

Thermocoax’s individual commitments to act4nature International

INDIVIDUAL COMMITMENTS						REPORT ON THE IMPLEMENTATION OF COMMITMENTS		
Link Common Commitments	Commitment	Scope	Indicators	Measurable target SMART	Deadline	Status	Explanations of the status	Verification method
4	Having data on the consideration of biodiversity in our Supply Chain	THX Normandie	Including a “biodiversity” section in the audit form given to our suppliers	N/A	2022	Closed	General elements have been added. These could be explored in greater depth	Self-assessment
4	Encouraging our suppliers who are not committed to biodiversity to take an interest and advising those who do not have an Environmental Department	THX Normandie	Number of suppliers audited	Auditing <i>a minimum</i> of 10 suppliers per year	2022	Closed	This action is not the responsibility of the environmental engineer but of the quality engineer and supplier auditor. In principle, 10 supplier audits were carried out in 2024. Confirmation is pending from our internal auditor	Internal audit
			Conducting supplier audits in the presence of the Thermocoax Environmental Department when necessary	<i>At least</i> 1 per year	2022	Closed	The environmental engineer has not been invited to the audits at the suppliers’ sites at this stage	Internal audit
3 8	Knowing the biodiversity of the site by collaborating with local naturalists and measuring our progress	THX Normandie	Inventory report	Conducting an initial inventory and monitoring of the fauna and flora yearly	2023	Closed	An initial inventory was carried out by a specialized organization during the spring and summer of 2024. Monitoring of the flora is planned for spring 2025	Self-assessment
7	Participating in the ecological corridor function of the hedgerow Being part of a policy of our borough ( <i>Flers Agglo</i> ) in favour of the restoration of hedges	THX Normandie	Number of plants planted	Strengthening our hedgerow with native species by installing 30 new plants	2023	Closed	We took this opportunity to add new local species not yet present in our hedge	Self-assessment
5 8	Encouraging the fauna and flora of rocky habitats and meadows Reconnecting our employees to Nature	THX Normandie	Creating a “Zen garden” structured by “biodiversity walls” ( <i>inspired by dry-stone walls</i> ), native shrubs and areas of flowering meadows Number of habitats created	N/A	2024	On hold	Suspended due to lack of funding allocated by the company or Group management for the purchase of materials	Self-assessment
5	Measuring and improving <i>THX One</i> ’s biodiversity by diversifying its natural habitats	THX Normandie	Monitoring the possible appearance of invasive plants and implementing management measures	N/A	2022	Closed	By nature, ongoing monitoring by Thermocoax’s environmental engineer. No notable invasive species such as <i>Reynoutria japonica</i> , but <i>Conyza sumatrensis</i> has been present since the site was established	Self-assessment
			Maintaining an area of fallow land under differentiated management	N/A	2023	Closed	Launched in 2023, mowed in fall 2024	Self-assessment
7	Encouraging and preserving native flora and associated fauna on <i>THX One</i> and its surroundings	THX Normandie	Encouraging our borough ( <i>Flers Agglo</i> ) to manage the grassy strips bordering <i>THX One</i> in a differentiated manner	N/A	2022	Closed	Differentiated management has been implemented by <i>Flers Agglo</i> in the common areas of our industrial zone, and by another company in the zone ( <i>in particular, robotic mowers have been removed</i> )	Self-assessment
8	Supporting the other sites of the group in taking biodiversity into account	THX Normandie	Writing methodological guides, adapting them and transmitting them to other sites	N/A	2022	Closed	A guide on the importance of combining respect for wild flora with the proper functioning and sustainability of beehives. Raising awareness of the role of pollinators. A guide on invasive species is currently being drafted	Self-assessment
8	Improving our employees’ and visitors’ knowledge of the species in the hedgerow	THX Normandie	Continuing to produce and setting up the information panels for the <i>THX One</i> educational trail	N/A	2023	Closed	Several signs have been produced about the species found in the hedge, but they are not yet in place as the educational trail is not yet accessible The signs are installed at the factory entrance for the time being	Self-assessment
8	Raise awareness among our employees about invasive species, the second leading cause of biodiversity loss worldwide, and inform them about management measure	THX Normandie	Encourage our employees to participate in the Himalayan Balsam Control Day organized by our community of municipalities Number of employees present	N/A	2023	Closed	Internal communication is renewed every year in July to encourage participation in the campaign to combat balsam in <i>Flers Agglo</i>	Self-assessment
9	Be a driving force for environmental and biodiversity initiatives within our industrial zone Initiate a meeting with our urban community and other <i>Normand’Innov</i> companies to discuss environmental issues, particularly lighting Initiating a meeting with our borough ( <i>Flers Agglo</i> ) and the other companies of <i>Normand’Innov</i> in order to discuss environmental issues, particularly lighting	THX Normandie	Number of meetings held	N/A	2023	Closed	An <i>Inter-Company Round Table for the Environment (TRIE)</i> was launched and organized by Thermocoax at the end of 2022. After four editions, progress has been made: installation of a glass collection column, widespread implementation of differentiated management of green spaces, a collective composting project, and better reuse of IT equipment thanks to a local company identified by Thermocoax The fifth edition will take place soon	Self-assessment
5	Improving our employees’ awareness of waste sorting and recycling	THX Normandie	Setting up new recycling and revalorisation channels for our waste ( <i>aluminum cans, plastic bottles, European pallets</i> )	N/A	2022	Closed	Several new recycling channels have been set up: recycling of aluminum cans, plastic bottles, reels, and polypropylene boxes, reuse of plastic bags for transport between the store and workshops, return of reusable polystyrene boxes to suppliers, requests to suppliers to replace polystyrene packaging particles in their parcels and reuse the cardboard particles provided in our own shipments	Internal audit
			Number of waste collecting operation organized in collaboration with a local rural community and encouraging our employees to participate	1 operation	2023	Closed	Annual internal communication to promote participation in the waste collection operation in <i>Flers Agglo</i>	Self-assessment
5	Participating in the financing, through the purchase of materials and equipment, of a masonry training course at the MFR Making <i>THX One</i> a close educational network site for this establishment	THX Normandie	Creation of a “Zen garden” by the students of a local MFR ( <i>landscaping school</i> )	N/A	2022	On hold	Due to a lack of funding from the company or the Group, collaboration with the local MFR ( <i>vocational training center</i> ) was not possible. Only the orchard was completed thanks to the involvement of the Production Department, with trees planted by our own employees and grafted with local varieties by a specialist association	Internal audit
2 10	Using <i>THX One</i> ’s facilities to raise awareness of biodiversity among a wider public instead of only our employees and visitors	THX Normandie	Welcoming students and teachers from the local school to the <i>THX One</i> site at least once a year	<i>At least</i> 1 time a year	2024	Closed	Biodiversity and educational garden project: welcoming four primary school classes from two local schools with no green spaces Presentations on biodiversity by Thermocoax’s environmental engineer, interactive quizzes, games to identify meadow and hedge plants, sowing and planting in a dedicated educational garden area	Self-assessment

✓ The reports cover all commitments due by the end of 2024, including those that had already reached their deadline but were not closed in previous reports.