

# TETHYS

*Bringing thermal comfort to people*

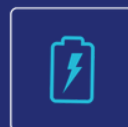
**-TETHYS-**

**THE HEAT RISES. THE FLOW HOLDS.**

**FedEx**



**Mission** : Improve safety, comfort and human performance in the most demanding industrial environments through active, precise and reliable thermal control technology.



**TETHYS S.A.S.**

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# THREE COUNTRIES, THREE TRADES, ONE SHARED ANSWER

A mail sorting centre is not a warehouse, and an express transit hall even less so. Airport freight zones, docks open all day, metal roofs releasing at night the heat stored during the day, conveyors and refrigeration units adding their own load. The air does not circulate, it stagnates.

And the flow is not set by the weather: mail leaves at night, aircraft and road departures leave on time, heatwave or not. Sorting, loading, continuous effort — standing or seated.

Tempesta and Tramontana actively extract heat from the body, worn under existing workwear, with no change to the flow of operations or to the PPE already in place. The workplace stays open, the pace holds, the operator stays cool.

## Two regulations

- **France — Decree 2025-482, art. R. 4463-3:** equipment capable of maintaining a stable body temperature
- **Germany — rule ASR A3.5:** measures mandatory above +30 °C; above +35 °C, the room ceases to be a workplace
- **In both countries, heat-protective clothing is listed among the admitted measures**

## Performance

Cooling and heating, setpoint 15 °C to 55 °C  
Heat extraction up to 30 W  
From < 900 g, invisible under workwear  
Replaceable battery, uninterrupted relay  
Independent of ambient air and humidity  
Patent WO 2024/141723 A1

## Three groups, three countries

Three independent entry points, through three different functions:

**France** — industrial mail platform in an airport freight zone. On-site demonstration, conclusive trials including at seated workstations, then a purchase order for reversible thermal vests for day and night teams.

**Germany** — Tethys identified by the group's Innovation department through its technology-scouting database. NDA, visit to the innovation centre, evaluation protocol built jointly.

**The Netherlands** — the Health & Safety department itself recommends a pilot to the operations management of a road transit hub.

Three unrelated entry points, one shared conclusion. None was opened by outbound sales.

## What the teams say

"They have asked about jackets with passive cooling capabilities (i.e. the Japanese kûchōfuku jacket), which do not deliver the same level of cooling as the Tethys vest but are much more affordable."  
— **DHL, Innovation department, June 2026**

"We'd like to move forward with renting the vests."  
— **FedEx, Health & Safety Manager**



**- DHL X TETHYS -  
INNOVATION DEPARTMENT**

**"THERE IS INTEREST FOR THIS SOLUTION FROM COLLEAGUES IN  
DUBAI OPERATIONS, WHERE HEAT PLAYS A MAJOR ROLE IN  
WORKER FATIGUE AND SAFETY."**



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