

# DIVERSITY, EQUITY AND INCLUSION POLICY

### ***DOCUMENT INFORMATION***

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<b>Description</b>	Diversity, Equity and Inclusion principles and guidelines
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<b>Scope</b>	All Fluidra companies
<b>Purpose</b>	To strengthen Fluidra's commitment towards diversity, equity and inclusion in the workplace as well as to protect our employees against any form of discrimination while ensuring equal access to opportunities in comparable situations for all.
<b>Document owner</b>	Global HR and ESG Department
<b>Revision history</b>	Version 1

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## Diversity, Equity and Inclusion Policy

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### 1. Background

Diversity, Equity and Inclusion (hereinafter “DEI”) have all been an essential part of Fluidra’s own culture and core values since long, as well as a key area of our Responsibility Blueprint. In Fluidra we celebrate diversity and regard it as a valuable and needed asset for the organization.

We in Fluidra value every individual that belongs to our organization and are certain that having diverse and inclusive teams does not only impact positively on people’s individual development but also on the business’ results and productivity as well as in the communities where we work. Our ambition at Fluidra is thus to foster an inclusive work environment, where diversity and equity boost innovation and the achievement of our strategic goals and priorities.

We aim also at having a workforce that is truly representative of all sections of society and of our customers, and we have a 0 tolerance policy against discrimination.

Fluidra’s Environmental Social & Governance Policy (hereinafter, “ESG” policy), which defines our Social commitments, already establishes that Diversity, Equity and Inclusion are a catalyst to enhance the well-being of our employees, our value chain and the society. Building diverse teams and fostering an inclusive culture is viewed also as helping our three most important pillars, which are:

- **Our People:** all employees feel respected and valued. That leads to higher engagement and improves company performance.
- **Our Brand:** the DEI commitment will result on the ability to attract and recruit the best talent, while being aligned to Fluidra’s ESG policy and Human Rights commitments.
- **Our communities:** DEI will help Fluidra to improve our customer and user satisfaction and also that of our stakeholders and society.

### 2. Purpose

This policy (hereinafter, the “Policy”) is in line with Fluidra’s management principles\* throughout all the markets, its Code of Ethic and the ESG Policy and intends to outline the organization’s view towards DEI and set specific commitments and goals for which the organization works and sets its focus. This policy will be the document of reference when defining the strategy as well as specific actions to be implemented in each country to realize our goals regarding DEI.

\*based on Fluidra’s Global Leadership Model which is composed by the following 6 dimensions: Caring for people, Enable development, Driving accountability, Unlocking diversity, Connecting ecosystems

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This Policy aims also at strengthening our commitment towards diversity, equity and inclusion in the workplace as well as to protect our employees against any form of discrimination while ensuring equal access to opportunities in comparable situations for all.

Finally, this Policy reinforces Fluidra's alignment with the Universal Declaration of Human Rights and with the ILO's Declaration on Fundamental Principles and Rights at Work across the business and the territories.

### 3. Scope of Application

This Policy applies to all the companies within Fluidra's Group worldwide, including all the companies in which Fluidra S.A. holds, directly or indirectly, the majority of shares, interests or voting rights and / or the companies in which it has appointed or can appoint the majority of the members of their corporate management teams, in such a way that it effectively controls the company.

This Policy also applies, to the extent relevant, to the joint ventures, temporary joint ventures and other equivalent associations led by Fluidra S.A. at any given time.

### 4. Main goal and principles

Fluidra's ultimate goal regarding DEI is providing an adequate and fair work environment for all the people within Fluidra and to ensure that our organization is representative of the diversity within society, that everyone is treated equally and that no one is discriminated against.

The principles that will guide our actions to realize this goal will be the following:

**Diversity:** in Fluidra diversity means regarding every individual as unique and recognizing and celebrating his/her individual characteristics and experiences, regardless of whether these are related to race, ethnicity, gender, gender identity, sexual orientation, education and socio-economic background, age, physical abilities, religion and beliefs, political beliefs or any other quality.

In Fluidra we encourage diversity and are inclusive with individual qualities, characteristics and experiences. Our goals towards DEI will initially be focused on the following areas of diversity but will continue evolving and expanding over time. Our primary focus will be:

- **Gender:** empowering an equal workforce where all genders are represented and treated equally.
- **Race, ethnicity and culture:** bringing together people from all backgrounds and all that makes each community unique.

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- **Generations:** fostering collaboration across a wide range of ages.
- **Different abilities:** celebrating different abilities within teams. We believe that all abilities count.
- **LGBT:** embracing and encouraging authenticity at the workplace.

**Inclusion:** this means welcoming diversity and putting actions in place to ensure that all the people across the organization are given equal opportunities and resources and ensure and foster equality in the workplace for everyone, including people coming from traditionally marginalized groups in society, who would otherwise struggle with inclusion issues.

Inclusion thus aims for all of the employees to be able to achieve their full potential regardless of their background.

**Equality:** it is the cornerstone of Fluidra's goals towards diverse and inclusive teams. It means making sure that we treat everyone fairly and equally according to their own circumstances and needs. Equality is essential to foster personal development and the organization's own business progress.

### 5. Priorities & actions

Although the implementation of this Policy will be carried out locally by each company within Fluidra's Group, we will all be guided by the same priorities when defining specific actions to realize our goal. Our top priorities will be the following:

- Build an inclusive culture that attracts diversity and enables diverse top talent retention.
- Ensure equal access to employment for everyone, guaranteeing the adaptation of workplaces for people with disabilities when needed, creating diverse and inclusive teams throughout the business.
- Ensure equal opportunities and treatment for everyone, including for professional classification and career development purposes.
- Review and update our internal processes -if needed- to realize the Global DEI Policy.
- Have an adjusted zero net wage gender gap by 2024.

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- Have a working environment free of bullying, harassment, and any other form of discrimination.
- Promote work and life balance for everyone.
- Use of inclusive and non-discriminatory communication.
- Raise awareness throughout Fluidra regarding DEI. To that end, Fluidra will report annually the number of complaints received through its Ethics Channel affecting DEI, as well as their outcome and the corrective measures taken, if any.
- Offer DEI training initiatives to all the employees.

DEI's global strategy will be defined and communicated by the Global HR & ESG department taking into account these priorities. It will be materialized in action plans that will include initiatives to be developed by each one of the companies within the group.

The implementation of specific actions to carry out the priorities set in this Policy will be done locally.

### 6. Approval and monitoring

This Policy is approved by Fluidra's Board of Directors. Compliance with the Policy throughout the organization will be monitored by the MAC (Management Advisory Committee).

The follow up of the different actions that will be implemented regarding DEI, as well as frequent reporting, will be carried out by the Global HR & ESG department.

### 7. Queries and communication

All the employees within Fluidra are expected to comply with this Policy. To that end, Fluidra will ensure that everyone is aware that this Policy has been approved and will published it in. The Policy will also be drawn to the attention of suppliers, stakeholders, customers, and job applicants.

Any questions regarding this Policy may be directed to the Human Resources team of each company of Fluidra's Group or by e-mail to [dei@fluidra.com](mailto:dei@fluidra.com), managed by the Global HR & ESG Department.

Fluidra has an Ethics Channel, which can be accessed through a contact form available in the corporate web and intranet. An email address is also available for contact: [ethics@fluidra.com](mailto:ethics@fluidra.com), through these means employees, clients, suppliers and other stakeholders can report information regarding any potentially unlawful action which they become aware of, including any infringement of this Policy. All the employees will be informed about the existence of this Ethics Channel and its mission.

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