



Ocaquatics Swim School Environmental Program

Ocaquatics Swim School (Ocaquatics) is committed to environmental responsibility as a corporate entity. All Ocaquatics teams will perform action steps to reduce Ocaquatics's impact on the environment. At the same time, Ocaquatics teams will continually assess and evaluate improvements for environmentally responsible practices in the daily activities.

Initiatives to be monitored include:

- Ocaquatics provides environmental awareness training on an annual basis for current employees.
- Ocaquatics leadership team meets no less than annually to review and update environmentally responsible practices.
- Ocaquatics managers are good stewards of water and power usage and encourage good conservation habits amongst their team. Administration monitors usage and provides feedback.
- 100% of Ocaquatics's plastic, glass, computer equipment, batteries, and paper material is sorted, reused, and recycled.
- Currently, 75% of office lighting is LED. We replace our halogen bulbs at the end of their useful life with LED bulbs going forward.
- 90% of computer equipment is turned off at the end of each workday.
- 100% of cleaning materials are considered environmentally safe according to the US EPA.
- 100% of appliances are rated Energy Star.
- Restroom light switches are activated by occupancy
- 100% of purchased paper products consist of no less than 30% recycled materials.
- Every effort is made to reduce paper use by sharing information via online, emails, and telephone.
- Filing of documents is done in a cloud-based system.
- Clients are provided with receipts only on request.
- Team members are provided with reusable water bottles.
- Water bottle fillers are provided in place of selling plastic water bottles at 3 of our locations.
- 50% of company cars are hybrid. 25% of company cars are electric.
- Ocaquatics partners with 1% for the Planet donating at least 1% of sales either monetarily or in paid volunteer hours to environmental organizations.

- Team members are allowed to choose which of our environmental program partners they would like us to donate to on their birthdays and on their work anniversaries.
- Ocaquatics organizes paid volunteer events (such as beach clean-ups) to benefit our environmental program partners and the environment.
- All environmental policies will be shared with incoming applicants and employees as part of “New Hire Training.”

Environmental Goals include:

- Solar Panel Installation
- Carbon Offsetting Program Initiated