



BP® SUSTAINABILITY REPORT 2022

Planting initiative during a BP® team event
in Belgium in May 2022

Our most sustainable promise: **THE BP® QUALITY.**



Dear Readers

Vetra®, our own company in Tunisia, has now been a mainstay in the BP® procurement landscape for almost 30 years. The past year, too, was marked by supply chain constraints. Vetra®, however, has always prided itself on flexibility and thus played an important role in quickly supplying us with badly needed stock items.

But last year also showed us once again what it means to live out social sustainability together with our manufacturing companies. The difficult pandemic years, the lack of personal on-site contact and new faces in Vetra® management did not go unnoticed by the employees.

This created quite a bit of tension over the past months, which culminated in an unannounced strike. It quickly became apparent that there was a lack of communication and other issues that needed resolving.

Thanks to open communication by all parties, management and staff were quickly able to find their way back to a constructive dialogue and positive collaboration.

This mediation process was proof once again that the foundation of employee satisfaction and a successful business is ongoing dialogue, listening to each other and agreeing on measures that lead to continuous improvement.

This process of continuous improvement is also essential when it comes to the steps we are taking towards climate neutrality. Our goal is for all BP® products to be climate-neutral by 2030. We have already determined the intermediate steps and are constantly monitoring to ensure that they are carried out. Good progress has been made in this area, even if we sometimes wish that it would all go just a bit faster.



With this report, we aim to inform you about everything we here at BP® are doing in the area of sustainability. Thanks for your interest and we look forward to your comments and feedback.

Harald Goost
Managing Director

WHAT BP® STANDS FOR

BP® CUSTOMER FOCUS

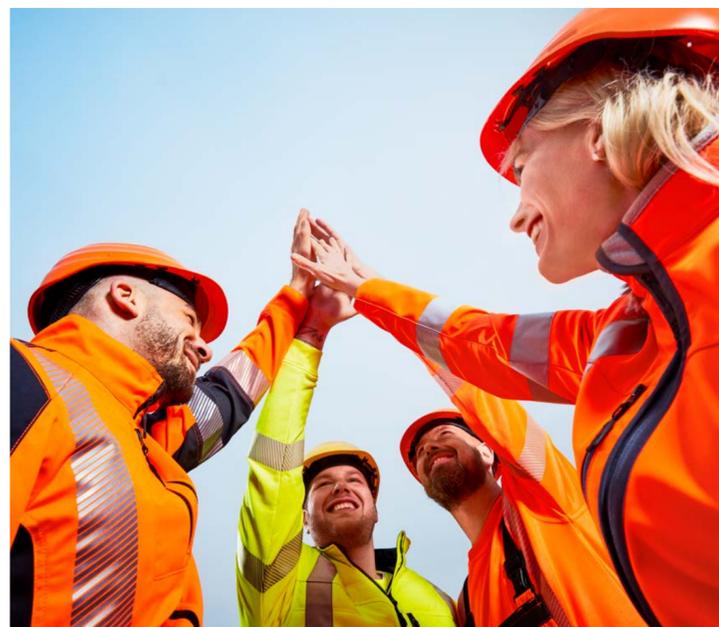
BP® CONTINUOUS IMPROVEMENT AND INNOVATION

BP® EXCELLENCE

BP® TRANSPARENCY AND TRUST

BP® SUSTAINABILITY

BP® TEAMWORK, DIVERSITY AND PERSONAL DEVELOPMENT



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WHAT BP® STANDS FOR

BP® CUSTOMER FOCUS

BP® CONTINUOUS IMPROVEMENT AND INNOVATION

BP® EXCELLENCE

BP® TRANSPARENCY AND TRUST

BP® SUSTAINABILITY

BP® TEAMWORK, DIVERSITY AND PERSONAL DEVELOPMENT



SEND YOUR QUESTIONS TO FABIAN, BP® HEAD OF PURCHASING/ SUSTAINABILITY. Get your question answered with a click of the mouse.





Bierbaum-Proenen GmbH & Co. KG with headquarters in Cologne.



1788

The first textiles from Bierbaum-Proenen are sold and handed over the shop counter – with an exceptional quality claim that still holds true today.

SEVENTH GENERATION

Bierbaum-Proenen Managing Director, Harald Goost, is now the seventh generation to head the family company.



OUR PRODUCTION FACILITY

BP's own production company in northern Tunisia, where 300 highly skilled and experienced sewing machinists work on our small series and product developments.

BP® LIVING AND BREATHING WORK CLOTHING. SINCE 1788.



OUR PRODUCT RANGE

Discover our product range with a click of the mouse:

- BP MED & CARE®** www.bp-online.com/en-uk/medicine/
- BP GOURMET®** www.bp-online.com/en-uk/gastronomy/
- BP WORKWEAR®** www.bp-online.com/en-uk/trade-industry/
- BPROTECTED®** www.bp-online.com/en-uk/work-protection/
- BP INDUSTRIAL FOOD®** www.bp-online.com/en-uk/haccp-clothing/

WELL STOCKED

BP® offers a vast product range and 95% availability from stock. Thanks to our excellent logistics system, all orders received before 4pm are dispatched on the same day.



THE BP® QUALITY

BP's excellent quality is all thanks to our high standards in wear comfort, functionality, washability, design, service, supply capability and safety. This high level of quality forms the foundation for our clothing's durability and thus also for sustainability in practice.

Many goals. Many people involved. WHAT MATTERS TO US.



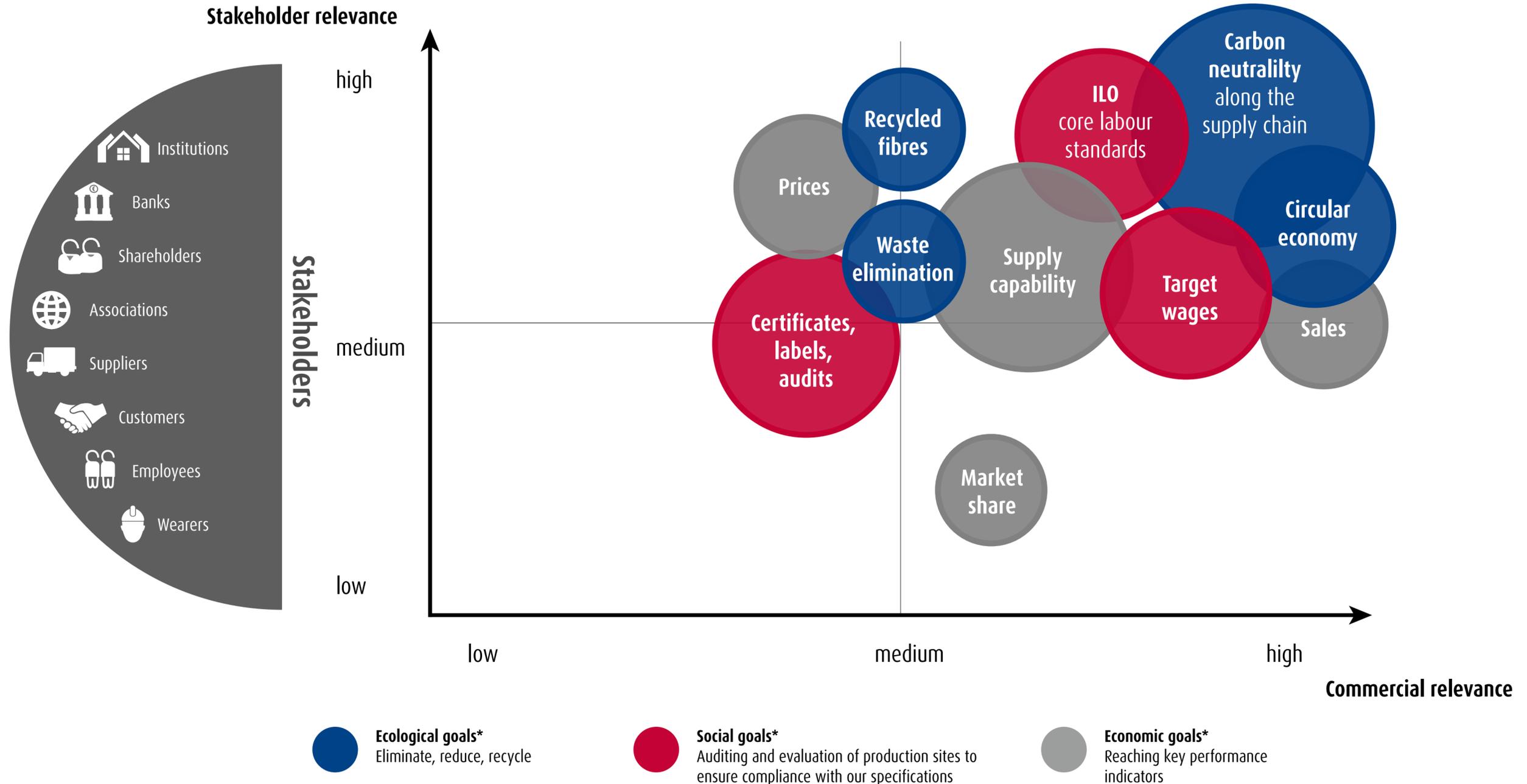
Sustainability also means regularly reviewing our priorities as part of our sustainable goals. Because, for BP, sustainability is a continuous improvement process which we see as motivation to constantly improve and rethink our approach. We are always being challenged by the interplay between ecological, social and economic targets. Regular dialogue with our stakeholders helps us maintain momentum. The materiality analysis, which reinforces our focus, forms the basis of this continuous process and supports it.

But, as in many processes, we also come up against conflicts in our goals, such as:

PACKAGING CONFLICT:

For ecological reasons, we have partially switched from using poly bags to paper sleeves made from 100% recycled paper. When it came to costs, however, the poly bags clearly came out ahead. This, in turn, created a conflict in our goals. We decided to solve this conflict in favour of the environment and have switched to using paper sleeves.

Because without goals there are no solutions. And that is why we are certain that we will reach all of our more ambitious goals – such as a circular economy, supply chain transparency, recycling and the digitalisation of supplier operations – sooner rather than later.



* The following are just a few of our goals at BP®.

BP® CUSTOMER FOCUS

It's all about our customers
and the people who wear our clothes.



WHAT BP® STANDS FOR

BP® CUSTOMER FOCUS

BP® CONTINUOUS IMPROVEMENT
AND INNOVATION

BP® EXCELLENCE

BP® TRANSPARENCY
AND TRUST

BP® SUSTAINABILITY

BP® TEAMWORK, DIVERSITY
AND PERSONAL DEVELOPMENT

#1 BP® PRINCIPLE CUSTOMER FOCUS

Our customers and wearers are always at the centre of our business. We offer professional clothing solutions and services that live up to the BP® “feel the difference” claim.

Long name, short answers:

BP® AND THE GERMAN ACT ON CORPORATE DUE DILIGENCE IN SUPPLY CHAINS.



The German Act on Corporate Due Diligence in Supply Chains sets the legal framework and the requirements for companies to manage their supply chains responsibly and sustainably.

The Act creates an obligation for companies to prevent human rights violations and to maintain environmental standards in the supply chain.

HERE ARE THE MOST IMPORTANT FACTS ABOUT THE ACT:

TO WHOM DOES THE GERMAN ACT ON CORPORATE DUE DILIGENCE IN SUPPLY CHAINS APPLY?

- » Starting 2023: to companies with a minimum of 3,000 employees in Germany
- » Starting 2024: to companies with a minimum of 1,000 employees in Germany
- » Due to its customer structure, BP® is currently indirectly affected.

WHICH HUMAN RIGHTS DOES THE GERMAN ACT ON CORPORATE DUE DILIGENCE IN SUPPLY CHAINS REINFORCE?

The Act reinforces human rights and environmental protection. This includes:

- » Protection from child labour, forced labour and discrimination,
- » Occupational and health protection,
- » The right to fair wages,
- » The right to form unions,
- » Protection against environmental violations.

WHAT IS BP® DOING?

- » **Policy declaration**
BP® Code of Conduct ([see page 18](#))
- » **Risk management and risk analysis**
Detailed risk analysis ([see page 20](#))
- » **Preventative and corrective measures**
Basis is the results of the risk analysis
Onboarding process/supplier selection ([see page 18](#))
Long-term partnerships ([see page 19](#))
Visits/audits/training ([see pages 21-25](#))
- » **Complaint procedure**
Complaints mechanism of the Fair Wear Foundation ([see pages 26-27](#))

OUTLOOK:

- » **Digital supply chain transparency:**
We are currently looking for software that will support us in transparently visualising supply chains.
Because we need transparency in order to identify possible risks in our supply chain and to reduce them.

BP® CONTINUOUS IMPROVEMENT AND INNOVATION.

Continuous improvement is always at the forefront.



WHAT BP® STANDS FOR

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BP® TEAMWORK, DIVERSITY AND PERSONAL DEVELOPMENT

#2 BP® PRINCIPLE CONTINUOUS IMPROVEMENT AND INNOVATION

We use the highest standards in innovation to continuously improve our company as well as our products and services, and, in doing so, we always keep the needs of our customers and wearers in mind.

Climate protection means: THINKING AHEAD EACH AND EVERY DAY.

Our most sustainable promise is BP® quality. That is why we prioritise quality above all other considerations, solutions and innovations regarding climate protection.



EXAMPLE: CIRCULAR ECONOMY

We are working on two circular-economy pilot projects.

The challenge

Due to their very specific fabrics and finishes, it is more difficult to recycle and reuse professional clothing products than regular clothing. Naturally, protecting the wearer is our first priority.

Solution number 1

Our customers' worn-out T-shirts are collected and we pick them up. A partner company recycles the T-shirts and turns them into new yarn.

Together with a manufacturing partner, we have developed sample T-shirts that contain different percentages of mixed yarn created from recycled offcuts.

We are now able to start producing T-shirts containing 10 percent recycled yarn, and plan to increase this percentage as soon as possible.

The yarn made from our customers' old T-shirts can then also be used to make new T-shirts.

Solution number 2

Together with a specialist company, we have set up a container at our logistics service provider that can be used to collect fabric waste (see photo). The company then turns this waste into new products. These types of containers will also be set up at interested customers' sites in the future.

With these two pilot projects we are hoping to find fitting solutions for BP®. In addition, some of our manufacturing partners are already ensuring that offcuts from the production process are recycled by a third-party company.

EXAMPLE: CO₂ BALANCE SHEETS

The challenge

BP® has been working on the topic of CO₂ balance sheets since 2018. These are created by calculating the CO₂ emissions of an item. This includes the emissions of the materials, the transportation, packaging, etc. To carry out this calculation, we need a lot of data from our suppliers. However, since they too have just started working on this topic they are not yet able to provide us with all the information that we need.

The solution

In order to be able to create the

balance sheets, we have therefore been calculating the emissions values of the materials ourselves, and will continue to do so.

The implementation

To carry out this step, we have found a service provider to help us. ClimatePartner is lending us its expertise and a database to prepare the balance sheets. This partnership has allowed us to create the first BP® location balance sheet and also begin one for the first product ([see page 30](#)).



ADDITIONAL EXAMPLES:

- » We use green electricity at our Cologne location.
- » The printing of our catalogues and brochures is climate-neutral.
- » We use recycled printer paper.
- » We allow our employees to work from home.
- » We are pushing the switch from plastic bags to paper sleeves.
- » We have a programme to reduce our energy consumption (e.g. heating energy).

BP® EXCELLENCE.

Our goal is the best company performance.



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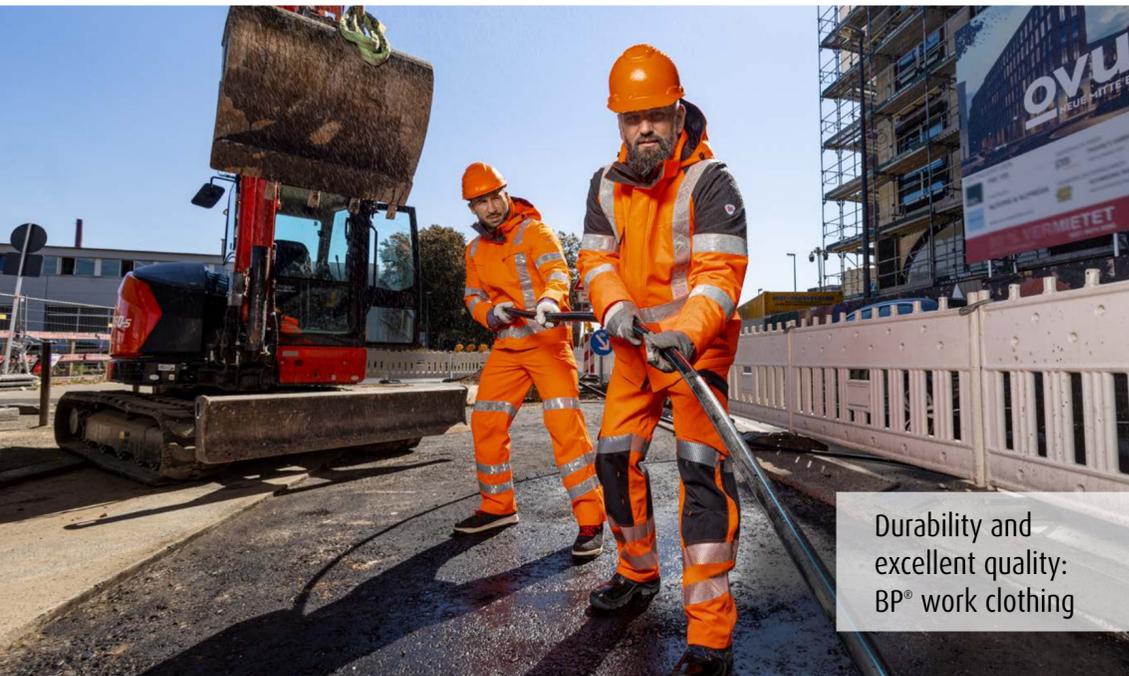
#3 BP® PRINCIPLE EXCELLENCE

We deliver excellent company performance and results by showing initiative and a readiness to accept responsibility, providing mutual support and constantly learning from one another.

The best findings and the strongest partners: THE ONLY WAY TO PRODUCE EXCELLENT QUALITY.

Long-lasting products help to conserve valuable resources. And in order to manufacture long-lasting products we need to have strong developers on our side – from the idea right up to the delivery of the finished clothing items. We need partners with the same passion for excellence and, of course, the best possible materials.

BP® has always used an agile, future-looking production chain and has maintained close communication with important auditing and certification bodies.



Durability and excellent quality:
BP® work clothing

BP® is also in contact with:



Long-lasting products help to conserve valuable resources and protect the environment.

2 woven fabrics,
1 knitted fabric,
2 types of fibre,
approx. 620 m yarn,
16 findings,
45 pattern pieces

and 1 BP® logo,
our quality seal.



[Find out more >](#)



[Find out more >](#)

REACH regulation

[Find out more >](#)



for our BPlus Green collection

[Find out more >](#)



[Find out more >](#)



STANDARD 100
Hohenstein HTTI

[Find out more >](#)



STeP
Hohenstein HTTI

[Find out more >](#)

Most of our partners are STeP by OEKO-TEX®-certified.

102-2, 102-9, 102-11, 102-12, 102-13, 102-21, 102-29, 102-31, 102-43, 308-1, 412-1



Working together
for more fairness.

BP® AND COTTON PROCUREMENT.



Cotton farmer Kotnaka Lakshmi,
photo: Fairtrade®/Christoph Köstlin



THE MASS BALANCE PRINCIPLE: PROCURING CERTIFIED RAW MATERIALS

BP® AND FAIRTRADE

The Fairtrade Sourced Cotton Model enables cotton farmers to sell more of their cotton under Fairtrade terms.

In this way we are opening up access to fairer trading conditions, social change and greater environmental protection. The Fairtrade label lets customers know that, by purchasing a BP® item of clothing, they are contributing to this process. This gives them peace of mind when choosing the best work clothing for them.

BP® has been working with Fairtrade since 2016 and together we have purchased 946 tonnes of Fairtrade cotton.

» The mass balance principle ensures that the quantity of products sold with the Fairtrade seal does not exceed the quantity of raw goods originally purchased.

» The amount of finished pieces that we are allowed to label as Fairtrade is calculated based on the amount (weight) of cotton that we have purchased. As an example: a pair of bib & brace contains 150 g of cotton. In order for these to bear the Fairtrade label, we need to buy approx. 200g of raw cotton from Fairtrade cotton farmers.

» As with the approach to green electricity, Fairtrade's mass balance programme also aims to increase demand for Fairtrade cotton.

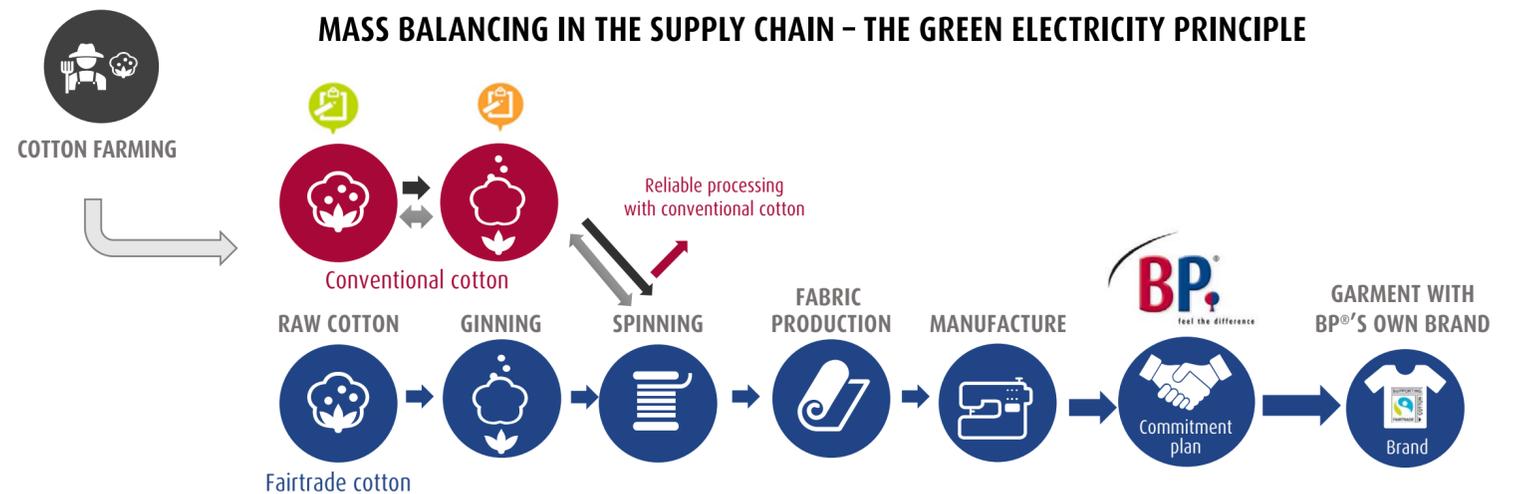
THE FACTS

» If both Fairtrade cotton and conventional cotton are being processed together, physical traceability will be lost.

» After all of the participants have entered their data, the online tracking tool "Fairtrace" from FLOCERT is used to verify the plausible percentages of cotton.



CLICK HERE TO FIND OUT
MORE ON THE FAIRTRADE
SOURCED COTTON MODEL.



Working together for more responsibility.

BP® COOPERATION WITH THE FAIR WEAR FOUNDATION.



THE FACTS:

» The Fair Wear Foundation (FWF) is a multi-stakeholder initiative that aims to improve working conditions for textile workers.

» BP® has been a member of the Fair FWF (FWF) since 2010 and has been awarded the status of Fair Wear Leader nine times in a row.

» BP® and its manufacturing partners undertake to observe the FWF principles and to work on any necessary improvements.

» All employees who work at the manufacturing companies have access to the FWF complaints mechanism (see page 26).

» In-depth dialogue with other FWF members as well as overarching cooperation with our shared manufacturing partners are very valuable to us. Ultimately, we achieve more when we work together.

» The FWF principles are implemented and monitored at the manufacturing partners by means of regular visits, training, audits and follow-up action plans.

» BP®'s implementation of FWF principles is verified by the FWF Brand Performance Check (management system audit at BP®) as well as other checks. Further information is available [here](#).

FEEDBACK FROM THE LAST BRAND PERFORMANCE CHECK:

» We received a request to make our manufacturing companies public on the FWF website, in order to create more transparency, which we then did. This allows us and other FWF members to see whether their partner companies are also active FWF members. Thus, we can quickly see whether we could work together on improving the working conditions.

» In 2022, we also revised and expanded our risk analysis in order to have the best possible overview of the possible risks.



MORE INFO IS AVAILABLE HERE!
Learn all about Fair Wear [here](#).



THE PRINCIPLES OF THE FAIR WEAR FOUNDATION

1 Free choice of work

2 Freedom of association and right to collective bargaining

3 No discrimination at the workplace

4 No exploitation in the form of child labour

The Fair Wear Foundation's principles 1-4 correspond to points 1-4 of the International Labour Organization's (ILO) core labour standards. These are social standards embedded within the world trading system which aim to guarantee humane working conditions and adequate protection in the workplace.

5 Payment of a living wage

6 Appropriate working hours

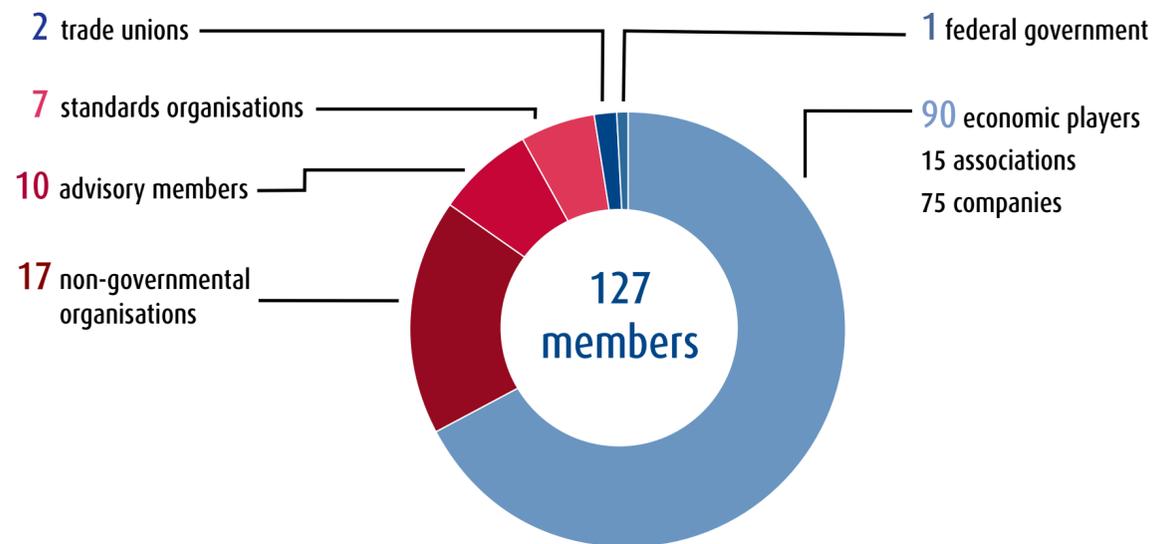
7 Health and safety at work

8 Legally binding employment relationship

Working together for more sustainability: AN ALLIANCE THAT MAKES US STRONG.



Members of the Partnership for Sustainable Textiles:



The two-yearly cycle of the review process:



THE FACTS:

- » BP® has been a member of the Partnership for Sustainable Textiles since 2015.
- » The Partnership is an initiative of the German Federal Ministry for Economic Cooperation and Development.
- » Its aim is to improve social and ecological conditions in global textile production,
- » to be achieved through individual responsibility, shared engagement and mutual support.

THE RISK ANALYSIS:

We conduct an extensive risk analysis based on the OECD guidelines for the **11 sector risks**:

- | | |
|---|--|
| 1. Working time | 6. Occupational health and safety |
| 2. Discrimination, sexual harassment and gender-based violence | 7. Corruption |
| 3. Freedom of association and collective bargaining | 8. Chemicals and waste water |
| 4. Wages and social benefits, living wages | 9. Environmental protection and resources |
| 5. Forced labour | 10. Greenhouse gas emissions |
| | 11. Animal welfare |

» Amongst other things, this risk analysis forms an important basis for adhering to the German Act on Corporate Due Diligence in Supply Chains. We add to this analysis of the eleven sector risks by looking in detail at various questions regarding economy and wages as well as general aspects of our procurement countries.

» The results of this risk analysis can be seen [here](#). As part of the review process the results are published every two years.



MORE INFO IS AVAILABLE HERE!
Everything you need to know about the Partnership for Sustainable Textiles is available [here](#).



BP® TRANSPARENCY AND TRUST.

The foundations of our working relationships.



WHAT BP® STANDS FOR

BP® CUSTOMER FOCUS

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BP® EXCELLENCE

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BP® SUSTAINABILITY

BP® TEAMWORK, DIVERSITY AND PERSONAL DEVELOPMENT

#4 BP® PRINCIPLE TRANSPARENCY AND TRUST

We cultivate a relationship of trust, based on openness, transparency and honesty, with our customers, our suppliers, our investors, everyone who wears our products, and also within BP® itself.



Strong working relationships
in difficult times:

NEW CHALLENGES, EVERY DAY.

2022 provided its share of social, political and economic challenges.



Our most important challenges were:

ENERGY PRICES >> **SUPPLY SHORTAGES** >> **PRICES/INFLATION**



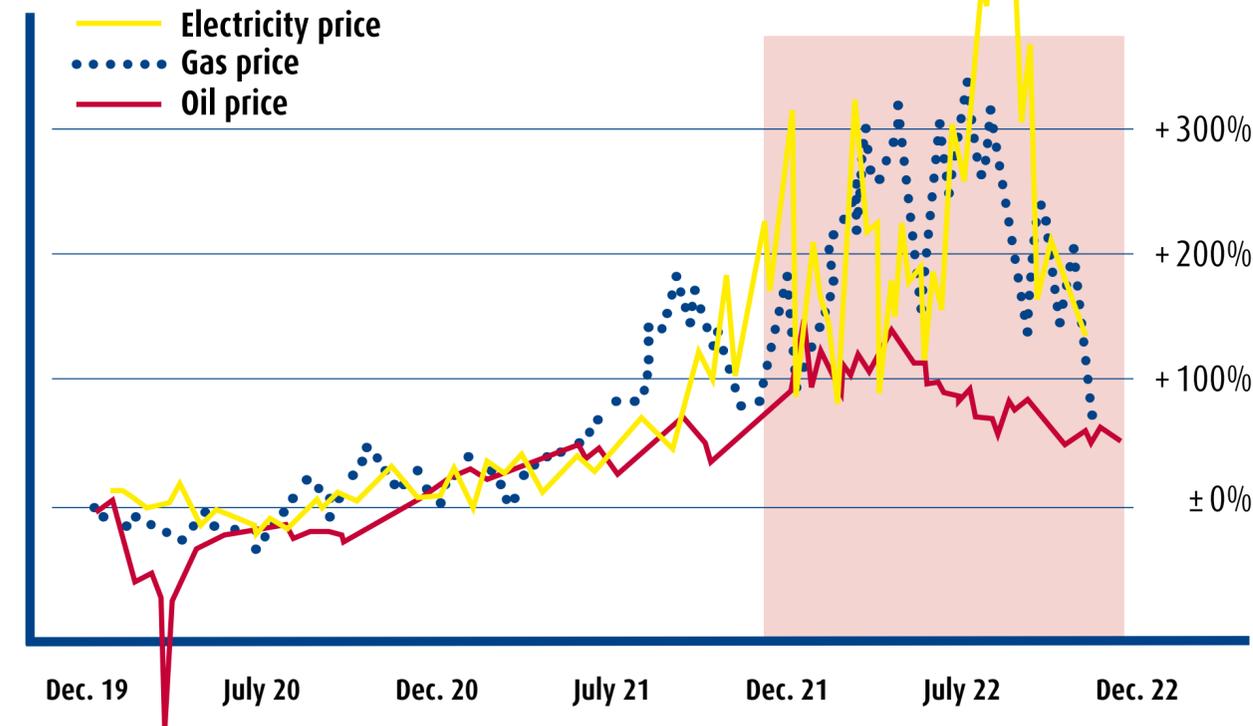
ENERGY PRICES

In many countries around the world, the supply chain shortages triggered by the Russian invasion of Ukraine led to higher energy prices.

This created an unpredictable situation in the industrial sector with no easy one-size-fits-all solutions. The only way out of this situation was to keep calm and act quickly, finding personalised solutions with each individual partner.

The increased production costs created by this situation led to other complex problems in turn.

Gas, oil and electricity price trends



SUPPLY SHORTAGES

Due to the energy crisis, but also due to high demand at the beginning of the year as well as continuing issues in some countries caused by the Covid-19 pandemic, there were unprecedented supply issues affecting a wide variety of materials. The entire sector experienced shortages in fabric, reflective strips, zippers, etc.

The worldwide shortage of shipping containers and lorry drivers further exacerbated the supply chain bottlenecks.

We began working on a solution to this problem together with our partners very early on. Through numerous negotiations and intensive communication we were able to build up additional supply stocks and supply our manufacturing companies with the materials they needed to finish the clothing items in time, thus ensuring that we in turn could supply our customers.

PRICES/INFLATION

Due the challenges described here, the scale of which was unprecedented, global prices came under an immense amount of pressure, which led to price increases of up to 35% in some cases.

Thanks to our proactive stock management, flexible supply structures, good communication and the use of alternative materials we were able to find solutions for ourselves, our customers and all the other stakeholders without having to accept any losses (e.g. in quality).

GLOBALLY NETWORKED

for close cooperation.



SUSTAINABILITY THROUGH LONGEVITY

Our network of materials suppliers and manufacturing partners has grown steadily over many years. These diversified connections have enabled us to maintain a very high level of supply capability, especially during the challenges that arose in 2022.

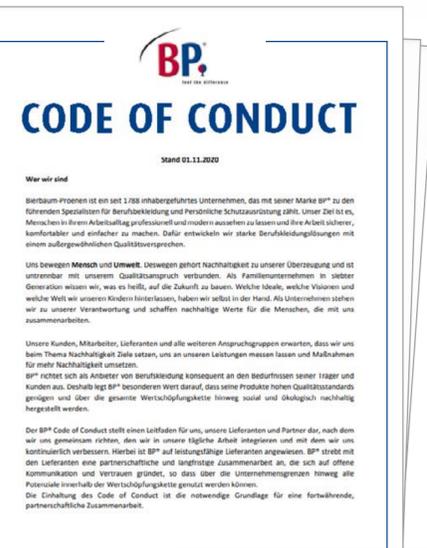
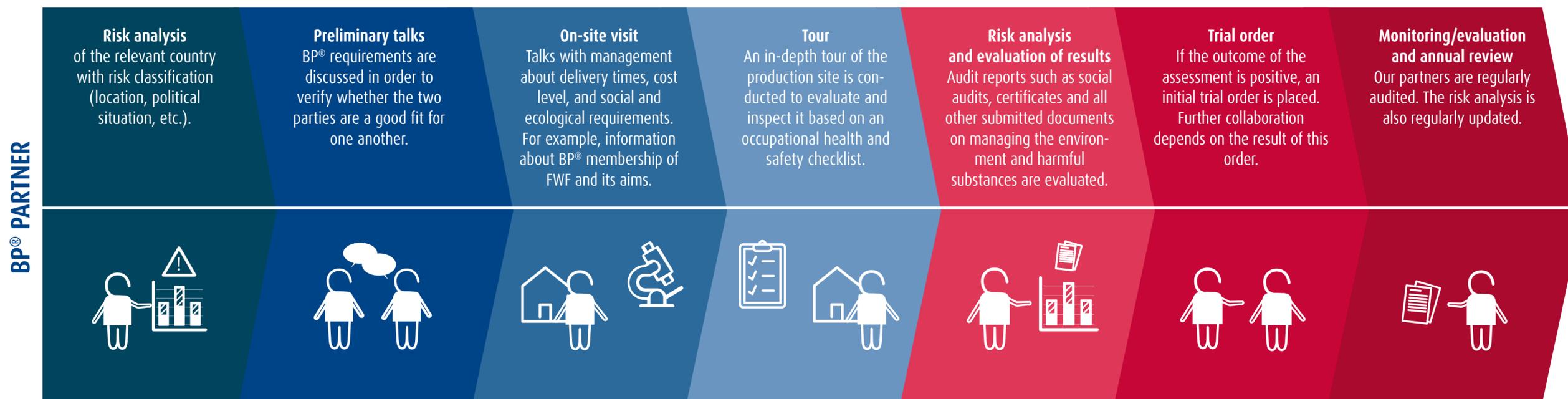


BP® HAS HIGH STANDARDS – ESPECIALLY WHEN IT COMES TO SOURCING.

Responsible and future-oriented.

During the onboarding process of new materials suppliers and manufacturing partners we implement a strict sourcing strategy, putting particular emphasis on our due diligence in the supply chain.

Our risk analysis is an inherent part of this process and we take the human rights aspects very seriously.



BP® CODE OF CONDUCT
[CLICK HERE TO READ OUR CODE OF CONDUCT.](#)

THE BP® CODE OF CONDUCT

For BP® and our customers, but also for our daily work in the areas of sales and sustainability, the Code of Conduct is absolutely essential and serves as a guide for us, our suppliers and our partners.

The Code of Conduct forms the foundation for continuous, fair collaboration. But what exactly does it contain?

In general, it describes our requirements when it comes to basic human rights and ethics based on the ILO core labour standards, the UN Declaration of Human Rights, the Global Compact and the OECD guidelines. From our

perspective, much of what is written in these documents appears to be a matter of course. But, in other countries, this is not necessarily the case. With their signatures, all partners and suppliers vow to uphold these standards.

By the way: our Code of Conduct also meets the requirements of the German Act on Corporate Due Diligence in Supply Chains.

The selection process for new BP® partners (manufacturing partners or materials suppliers) is governed by clearly defined rules.

154 YEARS OF PARTNER-SHIP.



With companies that share our values and goals.

Nearly all of these companies are family-owned businesses like us, and most BP® garments are made by manufacturing partners that we have been working with for more than a decade. This is another link in our sustainable supply chain.

Years of partnership



Status in 2022

Pakistan						28 years
Tunisia <small>BP® production facility (Vetra®)</small>						27 years
North Macedonia						20 years
Vietnam						18 years
Turkey						17 years
Romania						10 years
Tunisia <small>Partner company 2</small>						9 years
China <small>Partner company 1</small>						9 years
Armenia						6 years
China <small>Partner company 2</small>						5 years
Bangladesh						5 years

In-depth and in detail: THE BP® RISK ANALYSIS.

WHY IS THE RISK ANALYSIS IMPORTANT?



Here at BP® we have been focusing on the issue of risk analysis for quite some time now. In 2022, with the preparations for the new German Act on Corporate Due Diligence in Supply Chains, it became even more important. It is essential that a company understands its own supply chain in order to ensure the safety of its employees.

For precisely this reason, we take an in-depth look at every single country from which we source goods and where our work clothing is sewn.

We analyse how workers are generally treated in that country, which laws are in effect to protect employees, what actions are being taken to protect the environment as well as the country's current political and economic situation. This country-level analysis results in the gross risk.

In many countries, however, the conditions and thus the risks vary from region to region. Therefore, we look at each partner on an individual basis. We examine whether the gross risks can be moderated through conditions within the factory itself. If this is the case, then we modify our assessment for this partner accordingly and the result is what is known as the net risk.

EXAMPLE 1:

The gross risk for occupational and building safety is rated medium to high in Tunisia. However, we know the factory very well and visit it on a regular basis, the Fair Wear Foundation regularly conducts audits there and the factory is certified according to ISO 9001 and ISO 14001. We have therefore evaluated the net risk as low to medium.

EXAMPLE 2:

In Pakistan, the gross risk of child labour is rated as medium. However, our supplier is SteP by Oeko Tex®-certified, it has signed our Code of Conduct, we have established a complaints mechanism, we have known the supplier for over 25 years and we make regular visits. We have therefore rated the net risk as low to medium.

EXAMPLE 3:

The gross risk regarding chemicals is rated as medium to high in North Macedonia. However, our manufacturing company hardly uses any chemicals to manufacture our products. We were therefore able to set the net risk as low to medium.

In the following pages we report on the countries where our manufacturing sites are located and provide the results of our risk analysis (net risk) as described.



LOW: There are risks, but the probability that they will occur is low.

MEDIUM: There are risks, but we have evaluated the probability of their occurrence as manageable.

HIGH: There are risks with a relatively high probability of occurrence, but it does not mean that they necessarily will occur.



BANGLADESH

Partner for T-shirts

COOPERATION START DATE: 2017

NO. OF EMPLOYEES:
1126 (625 male, 501 female)

NO. OF FWF AUDITS: 1

MOST RECENT FWF AUDIT:
16 September 2019

MOST RECENT AUDIT BY A THIRD-PARTY ORGANISATION: 22 March 2022 (BSCI)

NEXT AUDIT: 2023

STATUS OF CORRECTIVE ACTION PLAN*:
76.92% of measures achieved

MOST RECENT VISIT: March 2019

BP® SHARE IN THIS PRODUCTION FACILITY:
1%

EMPLOYEE TRAINING: FWF module "Preventing violence and harassment in the workplace" with the aim of establishing an active "Anti-harassment Committee".



PAKISTAN

Specialist in Workwear, Gourmet and Med & Care

COOPERATION START DATE: 1994

NO. OF EMPLOYEES:
1025 (845 male, 180 female)

NO. OF AUDITS BY THIRD-PARTY ORGANISATIONS: 12

MOST RECENT AUDIT (SteP RE-AUDIT):
01 January 2022

NEXT AUDIT: 2023

MOST RECENT VISIT:
March 2019: BP® in Pakistan
August 2022: BP® partner

BP® SHARE IN THIS PRODUCTION FACILITY:
23%

EMPLOYEE TRAINING: As part of the SteP certifications, extensive training courses were arranged on a regular basis covering topics such as quality management, chemical and environmental management, occupational safety and social sustainability.

CERTIFICATION: Our manufacturing partner and its upstream partners (dyeing and finishing) are SteP by OEKO-TEX®-certified.

We have been affiliated with our Pakistani manufacturing partner for 28 years – our longest business relationship. Our cooperation has always been based on a foundation of friendship. We were therefore delighted to be able to meet again in person in Cologne in 2022. We are planning a visit to Pakistan in 2023.



Employees at our Pakistani manufacturing partner



102-4, 102-9, 102-11, 102-12, 102-13, 102-21, 102-29, 102-31, 102-43, 412-1, 412-2, 414-1, 414-2



* The status of the respective action plans is based on the reporting date and changes on an ongoing basis.



Results of our risk analysis (more info on page 20)



Results of our risk analysis (more info on page 20)



ARMENIA

Specialist in outdoor items, PPE and Workwear, handles large-scale orders

COOPERATION START DATE: 2016
NO. OF EMPLOYEES: 2844 (199 male, 2645 female)
NO. OF AUDITS BY THIRD-PARTY ORGANISATIONS: 13
MOST RECENT AUDIT BY A THIRD-PARTY ORGANISATION: 29 July 2022 (BSCI)
MOST RECENT VISIT: December 2022
BP® SHARE IN THIS PRODUCTION FACILITY: 10%

Our partner in Armenia is planning to open an on-site daycare facility in 2023. The facility, which will help meet parents' childcare needs, is currently still in the planning phase.



Results of our risk analysis (more info on page 20)



NORTH MACEDONIA

All-rounder and small series specialist

COOPERATION START DATE: 2002
NO. OF EMPLOYEES: 317 (15 male, 302 female)
NO. OF FWF AUDITS: 6
MOST RECENT FWF AUDIT: 20-22 October 2022
STATUS OF CORRECTIVE ACTION PLAN*: 55.21% of measures achieved
MOST RECENT VISIT: November 2022
BP® SHARE IN THIS PRODUCTION FACILITY: 60%
PARTICIPATION IN FWF SUPPLIER SEMINARS: June 2022: introduction to the new German Supply Chain Act

The FWF carried out an audit at this manufacturing partner in 2022. These are a few of the areas that could be improved:

- » For transparency's sake, the audit report should be shared with the works council
- » Ambiguities regarding the calculation of working hours
- » Ambiguities regarding the structure of leave entitlement
- » Better cable insulation
- » Very high level of dust accumulation in the production facility

We are currently working together on improvement measures.

It is generally difficult for the partner to find new, qualified employees. We are doing our best to support the company in this challenging matter and are communicating with them regularly.



Results of our risk analysis (more info on page 20)



VIETNAM

Partner for complex workwear

COOPERATION START DATE: 2004
NO. OF EMPLOYEES: 157 (32 male, 122 female)
NO. OF FWF AUDITS: 4
MOST RECENT FWF AUDIT: 26-27 May 2020
NEXT AUDIT: 2023
STATUS OF CORRECTIVE ACTION PLAN*: 88.52% of measures achieved
MOST RECENT VISIT: October 2022
BP® SHARE IN THIS PRODUCTION FACILITY: 60%
EMPLOYEE TRAINING: FWF Workplace Education Programme "Basic" (2015) and FWF pilot project "FWF Workplace Training: Communication" (2020)
PARTICIPATION IN FWF SUPPLIER SEMINARS: November 2022: Labour Code in Vietnam & Fair Price app

We have been working with our Vietnamese manufacturing partner for 18 years. Therefore, we know each other very well and have placed more and more orders over the years. Since we use a large percentage of the partner's production capacities, we are planning to have the FWF conduct an audit there in 2023.

In 2022, our technicians responsible for this partner paid a visit in order to see, for example, the social aspects and the condition of the production facility. The head of the Sales and Sustainability Department at BP® plans to visit our partner in Vietnam in 2023.



Results of our risk analysis (more info on page 20)



* The status of the respective action plans is based on the reporting date and changes on an ongoing basis.

CHINA

PARTNER COMPANY 1.

Long-standing specialist in outdoor items, PPE, Workwear, sweatshirts and Med & Care

COOPERATION START DATE: 2013

NO. OF EMPLOYEES:

228 (89 male, 139 female)

NO. OF FWF AUDITS: 4

MOST RECENT FWF AUDIT: 10-11 October 2022

MOST RECENT AUDIT BY A THIRD-PARTY ORGANISATION: 28 April 2022 (BSCI)

STATUS OF CORRECTIVE ACTION PLAN*: 57.64% of measures achieved

MOST RECENT VISIT: March 2019

BP® SHARE IN THIS PRODUCTION FACILITY: 10%

EMPLOYEE TRAINING:

FWF Workplace Education Programme (2020)

PARTNER COMPANY 2.

Partner for our outdoor styles

COOPERATION START DATE: 2017

NO. OF EMPLOYEES:

130 (46 male, 84 female)

NO. OF AUDITS BY THIRD-PARTY ORGANISATIONS: 5

MOST RECENT AUDIT BY A THIRD-PARTY ORGANISATION: 23 August 2021 (BSCI)

STATUS OF CORRECTIVE ACTION PLAN*: 63.64% of measures achieved

MOST RECENT VISIT: March 2019

BP® SHARE IN THIS PRODUCTION FACILITY: 5%

Results of our risk analysis (more info on page 20)



The FWF carried out an audit at partner company 1 in 2022. These are a few of the areas that could be improved:

- » Transparency of wage calculation
- » Adherence to the maximum overtime limit
- » Insulation of the electrical cables

The partner is working hard to improve in these areas.

We had a very candid discussion and were able to better understand one another in numerous

topics. We are well aware of the problem with overtime and it is important to us that our partner keeps us informed in a transparent manner. Only then can we properly evaluate the situation and implement the appropriate measures.



Results of our risk analysis (more info on page 20)



Cutting hall

TURKEY

Specialist in T-shirts, polo shirts, sweat-shirts and Med & Care

COOPERATION START DATE: 2005

NO. OF EMPLOYEES:

371 (187 male, 184 female)

NO. OF FWF AUDITS: 5

MOST RECENT FWF AUDIT: 7-8 September 2021

STATUS OF CORRECTIVE ACTION PLAN*: 69.81% of measures achieved

MOST RECENT VISIT: June 2022

BP® SHARE IN THIS PRODUCTION FACILITY: 7%

EMPLOYEE TRAINING:

FWF Workplace Education Programme (WEP) "Basic" 2015; and FWF WEP "Communication" 2018 and 2022

CERTIFICATION:

Our manufacturing partner and its upstream partners (dyeing and finishing) are STeP by OEKO-TEX®-certified.

Results of our risk analysis (more info on page 20)



Our Turkish partner faced challenges in 2022. Due to high inflation of 80%, the cost of living has increased dramatically and prices as well as the statutory minimum wage had to be increased several times. During this process, we kept a close watch on the employees' wages and were regularly in contact with management. We were also able to visit our Turkish partner in person.

An FWF training seminar on the topic "Communication between employees and management in the production facility" was held in February 2022. It was well received by all participants and strengthened relationships within the company. The seminar was particularly beneficial after the complaint received in August 2021.

In this production facility, the offcuts from during the production process are sent to a special company to be turned into new yarn.

Comment on recent event (as of February 2023): Our Turkish partner was unfortunately affected by the earthquake on 6 February 2023. Some areas of the factory were damaged. Since then, we have been in constant contact with our partner. The business has helped its employees wherever possible and plans to restart production as soon as possible in order to give the employees the chance to start earning money again. Currently, the employees' wages are still being paid despite the fact that production is at a standstill. BP® will continue to help this partner and send orders as they are needed.

Addendum March 2023: BP® has visited the facility twice; the damage to the factory has been repaired and it is back up and running. We will remain in close contact.

* The status of the respective action plans is based on the reporting date and changes on an ongoing basis.



TUNISIA

BP® PRODUCTION COMPANY VETRA®.
Small series specialist and multifunctional
for all collections

COOPERATION START DATE: 1995

NO. OF EMPLOYEES:
279 (31 male, 248 female)

NO. OF FWF AUDITS: 6

MOST RECENT FWF AUDIT:
29-30 September 2022

STATUS OF CORRECTIVE ACTION PLAN*:
76.74% of measures achieved

MOST RECENT VISIT: October 2022

BP® SHARE IN THIS PRODUCTION FACILITY:
100%

EMPLOYEE TRAINING:
FWF Workplace Education Programme (WEP)
2014, Social Dialogue 2017, WEP "Basic" 2022



After the 2021 audit at Vetra®, a follow-up audit took place in 2022. As described on page 25, the situation between the employees, the union and management at Vetra® was very tense. Thanks to better communication, on-site visits and a training seminar in 2022, the general situation has improved considerably. The following points could be improved:

- » A room for medical first aid
- » High level of dust accumulation in the production facility
- » Wage calculation sheets are not easy for employees to understand

Generally, improvements have been made in many areas since the audit in the previous year. The partner is continuing to work on the points that still need improving.

At Vetra®, a specialist company takes the offcuts and turns them into new products, such as rugs, new fibres, cardboard fibres or insulating material for the automobile industry.



TUNISIA

PARTNER COMPANY 2.
Med & Care and Gourmet specialist

COOPERATION START DATE: 2013

NO. OF EMPLOYEES:
168 (15 male, 153 female)

NO. OF FWF AUDITS: 4

MOST RECENT FWF AUDIT: 23-24 June 2022

STATUS OF CORRECTIVE ACTION PLAN*:
57.85% of measures achieved

MOST RECENT VISIT: February 2020

BP® SHARE IN THIS PRODUCTION FACILITY:
75%

EMPLOYEE TRAINING:
FWF Workplace Education Programme
"Basic" 2021



The FWF audit in 2022 showed a few areas that could be improved:

- » Ambiguities about wage calculation
- » Extent and frequency of employee safety training
- » Accessibility of emergency exits
- » Incorrect storage of flammable materials

We are working together with our Tunisian partner to find appropriate solutions.



Results of our risk analysis
(more info on page 20)



Results of our risk analysis
(more info on page 20)

A matter of course at our own company VETRA: **EQUALITY AND TRANSPARENCY.**



The manufacturing company Vetra is a wholly-owned sister company of BP®. In the second half of 2021, employer-employee relations were quite tense at Vetra. By 2022, the situation had unfortunately not improved. The main reasons for the dissatisfaction were the deterioration of communication between employees and management and various personnel changes.

COMPLAINTS 10/21 + 01/22

As a result of the tensions, we received a complaint in October 2021 via the Fair Wear Foundation (FWF) anonymous complaint system, which we reported on in our last sustainability report. The complaint stated that the Vetra management had failed to address the concerns of the employees and the trade union. There were also threats of a strike. Thanks to improvements in communication

and open discussions, the complaint was resolved in November.

Unfortunately, this easing of the situation did not last long, culminating in an unannounced strike in January 2022. The catalyst was dissatisfaction due to the fact that the contracts of three employees working on a temporary basis had not been renewed. The employees were of the opinion that the new manager and the new production director were responsible for this turn of events, which is also why the production director found herself being harassed by employees on the day of the strike.

As a result, the new manager promptly met with the employee representatives from the union and decided to employ these three employees on a permanent basis. They were able to return to work on the following day.

In an additional meeting held with management, the union and some employees it was made clear that the production director had had nothing to do with their dismissal and was not responsible for it. This was then acknowledged by the employees.

During this time, BP® was in daily contact with Vetra®. BP® Managing Director, Harald Goost, as well as the BP® production director paid Vetra® a visit after the strike in order to speak with all those involved and also, first and foremost, to listen.

Complaint background information

In December 2021, there were personnel changes at Vetra. The long-time manager retired and a new production director was appointed.

Since the employees were already dissatisfied before the new manager and the production director took up their roles, their start was especially difficult.

Positive developments in 2022

In the meantime, employer-employee communication has improved significantly. Meetings are held regularly in which all parties come together on a level playing field to discuss all matters at hand, including complaints. Everyone is very satisfied with how the situation has turned out.

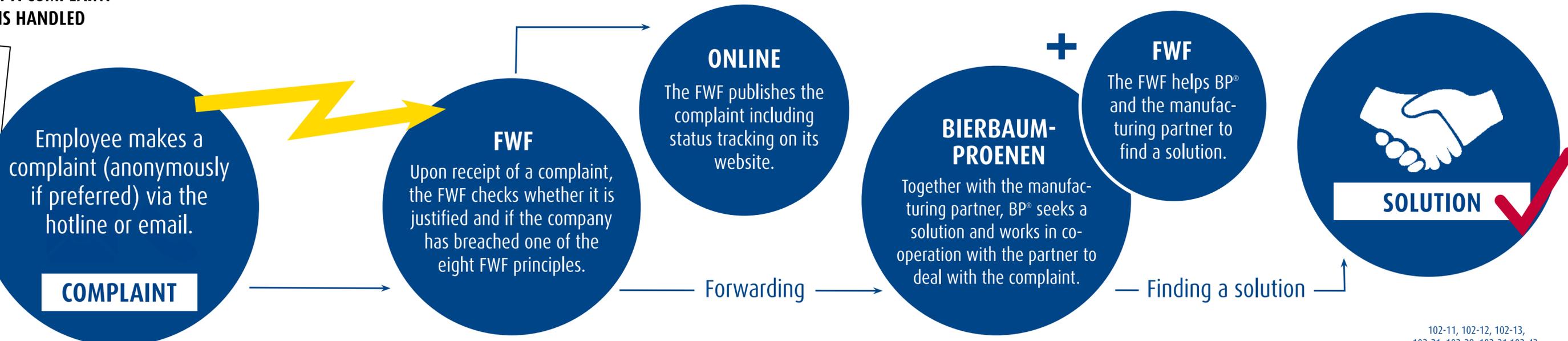
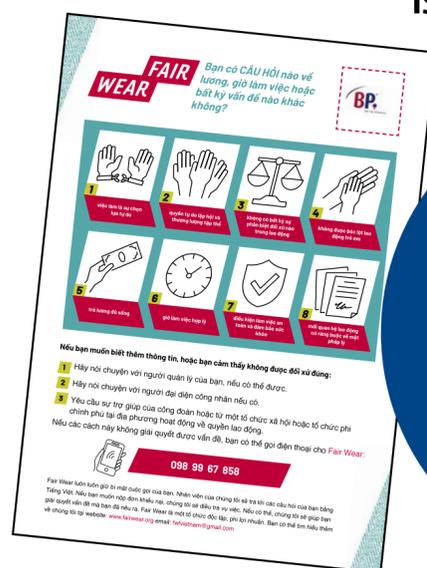
The complaint was discussed during the FWF audit in September 2022 as well as in a training seminar in November and the feedback from all parties involved was positive.



Not simply because of the Supply Chain Act: THE RIGHT TO COMPLAIN.

- » Our membership of the Fair Wear Foundation (FWF) means that the staff of our manufacturing partners have access to a well-established complaints management system.
- » This also allows us to meet the requirements of the German Act on Corporate Due Diligence in Supply Chains.
- » All employees can find information at their local site about how the complaints process works by reading displayed notices, attending training seminars and consulting the local teams in the 10 countries in which the FWF is active.
- » No. of complaints at BP® since 2014: 23
- » No. of complaints at BP® in 2022: 3
- » We received complaints from the following countries: Tunisia, Turkey and Pakistan
- » Grounds for complaint can include discrimination, unfair dismissal or a violation of one of the other eight FWF principles ([see page 13](#)).

HOW A COMPLAINT IS HANDLED



3 COMPLAINTS

from 3 countries in 2022.

In order to identify risk situations and nip them in the bud, the Fair Wear Foundation offers “Workplace Education Programmes” on a variety of topics.

We always try to ensure that these are scheduled for our manufacturing partners. In 2022 we carried out two WEPs. One training programme was held in Turkey on the topic of communication and the other was at our own production facility Vetra®. At Vetra®, the training programme on the topic of “General membership in the FWF” was held as a follow-up to the complaint submitted and to the audit carried out in 2021.

Yet despite these WEPs, complaints do occasionally still arise. However, if a complaint is made, it shows that employees are actively using the system for its intended purpose. We then have the opportunity to uncover any shortcomings and enter into dialogue with the parties involved. This is the only way that the manufacturing companies can continue to develop and improve, and we are always on hand to give them the best possible support.



PAKISTAN

OUTSTANDING PAYMENTS TO FORMER EMPLOYEES

In November 2022 we received a complaint from our manufacturing partner in Pakistan. We had been aware of the situation for quite some time. The circumstances are very complex and all of the details go beyond the scope of this report, so we will simply provide a brief overview. A detailed report will be available on the FWF website as soon as the complaint has been resolved. Currently, it is still being processed.

In March 2022, a non-governmental organisation sent a letter to BP® as well as two other companies that use this manufacturing partner. The letter stated that several employees had been dismissed without receiving the payments they were due. We were able to get more information on the situation through initial conversations with the NGO and the management of the manufacturing partner. According to the management, the employees were dismissed with good reason and the employment relationship was terminated legally. Some of the employees affected had no longer shown up for work and/or had behaved incorrectly. Legal proceedings were instigated, since the parties involved were not in agreement on

the amount owed. Due to a variety of reasons, the trial was delayed several times. BP® and the other companies were in constant contact with the manufacturing partner. We also got in touch with the FWF as early as in March 2022 and spoke to them about the situation.

In order to speed up the process, the NGO contacted us as well as another FWF member in November 2022 through the official FWF complaint system. Afterwards, the matter was once again discussed in detail with the FWF. The NGO and the manufacturing partner both cited national laws in their arguments. Both sides agreed to wait until another hearing, which was held in January 2023. All parties can agree that the employees involved should be paid the money they are owed. However, given the significant difference in the amounts being claimed by the employees and the amounts that the manufacturing partner believes are owed, judicial clarification is needed to establish binding guidelines for the future.

TUNISIA

UNFAIR DISMISSAL

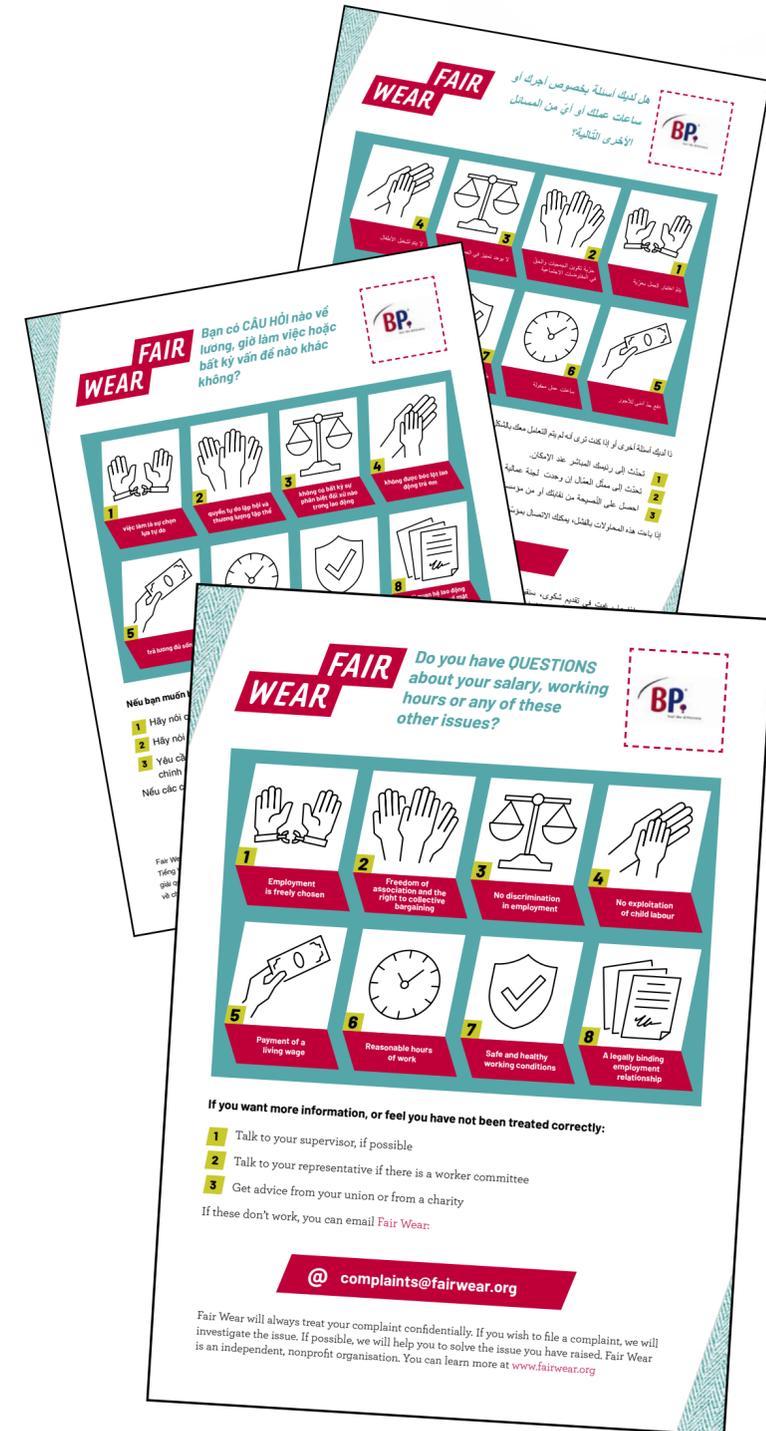
The complaint in our Vetra® factory in Tunisia is described in detail on [page 25](#) of this sustainability report.

TURKEY

DISCRIMINATION BY A SUPERIOR

In April 2022 we received a complaint from our Turkish manufacturing partner. An employee felt that he had been discriminated against by his superior. The problem had already been discussed with the HR department, but a solution could not be found. Subsequently, the FWF was consulted on the matter.

In response, management promptly carried out a training seminar for those in supervisory roles on the topics of communication and team leadership. It was also decided that the content of the training seminars would be regularly reviewed. The complaint was thus resolved.





Serine, sewing expert at our Vetra® site in Tunisia

Good wages for good work: BP® PRICING AND WAGE POLICY.



Pricing and wages – an area of tension.

Like any company, we have an economic interest in offering our products at market prices. At the same time, we aspire to offer the employees who produce our garments an appropriate level of pay for their work. This means striking a balance and satisfying both interests.

It's important to have appreciative, respectful and trusting communication with our partners in this process, because it is not BP® that pays employees their wages and salaries, but our manufacturing partners.

Of course there is no single solution here. There are, however, various different approaches and ideas that we are developing together with the Fair Wear Foundation (FWF) and the Partnership for Sustainable Textiles to successively improve wages and salaries.

OUR CONTINUOUS IMPROVEMENT PROCESS:

- » Our approach includes linking our price negotiations to demonstrable wage increases.
- » Thanks to its in-house sample sewing department, BP® has the requisite expertise to make each item of clothing. This allows the standard production time for a garment to be calculated and compared against the actual time taken in practice, forming the basis for pricing talks with manufacturing partners.
- » BP® maintains an extensive database which records all the work stages involved in garment production.
- » If necessary, BP® shares the technical expertise required to help the manufacturers comply with the target processing time.

- » We engage in ongoing dialogue with our manufacturing partners and regularly invite them to FWF supplier seminars. Thus, payment of a fair wage is a regular topic of discussion.
- » We have been analysing the wage structure of our manufacturing partners since 2012. Using regular monitoring, we collect data on the wages in the individual departments, statutory minimum wages, wages agreed upon through collective bargaining and living wages. Doing so requires continuous discussions between us, the management of the manufacturing partners and the employees in the production facilities.

TARGET WAGES:

At VETRA®, our own company in Tunisia, we have established a **TARGET WAGE AGREEMENT**.

This agreement links the employees' wages to a set percentage above the minimum wage.

FAIR WEAR

LIVING WAGES

[CLICK HERE FOR MORE INFORMATION ON THIS TOPIC.](#)

Member of the Partnership for Sustainable Textiles
Socially and environmentally – we're on our way

LIVING WAGES

[INFORMATION ON THE PARTNERSHIP FOR SUSTAINABLE TEXTILES WEBSITE.](#)

BP® SUSTAINABILITY

Responsibility towards people and the environment.



WHAT BP® STANDS FOR

BP® CUSTOMER FOCUS

BP® CONTINUOUS IMPROVEMENT AND INNOVATION

BP® EXCELLENCE

BP® TRANSPARENCY AND TRUST

BP® SUSTAINABILITY

BP® TEAMWORK, DIVERSITY AND PERSONAL DEVELOPMENT

#5 BP® PRINCIPLE SUSTAINABILITY

We create sustainable values for the people we work with. Economic success equips us for the future. We stand for fair working conditions and use natural resources responsibly.

Climate neutral, one step at a time: OUR PRODUCT AND COMPANY BALANCE SHEETS.

BP® AND CLIMATE PARTNER

We are now partnering with **Climate Partner** in order to reduce the CO₂ emissions produced by our products and our company and to make them more transparent.

ClimatePartner helps companies calculate and reduce CO₂ emissions and to offset other emissions using worldwide climate protection projects.

This partner label supports companies with the issues of transparency and traceability by using ID numbers that customers can use to obtain information on the climate protection projects and the offset CO₂ emissions.

Climate neutrality means that the CO₂ emissions created through production and transport – and despite the use of cutting-edge technology – are offset by purchasing emission reduction certificates elsewhere. This purchase supports certified climate protection projects.

THE PATH TO CLIMATE NEUTRALITY

CALCULATE

Gathering data on our CO₂ values in all areas – from electricity consumption to printer paper to business trips and commuting travel.

ELIMINATE/REDUCE

Analysing our processes to reduce or eliminate unnecessary emissions.

OFFSET

Offsetting unavoidable CO₂ emissions by supporting climate protection projects.

In general, we focus on the **reduction** our CO₂ emissions, and we prioritise it over **offsetting**.



EXAMPLE: PRODUCT BALANCE SHEET FOR BP® TROUSERS "1998"

2022		
(kg CO ₂)	(%)	
11.99	68.4	Raw materials
1.69	9.6	Packaging
0.83	4.7	Inbound logistics
0.59	3.4	Electricity consumption in manufacturing facility
0.64	3.6	Outbound logistics
0.49	2.8	Disposal
1.31	7.5	Overhead emissions
17.54	100	TOTAL incl. 10% safety margin: 19.23 kg CO₂

ClimatePartner

CO₂ EMISSIONS
CLICK HERE FOR MORE INFORMATION ON CLIMATE PARTNER.

BP® COMPANY BALANCE SHEET

	2019		2022	
	(kg CO ₂)	(%)	(kg CO ₂)	(%)
Electricity, heat, cooling and water purchased for own needs	165,999.31	14.4	10,086.65	2.23
Company vehicles	187,079.28	16.2	139,747.81	30.94
Corporate waste	7,046.63	0.6	3,523.32	0.78
Business trips	49,813.79	4.3	40,981.04	9.07
Fuel- and energy-related emissions	158,468.64	13.7	91,050.20	20.16
Printing products and printer paper*	295,731.47	25.6	7,808.77	1.73
Employee commute travel	290,730.58	25.2	140,801.10	31.17
Working from home (starting 2020)	–	0.0	17,701.45	3.92
TOTAL	1,154.869.70	100	451,700.34	100

CO₂ neutral emissions/reduction

CO₂ reduction through various measures, such as:

- > Elimination of printers at workstations, thus reducing use of printer paper
- > Introduction of options to work from home
- > Use of green electricity
- > CO₂ neutral printing of our catalogues and brochures through offsetting

* Correction in relation to the previous Sustainability Report, printer paper use 2021: 168,826 sheets

BP® TEAMWORK, DIVERSITY AND PERSONAL DEVELOPMENT.

Everyone has the right to be supported.



WHAT BP® STANDS FOR

BP® CUSTOMER FOCUS

BP® CONTINUOUS IMPROVEMENT AND INNOVATION

BP® EXCELLENCE

BP® TRANSPARENCY AND TRUST

BP® SUSTAINABILITY

BP® TEAMWORK, DIVERSITY AND PERSONAL DEVELOPMENT

#6 BP® PRINCIPLE TEAMWORK, DIVERSITY AND PERSONAL DEVELOPMENT

We love working in teams and do it well. We respect and affirm diversity. We create space for personal development.

Motivation, commitment and humanity: SUCCESS DOES NOT HAPPEN BY ACCIDENT.

GREAT ACHIEVEMENTS ARE ONLY POSSIBLE IN A TEAM.

At first glance, work and leisure time seem to be rather incompatible. But we see things a little differently. Teamwork and continuing education are a tradition at BP®. They allow us not only to get to know each other better and strengthen our sense of community but also to promote the personal growth of our employees.

After a long pandemic-related break we were once again able to come together as a team in 2022 to spend time with our

colleagues. At our Team Event in Belgium we spent a great deal of time together, building relationships and learning from one another.

Because one thing we know for certain: we can only manufacture excellent professional clothing solutions in a stable team.



MORE THAN JUST A SYMBOL: GROWTH THROUGH TEAMWORK!

Big trees begin with small seedlings, big acts with the first small step. At our Team Event in Belgium, we planted grapevines and roses – as a symbol of environmental awareness at BP® but also to demonstrate our commitment to growing together.



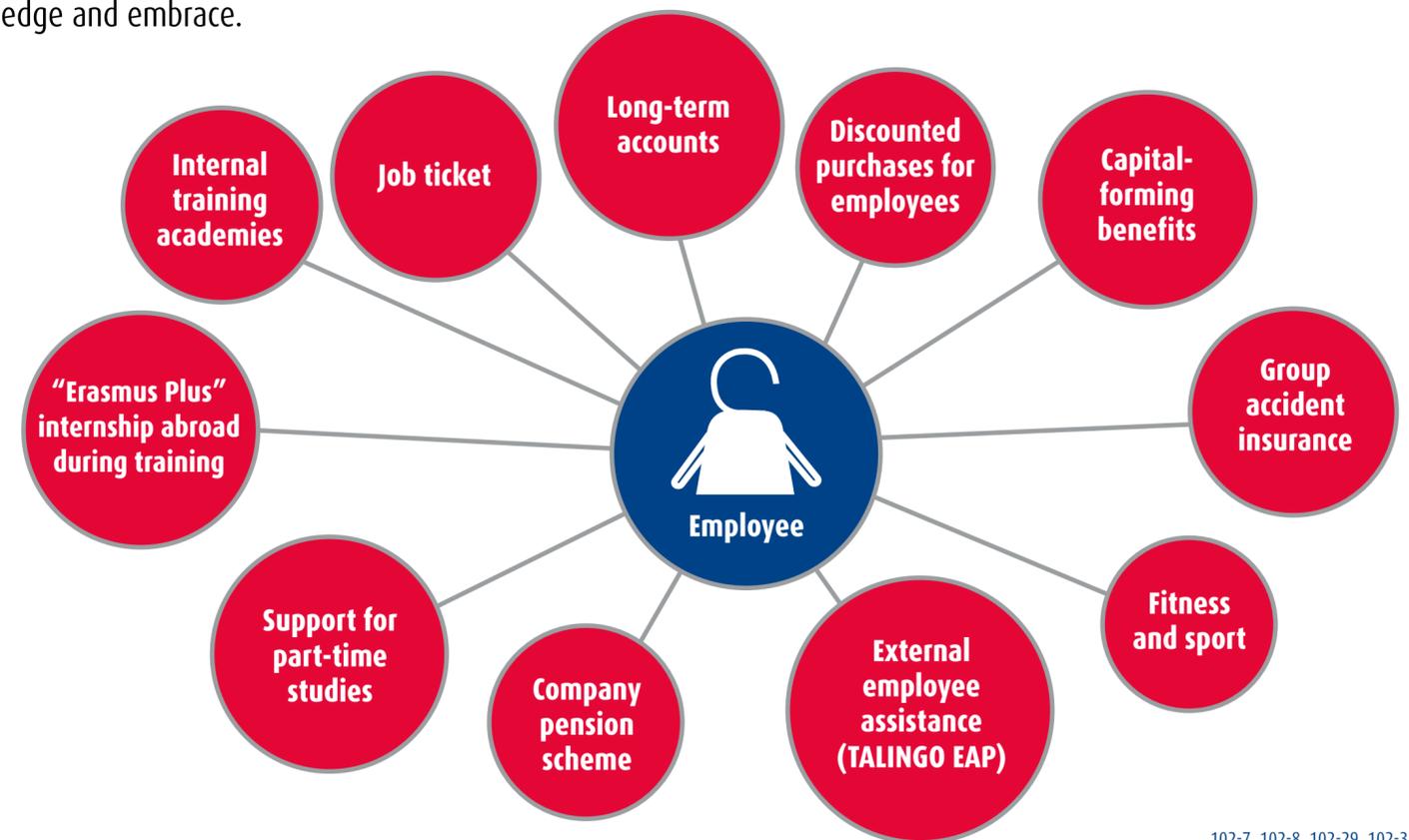
Most of these plants will have already put down strong roots ...



GIVING OUR ALL: EMPLOYEE SUPPORT IS A MATTER OF COURSE AT BP®.

When around 130 motivated people from 14 different nations and a wide variety of cultural backgrounds come together, enormous potential is created, which we at BP®, as a globally operating company, acknowledge and embrace.

In December of 2022, 51% of the administrative staff were women and 49% men. Of all employees with managerial responsibilities, 42% were women and 58% men.



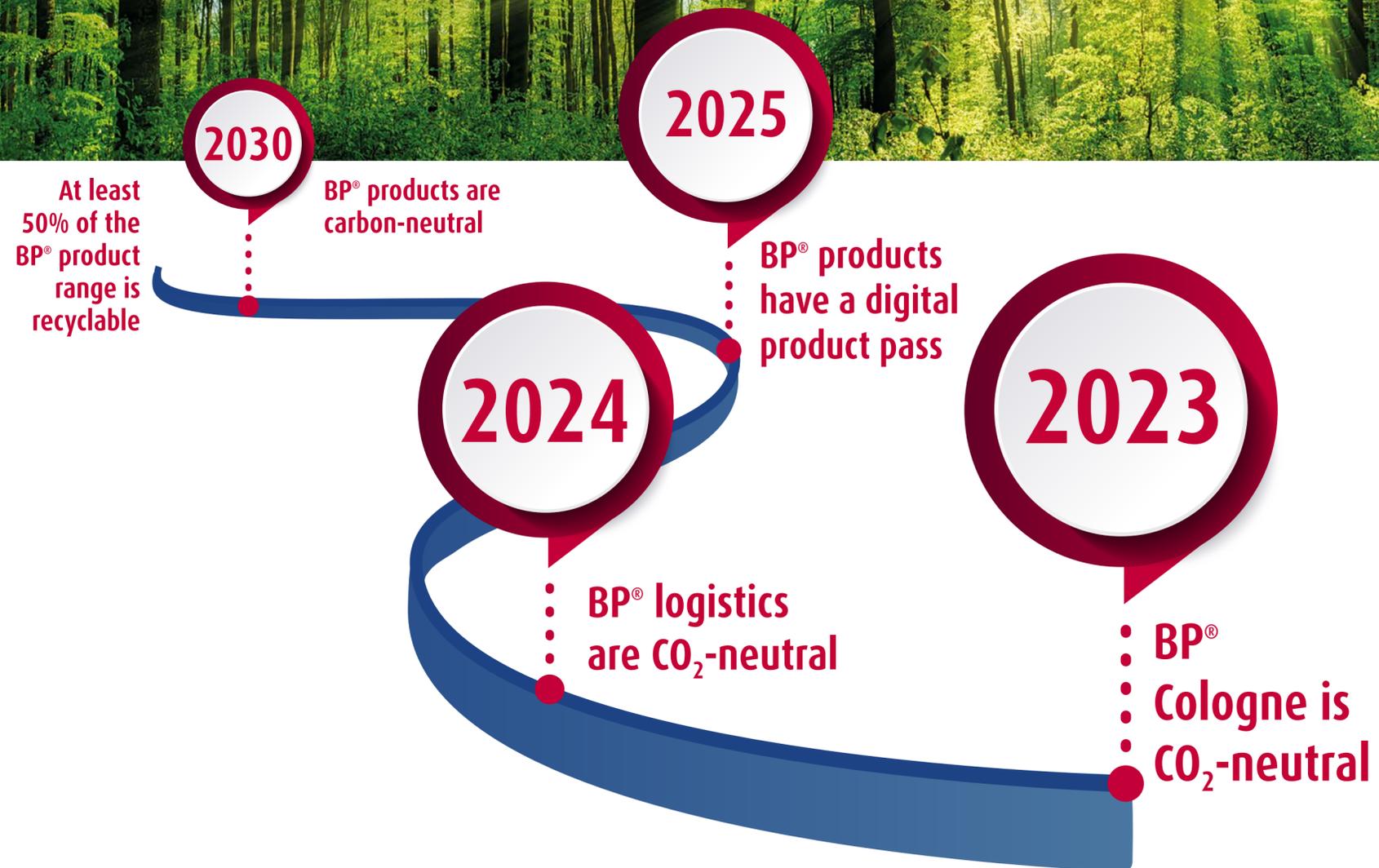
Erlebe das BP® Team!

BP® Team-Wochenende im historischen Schloss Domaine de Ronchinne in Belgien
6.-8. Mai 2022

www.bp-online.com

Turning goals into facts:

THE STEPS TOWARDS CLIMATE NEUTRALITY.



ADDITIONAL CURRENT BP[®] CLIMATE PROJECTS

- » **E-charging stations** at our Cologne location
- » **Photovoltaics** at our Cologne location
- » Energy savings through a **new lighting concept** in Cologne
- » Energy savings through **new air conditioning** at Vetra[®]
- » **Photovoltaics** at Vetra[®]
- » Increased **use of recycled fibres**

SEARCH ACCORDING TO GRI NUMBER:

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QUESTIONS ARE THERE TO BE ANSWERED.



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This report has been prepared in accordance with the Global Reporting Initiative (GRI) guidelines. It is based on the GRI Content Index and provides information about core indicators.

EXTERNAL REVIEW OF THE REPORT

This report has not been externally reviewed.

FABIAN KUSCH

BP® Head of Purchasing and Sustainability
e-mail: f.kusch@bierbaum-proenen.de

