



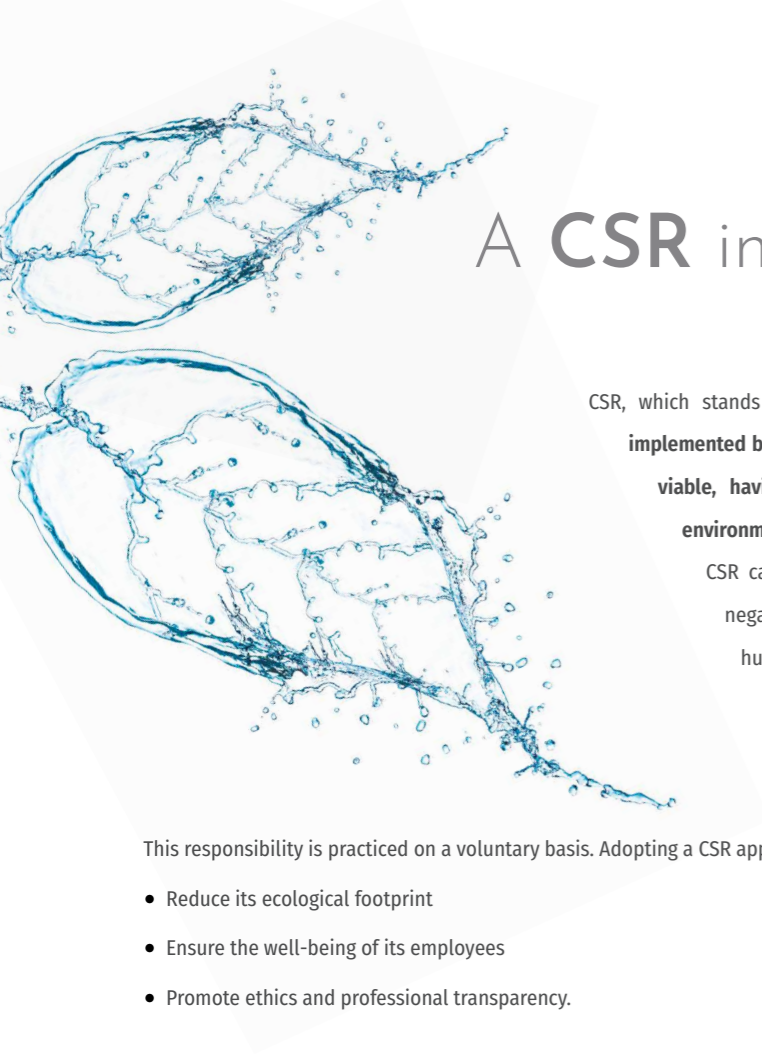
POLYTROPIC

Le chauffage de piscine



CSR REPORT

• First edition - 2023 •



A CSR initiative

CSR, which stands for Corporate Social Responsibility, encompasses all the practices implemented by companies with several objectives. That is to say, being economically viable, having a positive impact on society, and also better respecting the environment.

CSR can be defined as everything that a company implements to limit the negative impacts of its activities and to improve its environment, whether it is human, social, or natural.

This responsibility is practiced on a voluntary basis. Adopting a CSR approach means implementing actions that aim to:

- Reduce its ecological footprint
- Ensure the well-being of its employees
- Promote ethics and professional transparency.

Competitiveness
 Impact
 Diversity
 Loyalty
 Consumers
 Sustainable
 Ecology
 Communities
 Local
 Development
 Innovation
 Equality

IS IT MANDATORY?

There is no obligation to publish CSR reports, also known as non-financial performance statements, for companies (whether they are large companies or SMEs):

- with fewer than 250 employees
- with annual turnover below 40 million euros
- not listed on the stock exchange

Polytropic is therefore not legally obligated to be accountable for its social and environmental impact.

IS IT REGULATED?

CSR is now the subject of an international ISO standard, ISO 26000. ISO 26000 provides guidelines rather than requirements. Therefore, it is not suitable for certification, unlike other well-known ISO standards.

However, it does help clarify the concept of social responsibility, assist businesses and organizations in translating principles into concrete actions, and promote best practices in social responsibility worldwide.

Why is it important?

Energy efficiency, classification of pool equipment based on their energy performance, longer lifespan of devices, and increased reparability... In an era where ecological issues are at the forefront of everyone's concerns, the energy consumption of pools is being scrutinized.

Beyond regulations and reliable, energy-efficient equipment, significant efforts will be required from pool professionals.

It is up to us, as designers and manufacturers, to provide you with solutions and products that meet the expectations of pool owners in the years to come.

In the upcoming seasons, which are expected to be full of challenges, it is more important than ever to have a partner who incorporates all of these dimensions.

AS A DESIGNER AND MANUFACTURER, IT HAS BEEN OUR COMMITMENT FOR MANY YEARS TO DEVELOP EQUIPMENT WITH LIMITED ENVIRONMENTAL IMPACT.



Reducing the environmental impact of both private and public pools requires new approaches, new technologies, and new practices.

Jean-Christophe FILLLOT, CEO of Polytropic



The formalization of our CSR approach

THE CREATION OF AN RSE COMMITTEE

Polytropic has been committed to a comprehensive CSR approach for several years, both through its products and its internal policies (environmental, social). The company has always aimed to design increasingly sustainable solutions, improve working conditions, and even promote local development.

To further advance this vision, formalize objectives, and prioritize actions, Polytropic **established its CSR committee in 2020**.

This committee consists of one representative from each department to involve the entire company in this initiative. The establishment of the CSR committee has intensified and organized the efforts made, while also meeting the requirements of customers whose specifications involve supplier engagement in CSR practices. The primary objective remains the design of reliable, repairable, programmable, and connected products that help reduce energy consumption for our end customers.

A WORD FROM OUR EMPLOYEES.

The company thrives on its human values: kindness, ethics, honesty, approachability and availability of managers, open-mindedness, etc. It is also in a positive momentum due to its significant growth in recent years, which creates a positive and exciting work environment. (employees)

I am proud of its constant pursuit of ecological and energy innovation. (employees)

A CERTIFICATION

In order to officially endorse the CSR approach through a third-party organization, Polytropic has engaged with Positive Company to obtain certification.

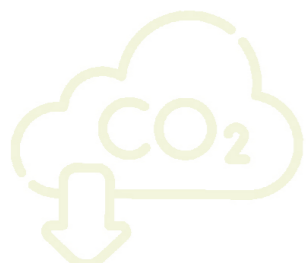
The aim of this process is not solely to achieve a rating but rather to gain a starting point and identify areas for improvement.

The obtained one-star label out of three certifies that the company has considered environmental and societal issues in carrying out its missions and in its relationships with all employees, partners, and suppliers.

The Positive Company CSR label is a "Made in France" label that is recognized at the European level and is among the most demanding labels in the world.



CARBON FOOTPRINT CALCULATION



As part of our certification process, we have chosen to have our carbon footprint calculated by a third-party organization.

Implementing a low-carbon approach allows us to contribute to climate action, comply with regulations, preserve our competitiveness, strengthen our employer brand, and meet the environmental demands of our clients.

Furthermore, Sami is assisting us in creating a climate action plan, which encompasses all the actions to be implemented to achieve our greenhouse gas emission reduction targets.

While comparing the total emissions is challenging due to their distinct nature, it is possible to compare carbon intensities and track the carbon footprint's progress relative to the set objectives.

Our actions?

Environmental responsibility

- Engagement with the association Planète Urgence through its program "Environment & Development," which contributes to reforestation and the protection of communities.
- Replacing foam and plastic bags with corrugated cardboard.
- Using wood as packaging reinforcement.
- Using 70% recycled ABS car bodies in the latest models of heat pumps.
- Eliminating disposable cups and providing reusable mugs.
- Using paper sourced from the Programme for the Endorsement of Forest Certification (PEFC), which promotes sustainable forest management worldwide, for all our printing needs.
- Installing solar panels on the roof of the facility's extension.

Consumer protection

- Being a significant member of FPP (Federation of Pool Professionals) committees for standardization and improvement of pool heating.
- Verification and validation of technical data by an independent laboratory (power, coefficient of performance, noise level, etc.).
- Free training for clients' technical teams.

Ethical practices

- Selection of high-quality components without planned obsolescence.
- Repairable products fully covered during the warranty period.

Working conditions

- Constructing a 3,500 square meter extension while the current premises are 2,500 square meters.
- Implementing telecommuting/work-from-home arrangements.
- Grouping deliveries of local fruit and vegetable baskets.
- Purchasing outdoor furniture.
- Installing electric vehicle charging stations.
- Purchasing a shared coffee vending machine (with complimentary beverages).
- Registering a Polytropic team for the Run for the Planet race, an eco-designed sports event benefiting committed associations.

Local development.

- Partnering with training institutes and sponsoring student cohorts (ISMP, CFA Port de Bouc, CFA de Pau, etc.).
- Support for the FPP (Fédération des professionnels de la Piscine) and its "vigiplouf" program promoting swimming education and drowning prevention.
- Support for local development through the "Environment & Development" program of Planète Urgence.
- Selection of local and environmentally responsible service providers internally (Imprim'Vert certified printer, events in the Lyon region).

Human rights.

- Donation to Wine Charity in support of parents and hospitalized children.
- Participation in material collections for Ukraine.

Focus on: the **eco-design** of our products.

WHAT IS ECO-DESIGN?

According to AFNOR (the French Association for Standardization), "eco-design consists of integrating the environment from the very beginning of the design phase of a product or service, and throughout all stages of its life cycle." Graedel and Allenby suggested in 1995 that integrating eco-design into the product development process can reduce environmental impacts by 80%.

The later eco-design is implemented in the product development process, the more challenging it becomes to make design changes. At Polytronic, we are aware of the importance of eco-design, which is why we integrate it into every stage of the product life cycle.

OUR ACTIONS AT EACH STAGE OF THE PRODUCT LIFE CYCLE

Design

- Pioneer in the development of Inverter technology, which is more environmentally friendly
- Pioneer in the development of propane-based heat pumps with almost zero environmental impact
- Development of panels made from 70% recycled ABS.
- Development of PolySmart Control, which helps reduce the electrical consumption of heat pumps.

Extraction of raw materials and energy

- Selection of reliable, high-quality components to prevent any planned obsolescence.

Manufacturing

- Foam and plastic packaging bags replaced with corrugated cardboard.
- The packaging cardboard is unbleached, and wood is used as reinforcement for packaging.

Transportation

- Transporting products by ship instead of by plane.

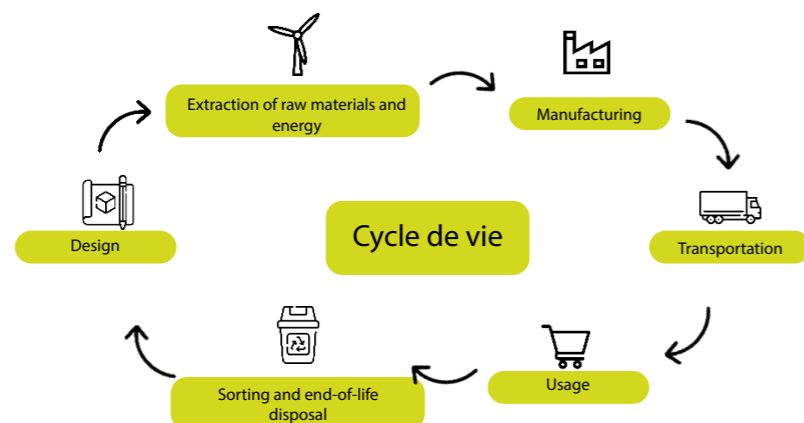
Usage

- Development of the Aquavariation software to assist professional clients in selecting the right model of heat pump.
- Photovoltaic system to be coupled with the pool heat pump to supply up to 100% of the required power.
- Polytronic communicates maintenance and usage tips for its heat pumps through its social media channels and website.

Sorting and end-of-life disposal

- Recycling of waste electrical and electronic equipment by a specialized company.

Products that are repairable and fully covered during the warranty period.



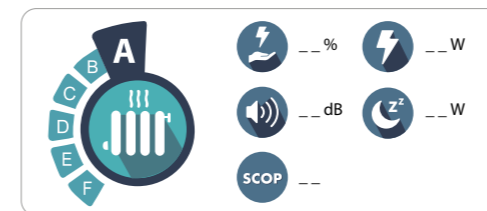
And tomorrow?



Polytronic will launch in 2023 the **CARE290** heat pump, developed by our R&D department, to harness the full potential of full-inverter technology while using the natural and eco-friendly refrigerant R290. The use of the natural refrigerant R290 (or propane) offers numerous advantages:

- Reliable, natural, and environmentally neutral, the physical properties of the natural and eco-friendly gas R290, along with its high energy efficiency, allow for further improved Coefficient of Performance (COP).
- The use of propane R290 also allows for an expanded operating temperature range (up to -25°C).
- R290 does not require annual leak checks. Additionally, it is not subject to the current F-Gas regulations and the regulatory context that restricts the use of traditional fluids.

PolySolar Energy System is a photovoltaic panel kit that maximizes the benefits of the heat pump. By partially freeing itself from the electrical distribution network, it optimizes electricity consumption and can provide up to 100% of the power required for the proper operation of the heat pump.



To anticipate all regulations and ensure transparency, POLYTROPIC displays the classification of its machines according to *the AFNOR environmental classification standard for swimming pools* initiated by the Federation of Pool Professionals (FPP).

It is worth noting that all Polytronic full-inverter heat pumps are classified as A!

OUR OBJECTIVES



- > TO FURTHER REDUCE THE IMPACT OF OUR PRODUCT MANUFACTURING
- > RAISING AWARENESS ABOUT CLIMATE ISSUES.
- > OPTIMIZING THE ELECTRICITY CONSUMPTION OF OUR PRODUCTS



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