

## Thermocoax's individual commitments to act4nature international

Thermocoax specialises in the manufacture of mineral insulated cables and develops electrical heating solutions and sensors for high-end industrial markets. Our engineers and technicians, mainly located in France but also in the United States, develop customized thermal solutions for the nuclear, aerospace, defense and semiconductor industries. Our new headquarters and main production site, named THX One, is located in the heart of the Normandy bocage, a few kilometres from Flers (61) in the Normand'Innov industrial zone.

Like its industrial productions, our company aims for excellence and exemplarity in taking into account its environmental responsibilities. Thus, we are working to implement the One Planet programme initiatives of our group, Spirax-Sarco Engineering plc. Among other ambitious targets for energy, water and waste, the programme places a strong emphasis on biodiversity, with a net gain of 10% in biodiversity by 2025. Thermocoax is committed to exceeding this target.

Commitments	Actions	Objectives	Deadlines Start dates
<b>Measuring and reducing the impact of our supply chain on biodiversity.</b>	Including a «biodiversity» section in the audit questionnaire given to our suppliers.	Having data on the consideration of biodiversity in our Supply Chain.	From the end of 2022
	Auditing a minimum of 10 suppliers per year.	Encouraging our suppliers who are not committed to biodiversity to take an interest and advising those who do not have an Environmental Department.	
	Conducting supplier audits in the presence of the Thermocoax Environmental Department when necessary.		
<b>Measuring and improving THX One's biodiversity by diversifying its natural habitats.</b>	Conducting an initial inventory and monitoring of the fauna and flora yearly.	Knowing the biodiversity of the site by collaborating with local naturalists and measuring our progress.	From 2023
	Strengthening our hedgerow with native species by installing 30 new plants.	Participating in the ecological corridor function of the hedgerow. Being part of a policy of our borough (Flers Agglo) in favour of the restoration of hedges.	End of 2022 - 2023
	Creating a «Zen garden» structured by «biodiversity walls» (inspired by dry-stone walls), native shrubs and areas of flowering meadows.	Encouraging the fauna and flora of rocky habitats and meadows. Reconnecting our employees to Nature.	End of 2022 - 2024
	Creating a pond.	Favouring a wetland settlement.	2024 - 2025
<b>Ecologically managing the Green Spaces of THX One (pilot site) and applying these methods to the other sites of our group (Europe and United States).</b>	Prohibiting the use of pesticides.	Encouraging and preserving native flora and associated fauna on THX One and its surroundings.	From 2022
	Monitoring the possible appearance of invasive plants and implementing management measures.		From 2022
	Maintaining an area of fallow land under differentiated management.		2023
	Encouraging our borough (Flers Agglo) to manage the grassy strips bordering THX One in a differentiated manner.		From 2022
	Writing methodological guides, adapting them and transmitting them to other sites.	Supporting the other sites of the group in taking biodiversity into account.	From 2022
<b>Raising awareness and informing our stakeholders about the importance of biodiversity.</b>	Continuing to produce and setting up the information panels for the THX One educational trail.	Improving our employees' and visitors' knowledge of the species in the bocage.	From 2023
	Developing competitions for the construction of devices such as insect hotels among our employees (bird feeders, hedgehog houses, etc.).	Informing our employees about the importance of biodiversity and encouraging them to act in its favour.	From 2022
	Offering a jar of honey from the first harvest of our hives to our employees.	Accompanying this gift with a teaching tool on ecosystem services.	End of 2022
	Encouraging our employees to participate in the day of fight against the Himalayan Balsam, organized by our borough (Flers Agglo).	Raising awareness among our employees about invasive species, the second most important cause of biodiversity loss worldwide, and informing them about management measures.	In July 2023
	Once a year, participating in the fair of a neighboring town to present our measures to promote biodiversity.	Participating in raising wider public's awareness about the importance of biodiversity.	From 2022
	Initiating a meeting with our borough (Flers Agglo) and the other companies of Normand'Innov in order to discuss environmental issues, particularly lighting.	Being a driving force behind proposals about the environment and biodiversity within our industrial zone.	2023
<b>Optimising the recycling of our waste and involving our employees in the fight against illegal dumping in the bocage.</b>	Setting up new recycling and revalorisation channels for our waste (aluminum cans, plastic bottles, European pallets).	Improving our employees' awareness of waste sorting and recycling.	From the end of 2022
	Organising a waste collection operation in collaboration with a local rural community and encouraging our employees to participate.		2023
<b>Participating in the financing of local education on biodiversity and the environment.</b>	Creation of a «Zen garden» by the students of a local MFR (landscaping school).	Participating in the financing, through the purchase of materials and equipment, of a masonry training course at the MFR; making THX One a close educational work site for this establishment.	From the end of 2022
	Welcoming students and teachers from the local school to the THX One site at least once a year.	Using THX One's facilities to raise awareness of biodiversity among a wider public instead of only our employees and visitors.	2024



Aerial picture of THX One site – Thermocoax Normandy