

Adoption date: 1 July 2020

1. OUR PURPOSE

To pioneer reliable solutions for healthy, safe water environments for our customers, our people and our planet.

2. OUR MISSION

- 2.1 To provide the highest quality product possible through our highly skilled and dedicated employees and state-of-the-art products and manufacturing processes.
- 2.2 To pursue a proactive, outgoing research and development program to ensure its future as a global leader in the swimming pool, spa, water treatment, aquaculture and agriculture industries.
- 2.3 To provide the highest standards of service through our highly trained, domestic and international team.
- 2.4 To build on our history of product excellence and technological expertise by manufacturing environmentally sustainable products that are durable and reliable.

3. OUR VISION

- 3.1 To be one of the world's leading pioneers in providing solutions for healthy, safe water environments across the swimming pool, spa, water treatment, aquaculture and agriculture industries.
- 3.2 To continue setting global benchmarks by designing and manufacturing premium water treatment and heating equipment to be used in residential, commercial and industrial applications.

4. OUR VALUES

Value	Description
Diversity and equality	We are committed to achieving inclusion at all levels of its organisation, regardless of gender, marital or family status, sexual orientation, gender identity, age, disability, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.
Honesty and ethical behaviour	We are committed to creating a culture of honest and ethical behaviour in which employees can raise concerns regarding misconduct without fear of reprisals.
Accountability	We are committed to putting in place systems to ensure that all levels of the organisation are robustly held accountable for actions and obligations.
Transparency	We are committed to ensuring transparency in our operations and will not tolerate bribery or corruption within our organisation or supply chain. We are committed to being open and honest in our communication with employees, shareholders and other stakeholders.
Sustainability	We are committed to building a better, safer, more stable and sustainable world.
Building value	We are committed to creating value for shareholders using ethical, responsible and sustainable business practices.