



# COMMITTED TO PLANET FAIRNESS.

SUSTAINABILITY REPORT 2017

# QUALITY AND RESPONSIBILITY:

BOTH FIRMLY ANCHORED IN BP TRADITION.

*Dear Reader,*

From workshop to industrial company, restaurant or hospital: what does our work clothing have to do in order to please our wearers and to make work safer, more comfortable and easier for them? Bierbaum-Proenen asked itself exactly this question 230 years ago. And we continue to ask it today. Again and again. Seam for seam. This is the only way we can make good products just a little bit better. And the only way every product can meet our quality standards. This doesn't just apply to tough bar tacks and zips but also to sustainability. After all, whatever the current fashion happens to be: social, ecological and economic responsibility

is needed. Fortunately, sustainability is also important to our customers, employees and suppliers. So we can work together to become more sustainable. This is our common objective for the next few years. We know that there is still a lot of work to be done and that we will have to take things one step at a time. Although we have already made good progress, we still aspire to further develop and intensify our sustainability management. We are a seventh-generation owner-run family business. We have 113 employees in Cologne and around 280 employees at Vetra, the BP production company in Tunisia. On the following pages,

we'll show you how we act sustainably in order to live up to extraordinary quality standards. We refer to the January to December 2017 financial year.

We hope you enjoy reading all about it!

*Kind regards,*  
Ihr Harald Goost, Managing Director



## 1. CUSTOMER FOCUS



“Feel the difference” is our motto and our standard. So we offer work clothing that enables wearers to do just that. Quality, design and practicality provide the basis for keeping our customer promise.

## 2. INNOVATION

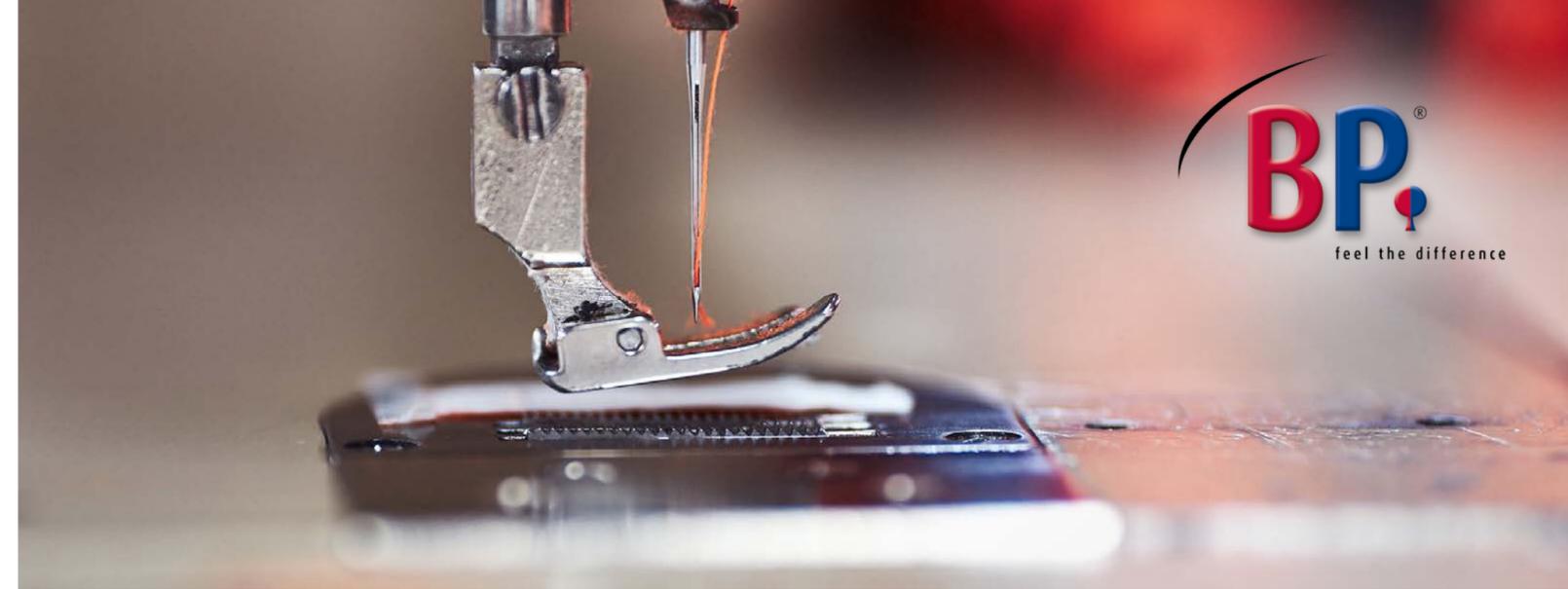


We never stand still but continuously promote the development of our company and our products. Innovation, insight and passion result in textiles of extraordinary quality and durability.

## 3. EXCELLENCE



Excellent company performance depends on teamwork. It requires initiative, the willingness to learn from one another, trust and mutual support.



## 4. TRANSPARENCY AND TRUST



We practice openness and honesty in order to maintain our long-term relationships with wearers, customers, suppliers, investors and employees.

## 5. SUSTAINABILITY



We create sustainable values for the people who work with us. Fair working conditions and the responsible use of resources are crucial for quality and economic success.

## 6. DIVERSITY AND PERSONAL DEVELOPMENT



As an international player, we work with a wide variety of different people. This variety of opinions and expertise is what makes us strong. Personal development is also a central part of our company development.

**THE BP GUIDING PRINCIPLES:**  
CUT TO SIZE AND CAREFULLY SEWN TOGETHER.

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BP - PROUD OF 230 YEARS OF QUALITY

# COMPANY AND PEOPLE.

GREAT WORK, GREAT VALUES, GREAT FUTURE.

# COMPANY PROFILE.

DATES, FACTS AND LOTS OF MATERIAL FOR SUSTAINABLE VALUES.



**BIERBAUM-PROENEN**  
GMBH & CO. KG WITH  
HEADQUARTERS IN COLOGNE.

## 1788

THE FIRST TEXTILES FROM  
BIERBAUM-PROENEN ARE SOLD  
OVER THE COUNTER - WITH A  
STANDARD OF QUALITY THAT  
STILL HOLDS TRUE TODAY.



## 113

  
EMPLOYEES IN DOMSTRASSE  
55-73 HAVE IT ALL SEWN UP.

## 7TH GENERATION

WITH MANAGING DIRECTOR  
HARALD GOOST



## 280

EMPLOYEES WORK AT OUR  
VETRA PRODUCTION  
COMPANY IN TUNISIA.



## 69%



OF OUR MANUFACTURED GOODS ARE  
SOURCED FROM PARTNERS WITH WHOM  
WE HAVE BEEN WORKING FOR MORE  
THAN TEN YEARS.



## FOREVER AND EVER

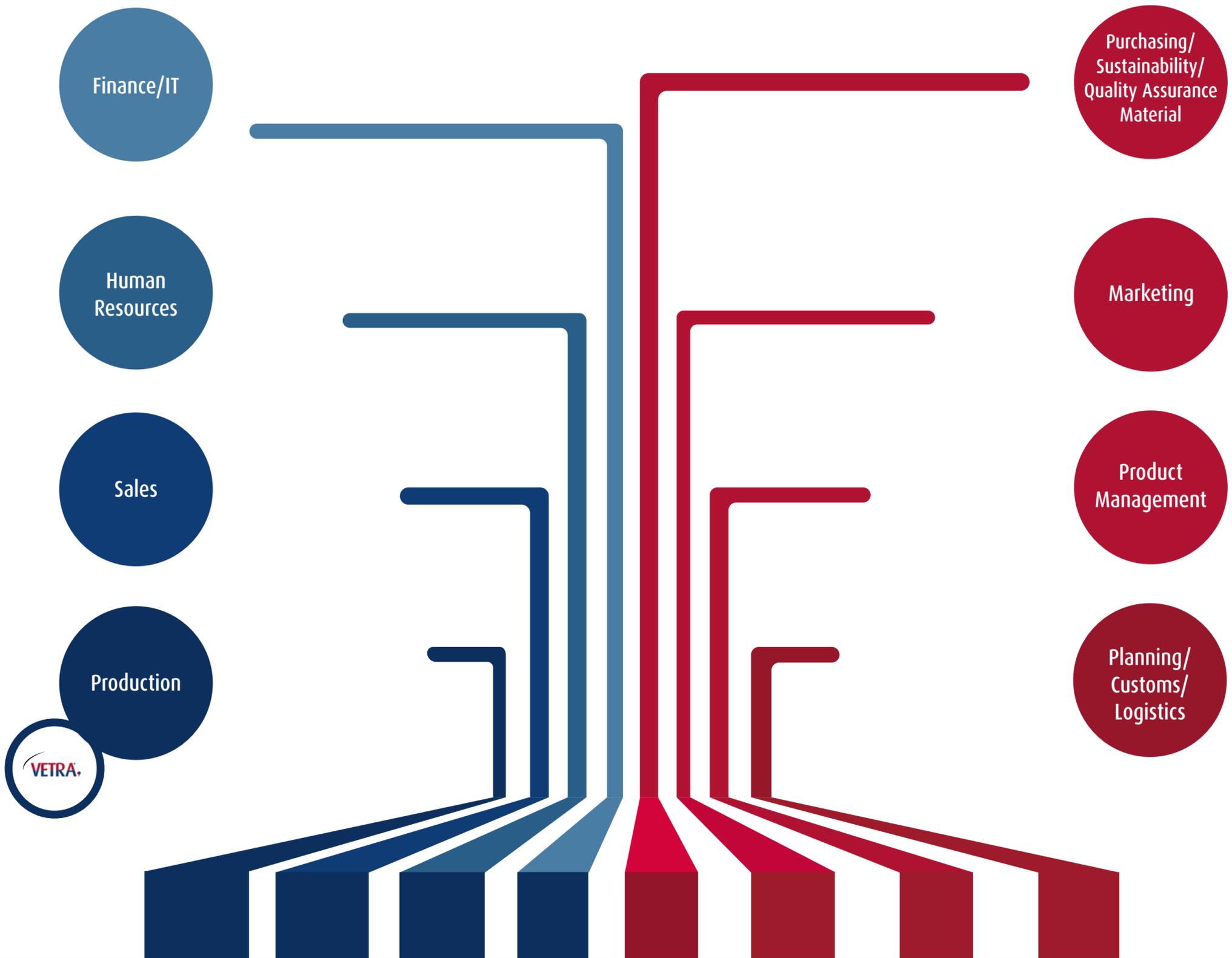


BP HAS A LOT IN STOCK. CUSTOMERS CAN RELY  
ON THIS NEVER-OUT-OF-STOCK (NOS) SERVICE.  
THE BROAD AND EXTENSIVE NOS RANGE  
COMPRISES WORK CLOTHING AND PERSONAL  
PROTECTIVE EQUIPMENT (PPE) - WHETHER FOR  
INDUSTRY, CRAFTSMANSHIP, HEALTHCARE,  
GASTRONOMY OR THE FOOD, PHARMACEUTICALS  
AND COSMETICS INDUSTRY. A FOURTEEN-STRONG  
CUSTOMER SERVICE TEAM IS AT HAND FIVE DAYS  
A WEEK TO ASSIST BP CUSTOMERS. 95 % OF ALL  
ORDERS ARE DISPATCHED WITHIN 48 HOURS.

## DURABILITY

IS WHAT WE PROMISE. OUR  
CLOTHING LASTS FOR YEARS.  
THIS IS SUSTAINABILITY DOWN  
TO THE VERY LAST FIBRE.





# SCORING POINTS ACROSS THE BOARD:

SUSTAINABILITY IS A CENTRAL THEME FOR THE COMPANY. ALL DEPARTMENTS WORK HAND IN HAND IN ORDER TO OPERATE AS RESPONSIBLY AS POSSIBLE. YOU CAN COUNT ON THAT.

*"Of course, we have a works council and a working committee. The collaboration is always constructive and intensive. This is important to us."*

Ralf, personnel officer





# QUALITY MADE BY VETRA.

WITH 280 EMPLOYEES, EXTENSIVE EXPERTISE AND LOTS OF EXPERIENCE, OUR TUNISIAN PARTNER SUPPORTS THE TEAM IN COLOGNE.

## VETRA, THE BP PRODUCTION COMPANY

Vetra, the BP production company in Tunisia, was founded in 1995 and now sews our most complex products in small batch sizes. This isn't surprising as 280 highly trained employees work at Vetra, and almost half of them have been at the company for more than 15 years. They have a lot of valuable expertise.

Vetra stands for flexibility, quality and efficiency. Its expertise in the field of industrial manufacture in particular is excellent. BP employees based in Cologne often travel to Tunisia for

training and development. In turn, employees based in Domstrasse, Cologne often provide training for the Tunisian partners, passing on their innovative knowledge.

## PRO ENVIRONMENT, PRO PEOPLE

Vetra is STeP-certified and audited on a regular basis by the Fair Wear Foundation (FWF). BP works intensively on improving working conditions at its own factory. In 2017, BP and VETRA together launched a FWF pilot project called

“Living Wage” that is aimed at finding out how employee remuneration can be improved at the factory and which other financial possibilities or support can be made available.



MATTHIAS, MANAGER OF THE VETRA FACTORY IN TUNISIA



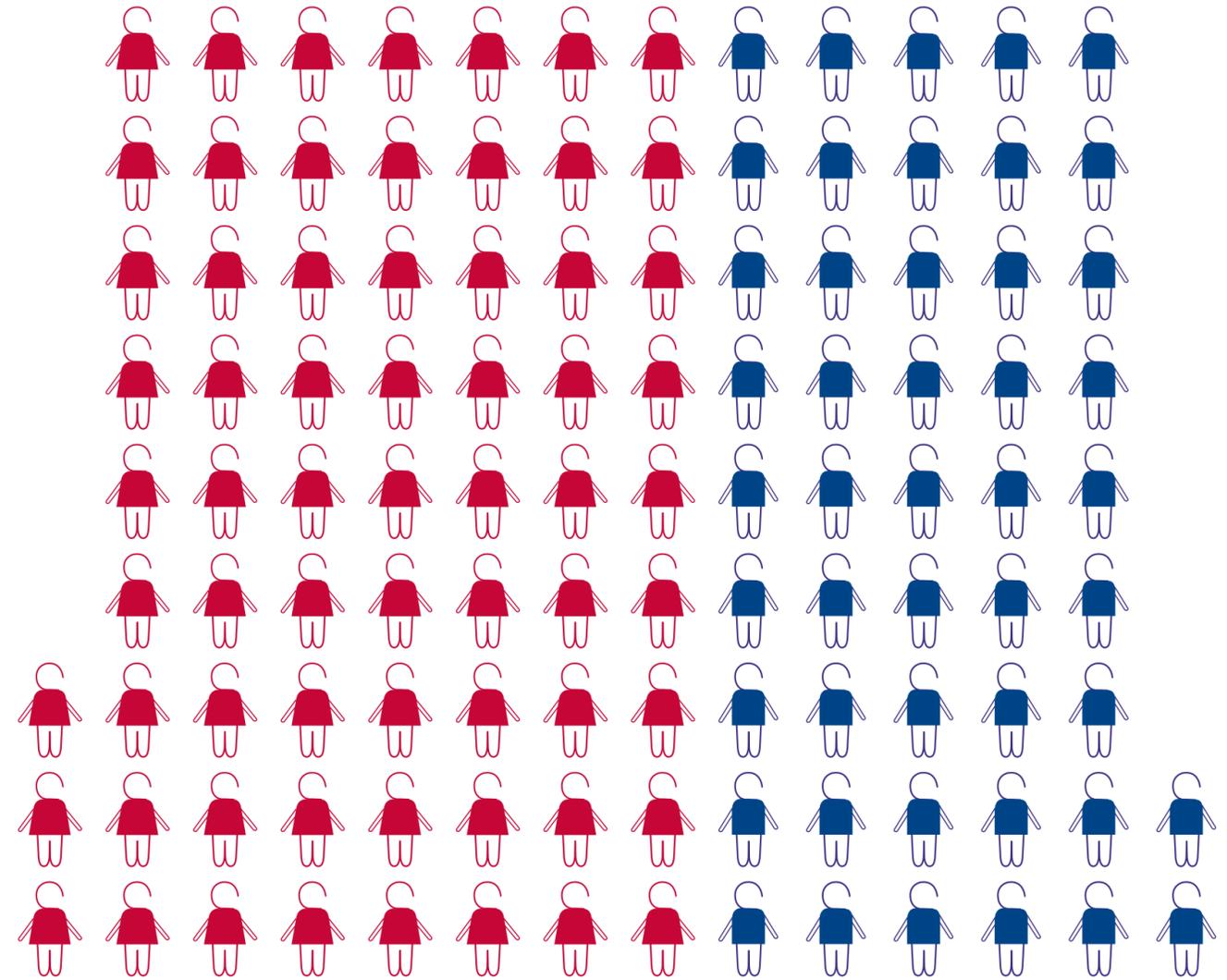
# OUR EMPLOYEES.



PURE POWER: THE BP TEAM DURING THE BUSINESS RUN IN COLOGNE. BELOW: WORKING TOGETHER, CELEBRATING TOGETHER...



## 113 INDIVIDUALS



Women: 66

Men: 47

**+ 280 INDIVIDUALS**  
**AT THE BP PRODUCTION COMPANY VETRA. IN TUNISIA**

**WORK AND STUDY WITH BP.**

BP has been training young people for many years. During their training, as part of Erasmus Plus, trainees spend a period abroad, either with a customer or a supplier in Europe. In this way, they not only improve their language skills but also gain important experience of different cultures that helps them in their future professional life. And because two is better than one, they also have the opportunity to study alongside their training at BP. BP covers all the tuition fees. Anyone who wants to complete an evening programme is also supported financially.

*"The training is varied, we even spend a month abroad and work with a customer or supplier.*

Mohammed, Trainee



*"Theory and practice at the same time. Evening courses at BP were just the right thing for me. It's harder when you have classes in the evening rather than during the day as with a normal study course, however, in difficult periods, BP was always sympathetic to my situation. The financial support was also invaluable.*

Hannah, Marketing



**EMPLOYEES TRAIN EMPLOYEES**

All employees are always welcome in the internal BP training academy "Employees train employees". It offers regular training courses on sustainability, intercultural competence, fabric, collections and other interesting topics. If they want to, employees can take further education courses as the VHS (local adult education centre) in their free time. BP covers the costs of VHS language courses and MS Office courses (Excel, Word, Access and PowerPoint).



**DO YOU SPEAK GERMAN, FRENCH, ITALIAN, CROATIAN, DUTCH OR ARABIC?**

We do. Fluently. At BP, you meet a variety of different people. And they all work under the same roof.

*"We work with many people from a variety of different cultures. So training in intercultural competence is both interesting and important.*

Julia, Human Resources



# THE SAME BENEFITS FOR EVERYONE!

EQUALITY ACROSS THE BOARD IS A MATTER OF COURSE AT BP.



## A SECURE FUTURE

It goes without saying that BP offers a company pension scheme. Employees that participate can choose between joining a contributory pension scheme or taking out direct insurance with the provider MetallRente. A non-contributory company pension scheme subsidised solely by BP is not available.

## TIME FOR PARENTS. PARENTAL LEAVE!

*"I stayed at home with my baby for 12 months. The day before I went back to work, I was quite nervous. However, the team was great and helped me get back into the swing of things."*

Mona, e-Commerce



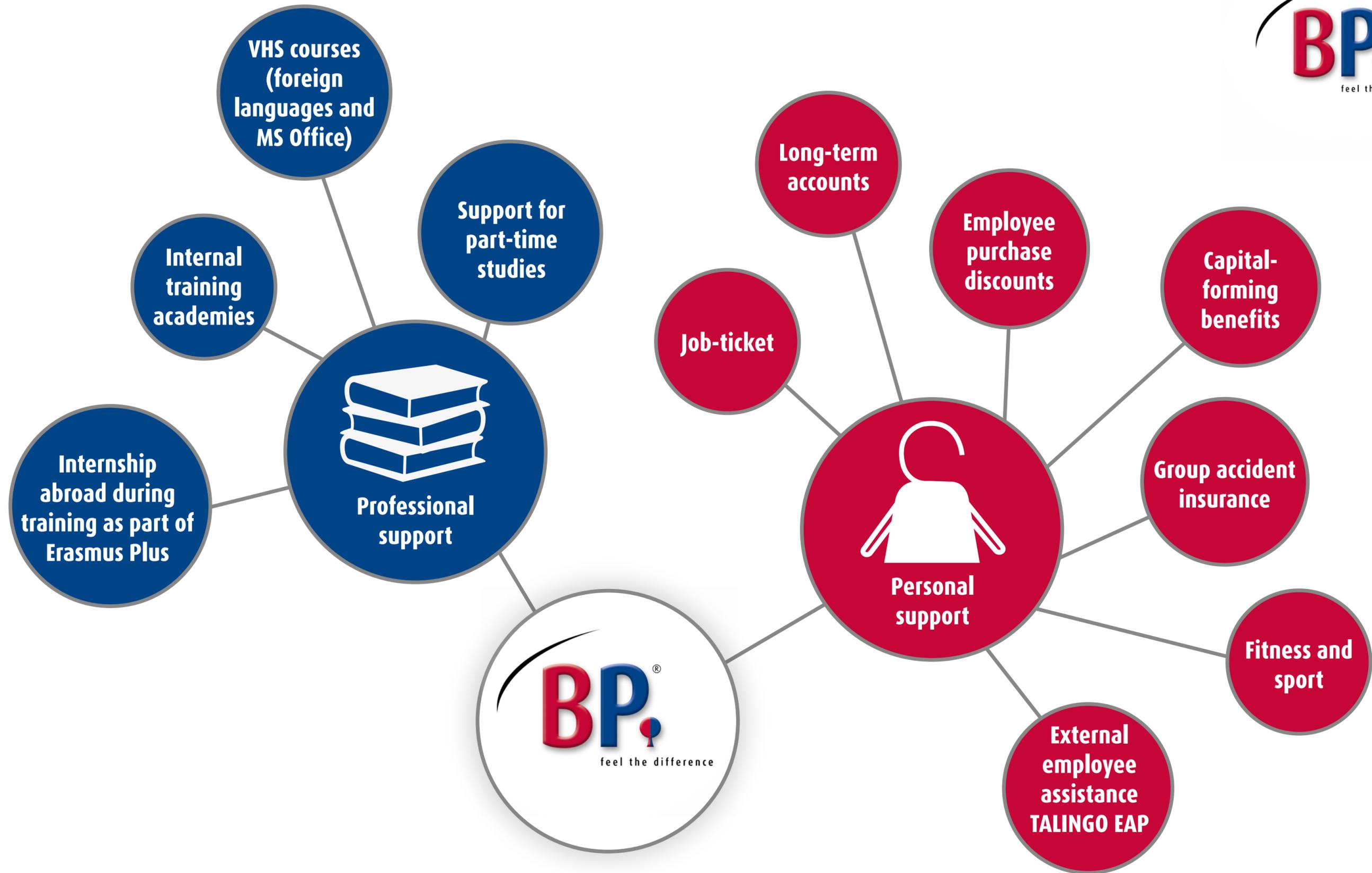
*"Men? Women? It's all the same to us! At BP, we don't distinguish between men and women – neither in terms of benefits nor salaries."*

Ralf, Personnel Officer



# BP IS MORE. LOTS MORE.

GREAT TEAM, GOOD ATMOSPHERE, CAREFULLY SELECTED EXTRAS FOR THE BP TEAM.



What matters to one person matters even more to another. In order to meet the various stakeholder expectations, requirements and interests, BP operates according to a refined and well thought-out stakeholder concept that is implemented as part of stakeholder management.

The materiality analysis is an important tool for identifying relevant issues for both BP and stakeholders and for assessing their importance for the stakeholder groups. BP liaises closely with its stakeholders. By talking to our customers and suppliers, as well as our employees, we have been able to identify issues that are of interest to this group.

### LOTS TO TALK ABOUT

To determine stakeholder requirements, we evaluated a wealth of data. This data was obtained from employee and customer surveys, as well as travel reports and one-to-one conversations.



### The data analysis revealed three interest categories:

1. Economic relevance
2. Ecological relevance
3. Social relevance

### In short, this boils down to:

- » Economic performance
- » Energy and consumption management
- » Work practices and dignified employment, particularly with respect to the ILO core labour standards
- » Product responsibility

All issues are part of the BP culture and are firmly established in the guiding principles.



UTE, HEAD OF PRODUCTION, IN CONVERSATION WITH TRAINEES NIKLAS AND JOHANNES

CONSTANT CHANGE DEMANDS ONGOING DIALOGUE.

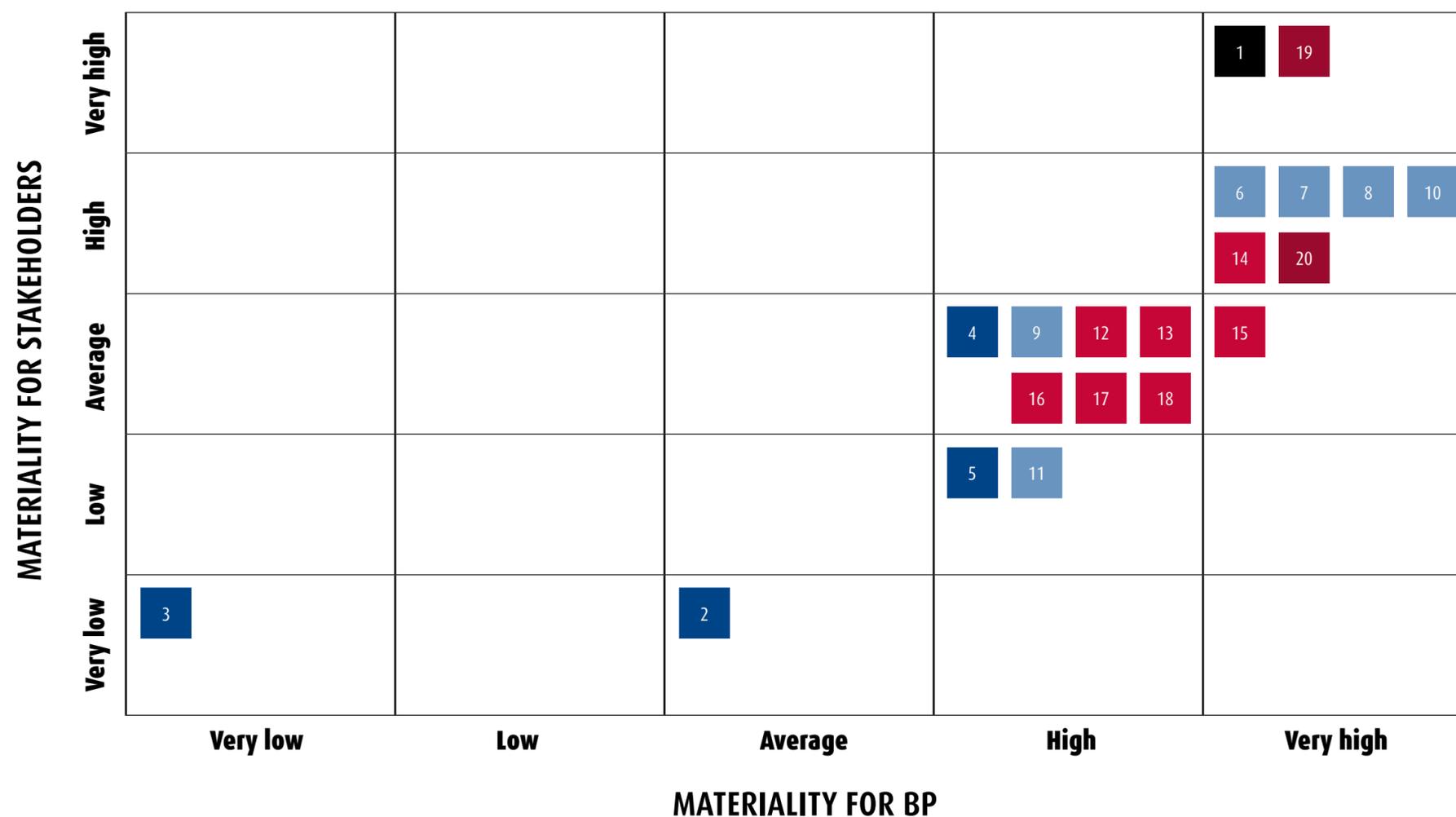
# THE BP STAKEHOLDERS.

*"Our sustainability report informs our stakeholders about activities in 2017. It also provides an opportunity for us to show where and exactly how we assume responsibility."*

Pascal, Head of Marketing

# MATERIAL, HUMAN, NATURAL.

THE RESULT OF THE MATERIALITY ANALYSIS WITH BP STAKEHOLDERS



**Economic relevance:**

- 1 Economic performance

**Ecological relevance:**

- 2 Energy
- 3 Water
- 4 Products and services
- 5 Assessment of suppliers with regard to ecological aspects

**Social relevance:**

**Working practices and dignified employment:**

- 6 Employment
- 7 Occupational health and safety and health protection
- 8 Education and training
- 9 Diversity and equal opportunities
- 10 Assessment of suppliers with regard to working practices
- 11 Complaint mechanisms with regard to working practices

**Human rights:**

- 12 Non-discrimination
- 13 Freedom of association and right to collective bargaining
- 14 Child labour
- 15 Forced or compulsory labour
- 16 Inspection of business locations for observance of human rights
- 17 Assessment of suppliers with regard to human rights
- 18 Complaint mechanisms with regard to infringements of human rights

**Product responsibility:**

- 19 Customer health and safety
- 20 Labelling of products and services

# DEEPLY INVOLVED: THE BP STAKEHOLDERS.

## THE WHO'S WHO!

Stakeholder engagement is independent of report preparation. BP understands the engagement of stakeholders as a strategically important component and has incorporated it into the management process accordingly.

Who are the stakeholders at BP? Who is internal and who is external? Here is a good overview of the important groups for BP and the type of exchange:

Shareholders



Regular exchange

Customers



Daily exchange



Suppliers



Daily exchange

Banks



Regular exchange



Employees



Daily exchange

Institutions



Regular exchange

Associations



Exchange as and when necessary

# WORKING TOGETHER FOR THE COMMON GOOD.

Fachverband für Wäscherei-, Textil- und Versorgungsmanagement e.V. (FWL)

Textilienreinigungsverband (DTV)

Fachvereinigung Arbeitssicherheit (VDSI)

Vereinigung bergischer Unternehmensverbände (VBU)

GermanFashion Modeverband Deutschland e.V.

Wirtschaftsverband Textil-Service (Wirtex)

European Textile Services Association (ETSA)

Federal Textil Nederland (FTN)

Deutsch Tunesische Industrie- und Handelskammer (AHK Tunesien)

Schweizerische Fachvereinigung Textilpflege und Versorgung (SFTV)



Fair Wear Foundation (FWF)

Fairtrade

Partnership for Sustainable Textiles

BP is a member of select associations and interest groups. This gives professional BP teams the opportunity to play an active role in work groups associated with large-scale projects, for example, the Fair Wear Foundation or the Partnership for Sustainable Textiles.



FABRIC BEING CUT AT OUR VETRA FACTORY IN TUNISIA

# CUSTOMER AND PRODUCT RESPONSIBILITY.

EVERY PRODUCT CRAFTED WITH PRECISION.

No customer, no BP. It's that simple. So, for BP, this stakeholder group takes centre stage - and is pivotal to our basic principles. To ensure that we practice what we preach, BP also conducts regular surveys. On the one hand, these are wearer surveys aimed specifically at identifying clothing needs. On the other hand, we perform surveys to ascertain customer satisfaction in general. As BP attaches great importance to long-term customer relationships, ideas and criticism are taken into account when planning the collections.

*“ We also inform customers and communities about sustainability. There is a great demand for this, particularly with regard to public procurements.*

Steve, Sales

*“ We invite our customers to come to Cologne so they can have a look behind the scenes. We also offer customer workshops here in order to gather feedback about our products.*

Karol, Head of Sales



# CAN WE HAVE A WORD? OR TWO OR THREE.

WE OBTAIN HONEST FEEDBACK BY MEANS OF WEARER SURVEYS,  
CUSTOMER WORKSHOPS AND FACTORY TOURS.

# MAKING WORK CLOTHING BY THE BOOK.

PROCEDURES, RULES AND TRACEABILITY.

It's important to read the small print. BP products are manufactured according to the regulations and labelled with the most important information. BP complies with the European Textile Labelling Regulation (EU) 1007/2011. To keep up to date, selected BP employees regularly take part in training organised by the German Fashion Modeverband Deutschland e.V.

## IS THERE A SPECIAL PROCEDURE FOR THE CERTIFIED BPROTECTED® COLLECTION?

Personal protective equipment (PPE) is an important topic that requires a lot of thought from manufacturers. Also in terms of labelling. For this reason, BP complies with European Regulation 89/686/EEC and includes a manufacturer's information brochure containing all the required information with every BProtected® product. In future, we shall comply with the new regulation (EU) 2016/425. The manufacturer's information brochure will then also contain a link to download the conformity declaration.

## THINKING AHEAD WHILST RETRACING OUR STEPS

Every BProtected® product has an identification number that is printed on the label sewn into the products. In an emergency, this enables BP to trace product lines and trigger product recalls. This is of paramount importance with PPE clothing in particular. Should there ever be an issue with quality, BP can use this number to identify the affected batch and ascertain which customers have received products from this batch.



*“ So much responsibility goes into such a small label. That's why we shall continue to pursue this course in future. So far, there have been no incidents relating to the health and safety of BP products. Heike, Product Management*




**BP.**  
feel the difference

**FAIR WEAR FOUNDATION** Feel the difference - auch bei sozialer Verantwortung.

- Arbeitsverhältnisse basieren auf Freiwilligkeit.**  
Employment is freely chosen.
- Vereinigungsfreiheit und das Recht auf Kollektivverhandlungen.**  
Freedom of association and the right to collective bargaining.
- Diskriminierungsverbot.**  
There is no discrimination in employment.
- Gegen jede Form von Kinderarbeit.**  
No exploitation of child labour.
- Zahlung eines existenzsichernden Einkommens.**  
Payment of a living wage.
- Angemessene Arbeitszeiten.**  
No excessive working hours.
- Sichere und hygienische Arbeitsumwelt.**  
Safe and healthy working conditions.
- Ein rechtsverbindliches Arbeitsverhältnis.**  
Legally-binding employment relationship.



TRANSPARENT AND VISIBLE FOR ALL: THE PRINCIPLES OF THE FAIR WEAR FOUNDATION

# COOPERATION PARTNERS AND INSTITUTIONS.

BECAUSE SUSTAINABILITY SIMPLY FITS EVERYONE.

# THE FAIR WEAR FOUNDATION.



*"We are proud to have been awarded the status Fair Wear Leader four times in succession. This shows us that we are on the right path."*

Ute, Head of Production



Manufacturing good products and standing up for a good cause. Principles that bring companies together. So it's all the better if more than 120 European companies join forces in order to improve working conditions in the textile and clothing industry. The Fair Wear Foundation (FWF) multi-stakeholder initiative was formed in 1999. BP was the first German supplier of work clothing

to join the FWF in 2010. All members are inspected by the organisation on a regular basis. Not only are they inspected but also their respective production partners. So that BP can be sure that everyone is behind this initiative, the clothing manufacturers also sign the FWF principles. Consequently, everyone pulls together working towards the same goals.

## We did it: 95%

An amazing 95% of the BP procurement volume is sourced from audited production partners.

Find out more at [www.fairwear.org](http://www.fairwear.org)

## IN THE SPOTLIGHT

The right to freedom of association and collective bargaining. In countries such as Bangladesh, China, Vietnam and Turkey, these rights don't always exist. BP is monitoring this extremely closely and supports the FWF in its efforts to make progress. BP attaches very great importance to how and by whom textiles are manufactured. So forced and compulsory labour are as unacceptable as child labour and discrimination. Every clothing manufacturer must also confirm this in writing. The audits of the production sites also prove that everyone is pulling together in this.

The country studies of the Fair Wear Foundation provide important information about country-specific challenges. For example, interaction with Syrian refugees in Turkey or the growing awareness of the rights of the individual in Tunisia. BP holds talks with suppliers in order

to sensitise them to such problems. In addition, with regard to the sustained improvement of working conditions, BP cooperates with other FWF members or with companies who have goods manufactured at the same production companies.



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Employment is freely chosen.



© 2014 Fair Wear Foundation. All rights reserved.

Freedom of association and the right to collective bargaining.



© 2014 Fair Wear Foundation. All rights reserved.

No discrimination.



© 2014 Fair Wear Foundation. All rights reserved.

Payment of a living wage.



© 2014 Fair Wear Foundation. All rights reserved.

No exploitation of child labour.



© 2014 Fair Wear Foundation. All rights reserved.

No excessive working hours.



© 2014 Fair Wear Foundation. All rights reserved.

Safe and healthy working conditions.



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Legally binding employment relationships.

# AN ALL-ROUND WINNER: THE SUSTAINABILITY PLAN UNDER THE TERMS OF THE FWF.

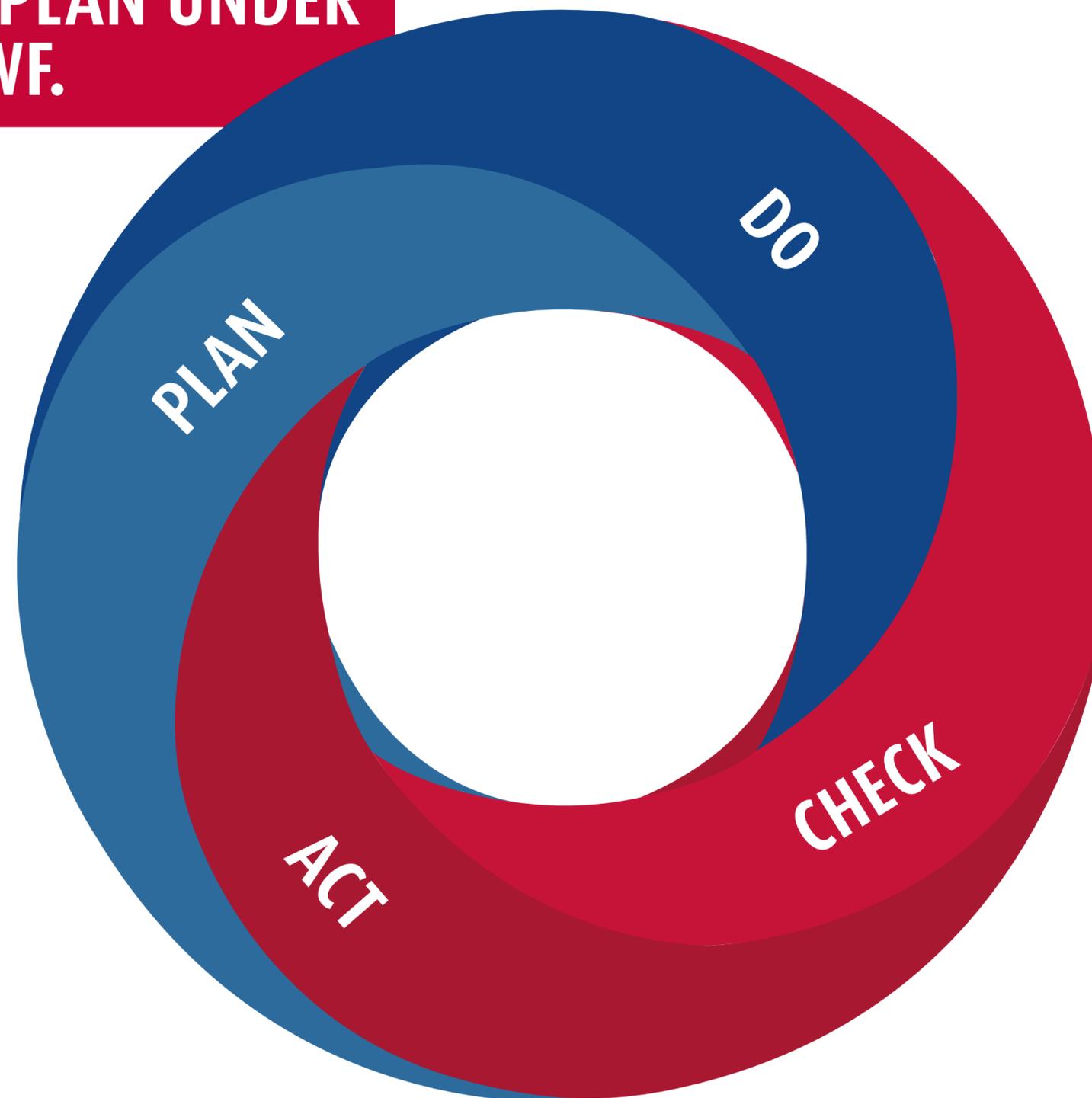
Standing still is the greatest enemy of a company's sustainable business actions. BP continues to develop and define new measures and targets in response to the changes and challenges facing the world.

## PLAN

- » Take stock and understand: targets, strategies and planned measures are precisely defined in an annual work plan.
- » Greater transparency: thanks to a supplier register that is always up to date.

## ACT

- » Time to take action: the team develops corrective measures based on the audits and the Brand Performance Check (BPC).
- » The aim is continuous improvement.



## DO

- » Not voluntary, but compulsory: production partners and subcontractors have to recognise the principles of the FWF.
- » The principles of the FWF and the declaration of commitment are displayed in the respective national language.
- » If needed, every employee can get in touch with a local contact. The latter's telephone number or email address is displayed in the company.
- » From theory to practice: this means that obligations arising from membership, as well as targets and responsibilities documented in the work plan, are implemented.

## CHECK

- » See you again soon: a new audit of the production sites is conducted at least every three years. Conducted, of course, in the local language.
- » A plan of corrective measures is drawn up for all non-conformances.
- » BP under scrutiny: the FWF also audits BP every year during the Brand Performance Check (BPC).
- » Every year, a detailed report is compiled about improvements and any necessary corrections.

# FAIRTRADE MEANS: BEING COMMITTED TO PLANET FAIRNESS.



RESPONSIBILITY STARTS WITH THE RAW MATERIALS.

## FOR BETTER WORKING AND LIVING CONDITIONS AROUND THE WORLD

Every piece of fabric starts with a story. Sometimes a story about a single future opportunity, sometimes about a whole family. As a member of large, international initiatives, BP champions people who do their part every day, whether in the cotton fields or in production.

## THE FAIRTRADE COTTON PROGRAM

BP has been participating in the Fairtrade Cotton Program since 2016. This program enables small-scale farmers to sell more of their cotton fairly. In 2017, as part of the Fairtrade Cotton Program, BP purchased 10 % of its cotton under Fairtrade conditions. This meant that 600 small-scale farmers in India and their families were able to benefit from BP.



## WHAT FAIRTRADE IS ALL ABOUT

- » Small-scale cotton farmers receive a stable minimum price.
- » On top of this, a Fairtrade premium is awarded that is used for community projects.

- » Environmental standards limit the use of pesticides and artificial irrigation.
- » The use of genetically modified seeds is prohibited.
- » Exploitative child labour is prohibited.
- » The introduction of specific training measures provides economic and ecological support for small-scale farmers.

## SUPPORT THAT HITS ITS TARGETS

In the last few years around 50% the Fairtrade premium funds were invested in school buildings, bursaries or teaching materials and around 40% for agricultural equipment and fuel – investments aimed at improving production.

*“The Fairtrade premium has enabled the launch of many important projects that help, for example, families with children.”*

Nina, Sustainability



# SUSTAINABILITY. SIGNED AND SEALED.



BP sends out a clear signal with its cooperative projects and internationally acknowledged institutions. It's well known in the industry that the family company is actively involved and also has a say in sustainability. And that's how it should be.

## PARTNERSHIP FOR SUSTAINABLE TEXTILES:



This multi-stakeholder initiative brings together strong partners from various associations, non-governmental organisations, unions, standards organisations and the German Federal government. Thus, social, ecological and economic sustainability is continuously improved along the entire textile supply chain. BP has been a member since 2015 and has become involved in the "social standards" and "living wage" partnership groups.  
[www.textilbuendnis.com](http://www.textilbuendnis.com)

## STeP BY OEKO-TEX®

The motto here is analyse, certify and optimise. The independent STeP (Sustainable Textile Production) certification system by OEKO-TEX® enables companies along the textile chain (brands, manufacturers, retailers) to analyse their production facilities with regard to sustainable and socially responsible production conditions and to attain certification. During the analysis, all relevant areas, including environmental management, occupational health and safety, social responsibility, quality management and chemical management, are inspected for environmentally friendly and responsible production processes. The STeP system facilitates a transparent assessment of the status quo and independent communication about improvement measures and successes. Vetra, our Tunisian production company, was also certified via STeP by Oeko-Tex® in 2017.



## OEKO-TEX® STANDARD 100

Anything featuring the OEKO-TEX® Standard 100 label offers confidence in textiles. This also applies to all BP products that have been inspected for harmful substances as part of the independent inspection and certification procedure and found to present no risks to human health.

## BLUESIGN®



Some suppliers are bluesign® system suppliers. This label eliminates harmful substances right from the beginning of the manufacturing process, sets standards for the use of chemicals, monitors their compliance for environmentally friendly and safe production, and ensures that the end product poses no danger to health.



# PARTNERSHIPS AND SUPPLIERS.

SUSTAINABLE ACTIONS ON A LARGE SCALE.

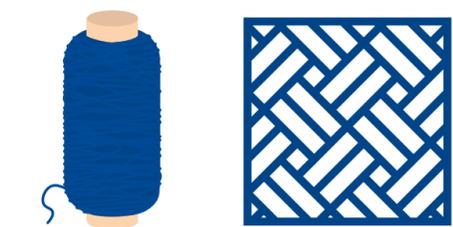
# RESPONSIBLE.

WITH EVERY FIBRE.

The BP supply chain is complex. So we have to be even more careful when using the production resources available. Although this starts with raw materials, it doesn't end with reducing packaging waste - far from it. Of course, the targets set are quite high but they are also extremely important to BP.

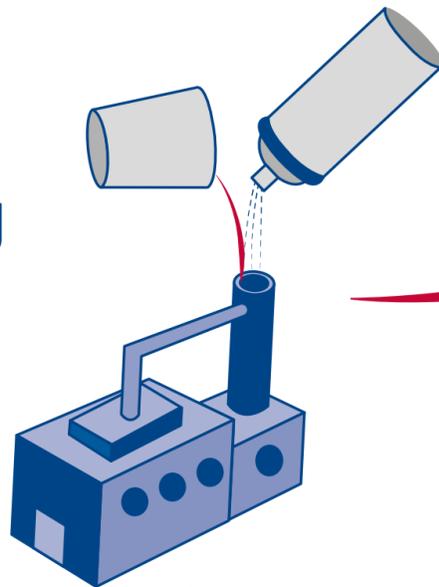


Raw material

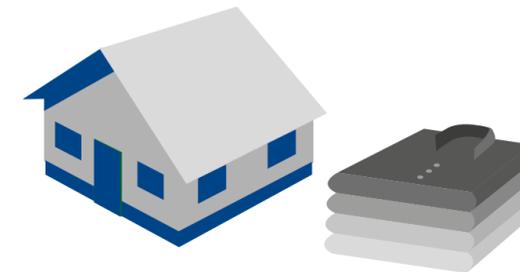


Spinning/ weaving

Dyeing



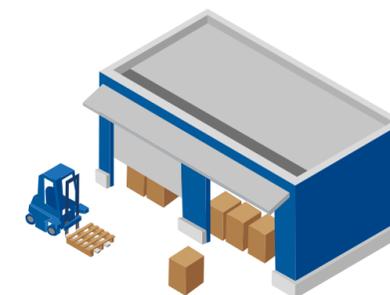
Processing



Sewing/  
production



Customers

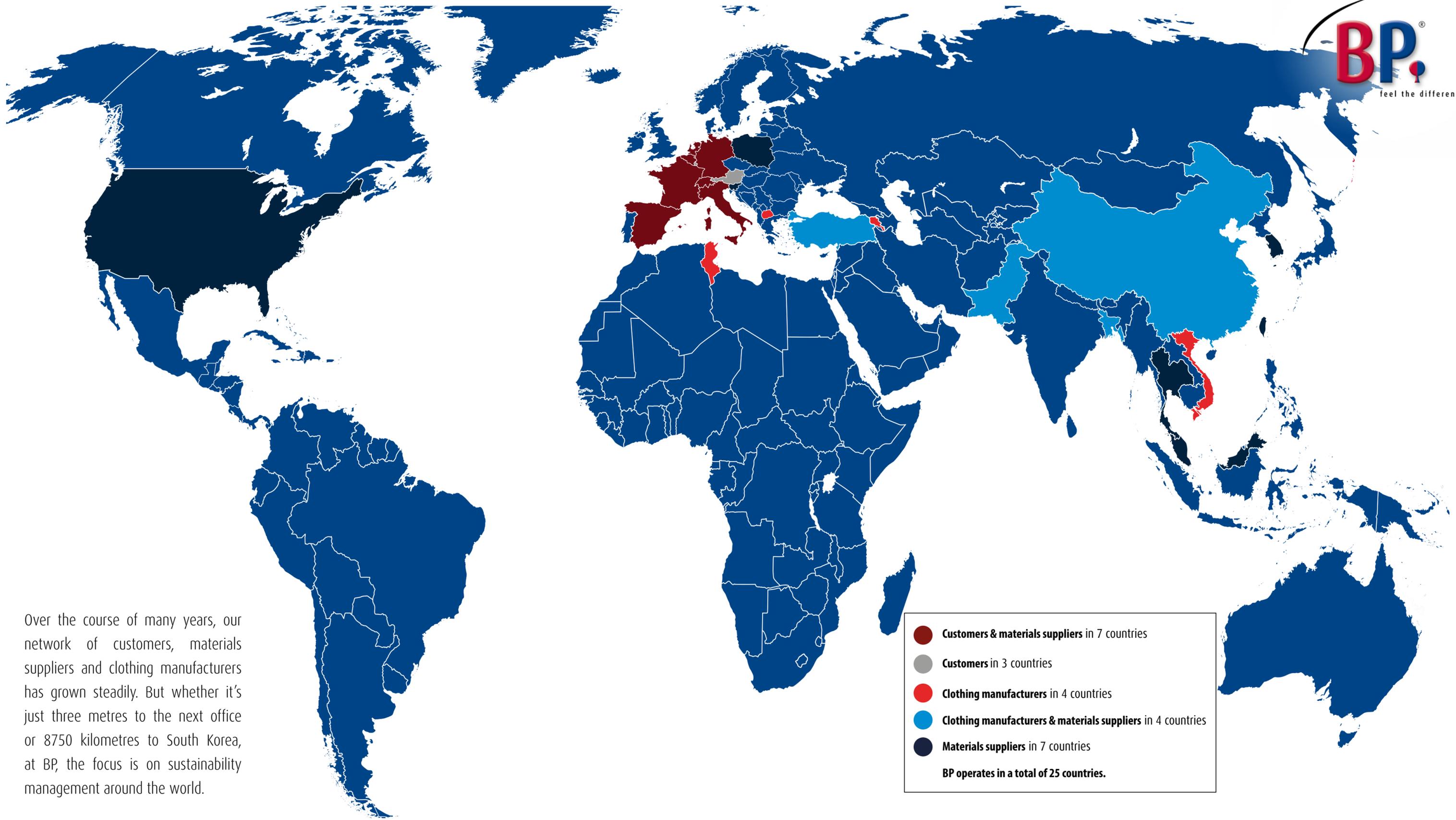


Warehouse/logistics

Raw fibre  
manufacture



# PRODUCTION, ACTION, COMMITMENT.



Over the course of many years, our network of customers, materials suppliers and clothing manufacturers has grown steadily. But whether it's just three metres to the next office or 8750 kilometres to South Korea, at BP, the focus is on sustainability management around the world.

- Customers & materials suppliers in 7 countries
- Customers in 3 countries
- Clothing manufacturers in 4 countries
- Clothing manufacturers & materials suppliers in 4 countries
- Materials suppliers in 7 countries

**BP operates in a total of 25 countries.**

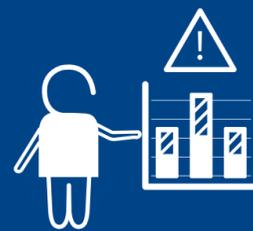
### BP IN HIGH-RISK COUNTRIES

The FWF requires its members to go to special lengths when placing orders in high-risk countries, such as, Bangladesh, where BP only generates low revenues. In 2017, BP began cooperating with a new supplier from Bangladesh. After many visits, a trial order was placed. The supplier was integrated in the due-diligence process and is supported by the Bangladesh Accord on Fire and Building Safety (ACCORD).

Independent safety investigations in factories and public reporting about the results of these investigations form part of ACCORD. The FWF has also visited the new supplier in Bangladesh and introduced an improved monitoring programme for fire and building safety. In 2018, the supplier will take part in an FWF fire and safety training course.



Preliminary talks with suppliers: BP requirements are discussed in order to verify whether the two parties are a good fit for one another.



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



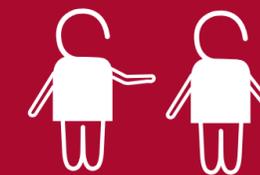
On-site visit to the potential supplier: talks with the management about delivery times, cost level, and social and ecological requirements.



An in-depth tour of the production site is conducted to evaluate and inspect it based on a checklist for occupational health and safety.



Existing audit reports, such as social audits and certificates, are requested and evaluated.



If the outcome of the assessment is positive, an initial trial order is placed. Further collaboration with BP depends on the result of this order.



*“ Before BP places a trial order with a new supplier, the team conducts a due-diligence investigation in order to evaluate any potential risk.*

Annet, Sustainability

*“We used to spend all our lunch breaks together. Now we also spend our evenings together.”*

Belhei and Maroua, Sewing Department



# RELATIONSHIP STATUS: LONG-TERM PARTNERSHIP.



BP is in it for the long haul. That’s why the family company prefers long-term relationships with suppliers in Europe, Africa and Asia. This is the most effective way of keeping the exacting BP quality promise and delivering the high BP performance.

Like BP, many of our production partners are small and medium-sized family-run businesses. All believe that a profitable collaboration is based upon a clear understanding of our interaction and relations.

*“69% of our manufactured goods are sourced from partners we have been working with for more than ten years.”*

Andrea, Assurance Finished Goods

## Working together, staying together, inspiring together:

- » BP explains its business model and its expectations in detail to its partners.
- » BP listens carefully to suppliers and builds on their strengths.
- » BP sticks by what it says, and expects its partners to do the same.
- » A continuous improvement process requires that we challenge one another but also provide mutual support. Mutual trust is an important element of good collaboration: a development process lasting many years is often necessary to enable the supplier to continue to meet BP’s quality requirements.
- » BP technicians train employees at the production sites and support and monitor local production.
- » BP technicians support the BP Sustainability department by carrying out regular safety inspections based on checklists and informing the clothing manufacturers of any serious deviations, e.g. inaccessible fire extinguishers.

# TIME FOR COLLABORATION.

WHY BP AND ITS MATERIALS SUPPLIERS THINK AND WORK IN THE SAME WAY.



There's no doubt about it: whoever pursues the same targets and pulls together will save themselves a lot of trouble. For this reason, BP collaborates with long-term, trusted materials suppliers who think and act in the same way. From the very first day, materials suppliers vow to implement the ten principles of the Global Compact of the United Nations. Amongst other things, these target human rights, labour standards, environmental protection and fighting corruption.

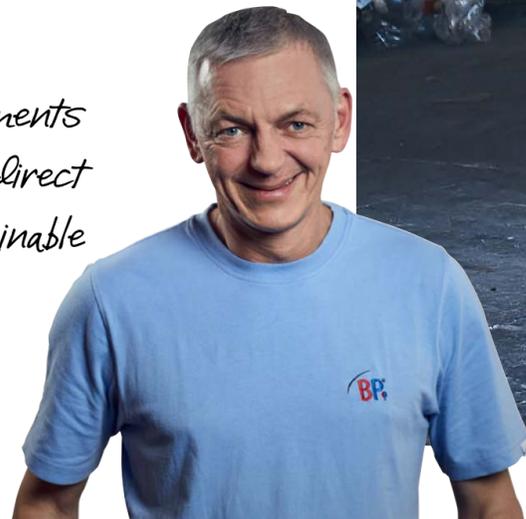
Process audits of BP materials suppliers are conducted regularly. Suppliers are also assessed internally, for example, with regard to the quality of supply, sustainability or ecological and social aspects.

## ILO? YOU BET!

BP fabric suppliers are obliged to observe the ILO core labour standards.

*“ Each year, we discuss the assessments with suppliers. This paves the way for a direct exchange and the development of sustainable solutions.*

Stephan, Quality Assurance Material



# TIME FOR A VISIT: TO AFRICA, ASIA AND SOUTHERN EUROPE.

BP PRESENTS THE RESULTS OF THE AUDIT AND IMPROVEMENT MEASURES AT THE INTERNATIONAL PARTNER COMPANIES.



Many a shirt can tell a tale about merciless quality controls. However, BP isn't just a stickler in terms of its clothing but also regarding the quality of the working conditions and sustainability management. So it's time to head off to our partners in Tunisia, Macedonia, Pakistan, Vietnam, China, Armenia and Turkey! The plan includes regular audits of the production companies that generate the highest revenues.

All clothing manufacturers continuously receive visits from BP managing directors, management and employees working in the areas quality assurance, purchasing, sustainability and planning and product management. Criteria such as quality, reliability, on-time delivery, sustainability, social responsibility and fair working conditions are assessed.



# COLOGNE – TUNISIA.

WORKING TOGETHER. MOVING FORWARDS TOGETHER.  
VETRA, THE BP PRODUCTION COMPANY.

THE TEAM FROM VETRA, THE BP PRODUCTION COMPANY IN TUNISIA

## GRADUAL PROGRESS

BP works intensively to improve both internal dialogue and employees' awareness of their own rights. The increasing use of the FWF complaint system shows a positive trend. However, the aim is that, in the near future, more and more employees will use an internal complaint system.

In 2017, the Tunisian government changed the way in which income tax is calculated several times in close succession. This resulted in loopholes at Vetra and the local tax offices that led to the incorrect calculation of income tax. This gave rise to an employee complaint. Thanks to intensive collaboration with the tax office and additional informative events, as well as consultation advice for employees, the complaint was resolved to everyone's



satisfaction. Another cause for complaint was the suspension of an employee due to his misconduct during a discussion about a pay increase that was allegedly not paid out. However, this pay increase was not in force at the time. After official approval of the pay increase, wages were adjusted accordingly. An investigation by the FWF in February 2018 concluded that the dismissal was justified. However, the complaint still has to be closed and this will be done with the greatest care.

## CHALLENGES AND SOLUTIONS

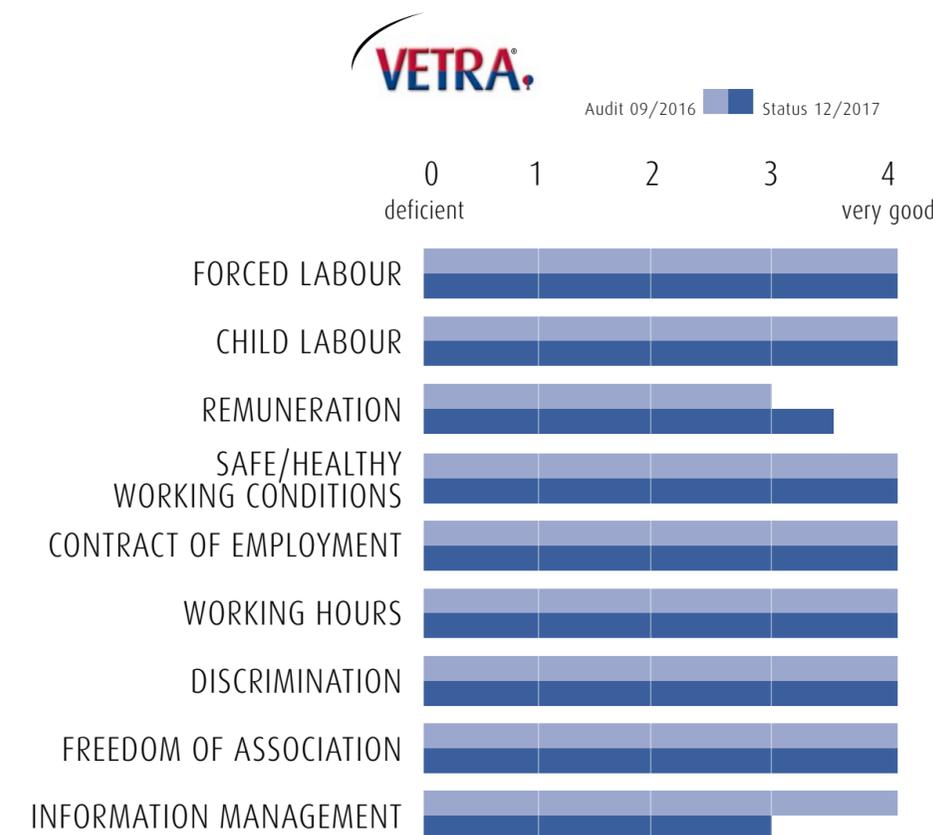
One of the greatest challenges at Vetra is creating a dialogue between employees and management that involves reconciling wishes and requirements with basic economic conditions. The management faces the

challenge of entering into a dialogue with employees who have developed greater self-confidence and the demands associated with that, and of solving problems as they arise. Employees face the challenge of discussing their wishes in dialogue with management. The role of employee representative must be strengthened considerably.

*It's all about communication. So, in 2018, BP will work closely with Vetra management, the employee representative and the sustainability department in order to improve communication.*

Annet, Sustainability

## DEVELOPMENT PROGRESS



# SALAM ALEIKUM!

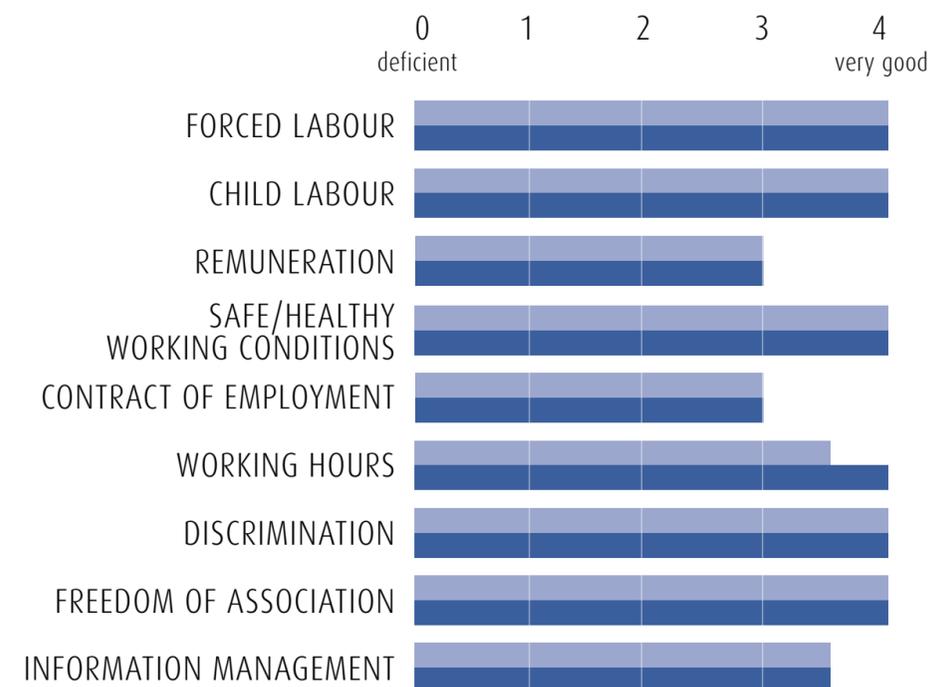
## BP IN TUNISIA.



### DEVELOPMENT PROGRESS

AUDIT OF THE TUNISIAN  
PARTNER COMPANY 2

Audit 11/2016 ■ Status 12/2017



### BP IN TUNISIA AT PARTNER COMPANY 2

The FWF audited this company in 2015 and 2016. Immediately after the two audits, a corrective plan was drawn up and this was the focus of a great deal of work in 2017. Since then, working conditions have continued to improve. Cooperation with another customer of the Tunisian clothing manufacturer also contributed to the success.

### CHALLENGES AND SOLUTIONS

Improving dialogue between management and employees also plays a central role here and BP takes this very seriously. In Tunisia, it is permitted to limit employment contracts to up to four years. The employment then becomes permanent and it is virtually impossible to give an employee notice. As the absence rate then often increases, lots of companies employ temporary agency staff. So there is only

an indirect employment relationship. 90 % of employees are also taken on via agencies at the partner company in Tunisia. However, BP favours permanent positions for employees and conducts talks with the management at regular intervals.





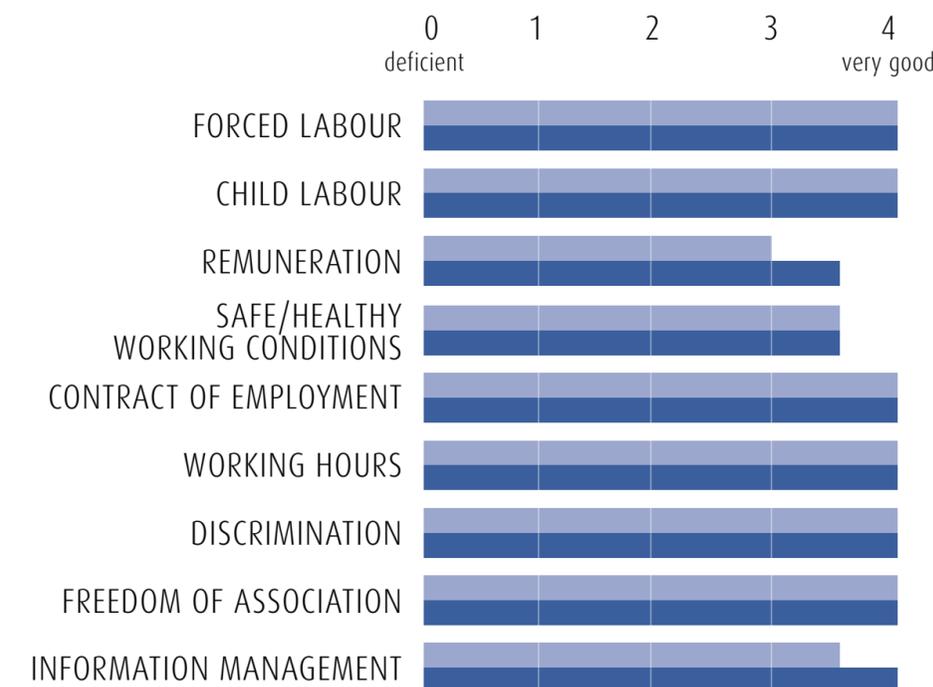
# ZDRAVO!

## BP IN MACEDONIA.

### DEVELOPMENT PROGRESS

AUDIT OF THE MACEDONIAN PARTNER COMPANY

Audit 11/2016 ■ Status 12/2017



It's all running like clockwork! BP has enjoyed a strong and trusting relationship with its Macedonian partner for 15 years. The exacting BP quality promise is being met here with a high level of reliability. BP can depend on this at all times.

After the audit in autumn 2016, the plan of corrective measures was drawn up the following year. This included measures for improving employees' working conditions. Many of these improvement measures have already been implemented, for example, the correct storage of chemicals, such as spray cans for machine maintenance, the removal of unsuitable electronic cables, the installation of

a smoke-alarm system at the new production site, as well as the enlargement of the works council to include a representative from the new production site.

### CHALLENGES AND SOLUTIONS

A major challenge for our production partner is the great shortage of skilled workers in the country. There is also a lack of young talent – hardly any younger people are willing to work in the textile industry. However, the new Macedonian government is addressing this issue and, in September 2017, ordered an increase

in wages. As a result, the minimum wage has increased by 25 %. In order to offset the increased wage costs for textile manufacturers, subsidies came into force and a new programme for supporting textile companies was introduced. The next review of the statutory minimum wage is in March 2018. BP has an ongoing exchange with the Macedonian clothing manufacturer to ensure that this challenge can be mastered together.



# ZDRAVO!

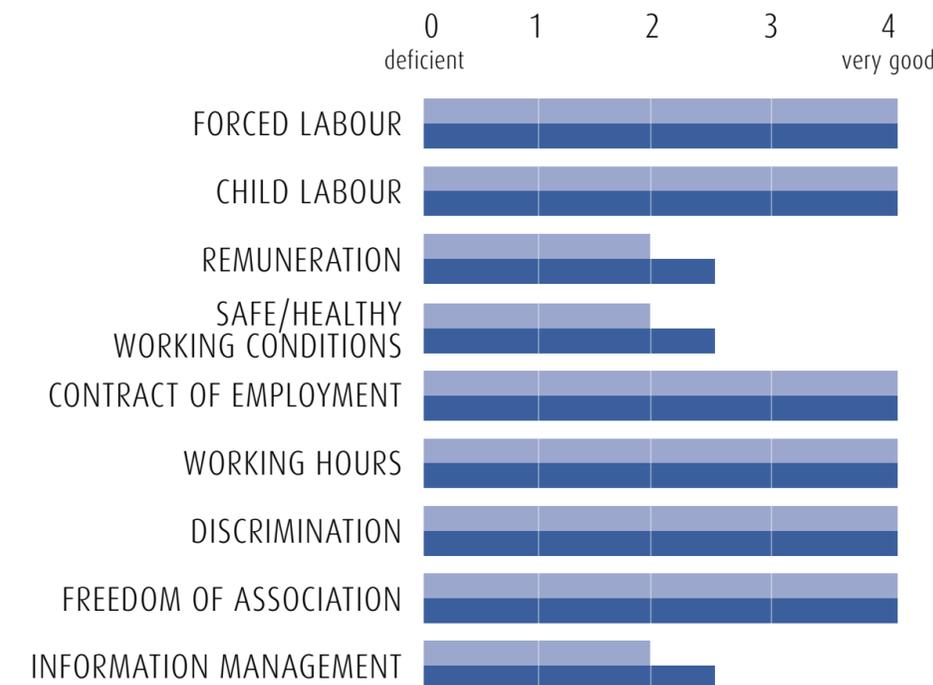
## BP IN MACEDONIA.



### DEVELOPMENT PROGRESS

AUDIT OF THE MACEDONIAN PARTNER COMPANY 2

Audit 12/2015 ■ Status 12/2017



### BP IN MACEDONIA AT PARTNER COMPANY 2

Four years of partnership, several social audits, a solid plan in order to finally push forward improvements. The last audit was conducted in autumn 2017. In specific terms, for this Macedonian partner company, this means renovation work with regard to occupational health and safety, and hygiene. In addition, in future, the cooperation with the works council is to be improved. The audit also provided optimisation suggestions in relation to remuneration. In order to speed up improvements and become more sustainable, BP has been working with two other customers of this company since 2017.



# BARHEEV!

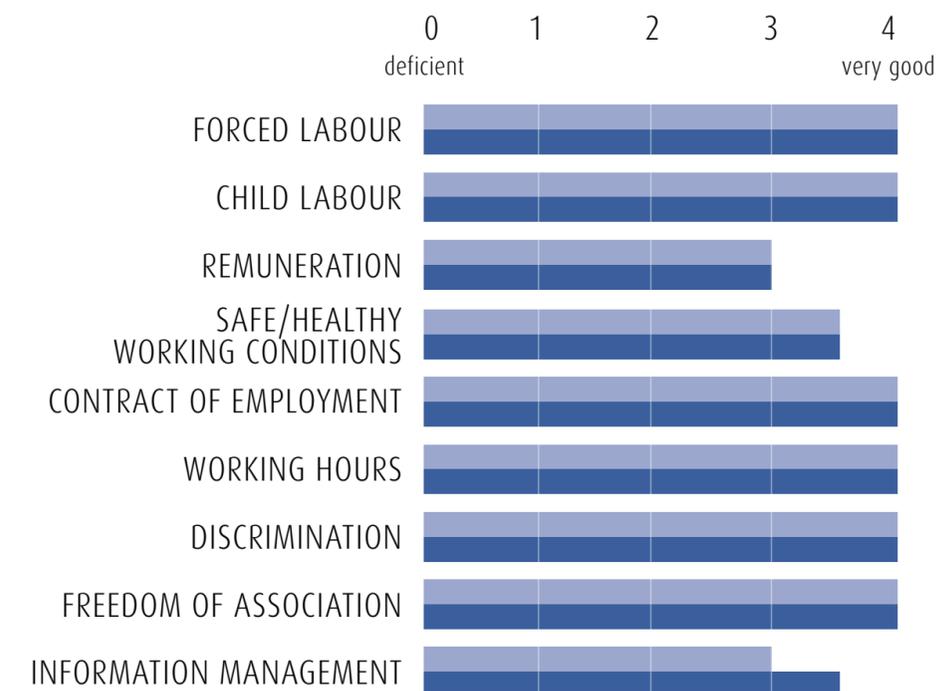
## BP IN ARMENIA.



### DEVELOPMENT PROGRESS

AUDIT OF OUR ARMENIAN PARTNER COMPANY

BSCI-Audit 10/2016  Status 12/2017 

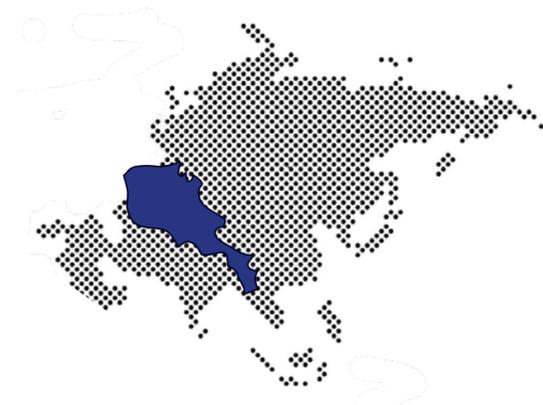


### WELCOME ON BOARD.

BP has been working with the production partner in Armenia since 2017. And it's not surprising as the company is regarded as very experienced and professional. An existing social audit confirmed this impression.

### CHALLENGES AND SOLUTIONS

BP used last year to really familiarise the Armenian company with the collection and BP's way of working. Open items in the plan of corrective measures were identified in 2017 and are to be tackled in 2018.





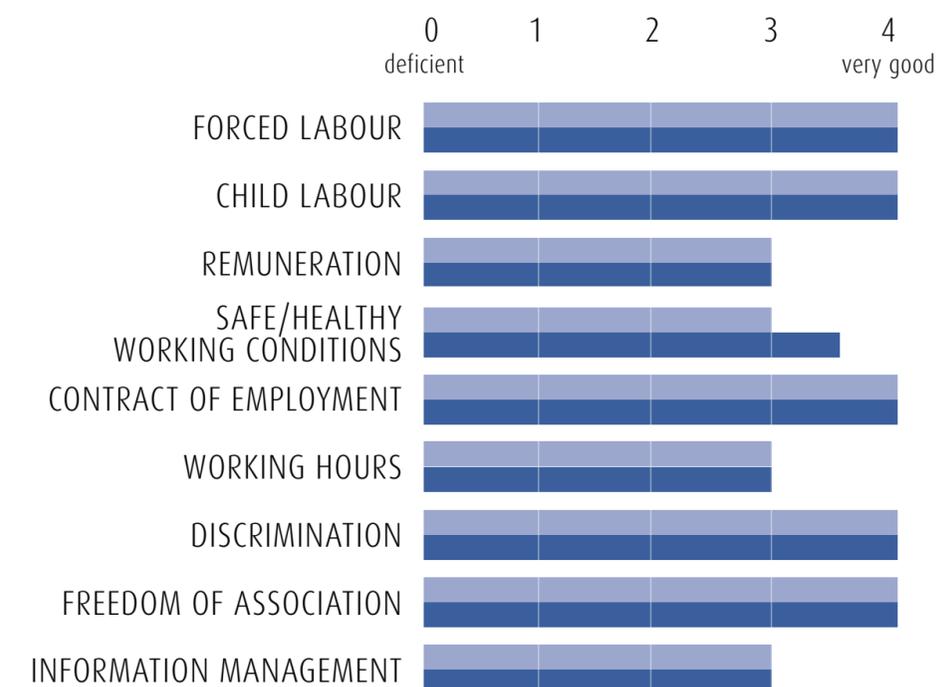
# MERHABA!

## BP IN TURKEY.

### DEVELOPMENT PROGRESS

AUDIT OF OUR TURKISH PARTNER COMPANY

Audit 28/2016  Status 12/2017



The FWF complaint hotline is an important tool. Employees working for our Turkish clothing manufacturer are also confidently picking up the phone when things aren't going as they should. In the last ten years of the cooperation, BP has experienced this change first hand. In 2017, two complaints were received that led to another FWF audit, although the company had already been audited in 2016. It was established that not all items in the 2016 plan of corrective measures had

been implemented. In addition, there were new discrepancies with regard to working time, remuneration and occupational health and safety.

### CHALLENGES AND SOLUTIONS

Even after all these years, BP continues to work intensively on improving local working conditions in Turkey. For this reason, audits and employee training courses are carried out on a regular basis.

BP is in constant and direct dialogue with the clothing manufacturer and, step by step, is working intently on the plan of corrective measures. The Cologne-based sustainability management is confident that the long-term partner will have made significant progress by the time of the next audit.

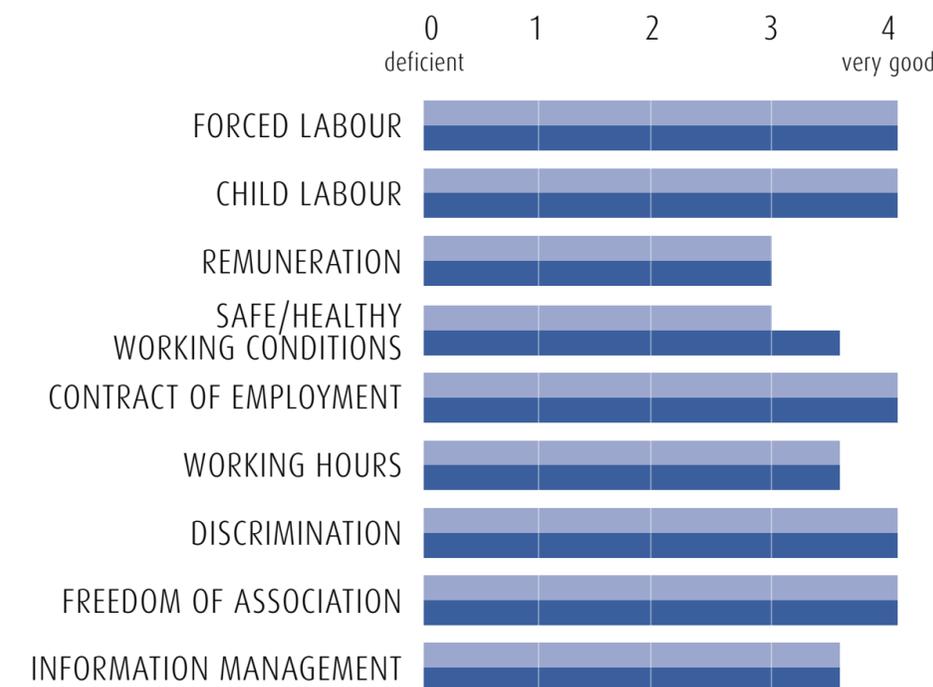


سلام وعلیکم  
BP IN PAKISTAN.

**DEVELOPMENT PROGRESS**

AUDIT OF OUR PAKISTANI PARTNER COMPANY

Audit 01/2014 ■ Status 12/2017



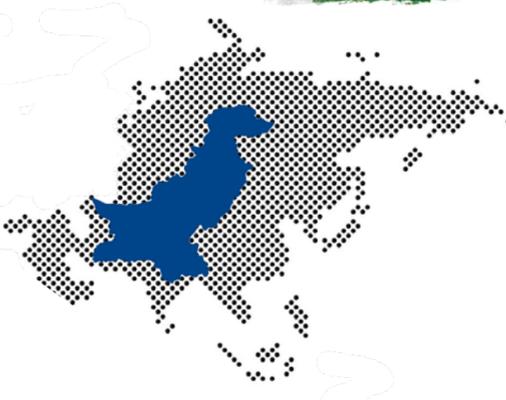
**CHALLENGES AND SOLUTIONS**

Keeping it in the family. Not only at BP but also at its partner in Pakistan. Over 20 years of familiarity, trust and appreciation. There will soon be a generation change at the Pakistani clothing manufacturer. This means that the company will continue to be family-run - and also remain loyal to its partner BP. Especially as it has set ambitious goals for 2018: social and ecological certification in compliance with the prestigious label STeP by Hohenstein.

In 2017 many social aspects were investigated thoroughly for the STeP certification and re-assessed as part of a social audit. The results will be available when the Hohenstein Institute has completed the certification. BP supports the important project of the Pakistani partner and looks forward to further collaboration.

**INFORMING, PROFITING**

Since 2015, BP has been cooperating with another market participant and FWF member that also has goods produced at this company. This market participant is currently carrying out an extensive social study at the clothing manufacture. Of course, the BP team will be kept up to date and remains in close dialogue with the market participant.





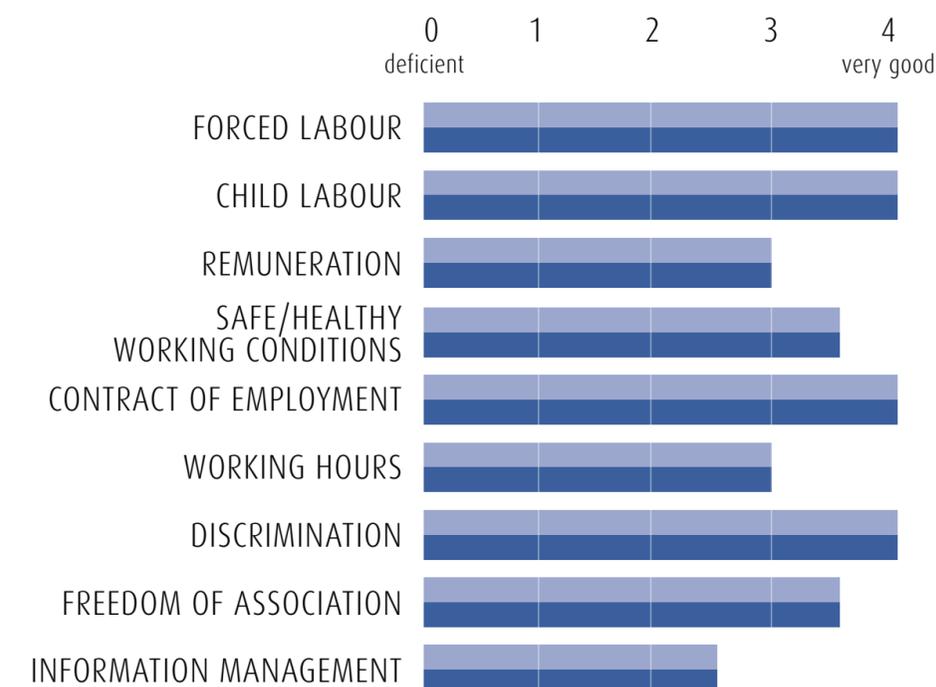
# Nǐ hǎo!

BP IN CHINA.

## DEVELOPMENT PROGRESS

AUDIT OF THE CHINESE PARTNER COMPANY

Audit 09/2017 ■ Status 12/2017



## CHALLENGES AND SOLUTIONS

Many improvements have already been implemented, however, the non-conformances now have to be addressed. The challenge is to take into account the culture and country-specific conditions. Via employee training and confidential talks with management, BP is collaborating with partners to find a sustainable solution. In addition, the principles of the FWF should again come to the fore.

However, there were non-conformances with regard to overtime and the lack of a transparent timekeeping system. This meant it was not possible to make any clear statements about wages. A lack of training about FWF principles was also documented.

The BP team has been working with the Chinese partner since 2014. Regular visits help to foster a sustainable long-term relationship and an active dialogue. Audits were performed in 2014 and 2017. It's clear to see: in these three years, the partner in China has worked hard on the plan of corrective measures. Hardly any non-conformances were found, particularly in the category of safe and healthy working conditions. The only problem highlighted was the lack of ergonomic chairs.





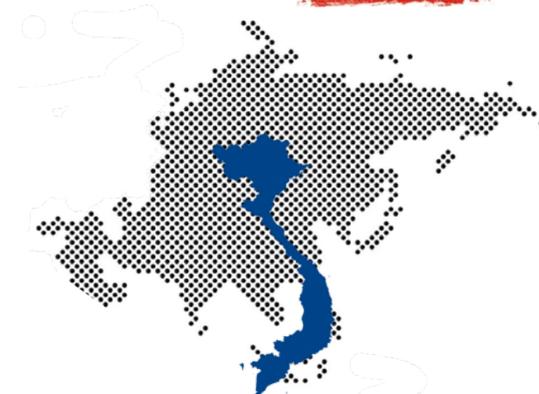
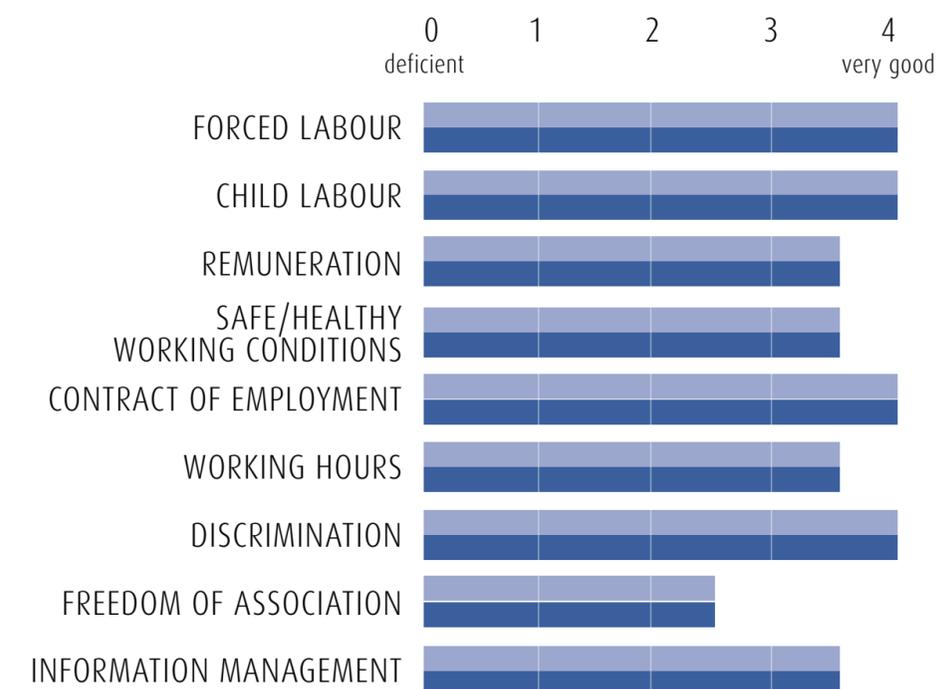
# XIN CHÀO!

## BP IN VIETNAM.

### DEVELOPMENT PROGRESS

AUDIT OF OUR VIETNAMESE PARTNER COMPANY

Audit 11/2017 ■ Status 12/2017



Although the Cologne-based BP team still needs to brush up on their Vietnamese, the collaboration with the partner in Vietnam is effective and trusting. And has been for 14 years. The clothing manufacturer has been audited three times by the FWF, whilst other customers performed a social audit, which was extremely successful. Working very closely together, BP supported the Vietnamese partner in implementing the corrective action plans.

Over time, the working conditions have improved significantly. However, this is an ongoing and gradual process. In November 2017, the FWF audit identified minor non-conformances, for example, with regard to internal communication, registering employees with the union, the prompt payment of wages to employees who had been given notice, and the safety of the working environment.

### CHALLENGES AND SOLUTIONS

After receipt of the FWF audit report in February 2018, work is now starting on the plan of corrective measures. However, one thing is already clear: BP wants to provide communication training for its partner's employees and management. The last training session was organised by the FWF in 2015. BP wants to provide further assistance for improving internal communication.



CRAZY ABOUT QUALITY: BP QUALITY ASSURANCE IN COLOGNE.

# RESPONSIBILITY AND COMMUNICATION.

BECAUSE EVERY OPINION COUNTS.

# CRITICISM THAT HITS HOME!

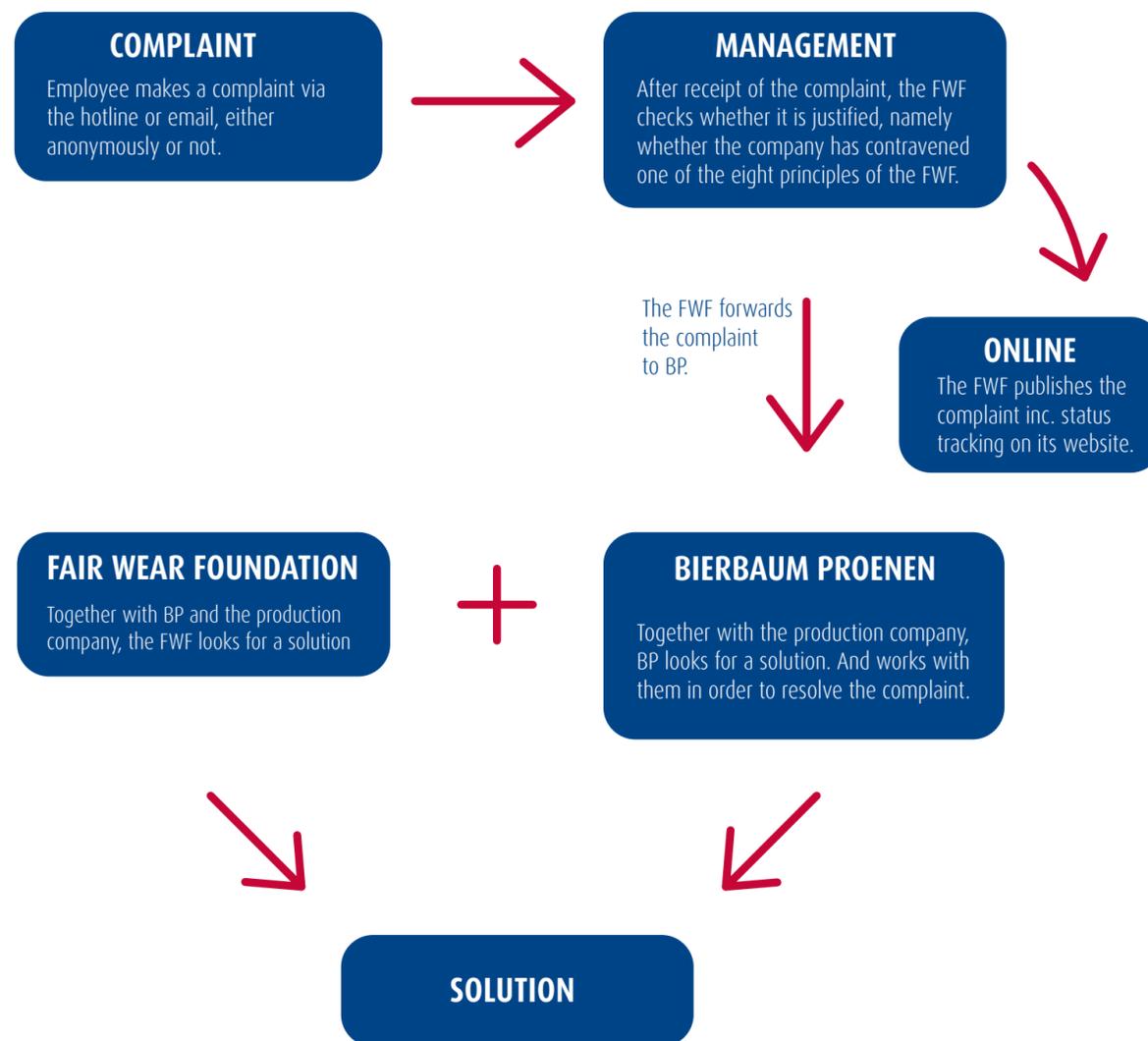


A sense of responsibility towards others cannot simply be cast aside like an old shoe once the work has been done. So BP continues to be committed to the personal wellbeing of every BP employee – whether in Cologne, Tunisia or China. And it does so in a planned and targeted manner and with the help of a comprehensive complaint management system that either will or has already been introduced at all BP production sites.

## CLEAR COMMUNICATION – WHETHER WRITTEN OR SPOKEN

Knowing where you are. This applies both to employees and to management teams at the production sites. The principles of the FWF are publicly displayed at the production sites, translated into the respective language. Employees are shown, step by step, how to communicate important information to the FWF and set a complaint in motion. When all the necessary bodies have been notified, work starts on finding a solution that is acceptable to all. And if the FWF is not represented in the respective country? Employees can send an email to the FWF head office in the Netherlands. Of course, interpreters facilitate communication.

## HOW A COMPLAINT IS HANDLED



## COMPLAINTS FROM TURKEY

In 2017, three complaints were received in Turkey. These related to wrongful dismissal, the lack of financial compensation, unpaid social benefits and discrimination with regard to wage increases. The complaints were the result of a lack of tact, poor document management and other non-conformances in the HR department. The supplier was made aware of the need to provide training for the Human Resources department in particular and to make improvements. Two complaints have now been resolved, whilst one is currently being investigated.

## COMPLAINTS FROM TUNISIA

BP received two complaints from its own production company in Tunisia. The criticism was that the production site had not paid income tax in accordance with the tax law. In cooperation with the local tax office, by providing training and information, as well as additional offers of advice and assistance for employees, this complaint was resolved to everyone's satisfaction. The second complaint is currently under investigation. It arises from an allegedly wrongful suspension. The suspension was the result of inappropriate behaviour that occurred

during a discussion about a pay increase that had not been paid out but that was not, at the time, official. After official approval of the pay increase, wages were, of course, adjusted accordingly. An investigation by the FWF in February 2018 concluded that the dismissal was justified. In this case, BP is collaborating closely with the FWF.

## COMPLAINTS FROM ROMANIA

Overtime, pressure at work and a lack of transparency with salary accounting gave rise to a great deal of discussion in Romania in 2016. As the complaints were regarded as unfounded, the complaint process was halted in 2017. This complaint involved close collaboration with two other FWF members.

## LEARNING TO COMMUNICATE

Standing up for employees and, at the same time, supporting management. How can this be done? Specific and repeated training courses and audits, as well as ongoing dialogue between employees, managers and BP, have proven successful. Particularly in Turkey and Tunisia, this has given employees a much greater awareness of their own rights.

# STRONG WORDS: WHEN INDIVIDUAL RIGHTS ARE RECOGNISED.



The communication seminar with a high-profile organisation offered a special kind of training course. In December 2017, BP carried out the training together with Vetra management and employees. The aim of the seminar was to further optimise communication in the company.

Yes, things have changed in the last seven years because, after intensive collaboration with the FWF, lots of audits and countless training courses at the production sites, BP has achieved an important goal: employees now have a greater awareness of their own individual rights. People are taking the opportunity to lodge official complaints.

A development that is a source of pride to BP and that it will continue to promote. There's still a lot to be done here – so the more people that get on board the better.

## QUESTIONS, ANSWERS, CLEAR FINDINGS

In 2017 as part of FWF's Living Wage Incubator Project, BP conducted a large survey of employees at Vetra, its own company in Tunisia. The findings were very revealing and will form the basis for further work in 2018.

*“ In 2017, we received a few complaints. We processed these carefully in collaboration with production partners and the FWF. Every complaint shows us where work still needs to be done. So we are gradually moving in the right direction.*

Fabian, Head of Purchasing and Sustainability

*“ As a next step, we'd like to compile a complaint guide in order to improve communication between employees and management.*

Annet, Sustainability





# A GOOD TEAM!

WHY JOINT PLANNING WITH THE PRODUCTION PARTNER SECURES JOBS AND AVOIDS OVERTIME.

**FACT 1:** Large warehouses have a powerful buffer effect.

**FACT 2:** High-quality products are extremely durable.

These two factors enable BP to balance capacity utilisation of its production plants with regard to quantity and model variance. This creates rationalisation potential that facilitates the manufacture of competitively priced products. BP and the respective

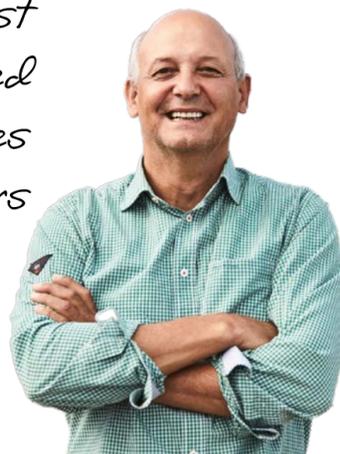
production partners adhere to a framework plan that has been agreed upon jointly. This forms the basis for the production orders for individual models, and the deliveries from the production partner are notified in good time. Consequently, delivery dates can be met in the agreed throughput times.

Involving the production partner in the planning process not only offers an economic advantage but it also means that short deadlines or cancelled orders are

no longer a cause for concern and do not have a negative impact on working conditions.

*“ So as not to turn down orders received at the last minute, BP has expanded the materials warehouses at some suppliers; ours included.*

Matthias, Managing Director Vetra, Tunisia



The material is directly available in situ and does not first have to be transported to the clothing manufacturer. This saves valuable time and prevents overtime.





# TIME TO PAY, PLEASE!

COMPETITIVE PRICES AND  
FAIR WAGES.

*BP engineers visit our producers on a regular basis and provide advice and support, so that the standard minute requirements can be met.*

La Toya, Quality Assurance Finished Goods



## PRICING

It all starts with the idea for an item of BP clothing. It has to end with a carefully calculated price with which everyone is happy – BP, the clothing manufacturer, the employee and, of course, the customer.

This is how it happens: as a rule, BP determines the processing steps necessary to manufacture each product. The standard minutes required are then calculated and this forms the basis for the price talks

with the clothing manufacturer. Before mass-producing a model, the clothing manufacturer creates an initial sample. This serves as proof that he/she is able to manufacture the model in the required BP quality. This also gives him/her the opportunity to identify any uncertainties with regard to processing or deviations from the calculated standard minute requirement and discuss these with BP.

## CALCULATING WAGES

Transparency is required here. BP regularly gathers information about individual wages at the production sites. Each wage scale is compared with the minimum wage and the living wage. Under the terms of the FWF, a living wage is the minimum income necessary for a worker to meet the basic needs of a family of four. Ensuring that this is paid

remains a challenge. However, one that BP embraces by every means possible. There's no doubt that there is still a lot of work to be done, including intensive discussions and moderation, in order to balance the interests of employees and production partners. BP is firmly committed to a change in thinking.

# ECONOMIC RESPONSIBILITY.

ACTING ECONOMICALLY, THINKING SUSTAINABLY, ACHIEVING MORE IN THE FUTURE.

Initially, sustainability costs money. "And is it worth it?" one or the other person may ask. Of course, a sustainable company like BP first has to invest in order to reconcile economic, ecological and social aspects. However, this is a commitment that pays off today, not just in the future. After all, customers are the most important asset. And they appreciate BP's commitment to fair working conditions and the responsible use of scarce environmental resources. And let's not forget skilled employees and potential applicants. A company that does not care about sustainability is neither attractive nor fit for the

future. Future-oriented employees are looking for an employer who knows the value of sustainability and is prepared to invest in it. Without a strong team, without the acceptance of customers, society and business partners, a company cannot achieve economic success. In the age of globalisation and the Internet, sustainable positioning is an economic necessity and essential for survival.

*"Sustainability is a process that can only function step by step."*

Harald, Executive Board



## WHY ELEMENTARY VALUES NEVER GO OUT OF FASHION

As a family company with a 230-year history, BP has seen many developments come and go. Thanks to elementary and enduring values, such as responsibility, quality and sustainability, BP continues to move forward. So BP makes great efforts to further develop the sustainable supply chain. What's special is that sustainability also applies to suppliers because all production partnerships are created with a long-term

collaboration in mind. In this way, BP and its partners can work on gradually improving production conditions.

Anyone who acts sustainably must make his/her actions transparent and verifiable. For this reason, regular audits are also performed in Cologne. Whether it's the quality management audit in compliance with ISO 9001, the FWF Brand Performance Check or the energy audit. In this way, quality and sustainability continue to grow and make BP a reliable employer.

## SUMMARY

Companies, authorities and society in general understand the current and growing importance of sustainability. With its actions and business practices, BP is heading in exactly the right direction.

# ECOLOGICAL? OF COURSE!



## ECOLOGICAL SUSTAINABILITY

**Water, electricity, energy:** an energy audit in accordance with DIN 16247-1 was carried out at BP in 2015. Since then, the company has again stepped up its game and improved important structures. In addition, BP analyses water and electricity consumption values at its headquarters in Cologne. Even if these fluctuate due to various factors, the aim is to increase efficiency and to reduce consumption levels in the long-term.

**Paper and packaging:** everyone at BP agrees that it's important that resources, such as water, electricity and paper, are used carefully. Savings should be made wherever possible. The aim is a paperless office with digital storage. Packaging materials, such as shipping cartons and protective bags, are also used multiple times and then recycled. Both the BP protective and carrier bags consist of 80% post consumer recycling (PCR) material and carry the Blue Angel label. For sustainability reasons, we shall not order any new carrier bags or put any more into circulation.

**Coming and going:** BP gives a job ticket to anyone who wants to leave their car at home. This entitles the holder to discounted use of public transport and can be used for bus and rail journeys to and from work.

**DIN EN ISO = BP:** sustainability in practice and a mature system for managing harmful substances carry many certification marks. The majority of BP suppliers are certified in compliance with DIN EN ISO 14001 (environmental management), DIN EN ISO 50001 (energy management), bluesign® or StEP. The awards stand for the reduction of greenhouse gas emissions and energy costs, and often even exceed EU requirements.

**CO<sub>2</sub> emissions:** BP is currently working on reliable CO<sub>2</sub> data capture in order to provide transparency. The results will be published for the first time in the 2018 sustainability report.

*“ We have set ourselves an ambitious target: by 2020, 80 % of bought-in woven and knitted fabrics are to be sourced from producers that are certified in compliance with bluesign® or StEP. ”*

Fabian, Head of Purchasing and Sustainability



### BP management of harmful substances:

No shirt, production stage or material supplier can get around it. Every year, BP suppliers are obliged to submit a valid OEKO-TEX® Standard 100 certificate. Not to mention confirmation of compliance with REACH environmental regulations. REACH is the name of a European regulation on chemicals and stands for “Regulation, Evaluation, Authorisation and Restriction of

Chemicals”. Each year, in cooperation with an external, accredited laboratory, BP also tests selected materials and finished parts for harmful substances. In the end, everything has to be 100% spot on.

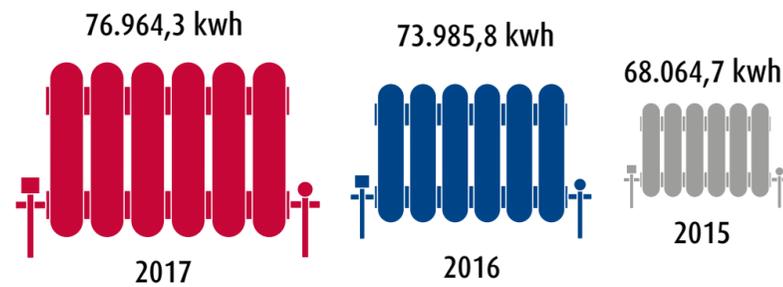
# TAKE A GOOD LOOK!

BP CONSTANTLY MONITORS ITS OWN RESOURCE CONSUMPTION.



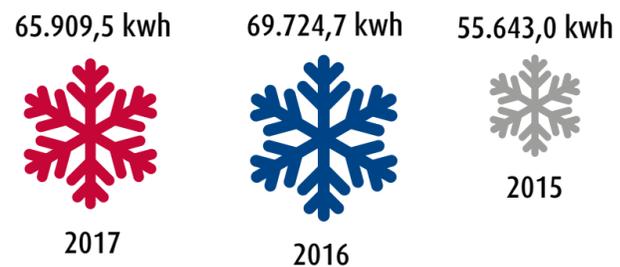
## NOT JUST IN BLACK AND WHITE:

60% of BP fabric is dyed and processed in the EU – due to strict EU requirements, rigorous environmental regulations must be observed.



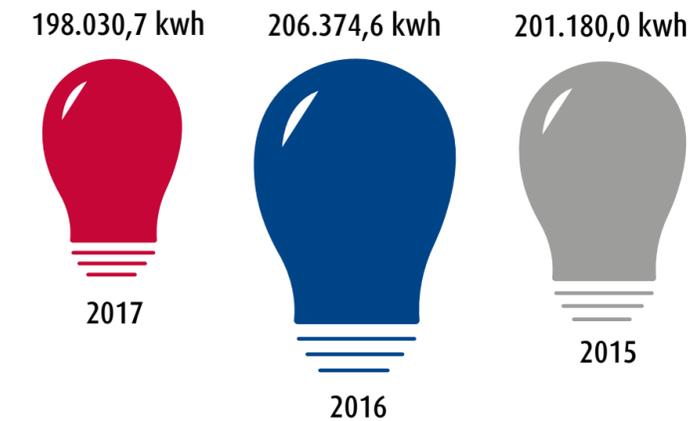
### WARM UP

Even BP employees need a break from time to time. So the company has invested in a large break room and new meeting rooms. Of course, as these have to be heated, energy consumption increased in 2017. Next year, the team will make a conscious effort to use heating only when needed to reduce future consumption of district heating.



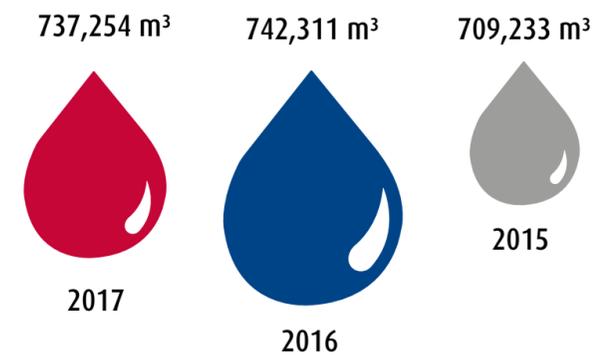
### STAY COOL

When necessary, we use air-conditioning units in the showroom and the server room. Our offices are air-conditioned with minimum impact on the environment: via windows, blinds and cool water on hot days.



### ENERGISED

BP is working emphatically on reducing energy consumption. Every employee is conscious of not consuming unnecessary energy. For example, lights are not left on constantly, monitors are switched off at the end of the day.



### COLOGNE WATER LEVEL

Water consumption at the BP site in Cologne fluctuates. In 2017, consumption was considerably reduced and, in 2018, BP will continue to keep an eye on water consumption.

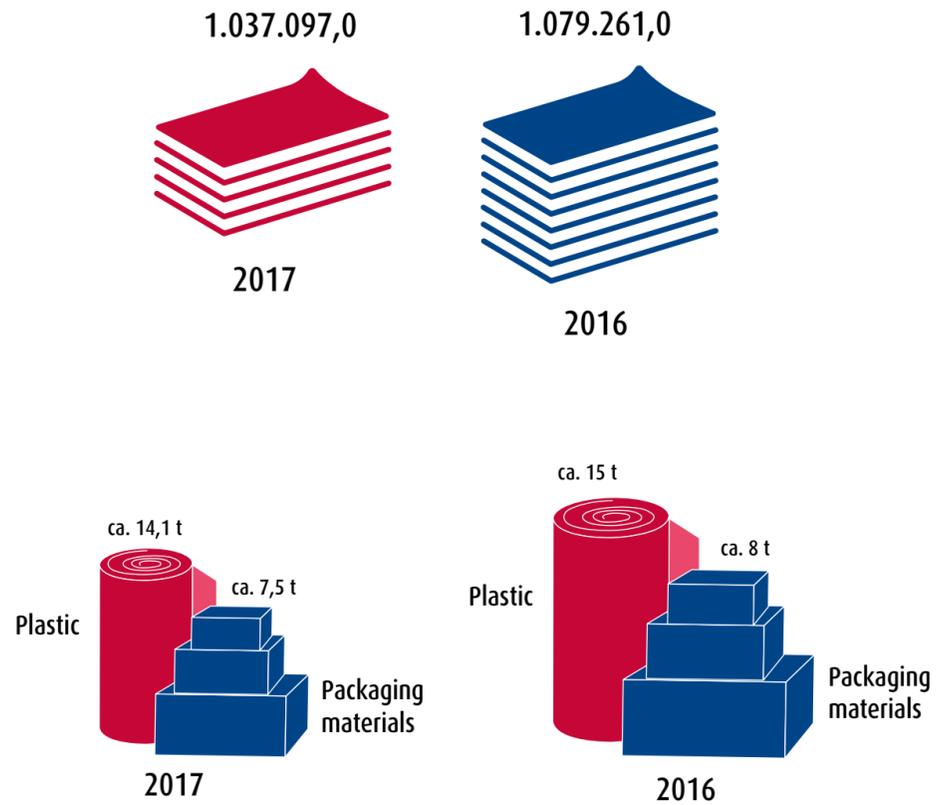
## PUT ASIDE

No paper jams, no waste-paper baskets filled to the brim, no unnecessary waste of paper.

The motto is: think before you print. The BP office is becoming increasingly digital and, as much as possible, will relinquish paper completely.

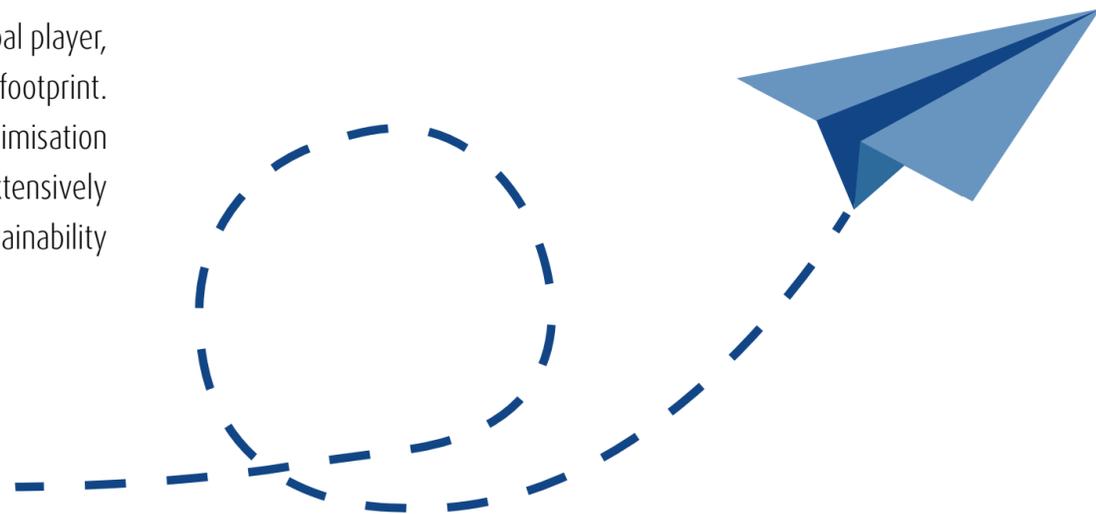
## REDUCING PACKAGING

Extraordinary BP quality even extends as far as the packaging material. Boxes are used many times before they are recycled. Despite an increase in sales, BP succeeded in saving tons of materials in 2017 by recycling. Even more measures are planned for 2018.



## MILES & MORE

Or, to be precise: no more. As a global player, BP wants to further reduce its CO<sub>2</sub> footprint. We are continuing to work on optimisation possibilities. BP will report more extensively on CO<sub>2</sub> emissions in the second sustainability report.



# GRADUALLY PHASING OUT PFC.

WITH A CLEAR ENVIRONMENTAL STRATEGY AND A HIGH SAFETY STANDARD.

The three letters PFC mean a lot. On the one hand, they stand for per- and polyfluorinated chemicals. On the other hand, they stand for a comprehensive environmental strategy that BP will implement in the coming years. Since 2013, BP has been committed to phasing out PFCs and, in 2016, the company set up a work group dedicated specifically to this.

## WHAT EXACTLY ARE PFCs?

PFCs do not occur naturally, they are synthesised. In terms of chemicals, PFCs consist of chains of carbon atoms of different lengths. So-called C8 and C6 chemicals. In these chains, hydrogen atoms are completely (perfluorinated) or partially (polyfluorinated) replaced by fluorine atoms. If these substances escape into the environment, they are generally persistent.

This means that they do not decompose on their own and can pollute the environment.

## HOW ARE PFCs CREATED?

The carbon atom chains are a by-product in the production of water, dirt, grease and oil-repellent finishes for textiles, as well as breathable membranes.

## PFCs IN OUTDOOR AND WORKWEAR

Impregnations containing PFCs repel water, dirt and oil. Without a chemical surface treatment, the fabric, despite having a waterproof membrane, would feel clammy and damp.

BP will gradually switch from impregnation with PFC for Outdoor articles to a sustainable finish that does not contain C6 and C8 chemicals. All other collections, such as Workwear, Gourmet, Med&Care and Industrial Food, are already PFC-free. The only exception is knee pockets, and BP is doing all it can to find alternatives.

## PFC IN PERSONAL PROTECTIVE EQUIPMENT (PPE)

Protective equipment is intended to protect the life of the wearer. And it has to stay that way, as the focus is clearly on human safety. For this reason, it's very difficult to phase out PFC until alternatives have been found that offer the same level of protection.

BP is active in various associations and engages in ongoing dialogue with fabric suppliers. Research is being conducted into finding a solution and all those involved hope to develop an ecologically sustainable solution in the near future.

# READY, GET SET, GO!

WHERE BP IS ROLLING UP ITS SLEEVES AND WHICH TARGETS WILL BE PURSUED IN 2018:

BP has ambitious plans for the future. The list is long, but that's a good thing. Otherwise, the company would not fulfil its claim to sustainability and quality.

» **Sustainability** is regarded as a continuous improvement process at BP.

*"We are pleased that more and more wearers and customers are including sustainability as a criterion in their purchase decision.*

*This is the only way that sustainability can function in the long-term.*

Harald, Executive Board



» Working conditions: with tremendous drive and commitment, BP wants to improve **working conditions** at its production partners on a sustainable basis and will do so by means of intensive collaboration with suppliers, audits and the resulting plans of corrective measures, training measures in the companies and greater collaboration with cooperation partners.

» Communication guide: in 2018, BP will compile a **communication guide** in order to support employees and management in the event of complaints and problems at the various production companies.

» **Living wages:** BP is making gradual progress here. Under the terms of the FWF, a living wage is the minimum income necessary to meet the basic needs of a family of four. However, this doesn't sole-

ly depend on BP and cannot be solved by BP alone. We are holding talks with the production partners, working intensively with the FWF, we are learning and participating in the Living Wage Incubator Project. There is still a lot of work to be done, but BP is on the case.

» **Living Wage Incubator Project** of the Fair Wear Foundation (FWF): within this framework, in 2017, we conducted an extensive employee survey at Vetra in Tunisia. The evaluation forms the basis for further project work in 2018. BP wants to develop solutions for improving the financial situation of employees and for ascertaining which financing solutions exist. This long-term project is closely monitored by the FWF. To come a step closer to achieving these targets, we hold regular meetings with the FWF and other project participants to discuss progress and experiences.

» Handbook about the **collaboration** with the FWF: what requirements does the FWF have of a production company? BP is compiling a handbook that is intended primarily as an aid for new clothing manufacturers and that will cover, for example, issues such as occupational health and safety, document management and how to prepare for an audit.

» The BP vision is clear: a **circular economy** with sustainable and transparent value-added chains.

» **STeP** and bluesign®: by 2020, 80 % of bought-in woven and knitted fabrics are to be sourced from producers that are certified in compliance with **bluesign®** or **STeP**. Preparatory talks have already been held with materials suppliers.

# EASY REFERENCE!

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# GOOD TO KNOW.



*// My team and I shall be happy to answer any questions about sustainability.*

Fabian, Head of Purchasing and Sustainability

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## DO GOOD AND KEEP ON DOING GOOD.

All quiet on the western front. In other words, in 2017, there were no major changes at Bierbaum-Proenen with regard to company size, ownership structure or supply chain.

### REPORTING CYCLE

The sustainability report will be published annually. This is the first edition.

### Reporting in compliance with GRI standards

This report was compiled in compliance with the guidelines of the Global Reporting Initiative (GRI). It is based on the GRI Content Index and provides information about core indicators.

### EXTERNAL REVIEW OF THE REPORT

This report was not reviewed by an external party.