

## QUALITY POLICY

For HAYWARD IBERICA, S.L.U., quality means supplying products and services that meet customer needs, advising them, and facilitating solutions to their problems.

At HAYWARD IBERICA, S.L.U., all customers are important, and we achieve the highest quality when all our customers are satisfied.

HAYWARD IBERICA, S.L.U. has a Quality Management System based on the UNE-EN-ISO 9001:2015 standard. The management of HAYWARD IBERICA, S.L.U. is committed to upholding and communicating the following values and commitments:

- Every employee is responsible for the quality of their work, and every manager is responsible for the quality of the work performed under their supervision.
- We value diversity and act with integrity, humility, and inclusiveness with our teams and stakeholders, including customers and suppliers.
- The organization of HAYWARD IBERICA, S.L.U., is responsible for ensuring and guaranteeing that the company manufactures and delivers safe, reliable products that meet the quality expectations of our customers.
- As leaders in our sector, through the commitment of our employees, we set the pace for innovation and evolution in our technology, products, processes, and services, striving to exceed our customers' expectations.
- Based on our history, we are part of the change and drive growth by carefully investing in our people, products, and services.
- Our customers are our greatest asset, and our suppliers are our most important partners in maintaining this. This is why our policy is full integration with both, showing customers the products that best suit their real needs, offering them the best products and excellent service.
- We comply with customer requirements, both legal and regulatory, as well as those established internally.

Quality is a commitment and responsibility of all HAYWARD IBERICA, S.L.U. personnel, who actively participate in the maintenance and continuous improvement of our Quality Management System.

Management is committed to providing the necessary human and material resources to meet the requirements of the activities carried out, achieve the objectives, and continuously improve the effectiveness of our Quality Management System. This quality policy is reviewed annually to ensure its suitability to the organization's context and strategic direction. It is communicated and available to relevant stakeholders.

**The Management of HAYWARD IBERICA, S.L.U.,  
December 21, 2022**