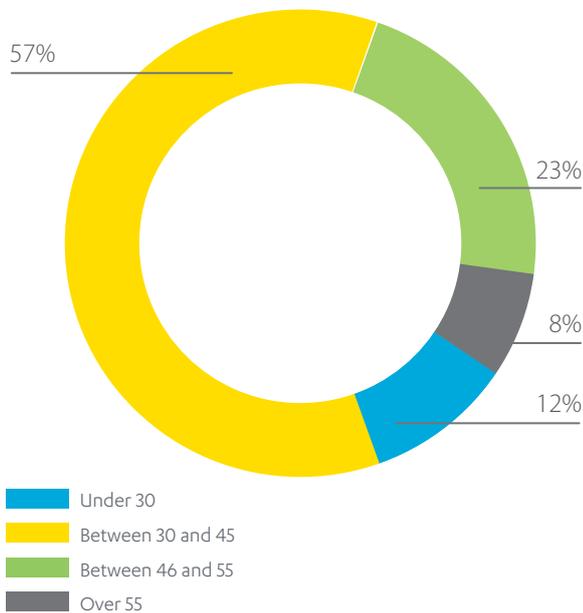
Their average seniority is around nine years, which is a sign of the loyalty of people to the company and its business project.

The turnover rate of employees in the 2011 business year was 3.55%, which was slightly higher than in 2010. During 2011, a total of 234 people left the company, of whom 23% were women and 11% people over the age of 45.

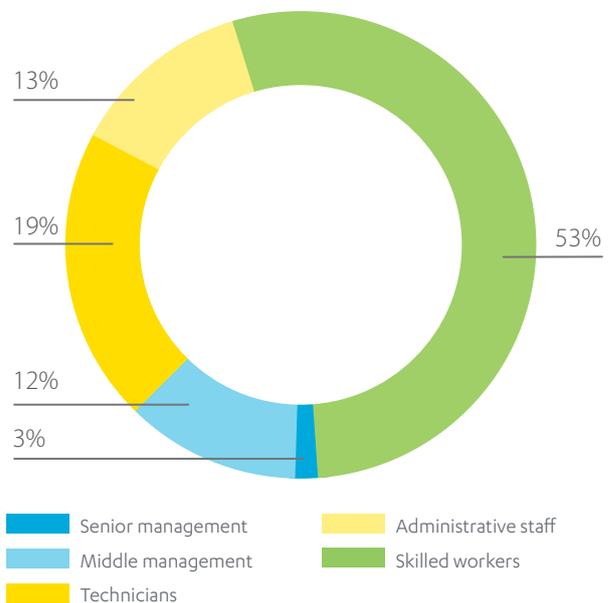
STAFF PERCENTAGES BY FUNCTIONAL AREAS



STAFF BY AGE

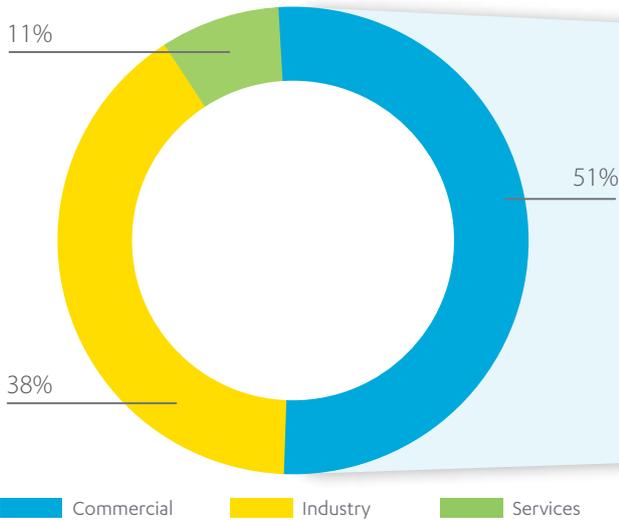


STAFF PERCENTAGES BY PROFESSIONAL CATEGORY

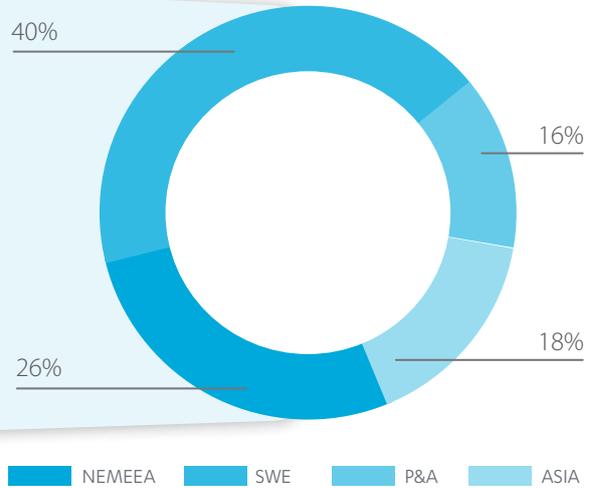


Overall figures for the Fluidra Group* [2.8]

2011 STAFF BY BUSINESS DIVISION



AVERAGE EMPLOYEES IN 2011



Average employees in 2011	
Commercial	1,866
Industry	1,372
Services	400
Total	3,638

Average employees in 2011	
NEEMEA	484
SWE	757
P&A	297
ASIA	328
Total	1,866

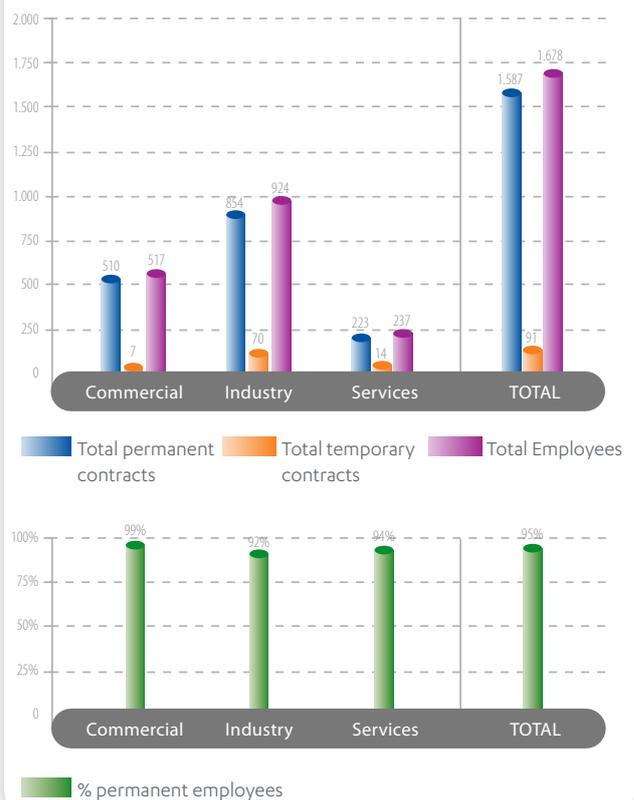
* Data for staff from all the national and international companies that form part of the Group, whether or not they are included in this Report.

Despite the complex business and economic scenario the company is currently experiencing, Fluidra managed to maintain its high rate of staff on permanent contracts (95%) in the 2011 business year.

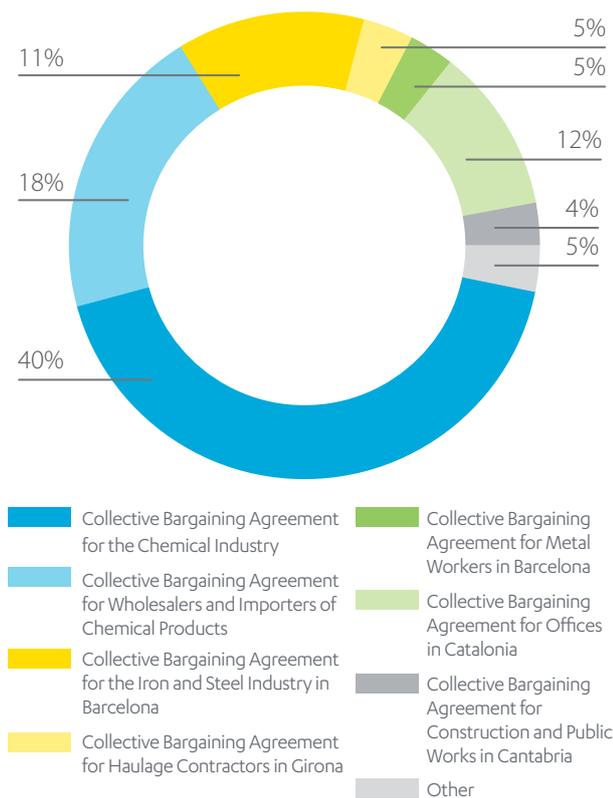
Indeed, the minimum salary of new recruitments made by the companies the Group has in Spain is around 30% above the corresponding minimum wage for a given professional category, as provided for by Spanish law. This figure is based on the lowest salary paid by Fluidra in comparison with minimum statutory wages in 2011. [EC5]

Furthermore, around 80% of Fluidra's employees are represented by works committees or trade union representatives. [4.4., HR5]

[LA1]



PERCENTAGE OF EMPLOYEES PER COLLECTIVE BARGAINING AGREEMENT IN 2011 [LA4]



Management of talent and training [LA.e, LA11]

The personal and professional development of the people who belong to Fluidra is one of our main day-to-day objectives. We endeavour to attract and retain the best professionals in the market and we make efforts to design tools and processes that enable us to improve the management of in-house talent. Thanks to our internationalisation and the diversity of the companies that make up the Group, Fluidra is in a position to offer different professional itineraries to its staff. We therefore promoted an internal mobility policy in 2011 that enables us to manage potential promotions in our national and international operations.

In 2011, we increased the number of staff who took part in performance assessment programmes, both through the one-to-one corporate assessment system and other systems already in place in certain companies. Thus, at the time this Report was written just over 27% of staff had been subject to such assessments. [LA12]

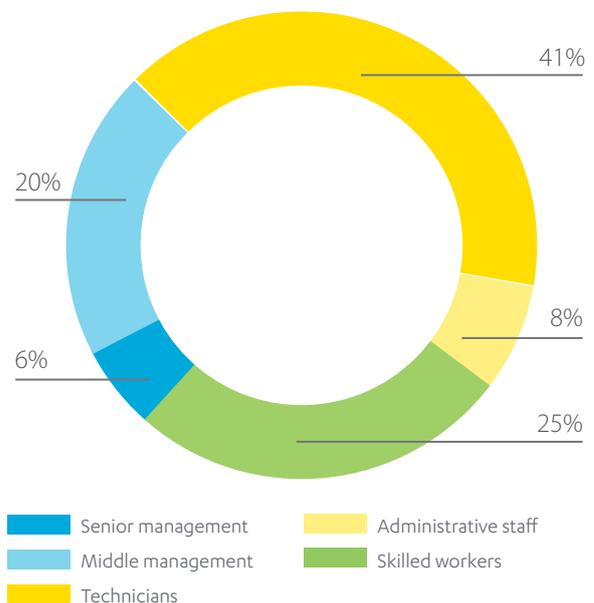
This system, which enables us to create formal channels of communication between managers and their teams, as well as to prioritise goals and identify suitable training programmes and careers guidance plans, will be adapted to more technical profiles and factory workers in the years to come. Amongst the training programmes for senior management,

the design and launch of a Management Development Plan for key staff in the organisation can be highlighted. This international training activity has been designed and managed by a prestigious business school in full cooperation with the Group's corporate Human Resources managers and its Executive Committee.

Likewise, over the coming business years it has been planned to continue designing and implementing other programmes for Fluidra's various groups of workers in order to offer them management tools that facilitate their professional development and pave the way towards excellence in the way they do their jobs. Another training programme worth highlighting that was set up in 2011 is the course in Sales Dynamics designed for all staff directly involved in sales. This training programme is an online course available in English, French and Spanish, and is intended to provide participants with new skills in managing sales that they can apply to their everyday working lives.

The companies in the Fluidra Group design their training programmes in response to the needs of their staff and offer them technical training, language courses, as well putting across the company's corporate values to them and giving them a feeling of belonging to the Group. Some of the courses offered to companies within the corporate framework have included training in the Group's lines of business, languages, telephone customer services, finance for non-financiers, brands and patents, tools for human resources and lean management. A total of 1,400 people have taken a course with an approximate total of 35,000 hours.

STAFF TRAINED BY PROFESSIONAL CATEGORY



FLUIDRA ACADEMY

where you work, where you learn

The project began in 2010 with the aim of becoming the Group's corporate university in the future. Under the slogan "Where you work, where you learn", its main goal is that Fluidra is not only a place where people work but also a place where they learn and share their experiences. Sharing internal know-how and promoting relations between the different companies in the Group is one of the basic premises of this project. Everyone who works at Fluidra has a part to play in this project, whether as a trainer or as someone who receives training.



[LA10]

Average hours of training per employee and professional category	
Senior management	86
Middle management	31
Technicians	60
Administrative staff	17
Skilled workers	2
Total	21

Other training activities that do not appear in the above table because they form an integral part of the Fluidra culture and are therefore run permanently, are corporate training on the Code of Ethics, occupational hazard prevention and the training given to all new recruits to the Group as part of the Corporate Welcome Plan.

Health and safety at work

The health and safety of the people who work for Fluidra is a prime concern and forms part of the basic priorities applied in the management of its companies. The companies in the Fluidra Group carry out extremely diverse activities and it is therefore essential to devise risk assessment strategies and occupational hazard prevention plans that are adapted to each activity, company and post in order to ensure their maximum effectiveness, as well as to provide all internal and external staff with the training they need.

To this regard, in 2011 the company Astramatic was awarded the OSHAS 18001 certification, thus joining Fluidra España, which obtained it last year. The company Trace Logistics intends to obtain this certification by 2013.

The companies belonging to Fluidra usually have an external occupational hazard prevention service that, in coordination with the person responsible for these matters in each company and the occupational hazard prevention officers and health and safety committees, are responsible for detecting, monitoring and controlling inherent risks and the prevention plans drawn up for the implementation of corrective measures.

	No. participants	Hours	Amount devoted to training (€)
Management	104	4,311	436,279
Administration/Finance	81	1,899	14,876
Commercial	274	9,285	82,530
Languages	222	13,513	113,247
Human Resources	76	803	8,646
Production/Maintenance	361	1,328	11,512
Logistics/Purchases	46	765	4,260
Technical/R&D+i/Quality	215	2,966	27,956
Total	1,379	34,870	699,306

In 2011, **Astramatic** has achieved the certification **OHSAS 18001**

Equality, diversity and work-life balance

All of Fluidra's corporate human resources management policies promote equal opportunities and non-discrimination, for which measures have been implemented to ensure their compliance.

To further build on the Group's policies, each company also extends its processes and regulations to adapt to the general guidelines that apply to its own specific reality. A number of companies in the Group have already introduced equal opportunities plans. The Group's goal for the coming years is to implement a Corporate Equal Opportunities Plan that is linked to its Corporate Equality and Diversity Policy.

In fact, Fluidra does not make any differences between staff of different genders who are in the same professional category or post. [LA14]

Furthermore, there is a great deal of diversity within the Fluidra Group due to its internationalisation, which is why it is absolutely necessary for the company to have tools for managing this issue.

In addition, Fluidra strives to improve the working conditions of its employees day by day. To do so, it actively supports them in balancing their work and personal lives through the introduction of flexible measures that adapt to the need of every individual. Flexitime is one of the most widely appreciated measures, particularly in the case of maternity and paternity leave. [LA3].

Code of Ethics

[HR.a] Fluidra's Code of Ethics, based on the UN's Global Compact, includes a commitment by the organisation and its members to the principles of business ethics and transparency. All employees are entitled to use the Ethical Channel to report any violations of these principles and their rights.

The Internal Audit department visits all of the companies that make up the Fluidra Group to ensure that all employees have had proper access to this document and to detect the possible non-compliance of the guiding principles established by the company in equal opportunities and non-discrimination. [LA.f, SO.f]

One of the cornerstones of the company's management is ensuring human rights are respected through proper controls and the reporting of possible breaches through the Ethics Channel, which Fluidra makes available to all of its employees.

In 2011, the Committee for the Promotion of the Code of Ethics received two reports of the alleged breach of some of

the principles set out in the corporate document. Following the set protocol, appropriate measures were taken against the people concerned following investigations into these cases. [HR4, HR6]

We are active [HR.b, HR.e]

Fluidra's employees are active and dynamic people and, therefore, the company encourages them to take part in a variety of leisure, family, charity and/or sports activities.

FOOTBALL CHAMPIONSHIPS: the traditional five-a-side football championships played between the different companies in the Group located in Catalonia have now taken on a charitable as well as recreational side. For the third year running, the Group has participated at the Inter-Company Solidarity Games which are organized by the company a32events and are played in May. The winners of these games choose a charity to which all of the money raised through the event is donated.



Trace Logistics Company Winning Team

WORLD WATER DAY: Fluidra Day is celebrated on 22 March to coincide with World Water Day. Fluidra's employees are encouraged to take part in activities through the company's mascot, EveryDay, a fun calendar whose mission is to remind us every day that water and all other natural resources are valuable and scarce assets that must be looked after and protected.



SUMMER PHOTOGRAPHY COMPETITION: in summer, employees are also encouraged to take part in the Summer Photography Competition. The topic chosen for 2011 was Making Water Perform.



CHILDREN'S DRAWING COMPETITION: in the final quarter of the year and to mark the celebration of Christmas, Fluidra holds its children's drawing competition, which is open to all of the children of the people who work in the Group's companies. In the third edition of this competition, the main topic was Our mascot EveryDay celebrates a family Christmas.



In the 2011 business year, Fluidra set up social partnership projects with local communities intended to enable staff to do charity work through its corporate voluntary work programme.

In July, a group of volunteers from various companies in the Group took an active part in the MULLA'T campaign, organised by the Foundation for Multiple Sclerosis. The volunteers began their work by visiting the Foundation's facilities in Barcelona so that they could find out first-hand about the illness and the aim of their collaboration. On the day of the event, the team took an active part in helping out with the day's activities in a total of five swimming pools.

The feedback given subsequent to the event by those involved was extremely positive. They all pointed out the most rewarding aspects of their involvement, such as the words of thanks by the people who suffer from the disease and the great spirit of camaraderie they experienced during the event.

A second event in the framework of social partnership was the work done by over one hundred senior managers from all of the companies in the Group, both national and international, during the annual meeting of managers.



Fluidra is a social responsible corporation and works for all individuals who make up the company share their values and principles and identify with them. For this reason it was given a great importance to this social action serving the dual purpose of helping the local community all working together for a common goal through a living experience of those who are managing the company. A work philosophy, a dialogue and an interaction with our environment is shared, not only from working field. The feedback from those who took part in the activity was total satisfaction and gratitude for the opportunity to share this experience, and they expressed their interest in repeating it in the future. Fluidra hopes to involve its senior managers in making such actions a regular feature of the company by encouraging their staff to take part in social and environmental partnership events, thus disseminating the Group's values to all of its companies.

Communications

Fluidra has a number of channels through which it is able to communicate with its employees, the most significant and appreciated of which are the meetings called "Coffee Mornings with the CEO". These meetings are arranged every quarter between the CEO, the Group's most senior executive, and groups of employees from one particular area.

At these meetings, employees comment on the problems, concerns or suggestions they may have as a group, and they also receive corporate information straight from the horse's mouth, which makes them feel part of the Fluidra project.

All information is collected and subsequently analysed by the senior management and the head of Human Resources to identify problems and introduce actions that respond better to employees' concerns.



[LA.g] Over 100 of Fluidra's managers took part in the makeover of a care home during the annual convention held in Barcelona in January.

This act of solidarity took place in El Pedrenyal Residential School for Intensive Education in Santa Maria de Palautordera (Barcelona). Doing something for the benefit of the community gave Fluidra's senior managers an opportunity to strengthen ties and contributed to their motivation.

The hundred or so senior managers, from the 36 countries in which the multinational operates, met in Barcelona to share their ideas on the new projects the Group is preparing and devise a common strategy for the years to come based on internationalisation, efficiency, innovation and diversification. A day was set aside during the annual meeting to work on the makeover of El Pedrenyal school, which has an intake of around 20 teenagers of between 12 and 18 years of age.

Divided into 11 groups, the managers painted the school's classrooms, and its outside walls and fences, put the garden into shape and planted trees, and created a play area. In addition, the Group has made a firm commitment to installing an above ground swimming pool by the summer.

The school's director, Josep Maria Hernández, and the technical coordinator of the Resilis Foundation, David Ruiz, as well as the pupils from the school, also lent a hand in the makeover.

In the opinion of Eloi Planes, Fluidra's CEO, "The result of this event was extraordinary. It was truly moving to see how enthusiastic the hundred or so people of different nationalities were in working together for the benefit of the community, and the warm welcome given to us by the school's pupils, with whom we shared this day.



Over **100 of Fluidra's managers** took part in the makeover of a **care home during** the annual convention held in Barcelona

OUR CUSTOMERS

[PR.e] Fluidra believes it is essential to maintain an open dialogue with its stakeholders, so it offers ongoing technical and commercial training about its products, both on an internal and external level.

We likewise take part in events, conferences, seminars and workshops addressed to our stakeholders in order to disseminate and exchange information with them about the company's business activities.

Responsible innovation

[PR.a, PR.d, PR.c, PR.f, PR.g] Fluidra is constantly looking for ways to bring about innovation. To do so, it concentrates its efforts on the design and development of products and solutions that give added value to its customers and society in general, for which it has a number of policies that set out the guidelines it must follow to deliver quality services and products that are environmentally friendly and safe. [PR.b]

Ensuring our products are risk free or have the minimum risk possible.

Designing new products that are more sustainable and more competitive.

Teaching our customers how to get the most out of our products and use them in a more sustainable way.

Offering customers products that are able to make real savings in the use of resources.

Increasing customer satisfaction.

Innovating and offering technology for the treatment of water that is sustainable and encourages the responsible use of water.

Establishing more quality controls on the design and finish of our products.

Maintaining low and/or zero incident levels.

Fluidra has an Innovation Committee, which is the body responsible for setting the Group's innovation strategy and approving all product-related projects undertaken by it. Thanks to its multidisciplinary R&D+i centre, Fluidra has the capacity to design and develop products, and use increasingly more sustainable technologies, following the guidelines set and approved by the Committee. The managers and technical and production teams in the Group's companies also share this responsibility.

SUMMARY TABLE OF GUIDELINES

SUSTAINABILITY	<ul style="list-style-type: none"> • Sustainable use of resources (water, energy) • Reuse of water • Capacity to adapt to international standards
CUSTOMERS	<ul style="list-style-type: none"> • Customer orientation as a prime value • Products that are easy-to-use, install and maintain • Design as a generator of value for the channel
INTEGRATION	<ul style="list-style-type: none"> • Integration of products and services • Systems and solutions of greater value for the channel • Added-value products

Fluidra has Product Development Committees coordinated by the development managers from its various lines of business. The committees are made up of multidisciplinary work teams that belong to our production and distribution businesses, as well as the innovation, technical, quality and marketing departments.

The committees ensure that our products comply with market needs and closely monitor the products when they are being marketed in order to ensure that they fulfil all legal and formal demands in the various markets at all times. A comprehensive approach is taken to ensure all relevant aspects are covered: market needs are analysed and products are designed in line with them; they are tested before their launch and marketing policies are defined.

All products are adapted to the technical and legal requirements of each country before they are marketed, as well as ensuring they comply with the different measurement systems used and local regulations on hazardous products.

The involvement in a number of clusters such as the Catalan Water Partnership and the Sports Cluster is a major factor for bringing synergies together and a breeding ground that favours innovation and the development of new products and solutions.

The purchase of the Aqua group in the 2011 business year brought new technologies to Fluidra and involved the acquisition of two major R&D centres specialised in the development of electric and electronic pool cleaners.

Within this framework of continued improvement, a review is in progress to examine how the innovation process can be improved so that it can become more efficient and effective.

tive by taking advantage of the resources and opportunities available to us and those that technology puts within our grasp. Furthermore, we should highlight our constant collaboration with technology centres, universities and companies specialised in different technologies in order to boost the development of new products and solutions.

The company has sat on the European Committee for Standardisation (CEN) since around 2002, for which it draws up regulations on swimming pools. Fluidra has been working on the development of standard EN 15288 that sets the design and safety requirements for public pools and it is still working on the adaptation of standard EN 13451, for which it is part of the TC136 and, more specifically, the WG8. It also supported the initiative taken by the Spanish Association for Standardisation and Certification (AENOR) to set up a work group at a European level to improve the safety conditions of private pools, as a result of which the TC402 technical committee was created

Committed to the development of innovative, safe products, Fluidra has set up an internal structure designed to promote its proactive participation in the CEN/TC136 /WG8 and TC402 committees. This structure combines the efforts of senior managers, technical teams in production plants and staff at branch offices, all of whom have a clear remit to ensure our products are safe, responsible and innovative.

Fluidra uses various systems and tools for the supervision, control and performance of its products. Based on its usual management systems, it has been able to devise a number of methods that are adapted to each sector, activity and corporate reality of the Group's businesses. Fluidra's businesses constantly monitor the performance of their products in order to detect and assess possible deficiencies, using traceability controls that allow them to take preventive and corrective measures.

Customer training

The Group's sales company, Fluidra España, presented a new training programme designed for all of its customers. In times such as these when the buzzwords such as efficiency, customer orientation and education are going around, Fluidra has made a commitment to training as a differentiating factor that will benefit both the Group and its customers. Our Customers' Training Programme covered three main topics: newly built pools, the pool park and diversification. In the latter case, the irrigation, water treatment and water handling lines of business were also covered in a total of over 250 hours of training taught over the year.

These training programmes for customers fall within the framework of Fluidra's new concept of sales branches, which in turn are in line with the company's five strategic lines of action. These outlets are an innovative concept in the sector, not only because of their design and location but also because they are self-service purchase facilities where cus-

tomers can also seek advice from experts on how the products found there work.

The wide range of products available is one of the fundamental characteristics of these new branches. Following their opening, Fluidra has managed to considerably raise the level of service offered. Fluidra holds meetings with its customers at these branches where they can go on training programmes, find out about the new outlets and exchange their knowledge with other professionals in the sector.

In 2011, this new branch model was gradually introduced to other countries, thus following the Group's international strategy.

Fluidra opened the first branch of its new sales branch concept in Sant Boi

Fluidra unveiled a new model for its branch offices, which will be adopted by all branches in the future, in Sant Boi de Llobregat (Barcelona) on Friday 3 June. The new concept focuses on satisfying customer needs by providing an efficient customer service, and a showroom with information displays and a self-service area. The challenge is part of the Group's lean management strategy, which will not only help Fluidra to meet customer needs but will also position it as a market leader.

The mayor of Sant Boi de Llobregat, Jaume Bosch, presided the opening, together with Eloi Planes, Fluidra's CEO, Antonio Ibáñez, managing director of Fluidra España, and most of the company's senior management. For Jaume Bosch "it is an honour that Fluidra has chosen Sant Boi de Llobregat to set such an innovative business concept in motion".

Eloi Planes said that "this is a big day for us because we're unveiling a new model for our branches. It is much more versatile and customer-friendly, and better represents what Fluidra can offer to the world of water."





[4.12] Other companies in the Group, such as Idegis, Saco-pa and ATH also gave training to their customers from the public and private sectors on the use, installation and post-sales services of their products, placing special emphasis on energy efficient products.

Quality and satisfaction

[PR1] The implementation of the total quality management project (GIC) continued in 2011. Its aim is to improve the quality of our products and services from the customer's point of view, and to improve our internal processes.

Fluidra created the Quality Control Committee to manage and engage in the company's commitment to make continual improvements and deliver customer satisfaction. The Committee is directly answerable to senior management. Its main goals for the next and coming business years are:

- To set up a single complaints system common to all companies, based on objectivity and flexibility.
- To identify and implement a single framework for action whereby all companies in the Group provide the same level of service.
- To analyse quality, the application of corrective measures and their follow-up to obtain better and more competitive products.
- To establish smooth and constant communications with our customers by informing them of the constant improvements made.
- To offer our customers continuous training on our products and services so that they are better informed about them.

In 2011, the introduction of the new complaints module started, as a result of which the Group's sales and production companies, and our logistics operator shared the

same complaints system for the first time. It will continue to be implemented in 2012 until all of the companies in the Group use it.

The use of the quality database (QDB), available on the intranet, was also promoted. Developed exclusively for Fluidra and freely available to all companies, it applies an 8D (eight disciplines) analysis to bring about continual improvements and thus fulfil our customers' needs. Furthermore, it ensures that all of the companies in the Group are informed of the achievements attained.

AstralPool official partner, a win-win situation

When we talk about customer orientation and focus, what we mean is giving customers maximum satisfaction, gaining their trust and loyalty, and providing them with the best possible level of service. Fluidra believes that one of the essential aspects of providing a good level of service is the information and training we are able to give customers about our products and how to use them properly. Training gives rise to new knowledge and, therefore, increases the chances of improving results, which is why customers set such great store by it.

The Official Partner scheme is a good example of customer focus as it is based on a win-win approach that benefits both sides and constantly seeks to improve business.

There are currently over 100 customers who have become official AstralPool partners in ten countries: Spain, Portugal, Italy, the United Kingdom, Greece, Hungary, Romania, Thailand, Chile and Angola. A comparative analysis of sales in these countries shows that sales to official partners rose significantly in 2011 in comparison with 2010.

The aim of AstralPool's Official Partner scheme is to provide Fluidra's customers with appropriate training programmes and increase their turnover.



During 2011, Fluidra has continued with the implementation of the **GIC project for Integrated Quality**

[PR.f, PR5] In our efforts to engage in a free-flowing dialogue with our customers, Fluidra conducts satisfaction surveys in order to find out first-hand their opinions and suggestions about our products and services. All of the companies in the Group use personalised surveys on their customers.

On a corporate level, work is being carried out to come up with a policy and a tool able to measure satisfaction in a more standardised way. The first step was taken in this direction in 2011 when the company conducted a customer satisfaction survey in Spain, France, Germany, Australia and the USA. Customers were asked for their opinions about and degree of satisfaction with issues such as quality and product availability, value for money, technical support, technical training, post-sales services, helplines, incident resolution and delivery times.

The results obtained by Fluidra were satisfactory, with customers highlighting quality, the wide range of products and commercial services as the best points. The points to be improved included delivery times, and the lack of loyalty programmes and incentives.

It has been planned to gradually conduct this survey in countries around the world and thus be able to make an objective assessment of our customers' opinion of us on a global scale.

In the framework of the 2011 edition of the International Swimming Pool Exhibition, Fluidra held the first dinner for AstralPool's international clients. It was presided over by Joan Planes, the Group's chairman, Eloi Planes, the CEO, and Andreu Mas-Colell, the Minister of Economy and Knowledge of the Government of Catalonia.

Over 320 clients from 15 countries took up the invitation extended by Fluidra to attend the dinner and a modern hip-hop show, during which an artist drew some graffiti live on stage on some of our most outstanding new products, amongst which was the Max pool cleaner. This was an interesting and relaxing evening during which Fluidra was able to get feedback from many of its customers on their expectations and the suggestions they had for the company.

Responsible marketing

[PR3, PR6] The marketing campaigns conducted by the companies in the Group are in line with the corporate principles of honesty, rigour and veracity, as required by the legislation in force and the Group's internal codes of conduct. All products are properly labelled and contain all of the information customers need for their responsible and proper use. All information is translated into whatever languages may be necessary.

In 2011, no incidents or significant cases of non-compliance were detected in terms of the non-fulfilment of health and safety regulations, product labelling, marketing communications or customer confidentiality. Although minor incidents were detected in some of the Group's businesses, they were immediately investigated and products subsequently removed from the market, if this were necessary to resolve the problem. [PR2, PR4, PR7, PR8, PR9]

The most valued aspects by **Fluidra customers** are **quality, the wide range of products, customer attention and commercial services** offered

OUR SUPPLIERS

Fluidra believes it is important that its suppliers be on the same wavelength and share its values and principles. Fluidra is therefore trying to develop a corporate supplier selection policy by setting homogenous guidelines for all of the companies in the Group. These guidelines deal with aspects such as respect for the environment, human rights and quality certifications. Relations with suppliers who fail to fulfil these criteria are discontinued.

Fluidra's suppliers are located throughout the world in Asia, the USA, Europe and Spain, and are usually near our production plants and branch offices. [EC6]

[4.12] During the last quarter of 2011, the Suppliers' Code of Ethics was approved. This document is a firm commitment made by both parties to respect and comply with the principles established in the Universal Declaration of Human Rights, the Rights of the Child and the Declaration of the International Labour Organisation, as well as to comply with the legislation in force. This commitment is considered to be an essential requirement to maintain current and future trading relations. This document is available on Fluidra's website.

In 2011, we began the task of informing our suppliers of the existence of this code. They were given all the information they needed before being asked to accept and sign it. Once we have been able to inform a higher proportion of our suppliers, we will be able to start to examine and analyse the data on the suppliers who fulfil or fail to fulfil the principles in the code and take any necessary measures. [HR2]

Currently, all new collaboration agreements with suppliers are now reviewed by the Legal or Purchases department at headquarters. They all include clauses on human rights in addition to corporate clauses such as the one on the Data Protection Act. So far we have covered all the suppliers with whom we place our biggest orders or with whom we work on a regular basis. [HR1]

The process of informing our external suppliers will continue during 2012–2013. All of the information relating to this matter will also be sent to the companies in the Group so that they can carry out the same procedure with their local suppliers.



In 2011 was published the **Supplier Code of Ethics**, which includes compliance with the Declaration of **Human Rights, Children or ILO**

ENVIRONMENTALLY FRIENDLY PRACTICES

[EN.f, EN.g] Fluidra is aware of the importance of protecting the environment, which is why its corporate management guidelines focus on minimising the possible environmental impact of its activities by seeking to manage material and energy resources efficiently. [EN.a]

The companies in the Group have environmental management systems such as ISO 14001 and EMAS, which fall within the framework of an integrated management policy that covers quality, safety and the environment. The most advanced production companies likewise publish their performance targets in an environmental statement, which is written and then checked by an inspection body annually. [EN.c]

Preventing contamination by eradicating and/or minimising significant environmental impact through the use of the very best technologies available in investment projects.

Managing natural resources well by avoiding their exploitation, optimising their consumption and favouring the use of reusable and/or recyclable materials.

Offering training, raising awareness and motivating employees and other stakeholders to ensure minimal environmental impact.

Engaging our suppliers and contractors in our commitment to and respect for the environment through the Suppliers' Selection Policy.

Complying with the legislation in force and basing our management system on continual improvement.

Environmental Certifications		
Companies	ISO 14001	EMAS
Astramatic	2011	
Cepex	2005	
GRE	2008	
Inquide	2006	Expected for 2012
Metalast	2011	
Poltank	2004	2004
Sacopa	2008	2007
Talleres del Agua	2010	
Trace Logistics	Expected for 2012	Expected for 2012

The companies in the Fluidra Group carry out a wide range of activities. As each company faces different realities, they define their environmental goals on an individual basis that are tailored to their needs based on the Group's general guidelines.

The ultimate person responsible for environmental issues is the manager or managing director of each company. However, for operational purposes this task is delegated to the corresponding heads of quality, safety and the environment. [EN.d]

The main environmental targets attained in 2011 are summarised in the points below: [EN.b]

Fluidra **reduced its power consumption by 3,530.2 GJ**, (approximately 1%) thanks to the application of **efficiency and energy saving measures**

Energy efficiency and reduction of electricity consumption: Fluidra reduced its power consumption by 3,530.2 GJ (approximately 1%) thanks to the application of efficiency and energy saving measures. [EN5]. Some examples of concrete actions undertaken during the 2011 are:

- Development of new highly energy-efficient products and more sustainable solutions for the use and maintenance of pools. [EN6]
- Installation of a variable compressor at Cepex that has reduced the company's power consumption by 25% thanks to its operating system.
- Replacement of conventional bulbs by LED projectors in a number of companies in the Group that have enabled them to make energy savings at their worksites of between 3% and 4%, as well as up to 40% in certain machines.
- Installation of high speed doors in some production plants to maintain temperatures in work areas.
- Awareness-raising campaigns addressed to employees to make them realise the importance of turning off lights, heating and air conditioning systems in their work stations when they are not being used.
- One of the industrial plants, located in Monzón, has a stake in a co-generation facility called INQUIVAP, which supplies the plant with all of the heat and electricity it needs.



Reduction in the emission of atmospheric contaminants: The company works tirelessly to ensure that fewer emissions are generated in the use of raw materials and to seek out new production processes that make it possible to reduce them or eliminate them completely, in addition to looking into alternative products so that they can be partially or totally substituted.

Although the companies in the Fluidra Group do not emit significant amounts of substances harmful to the ozone layer, prevention and control measures are in place. [EC2] The concentration of some emissions increased in 2011 in one particular production plant. No apparent cause was found and it is currently looking into whether there are combustion problems.

[EN29] The companies in the Fluidra Group have a policy for reducing consumption, subject to which they take measures to optimise haulage by always transporting full loads and using the Group's logistics warehouse.

	Cars (km)	Transport of merchandise (km)	Total Km	Total CO ₂ emissions (T)
2009	5,285,668.4	23,887,565.0	29,173,233.4	17,175.8
2010	6,254,781.4	28,938,564.0	35,193,345.4	20,780.5
2011	6,782,135.0	33,102,954.2	39,885,089.2	23,702.8

The km of merchandise is an estimation based on the number of shipments times the average number of km per trip.
The km of cars is based on reports issued by car rental firms.

	Consumption l/100 km	Kg CO ₂ /litre
Vans and trucks	26.00	2.61
Diesel cars	7.00	2.61

Source of conversion factors for CO₂ eq: "PRACTICAL GUIDELINES FOR CALCULATING GREENHOUSE GASES (GHG)" by the Government of Catalonia. May 2011; Energy consumption for transport in Spain and emissions trends (Technical University of Madrid), July 2008.

[EN3, EN4, EN7]

Source	Consumption 2009	Consumption 2010	Consumption 2011	GJ conversion factor (GRI)	Consumption 2011 (GJ)	CO ₂ eq conversion factor (GenCat) (*)	Emissions of CO ₂ eq (T) 2011
Natural gas (Mm ³)	129.0	135.3	141.9	39.01	5,533.6	2.15	305.0
Fuel oil (T)	390.3	427.9	386.0	43.33	16,727.4	2.79	1,274.6
Co-generation (kWh) own consumption	4,495,138.0	4,816,440.0	4,738,115.0	0.0036	17,057.2	0.181	(-857.6)
Basic electricity (kWh)	27,390,246.0	31,788,555.6	31,318,390.51	0.0036	313,379.1	0.181	5,803.0
TOTAL					352,697.3		6,525.0

FSource of conversion factors for the CO₂ eq: "PRACTICAL GUIDELINES FOR CALCULATING GREENHOUSE GASES (GHG)" by the Government of Catalonia. May 2011.

The T of fuel oil are calculated based on the conversion factor 0.845 kilos/litres (BRITISH PETROLEUM)

The calculation of CO₂ emissions from fuel oil is based in its conversion to litres (2.6516 kgCO₂/litre).

(*) The coefficient applied to the company Certikin UK corresponds to the 2007 British energy mix (0.514 kgCO₂/kWh). National Energy Foundation, UK.

[EN16, EN17, EN18, EN19, EN20] The total amount of GHG emissions generated by Fluidra in 2011 in its production processes and transport was 30,227.7 T/CO₂*, which is an 8.98% increase compared with the previous business year. This increase is mainly due to the higher mileage driven by goods vehicles and trucks over the year, particularly by those from our corporate logistics company, which has considerably increased the dispatch of products.

(*The calculations were carried out using the conversion guidelines provided in the guides published in 2010 by the Government of Catalonia for this purpose).

Some examples:

- A corporate policy is being designed for vehicles whereby new criteria will be set for choosing less contaminating vehicles.
- A large number of face-to-face meetings and training programmes are being substituted by teleconferencing and online courses, thus avoiding many national and international trips.
- Increased use of the Group's logistics warehouse by all companies, thus resulting in deliveries being made in full truckloads.
- Staff who commute to work in the La Garrotxa area have continued to take part in an initiative called the "Plan for improving mobility and accessibility to industrial estates in the La Garrotxa region", which was launched by the local authorities in the area.
- Many companies in the Group have run awareness-raising activities in the shape of information and training sessions for their usual haulage carriers so that they would have all the information they needed for optimising resources and avoiding unnecessary atmospheric emissions.

Training and awareness-raising actions [EN.e]:

- Through the EveryDay microsite, Fluidra sends regular messages on how to optimise and make responsible use of natural resources such as water, thus promoting the participation of employees in competitions and activities in their local communities.
- Information is sent on a continual basis to worksites to raise awareness about the use of water, electricity and air conditioning systems, as well as about recycling paper and plastic in offices.
- Training programmes in lean management.

Improved waste management:

- New waste collection points have been placed in a number of industrial plants and worksites in order to make it easier to separate waste and improve its management, about which employees have been given information and training.

Minimisation of waste in packaging and packing:

Aware of the waste generated by the packaging of our products, which are mainly packed in recycled cardboard boxes, they are categorised and stored in accordance with the instructions of the Group's logistics operator and the guide-

lines of the Waste Packaging Reduction Plan approved by the Waste Agency of Catalonia. Some examples:

- Internal and external reuse of cardboard boxes and wooden pallets.
- Cardboard boxes for internal use have been replaced by reusable plastic boxes.
- A machine has been purchased that turns waste cardboard boxes into stuffing for picking boxes, thus reducing the waste of cardboard. (Trace Logistics)
- Many companies have joined one of the Ecoembes programmes designed to encourage the recycling of packaging.

In the 2011 business year, the proportion of material used for packaging increased by 2% due to one of the companies in the Group including pallets as packaging in its Packing Declaration. There was also a considerable increase of over 11% in reusable materials in comparison with 2010. [EN27]

	2009	2010	2011
Products sold (T)	54,641.2	58,371.5	53,603.03
Packaging materials (T)	7,011.2	5,986.2	6,647.29
% of packaging on sales *	12.83%	10.26%	12.40%
% reusable packaging materials (T) **	8.37%	9.59%	21.10%

* (Packaging materials/Products sold)*100
 ** (Reusable packaging/Packaging materials)*100

Reducing consumption of water:

Fluidra is particularly aware of the need to save water and although its general consumption is not high, nor do production processes require great quantities of water, the companies in the Group endeavour to monitor consumption closely in order to detect and remedy any unnecessary or improper uses of water as soon as possible that are caused by bad practices or leaks in the network. Likewise, campaigns are run on a continuous basis to raise awareness among employees of the importance of using water properly. Some examples:

- Many worksites have water tanks to test their products. These tanks have closed circuits in order to reduce water consumption. In addition, the water used usually comes from water employed for cleaning machinery, and from water recovered from settling tanks or press filters, amongst other sources.
- Installation by Sacopa of a water spray system for cooling the fans in closed circuit mould refrigeration systems, which enables the company to save around 60% of the water it uses.
- Installation by Poltank of an air cooling system for its acetone distillation unit, thus reducing consumption by 52%.
- At Inquide, water vapour is recovered from the company's evaporation plant for use in its ATCC plant. The company is thus able to recover 27% of the water consumed by

the ATCC plant, which is equivalent to 13,714 m³ of the water from the Irrigation Water Management Association, La Campaña.

- Inquide reuses the water used for cleaning machinery, the water recovered from the filter press of its water treatment plant and the water from the evaporation plant (condensates).
- Installation of a water tank and pressure pump for conducting hydraulic tests on products. Through this initiative the company ATH has reduced its annual consumption of water from the network by approximately 66,000 litres.

[EN8, EN10]

Water consumption in m ³	Consumption 2009	Consumption 2010	Consumption 2011
Public/Private Network	31,574.0	34,746.7	34,728.4
Underground	6,181.0	4,944.0	3,762.0
Surface	59,618.0	60,855.0	66,267.0
Reuse	(-9,456.2)	(-22,019.2)	(-18,937.1)
Total	87,916.8	78,526.5	85,820.3

The figures for the water supply networks were provided by the water companies used by the Group's companies.
 Annual underground water consumption is calculated from the third quarter of one year to the third quarter of the next.
 The figures for surface water were provided by the Irrigation Water Management Association, la Campaña.

[EN9] The company Inquide, located in Monzón, is the only one in the Group that has a special scheme for collecting surface water from the Ebro basin that is used for domestic and industrial use. The industrial demand of the Ebro catchment area is 470 Hm³, of which 258 Hm³ corresponds to industries that are not connected to municipal water networks. In 2011, Inquide collected 0.066 Hm³, which accounts for 0.014% of the total amount collected.

Optimisation of natural resources: consumption of materials:

- Through its good practices, the company strives to reduce the squandering of raw materials by avoiding their use, optimising their consumption and reducing waste and losses from the design stage through to the purchase and production stages.
- The company TdA continues to reduce the proportion of metal used in the equipment it manufactures, specifically titanium and steel plate, as well as the cardboard and wood used in packaging.

The significant decrease in some of the materials used is due in part to the measures introduced to reduce their consumption, but also to the reduction in the manufacture of the products that are made of these materials.

Respect for biodiversity:

- Companies in La Garrotxa region use highly efficient amber coloured LED lighting as an environmentally friendly

means of lighting areas close to protected landscapes of outstanding natural beauty. They do so because most animal life, fauna and insects that inhabit these areas are adapted for nocturnal life, which means that they are more sensitive to the radiation of blue light.

[EN11, EN12, EN13, EN14, EN15] The great majority of Fluidra's companies are located on industrial estates and, therefore, are not found on natural habitats subject to environmental protection, although some of them are very close to protected areas. Such companies therefore have environmental protection and action protocols.

Inquide Monzón, one of the Group's industrial companies on premises that cover a total of 92.274 m², is close to the River Cinca in an area that is subject to the Plan for the Recovery of the Natural Habitat of the Bearded Vulture (*Gypaetus barbatus*), a protected species, although it is not on the IUCN Red List.

The company is located approximately 1 km from the critical area and does not fall within a SPA nor is it affected by any natural resources zoning plans. With regard to the company's activities, the local government authorities of Aragon have explicitly stated that they do not pose a threat to the environment.

The companies **Poltank and Sacopa**, on premises of 17,626 m² and 9,662 m², respectively, carry out their industrial activities in the region of La Garrotxa, which is considered to be of great interest from an environmental point of view, particularly in terms of its geology, plant life and landscape. The Alta Garrotxa PEIN (area of outstanding natural beauty) and the Natural Volcanic Park of La Garrotxa are the main protected areas to be taken into consideration by these two companies. Their premises are located approximately 1 km from the protected areas. There are no species on the IUCN Red List in la Garrotxa region.

Native species have been used to landscape these premises to avoid the propagation of non-native species. Another of the measures taken from the outset was to leave a 25 m strip of land around the premises free of vegetation to avoid the spread of fire.

The environmental management related to biodiversity in Fluidra's companies has made it possible to maintain a policy of minimum risk to the environment. As a result of this policy, no actions to restore natural habitats that had been degraded as a consequence of the industrial activities of companies were necessary in 2009.

Reducing wastewater [EN21, EN23, EN25]:

Most of the Group's companies discharge their wastewater directly into the public sewage system (93%), although some of them also use it in their production processes (7%). In 2011, a total of 33,426 m³ were discharged, around 14% down on the previous year:

- The company Inquide in Monzón has an activated sludge plant for treating sanitary water. This system, which treats water by means of filtration wells, was necessary as there is no public sewerage system in the area. The remaining wastewater generated in Monzón from industrial processes is managed internally as waste and kept in storage tanks where it evaporates naturally.
- The company Metalast likewise has a physico-chemical system for treating its process water. All the other companies in the Group have closed water systems that make it possible to reuse water and make the corresponding savings.

In 2011, there were no significant spillages in any of the companies in the Fluidra Group, nor were any impacts on biodiversity identified as a result of discharges of treated water.

Optimisation of waste management and treatment:

The waste generated is selectively separated and treated according to the legislation in force, with attempts made at all times to reduce, reuse and recycle waste, whether treated onsite or by authorised waste managers. Some work-sites are making every endeavour to find ways of making by-products out of waste:

- Sacopa has successfully separated 40% of its plastic for external recycling, double the amount of the previous year.
- New waste collection points have been placed in a number of worksites in order to facilitate the separation of waste and improve its management.

It should be highlighted that none of the companies in the Fluidra Group uses international freight services for the transport of waste classified as hazardous in annexes I, II, III and VIII of the Basel Convention. All treatment and transport of waste is performed in the country in which it was generated. [EN24]

Sustainable products

As part of its commitment to create a future that respects the environment, Fluidra has a GREEN FRIENDLY stamp that identifies those products and equipment that provide sustainable solutions.



[PR.g] Likewise, a new collection of products called Viron was launched for the private and public pool markets. A "system" or "service pack" approach is taken to this new collection, which offers end customers top of the range products, each of which have sustainability, energy efficiency and state-of-the-art technology features, whilst maintaining their competitiveness in terms of cost.

Viron eVo Pumps

The Viron eVo range of pumps has a speed controller to exactly adapt to the filtration

needs of each pool, thus maximising energy savings without compromising the quality of filtration or water treatment. Besides the significant energy savings associated with these pumps that make it possible to keep our CO₂ footprint to a minimum, its absolutely silent performance at low speeds as well as the greater durability of its components make the Viron eVo family the perfect centrepiece of any pool.

Further information: <http://astralpool.com.au/promotions/p300>



Fluidra has a **GREEN FRIENDLY stamp** that identifies those **products and equipment** that provide **the most of sustainable solutions**

Amongst the products that Fluidra considers to be the most sustainable within its wide product range, we would like to highlight some of them. [\[EN6\]](#)

Neolysis

The combination in a single reactor of the UV technique with low-saline electrolysis has proven to be one solution for treating and disinfecting water in private and public pools. The Neolysis system is able to bring together the most notable characteristics and advantages each of the techniques have in their own right and correct their defects, disadvantages and limitations. Both the UV technique and electrolysis are known and marketed, but to date no-one had made any claims or known about the surprising results of this combination in a single reactor.

Its main features and advantages are:

- There is no need to add salt to the pool shell.
- High performing dual disinfection (UVC + in situ chlorine/ anodic oxidation).
- Increased capacity for removing chloramines (UVC + cathodic reduction).
- The water and energy savings make a positive contribution to sustainability. There is no longer any need for filter washes for the sole purpose of reducing the concentration of chloramines (<0,6ppms).
- Synergetic treatment that is extremely useful as it has an oxidising capacity with residual effects.
- Completely does away with the need to add chlorinated products (hypochlorite, chlorine tablets, etc.).



Stainless steel modular pools and wellness facilities

Fluidra has designed a range of innovative modular systems for building and assembling wellness facilities made of stainless steel. The pool shells, their fittings and support structures are developed and built on our own facilities. Thus, pools can be sent in their completed form or in modules so that assembly in the end facility is avoided or minimised. A novel product design and process that makes high quality pools, finishes and fittings available to the most demanding markets.



Automatic pool cleaners

Using an automatic, autonomous pool cleaner makes it easier to clean the inside of a pool and reduces the amount of maintenance work required. It also uses 20% less water in the filter cleaning process.



Cyclonic pre-filters

The addition of Hydrospin Compact has extended the Hydrospin family of products, comprising hydrocyclonic cleaning pre-filters that can be installed in filtration systems. It reduces the water consumed in the filter washing system by half and the frequency of subsequent filter washes, thus facilitating pool maintenance.



LED lighting

Using LED lighting makes it possible to save up to 92% of energy thanks to the improved energy efficiency of this technology. The PAR56 LumiPlus 1.11 lamp outperforms the energy efficiency of traditional 300W halogen bulbs, as it has a useful life 100 times greater and consumes 12 times less energy. With 100,000 hours of useful life and no maintenance whatsoever, it favours sustainability as it drastically reduces the frequency with which it has to be replaced.



Some of Fluidra's future short-term environmental goals are as follows: [\[EN26\]](#)

- Substituting conventional lighting for LED technology with luminosity sensors and motion detectors in order to gain much greater efficiency (increase of light levels by 50%) and significant energy savings. (Prelast)
- Installing solar panels on the surface of the warehouse roof. (Trace Logistics)
- Conducting a feasibility study for reusing treated process water in an onsite physico-chemical wastewater treatment plant. (Metalast)
- Reducing the consumption of acetone as a cleaning agent by finding alternative non-evaporable products; attaining its total replacement by 2016. (Poltank)
- Reducing the generation of waste by reusing waste obtained internally or externally. (Poltank)
- Reducing the tonnage of waste thrown away by using other types of materials. (Sacopa)
- Reducing the size of some products and optimising the packaging used. (TdA)
- Separating 50% of the plastic waste recycled externally by types of material. (Sacopa)

SIDE BY SIDE WITH SOCIETY

[SO1, SO.a, SO.b, SO.c, SO.d, SO.g] Fluidra is an international company whose expansion has led it to set up operations in a number of countries and to become involved in their realities by maintaining a close and ongoing dialogue with local communities and society in general.

Therefore, many of Fluidra's employees are members of and work for associations involved in the world of the swimming pool and water treatment. They contribute to the drawing up of guidelines and standards that aim to ensure that our products foster a sustainable environment.

In accordance with the Group's guidelines, the managers of our companies are responsible for ensuring that employees are aware of the impact that their actions have on a day-to-day basis when they deal with their colleagues, superiors or subordinates, the external organisations that they work with, the public authorities, the environment and, in general, society and their local communities. [SO.e]

All companies work based on the principles of transparency and independence in their dealings with local communities and public entities, in order to offer the best service possible without entering into conflict with other parties. None of the companies that belong to the Fluidra Group have any kind of relationship with political parties or lobbying. [SO5, SO6]

Fluidra is committed to working with society in a way that goes beyond its business activities and this is reflected in its involvement in a wide range of seminars, events, charities and sponsorships. The Group is thus committed to giving something back to the community.

The Group is committed to giving something back to the community

Attendance at seminars

In 2011, Fluidra's senior management and employees displayed their knowledge of the sector and of the world of business by taking part in the following talks and seminars:

- In May, Pere Ballart, Fluidra's managing director for the Pacific & America, took part in a seminar about internationalisation held at the ESADE business school.



- In September, Ignacio Elburgo, Fluidra's managing director for North-East Europe, the Middle East and Africa, talked about Fluidra's experiences in South Africa at the Third Emerging Markets Forum: Sub-Saharan Africa, organised by the APD.



- In October, Xavier Tintoré, the CFO, represented the company at a symposium on internationalisation that was held in Reus, at which he discussed the procedures Fluidra follows in its bid to internationalise operations.



- In November, Eloi Planes, the CEO, took part in the Eighth Business Seminar organised by the newspaper *El Nuevo Lunes* and Bankia in Barcelona on "Internationalisation, Innovation and Business Development".



Sponsorship and patronage

The assignment of resources is divided into four main areas:

WATER AND THE ENVIRONMENT

Fluidra wishes to do its bit to attain the millennium goals and it has therefore taken part in various water and sanitary projects across the world for a number of years.

Following our collaboration on projects in Ethiopia, Ecuador and India, this year Fluidra is working with the Foundation for Sustainable Development (FUNDESOC) on a project co-financed by the Spanish Agency for International Development Cooperation called "Access to basic rights in housing, drinking water and sanitary infrastructures in Thomazeau, Haiti."

The project will endeavour to ensure access to drinking water by installing a community water purification system that works on solar energy and will make it possible to supply a population of 2,000 inhabitants. Twenty-six homes able to withstand the natural disasters that affect Haiti will also be built.



SPORT

Fluidra sponsors a number of local sports clubs and associations based in the communities in which our companies operate, such as the women's water polo team at the Sabadell Swimming Club, the Joan Sellas i Cardelús Trust for the Mentally Handicapped, the Buelna Sports Club, the La Resilla Sports Club and the Cantabrian Bowling Federation. The most outstanding achievement was without a doubt that of the women from the Sabadell-AstralPool Swimming Club who became the European champions in 2011.

In 2011 Fluidra took part in the Inter-Company Solidarity Games, which are organized by the company a32events and are played for charity.. Their purpose is to promote cohesion and motivation, as well as to collect money for charity.



Fluidra, active member of Indescat

The Catalan sports cluster, Indescat, chaired by Joan Porcar from Alesport and with Jaume Carol (COO of Fluidra) acting as its vice-chairman, was set up to bring together companies and research centres linked to the world of sport in Catalonia in order to take actions that will give businesses in Catalonia an edge over their competitors. It will do so by favouring the development of innovative services and products, as well as their international outreach.

Fluidra has been closely linked with the sports world since it became the official pool provider for the Tenth World Swimming Championships that took place in Barcelona in 2003. Fluidra developed a new technology for a free-standing pool for the competition, the Skypool, which marked a milestone in the competition world. Around 40 other companies also belong to this sports association.



SOCIETY**Multiple Sclerosis Foundation (FEM)**

Fluidra supports a public awareness-raising campaign called "Mójate-Mulla't por la Esclerosis Múltiple" (Take a Plunge for Multiple Sclerosis), which aims to gain the population's support for the 40,000 people that currently suffer Multiple Sclerosis in Spain. This event, which is open to the general public, is organised each year in conjunction with 800 swimming pools across Spain. Fluidra has been actively involved with this public awareness-raising campaign for several years.

**José Carreras Leukaemia Foundation**

Fluidra has become one of the corporate partners of the foundation set up by the tenor José Carreras. The funds raised by this foundation are used to give research grants in the field of leukaemia, manage the donor registry, provide social services and support hospitals.

Business and Climate Foundation

Fluidra, a key player in sustainable development for our society, works with this foundation that offers businesses the tools necessary to meet commitments and overcome challenges related to climate change. It also draws up the guidelines necessary to improve efficiency in the reduction of emissions.

International Business School (ESCI)

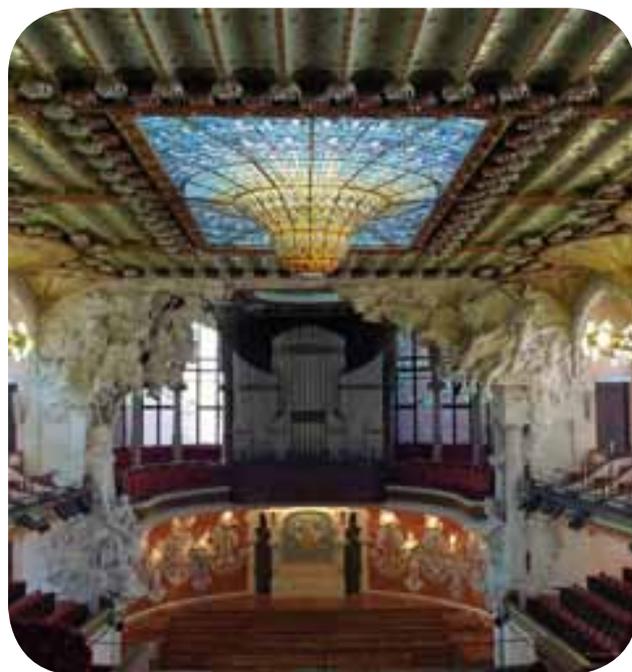
Fluidra also works with this school, which is part of the Pompeu Fabra University, with the aim of boosting the training of new professionals in the fields of international trade and management. Furthermore, the companies in Fluidra have carried out a number of actions and made donations to social bodies in their local communities: hospitals that treat illnesses such as cancer, associations for the integration of the mentally handicapped, amongst others.

CULTURE**Gran Teatre del Liceu**

Fluidra has sponsored the Gran Teatre del Liceu for several years. Located on Barcelona's most emblematic thoroughfare, La Rambla, this opera house is one of the symbols of the city and serves as a cultural and artistic centre.

**Palau de la Música Catalana**

Barcelona's Palau de la Música Catalana is one of the world's greatest concert halls. Fluidra helps to promote a love for music through its cooperation with the Fundació Orfeó Català-Palau de la Música Catalana, of which it is a supporting member.

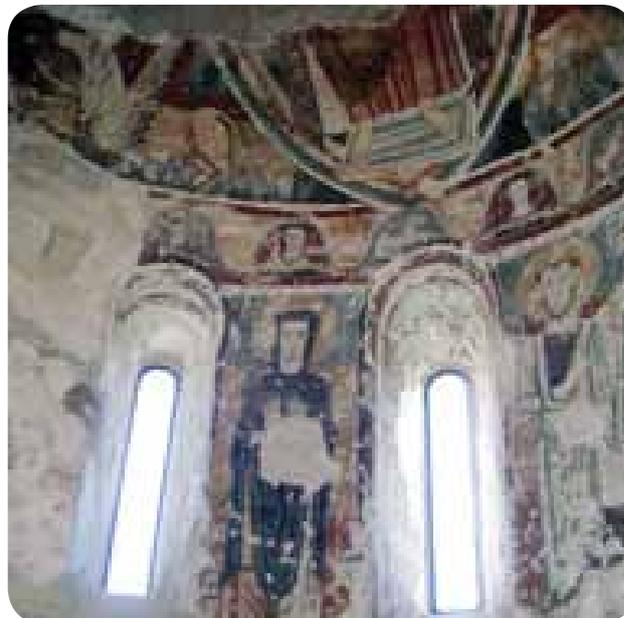


Resource allocation of **sponsorship and patronage** is divided into four main areas: **Water and the environment, and sports fields, social and cultural**

Sant Vicenç d'Estamariu Church

The church of Sant Vicenç in Estamariu is an early 11th-century Romanesque building, in which Fluidra is helping to restore some mural paintings that were found under the plasterwork.

Fluidra also makes financial contributions to local associations that promote major festivals, sports clubs and cultural associations in and around the towns in which its worksites centres are located.



Associations ^[4.13]

Fluidra takes an active involvement with a number of associations in Spain related to its areas of business, namely, pools, irrigation and water treatment, and to its various production technologies (plastics, metal, etc.).

We also play an active role in associations related to sustainability, such as business associations and financial organisations, some of which are listed below.

ACECMA	Environmental Engineering and Consultancy Association of Catalonia
AEDYR	Spanish Association for Water Desalination and Reuse
AFESE	Spanish Association of Salt Electrolysis Manufacturers
AFRE	Spanish Association of Irrigation Manufacturers
Aqua España	Spanish Association of Water Treatment and Control Companies
ASOFAP	Association of Manufacturers of Pool Equipment, Chemical Products and Pool Constructors
ATECYP	Association of Heating and Cooling Systems Engineers
ATEP	Spanish Association of Pool and Sports Facilities Industrial Engineers
BSPF	British Swimming Pool Federation
Barcelona Chamber of Commerce	
CEAM	Metal Engineering Study and Advice Centre
CEP	Spanish Plastics Centre
CWP	Catalan Water Partnership
ECOEMBES	Eco-Packaging, Spain
EUSA	European Union of Swimming Pool Associations
FAPS	Federation of Manufacturers of Equipment and Constructors of Pools, Saunas and Hot Tubs
Fluides	Spanish Association of Exporters of Fluid Handling Equipment
Labour Development Council	
FFP	French Federation of Pool Professionals
Swimming Pool and Spa Association NSW Pty Ltd.	
SPATA	The Swimming Pool and Allied Trades Association

APPENDICES

Parameters used for the Report

One of Fluidra's goals, which it set out to tackle a few years ago, was to extend its Sustainability Report to give it a more international scope. However, we are still working out the best way of collecting all of the information necessary to do this from all of the companies in the Group.

Most of the information that appears in this Integrated Report is very similar to that in the 2010 Sustainability Report. Nevertheless, the format has been modified to give a more general overview of our activities to our stakeholders in a single document that also discusses our strategies in greater detail. The only change that has taken place was the takeover of the companies Servaqua and Meip by Poltank and GRE, respectively, both of which belong to the Fluidra Group. The latest figures reported by them also include the figures for the companies taken over and they can therefore be fully compared with the figures of the previous years. This report covers 93% of the companies based in Spain. [\[3.2, 3.7, 3.10\]](#)

[\[3.6\]](#)

Commercial Division	Industry Division	Services
Fluidra Commercial	Fluidra Industry	Trace Logistics
Fluidra España	Sacopa	Accent Graphic
Certikin INT	Maberplast	Fluidra S.A.
Certikin Ibérica	Prelast	Fluidra Services España
Astral Export	Poltank	
Pool Supplier	Cepex	
Astramatic	Talleres del Agua	
ATH	Idegis	
	IML	
	GRE	
	Inquide	
	Metalast	
	Unistral Recambios	

Some of the information presented, such as financial figures and the management policies of the different business areas, refer to the Group as a whole as they are consolidated

figures. The reason behind this was to give an overview of the Group rather than a breakdown of the companies that belong to it.

The Report, which is submitted on an annual basis by Fluidra, is based on the GRI international standard. Its contents therefore take into account the principle of materiality, which means that factors are identified following their analysis and the impact they have, our relationship with our stakeholders, and an analysis of opportunities and risks. Our last report for the 2010 business year is posted with all other reports on our corporate website at www.fluidra.com. [\[3.3, 3.5, 4.15\]](#)

For the 2011 business year, Fluidra reported its figures following the methodology used in previous years, namely, through an internal management system whereby the companies in the Group report the figures requested of them by the people responsible for compiling them. This year we substituted the annual face-to-face preliminary meeting between the people responsible for compiling figures for a virtual meeting in order to save time and resources. By doing so, we managed to save approximately 1 tonne of CO₂ by cutting out the travel of its participants. [\[3.1, 3.9, 3.11\]](#)

The Report's coverage does not include joint ventures, subsidiaries, rented installations, subcontracted activities and other entities that could affect the comparability of the report. [\[3.8\]](#)

External audit (AENOR and GRI) [\[3.13\]](#)

Fluidra, as recommended by the Global Reporting Initiative, requested the verification of its Sustainability Report by AENOR, an independent external entity, and obtained a rating of A+.

		2002 to 2010	C	C+	B	B+	A	A+
System	Self Declared							
	Third Party Checked							
	GRI Checked							



Statement GRI Application Level Check

GRI hereby states that Fluidra has presented its report "Integrated Report 2012" to GRI's Report Services which have concluded that the report fulfils the requirement of Application Level A+.

GRI Application Levels communicate the extent to which the content of the G3 Guidelines has been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3 Guidelines.

Application levels do not provide an opinion on the sustainability performance of the reporter nor the quality of the information in the report.

Amsterdam, 18 June 2012



Bettina Arbes
Deputy Chief Executive
Global Reporting Initiative



The "+" has been added to this Application Level because Fluidra has submitted (part of) this report for external assurance. GRI accepts the reporter's own criteria for choosing the relevant assurance provider.

The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting standards and is committed to its continuous improvement and application worldwide. The GRI Guidelines set out the principles and best practice that organizations can use to measure and report their economic, environmental, and social performance. www.globalreporting.org

Disclaimer: Where the relevant sustainability reporting includes external links, including to public social networks, this statement only covers content submitted to GRI at the time of the Check on 22 May 2012. GRI explicitly excludes the content being posted to any later changes to such material.

AENOR Asociación Española de Normalización y Certificación

SUSTAINABLE VERIFICATION REPORT

VPS-N° 015/12

The Spanish Association for Standardization and Certification (AENOR) has verified that the Report of the following firm:

FLUIDRA, S.A.

covers: **INTEGRATED REPORT 2012**

Legal deposit number: B-17468-2012

Provides a reasonable image and a balanced view of its performance, taking into account not only the data veracity but also the general content of the report, being its application level: **A+**

This external assurance is in accordance with the requirements of the G3 Guide developed by the Global Reporting Initiative (GRI). The verification has been fulfilled on 22nd May 2012 and no subsequent performances can be considered.

The present verification will be in force unless it is cancelled or withdrawn upon AENOR's written verification and according to specific terms of the contract – application of GRI 2012 (dated 11th March, 2012) and to the General Regulation of January 2007 which requires, amongst other commitments, the permission to visit the facilities by the technical services of AENOR to verify the veracity of stated data.

This declaration does not constitute the opinion that Global Reporting Initiative can adhere to measure FLUIDRA, S.A. to the "GRI Reports List" which is published in its web: www.globalreporting.org

Issued on: 21st May 2012



Table of performance indicators

*Weighted averages of companies included in the report.

	PEOPLE			Unit
	2009	2010	2011	
Staff (31.12.2011)	1,620	1,692	1,678	No. of employees
Permanent contracts	1,572	1,587	1,587	
Temporary contracts	48	105	91	
Full-time staff	1,552	1,606	1,592	
Part-time staff	68	87	86	
Average seniority	8.65	7.95	9.42	Years
Turnover rate	3.67%	3.16%	3.55%	
Average age	39.38	40.09	39.69	
Representatives on health and safety committees	70%	80%	78%	
Health and safety committees	9	10	11	No.
Number of occupational hazard prevention officers	56	56	54	
External training in occupational hazard prevention	182	297	390	
Participation in emergency drills	284	128	136	No. people
Training in first aid	89	28	93	
Internal training in occupational hazard prevention	862	486	523	
Internal awareness-raising programmes	343	0	47	
Rate of absenteeism	3.75%	3.85%	3.70%	%
Hours of absenteeism	109,531.9	113,520.34	111,601.90	No. hours
Theoretical working hours	2,966,477	3,000,993	3,071,438	
Accidents with medical leave	92	76	80	
Accidents without medical leave	92	111	108	No.
Work-related medical leave	2	3	4	
Fatalities	0	0	0	
Accident rate (with medical leave)	55.03	45.25	46.58	No. accidents per 1,000 employees
Accident rate (with and without medical leave)	108.88	111.34	109.46	No. accidents per 1,000 employees
Frequency rate (with medical leave)	31.39	25.81	26.57	No. accidents due to occupational contingencies per 1,000,000 working hours
Accident rate (with and without medical leave)	62.16	63.46	62.47	No. accidents due to occupational contingencies per 1,000,000 working hours
Severity rate	0.06	0.06	0.06	No. of working days lost due to accidents with or without medical leave per 1000 working hours
% women	29,35%	30,03%	34,49%	%
% women on the Board of Directors	0%	0%	0%	
% employees over 45	22.54%	27.16%	30.43%	
% employees over 45 on the Board of Directors	60%	60%	60%	
% foreign staff	6.39%	6.44%	6.35%	

PEOPLE				
	2009	2010	2011	Unit
% foreign staff on the Board of Directors	20%	20%	20%	
% women in management positions	22.86%	18.18%	15.63%	
Staff by functional areas				No. of employees
General Management/Management	23	33	32	
Production/Logistics	1,101	1,129	1,087	
Sales/Marketing	215	268	273	
Administration/Finance	105	112	109	
Other (HR, IT, etc.)	176	150	177	
Staff by professional category				
Senior management	25	36	41	
Middle management	228	232	205	
Technicians	361	240	317	
Administrative staff	211	298	225	
Skilled workers	795	886	890	
Staff by age range				
Under 30	256	251	198	
Between 30 and 45	982	937	956	
Between 46 and 55	286	364	383	
Over 55	96	140	141	
Staff recruited	193	224	275	
Staff removed	398	207	234	No.
Staff representatives	54	58	61	No. companies
Works committees	10	11	11	
OSHAS certifications	0	1	2	No. of employees
Performance assessments	236	436	455	No. hours
Hours of training by professional category				
Senior management	404	973	3,530	
Middle management	3,209	4,061	6,471	
Technicians	7,661	9,233	19,097	
Administrative staff	3,195	2,023	3,901	
Skilled workers	1,799	2,598	1,871	
Hours of training by functional area				
Management	412	736	4,311	
Administration/Finance	965	710	1,899	
Commercial	2,901	2,804	9,285	

PEOPLE

	2009	2010	2011	Unit
Languages	5,629	7,773	13,513	
Human resources	1,010	746	803	
Production/Maintenance	1,332	2,981	1,328	
Logistics/Purchases	1,154	450	765	
Technical/R&D+i/Quality	2,867	2,689	2,966	
Average hours of training per employee and professional category				
Senior management	16	27	86	
Middle management	14	17	31	
Technicians	21	38	60	
Administrative staff	20	7	17	
Skilled workers	2	3	2	
Investment in training	145,656 €	234,005 €	699,306 €	€

ENVIRONMENT

	Unit	2009	2010	2011	% value 2011
Plastic material used	T				22.15%
Polyvinyl chloride		4,639.1	7,247.6	7,008.6	1.47%
Polypropylene		2,717.6	4,052.6	2,875.4	2.11%
Acrylonitrile, butadiene, styrene		956.0	1,539.6	1,389.1	0%
Polyester resin		901.1	1,097.8	1,210.4	0.52%
High density polyethylene (HDPE)		738.7	4,268.7	883.1	0%
Other plastic products (<0.5 T)		1,267.2	1,563.0	1,333.0	
Metals used	T				0.10%
Stainless steel		3,447.6	4,974.9	3,887.5	0%
Iron		388.7	211.2	350.6	0%
Cables		132.8	188.2	177.8	4.19%
Aluminium		25.7	29.7	41.8	4.88%
Copper		15.4	19.3	16.9	3.90%
Titanium		6.7	9.2	9.9	
Chemical products used	T				
Chlorine		7,147.0	7,597.0	7,599.1	0%
Trichloroisocyanuric acid		3,790.0	6,932.0	2,449.0	0%
Cyanuric acid		5,360.0	3,612.0	3,500.0	0%
Thiosulphate		2,140.0	1,953.9	2,133.0	0%
Sodium hydroxide		10,690.1	11,355.4	11,448.5	0%

ENVIRONMENT

	Unit	2009	2010	2011	% value 2011
Sodium bisulphate		1,126.0	1,170.7	1,152.9	0%
Sulphuric acid		1,181.1	1,270.4	1,209.3	0%
Sodium dichloroisocyanurate		1,200.0	1,677.0	2,046.3	0%
Other chemical products (< 1 T)		4,268.0	4,144.2	4,494.54	0%
Other	T				
Fibreglass		815.2	1,097.3	826.3	0%

ENVIRONMENT

	Unit	2009	2010	2011
Environmental certifications	No. companies			
EMAS	No. companies	2	2	2
ISO 14001		5	6	8
Natural gas consumption	m ³	129,037	135,284.0	141,851.0
Fuel oil consumption	litres	390,323	506,343.3	456,859.7
Electricity consumption	Kwh	27,390,246	31,788,555.6	30,379,655.5
Co-generation	Kwh	4,495,138	4,816,440.0	4,738,115.0
Water consumption	m ³	87,916.8	78,526.5	85,820.3
Public/private networks		31,574.0	34,746.7	34,728.4
Underground		6,181.0	4,944.0	3,762.0
Surface		59,618.0	60,855.0	66,267.0
Reused/recycled water		9,456.2	22,019.2	18,937.1
Emissions	T			
NOx		0.30	0.30	3.40
SOx		1.12	1.07	2.34
CO		0.99	1.00	1.03
Particles		2.60	2.37	3.54
VOCs		70.65	41.00	45.06
Other		6.38	6.55	2.27
Untreated wastewater	m³			
Public/private networks	m ³	20,688.3	36,030.0	33,426.0
Sanitary		17,037.5	22,323.4	21,850.4
Used in manufacturing		2,606.5	3,803.0	2,693.0
Process		1,039.3	7,398.6	6,527.6
Cooling		0.00	0.00	0.00
Leaks		5.0	5.0	5.0

ENVIRONMENT

	Unit	2009	2010	2011
Onsite water treatment plant	m ³			
Sanitary		2,498.5	2,500.0	2,350.0
Non-hazardous waste	T	29,227.3	34,190.5	34,934.7
Internal/onsite management		25,698	31,284.2	31,896.51
Recovery of onsite waste, use of onsite waste		20,321.2	31,270.6	31,896.51
Treatment, disposal and/or energy recovery of onsite waste		5,376.8	13.6	0.00
Offsite management		3,529.3	2,906.3	3,038.22
Recovery by waste management plants		1,419.1	1,630.2	1,653.36
Used as a by-product		1,198.6	321.4	352.68
Waste treatment or disposal		911.6	954.7	1,032.18
Hazardous waste	T	5,523.3	12,564.4	12,084.5
Internal/onsite management		184.5	6,386.1	6,725.23
Recovery of onsite waste, use of onsite waste		184.5	267.5	169.21
Treatment, disposal and/or energy recovery of onsite waste		0.0	6,118.6	6,556.02
Offsite management		5,338.8	6,178.3	5,359.22
Recovery by waste management plants		39.3	105.9	119.60
Used as a by-product		5,134.0	5,805.8	5,021.26
Waste treatment or disposal		165.5	266.6	218.36
Packaging	T	7,011.22	5,986.2	6,647.3
Non-reusable		6,499.9	5,411.9	5,244.9
Paper and cardboard		3,459.1	1,483.6	2,258.6
Plastic		1,103.3	1,530.8	1,712.8
Glass		0.0	0.0	0.0
Metal		9.01	6.84	6.9
Wood		1,923.7	2,384.2	1,261
Other		4.86	6.4	5.5
Reusable		511.32	574.3	1,402.4
Paper and cardboard		13.57	17.81	6.34
Plastic		4.62	0.0	1.10
Glass		0.0	0.0	0.0
Metal		0.0	0.0	0.0
Wood		475.26	556.53	1,394.97
Other		17.80	0.0	0.0
Products sold	T	54,641.2	58,371.5	53,603.03
Mileage	km	29,173,233	35,193,345	39,885,089.2
Merchandise		23,887,565	28,938,564	33,102,954.2
People		5,285,668	6,254,781	6,782,135
Total CO₂ emissions	T	27,736.3	27,500.4	30,227.8
Cost of fines and penalties	€	748.2	2,252	10,785.6

GRI table [3.12]

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2.2	Primary brands, products, and/or services.		9	
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures (JVs).		8	
2.4	Location of the organisation's headquarters.		71	
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.		7, 8	
2.6	Nature of ownership and legal status.		33	
2.7	Markets served (including geographical breakdown, sectors served, and types of customers/beneficiaries).		8	
2.8	Scale of the reporting organisation, including: <ul style="list-style-type: none"> • Number of employees • Net sales (for private sector organisations) or net revenues (for public sector organisations) • Total capitalisation broken down in terms of debt and equity (for private sector organisations) • Quantity of products or services provided 		6, 18, 37	
2.9	Significant changes during the reporting period regarding size, structure, or ownership including: <ul style="list-style-type: none"> • The location of, or changes in operations, including facility openings, closings, and expansions; and • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations) 		10	
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3.7	State any specific limitations on the scope or boundary of the report.		58	
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3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of Indicators and other information in the report.	58	
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3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	58	
3.12	Table identifying the location of the Standard Disclosures in the report.	64	
3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organisation and the assurance provider(s).	58	
4	GOVERNANCE, COMMITMENT AND STAKEHOLDER PARTICIPATION	PAGE	COMMENTS
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	33	
4.2	Indicate whether the chair of the highest governance body is also an executive officer (and, if so, their function within the organisation's management and the reasons for this arrangement).	33	
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	33	
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4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance).	35	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	35	
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics.	35	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	6, 23	
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental and social performance, including relevant risks and opportunities, and adherence to or compliance with internationally agreed standards, codes of conduct, and principles.	35	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental and social performance.	35	
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	35	
4.12	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	24, 25, 28, 45, 47	
4.13	Memberships in associations (such as industry associations) and/or national/international organisations in which the company: <ul style="list-style-type: none"> • Has positions in governance bodies • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic 	57	

4.14	List of stakeholder groups engaged by the organisation.	29
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4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	30
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EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	15, 20
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EC3	Coverage of the organisation's obligations in terms of social benefit programmes.	–
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EC5	Range of relations between initial standard wage and local minimum wage in areas with significant operations.	37
EC6	Policy, practice and proportion of costs corresponding to local suppliers in areas with significant operations.	47
EC7	Procedures for local recruitment and proportion of senior management from the local community in areas with significant operations.	11
EC8	Development and impact of investment in infrastructures and services offered mainly for the benefit of the public through commercial commitments, pro bono or in kind.	18
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ENVIRONMENTAL PERFORMANCE INDICATORS**PAGE COMMENTS**

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EN4	Indirect consumption of energy broken down by primary sources.	49	
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EN6	Initiatives for providing energy-efficient products and services or based on renewable energy and reductions in consumption of energy as a result of these initiatives.	49, 53	
EN7	Initiatives to reduce indirect consumption of energy and reductions achieved with said energy.	49	
EN8	Total water collection by sources.	51	
EN9	Water sources significantly affected by water collection.	51	
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EN12	Description of most significant impacts on biodiversity in protected natural areas or areas of high unprotected biodiversity derived from the activities, products and services in protected natural areas or areas away from protected areas.	51	
EN13	Protected or restored habitats.	51	
EN14	Strategies and actions taken and planned for the management of impacts on biodiversity.	51	
EN15	Number of IUCN Red List species and national conservation list species with habitats in IUCN areas affected by operations, by level of extinction risk.	51	
EN16	Total direct and indirect emissions of greenhouse effect gases by weight.	50	
EN17	Other indirect greenhouse effect gases by weight.	50	
EN18	Initiatives for the reduction of greenhouse effect gas emissions and reductions achieved.	50	
EN19	Emissions of substances harmful to the ozone layer by weight.	50	
EN20	NO _x , SO _x and other significant emissions into the atmosphere by type and weight.	50	Figures in T. Periodic, annual or quarterly measurements are taken depending on the substance. A number of measurement methods are used, as is the case of mass balance for VOCs. NO _x : nitrogen oxide; SO _x : sulphur oxide; VOCs: volatile organic compounds Particles: HCFC, HCl, etc. Other: basically chlorine.
EN21	Total spillage of waste water according to its nature and destination.	52	
EN22	Total weight of waste products management according to type and treatment method.	52	Act 10/98 defines hazardous waste as "Substances that appear on the list of hazardous waste, approved by Royal Decree 952/1997, as well as containers and packaging in which they have been stored. Those that have been classed as hazardous by EU regulations; those that may be approved by the Spanish government pursuant to EU regulations or that appear in international agreements entered into by Spain".
EN23	Total number and volume of significant accidental spillages.	52	
EN24	Weight of waste products transported, imported, exported or treated which are considered dangerous according to the Basel Convention, Appendices I, II, III, VIII and percentage of waste transported internationally.	52	
EN25	Identification, size and state of protection and biodiversity value of water resources and related habitats significantly affected by water spillage or runoff from the reporting organisation.	52	

EN26	Initiative to reduce the environmental impact of products and services and degree of reduction of this impact.	53	
EN27	Percentage of products sold and packaging materials recovered at the end of their useful life by product category.	50	
EN28	Cost of significant fines and number of non-monetary sanctions for failure to comply with environmental regulations.	63	
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LA.g	Additional contextual information.	41	
LA1	Breakdown of the workforce by type of employment, by contract and by region.	37	
LA2	Total number of employees and average turnover of employees broken down into groups of age, sex and region.	59	Breakdown is not performed because there are no significant differences between gender, age or race.
LA3	Social benefits for full-time employees not offered to temporary or part-time employees broken down by principal activity.	40	% Employees of report scope companies who have access to these benefits: Life insurance (63%); Accident insurance (42%); Help children birth (42%); Flexible hours (57%); Special schedule (47 %); Particular training Grants (38%); Awards retirement / seniority (54%); Parking (42%); Social Discounts (40%).
LA4	Percentage of employees covered by collective bargaining agreements.	50	
LA5	Minimum period(s) of notice relative to organisational changes including whether these notices are specified in collective bargaining agreements.	38	-The minimum notice periods are set by collective agreements or by statute otherwise.
LA6	Total percentage of workers represented on management-employee health and safety committees, set up to help to control and advise on health and safety at work programmes.	59	
LA7	Absenteeism rates, professional illness, days lost and number of work-related fatalities by region.	59	
LA8	Education, training, advice, risk prevention and control programmes applied to workers, their families or members of the community in relation to serious illness.	59	
LA9	Health and safety matters covered by formal agreements with trade unions.	Nota	There are no understandings or agreements with trade unions to regulate matters beyond those already established by existing labor legislation on Occupational Risk Prevention.
LA10	Average hours of training per year per employee broken down by employee category.	39	
LA11	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	38	
LA12	Percentage of employees receiving regular professional performance and development assessments.	38	

LA13	Composition of corporate and staff governing bodies broken down by sex, age group, minority groups and other diversity indicators.	59	
LA14	Basic wages between men and women according to professional category.	40	
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HR.d	Organizational responsibility.	24	
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HR.f	Evaluation and follow-up.	24	
HR.g	Additional contextual information.	25	
HR1	Percentage and total number of significant investment agreements which include human rights clauses or have been subject to analysis for human rights.	47	
HR2	Percentage of main distributors and contractors who have been subjected to human rights analysis and measures adopted as a consequence.	47	
HR3	Total employee training hours on policies and procedures related to human right aspects related to their activities, including percentages of employees trained.	23	
HR4	Total number of discrimination incidents and measures taken.	23,40	
HR5	Activities of the company in which the right to freedom of association and collective bargaining may be at risk and measures taken to support those rights.	35	
HR6	Activities identified which carry a potential risk of child exploitation and measures adopted for their elimination.	40	
HR7	Operations identified as having a significant risk of causing episodes of forced or compulsory labour and measures taken for their elimination.	Nota	Not applicable for not having detected the risk of forced labour or corruption issues.
HR8	Percentage of security personnel trained in human rights policies and procedures relevant to their activity.	Nota	Only the company Fluidra España has hired a security person, who has been trained in risk prevention and has received training in the code of ethics. The other companies do not have security people on staff.
HR9	Total number of incidents related to breaches of native rights and measures taken.	Nota	-Not applicable for not having detected risk activities related to violations of indigenous rights.
SOCIETY		PAGE	COMMENTS
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SO.c	Policy.	54	
SO.d	Organizational responsibility.	54	
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SO.f	Evaluation and follow-up.	40	
SO.g	Additional contextual information.	54	
SO1	Nature, extent and effectiveness of programmes and practices for the evaluation and management of the impact of operations on communities including entry, operation and exit of the company.	54	

SO2	Percentage and total number of business units analysed with respect to risk related to corruption.	35	
SO3	Percentage of employees trained in the organisation's anti-corruption policies and procedures.	23, 35	
SO4	Measures taken in response to corruption incidents.	Nota	Not applicable in the absence of detected incidents.
SO5	Position on public policies and participation in their development and lobbying activities.	54	
SO6	Total value of financial contributions and contributions in kind to political parties or related institutions by country.	54	
SO7	Total number of actions for causes related to monopolistic practices and against free competition and their results.	Nota	Not detected any behaviour that would suppose monopoly or anti-competitive practices.
SO8	Financial value of significant sanctions and fines and total number of non-monetary fines derived from failure to comply with laws and regulations.	Nota	There have been no significant fines or penalties for noncompliance of laws and regulations.
PRODUCT RESPONSIBILITY		PAGE	COMMENTS
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PR.c	Policy.	43	
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PR.f	Evaluation and follow-up.	43, 46	
PR.g	Additional contextual information.	43	
PR1	Phase of the lifecycle of the products and services which are evaluated for improvement and their impact on customer health and safety and percentage of categories of significant products and services subject to such evaluation procedures.	45	
PR2	Total number of incidents derived from failure to comply with legal regulations of voluntary codes related to the impact of products and services on health and safety during their lifecycle, distributed by type of result for such incidents.	46	
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PR6	Programmes for compliance with laws, standards or voluntary codes mentioned in marketing communications including publicity, other promotional activity and sponsorship.	46	
PR7	Total number of incidents due to failure to comply with regulations related to marketing communications including publicity, promotion and sponsorship distributed by type of result for such incidents.	46	
PR8	Total number of complaints related to respect of privacy and loss of customers' personal data.	46	
PR9	The cost of significant fines generated by the failure to comply with regulations related to the supply and use of the organisation's products and services.	46	

Useful Addresses

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Survey

Fluidra believes that the opinions of its stakeholders are just as important as every drop of water, as our primary goal is to give them the information they require, and cover their needs and expectations.

We would therefore be extremely grateful for your opinions about the 2011 Integrated Report by answering the questions in the survey that is available at the following link:

<http://www.encuestafacil.com/RespWeb/Qn.aspx?EID=1278583>

The full 2011 report made available at:

<http://www.fluidra.com/sites/en/reports.html>

FLUIDRA | *Making Water Perform*

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