



POLYTROPIC
• POOL HEATING SOLUTIONS •



CSR REPORT

• 2024 edition •



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
 Loyalty
 Diversity
 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 less 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 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.

Pourquoi est-ce 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.



Choosing reliable, long-lasting equipment that consumes as little energy as possible and is developed by a manufacturer that is concerned about the impact of its products is essential today.

Pauline BERGERET, Responsible for CSR



The formalization of our CSR approach

THE CREATION OF A CSR COMMITTEE

For several years now, Polytronic has been committed to a global CSR approach, both through its products and its internal policy (environmental, social/societal). The company's aim has always been to design increasingly sustainable solutions, improve working conditions and even promote local development.

To take this vision further, formalise objectives and prioritise actions, Polytronic set up **its CSR Committee in 2020**.

This committee is made up of a representative from each department in order to involve the whole company in this approach. The creation of the CSR committee has made it possible to accentuate and organise the efforts made, and also to meet the requirements of customers whose specifications include a commitment by the supplier to a CSR approach. All of this while maintaining the primary objective of designing reliable, repairable, programmable and connected products that help to reduce the energy consumption of 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

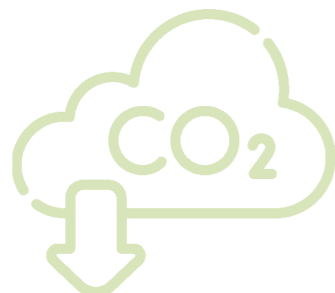
With two stars out of three, the label certifies that the company has taken environmental and social issues into account in the performance of its duties and in its relations with all its employees, partners and suppliers.

To obtain this label, Positive Company® experts carried out an audit of our customers, employees and suppliers. This enables us to convey the company's message and further develop our practices with a view to continuous improvement.

The Positive Company CSR label, a made-in-France label recognised at European level and one of the most demanding in the world.



CALCULATING THE CARBON FOOTPRINT



As part of our certification process, we have chosen to have our carbon footprint calculated by a third-party organisation. Implementing a low-carbon approach enables us to do our bit for the climate, comply with regulations, remain competitive, strengthen our employer brand and meet the environmental demands of our customers...

Sami is also helping us to create a climate action plan, i.e. a set of actions to be taken to achieve our objectives in terms of greenhouse gas emissions.

Our actions ?

Environmental

- Commitment for the 4th year to the association Planète Urgence, through its 'Environment & Development' programme, which contributes to reforestation and the protection of populations
- Replacement of cushioning foam and plastic bags with honeycomb cardboard and use of wood as a packaging reinforcement
- Use of 70% recycled ABS bodies on the latest heat pump models
- Elimination of disposable cups, provision of washable mugs
- All our printing on paper produced under the Programme for the Endorsement of Forest Certification schemes (PEFC), which promotes the sustainable management of the world's forests.
- Installation of solar panels on the roof of the premises extension
- Greening the car park
- Sorting electronic components
- Dematerialisation of manuals
- Drafting of an eco-actions charter

Consumer protection

- Key member of FPP (Fédération des professionnels de la Piscine) committees working to standardise and improve pool heating systems
- Verification and validation of technical data by an independent laboratory (power, coefficient of performance, noise level, etc.)
- Free training for customers' technical teams

Fair practices

- Selection of quality components without programmed obsolescence
- Repairability of products and 100% cover during the warranty period
- Implementation of a Supplier Charter

Working conditions

- Constructing a 3,500 square meter extension while the current premises are 2,500 square meters
- Setting up teleworking
- Grouped deliveries of local fruit and vegetable baskets
- Creating attractive communal areas and purchasing outdoor furniture
- Installation of charging stations for electric vehicles
- Free hot drinks, collective cupboard with large coffee grinder
- Participation by a Polytronic team in the Run for the Planet race, an eco-designed sporting event in aid of committed associations

Local development

- Partnerships with training institutes and sponsorship of student classes (ISMP, CFA Port de Bouc, CFA de Pau, etc.)
- Support for the FPP and its 'vigiplouf' programme to help children learn to swim and prevent drowning
- Support for local development through Planète Urgence's 'Environment & Development' programme
- Choice of local and 'green' in-house service providers (Imprim 'vert printer, events in the Lyon region)

Human rights

- Partnership with the Wine Charity to help parents and children in hospital
- Taking part in equipment collections for Ukraine
- Solidarity collection for Secours Populaire

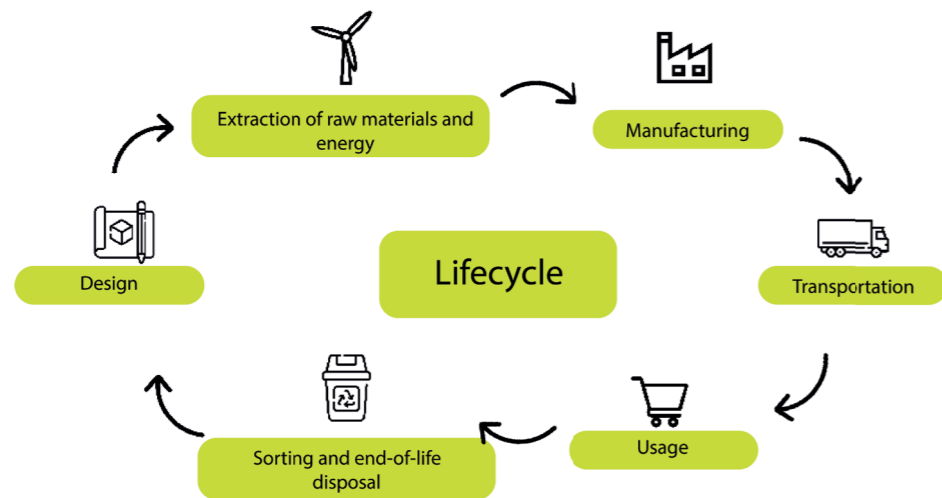
Focus on : **eco-design** of our products

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 Polytropic, 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 by honeycomb cardboard
- Packing cartons are not bleached and wood is used as packing reinforcement

Transport

- Transporting products by boat rather than by plane

Use

- Development of Aquavariation software to help professional customers select the right heat pump model
- Photovoltaic system to be coupled to the pool heat pump to supply up to 100% of the power required
- Through its social networks and website, Polytropic provides advice on the maintenance and use of its heat pumps

Sorting and end of life

- Recycling of waste electrical and electronic equipment (D3E) by a specialist company
- Repairable products covered at 100% during the warranty period

And **tomorrow** ?

As part of our overall CSR policy, we are working to eco-design our machines and reduce our environmental impact.

We began using the R290 refrigerant in 2018, and will soon be extending its use to all our products. We are also working on prototypes using gases that have even less impact on the ozone layer, with a 15-year horizon.

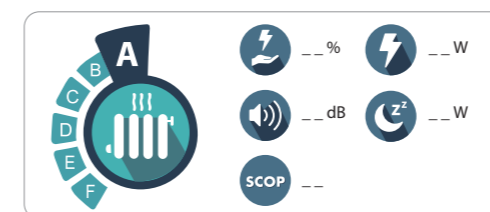
As the market naturally evolves towards even more efficient and intelligent pools, we are developing our solutions combining photovoltaic panels and a unique, patented energy management system specially designed for pools.

Our aim is to offer even more services to both professionals and private customers, to make the pool even easier to use and to reduce energy consumption.

New regulations are already prompting us to develop even more virtuous and innovative machines and processes. As manufacturers, and with a combination of clean, renewable energies and innovative processes, we will continue to support professional pool builders on the road to a zero-emission pool.

PolySolar Energy System is a kit of photovoltaic panels that allows you to make the most of your heat pump.

In fact, electricity consumption is further optimised by being partially independent of the electricity distribution network, making it possible to supply up to 100% of the consumption required for the heat pump to operate properly.



Anticipating all regulations and for greater transparency, POLYTROPIC displays the classification of its machines according to the AFNOR standard for environmental classification of swimming pools initiated by the Fédération des professionnels de la piscine (FPP).

All Polytropic full-Inverter heat pumps are A-rated!

OUR OBJECTIVES



- > TO ALWAYS REDUCE THE IMPACT OF THE MANUFACTURE OF OUR PRODUCTS
- > DEVELOPING THE TECHNOLOGIES AND PRACTICES OF TOMORROW
- > RAISING AWARENESS OF CLIMATE ISSUES

A constant commitment



More eco-responsible packaging



2012

Membership of the FPP (Federation of Pool Professionals)

Creation of a partnership with swimming pool training institutes



2016

Creation of an internal CSR committee at Polytropic

Commitment to the Planète Urgence association

Creation of bodywork made from 70% recycled ABS



2020

Extension of premises and installation of solar panels on the roof



2023

Setting up the first technical training courses for our customers



2014

Launch of our first Inverter pool heat pump and the first to run on R32 gas



2018

Move to new premises to support the company's growth

Calculation of our carbon footprint
Awarded the Positive Company CSR label with a first star



2022

Development of the patented PolySolar Energy System solution

Launch of the first range of swimming pool heat pumps to run on R290, a gas with a low environmental impact

Renewal of the Positive Company CSR label and award of our 2nd star



2024

Investment in a climate chamber to develop even more environmentally-friendly products



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