



WhiteWater's 2025 Impact Report

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Introduction

Sustainability has become a familiar word in our industry, but familiarity does not make it simple. At WhiteWater, we create experiences that depend on water, energy, materials via global supply chains and our people. That reality demands that we reflect on how we can improve the way we work to become better environmental stewards.

I often say that sustainability is not something we “arrive at.” It is a discipline we have to build to constantly improve. In 2025, we moved beyond defining our ambitions and focused on strengthening the systems and data so we can better understand the impacts of our decisions. We have embedded ISO 14001 across our operations, established a credible greenhouse gas baseline, and invested in research that tackles hard to solve challenges like fiberglass end of life. None of this work is flashy—you won’t find sweeping claims or polished promises here. We are intentionally building the foundations for informed decision making, achieving progress that can be measured, repeated, and improved over time. Sustained improvements are grounded in evidence, consistency, and transparency—not green headlines.

The work outlined in this report shows we are embedding sustainability into how our people make decisions throughout WhiteWater. Progress only happens when our teams understand why this work matters and feel empowered to contribute within their roles. That is why we focus so strongly on culture, cross-functional collaboration, and recognition. This report reflects the collective effort of our global teams, our partners, and our customers, each playing a role in reducing impact while continuing to deliver world class experiences.

We share this Impact Report as a starting point for dialogue: with our employees, our customers, our partners, and our industry peers. Transparency earns trust, and trust is essential when we do not have all the answers. And yet we are moving forward, making steady deliberate progress towards our commitment to our sustainability journey. I invite you to read on with that lens and join our efforts.

UNA DE BOER

Chief Marketing Officer and Sustainability Executive Sponsor

April 2026



Environment





WHITEWATER'S SUSTAINABILITY STATEMENT

Water is a precious element, essential to all life on earth; it sustains us physically and emotionally. WhiteWater's products use this vital resource and others to create wonderful, shared experiences all around the world. We recognize our responsibility that creating fun with water must not risk our planet's future; it is therefore our aim to be a sustainability leader, ensuring all our activities are net-zero CO₂e emissions by 2045, with incremental milestones along the way.

Our promise is to work across every area of our business to minimize waste and CO₂e emission impacts, empowering our people and investing to ensure our products are the benchmark for sustainability in our industry. External certifications will support our sustainability objectives, and our Sustainability Scorecard will track our progress. Our commitment to social responsibility is also to give back, with 1% of profits going to environmental charities to create a healthier planet, while working together with our clients to help achieve their sustainability goals, alongside ours.

 **WHAT SUSTAINABILITY MEANS TO US**





SUSTAINABILITY SCORECARD

In May 2021, WhiteWater announced its corporate-wide sustainability initiative that was summarized in a **“Sustainability Scorecard.”**

Recognizing that the company’s operations have environmental impacts across the value chain and beyond, the scorecard focuses on four areas: corporate, manufacturing and supply chain, parks and products, and social responsibility.

All four areas will be covered in this impact report.



Corporate

- Maintain ISO 14001 certification and expand scope of certification to all product lines and regions by 2028
- Net-zero CO2e emissions for:
 - Scope 1 & 2 by 2030
 - Scope 3 upstream by 2040
 - Scope 3 downstream by 2045



Manufacturing & Supply Chain

- Halve the waste by 2030
- Work with suppliers to use more environmentally friendly manufacturing methods, materials, and packaging



Parks & Products

- Partner with clients to help them achieve their sustainability goals
- Design products and parks to use less water, prevent water loss, and be more energy-efficient



Social Responsibility

- Donate 1% of corporate profits to water-based NGOs
- Support employees to take on social responsibility





ISO 14001 CERTIFICATION



After we became ISO 14001 certified in 2024, 2025 marks our first full year putting these processes into practice across the business. Last year has been about learning what works, building consistency, and working closely with teams to track how things are progressing in real time.

As part of this, we've checked in with each department to refresh our Aspects and Impacts assessment. This exercise helps us understand how our decisions and activities affect, or are affected by, the environment. Being aware of these impacts helps us stay focused on where our work has the biggest influence and where we can keep improving. ISO 14001 processes help us make better decisions and keeps our efforts grounded in day-to-day operations.



[WHITEWATER'S ENVIRONMENTAL POLICY](#)



[WHITEWATER'S ISO 14001 CERTIFICATE](#)





ISO 14001 CERTIFICATION

Our checks and balances are working, and our successful audits continue to validate that. Our teams are becoming more familiar with the system, and we're continuously improving how we manage our environmental performance.

In 2025, we also extended our ISO14001 processes to include our Endless Surf team. This marks a milestone towards our commitment to consider our environmental impacts across all of our product lines by 2028.

ENDLESS SURF

In 2025, we also worked with IAAPA on a Sustainability Standards Whitepaper. This practical guide aims to support IAAPA members' sustainability efforts by providing information on ESG-related standards, reporting frameworks, and certifications relevant to the attractions industry. It also includes stories from others in the industry who have taken the leap.

WhiteWater was invited to share our experience with implementing our ISO14001 certified environmental management system. Read about our challenges, wins, and lessons learned in the whitepaper!

 [READ MORE HERE](#)





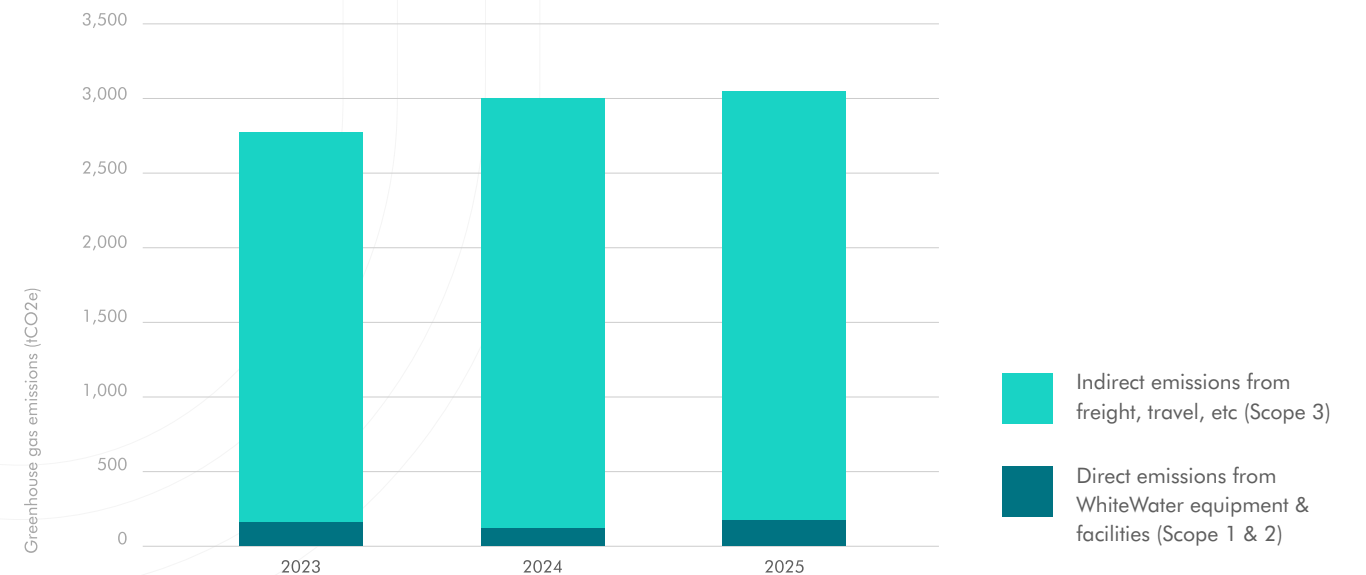
ROAD MAP TO NET ZERO

We have been working to develop a greenhouse gas (GHG) inventory as part of our broader sustainability efforts.

Our journey began in 2019, when we first committed to becoming a more sustainable company. At the time, we focused mainly on shipping emissions, using limited data and industry averages to build an initial estimate. Since then, the industry has matured, with clearer guidance and more consistent approaches that have helped us strengthen our methodology. [Read more about our lessons learned here.](#)

Our approach follows the structure of the GHG Protocol. Our corporate travel emissions fell 5% between 2023 and 2025, while emissions from our equipment and facilities increased by 8% over the same period. We also expanded our measurement scope in 2025 to include commuter emissions for the first time, reflecting our commitment to more complete reporting.

WhiteWater GHG Emissions





Shipping emissions remain a work in progress. We are collaborating with our suppliers to improve data coverage, and our current figures represent around 58% of our logistics spend. This means year-over-year comparisons are not yet reliable. We expect to report more completely on this category in the coming years.

Emissions relating to the manufacturing, use, and disposal of our products are not yet included.

As we build out our inventory, we prioritize data that reflects how we operate and can be consistently tracked year after year. This balance is important—because tracking progress only works if the data is both meaningful and measured the same way over time.

For this reason, we have selected 2023 as our baseline year. It is the earliest year where we have enough data that is both representative of our operations and reliable to reproduce in future years. Establishing this baseline allows us to track progress with confidence, knowing that our comparisons will remain fair, consistent, and useful over time.

Establishing a baseline and building a GHG inventory are important steps towards developing an informed carbon reduction strategy. Now that we know where we are, we can focus our efforts towards areas that will make the most impact.





FIBERGLASS: END OF LIFE RESEARCH

In 2024, we began partnering with the University of Victoria to explore sustainable end-of-life options for the fiberglass used in our products, as well as in cars, boats, and wind turbines. This research was co-funded by WhiteWater and Mitacs, and led by Dr. Rishi Gupta and graduate researcher Jaykumar Viradiya. The research team presented their findings to the Canadian Society for Civil Engineering (CSCE) Annual Conference 2025 and published the report in December 2025.

The study focused on testing how end-of-life fiberglass could be reused in concrete. Through lab experiments, the team created and tested samples to understand performance at a small scale. The results showed that replacing some natural sand with fiberglass powder makes concrete lighter, at the cost of strength. This suggests it may be suitable for non-structural uses like sidewalks, partition walls, and outdoor furniture.

The research also found that reusing fiberglass could reduce greenhouse gas emissions compared to sending it to landfill or incineration. While more work is needed to understand how this would perform at a larger, real-world scale, it provides a promising direction for future solutions.

WhiteWater is exploring next steps to build on this research.



[CHECK THE FULL REPORT HERE](#)





USING GRAVITY INSTEAD OF PUMPS

Sometimes we need to take water out of our water slides to make them more fun! Usually, we need to return that water back into the slide at a lower point, and whenever possible, we like to use gravity to move the water instead of relying on pumps.

We use this energy-efficient approach in several of our slides including Abyss, Manta, AquaSphere, Rattler, and Python. But it's not always an option: if there isn't enough height difference between where we take the water out and where we add it back in, or if the horizontal length of pipe is too long, the water won't move fast enough for our needs.

In 2025, we did this for the Wall Runner at Soaky Mountain Waterpark in Tennessee, US. While our calculations showed it was possible, it had never been done over such a long distance before. It worked!

This breakthrough unlocks new opportunities to reduce the number of pumps and save energy in future Wall Runner designs. This success also sets a new benchmark for how we use gravity to design for energy efficiency going forward.



[LEARN ABOUT DEWATERING HERE](#)





INDUSTRY ENGAGEMENT

As an industry leader, it is our responsibility to engage with other industry players on the topic of environmental sustainability so that we can support and learn from one another. That's why we continue to lead and participate in presentations and panel discussions such as greenloop to share ideas on how parks and suppliers can approach reducing our overall impact on the environment.

Past sessions include:

- "Finding Your Green Voice – How to Communicate Sustainable Action Without Greenwashing" (2025)
- "Sustainability in Action" (2024)
- "People Are THE Success Factor for Your Sustainability Initiative" (2023)
- "Sustainable Attraction Development – How to Plan to Build Better" (2022)
- "How Water Parks Can Save Power, Water, and Money" (2021)

Similarly, we have led speaking sessions such as at live IAAPA events:

- "Eco-Initiatives of Manufacturer and Suppliers" (IAAPA APAC Sustainability Summit 2025)
- "Sustainability Practices in the Canadian Entertainment Industry" (IAAPA Expo Asia 2025)
- "Making it Core: Embedding Sustainability as a Strategic Value Driver" (IAAPA Expo 2025)

In addition, we are happy to help parks with information and calculations demonstrating the environmental impact of our products so that they can answer their guests, shareholders, or local authorities. As well, we work with our clients to understand how the design, parts, and materials of a product affect water and energy use.





Social



RESPONSIBLE SUPPLY CHAIN

As a global company, we recognize that our impact extends beyond our own operations and into the partners we work with every day. Many of the practices already built into our supply chain, such as setting clear standards, working closely with suppliers, and continuously monitoring performance, contribute to broader social and environmental impacts.

Currently, we have 1,250 active suppliers located in 68 countries on 6 continents. Vendor relationships are just as important as client relationships. That's why we have a stringent process to evaluate, qualify, onboard, and monitor major suppliers, measuring them against the quality, delivery, and volume standards we have set.

Additional conditions included in the vendor approval process are:

- The supplier is not owned or administered by politically exposed people.
- The supplier is not on any international sanctions lists.
- The supplier respects the equal rights of men and women and must comply with Canada's "Fighting Against Forced Labour and Child Labour in Supply Chains Act" (see next page).
- The supplier has strong sustainability credentials and has well-established corporate social responsibilities.
- The supplier complies with all applicable environmental regulations.
- The supplier commits itself to highest standards of professional practice, following the Supply Chain Management Association Code of Ethics.

Our supply chain management team, together with relevant technical experts, assess supplier capabilities, test their materials, and visit their facilities in person. After a supplier has been qualified, we take them through a detailed onboarding procedure, training and integrating them into WhiteWater's systems and processes. We work with our suppliers in a continuous loop of monitoring, evaluation, and improvement in order to ensure quality and consistency in our end products. The process includes regular quality audits and site inspections. Failure to meet or comply with our standards will result in termination of the supply relationship.





FIGHT AGAINST FORCED LABOUR AND CHILD LABOUR

WhiteWater operates on the collective understanding that we have a responsibility to help create a more sustainable future, and that includes alignment with the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labour Organization Core Conventions, and UN Sustainable Development Goals.

To that end, we continue to take preventive actions to ensure the business operations of WhiteWater and our vendors treat people with respect and dignity, including:

1. WhiteWater's **"New Vendor Policy"** specifies *"The supplier respects the equal rights of men and women, does not use child labour in any part of their business operations."* This applies to all vendors in the global supply chain.
2. WhiteWater's purchase order **"Terms and Conditions"** specify, *"Applicable laws: Seller warrants and agrees that it has complied and will comply with all applicable Federal, Provincial/State, and local laws, codes, and regulations. This agreement shall be governed by the laws of Canada."*
3. Two screening questions are added to WhiteWater's **"Supplier Initial Evaluation Form:"**
 - *"Do you use forced or child labour in your plant or production? (Canadian Bill S-211)?"*
 - *"Do your suppliers use forced or child labour in their plant or production?"*

WhiteWater will not select the supplier who answers "yes" to above screening questions.





4. WhiteWater sent the “Bill S0211 Supplier Communication Letter” to our major global suppliers requesting the suppliers to review their supply chain and to comply with Bill S-211. The feedback/reply from the global suppliers are positive.
5. WhiteWater requests the major suppliers to sign a “**Supplier Agreement Addendum**” that includes a supplier code of conduct:

Compliance with forced labour laws:

- Supplier agrees not to use forced labour, including convict labour, indentured labour, or child labour, in violation of Canadian laws, including Fighting Against Forced Labour and Child Labour in Supply Chains Act.
- Supplier will undertake sufficient supply chain due diligence for materials it uses to make goods. This shall include supply chain mapping, tracing, and tracking, using appropriate methods and technology. Supplier shall make all due diligence information available to Buyer upon request. Supplier further agrees to evaluate and address risks of human trafficking and slavery within its supply chain; to monitor its vendors and conduct audits to evaluate compliance with forced labour obligations; to require Supplier’s direct vendors to certify that no forced labour was used in making the goods or parts or components of the goods; and to develop and maintain a forced labour compliance plan that includes appropriate engagement and training of employees, vendors, and other stakeholders.
- Supplier agrees to take appropriate remedial action if indicators of forced labour are found within its supply chain. Remedial action may include the development of a corrective action plan, termination of the relationship, or other actions as appropriate.

The above supplier code of conduct will be included in all future new “Supplier Agreements.”





LOCAL FOR LOCAL

Our Local for Local program was created to support strong business practices by working with vendors closer to our project sites. Working with more local and regional suppliers helps us reduce shipping distances, lower costs, and improve lead times. Shortening and diversifying our supply chains also reduce risks tied to global disruptions and helps create a more reliable, resilient supply chain.

Beyond business benefits, this also strengthens local economies. By investing in suppliers across different regions, we help create economic opportunities in areas that may be less industrialized or historically underserved. This supports more inclusive development and helps reduce economic inequality between regions.

A more distributed network of suppliers also improves our ability to respond to change. We currently work with 1,250 suppliers across 68 countries! This reduces our dependence on a few production hubs and allows local partners to service, repair, and maintain equipment more efficiently, supporting our products' long-term system performance and reliability while improving equipment up time.

Finally, reducing the need for long-distance shipping means less fuel use and greenhouse gas emissions from transportation. By keeping production closer to where products are used, we can take practical steps to address climate change while building a more stable and efficient supply chain.





SUPPORTING OUR COMMUNITIES

WhiteWater employees have a long history of supporting our local communities, often with corporate matching. Beyond monetary contributions, we have also donated food, clothing, toys, and other household items to help people in need.

We have supported the following charities in 2025:

- **Surrey Christmas Bureau:** In our 23rd year of this holiday tradition, WhiteWater helped build a Toy Mountain so that parents can provide their children with gifts, irrespective of their economic circumstances. Adding more meaning to this initiative, a team of WhiteWater employees volunteered at the Bureau to see firsthand how the donations were making a real difference to real people.
- **Richmond Food Bank, South Delta Food Bank:** In time for Canadian Thanksgiving and for Christmas, we collected non-perishable food items to donate to our local food banks.
- **Families in Need:** We have collected gently used clothing and household items for this charity in Burnaby, which then donates them directly to local families who could use the help.
- **Big Break Foundation:** We believe that our attractions industry can benefit from leadership with diverse perspectives and voices. That's why we support this charity that breaks down barriers to include more underrepresented talent in location-based entertainment.





CHAMPIONING THE ENVIRONMENT

WhiteWater creates fun with water, and we are well aware of how precious this resource is.

And with so many of our employees living by and playing in our oceans, water is integral to who we are and carries a deep meaning for us. As 70% of the Earth's surface is covered in water, ocean health impacts almost every aspect of the environment, often in unexpected ways.

That's why we believe in supporting a charity like Ocean Wise.

Founded locally in Vancouver and making an impact globally, Ocean Wise works to restore our oceans and conducts important research for insights we can act on. In addition to helping Ocean Wise through corporate donations, our CSR Team organizes initiatives to fundraise for the charity throughout the year, such as:

- **Return-It Program:** to collect the refund from drink containers with deposits
- **Tru Earth Fundraising Program:** collecting 20 – 30% of the profit from environmentally friendly laundry and cleaning products
- **Company Bake Sale**

Closer to the head office, WhiteWater has been participating in the **Adopt-a-Trail Program** from the City of Richmond since 2020. As the office is located along the Fraser River, our employees have been regularly maintaining its scenic trail by picking up garbage.





INVESTING IN OUR PEOPLE

**OUR MISSION
WORKING TOGETHER TO CREATE
SAFE PLACES WHERE FUN THRIVES.**

With over 400 employees across offices and worksites around the world, WhiteWater is united by a culture of respect, trust, and positivity. Our global team is connected by a shared purpose: to create places where families come together and make joyful, lasting memories.

To deliver on this shared purpose, we ensure our people are aligned with the needs of our customers, including being closer to their operations. With customers at the center of our strategy, we have built a global workforce located in the regions where our exciting projects come to life.

Recognizing that our people are what make WhiteWater truly special, the People & Culture team regularly conducts employee pulse surveys to listen to our teams and understand their experience. We continuously review compensation, benefits, and our systems of recognition and feedback to ensure they remain competitive, meaningful, and aligned to our values.





Employee Benefits

To attract and retain great talent, our employee benefits are tailored to provide the best to the employees in different regions across the world. Highlights of all our benefits package across different regions include:

- Health, dental, drugs, and vision care for employees and dependents
- Travel assistance
- Short-term and long-term disability
- Accidental death and dismemberment insurance
- Life insurance policy
- Benefits eligibility for part-time and temporary employees
- Vacation and paid personal days
- Company retirement programs
- Educational assistance and training reimbursement
- Professional membership reimbursement
- Legal shield
- Water park or theme park entrance fee reimbursement

Compensation

We aim to compensate our people at the market rate for their position and location.

With our largest employee population being in the Metro Vancouver, Canada area, we continue to monitor the markets for changes in compensation by role. We also conduct annual market benchmarking exercises to ensure we are paying competitive salaries in the markets we operate.

Compensation is based on various factors, which includes evaluating job roles and responsibilities, internal equity, as well as benchmarking every job against market data from global surveys. Our aim is to make WhiteWater a great place to work by valuing and appreciating our employees with a competitive total rewards package.

WhiteWater also reviews and complies with the applicable labour laws in accordance with the jurisdiction in which the office is based.



Employee Recognition and Feedback

Understanding the importance of employee engagement and fostering a positive work environment, our People & Culture team leads the following initiatives:

- **Tat Won Vertical Leadership Award:** an annual peer-recognition award program named after our former, amazing colleague who was a respectful, humble individual and worked hard to break down the silos between departments.
- **“Make a Splash” cards:** a program designed to recognize co-workers who have gone the extra mile to deliver and have demonstrated WhiteWater values. A prize draw is conducted every quarter.
- **Employee Pulse Survey:** conducted bi-annually, the survey evaluates the experience of our people and actively listens to their feedback about how we can continue to be their employer of choice.
- **Training Leaders to be Skillful Leaders:** training to help our leaders develop greater self-awareness and coaching skills to better communicate and empathize with staff.



Learning and Development

WhiteWater supports our people in continuous learning and development. Our educational assistance program provides regular full-time employees with a 60% reimbursement of tuition fees of successfully completed courses at a recognized educational institution to a maximum reimbursement of \$2,500 per year.

We encourage our people to obtain and maintain professional designations related to their work at WhiteWater, offering reimbursement of the required fees to maintain the professional designation. We also reimburse 100% of the job-specific training taken by staff at the request of WhiteWater.

Early Career Identification

We are committed to developing the next generation of talent through meaningful early-career opportunities. Our internship program provides students with hands-on experience in our business, in particular in our Engineering teams. In addition to technical skill development, our program emphasizes leadership capability, professional growth, and alignment to our purpose of creating places where families come together and make joyful memories.

Our approach to early-career development supports our commitments to build a diverse talent pipeline, fostering learning and development and investing in talent for the future. By supporting students and emerging professionals, we help ensure a strong and vibrant future for our industry and our organization.





DIVERSITY, EQUITY, INCLUSION, BELONGING (DEIB)

“It is my view that if people feel safe to be themselves, they bring all of themselves to work. That would make us more successful and a happier place overall. Our commitment to DEIB is integral to what we do—driving innovation and creating a culture of respect and collaboration. We believe that fostering an inclusive environment where all voices can be heard and valued is essential.”

– Geoff Chutter, CEO



WhiteWater’s DEIB Committee, established in 2020, supports our commitment to cultivating an inclusive workplace where every employee feels respected, valued, and empowered to contribute their unique perspectives. Our approach focuses on education, cultural awareness, and fostering a sense of belonging across our global teams.

We continue to promote diversity across dimensions such as race, ethnicity, gender, age, sexual orientation, ability, and religion, ensuring our people can bring their whole selves to work.

Since inception, the DEIB Committee advanced several initiatives that enhance awareness, strengthen

internal capabilities, and celebrate the diversity within our organization:

- Unconscious bias training for senior management, with plans for rollout to staff
- Group trainings for the DEIB Team
- Monthly newsletters with a diversity calendar and hearing from diverse voices within the company
- Celebration/Recognition for Lunar New Year, International Women’s Day, Pride Month, Orange Shirt Day, Nowruz, Ramadan
- Holiday announcements from regional offices



Governance



OUR CORE VALUES

At WhiteWater, we value and practice the following competencies:

ACCOUNTABILITY

We do what we say.

COLLABORATION

We work well together.

CUSTOMER FOCUS

We know and respond to our customers.

COMMUNICATION

We listen to and understand each other.

AUTHENTICITY

We are honest and trust each other.

RESILIENCE

We deal effectively with pressure, are persistent and optimistic.

FLEXIBILITY & ADAPTABILITY

We are willing and able to respond to changing circumstances.



CORPORATE STRUCTURE

Founded in 1980, now based in Richmond, BC, Canada, WhiteWater began as a water park company and through acquisitions, grew to encompass synergistic ventures that complement and extend our product and service offerings to create a one-stop shop. As a 100% privately owned company, we do not report to any investors or shareholders, and any reinvestment is at the discretion of the family owners.





OPERATIONS

WhiteWater has established operations in:

- Richmond, BC, Canada
- San Diego, CA, USA
- Dubai, UAE
- Mumbai, India
- Delta, BC, Canada
- Shanghai, China
- Munich, Germany



CANADA'S BEST MANAGED COMPANIES

Since 2019, WhiteWater has been proudly designated as one of Canada's Best Managed Companies, achieving Gold Standard since 2022. This prestigious program, facilitated by Deloitte and CIBC, evaluates how a company approaches both challenges and opportunities for sustained growth. The award recognizes the adaptability across all our functions, allowing us to outperform the competition to excel both at home and abroad, thus maintaining global market leadership.

CODE OF CONDUCT

As an explicit expression of our values, we have developed a Code of Conduct, defining our values in practical day-to-day terms so that employees know exactly what is expected. This is important to us as we engage staff in understanding our obligations as a good global citizen to all suppliers, customers, and employees alike. What it means to do business is not exactly the same across the globe, so it is important for WhiteWater to define this as we have projects all over the world. As of September 2024, over 60% of the Company has completed the conflict of interest awareness training and signed off on the Code.





SAFETY

WhiteWater prioritizes safety at all levels, from user safety through the design of our products, to work safety for advisors supervising installations on customer sites. Beyond regulatory compliance, WhiteWater employees also play a crucial part in advancing the overall safety in the attractions industry by participating in independent committees such as ASTM F24 to develop new standards or update existing standards for amusement rides and devices.

Product Safety

Safety starts at the stage gate process during product development and continues through to commissioning and later, support throughout the product lifecycle.

Using our proprietary ride simulation software, we ensure that our slides balance thrills with safe ride operations before manufacturing. At product inception, we perform a thorough risk analysis. As well, we conduct regular reviews on product revisions.

As fiberglass is at the core of many of our attractions, we have a dedicated Composites Manufacturing and Engineering department, with specialists and engineers that work on the design and durability of our products and perform stress tests on the material. During construction, WhiteWater supervises the installation on site with very experienced site supervisors who have industry expertise to make sure every piece is correctly and safely installed.

Our thorough commissioning process has been developed over decades, with knowledgeable site supervisors and engineering teams carrying out the testing. Dozens and dozens of test runs explore the operational limits to safely operate the slides. This process sets the rider/raft weight limits and water flow rates, validates the ride vehicles if applicable, and specifies the attendant needs for each ride, among an extensive list of items to check, test, and validate during the commissioning process. Upon handover of a product, the client receives a manual detailing proper operations and maintenance (O&M) procedures of that product. Clients are encouraged to contact us for copies of the O&M manuals if they need duplicates.

Depending on the type of product and region, WhiteWater follows the standards set by ASTM, EN, GB, AWS, CWB, CSA, IBC, and NFPA and works with organizations such as TÜV, CSEI, DOSH, and AIMS.



WHITEWATER'S COMMITMENT TO SAFETY





Risk Management

WhiteWater takes the safety and wellbeing of our people—both mental and physical—in our offices, in manufacturing facilities, and on construction sites all over the world, very seriously. Aspects of our work safety include continuous awareness and training and involve:

- **Joint Occupational Safety & Health Committee (JOSH):** Our JOSH Committee includes representatives from various departments and facilities, comprising both management and frontline workers. The committee meets monthly to discuss and oversee workplace safety matters.
- **Site Advisor Health and Safety Committee:** This group comprises WhiteWater’s Quality and Safety Manager, Construction Operations Manager, and four regional Team Development Specialists. They meet quarterly to raise awareness for on-site health and safety among all WhiteWater site advisors. The committee is responsible for identifying, tracking, and providing support for related issues or incidents.
- **Mental health and wellbeing:** In addition to physical safety, our company prioritizes the mental wellbeing of our employees, offering access to programs and resources that support mental health.
- **Commitment to safety standards:** We strive to align our safety practices with guidelines set by governing bodies such as WorkSafe BC and OSHA (Occupational Safety and Health Administration), regularly updating our programs to reflect these standards and foster a safe working environment across our operations.





Emergency Protocol

In the event that any major safety incidents should arise on site, we have an established emergency protocol with responsible contact persons and immediate course of action to support our employees, partners, and clients in terms of communications, knowledge, and resources.

Championing Safety in the Industry

WhiteWater has many members in industry safety committees. We also hold leadership positions in the subcommittees of ASTM F24 on Amusement Rides and Devices, such as in water slide systems and in stationary wave systems. Our employees actively contribute to ASTM task group work items to advance water leisure industry standards. Since 2014, WhiteWater has been a proud sponsor of the ASTM F24 twice-annual meetings.

In addition, we hold memberships in organizations that champion safety in the attractions industry, such as IAAPA, WWA, TEA, IAAPI, NEAPPA, BALPPA, AZA, VDFU, and CSEI.





LOOKING AHEAD – WHAT’S NEXT FOR WHITEWATER’S SUSTAINABILITY JOURNEY?

We’ve learned a lot since starting our sustainability journey in 2019. Our experience designing, launching, and accrediting our ISO14001 environmental management system reinforces our strengths and identifies where we could do better. We spent much of our efforts on bringing everyone to the same page, collaboratively creating tools and establishing processes to help make sustainability part of our new normal.

We’ve made real progress in 2025. We built our GHG inventory, worked with experts to research potential options for recycling fiberglass waste, and pushed the boundaries for energy-efficient water slides. These milestones are just the beginning.

As our system matures, so does our approach: we are shifting the focus beyond compliance to value generation. Guided by WhiteWater’s Sustainability Scorecard, we are pursuing initiatives that remove barriers to sustainability for our team members, our supply chain partners, and our customers.

Identifying meaningful opportunities starts with collecting data to support evidence-based decisions. We are expanding our Scope 3 GHG emissions to include our vendors, conducting waste inventory at our local offices, and extending environmental management efforts to our international operations and product lines. These are just a few examples of what we are working on.

While we don’t have all the answers, we have a clearer picture of where we stand and a credible framework to guide our efforts. We look forward to continuing working with our internal and external stakeholders to better understand what sustainability means to them, and to us.



Tony Lam

Sustainability Program Manager



Appendix





Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015


This is to certify that: **WhiteWater West Industries Ltd**
180-6651 Fraserwood Pl
Richmond
British Columbia
V6W 1J3
Canada

Holds Certificate No: **EMS 807419**

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

The management of environmental risks associated with Product Development and Design (Water Slides, Interactive Water Play, Water Rides and Endless Surf), Marketing, Sales, Manufacturing, Logistics, Installation and Servicing for the amusement parks and attractions industry.

For and on behalf of BSI:



Jessica Patel, Senior Vice President, Assurance Americas

Original Registration Date: 2024-11-04

Effective Date: 2024-11-04

Latest Revision Date: 2026-03-30

Expiry Date: 2027-11-03



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Certificate No: **EMS 807419**

Location	Registered Activities
WhiteWater West Industries Ltd 180-6651 Fraserwood Pl Richmond British Columbia V6W 1J3 Canada	The management of environmental risks associated with Product Development and Design (Water Slides, Interactive Water Play, Water Rides and Endless Surf), Marketing and Sales, for the amusement parks and attractions industry.
Derwent 1488 Derwent Way Delta British Columbia V3M 6H9 Canada	The management of environmental risks associated with Manufacturing, Logistics, Assembly/Installation and Servicing/Maintenance for the amusement parks and attractions industry.

Original Registration Date: 2024-11-04

Effective Date: 2024-11-04

Latest Revision Date: 2026-03-30

Expiry Date: 2027-11-03

Page: 2 of 2

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WhiteWater's Commitment to Quality, Safety, and the Environment

At WhiteWater, we live by our values. As industry professionals, we put quality, safety and sustainability considerations at the core of everything we do. Embedded in our culture is our united commitment to provide high-quality products and services as we aim for zero defects, zero harm, and zero waste. We believe how we work makes a meaningful difference to the end result: safe, well-operated parks that delight guests and incur a minimal environmental impact.

ZERO DEFECTS, ZERO HARM, AND ZERO WASTE

These three “zero” goals are serious commitments to continually evolve quality, safety, and sustainability and are built into all stages of development and delivery of our products and services, from initial concept through to operation and disposal. This promise requires that all WhiteWater employees and suppliers understand their responsibilities and are empowered to act to protect people, the environment, and our clients’ reputation. To do so, we:

- Listen and ask questions to fully understand and document customer requirements and environmental needs;
- Collaborate to create concepts and designs that fulfill those needs and help create thriving and more efficient venues;

- Work with suppliers to ensure mutual benefits and the timely delivery of quality products that meet our standards;
- Provide project and on-site services that help our clients operate successfully and be proud of their choice.

OUR PROMISE

We stand behind our products and are here to support throughout their entire lifecycle, aiming to extend it or advise on end-of-life material management options. The WhiteWater logo is the promise to our clients that they can count on the products or services to be safe, reliable, and conforming to all relevant laws and regulations. We measure and track our performance using the WhiteWater Management System (WMS), which is dedicated to achieving recognized benchmarks that are aligned with ISO 9001, ISO 45001, and ISO 14001 standards. Our consistent measurement and feedback processes ensure that we honour the trust placed in us.

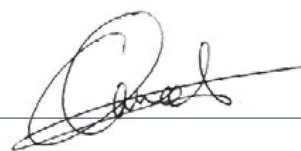
Across our businesses, we systematically strive for zero defects, zero harm, and zero waste by applying our best practice, performance feedback, and continuous improvement approach. At WhiteWater, quality, safety, and sustainability are an organizational commitment as well as a competitive advantage—for us, our suppliers, and our clients.



Geoff Chutter, CEO
WhiteWater West Industries



Paul Chutter, President & CCO
WhiteWater West Industries



Onno Meeter, COO
WhiteWater West Industries

WhiteWater's Environmental Policy

WhiteWater believes that "Creating Places Where Fun Thrives" requires sustainability to be front of mind. Accordingly, we commit to balancing environmental, social and economic considerations in all we do.

WHITEWATER COMMITS TO:

- Comply with applicable environmental laws and regulations;
- Advance our environmental performance through working to prevent pollution and reduce overall natural resource consumption;
- Consider the effects of climate change in our business strategies, policies and operations;
- Employ continual improvement techniques to reduce negative and enhance positive environmental impacts related to our global activities, products and services;
- Implement environmental objectives and measure progress against these goals;
- Promote awareness of our environmental management system and sustainability initiatives through internal and external communication;
- Engage employees in our sustainability mission, educating and supporting their environmental behaviours;
- Support and encourage suppliers and customers to be environmentally responsible through educational content we share within the industry.

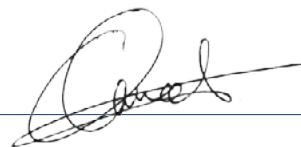
WhiteWater is a water park industry leader and commits to environmental sustainability as a part of our commitment to bring "WOW... that made my day!" to the communities we touch.



Geoff Chutter, CEO
WhiteWater West Industries



Paul Chutter, President
WhiteWater West Industries



Onno Meeter, President, Water Parks
WhiteWater West Industries





WHITEWATER[®]

Entertain the Possibilities