Warmup®

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

Development Trust Sustainability Innovation Growth

Warmup's Sustainability Department

sustainability@warmup.com

Sustainability Report

Reporting Period January 1st, 2024 – December 31st, 2024.

Published March 10th 2025

Authored by Warmup's Sustainability Department

sustainability@warmup.com

Warmup

Contents

Warmup

Vision & Mission

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

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

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.

Since 2019 we have helped our customers save over 270,000t* of CO_2e, compared to using traditional heating methods. From 2024 to 2028 we plan to facilitate an additional 888,000t* of lifetime CO_2e savings. This will require innovative and engaging marketing activity, alongside technical and regulatory influence to change behaviour.

** Internal calculation based on GHG protocol methodology (category 11 – use of emissions). Assumes a lifetime of products for 25 years vs gas boiler & radiators.*

Warmup

Warmup's Vision & Mission

The Transition from Start-up, to Dominant Niche Brand, to Mainstream Global Brand

After over 30 years of trading, we have built an immensely strong, well-respected company which is the trusted brand in our niche area of electric & hydronic radiant floor heating in 75 countries and millions of installations. It is now right to restate our strategic objectives, which can guide us over the next few years and lead to the achievement of our goals and keep us on track for our Vision and Mission.

Our Vision

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

Our Mission

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

Our Strategy

To make radiant heating and cooling important, understandable, and desirable as a recognised path to deliver Net Zero carbon emissions by 2050. To carry this out will take an enormous amount of work, resources, and intellect. However, we have the financial resources to do it and, more importantly, we have the quality team to do it. More crucially, we are compelled to do it, because every time a Warmup System is installed rather than a gas boiler or furnace-powered radiator system managed by outdated thermostats, 80% of the CO_2 generated for heating is saved – hence our Mission leading to our Vision. New tools that we are currently developing will tell us and our clients just how much is saved, in simple, compelling numbers.

** source: International Energy Agency, 2023, https://www.iea.org/energy-system/buildings*

Why this Vision and Mission?

Energy use in buildings accounts for **18% of global CO_2 emissions***. Our corporate success will reduce this and enable us to keep innovating and keep reducing energy usage and thus make our difference. Our powerful communication of CO_2 savings through reduction of expensive energy usage will foster deeper commitment from all decision makers.

Why us?

After 30 years of researching, developing, manufacturing, training, and installing, we have learnt our trade and assembled a world-beating team. No one is better placed to accept this challenge. One brand name; one global challenge.

Why now?

The world is beginning to understand man-made climate change and governments are legislating in favour of businesses like ours, homeowners are choosing wisely and radiant floor heating with smart climate control should be their preferred choice.

We know it makes sense, but the world needs us to help get it right, and fast.

Andrew Stimpson - CEO, Warmup

Warmup

Sustainability Pillar

Develop a sustainable business model that is genuinely focused on addressing climate change and make a meaningful contribution to the reduction of emissions through the adoption of our systems.

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

Warmup

Sustainability Pillar

Our planet is experiencing climate change driven by human emissions of greenhouse gases.

It is estimated that **18%*** of CO_2 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).

* *source: International Energy Agency, 2023, https://www.iea.org/energy-system/buildings*

Warmup

Sustainability Pillar

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 CO_2 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. In 2023 Warmup achieved this goal through EcoVadis and was awarded a bronze medal.

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.

Warmup

Sustainability Pillar

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 resources to drive the adoption of our systems through optimised marketing to our audience groups, enhanced technical demonstration of the benefits of our products and using our influence to press 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.

Warmup

Our SDG Alignment

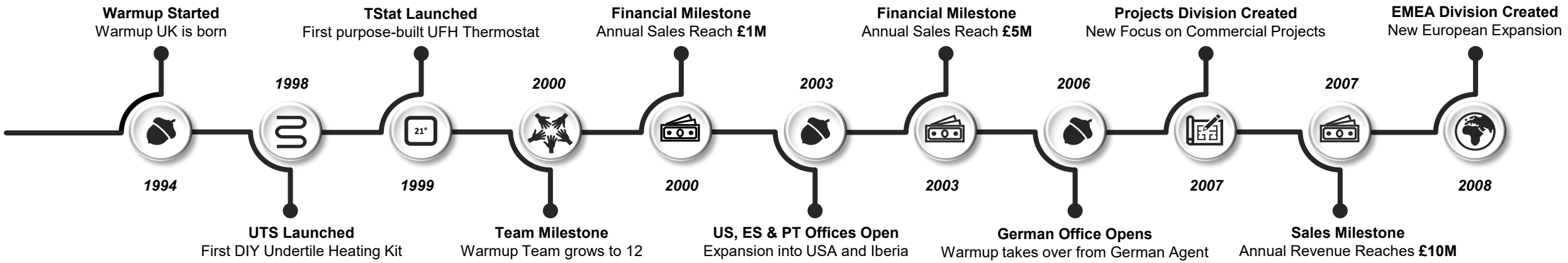
At Warmup, we recognise the importance of aligning ourselves to the UN's Sustainable Development Goals.

- 7 – Affordable & Clean Energy
  - Providing heating systems which are energy efficient and compatible with renewable energy sources
- 8 – Decent Work & Economic Growth
  - Providing sustainable, safe and happy employment in our local communities with sustainable economic growth
- 9 – Industry, Innovation & Infrastructure
  - Manufacturing products in the construction industry sustainably & that are built to last
- 11 – Sustainable Cities & Communities
  - Change the way people heat their homes, so they live in the most comfortable & sustainable environments
- 12 – Responsible Consumption & Production
  - Working with our partners to ensure sustainable manufacturing & procurement
- 13 – Climate Action
  - Helping our customers reduce their carbon emissions with every system sold
  - Monitoring and measuring our carbon emissions
  - Increase process efficiency and reduce resources needed for production of goods or services

Warmup

Striving for the Best

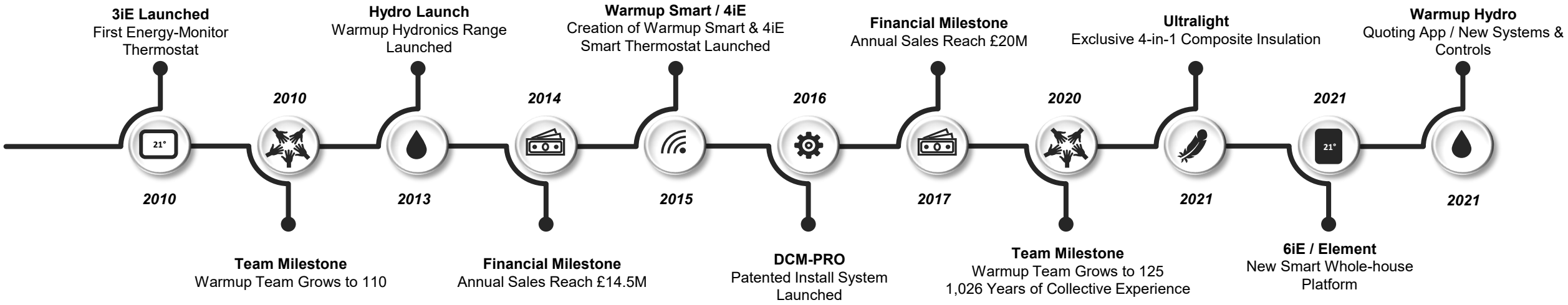
Since our start in 1994, Warmup made a commitment to always provide the absolute best in terms of products, services, warranties, and information, and is still the guiding principle for everything we do. We invest heavily in product lines based on proprietary information, gathered during over 20,000 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.



Warmup

And Becoming the Best

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.



Sustainability Timeline

2019

Committed to Net Zero target

- Organised by BEAMA, aligned with UN
- B Impact Assessment – benchmark
- Mapped operational footprint
- SLT engagement
- Incorporated sustainability in strategy

SME Climate Hub COMMITTED 2025

2021

Measuring our emissions

- GHG Protocol
- Scope 1, 2 & 3 (Global)

GREENHOUSE GAS PROTOCOL

2022 – 2030

Reduce our & our value chains' emissions:

- Remove plastics from packaging
- Electric fleet
- Green energy supply (offices & warehouses)
- Product design / manufacturing
- Reduce waste from warehouse
- Engage suppliers & value chain
- Adopt green methods of transport

2024

NOW

- Ecovadis Bronze
- Verify our figures
- Supply chain
- Marketing

BRONZE | Top 35% ecovadis Sustainability Rating JUL 2024

2030

Cut our emissions by 50%

2050

Net Zero carbon emissions

Warmup

Highlights

EXTERNAL It is estimated that 18% 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.

As a trusted heating and smart controls company based in the UK for over 30 years, we've been invited to the technical committee advising the Government Department for Energy, Security & Net Zero on the upcoming Future Homes Standard. Our team of experts is dedicated to providing guidance and support to help make Net Zero a reality for homes around the world and are actively facilitating this through our work improving building standards. We're proud to have earned a reputation for technical excellence and innovation.

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. Warmup has applied the GHG (Greenhouse Gas) Protocol methodology to accurately calculate our carbon emissions, helping us to keep on track with our targets. 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 sustainably accredited under floor heating companies.

Our target is to achieve an EcoVadis silver medal in 2025.

Our Progress So Far

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 Net Zero position.

INTERNAL We are committed to becoming a Net Zero 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 will continue to measure our carbon footprint annually.

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. From 2024 to 2028 we plan to facilitate an additional 888,000t* of lifetime CO_2e savings. . We are committed to sharing our values and mission with our customers.

** Internal calculation based on GHG protocol methodology (category 11 – use of emissions). Assumes a lifetime of products for 25 years vs gas boiler & radiators.*

Warmup

Challenges Ahead

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.

We will continue to measure our emissions annually.

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.

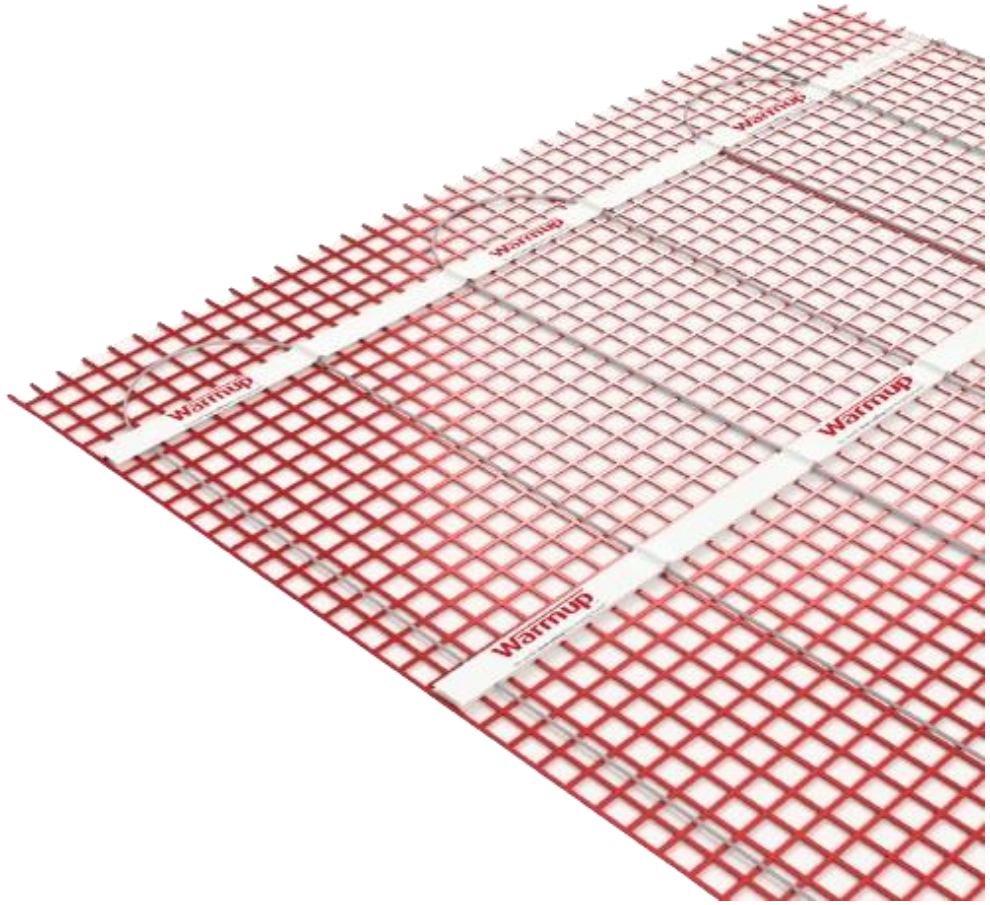
Warmup

Our Range of Solutions

Our heating systems utilise radiant heat technology which **is 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 **421kg CO_2** per year (**17%** reduction).
- Upgrade your kitchen and bathroom to Warmup Electric floor heating with smart controls to save **885kg CO_2** per year (**35%** reduction).
- Transform your home with a full Warmup Water floor heating system with a heat pump to save **2067kg CO_2** per year (**82%** reduction). Combine with a renewable energy source such as solar for a zero-carbon home heating system.



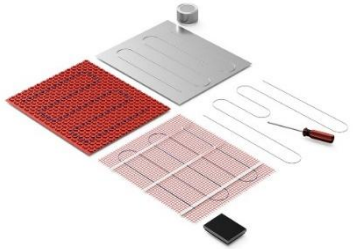
** Based on typical 100m² home meeting Part L 2002 building regulations and 2022 GHG Protocol emission factors.*

Warmup

Our Range of Solutions

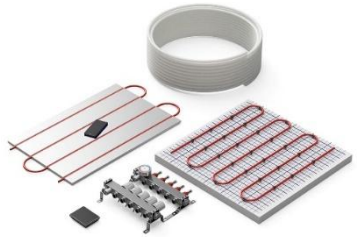
Central Heating Controls Upgrade

		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	Whole house underfloor heating with heat pump	£9520 (grants available)	2076kg (82%)

Warmup

Our Pathway to Net Zero

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 renewable 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 greener place.

From 2024 to 2028 we plan to facilitate an additional **888,000t*** of lifetime CO_2e savings. We are committed to sharing our values and mission with our customers.

These savings are equivalent to over **two million barrels of oil** used.

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

** Internal calculation based on GHG protocol methodology (category 11 – use of emissions). Assumes a lifetime of products for 25 years vs gas boiler & radiators.*

Warmup

Our Pathway to Net Zero

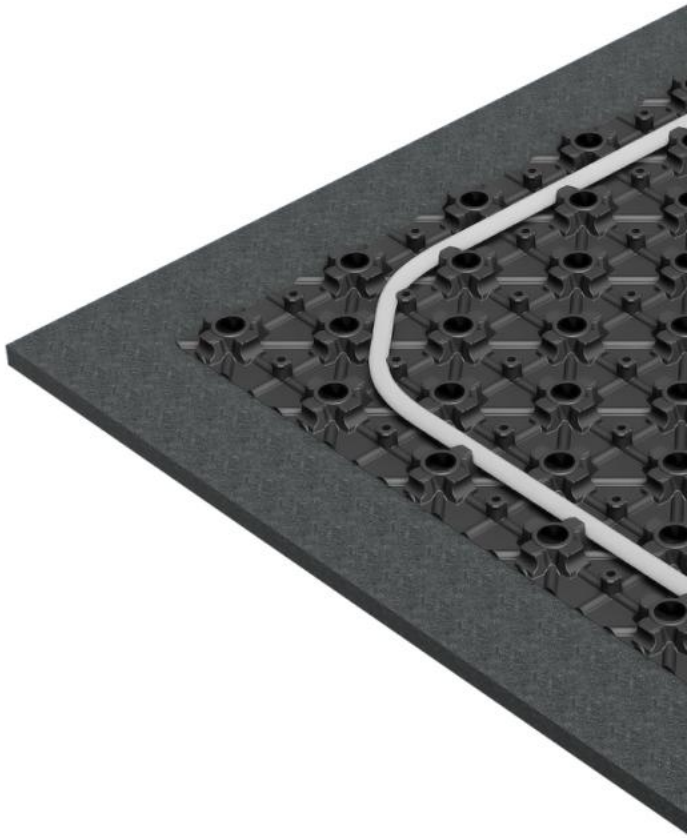
- Warmup is a sustainability focused business partner & is committed to Net Zero.
- We were awarded an EcoVadis Bronze Medal for our sustainability efforts in areas including human rights, ethics, and procurement.
- Our systems are up to 35% more efficient than traditional heating systems.
- We achieve this through the Radiant Effect, lower water temperatures, and Smart control systems.
- We invest in R&D and proprietary technology to back up our claims.

Efficiency of Our Products

Underfloor heating is up to 35% more efficient than traditional heating systems.

Underfloor heating is a **cleaner**, more **sustainable** way to heat a building. Warmup's systems require **less energy** to reach optimal comfort temperatures than traditional radiators and our range of heat controls will maximize on this **energy performance**.

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 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

The Radiant Effect

Our systems utilise the Radiant Effect

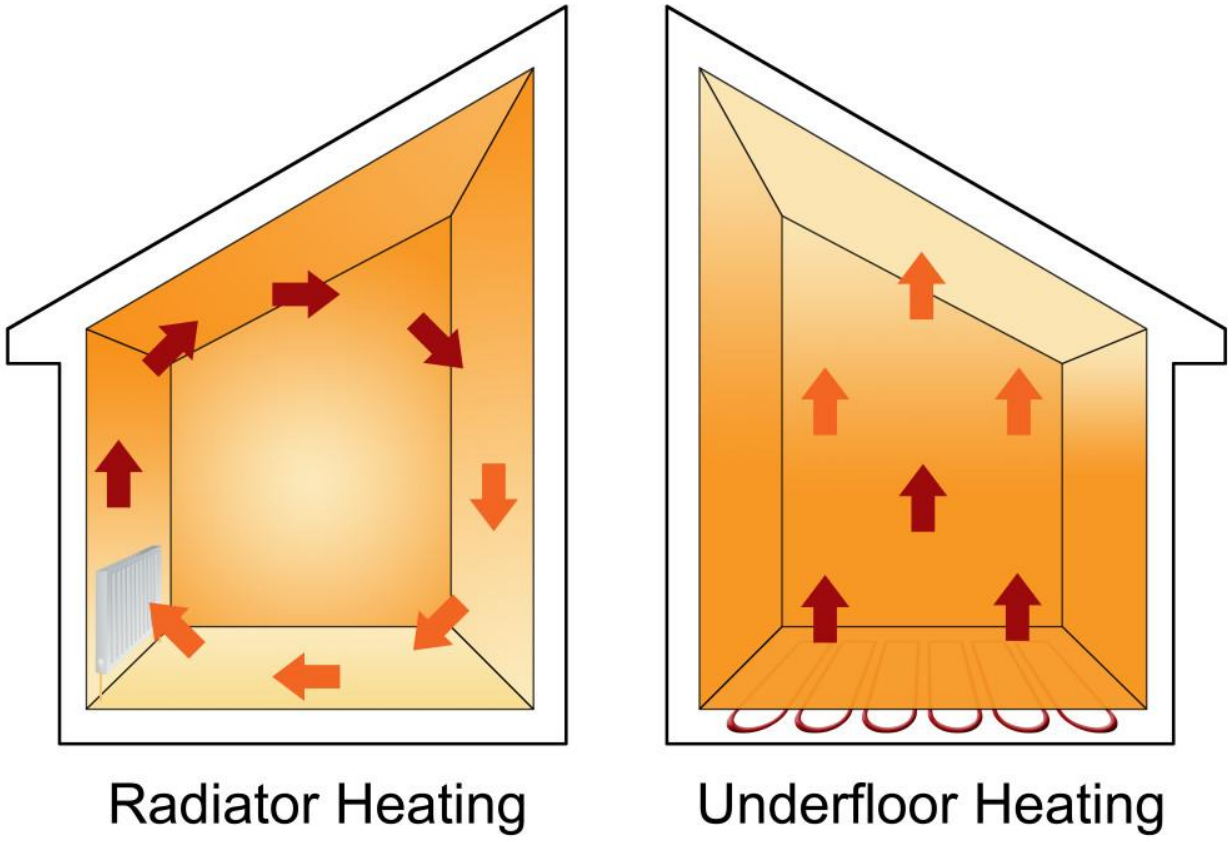
Warmup's heating systems utilise radiant heat technology to gently warm the people and objects in a room directly, from the ground up. This process reduces heat loss and uses less energy and lower air temperatures to reach optimal comfort temperatures compared to traditional heating systems.

Example: A 20m^2 living room with 'typical' insulation levels of a UK home and a target comfort temperature of 18.5°C

Required air temperature with UFH = 18.5°C

Required air temperature with radiators = 19.1°C

Saves 505 kWh/yr (8% reduction in energy use as a result of UFH radiant effect)

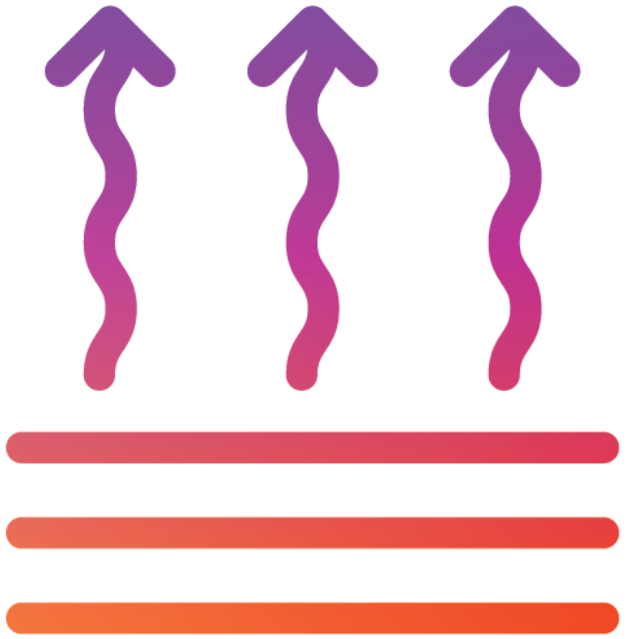


Warmup

Lower Water Temperatures

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 which improves the efficiency of the heat source, including low-carbon heat sources such as ground or air source heat pumps and biomass boilers.



Radiator operating temperatures:

Flow: 55°C Return: 50°C

Typical heat pump efficiency coefficient: **2.7**

Underfloor heating operating temperatures:

Flow: 35°C Return: 30°C

Typical heat pump efficiency coefficient : **3.2**

(+18.5% reduction in energy usage vs radiators)

Underfloor heating also uses a larger mass of water than radiator systems, which works more effectively with the limited cycles of heat pumps.

Warmup

Smart Controls

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

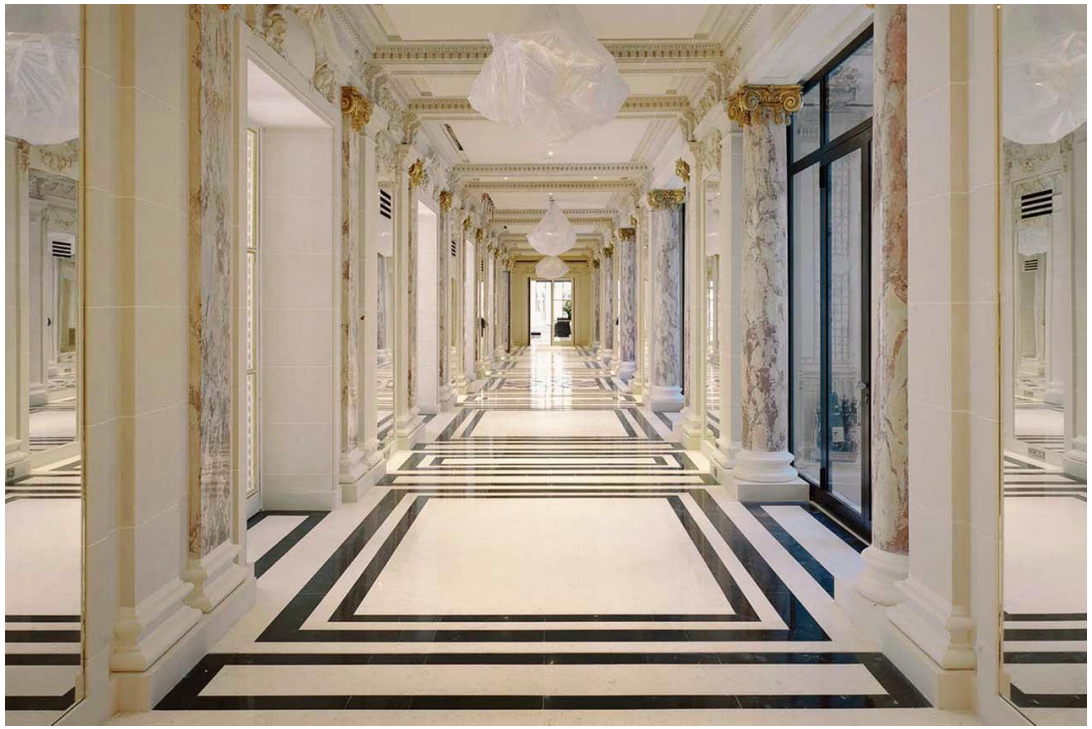
Case Studies

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"

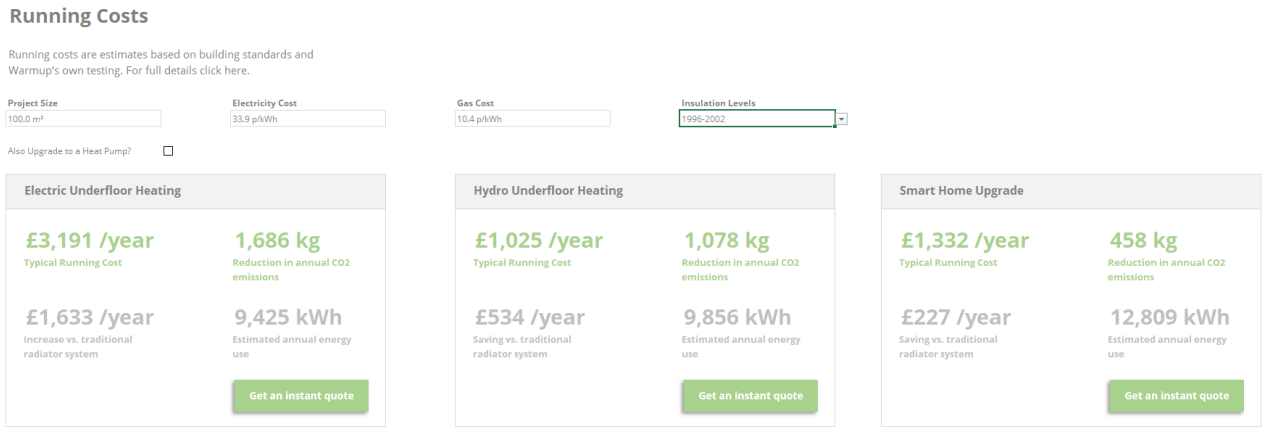
Adam Brundell, Circa Installations Limited.



The Peninsula Hotel, Paris, France

Warmup

Running Costs



The enhanced energy performance of our range of heating systems and controls can lower both the carbon footprint of a property and its running costs. Warmup are developing advanced tools to assist our customers and industry partners in discovering exactly how much they could save with our technology at the click of a button.

Warmup

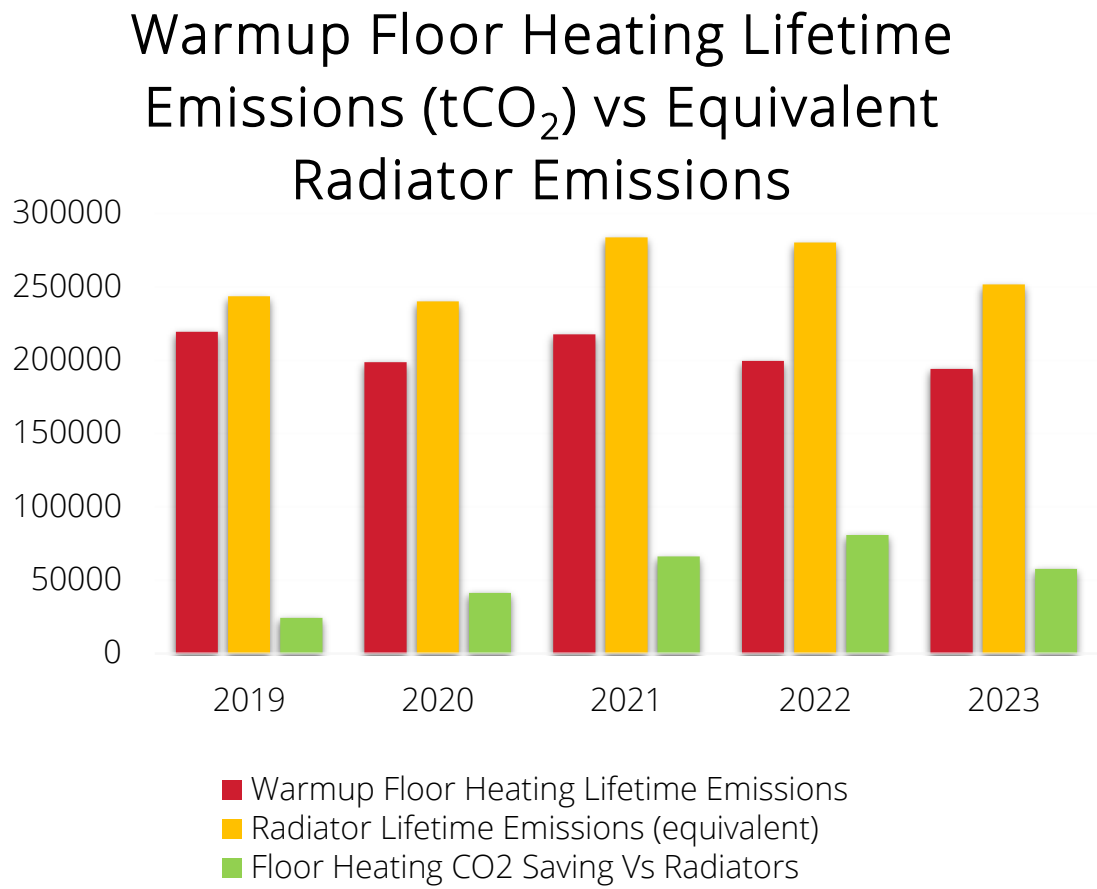
Progress Graphs

The UK electricity factor is prone to fluctuate from year to year as the fuel mix consumed in UK power stations (and auto-generators) and the proportion of net imported electricity changes.

These annual changes can be large as the factor depends very heavily on the relative prices of coal and natural gas as well as fluctuations in peak demand and renewables. Given the importance of this factor, the explanation for fluctuations will be presented here henceforth.

In the 2019 GHG Conversion Factors, there was a 10% decrease in the UK Electricity CO_2e factor compared to the previous year. In the 2020 update, the CO_2e factor decreased (compared with 2019) again by 9%. In the 2021 update, the CO_2e factor again decreased by 9% (in comparison to the 2020 update). The above decreases are all due to a decrease in coal use in electricity generation and an increase in renewable generation.

In the 2023 update, the UK Electricity CO_2e factor has increased by 7% (compared to the 2022 update) due to an increase in natural gas use in electricity generation and a decrease in renewable generation.



Internal Sustainability

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 focus on three strategic areas of our business; **environment**, **labour & human rights**, and **ethics**.

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

GHG Methodology

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.

GREENHOUSE GAS PROTOCOL

Warmup

Streamlined Energy and Carbon Reporting (SECR)

Warmup has been reporting under the UK government's SECR framework since 2023.

It aims to encourage energy efficiency and carbon reduction by requiring companies to disclose energy usage and carbon emissions through annual reports.

In undertaking this process Warmup had its emissions figures and methodology audited and verified by Gravitas.

The reports can be found on the UK government's Companies House website in the filing history of Warmup Plc, company number 02955213.

GREENHOUSE GAS PROTOCOL

Warmup

Operational Boundaries

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	Yes	Medium
	3.1	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

Warmup's operational boundaries report at the GROUP LEVEL. 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.
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.

Warmup

Scopes of Emissions

Scope 1

- Gas for Buildings & Fleet
- >1% total emissions
- Electrification of buildings & fleet

Scope 2

- Electricity for buildings
- >1% total emissions
- Solar / renewables

Scope 3

- Products, transport, waste
- 99% of total emissions
- Product design, optimising transport, *'remove, reduce, reuse, recycle', use of emissions*

Warmup

Scopes 1, 2, & 3

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.

All our GHG figures are pending verification from an external verified body and have been calculated to the best of our ability. Once the figures have been verified, they will be published externally.

Warmup

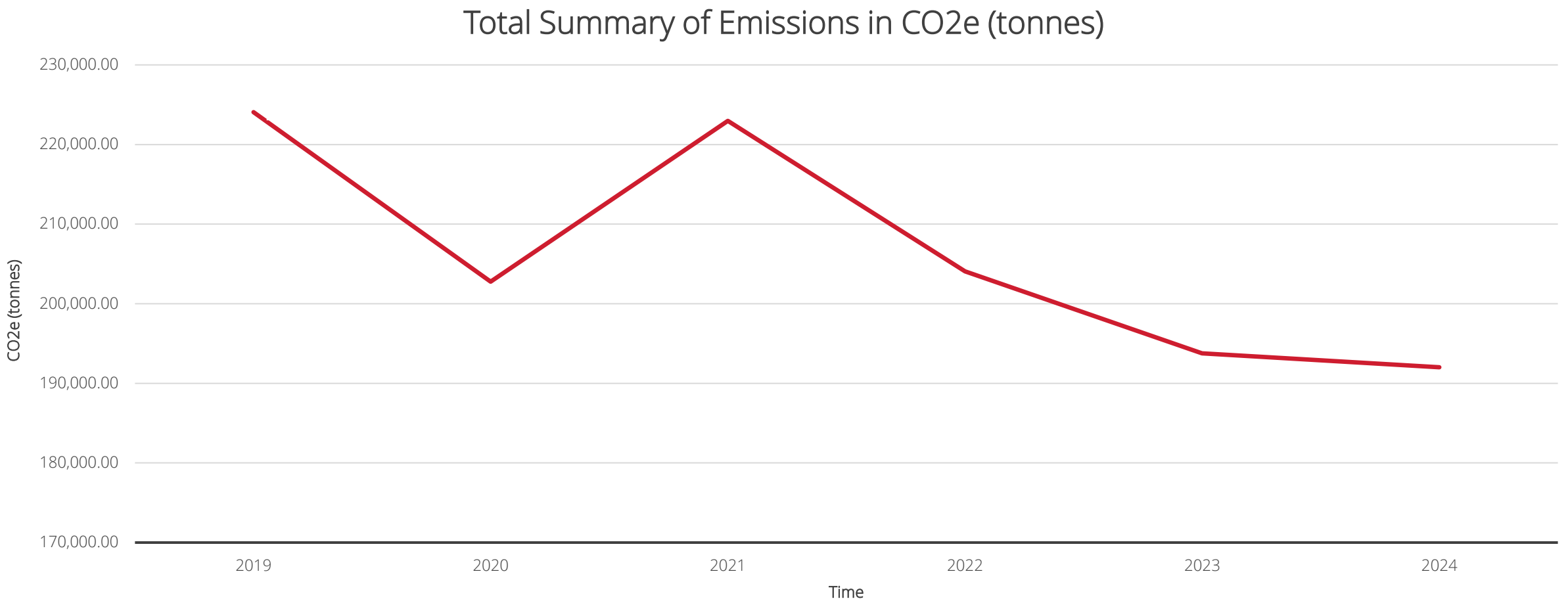
Summary of Emissions

Group Overview CO_2e (tonnes)							
Category	2019	2020	2021	2022	2023	2024	Change vs 2019
TOTAL	224,273.35	202,864.12	223,100.69	204,619.95	193,887.50	192,018.54	-14.38%
Scope 1	136.02	46.69	78.45	101.00	57.91	58.97	-56.64%
Scope 2	72.90	52.88	56.97	55.68	48.65	50.51	-30.71%
Scope 3	224,064.43	202,764.55	222,964.77	204,463.27	193,780.94	191,909.06	-14.35%

2030 Target – 112,415.33 tonnes CO_2e

Warmup

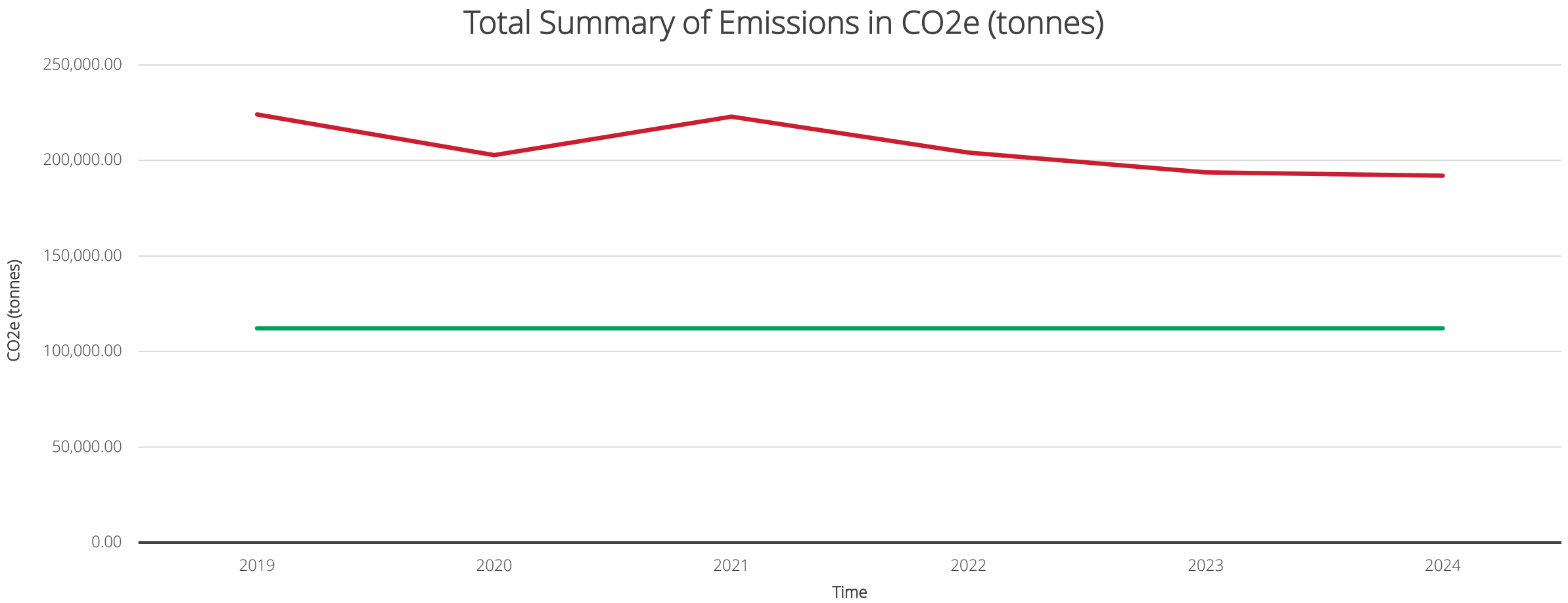
Summary of Emissions



2030 Target – 112,136.675 tonnes CO_2e

Warmup

Summary of Emissions



2030 Target – 112,136.675 tonnes CO_2e

Warmup

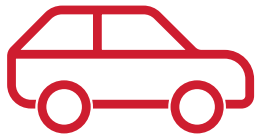
Emissions: Scope 1

We have made fantastic progress in reducing our emissions from our fleet & heating our buildings. In 2024, we have again exceeded our 2030 target of halving our emissions for scope 1 which was first achieved in 2023.

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 and this is reflected in our 2023 figures and beyond.

In terms of our fleet, we have transitioned our fleet to electric so are no longer relying on fossil fuels to carry out our trips for company owned vehicles. At the end of 2024, 80% of our fleet was fully electric and 16% hybrid models. Only 4% of our company owned fleet was still running solely on diesel fuel sources.

Emissions: Scope 1 Data

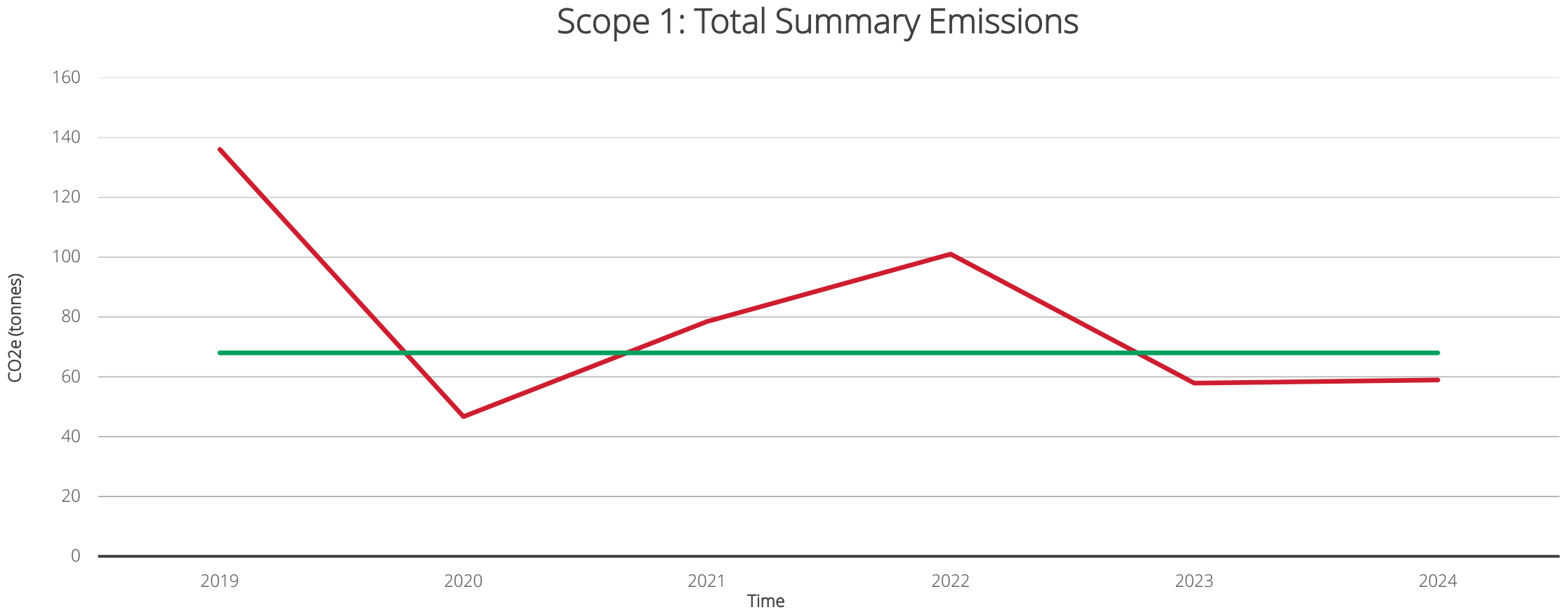


Scope 1 Overview CO_2e (tonnes)							
Category	2019	2020	2021	2022	2023	2024	Change vs 2019
TOTAL	136.02	46.69	78.45	101.00	57.91	58.97	-56.64%
Stationary Combustion	20.75	19.28	36.10	37.02	21.30	25.43	+22.52%
Mobile Combustion	115.27	27.42	42.35	63.98	36.61	33.55	-56.64%

2030 Target – 68.01 tonnes CO_2e

Warmup

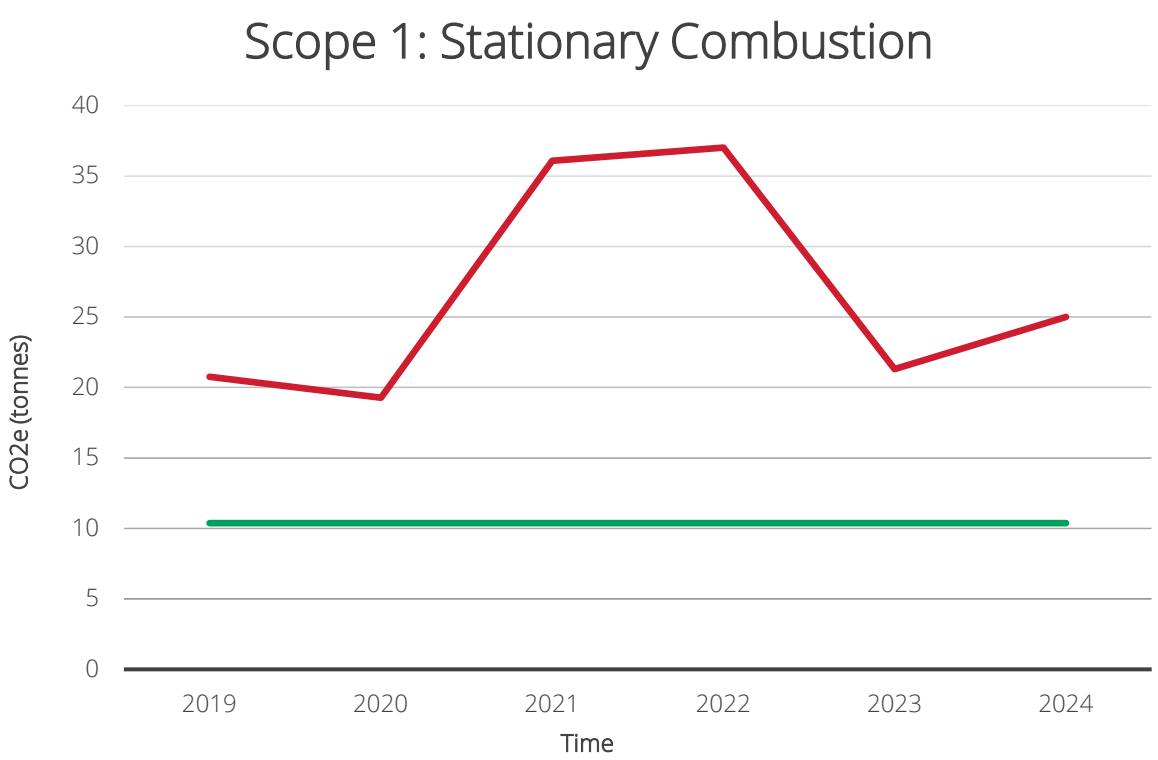
Scope 1: Total Summary



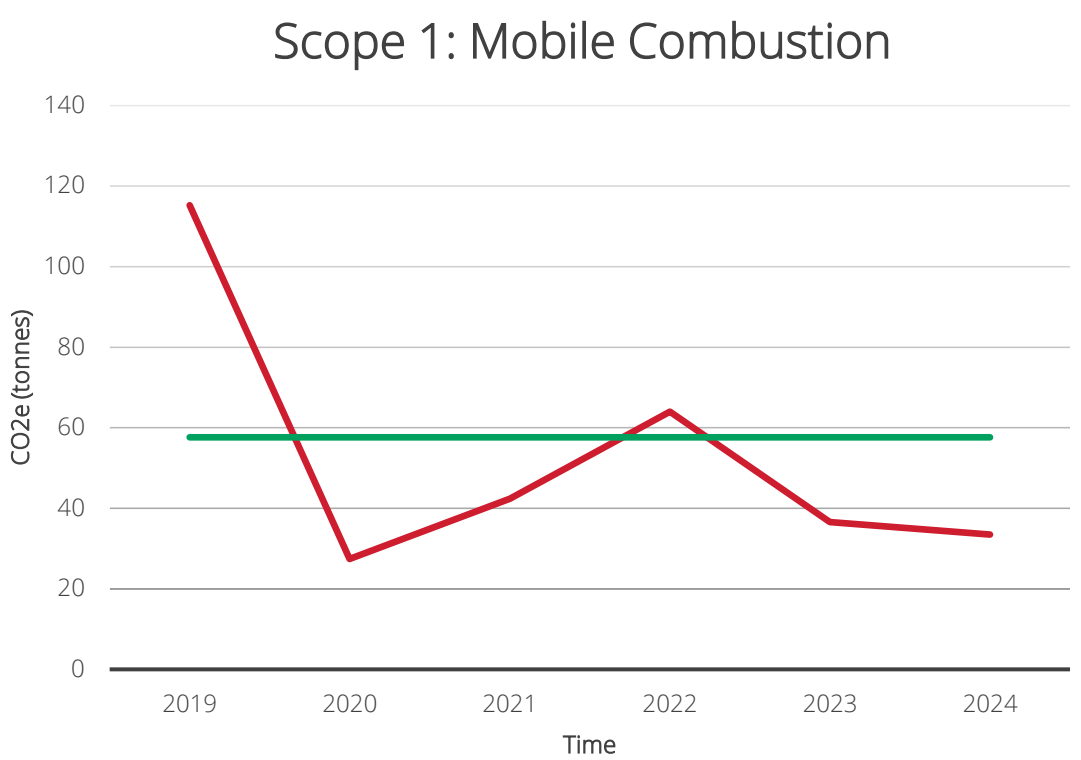
2030 Target – 68.01 tonnes CO_2e

Warmup

Scope 1: Stationary and Mobile



2030 Target – 10.375 tonnes CO_2e



2030 Target – 57.635 tonnes CO_2e

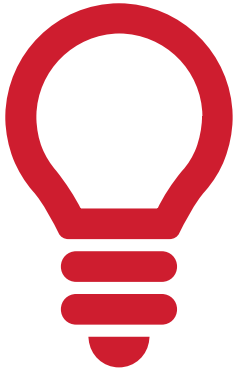
Warmup

Emissions: Scope 2

As we expand our global operations and adopt the usage of electricity instead of gas to power our buildings, our electricity demands will increase. However, through our energy conservation measures, we have reduced our electricity emissions by a third already. These measures include:

- The use of solar panels on our buildings, creating our own green energy. All our UK buildings generate solar energy, and we are looking to expand this initiative through the installation of solar panels across our other operations.
- Committing to renewable energy tariffs for our UK operations which was achieved in 2024. We have plans to roll this out across of the rest of our operations in 2025.
- Educating staff to minimise the use of unnecessary electricity.
- Using energy-efficient operational equipment.

Emissions: Scope 2 Data



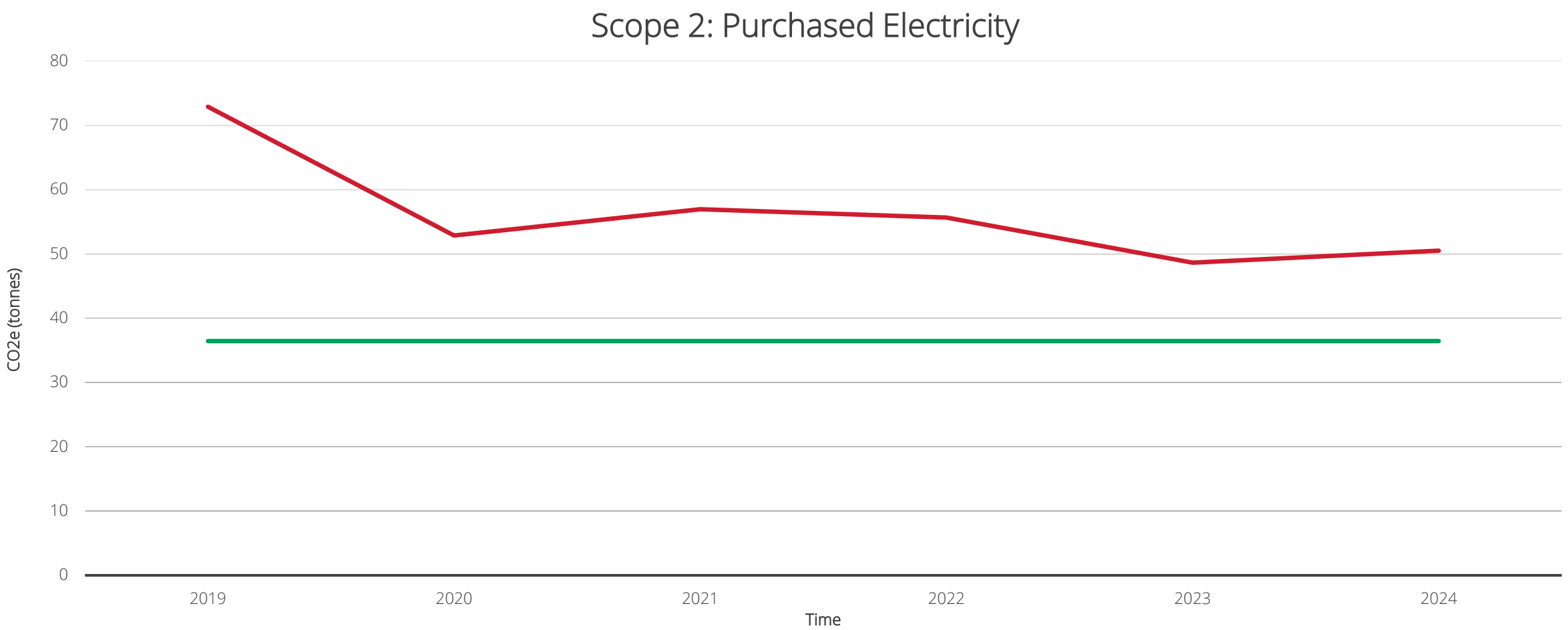
Scope 2 Overview CO_2e (tonnes)							
Category	2019	2020	2021	2022	2023	2024	Change vs 2019
Purchased Electricity	72.90	52.88	56.97	55.68	48.65	50.51	-30.71%

2030 Target – 36.45 tonnes CO_2e

Warmup

Scope 2: Emissions Summary

Total Scope 2 Overview CO_2e (tonnes)



2030 Target – 36.45 tonnes CO_2e

Warmup

Scope 3: Summary Emissions

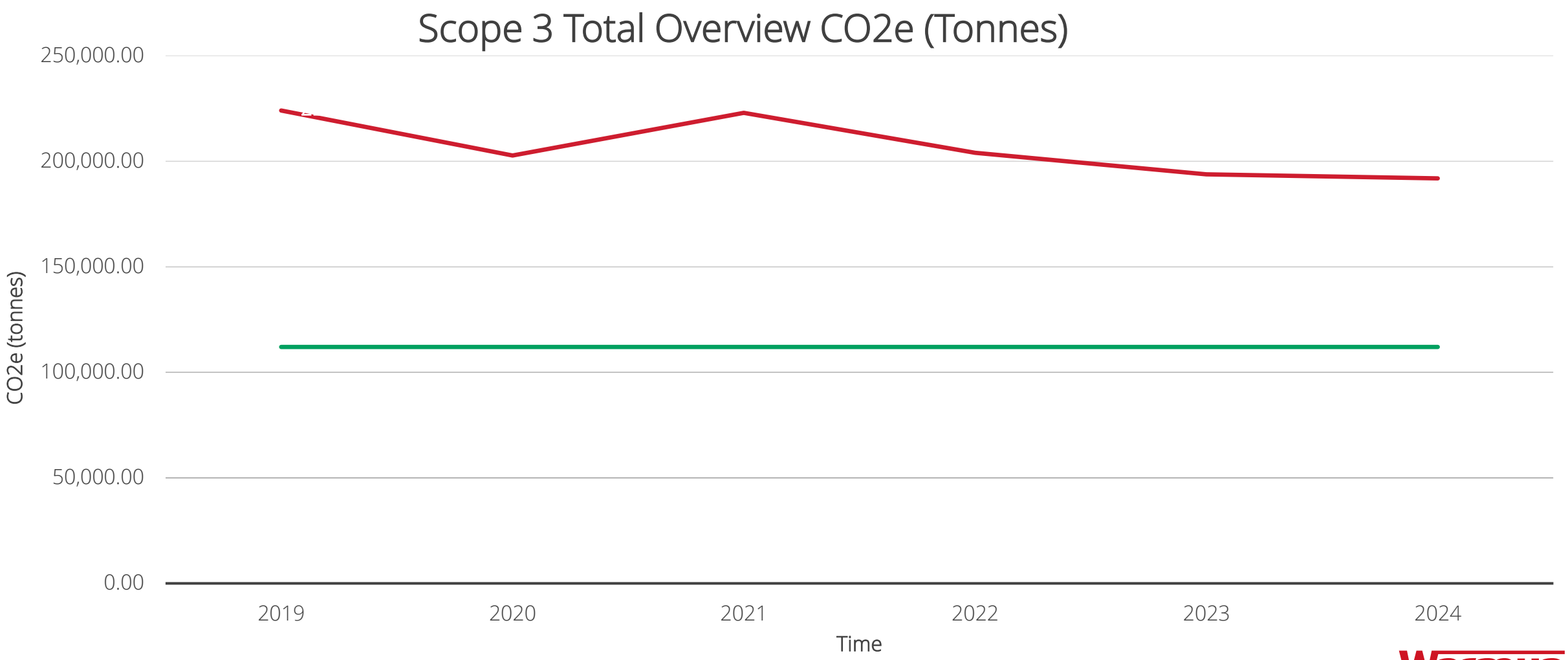
Scope 3 – Overview CO_2e (tonnes)							
Category	2019	2020	2021	2022	2023	2024	Change vs 2019
TOTAL	224,064.430	202,764.550	222,964.770	204,464.000	193,780.94	191,909.06	-14.35%
Purchased Goods & Services	3616	2878	3921	3395	2505	2583.78	-28.55%
Upstream Transport & Distribution	377	359	706	855	418	520.78	+38,14%
Recycled Waste	36.27	23.82	25.21	15.23	7.815	0.15	-99.57%
General Waste	18.14	10.01	7.83	10.33	6.646	0.09	-99.57%
Business Travel	22.02	4.65	10.82	79.97	89.20	179.06	+713.16%
Downstream Transport & Distribution	651	594	687	627	726	615.74	-5.42%
Use of Emissions	219,343.99	198,794.76	217606.91	199,481.47	190,028.28	188,009.21	-14.29%

2030 Target – 112,032.215 tonnes CO_2e

Warmup

Scope 3: Summary Emissions

Total Scope 3 Overview CO_2e (tonnes)



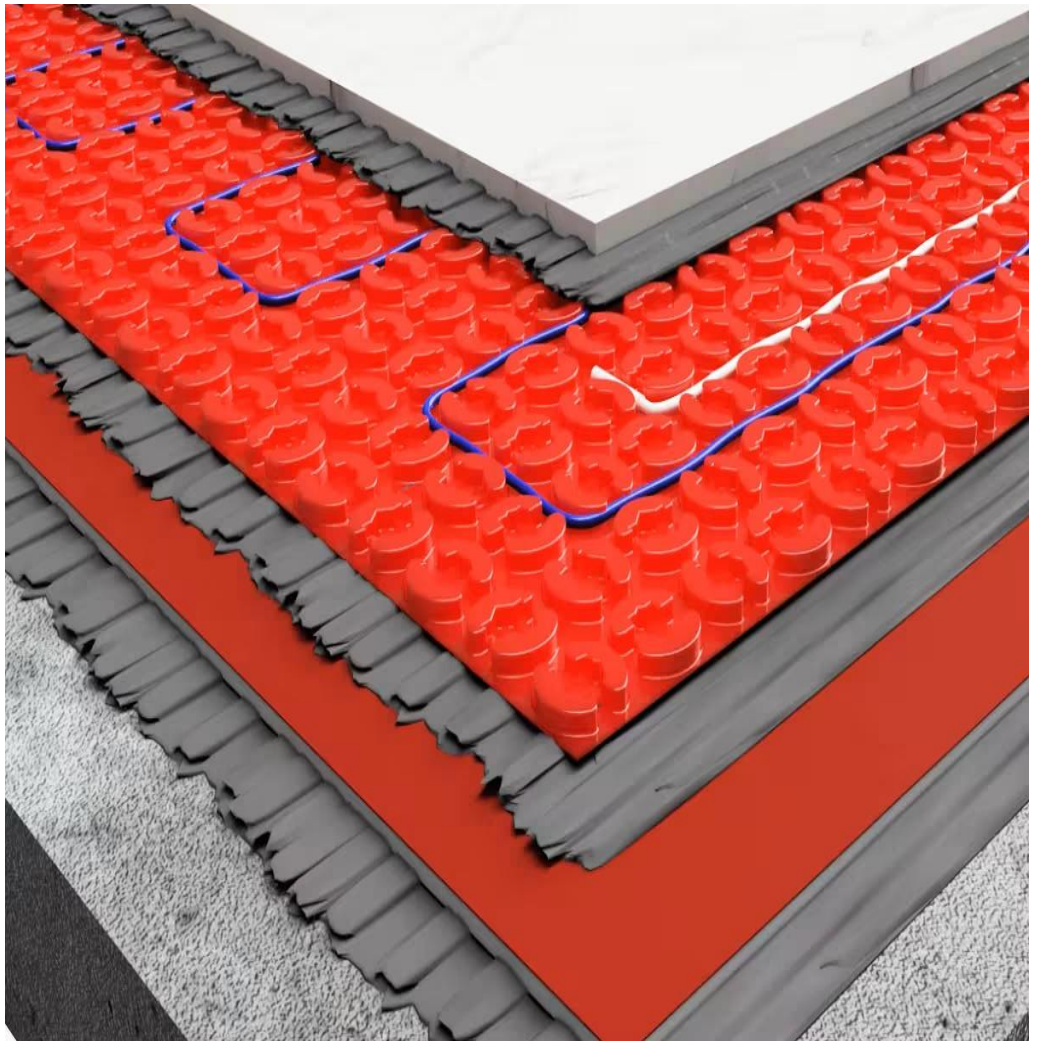
2030 Target – 112,032.215 tonnes CO_2e

Warmup

Emissions: Scope 3 – Purchased Goods & Services

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, having **reduced by them 28.5%** in 2024. We will continue to reduce them by:

- Introducing recycled materials in our products & packaging. E.g., Our Ultra-12, Nexxa-12 & Nexxa ranges contain **recycled materials**.
- 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.



Emissions: Scope 3 – Purchased Goods & Services

Purchased Goods & Services CO_2e (tonnes)							
Category	2019	2020	2021	2022	2023	2024	Change vs 2019
Purchased Goods & Services	3616	2878	3921	3395	2505	2586	-28.48%

2030 Target – 1,808 Tonnes CO_2e

Warmup

Emissions: Scope 3 - Purchased Goods & Services

Overview CO_2e (tonnes)

2030 Target – 1,808 Tonnes CO_2e

Warmup

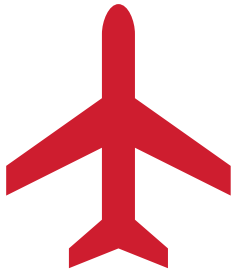
Emissions: Scope 3 – Transport & Distribution

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.

Emissions: Scope 3 – Upstream Transport & Distribution

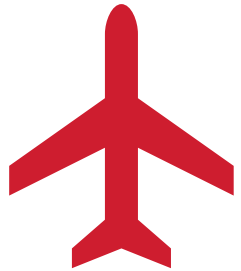




Upstream Transportation & Distribution CO_2e (tonnes)							
Category	2019	2020	2021	2022	2023	2024	Change vs 2019
TOTAL	377	359	707	854	419	520.78	+38.14%
Road	48	61	82	134	44	38	-20.83%
Sea	279	228	407	659	329	477	+70.97%
Air	50	70	218	61	46	6	-88.00%

2030 Target – 188.50 Tonnes CO_2e

Warmup

Emissions: Scope 3 – Downstream Transport & Distribution



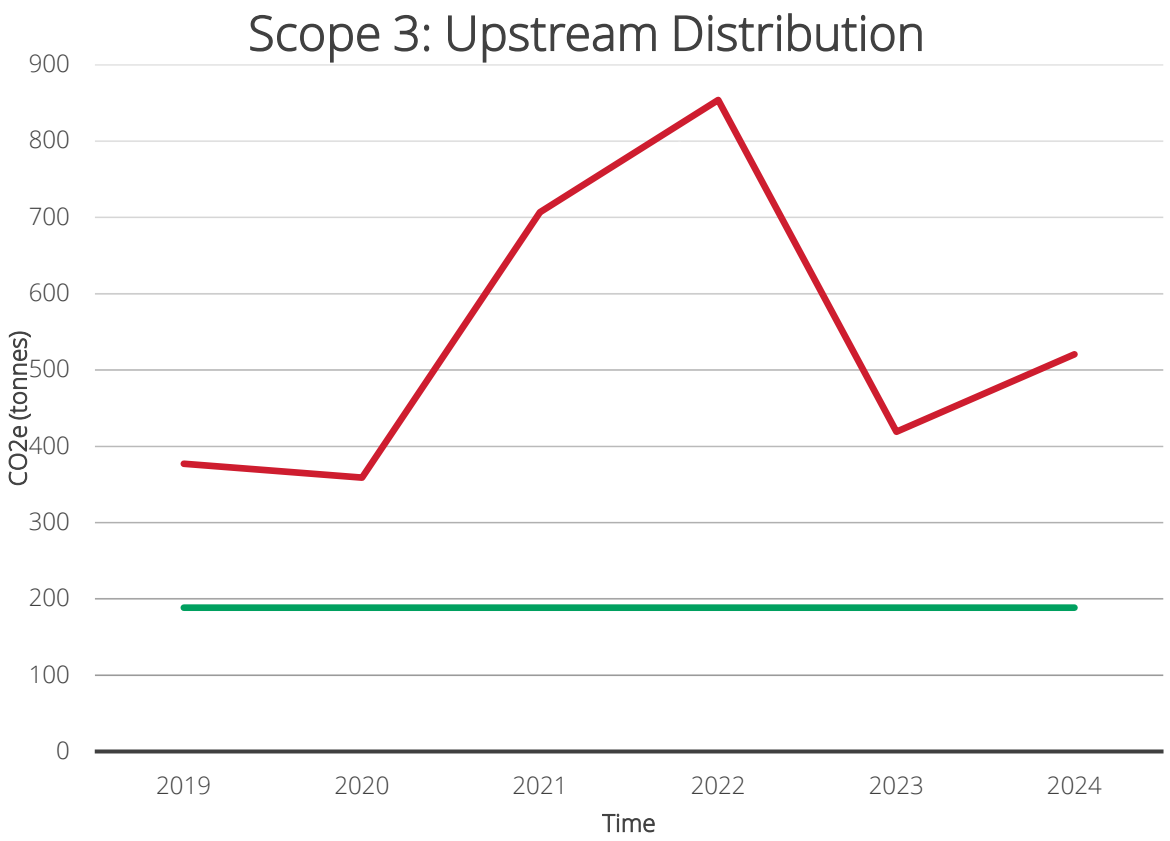
Downstream Transportation & Distribution CO_2e (tonnes)							
Category	2019	2020	2021	2022	2023	2024	Change vs 2019
TOTAL	651.00	593.97	686.80	627.40	725.90	615.74	-5.42%
Road	469.10	428.30	533.00	502.90	618.80	550.20	+17.29%
Sea	27.00	12.10	3.10	4.90	1.60	0.67	-97.52%
Air	154.90	153.30	150.70	119.60	105.50	64.87	-58.12%

2030 Target – 325.50 Tonnes CO_2e

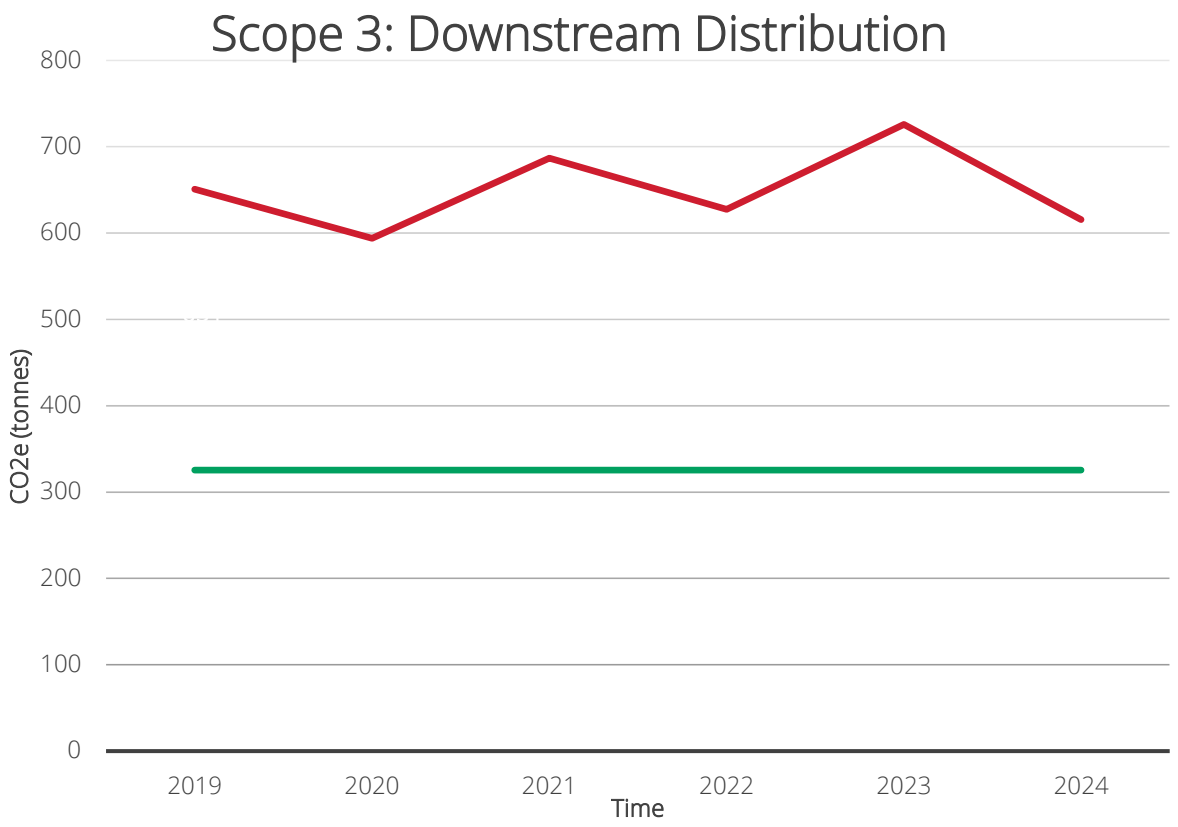
Warmup

Emissions Scope 3 : Transport & Distribution

Overview CO_2e (tonnes)



2030 Target – 188.50 Tonnes CO_2e



2030 Target – 325.50 Tonnes CO_2e

Warmup

Emissions: Scope 3 – Operational Waste

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 have confirmed that all of our waste providers divert our waste from landfill which has led to us reducing our emissions by over 73%!

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.

Emissions: Scope 3 – Operational Waste

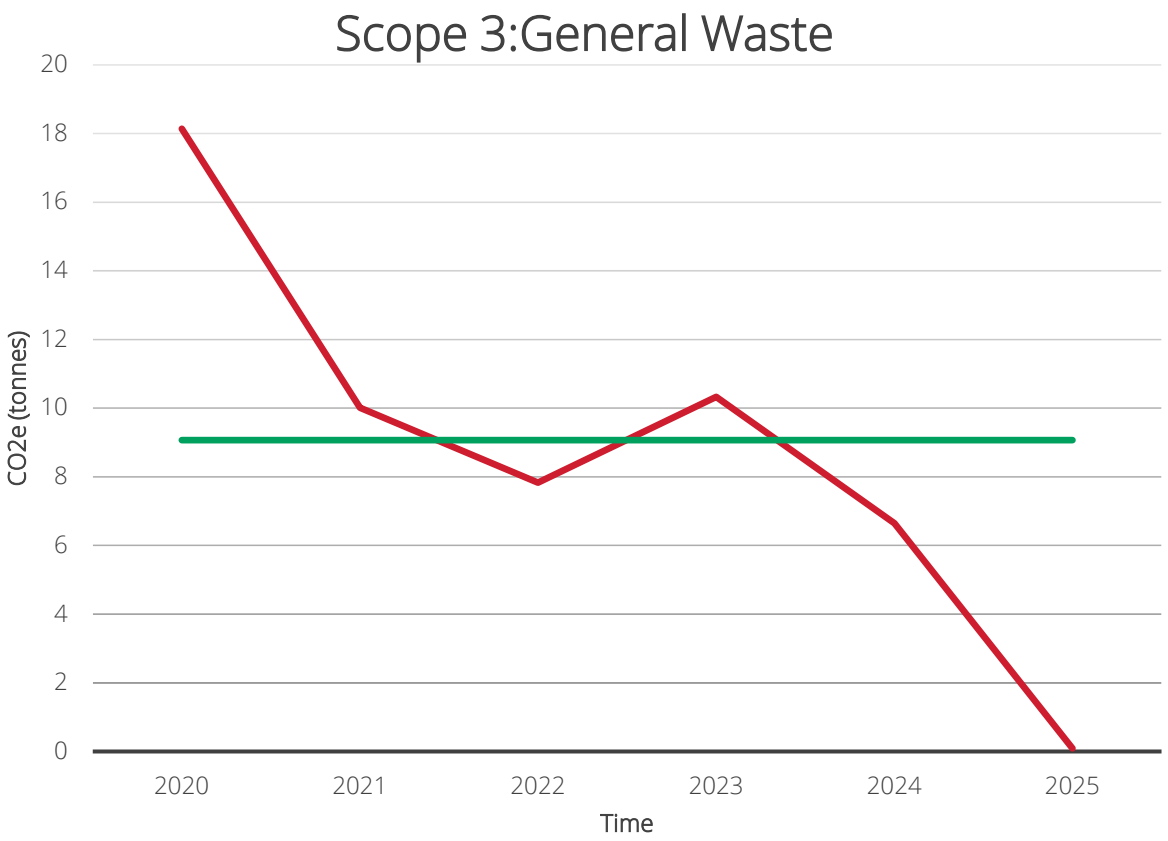
Waste CO2e (tonnes)							
Category	2019	2020	2021	2022	2023	2024	Change vs 2019
General Waste	18.14	10.01	7.83	10.33	6.646	0.09	-99.50%
Recycled Waste	36.27	23.82	25.21	15.23	7.815	0.15	-99.59%

2030 Targets – 9.07t CO_2e & 18.14t CO_2e

Warmup

Emissions: Scope 3 - Operational Waste

Overview CO_2e (tonnes)



2030 Target – 9.07t CO_2e

2030 Target –18.14t CO_2e

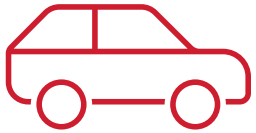
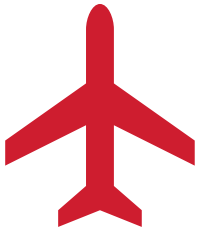
Warmup

Emissions: Scope 3 – Business Travel

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.

Warmup

Emissions: Scope 3 – Business Travel

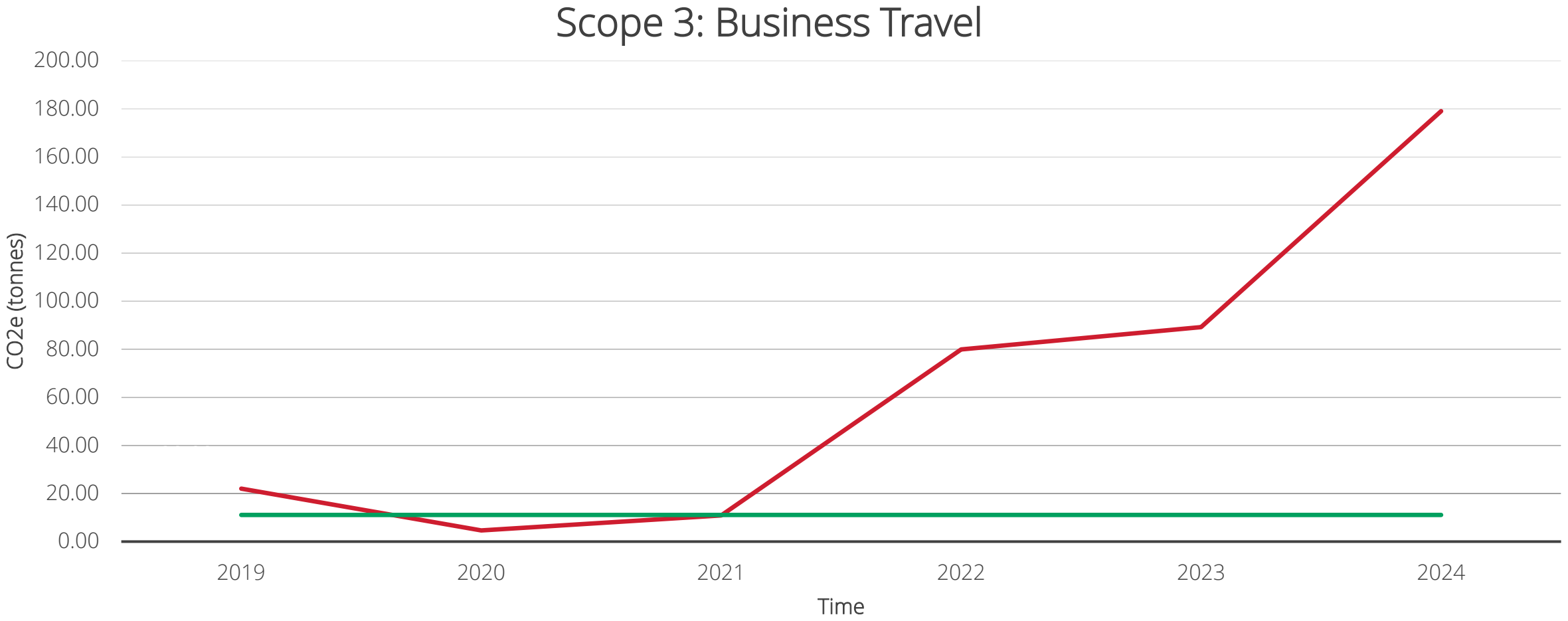
Business Travel CO2e (tonnes)							
Category	2019	2020	2021	2022	2023	2024	Change vs 2019
TOTAL	22.17	4.63	10.10	86.10	89.20	179.06	+713.16%

2030 Target – 11.085 Tonnes CO_2e

Warmup

Emissions Scope 3 : Business Travel

Overview CO_2e (tonnes)



2030 Target – 11.085 Tonnes CO_2e

Warmup

Emissions: Scope 3 – Use of Emissions

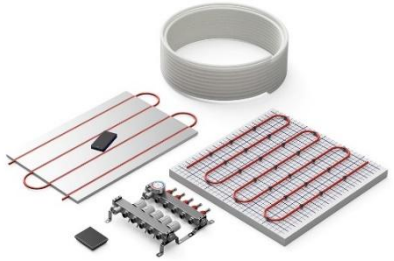
Our heating solutions are designed for better energy performance and can help to reduce global carbon emissions, while also delivering on comfort. We are constantly striving to deliver greater efficiency through innovations in the way our systems are designed, how they operate and how they are used.

We've compared the CO_2 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 tCO_2) reduction in lifetime CO_2 emissions for our systems installed in 2022.

As the grid moves towards decarbonisation, the CO_2 savings associated with our systems connected to heat pumps will continue to mount up in comparison to more traditional heating methods and we're proud that in addition to providing superior energy efficiency, our products also offer the added bonus of improved comfort and ease-of-use.

Warmup

Emissions: Scope 3 – Use of Emissions



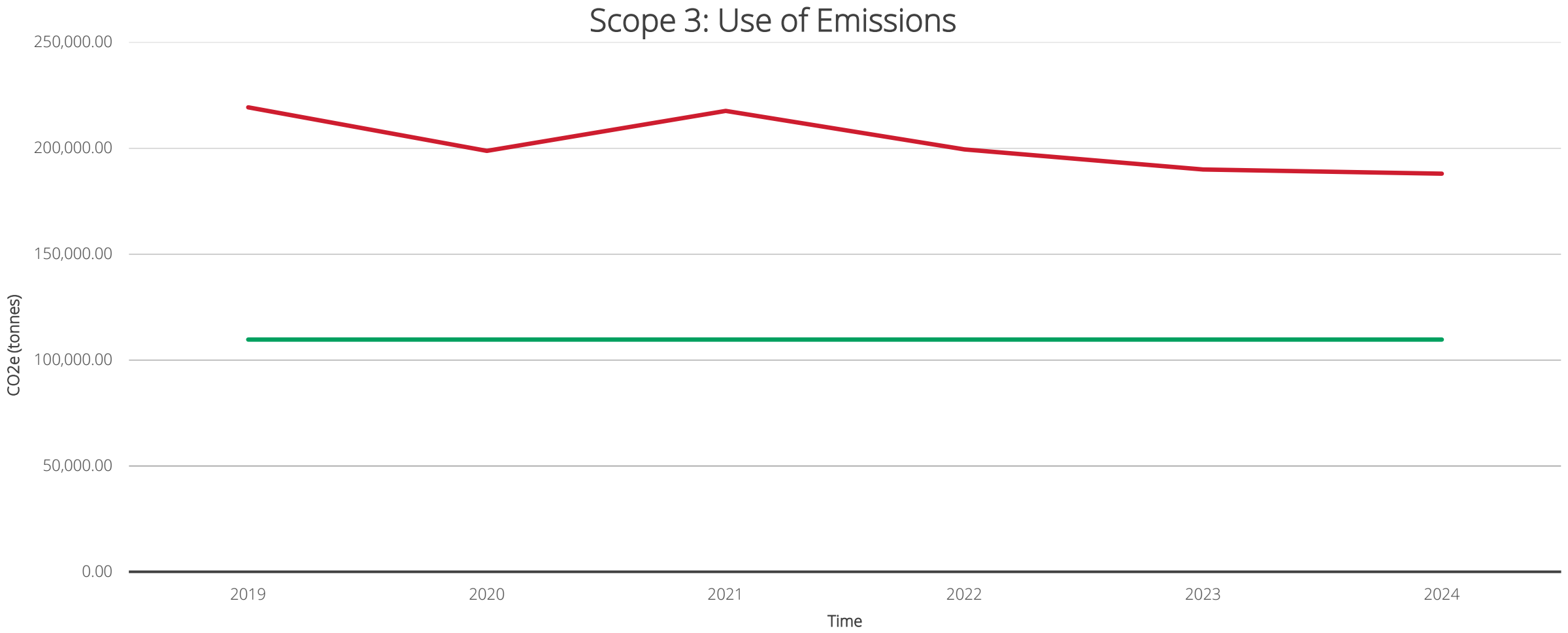
Use of Emissions CO_2e (tonnes)							
Category	2019	2020	2021	2022	2023	2024	Change vs 2019
Use of Emissions	219,343.99	198,794.76	217,606.91	199,481.47	190,028.28	188,009.21	-14.29%

2030 Target – 109,671.995 Tonnes CO_2e

Warmup

Visualised: Use of Emissions

Overview CO_2e (tonnes)



2030 Target – 109,671.995 Tonnes CO_2e

Warmup

What Do All These Figures Tell Us?

The figures show that we are making good progress and, in some areas, outperforming our 2030 targets. We anticipate to hit our Scope 2 target ahead of 2030, having reduced emission by **31%** and we have already hit our target of halving our emissions for:

- Scope 1 – Mobile & stationary combustion
- Scope 3 – Operational waste

However, there are still challenges ahead of us. As a manufacturing business most emissions sit in Scope 3, which is more difficult for us to control. For the 'use of emissions', we are reliant on the proportion of renewables used to generate energy for the grid. For purchased goods and services, we are planning to adopt metrics per m^2 so as we grow, we can measure a relative improvement rather than absolute.

At Warmup, we are taking encouragement from the fantastic progress already made across the group, however we know there is a way to go before we hit Net Zero so know we must maintain focus.

Warmup

Environmental Reporting

Policy Objectives: Environmental

Emissions: Warmup's 2030 target is 112,136T/CO2e and Net Zero by 2050. We are currently at 192,018.54, a 14.38% reduction.

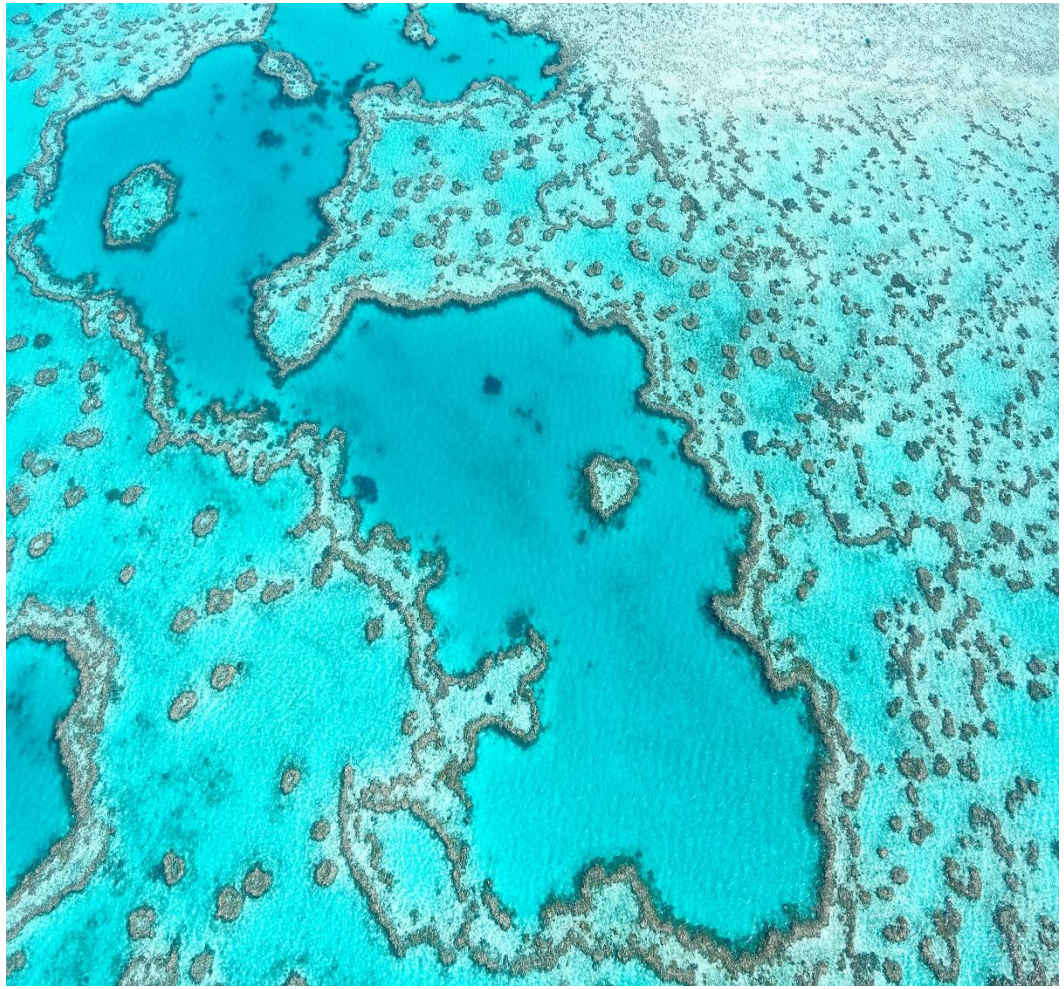
Electricity: Our target is to have 100% our global infrastructure powered by renewable electricity sources by the end of 2028.

Infrastructure: Our target is to invest further and expand the solar panel system on our warehouses by the end of 2028.

Waste Management : Our target is to recycle 100% of this waste by 2030.

Training: Our target by 2028 is to deliver sustainability awareness training to 100% of staff.

Accreditations: Our target is at least an EcoVadis silver medal by 2025.



Warmup

Electricity Usage

Region	2019	2023	2024	Change vs 2023	Change vs 2019
TOTAL (kWh)	236,832	184,865	181,173	-2.00%	-30.72%
UK (kWh)	192,559	141,896	137,493	-0.27%	-40.05%
US (kWh)	15,852	19,059	18,800	-3.10%	+15.68%
DE (kWh)	28,421	20,793	20,850	+1.36%	-36.31%
FR (kWh)	n/a	3,117	4,030	+29.29%	n/a

Since November 2023, all of Warmup's UK buildings have been powered by entirely renewably generated electricity tariffs.

Our target is to have 100% our global infrastructure powered by renewable electricity sources by the end of 2028.

Warmup

Solar Generation

Uk Building	2024 Purchased kWh	2024 Generated kWh	Percent Generated
704 Tudor Estate	62,818	4739	8%
736 Tudor Estate	19,172	4,534	24%
Unit 8, Great Marlings	55,503	9,417	17%

In 2024 our UK buildings generated a combined **18,689kWh** of electricity through our solar panels, equivalent to over **10%** of the total electricity required to power them, and saving **3.87t** of CO_2e from being released.

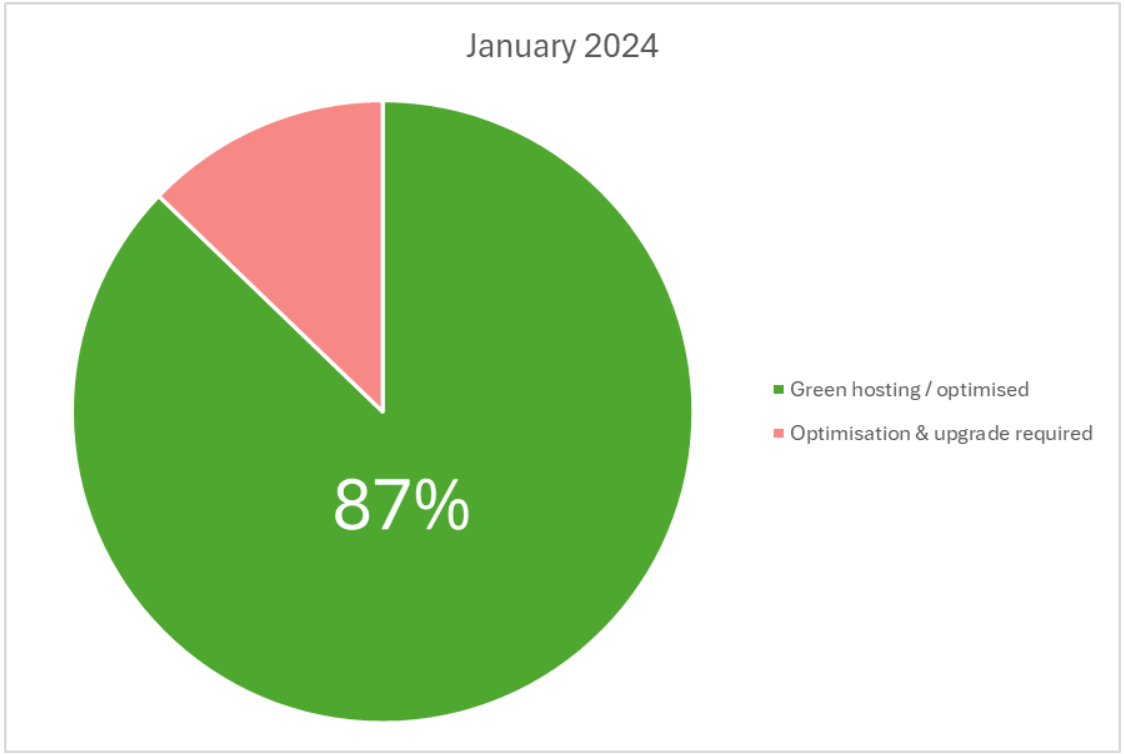
Our target is to invest further and expand the solar panel system on our warehouses by the end of 2028.

Warmup

Powering Our Websites

Over 87% of our traffic is running on renewable energy with further plans to migrate the remaining 30 sites to renewable energy in the future.

"Whether it's through search engine optimisation, conversion rate optimisation, social media optimisation, PPC optimisation, A/B testing optimisation, server optimisation, or implementing strategies like caching the site or utilising a Content Delivery Network (CDN), all of these efforts collectively work to minimise online frictions. This makes it easier for users to find what they're looking for, subsequently reducing bandwidth consumption and contributing to a lower carbon footprint." - Shah, Senior Digital Manager.



Warmup

Operational Waste

In 2024, Warmup's UK and German owned warehouses generated a total waste mass of 34.07t. Of this 13.89t was general waste, 100% of which was diverted from landfill, 15.68t of cardboard was recycled, and 4.49t of plastic was recycled, which was 100% of the waste we generated in these waste streams.

In 2023 a key Sustainability and Environmental Policy target was achieved by the UK warehouse team, with dedicated cardboard and plastic recycling waste streams established across all UK production operations.

The initiative has been driven and maintained by our UK's Operation Manager Sean and supported by Ash, Frank, Nigel, and Alex. Great work, team!

Together they have implemented a more sustainable production process which has some great cost savings and will contribute further towards Warmup's Net Zero goals.

Warmup

Labour & Human Rights Reporting

Human Rights

Warmup

Policy Objectives: Labour & Human Rights

Supplier auditing:

Warmup commits to working with suppliers to help improve the working conditions of all workers within its supply chain through an intensive audit programme. Warmup commits through its internal risk management processes:

- to audit **100%** of our highest risk suppliers by the end of 2025. At the end of 2024 **66%** had been audited.

- for **ALL** suppliers to have no more than **3 major non-conformances** by 2027. **11%** of suppliers achieved this by the end of 2024.

Employee skills development:

- We are committed to ensuring 100% of new starters have received all relevant induction training by the end of 2025 and will measure this target annually.

Warmup

Conflict Minerals

In 2023 Warmup's Sustainability department began a journey to better understand the risks within Warmup's supply chain.

Both product and non-product suppliers were included, with 100% of product suppliers within the scope providing a response.

Suppliers were asked to provide declarations regarding the use of any 3TG materials within our products and where they had been sourced from. From these responses we were able to determine that the risk of conflict minerals entering Warmups supply chain was very low.

Alongside the conflict minerals declaration, suppliers were also asked to provide codes of ethics, sustainability policies and certificates, and where possible, EcoVadis membership.

Policy Objectives: Health and Safety

Accident Rates:

Warmup continuously seeks ways to reduce the risk of accidents and the harms in the workplace. We aim to minimize accidents across our global operations which we will achieve through developing and reviewing our health and safety management processes.

We are committed to reduce the accident frequency rate by **50%** by 2026 with 2023 as the base year.

Health and Safety

In 2023 Warmup recorded **5 accidents** across all 3 UK warehouses with no reports to RIDDOR. In 2024 this was reduced further, to **4 accidents**.

The estimated annual full-day equivalent (FDE) working days lost for 2024 remained at **1 day***.

IOSH training was completed by 100% of warehouse managers and supervisors in Q1 of 2024.

First aid and fire warden training was undertaken with the objective of always providing coverage across all Warmup's UK buildings.

We are committed to reduce the accident frequency rate by 50% by 2026 with 2023 as the base year.

*FDE Lost = (usual hours worked/average hours usually worked) x working day's lost

Warmup

Employee Development

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.

Our target by 2028 is to deliver sustainability awareness training to 100% of staff.

Warmup

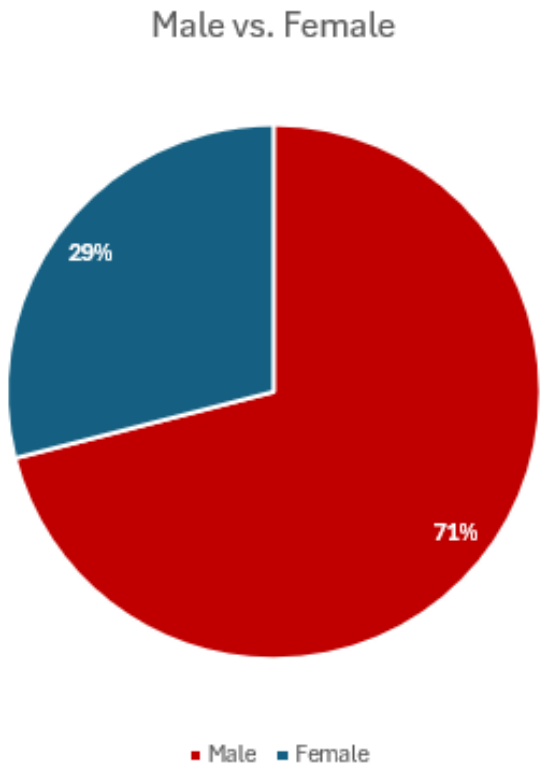
Diversity

At the end of 2024 Warmup employed 135 people covering 21 nationalities.

American
Belgian
Brazilian
British
Canadian
Chinese
Czech
Dutch
French
German
Greek
Hungarian
Indian
Irish
Italian
Jamaican
Portuguese
Romanian
Spanish
Sri Lankan
Turkish

Warmup

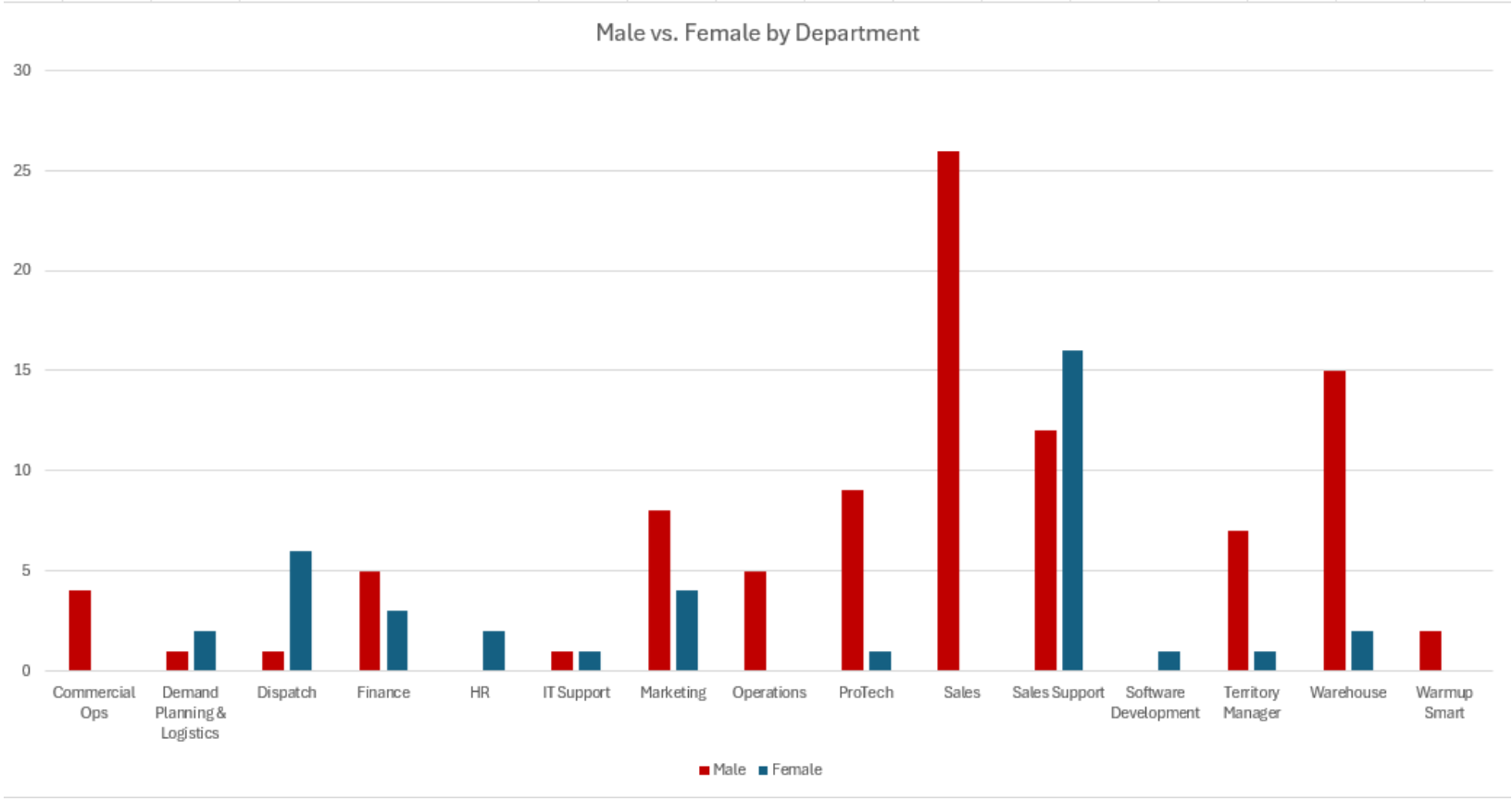
Diversity



At the end of 2024, across the Warmup group, **71%** of our employees were male & **29%** of our employees were female.

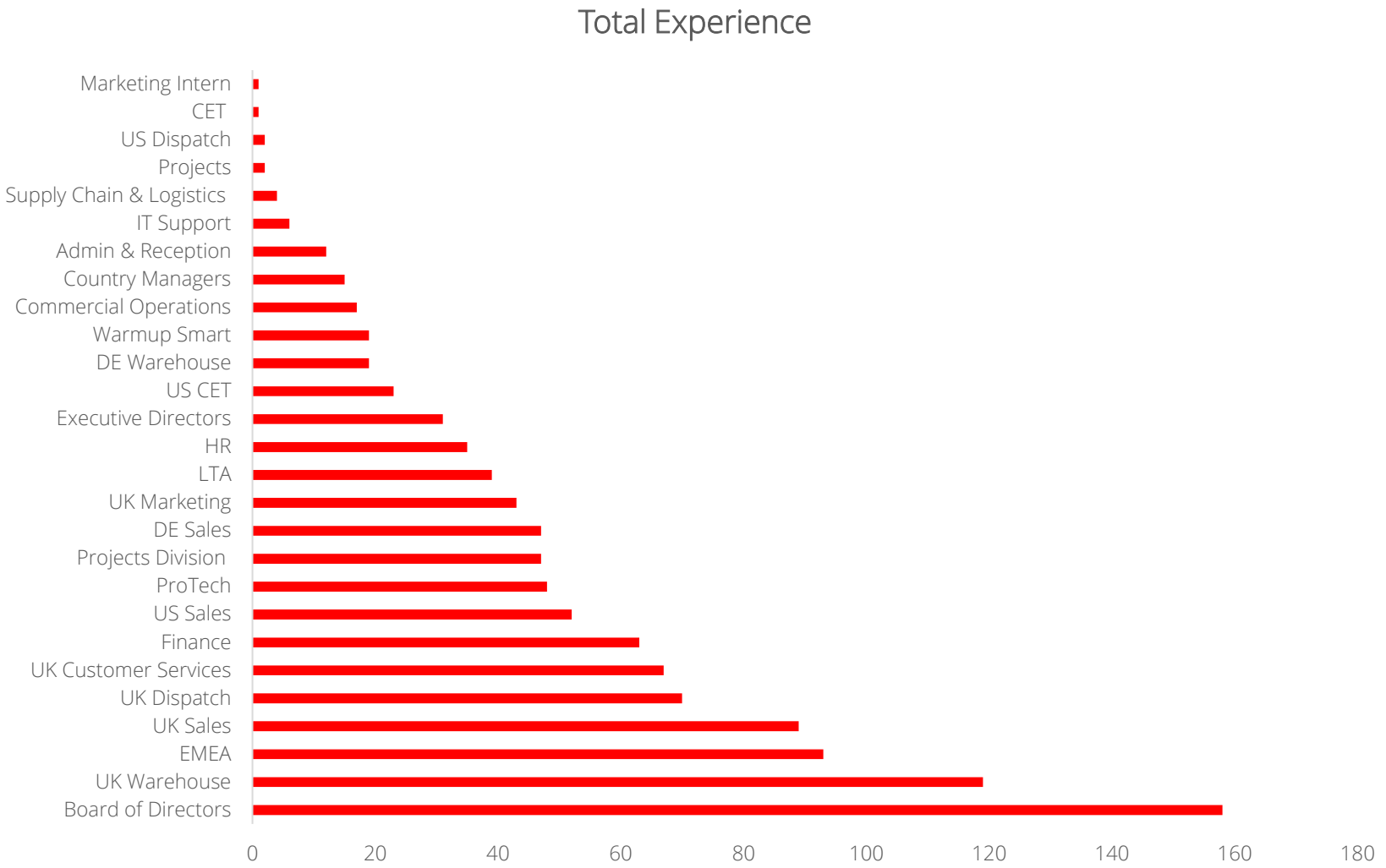
This represents a **2% increase** to female members of staff since the end of 2023.

Diversity



This graph shows the breakdown of males and females within each Warmup department.

Workforce Experience



In 2023 the average number of years' experience per head remained high, dipping slightly from **8.55 years** at the end of 2022, to **8.43 years** at the end of 2023.

In 2024 the average number of years' experience per head INCREASED from **8.43 years** to **8.62 years** at the end of 2024. The

Living Wage Accreditation

Warmup has been an officially accredited Living Wage Employer through the Living Wage Foundation since January 2024.

The Living Wage is an hourly rate of pay, independently calculated each year based on the real cost of living in the UK and London.

The hourly rate is higher than the legal minimum wage which is voluntarily paid by Warmup to all our UK staff.

For more information on the scheme, you can visit www.livingwage.org.uk

Be on the look out for more information and for the logo appearing around Warmup's UK offices soon.

Warmup

Annual Leave

Better wellbeing requires rest to recharge.

In prior years Warmup has allowed staff in the UK to sell up to 5 days of their annual leave allowance back to the company rather than taking the time off. This practice was discontinued in 2023. Staff must take all their leave during the calendar year.

This change is being made in recognition of the importance of time off work. It is widely recognised that annual leave contributes to

- Improved work-life balance
- Promoting better physical and mental health
- Giving the mind and body time to rest, recuperate and re-energise.

We encourage and value engagement at work. We value a positive attitude, flexibility, quality of work, work-rate and attendance from ourselves and our colleagues.

These qualities align us to our values - proud, positive, proactive, and person to person accountable.

To be at our best and show these qualities and values to the best of our ability we believe team members should use their annual leave allowance to avoid burnout.

Warmup

Employee Benefits

BUPA Health Care

How does it work?
Warmup will pay for your membership for as long as you remain an employee of Warmup (once you have successfully completed your probationary period). This is a taxable benefit so you will pay the tax on the premium value.

More information can be found in this news post:BUPA Healthcare (sharepoint.com)

Help@Hand

How does it work?
A reminder to everyone that we have access to a useful add-on benefit available to our employees, a mobile phone application called **Help@Hand**. This can be particularly useful if you don't take our Bupa cover.

More information can be found in this news post: Employee Benefits: Help@Hand by Unum (sharepoint.com)

Reporting: Ethics

Policy Objectives: Ethics

Warmup Plc is committed to conducting business in a fair, open, and honest manner in accordance with the highest ethical and legal standards. We will always 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.

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

We undertake background checks and assess ethical compliance programmes through SMETA 4 semi announced audits. Through gathering independently verified information we gain an understanding and visibility of the risks within our value chain.

Sensitive transactions require internal sign off, third party auditing covering ethics, anti-corruption training, and a whistleblowing procedure are all in place to help identify instances of corruption.

To ensure these standards are met, we aim for **100%** of our current employees to receive ethical training by 2025.

Ethical Due Diligence

In 2024 there were **no reports** of bribery or corruption through Warmup's whistleblowing channel.

In June 2025 Warmup plans to undertake **100%** training of all staff to recognize fraud, corruption, bribery, and money laundering.

In 2024 **100%** of new suppliers onboarded were subject to due diligence checks.

In 2025 Warmup aims to have ethical onsite audits across **70%** of its product suppliers by purchase value.

Warmup

Corporate Responsibility

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.

As a truly global company, Warmup have worked with charitable organisations internationally. Our USA team have worked closely with Community Food Rescue, assisting with food distribution at a local senior living facility.

MAKE IT WILD

Warmup

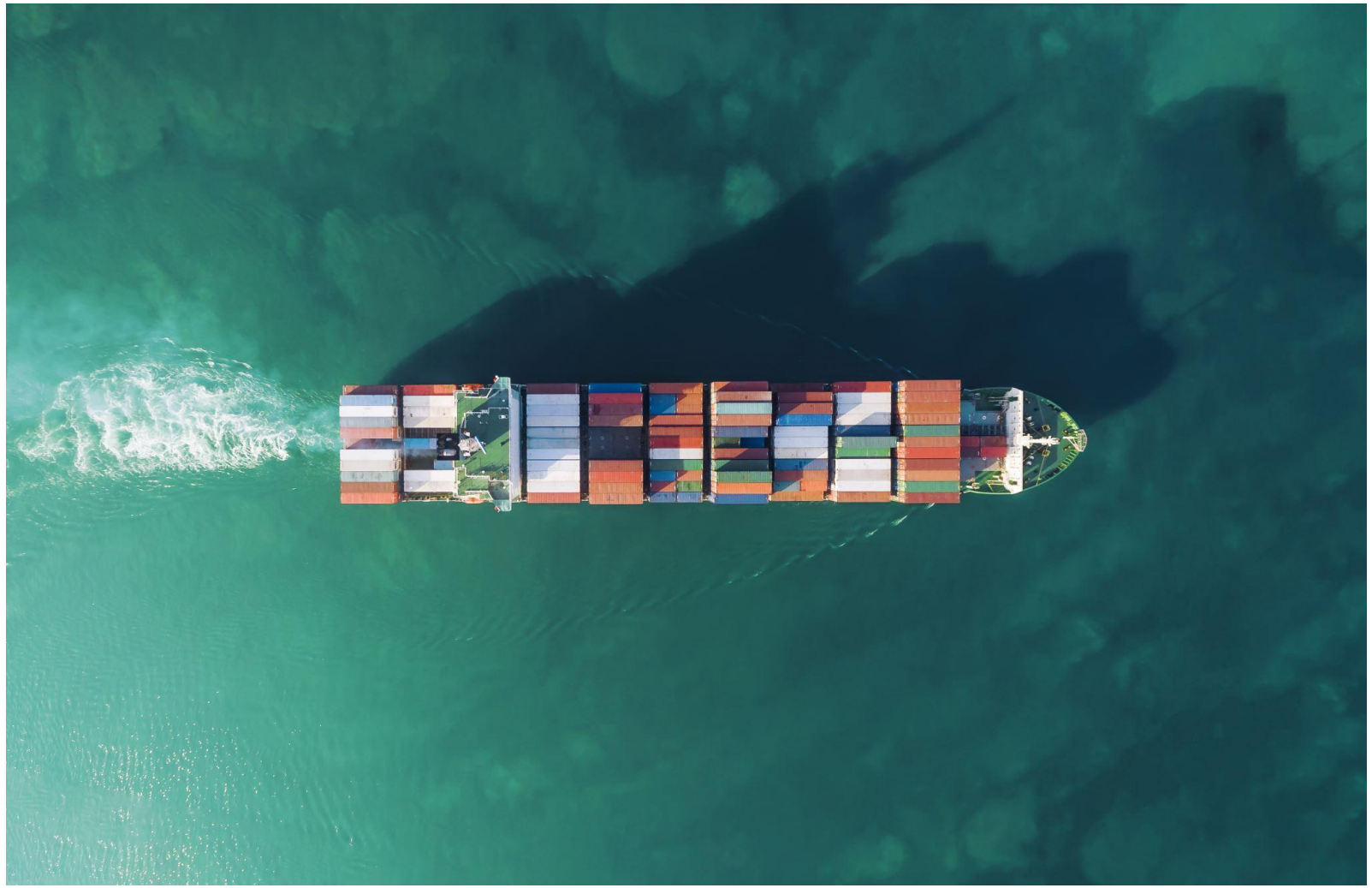
Volunteering

Maria and Lauren started off 2024 by using their lunch break to volunteer with **Community Food Rescue** at the local senior living housing facility, **Glen Apartments**.

"I am excited to share the incredible experience Lauren and I had yesterday during our lunch break when we volunteered with Community Food Rescue at the local senior living housing facility, Gen Apartments. Our time was devoted to distributing food to seniors in need, and Linda, from Community Food Rescue, managed to capture some photos of us in action. I'm excited to inform you that Community Food Rescue has shared these pictures on their Facebook and Instagram pages.

In showing our support, we reposted the content and tagged them. We have the green light to share our experience in writing, post pictures, and tag Community Food Rescue on our social media channels. Witnessing the positive response from the 25-30 individuals we assisted was truly heartening." - **Maria, NAM CET Director.**

Sustainable Procurement Reporting



Warmup

Sustainable Procurement Policy Objectives

Warmup Plc is committed to continually improving upon the impact of our supply chain on the environmental, labour and human rights, and ethical levels.

We aim to work with suppliers who have aligned sustainability goals and have embedded sustainability into their own supply chains.

Warmup manages risk within our supply chain through collaborating with suppliers on improvement & corrective action plans. We have also embedded our procurement requirements into our supplier contracts and our supplier code of conduct.

We monitor our suppliers' accreditations, where applicable undertake SMETA 4 semi announced audits on site, check for possible sources of conflict minerals, and share emissions data in line with the GHG protocol.

Full details can be found in our Sustainable Procurement Policy.

Warmup

Supplier Code of Conduct

Our stakeholders always want to know more about the organisations they are working with and buying from. That's why TRUST is a key business pillar within Warmup and why we set commitments and targets across key business areas as a way of measuring our progress and holding ourselves accountable. Sustainable growth is how we aim to build a successful business, and TRUST lies at the heart of everything we do to achieve it.

Our code of conduct is a guide to how we build trust through our working processes and decision making. It is founded on our core values of always being Proud, Positive, Proactive and Peer to peer accountable.

Warmup encourages our suppliers to have clearly stated, ethical values which are actively promoted to the workforce to grow a culture of doing "what is right" and always being honest and truthful.
Our suppliers are a crucial element in supporting our sustainable growth and in building trust. Our Supplier Code of Conduct sets out the minimum standards we expect our Suppliers to comply to, and what we ask is what we are committed to ourselves.

Warmup's success and brand reputation depend on us doing the right thing. We will not work with clients or audited suppliers, or enter business relationships with third parties, who do not align to our core ethical standards and values.

Full details can be found in our Supplier code of Conduct.

Sedex Member Ethical Trade Audits (SMETA)

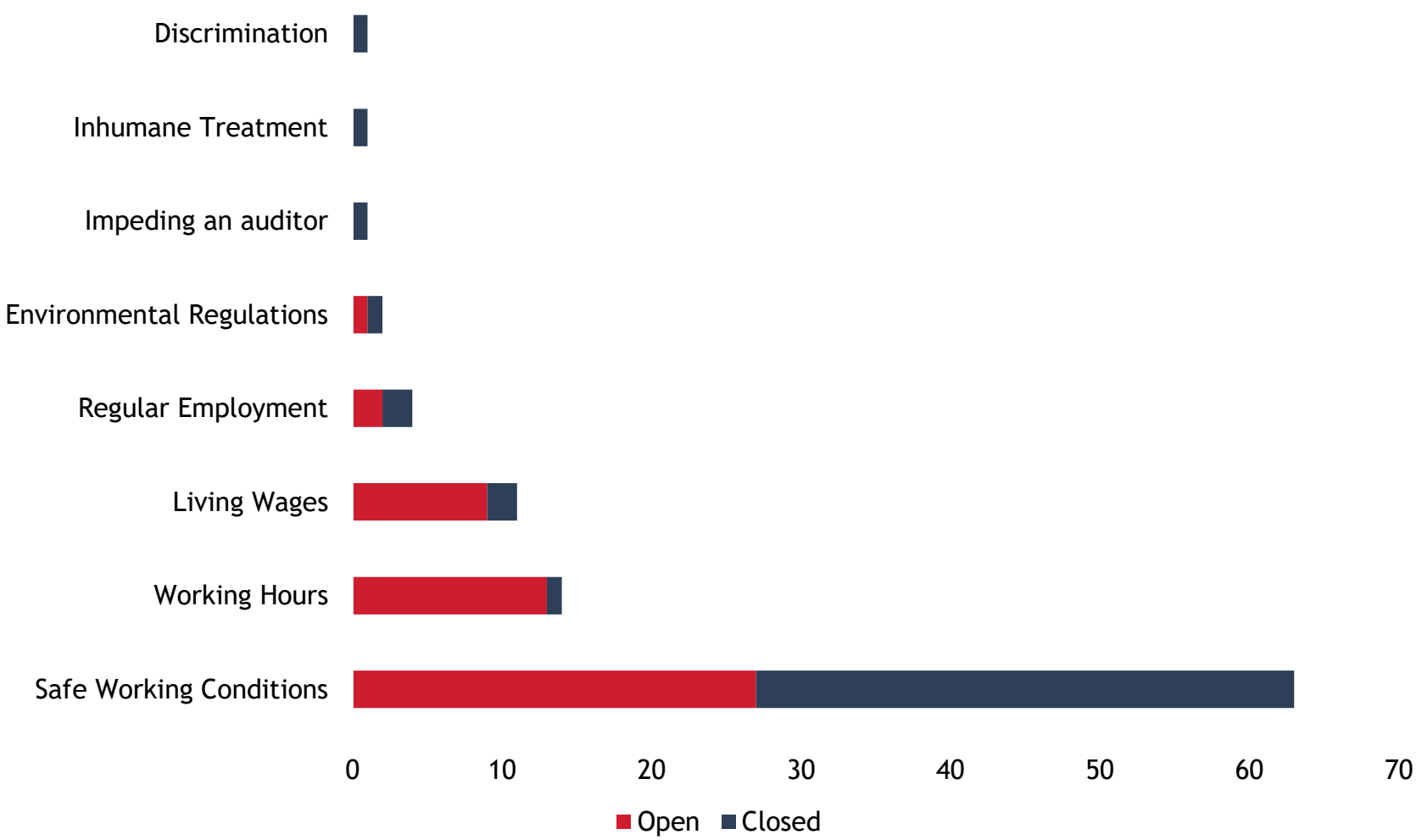
Warmup manages its ethical supply chain risk through an audit programme which utilises the Sedex SMETA 4 audit format. The 4 pillars that are audited onsite are:

- Labour and Human Rights e.g. freely chosen employment, working hours, child labour, and freedom of association.
- Health & Safety e.g. safe working conditions, provision of personal protective equipment, .
- Environmental e.g. conformance to local environmental laws and regulations when handling waste.
- Business Ethics e.g. policies and training of management in areas such as bribery and money laundering,

Warmup

Sedex Member Ethical Trade Audits (SMETA)

2024 SMETA 4 Audit Non-conformances



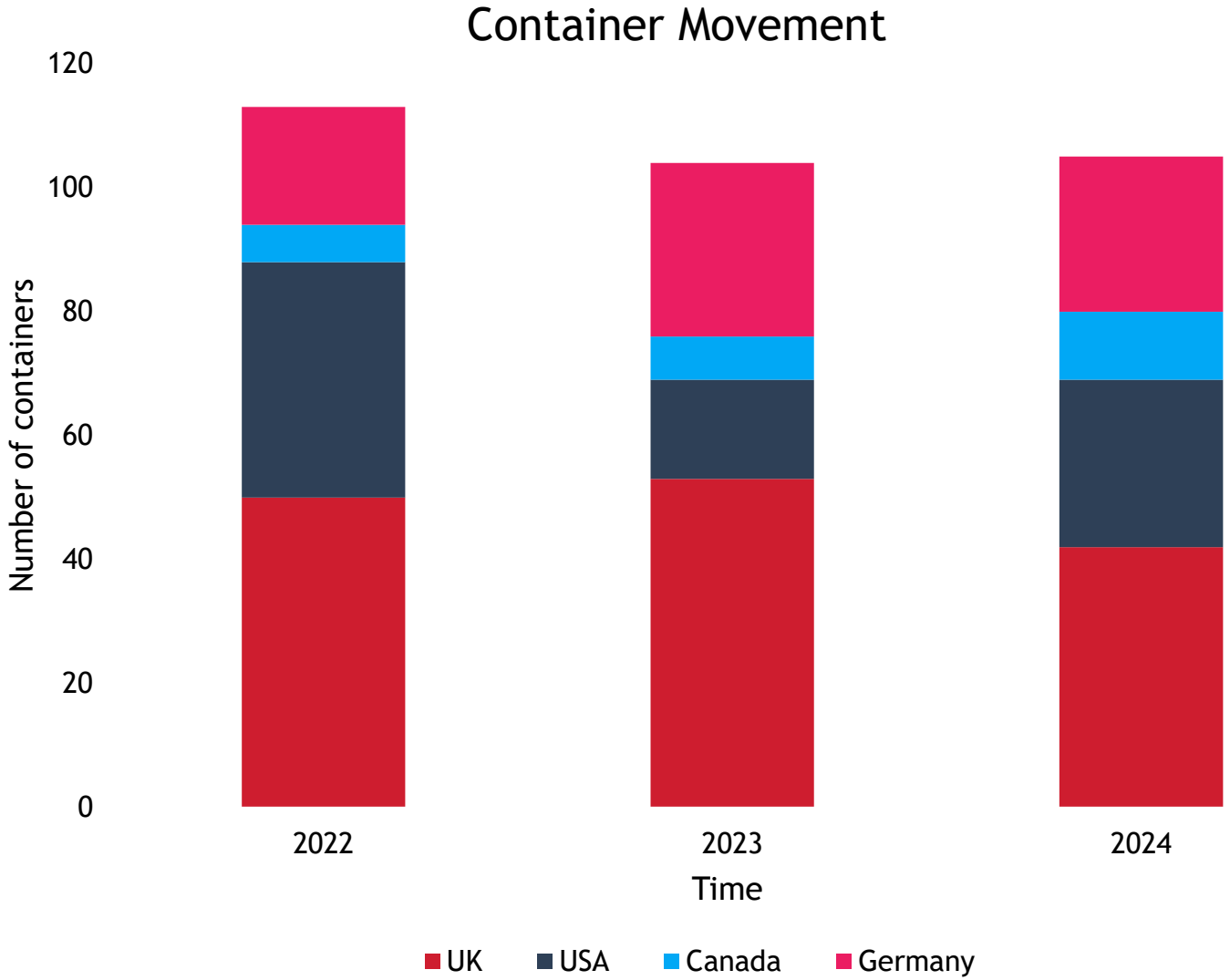
A total of 97 non-conformances were raised across 9 suppliers.

57/97 have been closed (59%)

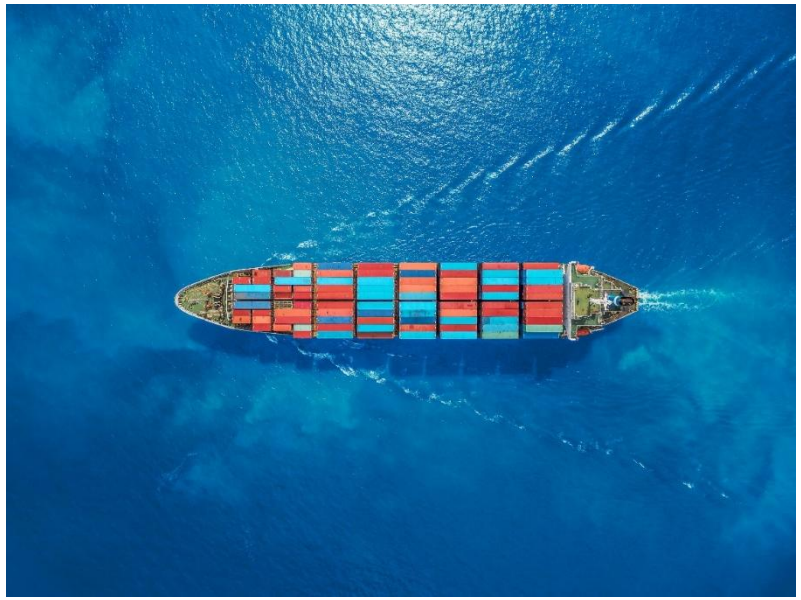
Warmup has worked with our suppliers to implement changes that have made the working conditions of where our products are manufactured, safer, and will continue to push for improvements to working hours and living wages.

Objective: no more than 3 major non-conformances per supplier.

Shipping Containers



Since 2022 Warmup has shipped **7% fewer** containers than it did in 2022 through the implementation and control of a more efficient procurement methodology.



Warmup

What's Next on Warmup's Journey?

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 CO_2 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 Net Zero organisation.

Warmup®

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