



IMPACT REPORT

2022

A Letter from Miren Oca

Welcome to our yearly Impact Report where we reflect on our accomplishments and progress toward our impact goals over the last year. 2022 was a very good year for us and we hit many of our business goals, as well as our sustainability goals. As a Florida Public Benefit Corporation, we are a for-profit organization that includes positive impact on society, our team members, the community and the environment, in addition to our profit goals.

We are very proud to report that 2022 was the year that we finally achieved B Corp certification! B Corp certification shows that we choose to be a purpose-driven, conscious business, resolving to treat our people well, be dedicated community partners, responsible global citizens, and caretakers of the planet. Our journey toward certification was long, but it gave us the opportunity to find ways we could be a better company. We also had the opportunity to attend the B Corp Champions Retreat in Philadelphia and met so many of the other values-aligned, purpose-driven B Corp businesses and look forward to collaborating with all of our new friends.

We are also proud that in 2022 we increased our team member education on social and environmental responsibility. We are excited to be using a framework around the Sustainable Development Goals developed by the United Nations for our learning and goal-setting moving forward. We feel this will not only help to educate our stakeholders, but it will also help our swim school become more sustainable and in doing so become a model and an advocate in our industry and the business community.

2022 was also the year of our collaborative efforts as we worked with Florida for Good and Conscious Capitalism. We helped to create two organizations to continue to spread our sustainability efforts to other businesses with Impact Mission Miami in our area and with Sustainability Innovators for the global swim school community. We are excited to continue working with these local, national and international groups toward a more sustainable future.



Which initiatives are extending into the new year? We were not able to complete the installation project of placing solar panels on 2 of our locations due to infrastructure challenges with FPL. But we are working through the issues and hope to have this completed in 2023!

We believe that there are many different ways to measure the success of a company. We choose to prioritize the positive impact we have on our stakeholders: our swimmers, our team, our community, our industry, and our planet. We are very excited about what the future holds for us and the goals we hope to achieve.

Check out this report to learn more!



Miren

Hey! We're a Certified B Corp



and it's a BIG DEAL!

Wow! What is a B Corp?

Good for Communities

A for-profit company dedicated to using business as a force for good.

Good for the Planet

One that constantly meets high standards for social and environmental impact.

Good for People

One that offers a happy workplace culture and benefits so that our team loves to work here.
Our swimmers love us too!



SUSTAINABLE DEVELOPMENT GOALS



The 2030 Agenda for Sustainable Development, adopted by 193 United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership.

They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

For more information, go to sdgs.un.org/goals.

We invite our new team members to sign our pledge to support, promote, and act on the principles of the SDGs.

At Ocaquatics, we are working to achieve the SDGs by actively pursuing environmental and social sustainability. We are educating and advocating in our community and modeling that behavioral change to our next generation of swimmers.

Our Actions to Reduce Inequalities

1 NO POVERTY



We offer a Financial Literacy course to our team members to help them learn how to budget, save, build good credit, and be financially responsible.

We offer an Earned Wage Access program to our team members so that they can access their pay in between paychecks for unexpected expenses rather than get payday loans.

SmartDollar

payactiv



Our Actions to Reduce Inequalities

We collect non-perishable food items from our team members and swim families which are delivered to Coconut Grove Crisis Food Pantry for distribution.



Our Actions to Combat Climate Change

We give bento boxes to our team members and encourage them to pack their lunches or bring left-overs from home rather than ordering in. This reduces the amount of food waste our team generates.

Our Actions to Combat Climate Change

We collect pairs of gently used sneakers from our team and swim families for Sneaker Impact. The shoes are distributed to families in need, and Sneaker Impact gives our swim lesson scholarship partner, Hope Floats, \$1 for each pair to support our lesson scholarship program. In 2022, we collected 648 pairs of sneakers.



Our Goals for the Future

We are creating a community garden and compost. We will distribute the surplus of our grown vegetables and encourage our team members and families to compost, reducing the harmful effects of food waste.

Our Goals for the Future

We will offer a Health Savings Account program to our team to enable them to cover unexpected health-related expenses or insurance plan deductibles. Medical debt is one of the leading causes of bankruptcy in the U.S.





Our Actions to Reduce Inequalities

We partner with Hope Floats to provide swim lesson scholarships for children whose families would otherwise not be able to afford lessons.



We offer a Mental Health Assistance Program to our team members whereby they and their families can have free virtual access to mental health professionals.



Our Biggest Impact

Our biggest impact is teaching life-saving swim lessons and water safety practices to our Miami community.

Our Goals for the Future

We will offer a stipend towards gym membership or exercise equipment. We will encourage our team to exercise to live a healthy lifestyle.

We will offer group cooking classes and teach our team easy and healthy meals they can make for themselves instead of eating out.



Our Actions to Reduce Inequalities

We collect school supplies and backpacks for children in our neighborhoods whose families do not have the resources to provide for them. In 2022, we collected 50 backpacks' worth of supplies for our local elementary schools.

We partner with Stop Drowning Now to educate our community about drowning prevention and water safety.



Our Actions to Combat Climate Change

We collect books from our team members and swim families and partner with the Children's Trust program, Books for Free, to distribute them.

In 2022, we collected 2,551 books.



Our Goals for the Future

We are starting a 'Movie Club' for our team members and will show documentaries about the negative social and environmental impact of some of our buying habits. We will discuss our ideas for sustainable behavioral change.





Our Actions to Reduce Inequalities

75% of our team identify as female. We honor gender pay equity for our team members who work at the same level.



Our Actions to Reduce Inequalities

Ocaquatics supports our non-profit partner, Blue Missions Group, in their projects to install latrines and gravity aqueducts in the Dominican Republic.

In 2022, we donated \$ 7,783 to Blue Missions Group.



Our Actions to Combat Climate Change

Ocaquatics supports our non-profit partner, The Everglades Foundation, in their projects to re-engineer Florida's water flow to the Everglades which provides Miami with all of its drinking water.

In, 2022, we donated \$ 4,423 to The Everglades Foundation.

Our Actions to Combat Climate Change

We support gender equity by providing one day's access to clean water for each lesson we teach. In areas where water is scarce, it is primarily girls and women who are responsible for water collection. This duty takes time away from educational opportunities for girls and entrepreneurial opportunities for women. In 2022, we donated 253,882 days of water.



Our Goals for the Future

We will educate our team members about water scarcity in other countries so that we can appreciate our own abundance and work towards equity for others. We will participate in a fund-raising trip to Pico Duarte in the Dominican Republic with our non-profit partner, Blue Missions Group, to witness their water enhancement projects and raise funds for them.

Our Goals for the Future

In the future, we hope to one day offer childcare at one of our facilities. We want to ease the strain of finding affordable childcare for our team members, especially our moms, who often bear that responsibility.



Our Actions to Combat Climate Change

In 2022, we reduced our electricity and gas usage by 3% from the previous year, despite increasing the number of lessons we taught by 14%.

We keep pool blankets on the pools whenever they are not in use to keep heat from escaping from the water.

We partner with our 1% Partner, We are Neutral, to offset our Scope 1 and 2 carbon emissions with projects including energy upgrades for low-income families, indigenous tree plantings, invasive species removal, urban agriculture, soil regeneration, composting, landfill diversion, landfill methane capture, vehicle fuel efficiency tuneups, climate change victim relief, environmental policy advocacy, and education.

We use the Ecosia browser. They plant a tree for every internet search we make.

Our Goals for the Future

We will install solar panels on two of our buildings in order to decrease our carbon footprint.

We will look for opportunities to offset a portion of our carbon footprint with carbon-extracting projects in developing countries where climate injustice is the greatest.

7 AFFORDABLE AND CLEAN ENERGY



Our mission is to grow our people within a framework of social and environmental responsibility, so that we grow our school in a sustainable way and make a difference in our community.



Our Actions to Reduce Inequalities

We pay a living wage to our full time team members.

We were named Top Workplace for the fifth year running by the Sun Sentinel in 2022.

We teach and empower our team members towards career advancement and provide equal opportunities for all to grow in our company.

Our Actions to Combat Climate Change

We offer a four-day work week to our managers to minimize their carbon footprint from work commute travel.

Our mission is aligned with the UN SDG framework for social and environmental sustainability.

We are transparently reporting our sustainability and progress on the UN's Sustainability Development Goals.

Our Goals for the Future

We will practice open book management with our team members so they can learn ownership and accountability in decision-making.

8 DECENT WORK AND ECONOMIC GROWTH





Our Actions to Reduce Inequalities

We support sustainable financing by making ESG investment funds available in our employee 401k plan.

We work with our B Local organization, Impact Mission Miami, to educate and advocate for social and environmental change in our local government and business community.



Our Actions to Combat Climate Change

Our director, Miren Oca, is a founding member of Sustainability Innovators, a workgroup that educates and advocates for sustainability in the swim school industry.

Our Goals for the Future

We will work with Unit of Impact, a social measurement and reporting software company, to create an impact assessment for the swim school industry.



Justice | Equity | Diversity | Inclusion

At Ocaquatics, we celebrate our team of diverse individuals. We welcome and value team members with unique life experiences and perspectives. We recognize that our differences make us better. We encourage authenticity and foster belonging and empowerment at work. We listen and learn from each other. We provide equal opportunities for all to grow in our company. Our team reflects the diversity of the Miami community we serve. Together we are committed to making a positive impact on our team, our community, and the world.



Our Actions to Reduce Inequalities

At Ocaquatics, we respect and embrace differences, regardless of race, ethnicity, gender, and social status.

We work with the DeMoya Foundation to offer employment to individuals with unique abilities.

We invite speakers to educate our team about diversity and inclusion.



Our Actions to Combat Climate Change

We educate our team about how climate injustice means that the people who are the least responsible for climate change are the ones who are disproportionately affected by it.

We have reduced our group conference travel. We invite speakers to address us virtually about DEI and leadership.

Our Goals for the Future

We will attract, hire, and retain more team members who identify as being Black or African American to enrich our team and provide our swimmers with teachers who look like them.





Our Actions to Reduce Inequalities

We accommodate remote working whenever possible.

We promote carbon-neutral mobility practices to our team such as carpooling.

Two thirds of our vehicle fleet is either electric or hybrid.

Our Actions to Combat Climate Change

We support the elimination of single-use plastic in our community and model that in our business. We provide water bottle fillers at four of our pools. By the end of 2022, we had replaced 57,762 single-use water bottles.

We conserve energy resources by turning down our climate control and lighting systems when not in use.

Our Goals for the Future

We are starting a community garden and compost. We will distribute the surplus of our grown vegetables and encourage our team members and families to compost, reducing the harmful effects of food waste.



Our Actions to Reduce Inequalities

We use local producers and service providers whenever possible. All of our team members live within 10 miles of their respective workplaces except those who work remotely.



Our Actions to Combat Climate Change

We purchase team clothing and gifts from fellow B Corps that engage in responsible sourcing and production.

Our new team shirts were made with recycled cotton fabric and our gift blankets were made with recycled plastic bottles.

Our Goals for the Future

We will host a clothing swap for our team to divert the waste of unused clothing in landfills and educate our team about the cost of fast fashion.

We will host an internal 'Buy Nothing' group to encourage a gift economy among our team members.





Our Actions to Reduce Inequalities

In April, Earth Month, we educate and advocate for climate justice. We recognize that those who are the least responsible for climate change are the ones most affected by it.

We bring awareness of climate change through our team members and family recycled-material artwork contest.



Our Actions to Combat Climate Change

We are members of 1% for the Planet and donate 1% of our revenue to our environmental non-profit partners.

In 2022, we donated \$68,822 to our 1% partners.



Our Goals for the Future

We are working towards carbon neutrality.

Our Actions to Reduce Inequalities

We support our non-profit partner, Blue Scholars Initiative, whose mission is to engage, educate and empower students through hands-on marine science education to foster a connection to the ocean and to launch long-term environmental stewardship.

In 2022, we donated \$ 4,230 to Blue Scholars Initiative.



Our Actions to Combat Climate Change

We volunteer with and support our non-profit partner, Clean Miami Beach, for beach clean ups.

In 2022, we collected 668 lbs of garbage and over 1,700 bottle caps.

We also donated \$ 10,937 to Clean Miami Beach.



Our Goals for the Future

We will learn more from our new non-profit partner, Marine Order for Research & Action through Environmental Stewardship of South Florida (M.O.R.A.E.S.) about our local marine biodiversity and how we can help protect it.



Our Actions to Reduce Inequalities

We support our non-profit partner, Zoo Miami Foundation, in their mission for conservation and education. We support their breeding programs for endangered species in order to protect animal biodiversity in other parts of the world.

In 2022, we gave \$ 2,292 to Zoo Miami Foundation.



Our Actions to Combat Climate Change

Our team members plan and participate in monthly community clean-ups in the neighborhoods where we teach.

We collect electronic appliances and devices for recycling. In 2022, we diverted 747 lbs of electronics from landfill.



Our Goals for the Future

We want to learn more about the indigenous history of the people and land where we live and work.

We want to advocate for the rights of indigenous people in our country.



Our Actions to Reduce Inequalities

We held a voter registration campaign during our most recent election. We educate our team on the importance of voting in local elections where the impact of elected officials' policies and positions is even more important to their everyday lives.



Our Actions to Combat Climate Change

We educate our team members about government's role in environmental decisions and actions and urge them to consider these factors when voting for their chosen candidates.

We work with our B Local organization, Impact Mission Miami, to engage other purpose-driven businesses in Miami for collaboration and collective action.

Our Goals for the Future

We will become more involved with our state B Local, Florida for Good, in their work advocating for a better corporate ecosystem that uplifts a shared and durable prosperity for all people in Florida.





Our Actions to Reduce Inequalities

We partner with the social organizations below to advance our progress toward achieving the United Nations Sustainable Development Goals and make a difference in our community and in our world.

Our Actions to Combat Climate Change

We partner with the environmental organizations below to advance our progress toward achieving the United Nations Sustainable Development Goals and make a difference in our community and in our world.

Our Goals for the Future:

We will continue to educate our team members, swim families, and community members about the United Nations Sustainable Development Goals for continued and improved awareness and action.

