

Environmental Policy

Barr + Wray has experience in fluid handling and conditioning facilitating the development of a wide range of products and services for the following sectors:

- Pools (aqua-leisure sector)
- Spa (aqua-leisure sector)
- Process Equipment (process industry)
- Aftersales Service (all sectors)
- Water Solutions (process industry)

Barr + Wray is committed to the achievement of environmental best practice throughout its business activities. Barr + Wray wholly endorses this corporate priority and maintains the following objectives:

- To achieve and (where possible) exceed compliance levels for all legislative, regulatory and industry requirements related to environmental issues that are applicable to Barr + Wray.
- To provide and maintain buildings, plant equipment and working systems that shall ensure protection for the environment and to prevent pollution. This relates to both the Company Headquarters, and where within the remit of works or influence, client sites. The key points of its strategy to do so are:
 - minimising waste by evaluating the Company's Headquarters and site operations and ensuring they are as efficient as possible;
 - minimising toxic emissions through the selection and use of its motor fleet and the source of its power requirement;
 - actively promoting recycling both internally and amongst its customers and suppliers;
 - sourcing and promoting a product range to minimise the environmental impact.
- To provide training and education for all employees on relevant matters of environmental protection and best practice.
- Top management shall demonstrate leadership and commitment to environmental protection principles.
- Top Management will set and review objectives and targets for continual improvement of the Company's environmental performance on an annual basis.

Barr + Wray communicates the Company's environmental policy via the website at www.barrandwray.com and on request information on performance to employees and stakeholders, including the public.

This Policy shall be enforced by the internal EMS Team and shall be subject to annual review by the CEO.

Signed: *Ian Montgomerie*

Ian Montgomerie – CEO

January 2026