

Leslie's, Inc. Environmental Policy

Effective Date: March 2024

As the largest and most trusted direct-to-consumer brand in the U.S. pool and spa care industry, Leslie's is committed to exploring ways to reduce our environmental footprint. We value all our stakeholders—customers, partners, associates, and environment—and strive to make a positive difference for people, planet, and the business.

We consider the environment in our business activities, including product manufacturing, distribution and sales. We expect our associates, vendors, contractors, and third-party agents to comply with this policy and promote environmentally responsible best practices.

Motivated by one of our core values which is measuring our impact, we are committed to reducing our environmental footprint of our operations by adhering to the following guiding principles:

Guiding Principles:

- **Environmental Compliance:** We will strive to comply with all applicable environmental laws and regulations.
- **Energy Efficiency:** We will evaluate projects to improve our energy efficiency and operational efficiency which include installing LED lighting, energy efficient HVAC systems, and all new built stores meeting energy efficiency codes.
- **Water Conservation:** We understand the value of and need for proper water management. We will seek to implement practices to minimize our own water consumption.
- **Waste Management:** We seek to implement waste management best practices across our operations by working towards reducing our waste streams, wherever feasible, and ensure participation of applicable locations in recycling programs.
- **GHG Emissions:** We will strive to annually measure and disclose our carbon footprint including Scope 1 and 2 emissions in addition to select Scope 3 emissions.
- **Packaging & Circular Economy:** We will explore our packaging options for our private label products, more sustainable shipment containers, and the use of post-consumer recycled content.
- **Value Chain Responsibility:** We encourage our vendors to operate in an environmentally responsible manner through environmental management, responsible natural resource use, and compliance with all applicable environmental laws and regulations. We also enable our customers to reduce their environmental impact by sharing tips for pool owners to help the environment, while saving energy and water and reducing chemical consumption.
- **Transparency and Accountability:** We will continue to enhance our transparency and accountability by reporting our environmental performance in our ESG reports.