



Environmental Policy

Thermia develop and manufacture heat pumps for heating, hot water and cooling for all types of buildings, and offer them through carefully selected resellers.

Thermia operations shall comply with legal and regulatory requirements, understand the needs of our customers, and continuously improve and streamline our products and processes.

Our ambition is to strive for optimal sustainability in all stages of the life-cycle perspective:

- We are certified in accordance with ISO 14001:2015,
- Our suppliers shall deliver correct components using appropriate transport methods,
- We continuously develop and improve our products to increase energy efficiency, reduce environmental impact, and adapt to new and relevant findings on climate effects,
- Our production facility should be as resource-efficient and environmentally adapted as possible,
- We deliver our products in robust packaging with coordinated transport,
- Our end customers/users receive a product with a long service life that contributes to reduced electricity consumption for heating buildings and hot water, *and*
- When the product has reached end-of-life, it shall be recyclable to at least 85 %.

The Policy is approved 2026-03-27 by Thermia management