



# BP<sup>®</sup> SUSTAINABILITY REPORT 2021

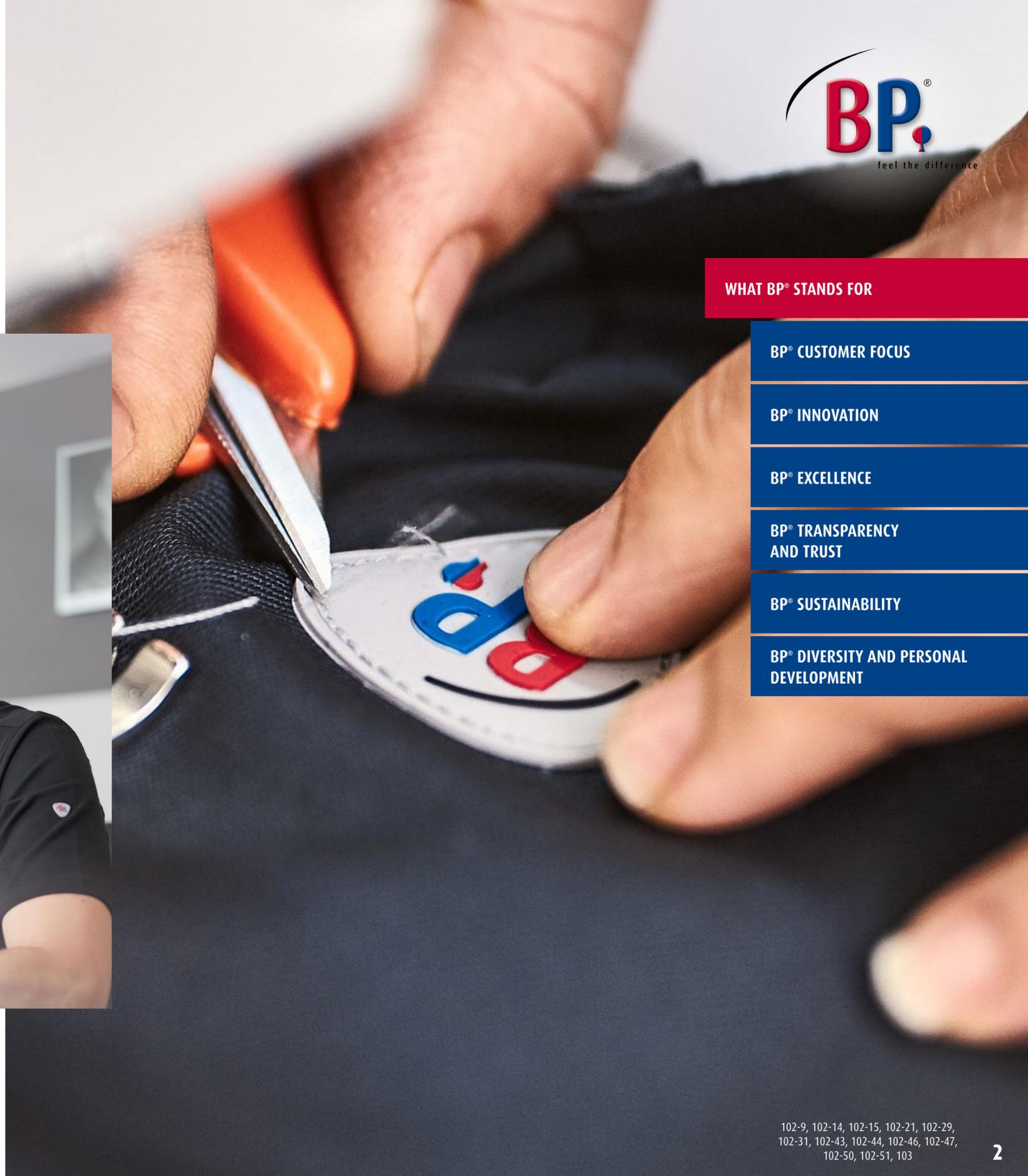
# Our most sustainable promise: **THE BP<sup>®</sup> QUALITY.**

Dear Readers

Germany's new Act on Corporate Due Diligence in Supply Chains came strongly into focus during 2021. In a study commissioned by the Federal Ministry for Economic Cooperation and Development, ten companies were named as trailblazers in this field. One of these companies was Bierbaum-Proenen. We have been working for many years now on our supply chains, which are very international, complex and involve many branches. Every year we make improvements, but we also know that there is still a long way to go to achieve complete transparency all the way out to the cotton field or the origins of the fibres that we use.

We continued to focus intensively on climate neutrality during the year under review. Our goal is to be climate-neutral at our main site in Cologne by 2023 and at our logistics base in Greven by 2024. By 2030, we aim to make our entire product range climate-neutral. Yet this ambitious target also raises many questions. We are working out all of the answers to these, one by one, trusting in our approach to sustainability and in our BP<sup>®</sup> team, who could not be more committed to quality and innovation. Watch this space for updates on our progress.

**Harald Goost,**  
Managing Partner



## WHAT BP<sup>®</sup> STANDS FOR

BP<sup>®</sup> CUSTOMER FOCUS

BP<sup>®</sup> INNOVATION

BP<sup>®</sup> EXCELLENCE

BP<sup>®</sup> TRANSPARENCY  
AND TRUST

BP<sup>®</sup> SUSTAINABILITY

BP<sup>®</sup> DIVERSITY AND PERSONAL  
DEVELOPMENT

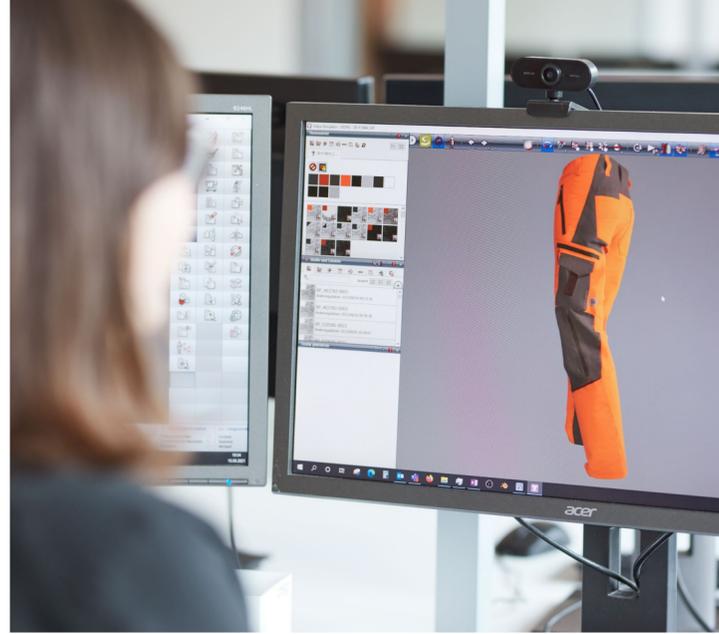


Photo: Fairtrade®/Christoph Köstlin



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**WHAT BP® STANDS FOR**

**BP® CUSTOMER FOCUS**

**BP® INNOVATION**

**BP® EXCELLENCE**

**BP® TRANSPARENCY AND TRUST**

**BP® SUSTAINABILITY**

**BP® 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 OPERATIONS

Our in-house production company in northern Tunisia, where 260 highly skilled and experienced sewers work on our small series and product developments.

# BP® STANDS FOR WORK CLOTHING. SINCE 1788.



### OUR PRODUCT RANGE

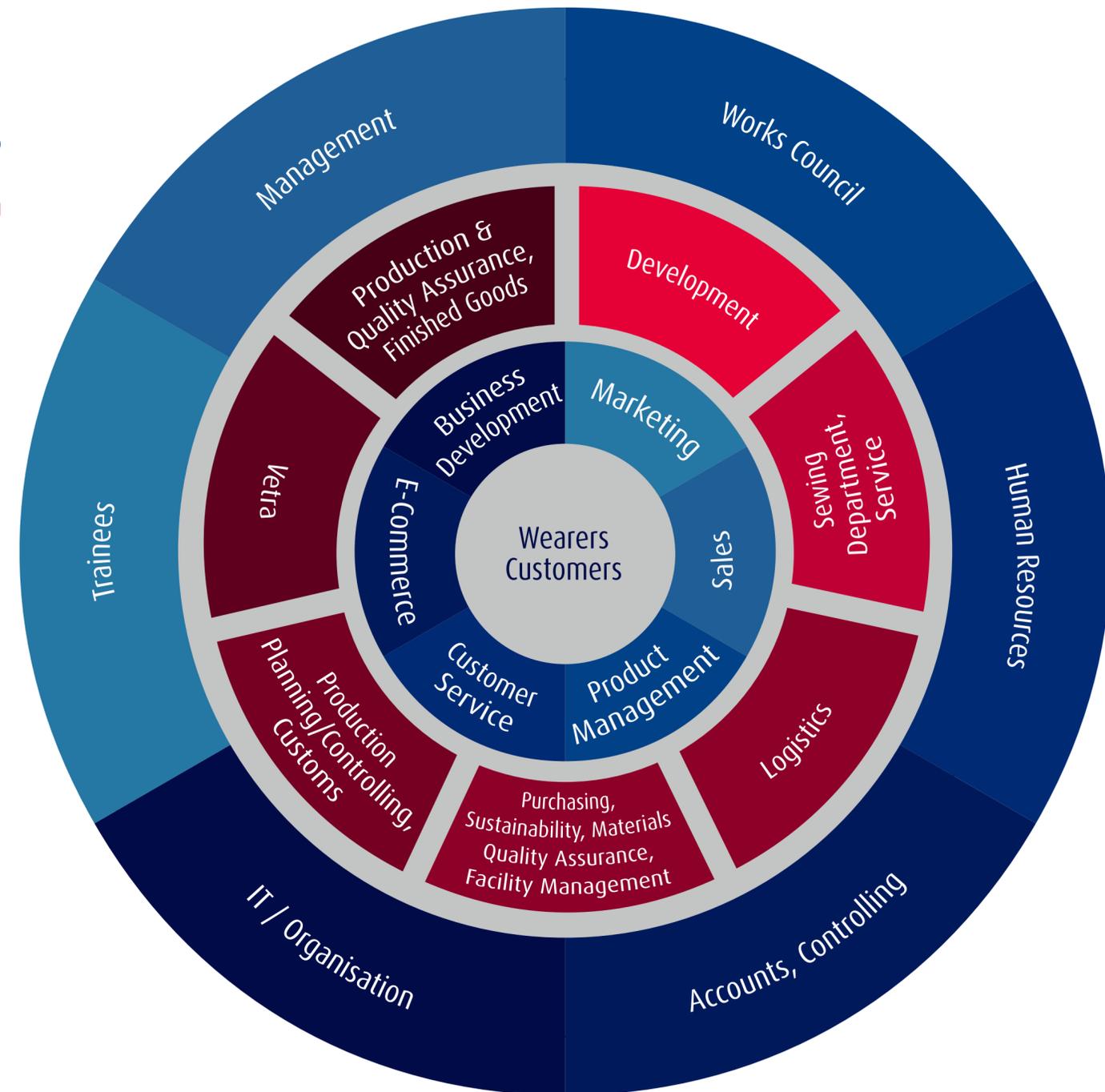
- BP GOURMET®
- BP WORKWEAR®
- BP MED & CARE®
- BP INDUSTRIAL FOOD®
- BPROTECTED®

### WELL STOCKED

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



### BP® TEAM ORGANISATION



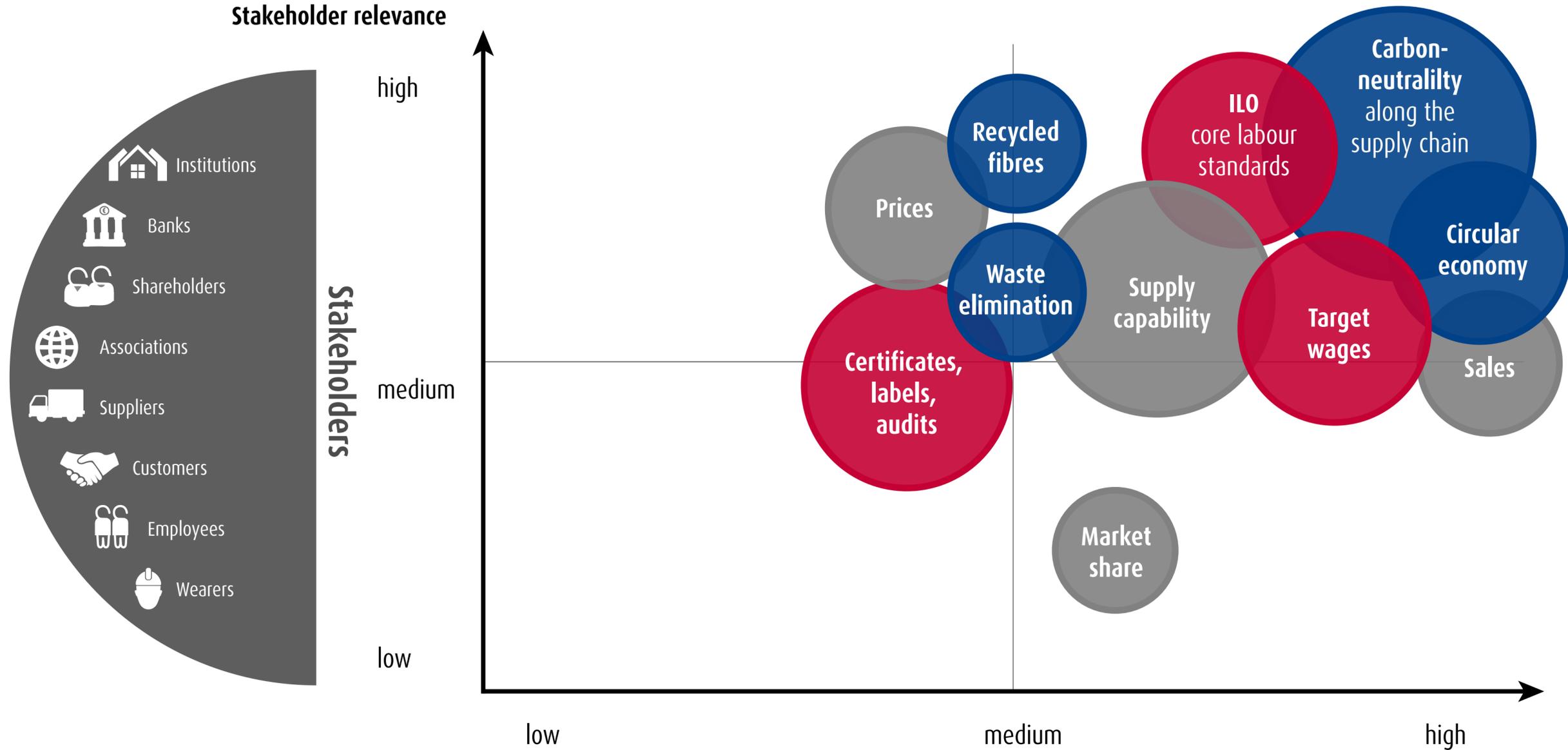
# Many goals. Many people involved.

## 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 and 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 forms the basis of this continuous process and supports it.

- **Ecological goals\***  
Eliminate, reduce, recycle
- **Social goals\***  
Auditing and evaluation of production sites to ensure compliance with our specifications. BP® has been awarded the status "Fair Wear Leader" by the Fair Wear Foundation for the eighth time in a row.
- **Economic goals\***  
Economic key figures



\* 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® INNOVATION

BP® EXCELLENCE

BP® TRANSPARENCY  
AND TRUST

BP® SUSTAINABILITY

BP® DIVERSITY AND PERSONAL  
DEVELOPMENT

## #1 BP® PRINCIPLE CUSTOMER FOCUS

We offer work clothing for our customers that lives up to the BP® “feel the difference” claim. Quality, design and functionality are at the heart of our customer promise.

**CWS Workwear**

Collaborating with BP® since: 2009

Established: 1899

Sector: textiles service provider

**Mission:** CWS is helping create a healthier and safer future with innovative, sustainable and digital rental solutions.

**Deutsche Bahn AG**

Collaborating with BP® since: 2014

**Established:** the company DB AG was created in 1994 with the merger of Deutsche Bundesbahn and Deutsche Reichsbahn.

Sector: passenger and freight transport

**Mission:** BP® supplies DB AG with the innovative work clothing it needs for its employees to be able to do their jobs safely.



**Leonie Biesen**  
Corporate Sustainability  
Manager at CWS



**Claus Bamm**  
Director of Strategic Procurement  
for the Workwear division at CWS

# SUSTAIN- ABILITY CAN ONLY BE ACHIEVED TOGETHER.

With our customers  
and partners.



## “We have to understand sustainability in all of its complexity and all of its dimensions.”

The sustainability process can only succeed if all of the partners in that process – everyone from suppliers to production facilities, leasing partners and end customers – work together. For this year’s Sustainability Report, we talked to two of our partners, CWS and Deutsche Bahn AG, about the importance of sustainable production and the different dimensions, challenges and opportunities of operating sustainably in the workwear sector.

We spoke to Claus Bamm, Director of Strategic Procurement for the Workwear division at our leasing partner CWS, his colleague Leonie Biesen, Corporate Sustainability Manager at CWS, and to Thorsten Flegler, Strategic Purchaser for the Corporate Wear division at our customer Deutsche Bahn AG. Here’s what they had to say.

**BP®:** Mr Bamm, in your position at CWS, a leading textile leaser, would you say that your customers are more interested in sustainable work clothing nowadays?

**Claus Bamm / CWS:** There’s no doubt that demand for it is rising, particularly

among customers in the public sector but in the private sector as well. People are recognising that sustainability is more than just the latest social megatrend, it’s a necessity. The textile and clothing industry has a considerable impact on the world’s natural resources and ecosystems, which is why it is and will be a big focus area when it comes to sustainability. This has prompted companies to integrate work clothing into their sustainability strategies. Generally speaking, the bigger and more high profile a company is, the greater the value it places on sustainably produced work clothing.

**BP®:** Mr Flegler, how important is work clothing in terms of Deutsche Bahn’s sustainability strategy?

**Thorsten Flegler / Deutsche Bahn:** We’ve defined five fields of action within our group on which we want to focus our sustainable transformation: climate protection, conservation of natural areas, conservation of resources, noise control and social responsibility. My area of responsibility, work clothing, is very relevant to all of these fields apart from noise control. So sustainably produced work clothing is very important to Deutsche Bahn. Purchasing clothing that has been made using socially responsible and

ecologically sound processes makes a tangible contribution to DB’s strategy.

**BP®:** How important is work clothing to DB?

**Thorsten Flegler / Deutsche Bahn:** Work clothes are C items for us. In other words, clothing is not part of our core business. We need a large number of items per piece, but the procurement volume is manageable. Nevertheless, workwear is obviously very important – without high-visibility clothing, track workers wouldn’t be able to do their job. The system would grind to a halt, and, in the worst case scenario, potentially have serious consequences.

**BP®:** What are your criteria for choosing workwear?

**Thorsten Flegler / Deutsche Bahn:** Quality is the most important factor, combined with cost effectiveness and sustainability. Employee satisfaction is vital, which means we need high-quality clothing that our staff will be happy to wear. At the same time, we also have fundamental sustainability requirements, so we would never buy clothing that has not been produced ethically and ecologically.

**Claus Bamm / CWS:** On workdays, our customers will generally be wearing their work clothing for longer than their

own clothes. This means the garments must be comfortable to wear and look good. And in the case of protective clothing, safety is obviously key.

To be included in our product range, clothing has to be durable as well as high-quality, and we only buy workwear that can be repaired. Our company-wide guiding principle is "Think Circular" and we focus on the three Rs, "reduce, reuse, recycle". We can only achieve these three things together with our partners. For our suppliers, this means reducing their material consumption, climate-friendly manufacturing and feeding secondary materials back into the production cycle.

**BP®:** How important is the subject of the circular economy to you in terms of work clothing?

**Leonie Biesen / CWS:** We see great potential for innovation in the textile chain, both at the start and at the end. I'm thinking of alternative high-tech fibres and processing methods that help protect the climate and the environment, but that also use less energy and water and need fewer chemicals and solvents. The impact of disposal is relatively minor compared with the manufacture of clothing. Yet we still see this end of the chain as key to reducing future emissions and easing the impact on the environment. There's huge untapped potential here for further development within the textile and clothing industry. We need to act as

quickly as possible to develop a reverse logistics infrastructure and ambitious second-life and recycling programmes for discarded textiles.

**BP®:** What role do these issues play for Deutsche Bahn as an end customer?

**Thorsten Flegler / Deutsche Bahn:**

A very important one. It's extremely important to us that manufacturers understand the issue of sustainability in all of its complexity and all of its dimensions. Because labels and memberships simply aren't enough. If someone comes to me and says, "We're a member of the Fair Wear Foundation and only use cotton from the Fairtrade Sourced Cotton Model, my reply will be that we actually demand more. We want to delve deeper into the product with our suppliers, and really get to grips with the difficult issues. These include the working conditions for the people who make the clothes, along with the circular economy and cradle-to-cradle thinking as well as CO<sub>2</sub> emissions and logistics. As a major customer, we have the ability to influence how things are done.

**BP®:** What does the working relationship with BP® in these areas look like?

**Thorsten Flegler / Deutsche Bahn:** For me, BP® is a partner with expertise in these complex areas. We have built up a certain level of trust over time. I can tell BP® what we need, and they listen and give me expert advice. We take a

deep dive into the products together, considering every aspect. This is how we often arrive at solutions together, and why BP® has become our number-one supplier of protective clothing. But for all that, it's absolutely still the case that BP® has to keep proving that it is a better choice than its competitors.

**BP®:** What joint projects lie ahead?

**Thorsten Flegler / Deutsche Bahn:**

Definitely projects related to cradle-to-cradle approaches and CO<sub>2</sub> emissions, logistics in other words.

**Claus Bamm / CWS:** As part of our group-wide mission of sustainability at CWS we will be focusing strongly on the end-of-life aspect as the last link in the textile chain. We will have to get many partners on board and invest in these projects. Other important issues on our agenda for the future are reducing CO<sub>2</sub> emissions and focusing on the social dimension along the entire textile chain.

Our thanks go to CWS and Deutsche Bahn for sharing their thoughts with us.



# BP® INNOVATION.

Continuous improvement is always  
at the forefront.



WHAT BP® STANDS FOR

BP® CUSTOMER FOCUS

**BP® INNOVATION**

BP® EXCELLENCE

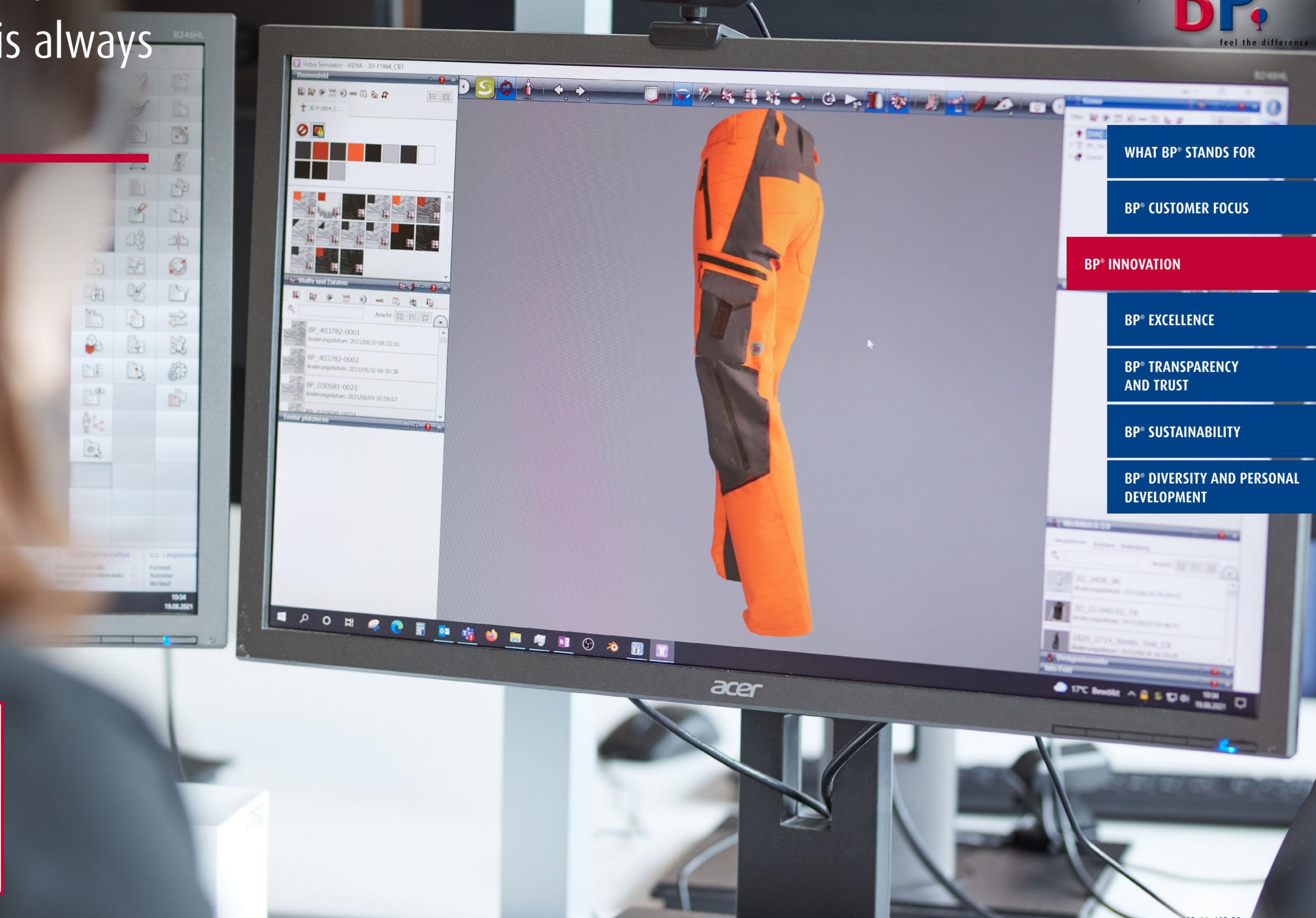
BP® TRANSPARENCY  
AND TRUST

BP® SUSTAINABILITY

BP® DIVERSITY AND PERSONAL  
DEVELOPMENT

## #2 BP® PRINCIPLE INNOVATION

We are constantly developing our products and company through innovation and improvement for the benefit of our customers and everyone who wears our products.



Less is more:

# CONSERVING RESOURCES. IMPROVING QUALITY.

## 1. ELIMINATE

Eliminating consumption, in other words using valuable resources sparingly, is particularly important to us. We firmly believe that the long-lasting nature of BP® products is one of the biggest contributions we can make to sustainability because it saves valuable resources and eases the burden on the environment.

### 3D prototyping:

We use continuous 3D visualisation starting from the initial design to the finished product, enabling us to simulate many of the individual steps in the overall process, including customer specifications. This means we can eliminate the need for transportation and avoid using resources such as fabrics, yarns, buttons, etc. that would otherwise be needed to produce samples. We can wait until later in the process before producing samples, saving an average of three samples and countless fragments.



3D prototypes of [bib & brace 2041-844-6556](#) and [work jacket 2042-844-6556](#)



## 3. RECYCLE

In areas where we are unable to reduce our consumption of resources, we want to make wider use of recycled materials. This is something we are already doing for our BPlus Green collection. The material we use is 35% cotton and 65% polyester. This polyester is made from recycled PET bottles, with at least 18 bottles used in every product of the collection.

We're currently implementing initial pilot projects, including the following:

- » Clothing to clothing: incorporating old items of clothing into the manufacturing process for new greige fabric,
- » Feeding old garments into the product life cycles of other items,
- » Reusing waste scraps.



## 2. REDUCE

Where we are unable to eliminate the consumption of resources, we consistently strive to reduce how much we use.

### Some examples:

» Our carbon footprint is one of our priorities when it comes to reducing our consumption of resources ([see page 31](#)).

» We will continue to reduce our air freight shipments, having already slashed air freight by 24% during the year under review compared with 2020.

» We are optimising the use of packaging materials, so that we can do without them as much as possible. We have been able to save around 6 tonnes of plastic by using our new paper sleeve, for example.

» Reducing the amount of packaging used by our suppliers.

» Gradually reducing energy consumption in cooperation with our suppliers/manufacturing partners, by using photovoltaics for example.



Solar installation at our garment manufacturer in Turkey

# BP® EXCELLENCE.

Our goal is the best company performance.



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## #3 BP® PRINCIPLE EXCELLENCE

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

# BP® RELIES ON STRONG PARTNERS.



## OUR MOST SUSTAINABLE PROMISE: THE BP® QUALITY.

- 3 different fabrics
- 2 types of fibre
- approx. 820 m yarn
- 296 g recycled polyester
- 160 g cotton from the Fairtrade Sourced Cotton Model
- 44 pattern pieces
- 16 accessories
- and 1 BP® logo, our quality seal.




**OEKO-TEX®**  
CONFIDENCE IN TEXTILES  
**STeP**   
Sustainable Textile Production.  
www.oeko-tex.com/step

**STeP by OEKO-TEX®\***  
\* Some of our partners are STeP by OEKO-TEX-certified.

[Find out more >](#)



**SUPPORTING**  
  
**FAIRTRADE**  **COTTON**

**Fairtrade**

[Find out more >](#)



**OEKO-TEX®**  
CONFIDENCE IN TEXTILES  
**STANDARD 100**   
Tested for harmful substances.  
www.oeko-tex.com/standard100

**OEKO-TEX®**

[Find out more >](#)



**REACH regulation**

[Find out more >](#)



**REPREVE®**  
**REPREVE®**

[Find out more >](#)





# FAIRTRADE

## BP® and the raw material supply chain.



### The Fairtrade Sourced Cotton Model.

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

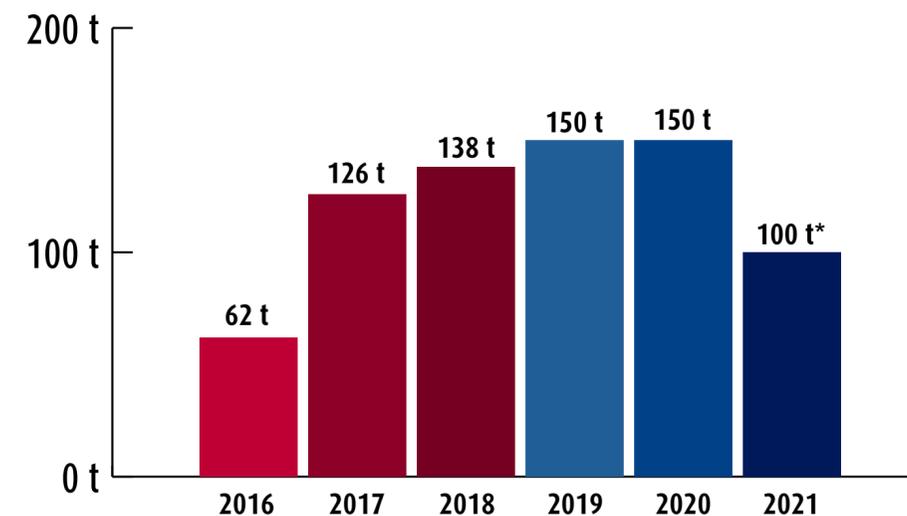
In this way we are opening up access to fairer trading conditions, social change and greater environmental protection. The Fairtrade label lets customers know that, by purchasing a BP® item of clothing, they are

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.

More information at [www.info.fair-trade.net/sourcing](http://www.info.fair-trade.net/sourcing)

### Increasing the amount of Fairtrade cotton purchased in accordance with the commitment plan



\* Due to the pandemic and the resulting uncertainty caused by Covid-19, we purchased less Fairtrade cotton than originally planned in 2021.



### Fairtrade means:

- » Farmers are paid a stable minimum price for their goods.
- » They also receive a Fairtrade bonus payment, which is used for community projects such as rainwater collection, reforestation, road construction, or schooling for the children of cotton farmers.
- » Environmental standards limit the use of pesticides and promote efficient irrigation.
- » The use of genetically modified seeds is prohibited.
- » Exploitative child labour is prohibited.
- » Specific training measures provide economic and ecological support for small-scale farmers.



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



Cotton field in the Indian state of Odisha, photo: Fairtrade

**THE MASS BALANCE PRINCIPLE:  
PROCURING CERTIFIED RAW  
MATERIALS**

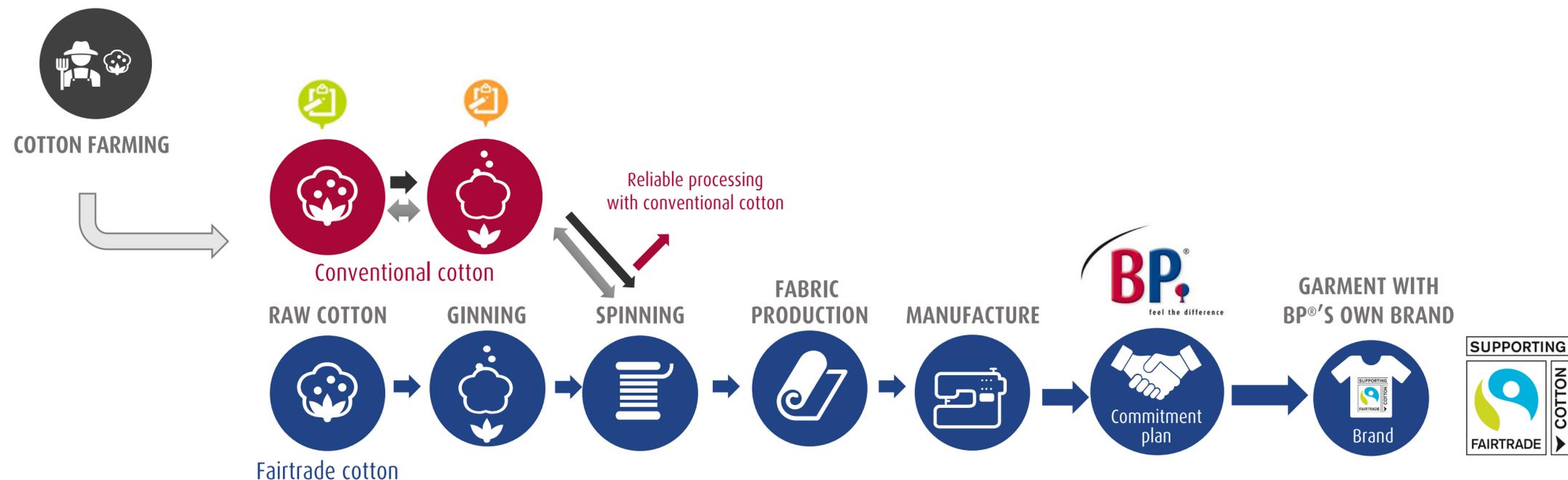
The mass balance principle ensures that the quantity of products sold with the Fairtrade seal does not exceed the quantity of raw goods originally purchased. Mass balance also means that Fairtrade raw materials may be mixed with non-Fairtrade products during processing, storage or transport.

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, physical traceability will be lost.
- » FLOCERT verifies cotton supply chains using the Fairtrade online tracking tool.
- » All suppliers enter the amount of cotton sold into the system.
- » The quantity of manufactured items with the Fairtrade seal must correspond to the quantity of cotton previously purchased by BP®.

**Mass balancing in the supply chain – the green electricity principle**



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 Wear Foundation (FWF) since 2010 and has been awarded the status of Fair Wear Leader eight times in a row.

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

» 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 as well as other checks (management system audit at BP®). Further information available [here](#).

» All employees who work at the production sites have access to the FWF complaints mechanism ([see page 28 for further details](#)).

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

» In a year during which many audits and training measures had to be cancelled due to the pandemic, and many employees in the global textile industry feared for their livelihoods, the FWF implemented extensive support and education measures.



## 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

Principles 1-4 of the Fair Wear Foundation cover the ILO core labour standards. The International Labour Organisation's core labour standards are embedded within the world trading system and 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

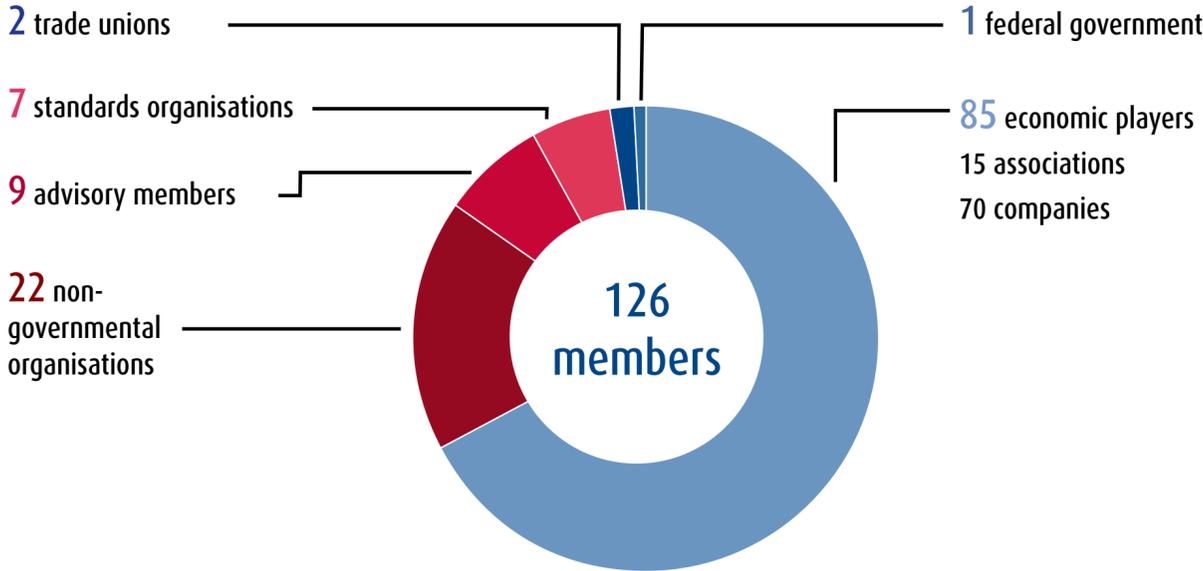
# Working together for more sustainability: AN ALLIANCE THAT MAKES US STRONG.



The two-yearly cycle of the review process



Members of the Partnership for Sustainable Textiles



**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.

» BP® actively contributes its own expertise to the Partnership, by participating in the climate protection expert group, for example.

» The Partnership offers its members a comprehensive range of training opportunities on professional risk analysis in their own supply chains.

» The theme for 2021 was: “Responsible purchasing practices”, and the new review process was also geared towards this subject. In this context, we conducted an extensive risk analysis based on the OECD guidelines for the 11 sector risks. The results of this analysis can be viewed [here](#). This risk analysis forms an important basis for compliance with the German Act on Corporate Due Diligence in Supply Chains as well as other rules.



**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

BP® INNOVATION

BP® EXCELLENCE

**BP® TRANSPARENCY AND TRUST**

BP® SUSTAINABILITY

BP® DIVERSITY AND PERSONAL DEVELOPMENT

## #4 BP® PRINCIPLE TRANSPARENCY AND TRUST

We build relationships based on trust and focused on openness, transparency and honesty with everyone who wears our products, our customers, our suppliers, our investors and also within BP® itself.



# GLOBALY NETWORKED

for close cooperation.



### SUSTAINABILITY THROUGH LONGEVITY

Our network of materials suppliers and clothing manufacturers has grown steadily over many years. Despite the supply bottlenecks triggered by the PANDEMIC over the past year, these diversified connections have enabled us to maintain a very high level of supply capability.



# 151 YEARS OF PARTNER-SHIP.

With family businesses like us.

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



Years of partnership

0

5

10

15

20

25

Status in 2021



# RELIABLE QUALITY NEEDS RELIABLE PARTNERS:

What we demand from all BP® suppliers.



All BP® supplier relationships, be they with manufacturing partners or material suppliers, are based on our BP® CODE OF CONDUCT, which has been in place since 2020 and precisely defines our due diligence requirements regarding ILO core labour standards, social and environmental standards and general aspects of responsible working relationships, such as the barring of corrupt practices.

You can view the BP® CODE OF CONDUCT [here](#). Our suppliers are also contractually obliged to comply with the ten principles of the UN Global Compact, and our manufacturing partners are required to act in accordance with the FWF principles. As a general rule, subcontracting is not permitted without the express consent of BP®.

MANUFACTURING PARTNERS

**Preliminary talks**  
BP® requirements are discussed to determine whether the two parties are a good match.

**Risk analysis**  
of the relevant country with risk classification (location, political situation, etc.).

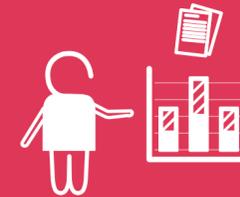
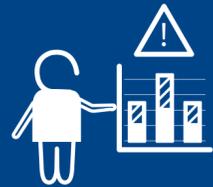
**On-site visit**  
Talks with management about delivery times, cost level, and social and ecological requirements. Information on BP® membership in the FWF and its goals.

**Inspection**  
In-depth tour of the production site, which is evaluated and inspected on the basis of an occupational health and safety checklist.

**Evaluation**  
Audit reports, such as social audits, certificates and all other submitted documents on environmental and hazardous substances management, are evaluated.

**Trial order**  
A trial order will be placed if the evaluation is positive. Further collaboration is dependent on the result of this order.

**Follow-up**  
Social audits of manufacturing partners and training sessions are arranged on a regular basis.



MATERIALS SUPPLIERS

**Preliminary talks**  
BP® requirements are discussed to determine whether the two parties are a good match.

**Risk analysis**  
of the relevant country with risk classification (location, political situation, etc.).

**Sample testing**  
The samples are tested in a BP® test laboratory to check whether they meet the BP® quality requirements.

**Inspection**  
Information is gathered on environmental and hazardous substances management as well as on social standards.

**Evaluation**  
Audit reports, such as social audits, certificates and all other submitted documents on environmental and hazardous substances management, are evaluated.

**Contract**  
The information is assessed and, if successful, a contract will be signed.

**Review**  
The suppliers will undergo regular process audits, and quality, service and sustainability will be reviewed on a yearly basis.

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

Strong working relationships  
in challenging times:

# BP® AND ITS MANUFACTUR- ING PARTNERS.



Our long-standing cooperation with our highly qualified manufacturing partners means that the people who wear our clothes look professional in modern garments that help keep them safe and comfortable as they work.

The close collaboration between all departments and the linking of the Purchasing and Sustainability departments are crucial elements of the stable supply chain.

Many of the actions taken by our production partners and us at BP® during the reporting year were comparable to those taken in various other countries: we have focused all of our strength on ensuring safe working conditions in our production facilities, keeping our employees healthy and enabling us to get through the pandemic together.

#### Actions we have taken:

- » Regular in-depth dialogue with manufacturing partners via MS Teams.
- » Acceptance of delivery date postponements and delays.
- » Restricted operations at production facilities were taken into account and orders were flexibly rescheduled where necessary.
- » BP® made all of its payments to our partners on time.
- » Where necessary and possible, additional orders were placed with manufacturing partners to help compensate for low capacity utilisation.
- » In addition to Teams calls, we regularly took part in webinars, telephone calls and Zoom meetings with a range of partners (e.g. FWF, Partnership for Sustainable Textiles) to keep up to date with the latest developments and challenges and to share our experiences.
- » We did not cancel any orders.

#### Actions our manufacturing partners have taken:

- » Employee training on the topic “Hygiene in the workplace”.
- » Modification of production areas to maintain physical distancing and modified shift schedules to reduce contact between employees.
- » Provision of hygiene items, such as disinfectant and masks, and possibilities for vaccination.
- » In some cases, additional transport was provided to make employees’ journey to and from work safer.
- » Employees at some locations had their temperature taken on a daily basis.

We are pleased that our manufacturing partners were able to continue developing their production expertise, even in the midst of a pandemic. This involved the acquisition of new machinery and the organisation of training courses and certification processes, for example with STeP by OEKO-TEX®, ISO 14001, ISO 45001 and ISO 9001 being started or even successfully completed.





Many nations, many partner companies, one goal:

**BP® QUALITY.**



## TUNISIA

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

**COOPERATION START DATE:** 1995

**NO. OF EMPLOYEES:**  
278 (31 male, 247 female)

**NO. OF FWF AUDITS:** 5

**MOST RECENT FWF AUDIT:** 21 + 22 Oct. 2021

**NEXT AUDIT:** 2022

**STATUS OF CORRECTIVE ACTION PLAN\*:**  
24.31% of measures achieved

**MOST RECENT VISIT:** November 2021

**BP® SHARE IN THIS PRODUCTION FACILITY:** 100%

**EMPLOYEE TRAINING:** FWF Workplace Education Program 2014; Social Dialogue 2017

**PARTICIPATION IN FWF SUPPLIER SEMINARS:**  
Most recent participation in 2020: Social Dialogue



In 2021, the second year of the pandemic, we continued to use MS Teams for most of our communication with our partner company in Tunisia. By the second half of the year we were finally able to visit Vetra again. Being there to communicate in person clearly demonstrates BP's presence and our interest in the production going on. BP held talks with the trade union and employee representatives.

Since 2020, Vetra has been selling all of its textile waste scraps to a company in Tunisia for recycling. These scraps of fabric are turned into carpets, new fibres, cardboard packaging and insulating material.

An FWF audit in October found various areas in which Vetra could still improve. For example:

- » the fire alarm system was partially faulty,
  - » some emergency exits were blocked,
  - » successive action was needed to close gap between actual wages and a living wage,
  - » lack of any written rules on working with trainees,
  - » internal complaint procedure in need of improvement.
- These points are now being reviewed and tackled in intensive cooperation.



## TUNISIA

**PARTNER COMPANY 2.**  
Med & Care and Gourmet specialist

**COOPERATION START DATE:** 2013

**NO. OF EMPLOYEES:**  
162 (13 male, 149 female)

**NO. OF FWF AUDITS:** 3

**MOST RECENT FWF AUDIT:** 18 + 19 July 2019

**NEXT AUDIT:** 2022

**STATUS OF CORRECTIVE ACTION PLAN\*:**  
64.93% of measures achieved

**MOST RECENT VISIT:** February 2020

**BP® SHARE IN THIS PRODUCTION FACILITY:** 80%

**EMPLOYEE TRAINING:** FWF Workplace Education Programme Basic 2021

**CERTIFICATION:** ISO 14001, ISO 45001 in Q1/2021

Our partner company 2 in Tunisia ended its collaboration with partner company 3. The good working relationship with partner company 4 was also discontinued, as it was already working at high capacity.



# SLOVAKIA

Small series partner

**COOPERATION START DATE:** 2020

**PRODUCTION SITES:** 2

**NO. OF EMPLOYEES:**

Production site 1: 66 (4 male, 62 female)

Production site 2: 54 (2 male, 52 female)

**NO. OF AUDITS**

**BY THIRD-PARTY ORGANISATIONS:** 2

**MOST RECENT AUDIT:** 1 August 2021 by third-party organisation

**MOST RECENT VISIT:** January 2020

**BP® SHARE IN THIS PRODUCTION**

**FACILITY:** 8.9%



# PAKISTAN

Specialist in Workwear, Gourmet and Med & Care

**COOPERATION START DATE:** 1994

**NO. OF EMPLOYEES:**

566 (499 male, 67 female)

**NO. OF AUDITS**

**BY THIRD-PARTY ORGANISATIONS:** 12

**MOST RECENT AUDIT (SteP RE-AUDIT):**

1 January 2022 (postponed several times due to COVID-19)

**MOST RECENT VISIT:**

March 2019: BP® in Pakistan

November 2021: BP® partner

**BP® SHARE IN THIS PRODUCTION**

**FACILITY:** 19.63%

**EMPLOYEE TRAINING:** As part of the STeP certifications, extensive training courses were arranged on a regular basis covering such topics 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.

Our longest-standing business relationship is with our manufacturing partner in Pakistan, with whom we have worked for 27 years. Our cooperation has always been based on a foundation of friendship.

In 2017, this partner opened a school that has since grown substantially. During the pandemic, the children at the school were taught how to wash their hands properly, as just one of the measures to combat Covid-19. As an additional precaution, classes were arranged in a shift system rather than being held at the same time for all of the pupils, ensuring the school was able to stay open despite coronavirus.

A large-scale tree-planting campaign involving the children at the school has not only made the premises more attractive but has also helped to foster greater environmental awareness.

Our partner is also actively involved in the region and had a water treatment facility installed in one of the local villages. During the pandemic, daily meals were also served to those whose incomes had been impacted by Covid-19.



The tree-planting campaign



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



## ARMENIA

Specialist in Outdoor, PPE and Workwear, handles large-scale orders

**COOPERATION START DATE:** 2016

**NO. OF EMPLOYEES:**  
550 (27 male, 523 female)

**NO. OF AUDITS BY THIRD-PARTY ORGANISATIONS:** 13

**MOST RECENT AUDIT:** 13 – 15 July 2020

**NEXT AUDIT:** 2022

**STATUS OF CORRECTIVE ACTION PLAN\*:**  
86.80% of measures achieved

**MOST RECENT VISIT:** December 2021

**BP® SHARE IN THIS PRODUCTION FACILITY:** 9%



## NORTH MACEDONIA

All-rounder and small series specialist

**COOPERATION START DATE:** 2002

**NO. OF EMPLOYEES:**  
369 (21 male, 348 female)

**NO. OF FWF AUDITS:** 5

**MOST RECENT FWF AUDIT:**  
31 October + 1 November 2019

**NEXT AUDIT:** 2022

**STATUS OF CORRECTIVE ACTION PLAN\*:**  
74.23% of measures achieved

**MOST RECENT VISIT:** September 2021

**BP® SHARE IN THIS PRODUCTION FACILITY:** 65%

**EMPLOYEE TRAINING:** FWF Workplace Education Programme (2022)



## VIETNAM

Partner for complex workwear

**COOPERATION START DATE:** 2004

**NO. OF EMPLOYEES:**  
175 (18 male, 157 female)

**NO. OF FWF AUDITS:** 4

**MOST RECENT FWF AUDIT:** 26 + 27 May 2020

**NEXT AUDIT:** 2023

**STATUS OF CORRECTIVE ACTION PLAN\*:**  
85.74% of measures achieved

**MOST RECENT VISIT:** March 2019

**BP® SHARE IN THIS PRODUCTION FACILITY:** 30%

**EMPLOYEE TRAINING:** FWF Workplace Education Programme (2015) and FWF pilot project FWF Workplace Training: Communication (2020), Participation in various FWF supplier seminars, most recently in 2019

Vietnam also continued to be heavily impacted by the pandemic in 2021. Many production sites in the south of the country were forced to close for weeks on end. Fortunately, northern Vietnam was less severely affected and our manufacturing partner was able to continue manufacturing throughout this time at less risk. During this period we engaged in particularly intensive dialogue and requested regular updates on the current situation.



## BANGLADESH

Partner for T-shirts

**COOPERATION START DATE:** 2017

**NO. OF EMPLOYEES:**  
833 (333 male, 500 female)

**NO. OF FWF AUDITS:** 1

**MOST RECENT FWF AUDIT:** 16 September 2019

**NEXT AUDIT:** 2022

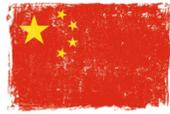
**STATUS OF CORRECTIVE ACTION PLAN\*:**  
68.58 % of measures achieved

**MOST RECENT VISIT:** March 2019

**BP® SHARE IN THIS PRODUCTION FACILITY:** 1.2%

**EMPLOYEE TRAINING:** FWF module "Preventing violence and harassment in the workplace" with the aim of establishing an active "anti-harassment committee". Participated in an FWF supplier seminar on "The impacts of Covid-19 on clothing factories in Bangladesh", November 2020





# CHINA

## PARTNER COMPANY 1.

Long-standing specialist in Outdoor, PPE, Workwear, Sweatshirts and Med & Care

**COOPERATION START DATE:** 2013

**NO. OF EMPLOYEES:**  
242 (85 male, 157 female)

**NO. OF FWF AUDITS:** 3

**MOST RECENT FWF AUDIT:**  
19 + 20 September 2019

**LAST AUDIT BY THIRD-PARTY ORGANISATION:**  
12 May 2021 (BSCI)

**NEXT AUDIT:** 2022

**STATUS OF CORRECTIVE ACTION PLAN\*:**  
74.88% of measures achieved

**MOST RECENT VISIT:** March 2019

**BP® SHARE IN THIS PRODUCTION FACILITY:** 2%

**EMPLOYEE TRAINING:** FWF Workplace Education Programme (2020)

An audit in 2020 revealed significant overtime, which was not due to BP® orders. This is not uncommon on the Chinese labour market, and employees expect to earn extra money in this way. For this reason, we are working together to gradually reduce the amount of overtime, so that workers never exceed the limit of 60 hours per week. This worked very well in 2021, even in peak season.

## PARTNER COMPANY 2.

Manufactures our outdoor styles

Production site A of our partner company 2 in China was forced to close temporarily due to the pandemic. It was fortunately able to reopen in the course of 2021 as the order situation improved again. However, the factory management decided that products for BP® would only be manufactured at production site B.

### PRODUCTION SITE B.

**COOPERATION START DATE:** 2017

**NO. OF EMPLOYEES:**  
97 (48 male, 49 female)

**NO. OF AUDITS BY THIRD-PARTY ORGANISATIONS:** 5

**MOST RECENT AUDIT:** 2 + 3 September 2020

**NEXT AUDIT:** Q2/Q3 2021

**STATUS OF CORRECTIVE ACTION PLAN\*:**  
56.82% of measures achieved

**MOST RECENT VISIT:** March 2019

**BP® SHARE IN THIS PRODUCTION FACILITY:** 5%

Because no visits were allowed due to the pandemic, we remained in close contact with our production partner via MS Teams. We were able to discuss all current issues in a timely manner during these virtual meetings.



New cutting hall



Solar installation on the roof



# TURKEY

Specialist in T-shirts, polo shirts, sweatshirts 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 Sept. 2021

**NEXT AUDIT:** 2024

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

**MOST RECENT VISIT:**  
October 2021: partner in Cologne  
25 October – 3 November 21: BP® in Turkey

**BP® SHARE IN THIS PRODUCTION FACILITY:** 7%

**EMPLOYEE TRAINING:** FWF Workplace Education Programme (2015) and FWF Workplace Training: Communication (2018). Next FWF training course "Internal Communication" planned for 2022

**CERTIFICATION:** STeP by OEKO-TEX® (2019)

Our Turkish manufacturing partner visited us in November 2021. The face-to-face talks were, as usual, very friendly and productive. We are working together to develop a circular economy pilot project. Since 2021, waste scraps from production have been transferred to a company that uses them to manufacture new yarn. As part of the pilot project, we will also be applying this approach to the recycling of old BP® components.

This manufacturing partner has been exclusively using energy generated from the solar installation on the roof of its production facility (see photo) since 2021.

The FWF audit carried out in September revealed a few areas in which our partner could improve, namely:

- » missing information for BP® about the use of subcontractors,
- » partially incomplete system for monitoring working conditions in the company,
- » no official performance review system for employees,
- » inadequate preventive health screenings offered to employees,
- » lack of a standardised system for dismissals.



Serine, sewing expert  
at our Vetra site in Tunisia

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

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### **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:**

» BP® maintains an extensive database which records all the work stages involved in garment production.

» 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 production partners.

» Every production partner creates an initial sample before series production begins.

During this step, any questions about the processing can be resolved, along with deviations from the calculated time requirement.

» If necessary, BP® shares the technical expertise required to help the manufacturers comply with the target processing time.



**Human rights standards: the former Federal Minister for Economic Cooperation and Development, Gerd Müller (CSU party), cites BP® as a positive example.**

and Development and the German Society for International Cooperation, the authors focused on ten companies that are committed to human rights standards in global supply chains.

In a study conducted in October 2021 on the practical implementation of human rights standards in global supply chains, the former Federal Minister for Economic Cooperation and Development, Gerd Müller (CSU party), named BP® as a positive example.

Alongside BP®, the efforts of Adidas, Maersk, BASF, Continental, Daimler, Deutsche Telekom, Merck, Siemens and the Hamburg jeweller Thomas Becker are all profiled. All the companies “have already been successfully implementing human rights due diligence for a long time”, as Gerd Müller highlighted in his foreword.

In the study, prepared by the consultancy firms Accenture and Twentyfifty on behalf of the Ministry for Economic Cooperation

[Click here to view the study.](#)

» Since 2012, BP® and its manufacturing partners have been scrutinising the wage structure of each country, collating data such as minimum wage levels, collectively agreed wages and living wages, taking into account the respect rates of inflation. This data helps to track the goals set.

This improvement process will never be complete. It requires ongoing conversation between us, the companies, the employees working in production and the manufacturing companies.

More on the subject of living wages can be found here <https://fairwear.org/programmes/living-wage>

» Our approach includes linking our price negotiations to demonstrable wage increases.

Or have a look at the [Partnership for Sustainable Textiles website](#) or our [Brand Performance Check](#).

» We engage in ongoing dialogue with our suppliers and regularly invite our manufacturing partners to FWF supplier seminars. Thus, payment of a fair wage is a regular topic of discussion.





# THE RIGHT TO COMPLAIN.

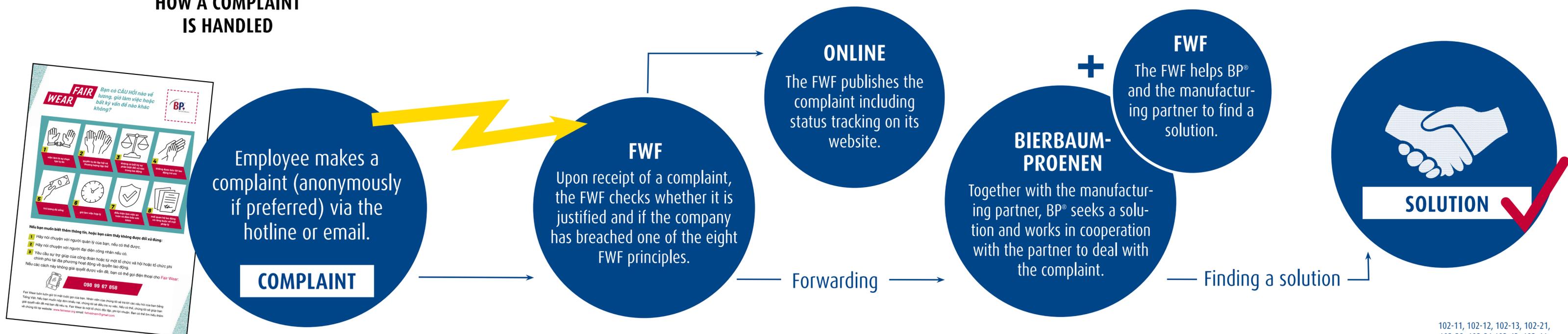


## BP® AND THE FWF COMPLAINTS SYSTEM

- » Our membership in the FAIR WEAR FOUNDATION (FWF) means that the staff of our manufacturing partners have access to a well-established complaints management system.
- » All employees can find information at their local site about how the complaints process works by reading displayed notices, attending training and consulting the local teams in the 10 countries in which the FWF is active.

- » No. of complaints at BP® since 2014: 20
- » No. of complaints at BP® in 2021: 4
- » We received complaints from the following countries: Tunisia, Turkey and Romania
- » Grounds for complaint can include discrimination, unfair dismissal or one of the other eight FWF principles ([see page 15 of the Sustainability Report](#)).

## HOW A COMPLAINT IS HANDLED



# 4 COMPLAINTS

## from 3 countries in 2021.

### THE FACTS

In order to identify risk situations and nip them in the bud, the Fair Wear Foundation offers Workplace Education Programmes (WEP) on a variety of topics. We always try to ensure that these are scheduled for our manufacturing partners. This was only possible to a limited extent in 2021. We were, however, able to hold two WEPs: one at our manufacturing partner in Bangladesh on the topic “Preventing violence and harassment in the workplace” and one at our manufacturing partner in Tunisia on the topic of general FWF membership. Another three are planned for 2022.

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.

[More information about the FWF activities can be found here.](#)

### 1. TURKEY

We received a complaint from our manufacturing partner in Turkey in April 2021. The complaint was made by two people who, independently of each other, claimed that they had been unfairly dismissed.

The case was not clear-cut, and the parties agreed to await the audit result. The date of the audit had to be rescheduled a number of times due to Covid-19 but finally went ahead in September. The complaint was the subject of intense discussion and incorporated into the corrective action plan (CAP). Given that the case has now gone to court, the complaint is outside of the FWF’s remit and has been closed.

### 2. TURKEY

We received a complaint about discrimination in August 2021. The person concerned felt that their assembly line manager was discriminating against them and used the FWF’s complaint mechanism to make their voice heard. Our manufacturing partner took the complaint very seriously and immediately arranged a management training session focusing specifically on communication and conflict resolution. The complaint was resolved.

### 4. ROMANIA

We received a complaint from our manufacturing partner in Romania at the end of December 2021. The complaint centred on having to work overtime on Saturdays, unfriendly behaviour on the part of the line manager and forced job rotation. We are processing the complaint together with two other members of the FWF. We will work together in 2022 to find a solution.

### 3. TUNISIA

We received one complaint from our own factory in October 2021. The complaint stated that the Vetra management had failed to address the concerns of the trade union.

Various points were raised in this regard, including salary negotiations, compensation for overtime and employment contracts.

The communication between the trade union and management was also criticised. BP® immediately contacted the management at Vetra as well as the FWF country manager for Tunisia. After in-depth conversations, it became clear that most of the points were invalid and that Vetra was acting in full compliance with the law.

In response to the complaint and the intervention of FWF and BP®, Vetra management and the trade union held in-depth discussions and agreed to maintain good dialogue going forward. All of the issues raised are continually being discussed. The person who submitted the complaint was contacted by the FWF and was very satisfied with the outcome of the process. The complaint has been resolved.



# BP® SUSTAINABILITY

Responsibility towards people and the environment.



WHAT BP® STANDS FOR

BP® CUSTOMER FOCUS

BP® INNOVATION

BP® EXCELLENCE

BP® TRANSPARENCY  
AND TRUST

**BP® SUSTAINABILITY**

BP® DIVERSITY AND PERSONAL  
DEVELOPMENT

## #5 BP® PRINCIPLE SUSTAINABILITY

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

A target becomes a promise:

# ALL BP® PRODUCTS WILL BE CLIMATE-NEUTRAL BY 2030.

## CO<sub>2</sub> PRODUCT BALANCE SHEETS AT BP®

Our goal is to make all BP® products climate-neutral and carbon-neutral by the year 2030. This is a complex journey. Due to a lack of data from our suppliers we have not been able to make major progress regarding the carbon balancing of our products. We therefore decided to drive this issue forward with the help of a team of experts.

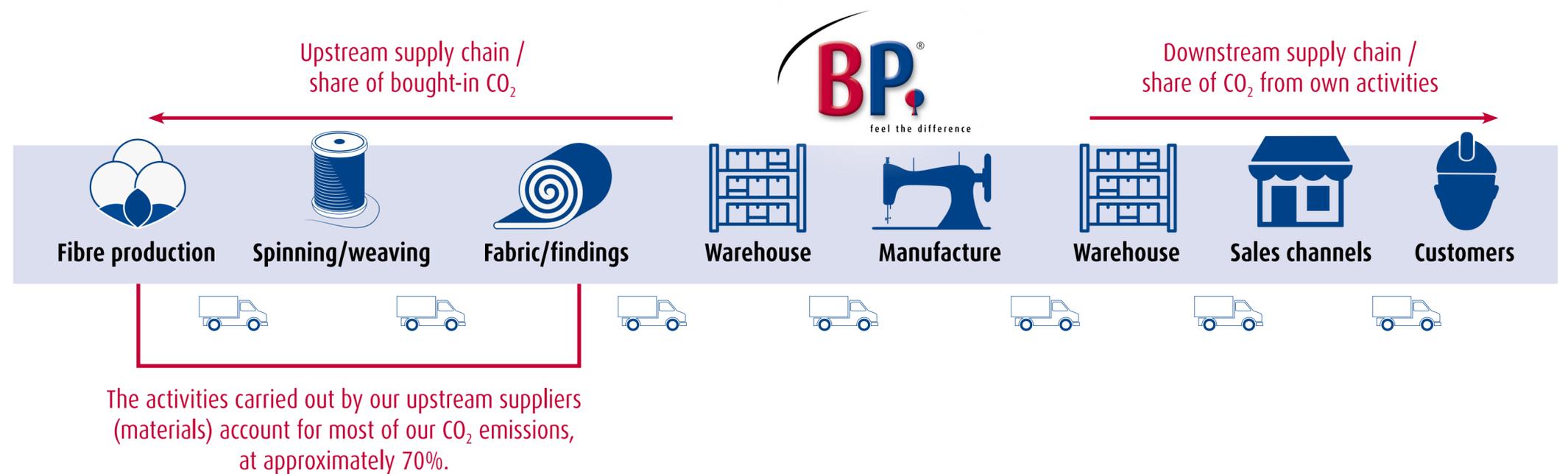
Until such time as we have all the information we need about greenhouse gas emissions, we will reduce CO<sub>2</sub> emissions wherever we can

already do so, for example by using photovoltaics.

### THE CHALLENGES WE FACE:

- » Collecting primary data from our suppliers, as many of them are only just starting out with carbon balancing.
- » The different approaches to the preparation of carbon balance sheets.

## WHERE DO EMISSIONS OCCUR IN THE SUPPLY CHAIN?



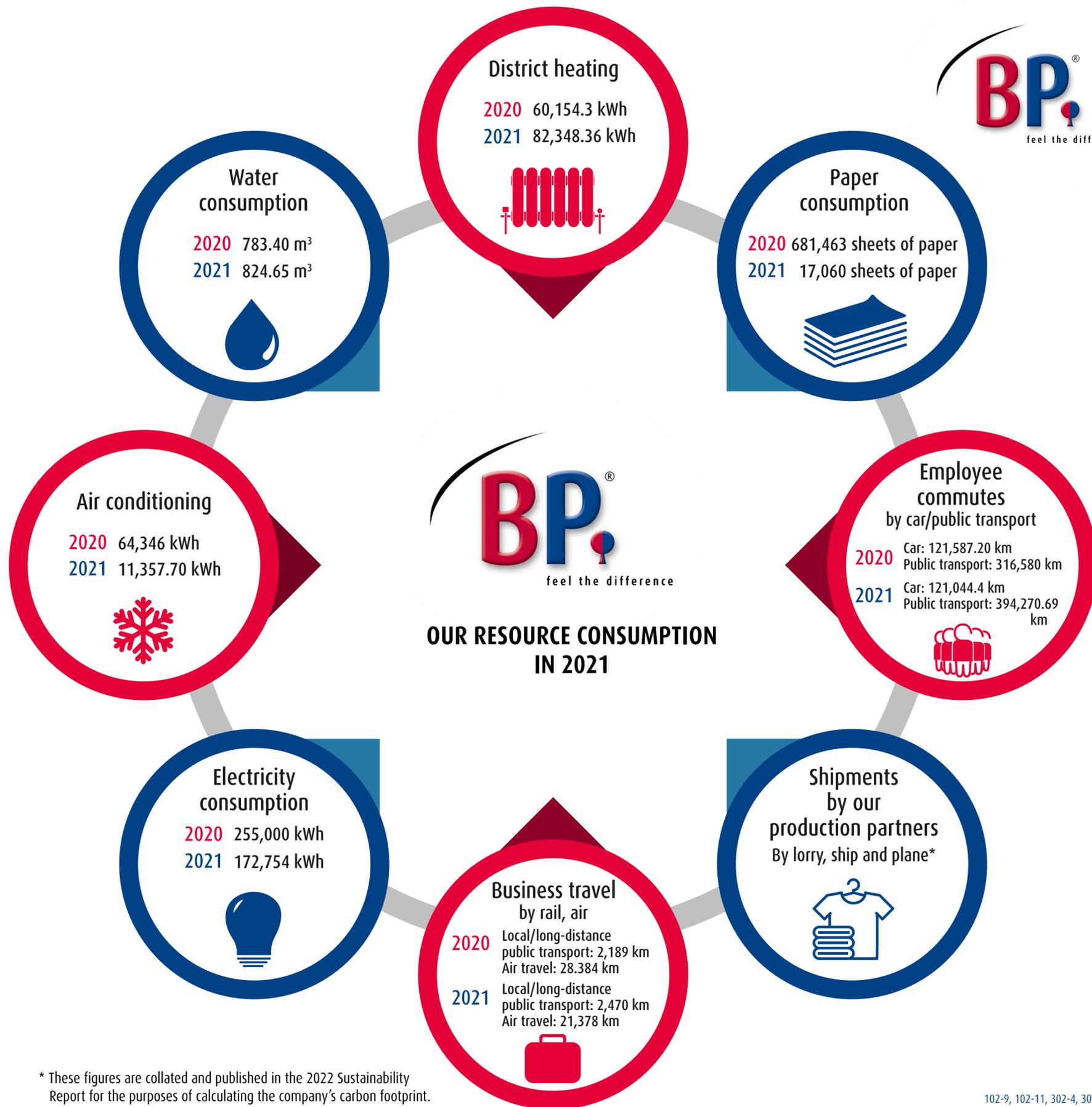


# AND THE BP® COLOGNE SITE: Climate-neutral by 2023.

Protecting the climate and conserving resources are things that should start at an individual level. We should all be saving water, turning off lights, avoiding printing documents we don't need or simply putting on a jumper instead of turning on the heating – everyone can play their part. With around 130 employees at our Cologne site, that is a significant number of individuals.

Our experience using video calls has shown that many business trips are unnecessary, while working from home cuts down on commuting.

At BP® we dealt extensively with topics related to the company's carbon footprint in 2021, with the goal of making the BP® administrative base in Cologne climate-neutral by 2023.



\* These figures are collated and published in the 2022 Sustainability Report for the purposes of calculating the company's carbon footprint.

# BP® DIVERSITY AND PERSONAL DEVELOPMENT.

Everyone has the right to be supported.



WHAT BP® STANDS FOR

BP® CUSTOMER FOCUS

BP® INNOVATION

BP® EXCELLENCE

BP® TRANSPARENCY AND TRUST

BP® SUSTAINABILITY

**BP® DIVERSITY AND PERSONAL DEVELOPMENT**

## #6 BP® PRINCIPLE DIVERSITY AND PERSONAL DEVELOPMENT

We respect and affirm diversity and create space for personal development.

# Education, motivation and humanity: SUCCESS DOES NOT HAPPEN BY ACCIDENT.

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. Whether through dual university programmes, evening courses, continuing education courses

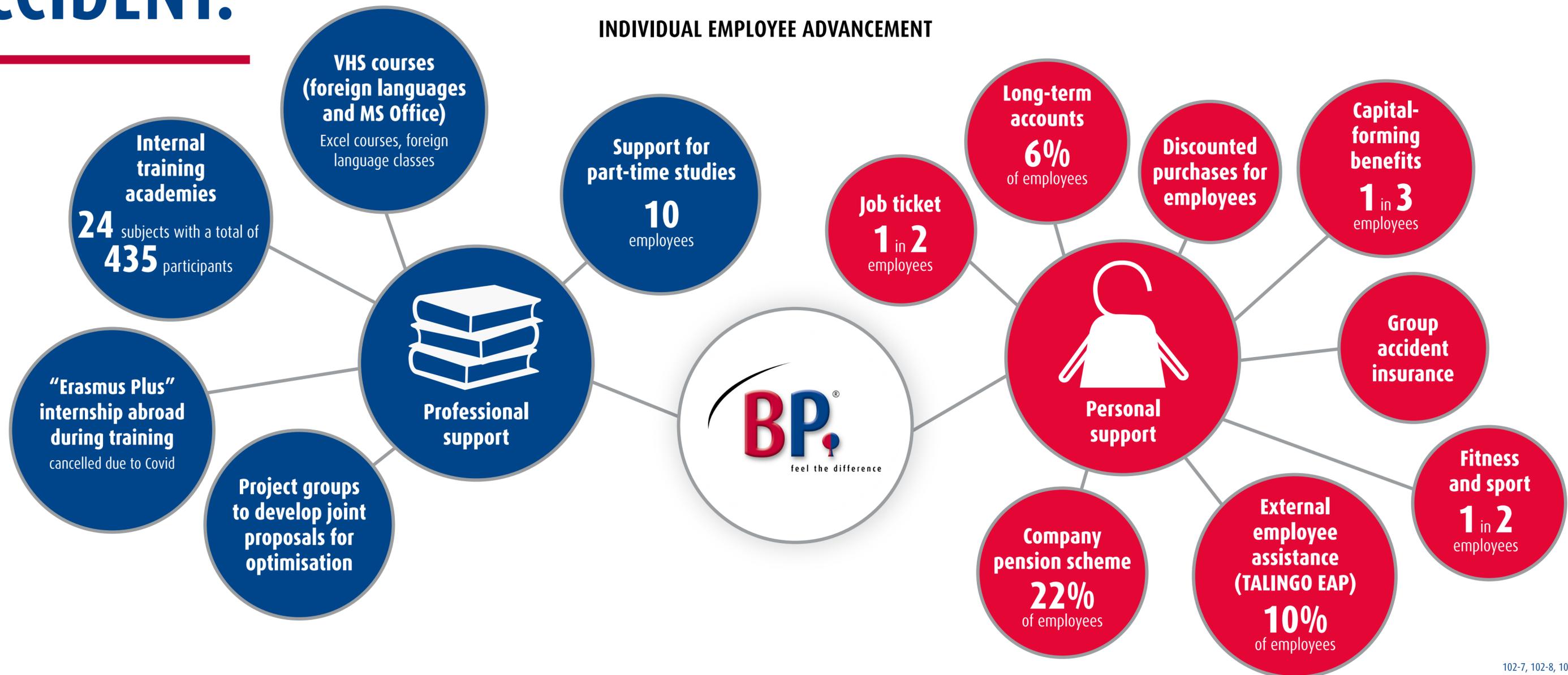
or our internal academy offerings – we support individual career aspirations with flexible working time models and funding.

Every employee is also offered a company pension scheme. In this way, we enable everyone to develop their personal potential. And all of this is

done with absolute equality in mind: 52% of BP®'s administrative staff are women. Women also account for 43% of all employees with managerial responsibilities. This figure is set to rise further over the coming years.



## INDIVIDUAL EMPLOYEE ADVANCEMENT



And so it goes:  
**WITH BIG  
 STEPS INTO  
 THE FUTURE.**



At least 50% of the BP® product range is recyclable

**2030**

BP® products are carbon-neutral

**2025**

BP® products have a digital product pass

**2024**

BP® logistics are CO<sub>2</sub>-neutral

**2023**

BP® Cologne is CO<sub>2</sub>-neutral

**REALISING MORE AMBITIOUS GOALS**

Not every goal can be implemented in the blink of an eye. Time and time again, companies discover that a conflict arises between two different goals, both of which, though, must be realised.

**The packaging example:**

The goal is to find alternatives to plastic packaging that are sustainable but also affordable.

**The transport time example:**

The goal is to reduce transport times and costs without generating higher CO<sub>2</sub> emissions due to air freight.

**The pricing policy example:**

The goal is to offer our products competitively and as cost-effectively as possible without sacrificing labels, certifications, audits and visits or supplier seminars.

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

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# QUESTIONS ARE THERE TO BE ANSWERED.

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## REPORTING CYCLE

The sustainability report is published annually. This is the fifth edition.

## REPORTING IN COMPLIANCE WITH GRI STANDARDS

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.

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