

BE WTR™

OUR SUSTAINABILITY REPORT 2023





AGENDA

FOREWORD - AN IMPORTANT FIRST STEP	PAGE 3	SOCIAL RESPONSABILITY	PAGE 27
WHAT WE STAND FOR	PAGE 5	<ul style="list-style-type: none">• THE BE WTR PEOPLE AROUND THE WORLD• DIVERSITY, EQUITY, INCLUSION AND BELONGING• COMMUNITY AND ENGAGEMENT• SUPPLIER CODE OF CONDUCT	
REDUCE, REUSE, RECYCLE	PAGE 12	WHAT WE WANT TO DO BETTER?	PAGE 38
<ul style="list-style-type: none">• OUR BUSINESS MODEL• CIRCULARITY REDUCE, REUSE, RECYCLE• OUR PRODUCT LIFECYCLE• PURCHASING POLICY		CHARTING THE PATH TO ESG	PAGE 39
POSITIVE IMPACT	PAGE 22		
<ul style="list-style-type: none">• CARBON FOOTPRINT: NO PLASTIC, NO TRANSPORT• ENVIRONMENTAL PURCHASING POLICY• MANAGING OUR WASTE AND FOOTPRINT			

AN IMPORTANT FIRST STEP

We are not where we want to be. But we are on our way, step by step. For a start, BE WTR's business model is founded to be sustainable. We replace single-use and plastic bottled water with upgraded and filtered, local water. Eliminating long-distance transport, single-use, and waste in the process. Since we only use glass bottles, that can be washed and refilled over and over again, we also make sure that no microplastics from plastic containers contaminate the water. Resulting in better hydration for you and a better water for the planet. We help our clients lessen their CO2 impact. By switching to us, instead of imported European water, a single hotel in Dubai like Mina Seyahi's complex can save each year 1,000 tons of CO2, representing more than 1,5 million plastic bottles. It is a small thing, with a big impact.

We collaborate with the world's best chefs to bring them premium, modern, sustainable water.

When it comes to our daily business life, we can do better. We are aware of the impact of our BiG sites. We know how much energy our water systems use. We always innovate with sustainability in mind. We don't print in the office, we recycle and use electricity from renewable sources, our teams take the train when they can and drive electric when circumstances permit. We avoid harmful chemicals and source locally and eco-friendly wherever possible. We have a long-term partnership with our suppliers and use our supplier code of conduct to ensure positive change through out the whole chain. But still – it is not enough. We need to challenge ourselves more, measure more, be more ambitious about our progress, and be stricter with our shortcomings. In short: we need to do better. We promise to do it with the same positive energy that took us here. We are only at the beginning of our fantastic journey!

Mike Hecker, Founder & CEO of BE WTR





WHAT WE STAND FOR



We preserve local nature. We celebrate and enhance the most important local resource - water. Part of every city heritage!



"Reduce, reuse, & recycle" is our motto. We develop and operate totally circular activities and business models.



Our products and accessories are crafted for longevity, offering a powerful solution to combat waste.



We're committed to promote better hydration by offering access to delicious tasting, filtered water.



THE NEW KIDS ON THE BLOCK

At BE WTR, we stand for premium sustainability, crafting stylish, reusable products while minimising waste. Our business model targets multiple markets, prioritising circularity. Moving forward, we aim to enhance our operations for even greater sustainability.

CHANGING HOSPITALITY FROM WITHIN, ONE DROP AT A TIME

Food and beverage trends are often born in experimental high gastronomy restaurants or innovative, luxurious boutique hotels. At the same time, whole sectors of the hospitality industry are still behind when it comes to sustainable practices and resourceful use of our natural resources.

Change is on the horizon, and here at BE WTR, we're thrilled to be embracing it. Presently, you can discover us gracing the finest hotels and restaurants worldwide, while also serving as the primary water partner for Bocuse D'Or. The Sirha Food organisation opted to go no plastic and no single-use, and we are helping them to make it happen. Reinforcing the gastronomic experience along the way.

If today's most famous chefs are turning their backs on the water that travels across the globe in single-use packaging, the general public will be doing the same in the future.

Together, we're paving the way for more responsible water habits, for you and the planet.



WE TRY TO LIVE BY OUR VALUES

Our values are the result of a collaborative process where we are open to the participation of everyone, in every market. The work was carried out in several sessions, first working on the values per se, then on more in-depth explanations and action points for each value. The work was led by a facilitator.

The list of actions for every value will be carried out starting now in Q2 2024.





BE EXCELLENT

Focus on customers, products and an eye for detail.



BE SUSTAINABLE

Local, taking care of the people and the planet.



BE TRUE

Honest, transparent, accountable, respectful.



BE PROUD

of your work, of what we do, speak your mind.



BE WOW

innovation, going the extra mile, the passion!



BE EXCELLENT - focus on customers, products and an eye for detail.



We want to be the best! At BE WTR, we put customers first, deliver on our promises and pay attention to detail, without losing sight of the bigger picture. Quality, hygiene and service are at the core of what we do. We know that failing to plan means planning to fail. Therefore, we walk the extra mile, try harder together, and foster a caring culture of improvement. We welcome feedback, learn from our mistakes, and look for solutions rather than focusing on problems.

BE SUSTAINABLE - Local, taking care of the people and the planet.



We do what we can to make the world a better place. Every action taken by BE WTR should be a step towards a greener future. We are in it for the long run – upgrading local water, promoting responsible water consumption and working to minimize our own environmental impact. We are also in a hurry, there is not much time and that is also, as a constant reminder, why we took out the vowels in our name. We understand that sustainable business is all about constant development, change and a strong will to do better. To succeed in this, we need a positive and balanced working culture where employees can perform, grow and flourish.

BE TRUE - honest, transparent, accountable, respectful.



We are honest and respectful at BE WTR. We treat others like we want to be treated. We take pride in aligning our actions with our values, so we walk the talk. At the same time, we are not afraid to speak up when we see something that is wrong, not sustainable, or needs our attention. We are accountable and own up to our own mistakes. Transparency and clear communication can be hard, but always pay off in the end.

BE PROUD – of your work, of what we do, speak your mind.



Every employee is a BE WTR ambassador. We joined because we wanted to make a difference. We stay because we are proud of our work, our clients and partners, of the team and what we accomplish together. We speak up and spread the word about our company whenever we can. Our fighting spirit will take us to the top and help us focus on the right things along the way. We also want our partners and clients to be proud of us and the water they are drinking.

BE WOW - innovation, going the extra mile, the passion!



We are innovative, creative and sustainable. We create real impact and think outside the box. We build a strong BE WTR community that starts with ourselves and grows with our fantastic partners and clients. Average has never been the question; we are here to win. To do that we walk the extra mile on our own path, work as a team and have fun together. Our passion is visible in our products, our business approach and how we present our brand to the world.



BE WTR

REDUCE, REUSE, RECYCLE

- Our business model
- Circularity Reduce, Reuse, Recycle
- Our Product Lifecycle
- Purchasing policy

A SUSTAINABLE BUSINESS MODEL

The water sector is experiencing a significant shift towards sustainability, with companies, clients, and consumers increasingly conscious of environmental impact. Gone are the days of bottled water traversing the globe only to contribute to environmental harm. Today, we notice that many individuals appreciate water brands for their quality, with bottles designed to blend effortlessly into upscale environments.

Since our foundation in 2021, BE WTR has evolved through experimentation, refinement, and transparent dialogue with clients, recognising the importance of sustainability.



Our business model demonstrates the alignment of profitability with environmental stewardship, showcasing that one does not compromise the other. Additionally, we do not have single-use products or transporting heavy items, and we prioritise building long-term relationships with our clients.

By offering diverse hydration solutions for hotels, restaurants, offices and homes, we have a profound impact, providing a solution for everyone. Currently spanning 8 countries across Europe, Southeast Asia and the Middle East, BE WTR is strategically positioned to expand into the Asian and American markets in 2024, which plays a crucial role in the mineral water import landscape. Our journey is a testament to conscious hydration and a sustainable future.

REDUCE, REUSE, RECYCLE

Reduce, Reuse, Recycle - these principles drive environmental sustainability efforts. At BE WTR, we prioritise reuse for its profound impact on waste reduction and climate action, believing it to be a cornerstone of responsible resource management.



REDUCE

Our commitment to sustainability begins with reduction. Our products and accessories are meticulously designed to be timeless, eschewing fleeting trends. Additionally, we prioritise sustainable materials such as stainless steel and glass, which not only minimise environmental impact but also offer enduring quality. For instance, our AQTiV systems boast a sandy stainless steel finish, engineered to minimise the visibility of potential wear and tear giving them a second life.

REUSE

In addition to our commitment to ethical and sustainable practices, we promote reuse in our product design. Our meticulously crafted products prioritise longevity and waste reduction. Clients can choose reusable options like glass bottles or rent our water systems, cutting single-use plastic. We prioritise repairability to ensure longevity, designing products for easy disassembly and recycling when repair isn't possible. In addition, our component technologies are interchangeable, allowing us to replace, upgrade, or adapt them for all types of clients.

RECYCLE

In our pursuit of sustainability, recycling is fundamental. Parts and products that cannot be reused or recycled. Our filters are recycled by our suppliers, ensuring a closed-loop system that minimises waste. Moreover, the aluminium caps on our bottles are recycled through the local standard recycling chain, completing the cycle of sustainability.



BE WTR
AQTIV

BE WTR AQTIV

PRODUCT LIFECYCLE

In addition, as we work on a circular business model and circular product lifecycle, we have optimised the design of our products and accessories. Below, we detail how we manage our products and accessories lifecycle:

WATER SYSTEMS

AQTiV systems

Made in Europe (close to our hometown in the Alps), they are made in solid surgical stainless steel. Their elegant and minimalist design allows them to be timeless and to have a long-lasting life. Designed for maximum reusability, we craft them with a brushed style, allowing for easy repolishing when scratched. Additionally, the taps are designed to be easily dismantled, facilitating maintenance and reparability. Our systems are reconditioned every 5 to 10 years (at the end of the lease) to extend their lifespan.



UNDER-THE-COUNTER PARTS



Introducing the innovative under-the-counter elements that are an integral part of BE WTR systems, facilitating filtration, chilling, carbonation, and consumption tracking for an enhanced water experience. These components seamlessly integrate into the product lifecycle, ensuring sustainable hydration solutions with advanced functionality.

Filter (1)

Once the maintenance is done by our team, we collect the old filters to recycle them.

BE Box (2) - cooling box

The major part of our cooling boxes is made of steel and is easily dismantlable for an easier component repair. In addition, all our boxes are interchangeable with our different taps.

BE CONNECT (3) - Intelligent Filter Head

Reduces box energy consumption thanks to its intelligent system (minimum 30% of the energy of our systems with a switch-off mode), avoids overheating, and automatic shutdown in the event of a leak (saves resources).

Gas Bottles (4)

Our gas bottles are locally sourced to avoid heavy transportation between markets. The CO2 we use is captured as a by-product of existing industrial processes, indicating that we do not extract gas ourselves but rather collaborate with industrial companies that bottle their gas. After use, the bottles are refilled and reused. When we do the maintenance for our HoReCa clients, we leave 2 bottles to avoid unnecessary transport.

OUR BOTTLES & ACCESSORIES



Our bottles are crafted with precision, using just the right amount of glass to ensure durability while keeping weight to a minimum, thereby reducing the carbon footprint of transportation. Furthermore, our bottles feature spacious necks, facilitating effortless cleaning and refilling for sustained use over time.

We have several types of bottles: glass, and stainless steel, all are reusable and recyclable.

AQTIV+ CARAFE

Blown by hand, the crystal glass carafe is made in the oldest art glass factory in France, while the patented technology is made in Switzerland.

The carafe can be reused about 2,000 times throughout the lifecycle.



BTTL

Made in glass, these bottles are produced in Europe (Italy) or Middle East depending on where our clients are based (to reduce transport as much as possible).

Made with a wide neck, the bottles, can be reused about 2,000 cleaning cycles.

The still and sparkling lids are made in Italy.



BTTL CAPS

Our capsulated bottles are in reusable glass (same as the BTTL) made in Europe or stainless steel made in China (we are trying to find an alternative). They can be reused about 250 cleaning cycles with a BiG 1500 (2000 cycles with a BiG 250).

The caps are made of aluminium in Finland and are recycled in the local standard recycling chain.



NO LABELS

For our bottles, we don't use labels as they are not reusable, we use serigraphy (avoiding glue and hundreds of labels/stickers).



CRATES & RACKS

Used to transport our bottles within a radius of less than 10 kilometres our crates and racks (also used to clean the bottles) are made from HDPE (high-density polyethylene) to ensure hygiene and dishwasher resistance (we are also looking for more sustainable alternatives).

We are also innovating with reusable accessories like our custom-designed "ties" which differentiate between sparkling and still water in capped bottles, offering practical solutions for sustainable consumption habits.

PACKAGING

For our external packaging, we exclusively use cardboard, as well as for the inserts. This cardboard comes from sustainable sources and whenever possible, we opt for recycled cardboard.

PROTOTYPES

Our prototypes are rather archived or recycled in the same way as our products.

BiG 1500

BiG 1500 is a state-of-the-art, automatic bottling solution operated by our team, specifically tailored to meet the needs of our HoReCa clients. Our innovative system delivers freshly filtered, still and sparkling sealed bottled water directly to various areas of their hotels, public venues, restaurants, and more.

In terms of product development, BiG 1500 was meticulously crafted in Italy with longevity in mind. Constructed from recyclable stainless steel, it's engineered to endure years of use.

Moreover, our delivery process is optimised for efficiency and sustainability. Indeed, once produced, our site often services several nearby locations within a maximum radius of 10 kilometres, reducing transportation hassles. Instead of conventional cardboard packaging, our sealed bottles are transported in reusable racks and crates. Furthermore, we ensure minimal trips by only dispatching full pallets, eliminating single-unit transports.



ORIGIN OVERVIEW

Here is an overview of the origin of our products and components. Driven by modern techniques, our creations embody timeless quality and style:

Made in	AQTiV Systems			
	Taps	Filter	BE CONNECT	BE BOX
	Italy & Switzerland	Austria	Hungary	Italy

Made in	Bottles & Accessories					
	Glass Bottles	Stainless Steel Bottles	AQTiV+ Carafe	Lids	Caps	Ties
	Italy	China	France & Switzerland	Italy	Finland	China

Made in	BiG 1500
	Italy

**The country indicated represents the country of origin of most products in this category.*



POSITIVE IMPACT

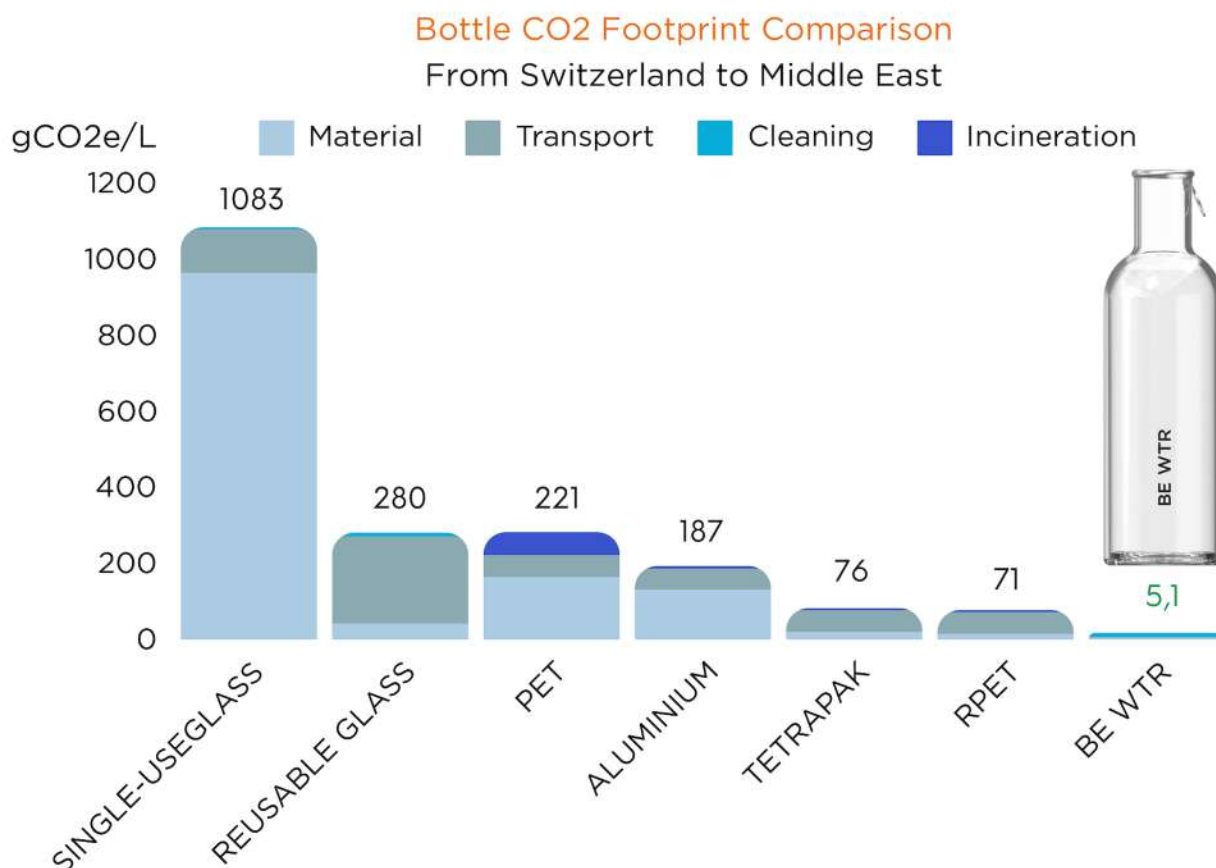
- Carbon Footprint: No plastic, no transport
- Environmental purchasing policy
- Managing our waste and footprint

CARBON FOOTPRINT: No Plastic, No Transport

In 2023 alone, BE WTR contributed to saving 27 million plastic bottles across 8 countries, resulting in the reduction of 7,274 tonnes of CO₂ emissions. To put this into perspective, this amount is equivalent to the emissions from approximately 9,000 trip flights between Paris and New York, or the weight of 1,322 elephants!

To calculate those emissions and plastic savings, we have worked with our R&D team, and several external stakeholders to make it easier for us and for our clients to understand their positive impact. Of course, this calculation, is subject to perfection and will be improved as we make progress.

This calculator allows us to show the impact of each type of water (and its packaging) in terms of CO₂ emissions, here is the overview:



We can observe that BE WTR stands out significantly from all other types of water bottles, enabling people to maintain their hydration with minimal impact on the planet.



When it comes to our stainless steel bottles, compared with glass and plastic bottles, it saves the following:

Comparison vs Stainless Steel bottle 75cl	
Reusable Glass Bottle 75cl	-27 gCO ₂ e
Single-Use Plastic Bottle 75cl	- 118 gCO ₂ e
Single-Use Glass Bottle 75cl	-718 gCO ₂ e

Here are two case studies illustrating how much CO₂ we and our clients have contributed to saving, along with the equivalent in terms of plastic bottles.

	CO ₂ saved in Tons	Plastic Bottles diverted
Numbers in 2023	7,274	27,000,000
BiG Lausanne 2023	1,4	15,000
BiG Dubai Mina Seyahi 2023	204	850,000

On a smaller scale, it's also what we do with BE WTR water systems.

ENVIRONMENTAL PURCHASING POLICY

We created our first environmental purchasing policy to help new team members follow BE WTR's brand mission and vision; this version will be revised and improved as we grow and develop in different countries.

Our environmental purchasing policy covers the following topics:

- Supplier selection: favouring local and sustainable suppliers
- Quality labels and environmental certifications: selecting some of the most important eco-labels and certifications by product category and by country of operation
- Fleet management: using the most eco-friendly vehicles available on the market
- Recycled content: paying attention to the amount of recycled content found in the supplies purchased by the company
- Source reduction: source-reducing the waste generated throughout the company, from production to regular activities
- Energy saving: using products or methods that save as much energy as possible
- Food products: purchasing local and seasonal food made in sustainable conditions

As a company aware of the environmental impact of its purchases, BE WTR has decided to implement an environmentally friendly purchasing policy, below mentioned "EPP". This policy aims to favour local products and services that are environmentally sustainable and have a quality, function and cost that are like more traditional products. The EPP applies to all countries BE WTR is operating in and includes local guidelines related to specific countries.

MANAGING OUR WASTE & FOOTPRINT

As part of its environmental commitment, BE WTR aims to source-reduce the waste it generates, especially when it comes to activities. Source reduction starts with the identification of waste reduction opportunities at any point during an activity or process related to the company, followed by the application of a method that will efficiently reduce waste generation without compromising the activity or process.

MINIMISING OUR WASTE IMPACT

At BE WTR, we have implemented several waste reduction initiatives, including refraining from purchasing plastic bottles, minimising the printing of communication materials such as brochures and business cards, and striving to reduce office printing. Additionally, we aim to minimise food packaging waste in our offices (for example by providing reusable food containers for take-away food).

As for BE WTR products, source-reduction guidelines are integrated into the development of all BE WTR manufacturing processes and lifecycles.

MINIMISING OUR ENERGY CONSUMPTION

To ensure that energy is used in an efficient and eco-friendly way, BE WTR refers to guidelines such as the Ecolabel Index recommending the best quality labels for products that consume electricity. These products include light fixtures, kitchen appliances and electronic devices such as computers, screens, keyboards, and printers. Quality labels on these products are a good indicator of the potential for efficient energy consumption and energy saving.

For technicians, we favour electric cars, when the density and climate of the country allows it (for example in the Nordics, it's too cold for electric cars).

The background of the slide features two glass bottles with metallic caps. The caps are embossed with the text 'BE WTR' in a circular arrangement. The bottle in the foreground is in sharp focus, while the one in the background is blurred. The overall tone is muted and professional.

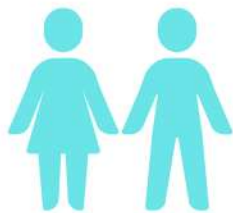
SOCIAL RESPONSIBILITY

- The BE WTR people around the world
- Diversity, equity, inclusion and belonging
- Community and engagement
- Supplier code of conduct

THE BE WTR PEOPLE AROUND THE WORLD

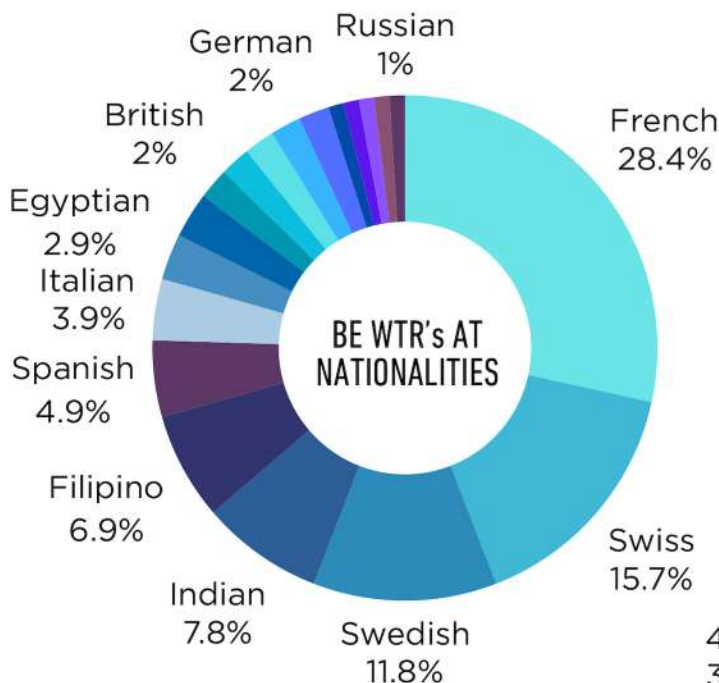
At BE WTR, diversity and inclusion drive our culture. Since 2021, our team has grown to 102 individuals, each bringing unique perspectives. We're proud of our multicultural workforce, promoting gender equality and valuing every talent. From more experienced professionals to fresh minds, we learn and grow together. At BE WTR, we celebrate differences, fostering an inclusive community where collaboration breeds innovation.

102

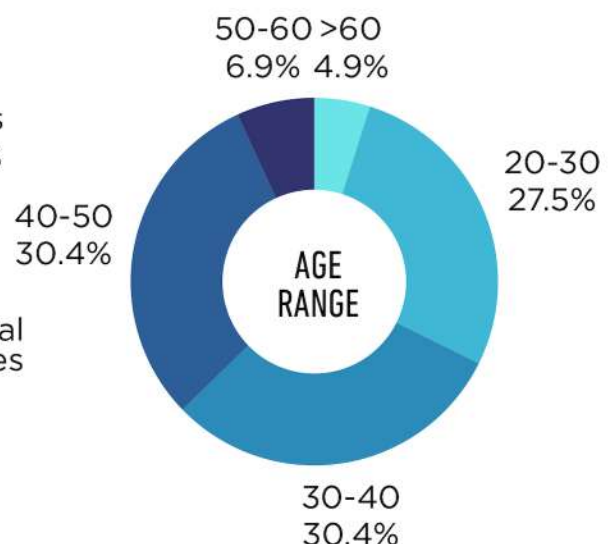
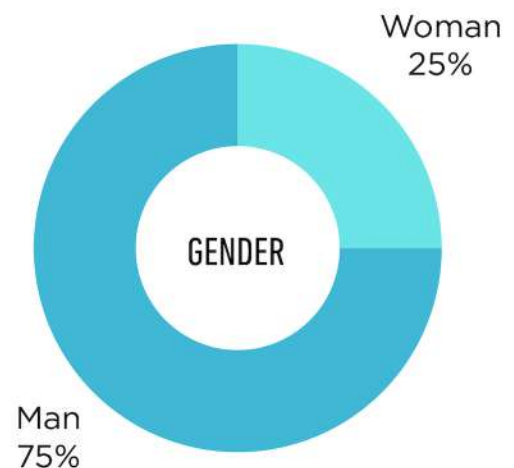


employees worldwide (not-including work in progress recruitments)

At BE WTR, women make up 25% of the total employees and 14.3% of the management team. We aim to increase the number our female employees by at least 10% during 2024.



Our offices boast a multicultural environment, blending multiple nationalities seamlessly.





DIVERSITY, EQUITY, INCLUSION & BELONGING

At BE WTR, we are committed to promoting a productive, respectful, and inclusive work environment for all our employees. We value the unique perspectives and experiences of our employees and strive to create a safe and inclusive environment where all employees treat each other with respect, professionalism, and dignity.

We also seek to avoid any behaviour that may create a hostile or offensive work environment. To commit to these values, we have set the following policies:

Equality of opportunity

All BE WTR employees will be given equal employment opportunity based solely on job-related criteria, regardless of their race, sex, religion, orientation, social status, background, disability or learning difference.

Inclusive environment

We promote diversity as a competitive business advantage for the company. Our facilities shall also provide affordable accommodation for people with disabilities to facilitate inclusion.

Open-door communication

We encourage all employees to communicate openly, constructively and honestly, and to actively listen, consider, and value each other's opinions. Because we value employees as human beings, we also encourage them to communicate personal struggles to the Human Resources Department or their line manager if they are found to be affecting their work, and to report irregularities or inappropriate behaviour within BE WTR. Any complaint and communication will be treated anonymously, and employees will be protected from acts of retaliation.

Non-discrimination policy

BE WTR does not tolerate any form of discrimination towards an employee, whether based on their gender, ethnicity, religion, orientation, or disability.

Anti-harassment policy

Our company does not tolerate any form of harassment in the workplace, including sexual harassment, verbal abuse, or physical intimidation. Any complaints and reports of harassment will be taken seriously and investigated promptly.

Freedom of association

BE WTR recognises and respects the employees' rights to voluntarily join, form, or participate in labour unions, employee associations, or other similar organisations without interference, discrimination, or retaliation.

Child labour

Our company strictly prohibits the use of child labour, and more specifically the employment of workers under the minimum age of employment, in all aspects of the company's operations or supply chain.

Forced labour

BE WTR strictly prohibits forced or compulsory labour given to workers of any age, and any other practice that could be considered human trafficking.

Code of Ethics

BE WTR's Code of Ethics sets out the key principles that define the company's behaviour and the way we conduct business. While BE WTR trusts that its employees will have their own set of ethical standards upon hiring, the company is working on establishing a Code to assist employees in making ethical decisions, particularly when they find themselves in situations where they are unsure of how to act.

COMMUNITY AND ENGAGEMENT

We are dedicated to embodying sustainability in every facet of our brand. Our employees share this commitment, driven by a collective passion to contribute meaningfully to environmental preservation. Through hands-on engagement in the environmental projects supported by BE WTR, we actively demonstrate our dedication to making a positive impact on the world around us.



A 1% WATER COLLABORATION WITH EVERY MARKET

BE WTR are proud members of 1% for the Planet. We give 1 % of our total revenue to water related causes in the markets where we are active. Financial donations are of course important for the organisations we work with, without money they can't carry on their important work. But we are also in the field, working hands on with our teams, once or twice per year. We want our partnerships to become real collaborations, creating a positive and long-lasting change. Our aim is to have a 1% partner in every market. At the same time, it is more important for us to find the right cause and organisation than rush into something. Currently, we are proudly working with:

Initativ Utö, Sweden



Far out in the Stockholm archipelago, on the island of Utö, two locals have come up with a fantastic method for restoring wetlands and bringing back predatory fish to diminish the eutrophication in the Baltic Sea.



Robert Cederlund and Thomas Hjelm drive this fantastic and recognised project with passion, curiosity and an unbendable can-do-spirit.

Race for Oceans, Denmark

Race for Oceans wishes to spread the word through various activities such as the Race for Oceans Relay and through other types of beach and ocean clean-ups all year round. Learn more about our activities and technology project under the other menus.

Our purpose is to shine a light on Sustainable Development Goal 14: Life Below Water, including the growing plastic pollution. In a unique way, we create a greater synergy between sports, beach clean-ups, and knowledge in our activities. We wish to be able to include everyone in our activities.



One Nature Foundation, Switzerland

In Vaud, the French part of Switzerland, we are engaged in One Nature Foundation and their project “Rivière de Biodiversité”. Here we support the restoration of a local river in Lully, so it can regain the power and biodiversity it had before man took over the land.



Project to restore wetlands in the Rambouillet forest, France,

Park of Rambouillet, outside Paris, was once the King's water reservoir at Versailles. Nowadays, it suffers from climate change and acidification. The ponds of the park, home to a special and rare species of salamander, need to be restored to save the amphibians from extinction, something that would unbalance the whole biodiversity of the biotope.

United Arab Emirates

We are in advanced discussions with a partner! We will reveal the organisation very soon!

Singapore

We are investigating to find the right organisations for us. Do you have an idea? Please let us know!

BE WTR ADHERES TO 9 OF THE 17 SDGS

As firm believers in the importance of protecting our oceans and forests, helping build a more sustainable future, and working together to tackle climate change, BE WTR offers a solution to nine of the 17 United Nations Sustainable Development Goals.

#3 For Good Health & Well-Being



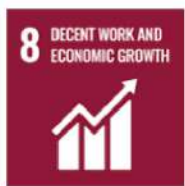
We promote better health by providing improved water quality and taste compared to regular tap water for individuals and businesses, thus contributing to increased hydration among people.

#6 Concerning Clean Water and Sanitation



We use Swiss technology and filters to purify local drinkable water, enhancing its quality and employing the most suitable filtration technology for each region worldwide.

#8 Decent Work and Economic Growth



It involves our contribution to local economies by creating job opportunities in our offices and plants (BiG sites).

#9 Under Industry, Innovation and Infrastructure



As mentioned previously, we establish BiG sites (automatic and semi-automatic bottling lines) in urban areas to minimise water transportation and plastic waste.

#11 Regarding Sustainable Cities and Communities



Our BiG activities and water systems play a crucial role in reducing urban traffic and managing plastic waste, thereby contributing to sustainable urban development.

#12 For Responsible Consumption and Production



Our production processes focus on reusing bottles.

#13 In addressing Climate Action



Embedded in our core identity, we assist our clients in reducing and measuring their CO2 footprint through BE WTR.

#14 Life Below Water



We safeguard aquatic ecosystems by minimising single-use plastic consumption and reducing CO2 emissions, thereby mitigating climate change effects.

#17 Partnerships for the Goals



We have chosen to collaborate with 1% for the Planet to support local initiatives in each market we operate in, providing financial assistance to water-related projects aimed at protecting nature and biodiversity, while also awaiting B Corp certification.



SUPPLIER CODE OF CONDUCT

Our primary objective lies in the establishment of a supplier code of conduct, delineating clear guidelines and expectations for our strategic partners. Through this initiative, we aim to uphold international legal standards while fostering a culture of continuous improvement. Emphasising compliance with antitrust, anticorruption, and international trading regulations, we seek to promote fair and transparent business practices. Moreover, our Code of Conduct underscores the paramount importance of upholding ethical standards in all business dealings. We are committed to safeguarding human rights, ensuring that our suppliers respect the dignity and well-being of all individuals involved in their operations. Additionally, environmental protection remains a cornerstone of our endeavour, with an emphasis on sustainable practices and minimising ecological footprint throughout the supply chain. By implementing this comprehensive Code of Conduct, we aspire to cultivate responsible partnerships that not only meet but exceed global standards, thereby advancing the principles of integrity, sustainability, and social responsibility.

WHAT DO WE WANT TO DO BETTER?

In 2024, our main focus is monitoring our impact on offices, travel, and more. We'll conduct third-party audits, seeking solutions to reduce waste and CO2 emissions while assessing our carbon footprint. Initially targeting product impact, we now extend efforts to the company's overall impact.

Product lifecycle improvements include:

- Local sourcing to minimise transportation.
- Using BE CONNECT for monitoring electricity consumption reduction.
- Enhancing bottle lifespan estimates through feedback-based assessments.
- Continuously refining refurbishment processes for our products.

In terms of social responsibility, we aim to:

- Measure employee satisfaction through tools like eNPS and pulse surveys.
- Implement personalised development plans and foster gender diversity.
- Transition to electric cars.
- Achieve a 50% ratio of sustainable suppliers within our supply chain.
- Minimise air freight and collaborate with suppliers to reduce product impact.
- Establish a partnership with a 1% organisation in each market.
- Better measuring our carbon footprint.
- Increase the number of our female employees by at least 10% during 2024.

Our continuous step is improving the sustainability report by shedding light on our activities and enhancing KPIs to track performance and sustainable impact.



2024, CHARTING THE PATH TO ESG

As we are growing, we finalised our first ESG plan. We are defining clear goals, targets, and impacts for the year ahead. This report outlines our commitment to environmental stewardship, social responsibility, and governance excellence. Through transparency and stakeholder engagement, we aim to drive meaningful change.



GOAL	We want to be the N°1 premium, sustainable water brand	We want to be a company where the actions are aligned with our values	By following our purpose, we want to be a company striving for a material positive impact on society and environment
TARGET	Better understanding of our business' footprint	Create a positive working culture	Appoint a board member responsible of stakeholders' interest and sustainability
OBJECTIVES	Find resources & consultant to measure our business' impact, not just our products	Work further with the process of our values Make an employee survey and annual review	Ensure Board decisions consider employees, customers and environment
OUTCOME	Baseline for environmental impact 3rd part audit reg CO2 impact of our products	Internal promotion, possibilities Employees feel more empowered and heard	Long term balanced company strategy
IMPACT	Decrease the CO2 impact of every sip of water	Attract and create talent	An environmentally and socially sustainable company

NOTA BENE

Corp's note regarding forward-looking statements: This Sustainability Report contains forward-looking statements about our future business expectations and objectives and our environmental, social and governance goals, which involve risks and uncertainties. Actual results may differ materially from the results anticipated, depending on a variety of factors.

In relation to this Sustainability Report, we are (wholly or in part) reliant on public sources of information and information provided by our own suppliers and business partners. Since we are all about reuse and recycle, we borrowed most of this paragraph from Oatly. They have a very cool sustainability report.



THAT'S ALL FOR NOW.

But if you want to stay informed about BE WTR's news or our next sustainability report, subscribe [HERE!](#)

Follow us on social media!



www.bewtr.com | GENEVA | ZURICH | PARIS | STOCKHOLM | COPENHAGEN | DUBAI | SINGAPORE | BARCELONA