GlenDimplex Group

SUSTAINABILITY SNAPSHOTS 2025

Empower Now

Report Highlights

5 years
Planet Mark Certified

Site Sustainability Investments

Achieved across the UK, France, Germany, and North America

Smarter DM helps hotels cut heating costs by 40%

THE ENERGY SAVING AWARDS 2025
PROUD WINNER

7,500
Appliances repaired, supporting circularity with WEE Ireland

5,697 tCO_2
Annual emissions reduction from the new Kulmbach refrigeration system

FY25 Footprint
22,103 tCO_2e

14 Electrified Vehicles
Now operating in the Irish fleet

120 tCO_2
Avoided each year at Ontario factory due to improved production controls

Electrification of Heat

Celebrating 515 years of loyal work in Germany

64%
Lower Energy Consumption
Reducing energy use and emissions at Intuis Headquarters, France

Dimplex alu rad
100% recycled packaging

LEC Medical Win Framework to National Health Service Scotland

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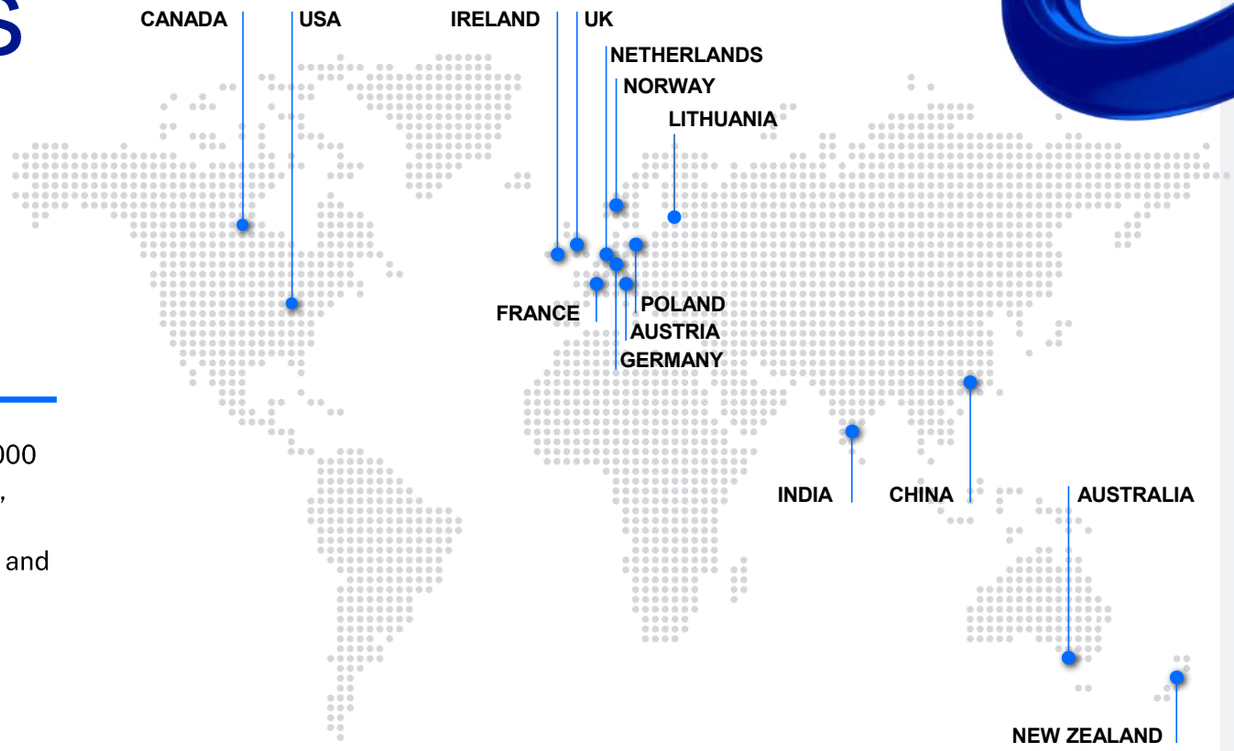
Our Business

As a privately owned family business with over 50 years heritage in manufacturing, Glen Dimplex Group is alive with entrepreneurial spirit driven by a steadfast belief in our people and partnership.

Operating in more than 20 countries, Glen Dimplex employs over 8,000 people across four sectors: Heating & Ventilation, Precision Cooling, Flame and Consumer Projects. For over 50 years, our expertly engineered solutions have empowered everyday life, making homes and workplaces more comfortable, efficient and sustainable.



4 SECTORS

50 YEAR HERITAGE

Our Values

WE THINK CUSTOMER — *We take the time to listen to our customers and understand their needs and ambitions. The more we know about them, the better we serve them.*

WE CARE ABOUT PEOPLE — *We care about people, our partnerships and our customers. We value long term relationships built on professionalism and trust.*

WE VALUE INNOVATION — *We are an international community of solution orientated problem solvers that combine human ingenuity, expertise & technology to deliver products and solutions that empower everyday life.*

WE KEEP IT SIMPLE — *We cut through the complexity to make things easier, finding the insight needed to communicate universal value for a worldwide audience of customers and consumers.*

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Our Sectors

As a leading manufacturer and trusted professional partner, we provide **innovative and sustainable heating and ventilation solutions** for residential spaces and light commercial buildings, for both new build and retrofit applications.

Heating &Ventilation

We design and manufacture **quality decorative flame products** for indoor and outdoor use, across various fuels including electric, gas and wood. Supported by a number of patents, we continuously innovate to deliver ambience, comfort and efficiency.

Flame

We develop, manufacture and support **customised cooling solutions** for medical, industrial and process applications, with global operations and services, offering our customers and partners unrivalled reliability, productivity and economy.

Precision Cooling

Renowned for quality and craftsmanship, we offer **appliances which have taken pride of place** in the homes of generations of consumers. Our ongoing development of consumer products is focused on developing sustainable and attractive designs, built to last.

Consumer Products

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Rethinking Resources

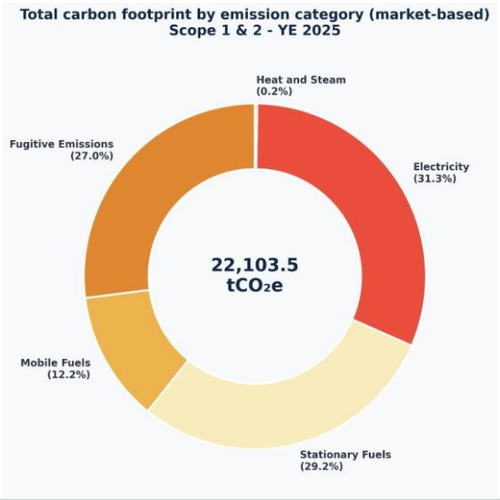
This year marks Glen Dimplex Group's fifth consecutive year of Planet Mark certification, recognising our continued commitment to measuring, managing, and reducing our environmental impact.

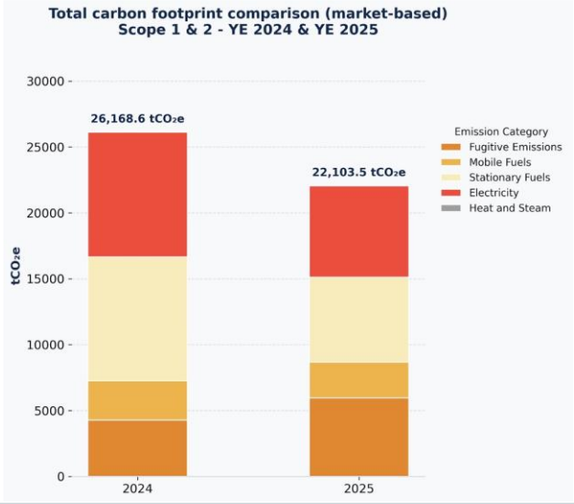
During the reporting period from 1 October 2024 to 30 September 2025, our measured market-based carbon footprint was 22,103.5 tCO_2e, equivalent to 5.1 tCO_2e per employee.

On this basis, measured market-based emissions decreased by 15.3% compared with the previous reporting period, while carbon emissions relative to turnover improved by 7.8%.

The year also saw Glen Dimplex receive a Planet Mark Five-Year Milestone Award. The Planet Mark measurement methodology is fully aligned to Greenhouse Gas (GHG) Protocol and all data is reviewed with evidence provided by Glen Dimplex. To retain Planet Mark, members must demonstrate continuous improvement in line with Net Zero Certification Scheme Rules.

We recognise that measuring our extended Scope 3 emissions is necessary to have a complete baseline to measure our sustainability efforts. We have completed an initial Scope 3 measurement exercise across the Group; this has provided a high-level overview which needs to be refined to achieve a robust baseline.





PlanetMark Certified Business

Our Group Carbon Footprint

Total: **22,103.5** tCO_2e | Per employee: **5.1** tCO_2e

Our Buildings

6,457.2 tCO_2e - We used enough energy to power **2,310** UK homes for one year.

Our Electricity

6926.3 tCO_2e (31.3%) – Our largest contributor in scope 1 & 2.

Data: *Market Based*
Reporting year:
1 October 2024–30 September 2025
Emissions measured:
Buildings: *Electricity, Water, Transmission & Distribution Losses, Natural Gas, Other Fuels, Heat & Steam*
Travel: *Fleet travel, Business Travel*

Rethinking Resources

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Rethinking Resources

We aim to help create a thriving planet while encouraging others to do the same. We recognise that a healthy environment is essential to the health of society.

Teams throughout our operations are putting resources into facilities, technologies and processes that cut emissions, raise efficiency and support sustainability over the long term.

Investing In Natural Refrigerants

Glen Dimplex Deutschland
Emissions are projected to fall by **5,697 tonnes of CO_2 annually** under a new refrigeration system running on natural refrigerant R290. Waste heat from testing processes is also captured and returned to the site's heating network.

5,697 tCO_2e Reduction

Improving Building Efficiency

64% reduction in energy consumption

Intuis, France
A large-scale refurbishment at the Suresnes headquarters programme cut energy consumption by 64%, and window replacement work continues at the Feuquières-en-Vimeu site.

Glen Dimplex Heating & Ventilation Sustainable Sites

Southampton, UK
EcoVadis Committed Badge received in recognition of ESG strategy, policy, and operating procedures.

Dudley, UK
Electricity use is lower and system reliability higher thanks to a new variable speed compressor and a large air receiver.

Newry, Northern Ireland
Transport emissions fell once Edel Heat Pump and Zeroth Ambient Loop production was nearshored from France.

Portadown, Northern Ireland
Installing heat pumps and improving warehouse efficiency lowered dependence on off-site storage and gas heating.

COMMITTED
ecovadis
Sustainability Rating
DEC 2025

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Rethinking Resources

Continued.....

London, Ontario
Process improvements, including optimised paint line settings and improved production controls, will reduce gas consumption by approximately **62,000 m³ annually**, avoiding around **120 tonnes of CO_2e** each year

120 t CO_2e avoided each year

Ontario Canada

Vancouver, Washington
Replacement of traditional lighting with energy-efficient LED will reduce site lighting electricity consumption by 56%, delivering annual savings of almost 15,000 kWh.

56%
lower site electricity use

Vancouver MA, USA

Transforming Fleet & Employee Travel

Across the Group, electric vehicle charging infrastructure continues to expand, helping employees transition to lower-emission travel options. Glen Dimplex Ireland also continued the electrification of its fleet, transitioning from a fully diesel fleet in 2023 to a balanced mix of **7 electric vehicles** (EVs) and **7 plug-in hybrid electric vehicles** (PHEVs).

Rethinking Resources

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Empowering Our People

We aim to put our people at the heart of our business by nurturing an inclusive culture and investing in the quality of lives in the communities we serve.

Our people drive our success. We continue to invest in an inclusive culture, supporting our colleagues to thrive at work and make a positive impact in their communities.

Community Impact & Charitable Initiatives

Members of **Glen Dimplex Australia,** once again took part in the annual ***Sleep At The 'G' event***, raising awareness and funds for youth homelessness in Victoria. The initiative saw a team of six employees spending a night in the Melbourne Cricket Ground, raising **$2,245** in funds that will support the provision of stable housing and wraparound services, enabling young people to build independence, reconnect with education and employment and break the cycle of homelessness**.**

Life-Saving Skills: Our Home Appliance business **Belling** have sponsored the **Millie's Trust** Comedy night in Manchester, helping raise funds for a charity dedicated to improving access to life-saving first aid training. Through fundraising activities and charitable contributions, the team continues to support safer communities and greater awareness of emergency response skills.

Environmental Awareness: Glen Dimplex China held a **Low-Carbon Cycling & Roadside Clean-up** initiative. The event encouraged teamwork, strengthened environmental awareness and demonstrated Glen Dimplex's commitment to responsible community action.

Celebrating Our Employees

At Glen Dimplex Deutschland, employees with 25, 30 and 35 years of service were recognised at a special long-service celebration. In total, **515 years of service** were honoured, reflecting the loyalty, experience and commitment of colleagues who have helped shape the business over many years.

Building Inclusive Workplaces

Intuis continues to promote equality, accessibility and diversity across the organisation. During the year, **137 managers completed disability awareness training**, while teams also participated in European Disability Employment Week.
Flexible working continues to support accessibility, with 16% of employees benefiting from remote working arrangements

Empowering our People

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Partnering for Success

We aim to embed sustainable action across our business and encourage everyone we work with to do the same. In an increasingly interconnected world, collaboration is essential to driving meaningful progress.

Driving circular Solutions Through Partnership

Working with WEEE Ireland, Glen Dimplex Ireland continues to extend product lifecycles through repair, refurbishment and responsible recovery of appliances.

Where products cannot be refurbished, components are recovered and reused as spare parts, reducing waste and the demand for new materials. During the year, Glen Dimplex Ireland worked with over 40 repair and service partners, supporting more than **7,500 repairs** and helping to advance circular economy principles.

Building safer, Healthier Workplaces Through Partnership

Glen Dimplex Deutschland continues to invest in employee safety and wellbeing through partnerships with specialist organisations. During the year, technicians completed advanced driver safety training, while initiatives such as **The Gesundmacher Award** programme and Life Kinetik supported occupational health, resilience and wellbeing.

Delivering Value To Healthcare Providers

LEC Medical entered into a framework agreement with **National Health Service Scotland** for the supply of medical refrigeration and cold chain equipment. Thanks to a detailed and high-quality tender response, Lec Medical products ranked **1st across multiple high-usage categories**, particularly in biological storage, laboratory refrigeration, and medical freezers. These results were driven by the strong energy efficiency and lower lifetime running costs of the Lec Medical range, demonstrating clear value for healthcare providers.

Scalable Energy Savings Through Partnership

SmarterDM by Dimplex & Travelodge heating and hot water systems account for a significant proportion of energy use in hotels. Through the Travelodge Green Programme, SmarterDM developed an intelligent heating control solution that optimises room heating performance and reduces unnecessary energy use.

A successful delivered **40% savings** on room heating costs, the programme was expanded across the wider Travelodge portfolio. The project also received the **2025 Energy Saving Award for Commercial Installation of the Year**.

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Transforming Our Products

We aim to create positive impact through products and solutions that help customers live more sustainably.

Sustainability is increasingly embedded in the way we design, manufacture and improve our products. Across the Group, teams are developing solutions that reduce energy use, lower emissions and support a more sustainable future.

Embedding Sustainability into Product innovation

Dimplex Consumer Goods 'new ECOIQ portable air conditioner has sustainability built into its design from the outset. The product uses natural refrigerant R290, which has a significantly lower global warming potential than traditional refrigerants, while 25% of the unit's plastic content is made from recycled materials.

With **Class A** energy efficiency, EcoIQ delivers effective cooling while helping consumers reduce energy consumption and associated emissions in the home.

Recognised for High-Performance Sustainable Products

The Dimplex Edel Hot Water Heat Pump has been added to the UK Government-backed Energy Technology List, recognising products that meet high energy efficiency standards. As the **only dedicated hot water heat pump currently listed**, Edel helps reduce energy consumption and carbon emissions while delivering reliable hot water performance.

Energy Technology List

100%
Recycled Packaging

Enhancing Sustainability Across Manufacturing & Packaging

As production of the Edel Heat Pump transferred from France to Newry, teams took the opportunity to improve the sustainability of the product's packaging. Cardboard inserts replaced traditional polystyrene packaging, reducing packaging-related emissions and improving recyclability.

Sustainable packaging improvements have also been introduced across other product ranges. The Dimplex AluRad range is now sold using 100% recyclable packaging, supporting waste reduction and circular economy principles.

Transforming our Products

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GlenDimplex Group

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