
Warmup®
The world's best-selling floor heating brand™

VISION

We want to change the way people heat their homes so that they live in the most comfortable, efficient, & sustainable environments.

To be the most trusted, innovative, and accessible radiant heating and cooling brand in the world.

We will do this by driving the global adoption of the most CO_2 efficient and comfortable Smart heating solutions, through research, product development, and exceptional service.

To maximise the use of Warmup technologies around the world, we will target a combined market share in our Tier 1 markets of 5% resulting in approximately £50m revenue in 2024. We plan to facilitate a 170,000t reduction in CO_2e in 2025 from a total of 50bn tons required to achieve net zero.

This will require innovative and engaging marketing activity, alongside technical and regulatory influence to change behaviour. Our guiding principles and values mean that we will always strive to be:

Proud of what we do and what our stakeholders think of us.

Positive in our mindset, attitude and the way we interact with all stakeholders.

Proactive in delivering what our stakeholders need, before they ask.

Peer to peer accountable by helping each other to succeed, learn and advance, while always treating each other with the respect we deserve.

Our planet is experiencing climate change driven by human emissions of greenhouse gases. It is estimated that 17.5% of CO2 emissions globally are from energy use in buildings.

We must reduce global emissions, and we will contribute as heating experts, as an organisation, and as individuals. We can help in two distinct ways; through working towards achieving net zero greenhouse gas emissions by 2050 as an organisation (INTERNAL) and delivering our vision to help others live more sustainably using our products and services (EXTERNAL).

Our ambition is to:

INTERNAL

Halve our greenhouse gas emissions by 2030, achieve net zero by at least 2050, and report our progress on an annual basis. By doing so we are proud to be aligned with the United Nations' Race to Zero Campaign.

EXTERNAL

Make a meaningful contribution to the global reduction of CO2 emissions by increasing the adoption of energy-efficient radiant heating and cooling solutions, worldwide

To get there, we will:

INTERNAL

Build on our existing efforts to reduce our carbon footprint by engaging in an accredited environmental impact program.

EXTERNAL

Create technical models of our system benefits and use these to create marketing materials aimed at our audiences and industry groups to increase desirability and influence regulatory changes to support the adoption of our systems.

More specifically, we will:

INTERNAL

Review our products and packaging to reduce non-recyclable materials. Measure and reduce our operational carbon footprint by looking at our equipment, travel, waste, and energy sources.

EXTERNAL

Invest time and resource to drive the adoption of our systems through improved marketing to our audience groups, better technical demonstration of the benefits and pressuring for regulatory change.

Our challenges are:

INTERNAL

To embed sustainability into our day-to-day business practices.

EXTERNAL

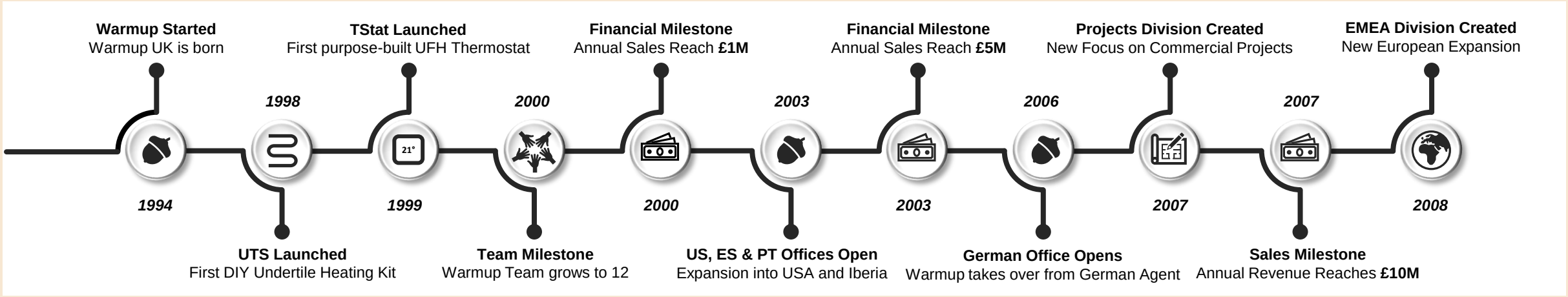
To convince our audiences and industry groups to change decades-old habits.

Since our start in 1994, Warmup made a commitment to always provide the absolute best in terms of products, services, warranties, and information, and is still the guiding principle for everything we do.

We invest heavily in product lines based on proprietary information, gathered during over 20,000 hours of testing in our multi-million-pound EN442-2-designed German Research Centre, ensuring we maintain our position as thought leaders.

Our lab work, combined with information from our global network of occupied test-houses and connected devices, gives us the hard data required to respond to ever-changing industry trends. This guarantees swift delivery of the latest innovations for heating design, energy efficiency improvements, and CO_2 emission reduction.

As a company, we have taken plenty of risks over the years, but in doing so, have built a smart, conscientious, energetic, and loyal team, eager and able to make the world a better place.

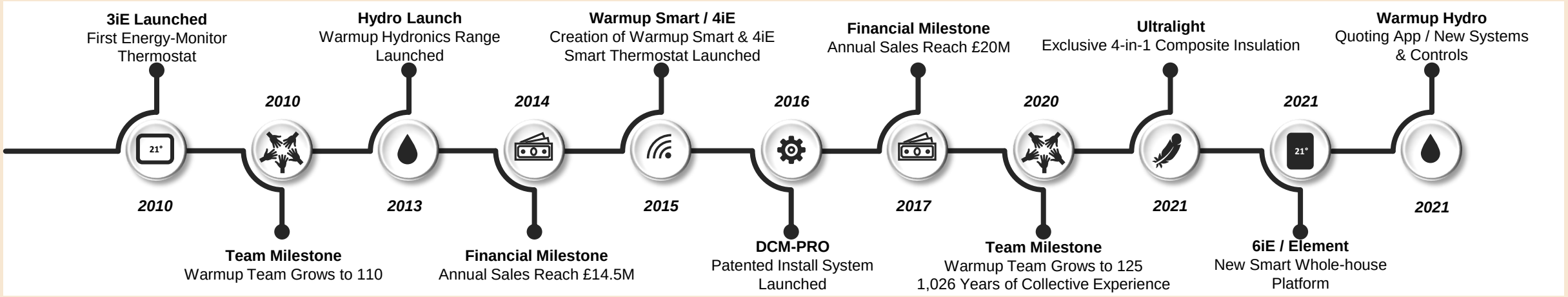


The fruits of Warmup's R&D investment are most visible in products such as our international range of Smart Controls, as well as our DCM-PRO range, which holds multiple international patents and has rapidly become the gold-standard for electric floor heating installations.

Developments, such as our Ultralight 4-in-1 insulation, the first insulation made specifically for radiant floor heating, helps further differentiate Warmup from its rivals who must rely on mass exporters for their product development.

The international expansion of our Hydro Range offers the latest in quoting tool and digital development, making the entire process of specifying, buying and installing as simple as possible.

Our approach of designing only the best products and providing the best services, warranties and information resources, based on a solid foundation of research, means that while others wait for the future to arrive, we make it happen.



EXTERNAL

It is estimated that 17.5% of CO_2 emissions globally are from energy use in buildings. We must work together to reduce global emissions and Warmup are committed to be being an industry leader in this effort. We want to help people reduce their environmental impact by transitioning to a more sustainable way to heat and cool their homes.

Our ambition is to make a **meaningful contribution to the global reduction of CO_2 emissions** by increasing the adoption of energy efficient radiant heating and cooling solutions, worldwide.

We will **invest time and resource to drive the adoption of low-carbon systems** whilst pressuring for regulatory change.

We are focused on becoming **the most authoritative provider of radiant heating and cooling solutions** in the world.

INTERNAL

In our work as a company that believes in being a force for positive change in the world, we will also focus on sustainable business practices. Warmup will halve our greenhouse gas emissions by 2030 and are working towards Net Zero by 2050.

We are committed to **our alignment with the SME Climate Hub global initiative** to become a carbon neutral organisation.

We are proud to have **been awarded a Bronze Model by Ecovadis**, a leading institution providing business sustainability ratings through independent analysis. This award represents our first step towards becoming one of the world's most sustainable companies.

Warmup has applied the GHG (Greenhouse Gas) Protocol methodology to accurately **calculate our carbon emissions**, helping us to keep on track with our targets.

As people across the world actively look at reducing their carbon footprint, we want to be a part of the solution. We are actively reducing our own carbon emissions and are working towards a carbon-neutral position.

INTERNAL

We are committed to becoming a more carbon neutral company with a focus on environmentally conscious supply chains.

We are actively reducing our CO_2 emissions created by the production and delivery of our products to market.

We are proud to be aligned with the SME Climate Hub global initiative and the United Nation’s Race to Zero campaign.

We are committed to halving our carbon emissions by 2030.

We are focused on reaching a Net Zero output by 2050.

We are continuously measuring our carbon footprint.

EXTERNAL

Our technologies actively help with global reduction in CO_2 levels.

Our products reduce energy usage by up to 35% compared to traditional radiator systems whilst still achieving the same level of comfort.

The smarter use of energy provided by our heating systems will facilitate renewables and Net Zero technologies.

We are working towards a reduction of 170,000 t CO_2e in 2025.

We are committed to sharing our values and mission with our customers.

Warmup are dedicated to the research and development of new technologies to bring sustainable warmth to people's lives. We want to ensure that every aspect of our business is working in harmony with the natural world.

VI — SUMMERY OF CHALLENGES AHEAD

We will continue to **measure our emissions**.

As part of our optimisation strategies, we are **continually improving our data capturing** methods.

We have a defined **strategy for reduction targets**, with the first pledge being the halving of our emissions by 2030.

Our strategy includes a firm **execution for reductions**.

We are **committed to integrating sustainability** within day-to-day business decisions.

With our global reach, **we want to influence others around us** to take their carbon reduction targets seriously.

As the energy sector looks towards more sustainable heating and cooling solutions, such as the electrification of domestic heating and the use of heat pumps, our range of electric and water systems and Smart controls are positioned to be the future of heating.

We are dedicated to enhancing the efficiency of our technologies. Our research and development-led approach to design means we are continually optimising our existing products whilst innovating new directions in low-carbon heating and cooling.

Our heating systems utilise radiant heat technology which us up to **35% more efficient** than traditional heating methods. As we work towards a carbon neutral position, our team of experts can measure the total CO_2 saved per m^2 through the adoption of our systems – meaning we can **stay on-track with our targets**.

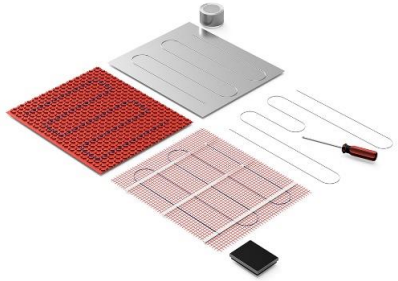
- Warmup has a full range of solutions to lower CO_2 emissions. For example:
- Replace your central heating controls with Warmup Smart Controls to save 421kgCO_2 per year (17% reduction)
- Upgrade your kitchen and bathroom to Warmup Electric floor heating with smart controls to save 885kgCO_2 per year (35% reduction)
- Transform your home with a full Warmup Water floor heating system with a heat pump to save 2067kgCO_2 per year (82% reduction). Combine with a renewable energy source such as solar for a zero-carbon home heating system.

* Based on typical 100m² home meeting Part L 2002 building regulations and 2022 GHG Protocol emission factors.

VIII — OUR RANGE OF SOLUTIONS TO REDUCE CO_2E

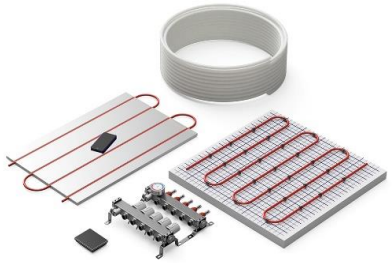
Central Heating Controls Upgrade

		Typical Cost	CO_2 saving/ yr
1	Replace central heating control with Warmup Smart Control	£140	421kg (17%)
2	Multi zone Warmup Smart central heating controls	£280/ £545	751kg (30%)



Electric Underfloor Heating and Controls

		Typical Cost	CO_2 Saving/ yr
3	Bathroom renovation with electric underfloor heating	£580	95kg (4%)
4	Electric underfloor heating in bathroom. Warmup Smart Central heating controls	£720	845kg (33%)
5	Electric underfloor heating in kitchen & bathroom. Warmup Smart Central heating controls	£1090	885kg (35%)



Water Underfloor Heating, Controls and Heat Pump

		Typical Cost	CO_2 Saving/ yr
6	Water underfloor heating ground floor. Warmup Smart Central heating controls	£1260	962kg (38%)
7	Water underfloor heating ground floor. Electric underfloor heating upstairs	£3970	1162kg (46%)
8	Wholehouse underfloor heating with heat pump	£9520 (grants availabl e)	2076kg (82%)

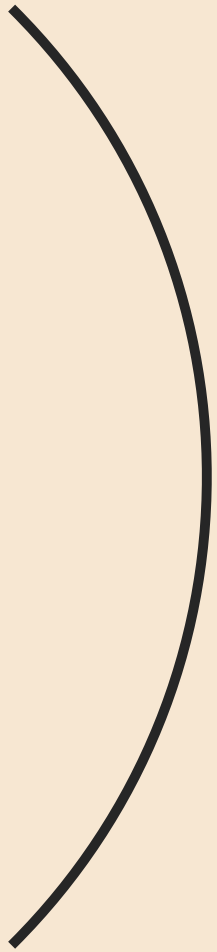
In June 2019, the United Kingdom became the first major country to set a net-zero target for carbon emissions by 2050. The future of home heating is therefore not in fossil fuels but in sustainable energy and more energy-efficient heating and cooling solutions. Warmup are proud to support BEAMA's Future Homes Standard initiative to future-proof new homes across the country through the specification of low-carbon heating systems. Our work within the sustainable energy sector will help make our world a safer, greener place.

Target adoption rates by 2025 should **reduce excess annual CO_2e emissions by 170,000 t**. *

These savings are equivalent to **half a million barrels of oil** used.

These **reductions in CO_2e will increase** each year as we welcome more users.

* Based on our global sales strategy and cumulative annual usage.



From our international centres of expertise, including our in-house research centre in Germany, we are continually developing our existing product range whilst working on new sustainable heating solutions to meet the ever-changing heating requirements of today's consumers.

Our ambition is to make a meaningful contribution to the global reduction of CO_2e emissions by increasing the adoption of energy-efficient radiant heating and cooling solutions in homes around the world. Our systems will bring radiant warmth to millions of people with a passive impact on our environment.

X — WHERE DOES THE EXTRA EFFICIENCY COME FROM?

Our systems utilise the Radiant Effect

Warmup's heating systems utilise radiant heat technology to gently warm the people and objects in a room directly, from the ground up. This process reduces heat loss and uses less energy and lower air temperatures to reach optimal comfort temperatures compared to traditional heating systems.

Our systems require lower water temperatures

Our water systems operate at lower temperatures than other heating systems whilst still retaining the same level of warmth and also improves the efficiency of the heat source, including low-carbon heat sources such as ground or air source heat pumps and biomass boilers.

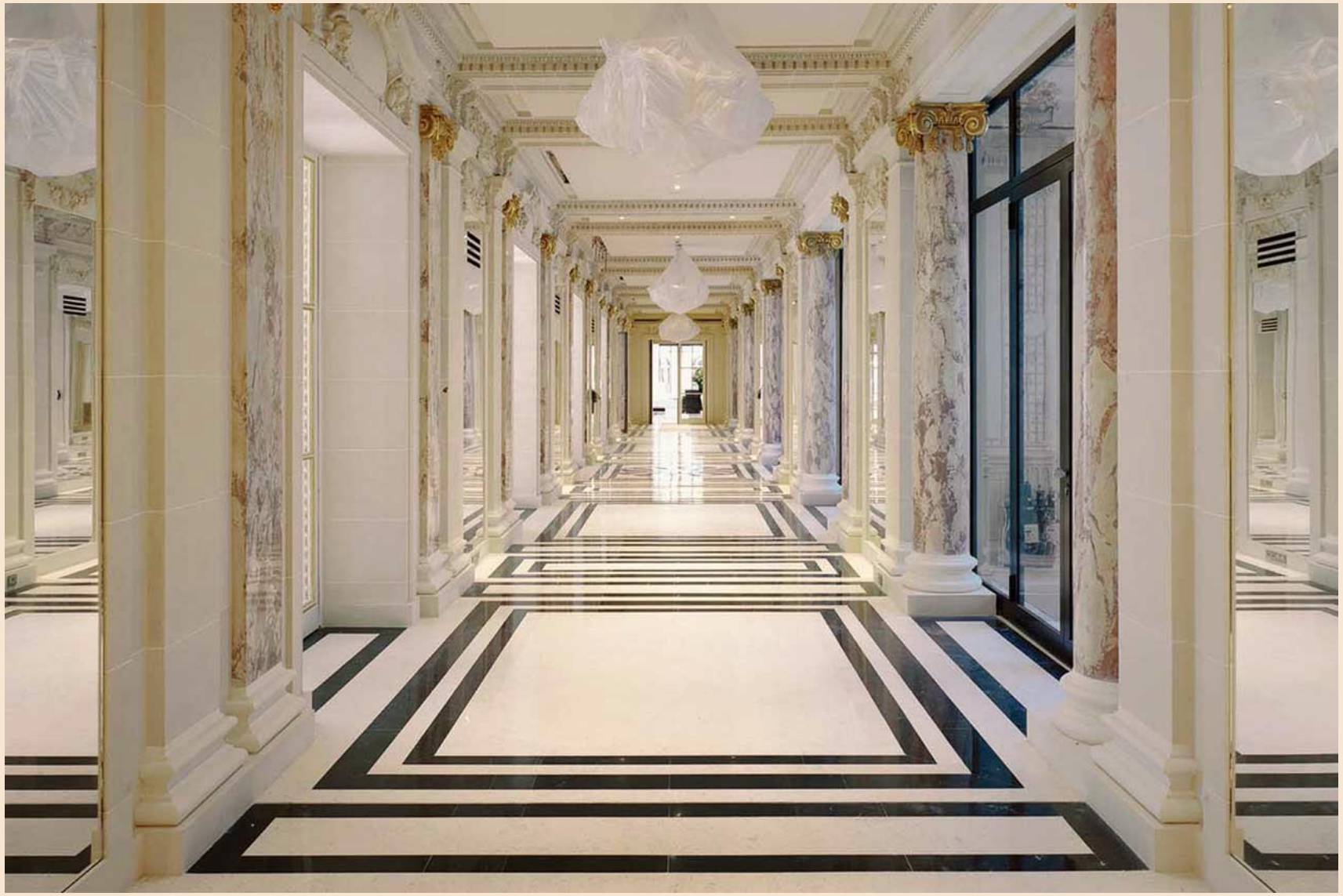
Our systems are controlled more efficiently

Smart multi-zone thermostats improve energy performance by ensuring only the spaces that are required to be warm are heated. Our Smart technology facilitates automatic heat functionality; offering radiant warmth at the right temperature, at the right time, automatically with less wasted energy.

Warmup products are helping to reduce the carbon footprint of over 2.7 million homes across the world.

Our Global Projects Division work with leading developers in both the domestic and commercial sector to create a more sustainable future for the construction industry and with our latest advancements in hydronic technology, we are positioning ourselves as the go-to partner for radiant heating and cooling solutions.

"The assistance provided by Warmup is first class. Right from the warehouse team who load up our vans in the mornings to the accounts department, the project managers, the directors - they offer us support constantly, allowing us to do our job smoothy. I would recommend Warmup to anyone in our profession. The best product, the best value for money and the best service"
Adam Brundell, Circa Installations Limited



The Peninsula Hotel

Paris, France

Running Costs

Running costs are estimates based on building standards and Warmup's own testing. For full details click here.

Project Size	Electricity Cost	Gas Cost	Insulation Levels
100.0 m²	33.9 p/kWh	10.4 p/kWh	1996-2002

Also Upgrade to a Heat Pump? ☐

Electric Underfloor Heating

£3,191 /year Typical Running Cost	1,686 kg Reduction in annual CO2 emissions
£1,633 /year Increase vs. traditional radiator system	9,425 kWh Estimated annual energy use

Get an instant quote

Hydro Underfloor Heating

£1,025 /year Typical Running Cost	1,078 kg Reduction in annual CO2 emissions
£534 /year Saving vs. traditional radiator system	9,856 kWh Estimated annual energy use

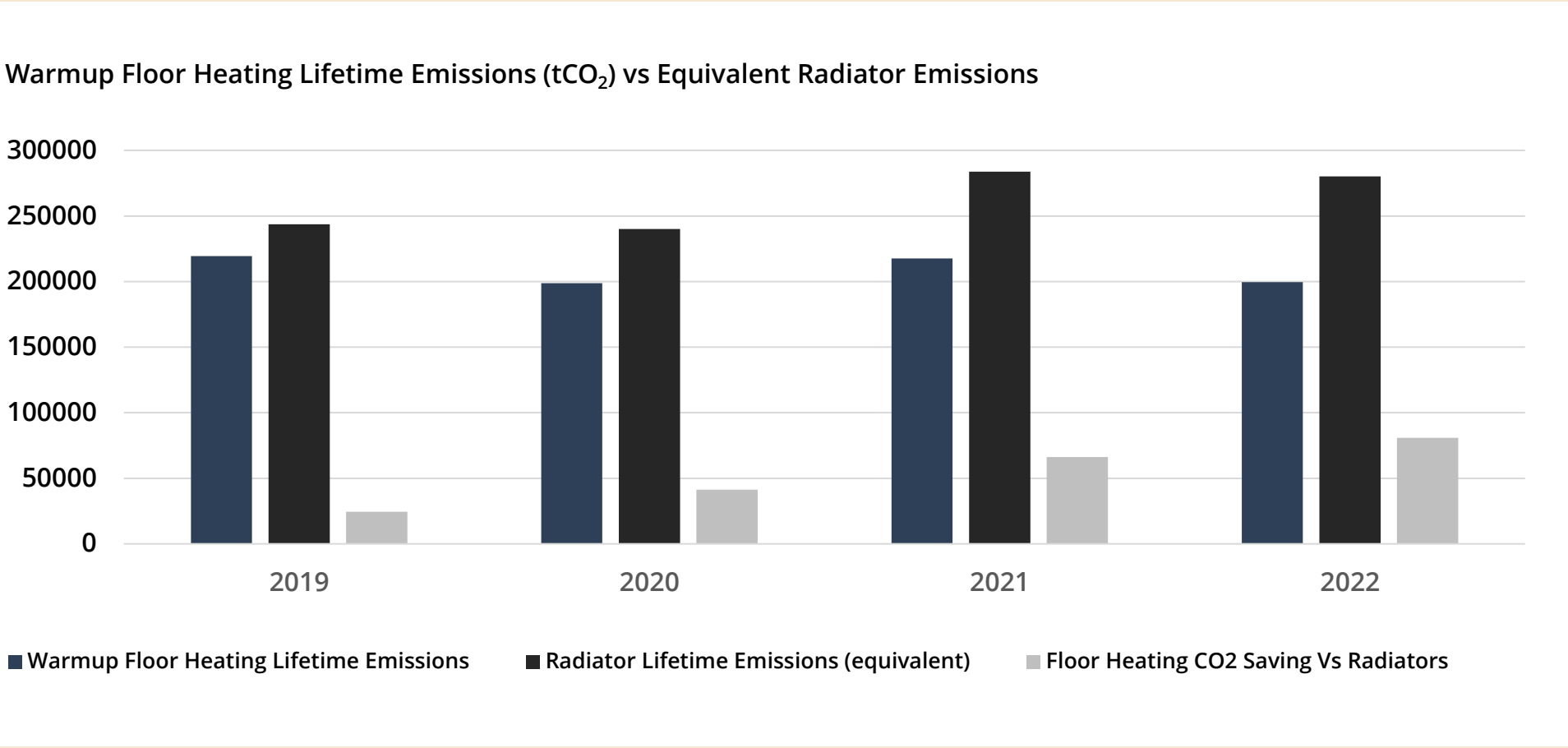
Get an instant quote

Smart Home Upgrade

£1,332 /year Typical Running Cost	458 kg Reduction in annual CO2 emissions
£227 /year Saving vs. traditional radiator system	12,809 kWh Estimated annual energy use

Get an instant quote

Due to the increased efficiency of both water and electric floor heating systems over traditional radiator systems, significant CO_2 savings are possible over the lifetime of the heating system. As the grid continues to decarbonise, Warmup electric floor heating systems and water floor heating systems connected to heat pumps will offer even greater savings potential.



As well as reducing the energy usage, and energy wastage, of our customers, we are also committed to reducing the energy usage of our operations. At Warmup, we refer to this as 'internal' sustainability.

We have **clear goals, objectives, procedures and policies** in place to manage our CO_2e emissions.

We are **dedicated to assessing our carbon footprint** throughout our supply chain, from product design and development to freight transportation methods and our own office emissions.

Our team are expected to ensure that **environmental issues are given adequate consideration** whilst conducting their own works. We pride ourselves on delivering the best service possible and do so by having the **industry's best people on our team.**

Warmup has applied the GHG (Greenhouse Gas) Protocol methodology (https://ghgprotocol.org/) to accurately calculate its carbon emissions. The process involved a comprehensive assessment of various emission sources which are detailed in the body of the report.

By adhering to the GHG methodology, Warmup ensured transparency and accountability in its carbon calculations, enabling the company to identify key areas for emission reduction and further enhance its commitment to combat climate change.

These include direct and indirect emissions from electricity to run our buildings. manufacturing, transportation, and energy consumption throughout the product lifecycle.

GHG Protocol Scope and Boundaries: Our sustainability report covers Scope 1, Scope 2, and selected Scope 3 emissions as defined by the GHG Protocol.

Scope 1 includes direct emissions from company-owned or controlled sources, such as fuel combustion in company vehicles, gas emissions from manufacturing processes, and leakages.

Scope 2 covers indirect emissions from purchased electricity.

Scope 3 includes emissions from activities that are not directly owned or controlled by the company that occur upstream and downstream in the value chain, such as purchased goods and services and transportation.

Total greenhouse gas emissions are quantified in carbon dioxide equivalents (CO_2e). This recognises that different greenhouse gases (Carbon dioxide, Nitrogen oxides, Methane etc.) have different global warming factors.

For each emission calculation, relevant GHG protocol emission drivers and factors have been used. The emission factors come from DEFRA, EPA, and GHG.

Calculating Warmup's total climate impact is an extensive process, especially for emissions within scope 3.

An impact analysis was performed to determine the boundaries of Warmup's emissions in each category to identify the overall impact. High impact emissions categories are included whilst minor or no impact categories are excluded.

Scope	Sub-scope	Activity	Essential?	Data Quality
Scope 1 - Direct Emissions	1.1	Stationary combustion	Yes	High
	1.2	Mobile combustion	Yes	High
	1.3	Fugitive emissions from air-conditioning	Yes	Medium
	1.4	Other fugitive or process emissions	No	No
Scope 2 - Energy	2.1	Purchased electricity - location based	Yes	High
	2.2	Purchased electricity - market based	No	No
	2.3	Purchased heat and steam	No	No
Scope 3 - Upstream	3.1	Purchased goods and services	Yes	Medium
	3.2	Capital goods	No	No
	3.3	Fuel-and energy-related activities (not included in scope 1 or scope 2)	No	No
	3.4	Upstream transportation and distribution	Yes	Medium
	3.5	Waste generated in operations	Yes	Medium
	3.6	Business travel	Yes	Medium
	3.7	Employee commuting	No	No
	3.8	Upstream leased assets	No	No
Scope 3 - Downstream	3.9	Downstream transportation and distribution	No	No
	3.10	Processing of sold products	No	No
	3.11	Use of sold products	Yes	High
	3.12	End-of-life treatment of sold products	No	No
	3.13	Downstream leased assets	No	No
	3.14	Franchises	No	No
	3.15	Investments	No	No

XVI — OPERATIONAL BOUNDARIES

Overall, Warmup's reported emissions can be considered comprehensive, and can be expected to cover at least 98% of the entire value chain emissions.

Scope 2.1 emissions include all the heating requirements of Warmup premises some of which utilise their own products as heating methods.

Employee commuting is kept to a minimum with many employees utilising a work from home option.

Scope 3.11 emissions are based on an average kWh consumption for all systems in Warmup's electrical & hydronics ranges over their lifespan.

GROUP OVERVIEW CO_2E (TONNES) *				
Category	**2019**	**2020**	**2021**	**2022**
TOTAL	**224,923.99**	**203,408.66**	**223,876.47**	**205,514.22**
Scope 1	143.84	71.84	91.67	103.63
Scope 2	72.90	52.88	56.97	52.69
Scope 3	224,707.25	203,283.94	223,727.83	205,357.90

2030 TARGET — 112,353.63 TONNES CO_2E

*** Subject to independent verifications.**

SCOPE 1 CO_2E (TONNES)				
Category	**2019**	**2020**	**2021**	**2022**
TOTAL	143.84	71.84	91.67	103.63
Stationary Combustion	20.75	19.28	36.10	37.02
Mobile Combustion	123.09	52.56	55.57	66.61

2030 TARGET — 71.92 TONNES CO_2E

While scope 1 only makes up a small proportion of our total emissions, reducing the impact on how we operate our buildings and fleet is still important to us.

In the UK, we have moved away from the use of gas as a primary energy source in all our buildings. During 2022, we handed back our oldest and least efficient building which was run off gas powered heating and replaced it with a new facility with much higher levels of insulation and which runs off electricity.

In terms of our fleet, COVID taught us how we can be even more efficient with the number of trips we make on the road. We've reduced the amount we are on the road visiting customers, suppliers, and stakeholders, and using the latest technology for meetings to take place. Of course, there are times where you can never beat an in-person meeting but sometimes a MS Teams or Zoom call can be just as effective.

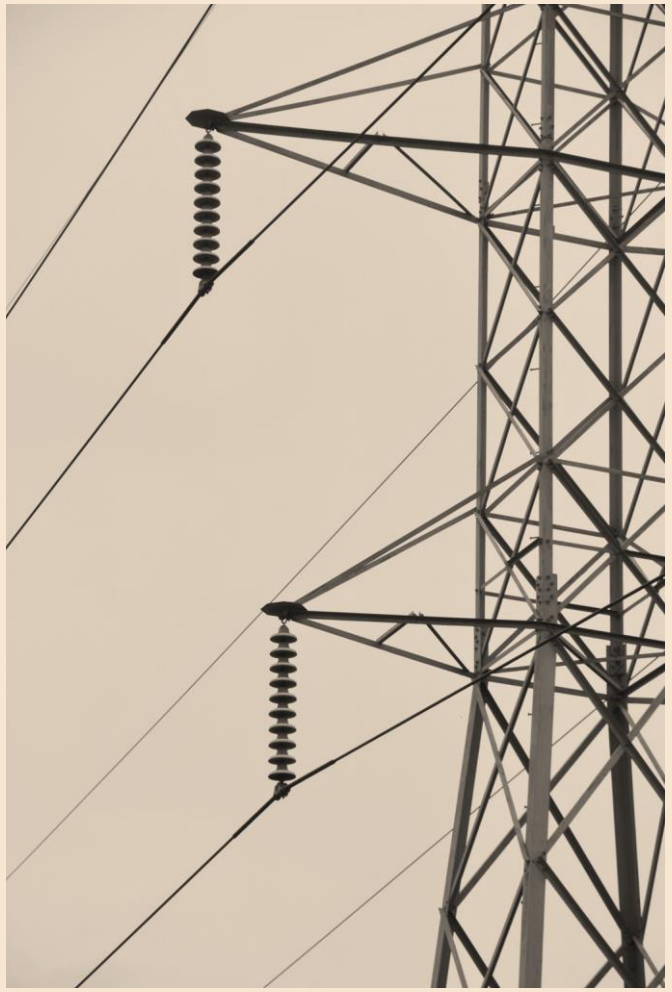
On top of that, for the UK in 2022 we've also made the commitment to phase out our petrol & diesel company cars and instead replace them with the more efficient electric & hybrid cars.

SCOPE 2 CO_2E (TONNES)				
Category	2019	2020	2021	2022*
Purchased Electricity	72.90	52.88	56.97	52.69

2030 TARGET — 36.45 TONNES CO_2E

As we expand our global operations and adopt the use of electricity instead of gas to run our buildings, we expect the requirement for electricity to increase. However, there are things we can do to make sure than our electricity use is kept as low as possible.

- Use of solar panels on our buildings, creating our own green energy. We already have solar panels on the buildings in at our main HQ in London but are looking to expand this by completely filling the roofs with solar panels and implementing across our other operations.
- Educating staff to minimise the use of electricity during our operations.
- Using energy efficient equipment.



SCOPE 3 – OVERVIEW CO_2E (TONNES)				
Category	**2019**	**2020**	**2021**	**2022**
TOTAL	**224,707.25**	**203,283.94**	**223,727.83**	**205,357.90**
Purchased Goods & Services	3616	2878	3921	3395
Upstream Transportation & Distribution	1715	1601	2185	2380
Waste Generated from Operations	10.09	5.55	4.82	15.33
Business Travel	22.17	4.63	10.10	86.10
Use of Emissions	219,343.99	198,794.76	217,606.91	199,481.47

2030 TARGET — 112,353.655 TONNES CO_2E

PURCHASED GOODS & SERVICES CO_2E (TONNES)				
Category	2019	2020	2021	2022
Purchased Goods & Services	3616	2878	3921	3395

2030 TARGET — 1,808 TONNES CO_2E

As a company who deals with physical products that you can feel and touch, purchased goods and service makes up a large proportion of our total emissions. While we know this is significantly less than if we were selling traditional heating methods such as radiators, our work doesn't stop there. We have already made good progress on reducing the emissions of our purchased goods and services and will continue to reduce them by:

- Introducing recycled materials in our products & packaging. E.g., the recently launched Ultra-12 which contains two recycled elements.
- Optimising our packaging and using less materials. Implementing just one new box size on a core range is estimated to save 5.5 tonnes of carbon every year.
- Incorporating sustainability into product design for the most efficient manufacturing process & reducing materials wherever possible.

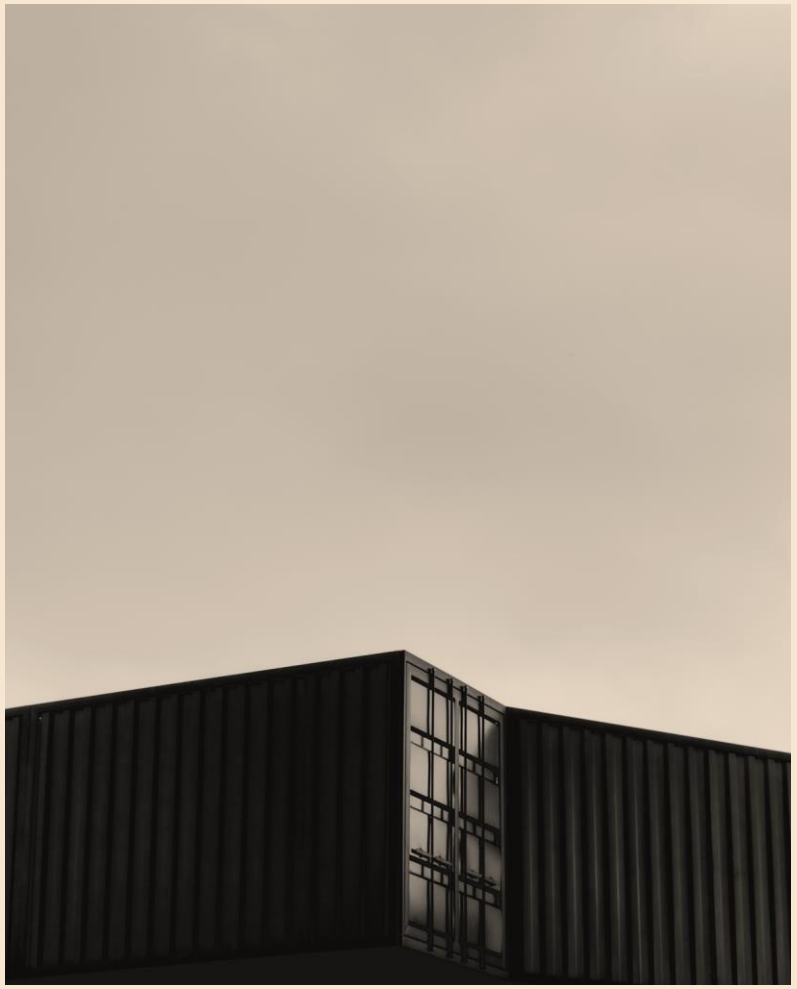
UPSTREAM TRANSPORTATION & DISTRIBUTION CO_2E (TONNES)				
Category	**2019**	**2020**	**2021**	**2022**
TOTAL	**1715.30**	**1600.50**	**2184.90**	**2379.80**
Road	1257.50	1190.10	1494.30	1601.60
Sea	289.60	227.10	388.00	628.50
Air	168.20	183.30	302.60	149.70

2030 TARGET — 857.65 TONNES CO_2E

Warmup is committed to incorporating sustainable practices throughout its operations, including its shipping of goods around the world. Warmup's sustainability policy for shipping goods aims to minimize its environmental impact while ensuring efficient and reliable delivery.

We aim to maximise the space in every parcel, every pallet, and every container, and actively seek to reduce our carbon footprint by optimising transportation routes, consolidating shipments, utilizing low-emission vehicles, and avoiding air travel where possible.

We are actively collaborating with our logistics partners who share our sustainability values and encourage them to adopt greener practices. By implementing these measures, Warmup strives to contribute to a more sustainable future by reducing the carbon emissions for waste, conserving resources, and minimizing greenhouse gas emissions associated with its shipping operations.



WASTE CO_2E (TONNES) *				
Category	2019	2020	2021	2022
TOTAL	10.09	5.55	4.82	15.33

2030 TARGET — 5.075 TONNES CO_2E

As a business who deals in physical products within the construction industry there is a degree of waste from our operation. Our main focus is on minimising the waste, especially that of which goes to landfill.

We promote recycling wherever possible and ensure responsible disposal practices. Warmup actively promotes a culture of waste reduction and encourages employees to adopt practices such as reusing packaging materials, implementing efficient inventory management systems, and reducing unnecessary packaging. The majority of our warehouse packaging is made from recycled cardboard which of course can be recycled.

We also prioritise the use of recyclable materials and partners with waste management organizations to ensure proper sorting and recycling of our waste streams. Warmup continuously seeks opportunities to optimize its warehouse layout and processes to minimize waste and improve resource efficiency. By adhering to these principles, Warmup strives to create a sustainable warehouse operation that contributes to a circular economy and minimizes its environmental impact.

BUSINESS TRAVEL CO_2E (TONNES) *				
Category	2019	2020	2021	2022
TOTAL	22.17	4.63	10.10	86.10

2030 TARGET — 11.085 TONNES CO_2E

While technology today means we do not need to physically travel to every meeting, we appreciate that sometimes nothing can beat meeting face-to-face with our customers, suppliers, and stakeholders. When travel is unavoidable, Warmup promotes the use of public transportation or carpooling to reduce carbon emissions. In terms of air travel, this is only used whenever essential and there are no other reasonable means possible.

USE OF EMISSIONS CO_2E (TONNES)				
Category	2019	2020	2021	2022
Use of Emissions	219343.99	198794.76	217606.91	199481.47

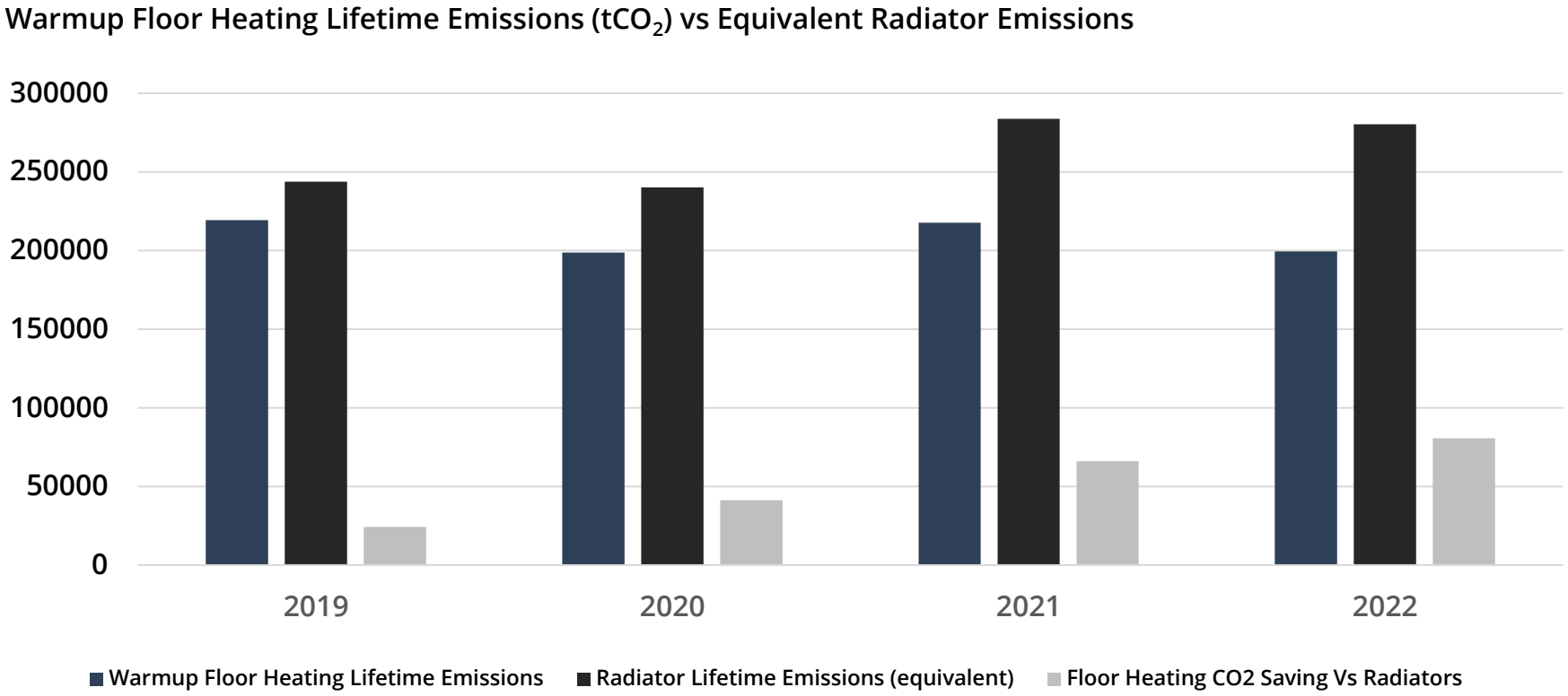
2030 TARGET — 109,671.995 TONNES CO_2E

Our products are highly efficient heating systems that provide comfort to homes around the world. Unlike conventional heating solutions such as radiators, our products make clever use of energy to provide a comfortable environment with lower emissions and we are constantly striving to deliver greater efficiency through innovations in the way our systems are designed, how they operate and how they are used.

Our heating solutions are designed to improve the overall energy efficiency and maximize the potential to reduce emissions, while also delivering on comfort. We've compared the CO2 emissions of our electric and water floor heating systems with the equivalent radiator systems, in like for like environments, and have found significant savings; up to 28% (80,000 tCO2) reduction in lifetime CO2 emissions for our systems installed in 2022.

As the grid moves towards decarbonisation, the CO2 savings associated with our electric and water systems connected to heat pumps will continue to mount up in comparison to more traditional heating systems and we're proud that in addition to providing superior energy efficiency, our products also offer the added bonus of improved comfort and user-friendliness with no sacrifices required.

As our adoption rates grow, these total savings will increase, helping reduce emissions in an area responsible for 17.5% of global excess emissions. This is why our mission is so important to us.



SCOPE 1	SCOPE 2	SCOPE 3
• Gas for Buildings & Fleet • >1% total emissions • Electrification of buildings & fleet	• Electricity for buildings • >1% total emissions • Solar / renewables	• Products, transport, waste • 99% of total emissions • Product design, optimising transport, '*reduce, reuse, recycle', use of emissions*

Warmup are committed to developing energy-saving technologies in the most sustainable manner.

We will embed sustainability into our day-today business practices and make a meaningful contribution to the global reduction of CO2 emissions by increasing the adoption of radiant heating and cooling solutions. Warmup's work with industry leaders on renewable energy and sustainable home-building initiatives will have a positive impact on our planet.

We will continue measuring our emissions and improve our data capturing methods.

We will enhance our strategies for reduction targets.

We will integrate sustainability into our day-to-day business decisions.

We will influence our business partners with their sustainability objectives.

We will work together as a global team to become a carbon neutral organisation.

Warmup expects a defined standard of supply chain behaviour from all its suppliers.

Suppliers are graded not only by their perceived financial risk, but increasingly so by their commitments to social corporate responsibility.

In mid-2023, Warmup signed-up to the world-renowned and largest sustainability accreditation platform, EcoVadis, achieving a Bronze Medal for their efforts. This will further bolster Warmup's sustainability pillar and acts as another resource that can be used to share information quickly and easily on all matters related to sustainability. It will help to nurture and facilitate closer business relationships and foster collaboration on sustainability issues.

Warmup is committed to working with our supply chain on reducing associated environmental impacts, and in upholding high standards of ethical practice. We will ensure that our suppliers factor-in the scope of the GHG (Greenhouse Gas) Protocol methodology. We expect our suppliers to work on the reduction of their direct and indirect emissions.

We strive to provide the most energy-efficient products through research and product development, and through our exceptional service we aim to assist our customers in using our products in the most energy-conscious ways.

It takes time to develop the knowledge and understanding to meet the demands of today's consumers. Our team of experts envision, develop and deliver solutions that help create more sustainable homes

Together we will acquire and **share our knowledge and experience** to collectively advance our business as it carries out the mission.

Our ambition is to **grow great teams across the world who feel inspired** and truly able to reach their full potential; resulting in a community capable of delivering on our vision and mission. More specifically, we will retain talent and shape future leaders from within, so that over time the collective value of the team increases.

To get there, we will adhere to our principles and values, **continuously improving our skills through education** and practice, as committed to in individual employee development plans.

Our challenge is to be true to our guiding principles and **prioritise our development commitments**.

The **wellness of our team** is of paramount importance and all our employees also have access to BUPA health insurance, life assurance, critical illness cover, income protection, and the cycle to work scheme.

We are committed to our role as an industry changemaker and work with external organisations in the task of healing our planet and helping our communities.

We are proud of our work with the Make It Wild initiative, who raise awareness of the environmental impacts of the modern workplace. Our partnership has helped offset the CO_2 produced by our annual conference through the planting of trees across the United Kingdom.

Our sponsorship of the Trussel Trust, a leading food justice charity who work tirelessly to end hunger, has helped many people in their time of the need.

As a truly global company, Warmup have worked with charitable organisations internationally. Our USA team have raised funds for their local food bank and participated in USPS Operation Santa, whereby Warmup fulfilled the Christmas wishes of children across the country.

Warmup®

The world's **best-selling** floor heating brand™