



# 2023 ESG DATA SHEET

Environmental, Social and  
Governance Overview



# ENVIRONMENTAL, SOCIAL & GOVERNANCE DATA SHEET

The following Environmental, Social and Governance (ESG) Data Sheet contains disclosures of relevant ESG metrics for Hayward Holdings, Inc., including select metrics from the Sustainability Accounting Standards Boards (SASB) standards for Electronic Equipment and Industrial Machinery & Goods sector.

For nearly a century, Hayward has served the community, transforming the experience of water through exceptional products, outstanding service and innovative technology. Today, Hayward continues to lead the way offering pool owners connected technology to enable smart pool management, non-chemical forms of water sanitization and more energy-efficient products.

This document covers the period January 1, 2022, through December 31, 2022, unless otherwise noted.

The data reported in this ESG Data Sheet has not been externally assured. As we continue to improve our process for ESG reporting, disclosed metrics may be subject to adjustment.



## PRODUCTS

- » Environmentally Sustainable Products
- » Product Safety



## PLANET

- » Environmental Management (GHG, Energy, Water, Waste)
- » Responsible Supply Chain & Materials



## PEOPLE

- » Diversity, Equity & Inclusion
- » Employee Health, Well-being & Engagement



## PRINCIPLES

- » Business Ethics
- » Board Diversity & Independence
- » Data Privacy & Security





# PEOPLE

## Activity Metric

# 2,004

 employees

## Diversity, Equity & Inclusion

Gender Breakdown	ALL EMPLOYEES		BOARD OF DIRECTORS		MANAGER LEVEL AND ABOVE	
	72%	28%	82%	18%	80%	20%
	Male	Female	Male	Female	Male	Female
Race Breakdown	ALL EMPLOYEES (North America)		BOARD OF DIRECTORS		MANAGER LEVEL AND ABOVE (North America)	
	54%	46%	91%	9%	81%	19%
	White	Racial/Ethnic	White	Racial/Ethnic	White	Racial/Ethnic

## Employee Health, Well-being & Engagement

1.78	1.69	0.30	0	39%	23%
Total recordable incident rate <sup>1</sup>	Near miss frequency rate (NMFR) <sup>3</sup>	Lost time incident rate <sup>5</sup>	Fatality rate <sup>6</sup>	Total employee turnover rate <sup>2</sup> in North America	Voluntary employee turnover rate <sup>4</sup> in North America

1. TOTAL RECORDABLE INCIDENT RATE (TRIR): THE NUMBER OF WORK-RELATED INJURIES PER 100 FULL-TIME WORKERS DURING A ONE-YEAR PERIOD.  
2. TOTAL EMPLOYEE TURNOVER RATE: THE TOTAL PERCENTAGE OF EMPLOYEES WHO LEAVE AN ORGANIZATION DURING A CERTAIN PERIOD OF TIME.  
3. NEAR MISS FREQUENCY RATE (NMFR): THE NUMBER OF REPORTED NEAR MISSES MULTIPLIED BY 200,000 DIVIDED BY TOTAL HOURS WORKED IN THE PERIOD.  
4. VOLUNTARY EMPLOYEE TURNOVER RATE: THE TOTAL PERCENTAGE OF EMPLOYEE DEPARTURES BASED ON THEIR OWN DECISION RATHER THAN THE EMPLOYER'S DECISION.  
5. LOST TIME INCIDENT RATE (LTIR): THE NUMBER OF LOST TIME INJURIES OCCURRING IN A WORKPLACE PER ONE MILLION HOURS WORKED.  
6. FATALITY RATES: THE NUMBER OF FATAL WORK INJURIES PER 100,000 FULL-TIME WORKERS.



# PLANET

**1,999**

Scope 1 carbon emissions  
(Metric tons CO<sub>2</sub>e)<sup>1</sup>

**110,723<sub>GJ</sub>**

Total energy consumed<sup>2</sup>

**11,013**

Scope 2 carbon emissions  
(Metric tons CO<sub>2</sub>e)<sup>3</sup>

1. SCOPE 1 CARBON EMISSIONS: DIRECT GREENHOUSE GAS (GHG) EMISSIONS THAT OCCUR FROM SOURCES THAT ARE CONTROLLED OR OWNED BY AN ORGANIZATION (E.G., EMISSIONS ASSOCIATED WITH FUEL COMBUSTION IN BOILERS, FURNACES, VEHICLES).  
2. TOTAL ENERGY CONSUMED: THE TOTAL USE OF ENERGY AS A SOURCE OF HEAT OR POWER OR AS A RAW MATERIAL INPUT TO A MANUFACTURING PROCESS IN THE U.S.  
3. SCOPE 2 CARBON EMISSIONS: INDIRECT GREENHOUSE GAS (GHG) EMISSIONS ASSOCIATED WITH THE PURCHASE OF ELECTRICITY, STEAM, HEAT OR COOLING.



# SASB TABLE

The Sustainability Accounting Standards Board (SASB) is an independent, private-sector standards-setting organization dedicated to enhancing the efficiency of the capital markets by fostering high-quality disclosure of material sustainability information that meets investor needs. This table references the issues which SASB has identified as financially and/or operationally material for Electrical and Electronic Equipment.

Unless otherwise noted, all disclosures in the tables below reference the year ending December 31, 2022.

**Table 1: Sustainability Disclosure Topics & Accounting Metrics**

Topic	Topic	Unit of Measure	Code	FY22 Response
Energy Management	Total energy consumed in the U.S.	Gigajoules (GJ)	RT-EE-130a.1	110,723GJ
Product Safety	Number of recalls issued, total units recalled	Number	RT-EE-250a.1	0
Product Lifecycle Management	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Percentage (%) by revenue	RT-EE-410a.2	67%
Materials Sourcing	Description of the management of risks associated with the use of critical materials	n/a	RT-EE-440a.1	<p>Hayward Commodities tracks ruthenium availability and cost utilizing commercially available source experts. In addition, we work with our supplier, who monitors and procures the ruthenium for us through their established sources. Our supplier has long-term contracts in place to ensure the supply of ruthenium from their supply base.</p> <p>Hayward also purchases tantalum capacitors as a commercial off-the-shelf item, for which we purchase the end item that is widely available from at least five sources.</p>

Table 1: Sustainability Disclosure Topics & Accounting Metrics (continued)

Topic	Topic	Unit of Measure	Code	FY22 Response
Business Ethics	Description of policies and practices for prevention of: (1) corruption and bribery, and (2) anti-competitive behavior	n/a	RT-EE-510a.1	<p>(1) Hayward is committed to conducting business with integrity and in compliance with all applicable anti-corruption and global trade laws. Our Anti-Corruption and Trade Compliance Policy strictly prohibits all forms of bribery, facilitation payments, or any benefits if it is intended, or could reasonably be perceived as intended, to improperly influence the actions of its recipient.</p> <p>(2) Hayward is committed to the fundamental public policy goals embodied in the antitrust laws that protect and promote free and fair competition. The policy helps employees recognize situations and potential problem areas which might have antitrust implications.</p>

Table 2: Sustainability Disclosure Topics & Accounting Metrics

Topic	Unit of Measure	Code	FY22
Number of Employees	Number	RT-EE-000.B	2,004