



Themis
Biotechnology & Life Science

The future of Innovation and Sustainability.

COMPANY PROFILE



Themis
Biotechnology & Life Science



INNOVATION, SUSTAINABILITY
AND WASTE-EXPLOITATION
CORPORATE CULTURE.

WE ARE MEMBERS OF



Certificate no. IT21-14108C



Certificate no. IT21-14108B



Certificate no. IT21-14108A

An aerial photograph of a vast, dense forest of tall, green coniferous trees, likely spruce or fir, covering a hillside. The trees are tightly packed, creating a textured green canopy. The lighting suggests a bright day, with some areas of the forest appearing slightly brighter than others.

MAKE IT *green* AGAIN

*“Only companies that put
the future of the planet first
have more chance
of long-term growth.”*

Michele Romanò - CEO Themis S.p.A.



Our company

Innovation and growth

Themis was founded in 2018 thanks to the vision of a group of highly qualified entrepreneurs active in the Green Economy field. Thanks to their long and consolidated experience in different industrial fields, the founders created a company focused on being a leader in the innovative technologies and sustainability fields.

Over the years, Themis' growth has been bolstered by major shareholders from the business and financial world. This solid support has allowed the company to expand its organizational structure and invest in new research and development (R&D) programs, with the ambition of being among the leading innovative companies in the industrial sector, both in Italy and abroad.

Themis focuses mainly on the transformation of production systems through the adoption of cutting-edge solutions in line with the Circular Economy principles. The company supports enterprises in the transition from obsolete models to modern and efficient solutions, integrating advanced technologies for the reduction and requalification of organic waste water, resulting from biological treatments and processing in different industrial sectors. Thanks to this commitment, Themis has become a point of reference for companies that want to be updated by adopting sustainable and innovative solutions. Themis' patented technology, with the extension of EP3148683 protection to Europe, is a benchmark of its offerings, enabling concrete improvements in industrial waste and sewage management.

Themis' innovation has been recognized in Italy and abroad. In 2019, the company received the award for **Best Innovative Start-Up for the Circular Economy** from *LE2C and CAP Group*, and was awarded the prestigious **Deal Maker Award** at the 2019 *Slingshot competition* in Singapore. In 2021 and 2022, Themis won the **Le Fonti Awards®** in the category of Sustainability, in recognition of the entrepreneurial and professional excellence.

With a clear vision and a strong commitment to innovation and sustainability, Themis has become a leading reality in the industrial environment, with the ambition for a continuous growth, contributing to a greener and more circular future.





Our Vision

During its professional journey, Themis has developed a belief that today is at the basis of all its activity and determines the direction of all its choices. This conviction concerns the relationship among men, environment and productive activities. It now seems unavoidable to see that the current production system structured in a linear mode is no longer sustainable and that the transition to a Circular Economy model will become the key element for an economic development in the future.

The indiscriminate use of resources has shown all its limits, and the entire industrial activity has been faced with increasingly serious environmental issues. The 17 “*Sustainable Development Goals*” set forth by the United Nations have become a definite global goal, and no company today can exempt itself from their concrete implementation.

Themis believes that it is possible to combine productivity and environmental compliance, economic development and sustainability. The company carries out an excellent development and applied research, in the company's *Innovation Center* and alongside the best national and international Universities and Research Centers. It also nurtures talents and works together with experts and technicians of undisputed professionalism.

Sustainable profit can only be achieved by those companies that are truly able to implement *Customer Social Responsibility* policies, showing that they know how to put the future of the planet and their reference community first.

The attention paid to the concept of sustainability by public opinion and, in general, by all the stakeholders of every company, requires a role reconsideration and its impact on the economic and social composition. Courageous and cutting-edge companies are needed.

Themis is an active part of the change: it has won awards in different areas in Italy and abroad and is active in spreading the “green” culture.

It develops and applies systems and solutions that enable the current needs to be met without compromising the ability of future generations to meet their own, ready to travel with its partners and customers on an exciting new path toward a more sustainable world.





Our Mission

Themis is a solid and well-established Italian company, **specialized in the development and construction of innovative machines and process plants** aimed at the reduction and valorization of waste products from industrial production, according to sustainability and Circular Economy principles.

It offers long-term, cost-effective and advanced technological solutions that enable compliance with legal obligations while achieving the reduction of waste materials and their recovery where possible. **Customized solutions for the recovery of substances from industrial waste and by-products are designed and produced**, so that they can be recovered and reused.

In addition to its established engineering skills and the range of excellent products developed and produced at its own facilities, Themis combines a drive to safeguard resources, save energy, reduce and recycle waste with the consequent reduction of polluting emissions. The attention to the environment has guided Themis in the development of “custom-made” solutions to meet the many types of demands.

Themis actively works together with leading national and international Universities and Research Centers for the development and application of its technologies. It also promotes, through mentoring activities, the sustainability culture and Circular Economy in academia, and is a supporter of “green” initiatives in the social sphere aimed at raising awareness among young people, the drivers of our future.





What we do

Innovative solutions for a sustainable future



Themis WRT

Highly innovative and technological bioreactor for the reduction, recycling and recovery of sludge, waste water and organic and non-organic waste.

It transforms waste into solid granulated material and distilled water, ensuring high performance with minimal operating costs. Thanks to its efficiency, Themis WRT is a concrete solution of Circular Economy. Developed in the Themis LAB, it reduces waste volumes going to landfill, giving them new value and contributing to environmental sustainability.

Evaporators line

Themis designs and manufactures high-quality plug & play vacuum evaporators, powered by electricity or by using heating fluids such as hot water, steam or thermal oil. By making the most of existing thermal energy, these innovative systems can dramatically reduce industrial wastewater volumes, offering efficient, sustainable and high-performance solutions. Themis technology is extremely versatile and can be customized to meet specific needs, finding application in a wide range of industries.

Membrane filtration systems

The advanced Themis membrane separation systems are designed to integrate the latest technologies, including reverse osmosis, nanofiltration, ultrafiltration and microfiltration, offering custom-made solutions to meet a wide range of needs. These cutting-edge technologies enable high performance in a wide range of industrial applications, ensuring effective, reliable and efficient treatment.

Enzymatic line

Themis Lab's advanced research has led to the production of a line of specific enzymes, specifically designed for waste treatment. Different types of enzymes have been analyzed and tested, selecting the most effective ones to be integrated into the treatment cycles of various types of organic waste. Thanks to Themis' specific enzymes, it is possible to optimize the disposal processes and to improve the dry product obtained, transforming it into reusable materials with high added value.



The WRT system

The driving-force of the Circular Economy

“Waste” is a term commonly used in a negative sense. As a matter of fact, waste has great potential as it can become a new valuable resource. Today, environmental sustainability can be a cost-effective opportunity. Themis is the ideal partner to seize this great opportunity.

Themis WRT is an innovative patented technology for the reduction, recycling and valorization of sludge, wastewater, organic and non-organic matrix wastes with outstanding performance and very low operating costs. A concrete Circular Economy solution that provides significant economic benefit by **drastically reducing disposal costs**.

Themis WRT technology is able to drastically reduce the original volume of waste by transforming the incoming matrix into a granulated solid product and distilled water.

A technologically advanced solution whose efficiency and speed make it unique.

Guaranteed performance, high *Return On Investment*, zero emissions into the atmosphere, small size, interconnectable, sanitization and stabilization of the treated materials are just some of the peculiarities that distinguish this incredible technology, which is the result of an intense

R&D activity carried out within **Themis LAB**, the company's in-house *Innovation Center*, equipped with a pilot plant used both for the execution of test sessions and for the performance validation.

Not only can Themis WRT reduce the volume of waste, but also provides it, where possible, with a new value by transforming it into a reusable material.

With this innovative technology, it is possible to create an enormous benefit for the environment and sustainability by concretely implementing a system that avoids the need to dispose of significant volumes of particularly critical waste in landfills with a highly negative environmental impact.

Themis WRT is a unique and revolutionary invention that changes the current negative understanding of the concept of “waste” by enhancing it as a “resource”.





What we provide

Custom-made services and solutions

Themis offers engineering solutions, machinery and innovative technologies for waste treatment and recovery, in accordance with European standards. We deal with complex industrial plants, operating as a general contractor with the formula “turn key plant”. Our services include scheduled maintenance and technical assistance. All products are developed and tested internally in our Headquarters of Legnano (MI).

Themis also invests in research and development, thanks to an internal analysis laboratory - the *Themis Lab* - University collaborations and technical Partners, focusing on the transformation of organic material into fertilizers, bio-stimulants and secondary raw materials, using sustainable and patented methods for the extraction of complex molecules.



Process engineering and industrial automation

Themis designs and optimizes chemical, physical and biological processes with advanced computer and simulation systems, developing customized automation and *IoT* solutions for supervision, data acquisition and custom equipment.

Service and maintenance

Customized service and maintenance contracts designed to meet each specific need. Support to technicians with dedicated training programs, remotely plant operation monitoring to ensure efficiency, and timely interventions to minimize any operational downtime are guaranteed.

Consulting

Themis supports companies that want to reduce their *carbon footprint* and make their operating systems more sustainable. Thanks to its innovative technologies, it supports companies in the integration of advanced solutions designed to optimize production processes and facilitate the transition towards more green and efficient models.

Themis **LAB**

In Themis each project is tested, validated and perfected. Preliminary screening tests are carried out on the waste to be treated, samples are tested in proprietary pilot plants, and biotechnological solutions are sought to be added to the process in order to obtain an enhanced *custom-made* final product.

"ZLD"



Zero Liquid Discharge

An ambitious yet achievable goal

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The growing focus on sustainability issues has made water waste a relevant issue for companies, and the "Zero Discharge" concept has become a target to be pursued.

Achieving *ZLD - an acronym for Zero Liquid Discharge* - i.e. the in-process reuse of all treated wastewater that is therefore no longer released into the environment, is an increasingly popular goal in the industrial world. Once achieved, it guarantees significant benefits: recycling of purified water, reduction of disposal costs, recovery of raw materials, less impact on the environment, and no discharge controls by competent bodies.

This ambitious goal is achievable through the use of Themis technologies, which can produce purified water of excellent quality to be recycled in the process, while for the waste concentrate, a solid and reusable final product can be obtained.





Sustainability Model

Safety, environmental and health policies

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Themis has an **enterprise risk management system (ERM)**, including environmental and social risks. The company **implements sustainability initiatives and has a mission and formalized sustainability strategy** to manage the economic, social and environmental impacts of its activities.

It works in all environments in accordance with the provisions of Legislative Decree 81/08 for the **safety of workers**.

The activity carried out in this field includes:

- the training of employees and collaborators,
- the implementation of periodic medical examinations,
- the organization and training of intervention teams as per regulations,
- the continuous corporate RSPP monitoring,
- the preparation and distribution of the documents of the Legislative Decree 81/08.

Themis has implemented **actions in line with 12 of the 17 SDGs (Sustainable Development Goals)** recognised by the United Nations. It has set a priority focus on creating a shared value to contribute to the sustainable development of the area in which it operates and to the improvement of the well-being and health conditions of the community addressed by its activities.



Certifications

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Declaring our commitment to employee safety, the environment or quality management is not enough. We have to prove it!

Themis holds **ISO certifications** in high regard as tools for cementing the company's high profile and assuring customers on the complete fulfillment of its commitments to them.

Our Certifications

ISO 45001:2018

RECOGNITION OF THE CONFORMITY OF THE MANAGEMENT SYSTEM
FOR HEALTH AND SAFETY

ISO 14001:2015

RECOGNITION OF THE CONFORMITY OF THE MANAGEMENT SYSTEM
FOR THE ENVIRONMENT

ISO 9001:2015

RECOGNITION OF THE CONFORMITY OF THE MANAGEMENT SYSTEM
FOR QUALITY

WORLDWIDE



Global presence

A worldwide Company

Themis has a strong and well-established international presence, enabling it to operate efficiently and competently on a global scale. With partners and collaborations distributed in the main countries, the company is able to offer services and customized solutions, always close to the needs of customers.

The international network of Themis is a combination of experience, innovation and trust, with distributors in all continents. This capillarity ensures not only a continuous operation, but also a local approach, aimed at understanding the specific dynamics of each market better.

The presence of Themis is not just a strategy, but a promise: to be close to customers, to provide fast feedbacks, flexibility and expertise to every global challenge.

Our distributors

Argentina	Germany	Montenegro	Slovenia
Australia	Greece	Netherlands	South Africa
Austria	Hungary	New Zealand	Spain
Belgium	Ireland	Norway	Sub-Saharan Region
Bosnia	Italy	Peru	Sweden
Brazil	Kosovo	Poland	Thailand
Canada	Luxembourg	Portugal	Turkey
China	Macedonia	Republic of Srpska	Ukraine
Colombia	Maghreb	Romania	United Kingdom
Croatia	Mexico	Serbia	United States
Czech Republic	Moldova	Slovakia	Vietnam
France			



A close-up photograph of a tree trunk covered in vibrant green moss. The moss is thick and textured, growing over the dark bark. At the base of the trunk, there is a pile of fallen brown and yellow leaves, some of which are partially covered by the moss. The background is a soft-focus forest floor with more moss and leaves.

*“The world is a fine place
and worth the fighting for.*

Ernest Hemingway

JOIN THE CHANGE.

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