



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

# 2019



# SUSTAINABLE. SINCE 1788.

*Dear Reader,*

This is our third Sustainability Report and we are delighted to be able to share our latest achievements and present our plans for the future.

We are sometimes asked what our biggest contribution to sustainability is. For us, there is no doubt. It is our BP® quality claim, which has been embodied in each and every one of our products since Bierbaum-Proenen was first established back in 1788. Quality is, after all, fundamental, especially if we want to create long-lasting products that are not going to need replacing for a long time. Durable products help to conserve valuable resources and protect the environment.

At the same time, we want to make sure that the resources we use are increasingly sustainable. This is why

we have considerably stepped up our cooperation with Fairtrade, for example. We know, however, that big projects need many supporters. With this in mind, we have been engaging with a range of market participants and learning from each other's experiences. Together, we have launched the Supporting Fairtrade Cotton pilot project, which targets those people right at the start of the value-added chain in the textiles sector, namely the cotton farmers.

As a result, we are now buying 25% more Fairtrade cotton than we did last year (see p. 21).

With our new BPlus Green collection, we are also focusing on recycled polyester (see p. 36). It goes without saying that our quality-driven BP® team was careful to check that recycled

polyester would indeed be up to the job. They were not prepared to compromise on BP® quality or washability.

This report contains additional insights into the work of this quality-driven BP® team and our sustainability activities moving forward.

We hope you enjoy reading all about them!

*Harald Goost*  
Managing Director





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# THE BP<sup>®</sup> IDENTITY:



## 1. CUSTOMER FOCUS



We provide our customers with professional clothes that live up to BP<sup>®</sup>'s "feel the difference" claim. Quality, design and utility are at the heart of our customer promise.

## 2. 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.

## 3. EXCELLENCE



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

## 4. TRANSPARENCY AND TRUST



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

## 5. 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.

## 6. DIVERSITY AND PERSONAL DEVELOPMENT



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



# 2019 HIGHLIGHTS.

LOOKING BACK AT 2019, IT IS CLEAR THAT WE HAVE MADE GOOD PROGRESS.

Sustainability is a central theme throughout our company, 365 days a year. This is why BP® is fully invested in the sustainability process, familiar with sustainability goals and keenly aware of its

responsibility. Together, we were able to achieve a great deal in 2019 while shaping our plans for the future.

## WHAT WE DO BEST: ROLLING UP OUR SLEEVES

### » Introducing:

BPlus Green. Our first collection using recycled polyester.

### » Fair first and foremost:

The Supporting Fairtrade Cotton pilot project was successfully started. We will be launching more collections based on fairly traded cotton in 2020.

### » Always learning:

Online and offline exchange of ideas and training, diverse working groups and workshops including training on CO<sub>2</sub> balance sheets from the NRW Efficiency Agency and participation in Cologne Chamber of Commerce's Business and Sustainability working group, creating sustainable dialogue between us and our stakeholders.

### » Keeping it clean:

Farewell to paper towels, in all BP® washrooms.

### » Renewed success:

BP® was awarded the status of Fair Wear Leader for the sixth time in a row.

### » On the ground:

BP® visits its production sites in Armenia, Bangladesh, China, Pakistan, Turkey and Tunisia.

### » Strong together:

Supplier event in Cologne with producers from Macedonia and Tunisia.

### » Overview:

Four FWF audits in China, Macedonia, Tunisia and Bangladesh.

### » And we're off:

The FWF training programme "Preventing violence and harassment at the workplace" was launched in Bangladesh.



BPLUS GREEN COLLECTION BASED ON RECYCLED PET AND FAIRTRADE COTTON





# COMPANY AND PEOPLE.

GREAT WORK, GREAT VALUES, GREAT FUTURE.

BP® – PROUD OF MORE THAN 230 YEARS OF QUALITY



# COMPANY PROFILE.



## BIERBAUM-PROENEN

GmbH & Co. KG with headquarters in Cologne.



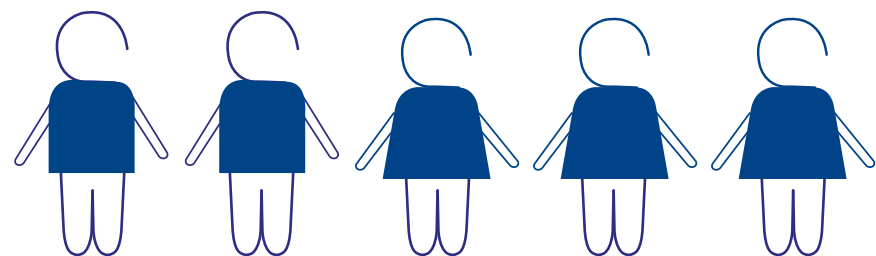
# 1788

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



# 124

employees at Domstrasse 55-73 hold all the threads together.



## SEVENTH GENERATION

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



## OUR PRODUCT RANGE

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

## DURABILITY

is our claim. Our clothing lasts for years. This is sustainability down to the very last fibre.



## GLOBAL PLAYER

BP® work clothes are manufactured at many production sites across the world. And our clothes are made by people who are obsessed with quality and who contribute to BP® quality every single day. We also have our own production operation in Tunisia: Vetra. With 286 employees.



# 6<sup>TH</sup>

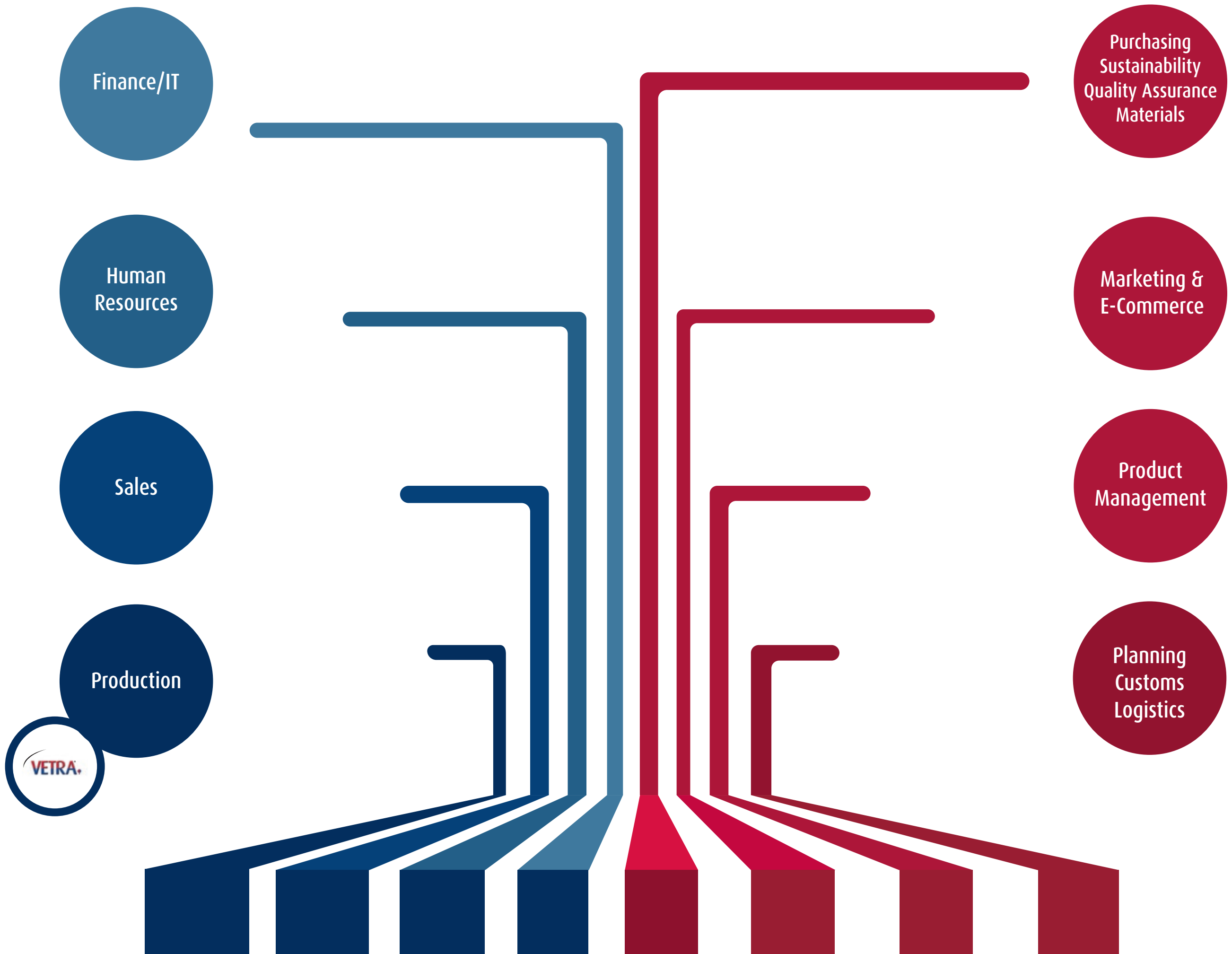
year in a row as a "Fair Wear Leader". We are very proud of this accolade. It proves that our social standards are the right standards, worldwide.



## A LOT IN STOCK

BP® offers a vast product range with very fast availability from stock. Thanks to an excellent logistics system, all orders placed before 4 pm are dispatched on the same day.



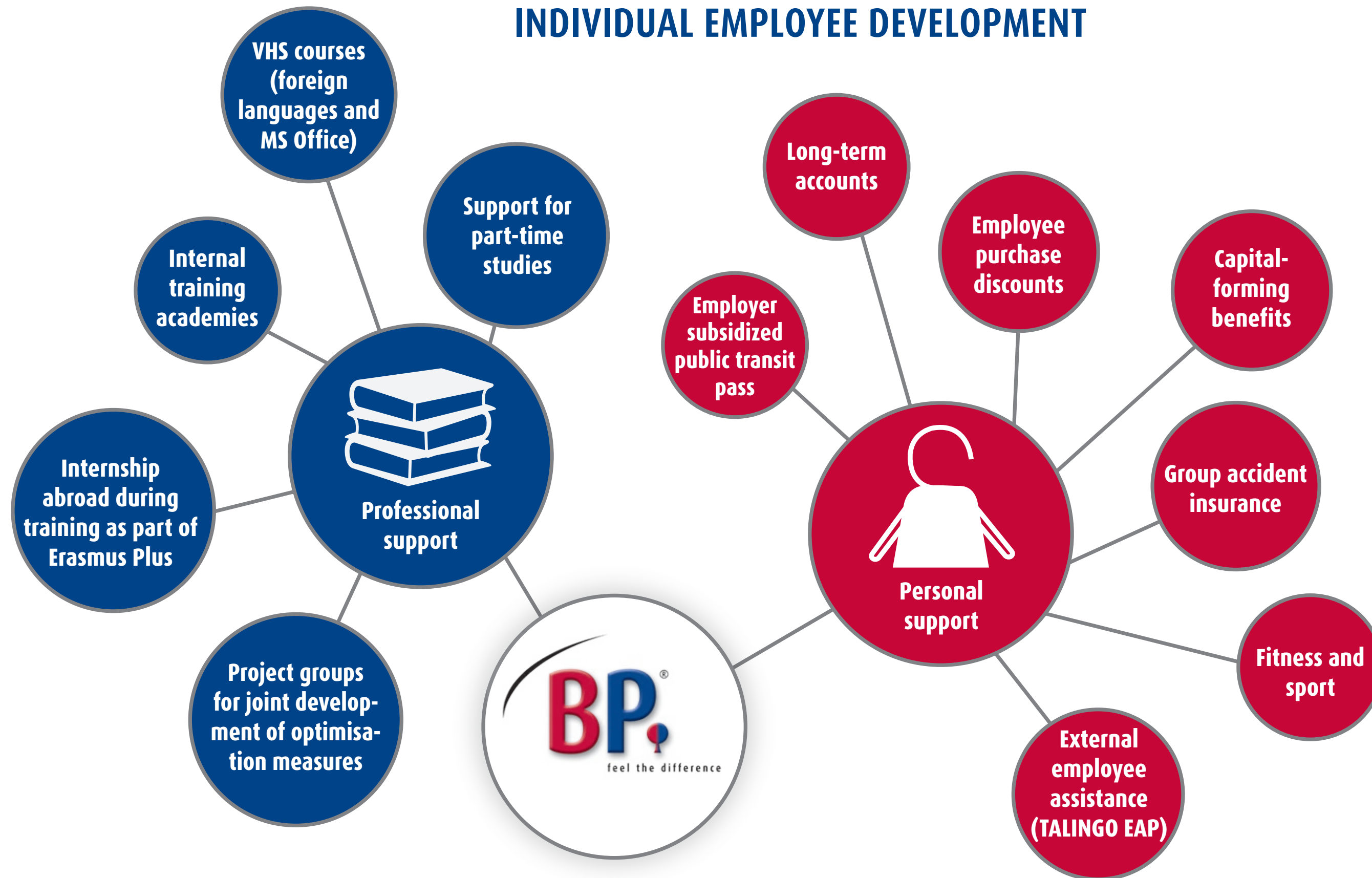


# SCORING POINTS ACROSS THE BOARD:

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



## INDIVIDUAL EMPLOYEE DEVELOPMENT



*"To perform at your best you need individual and personal support. Our ideas and programmes are designed to be highly motivating and to ensure our employees can keep a clear head."*

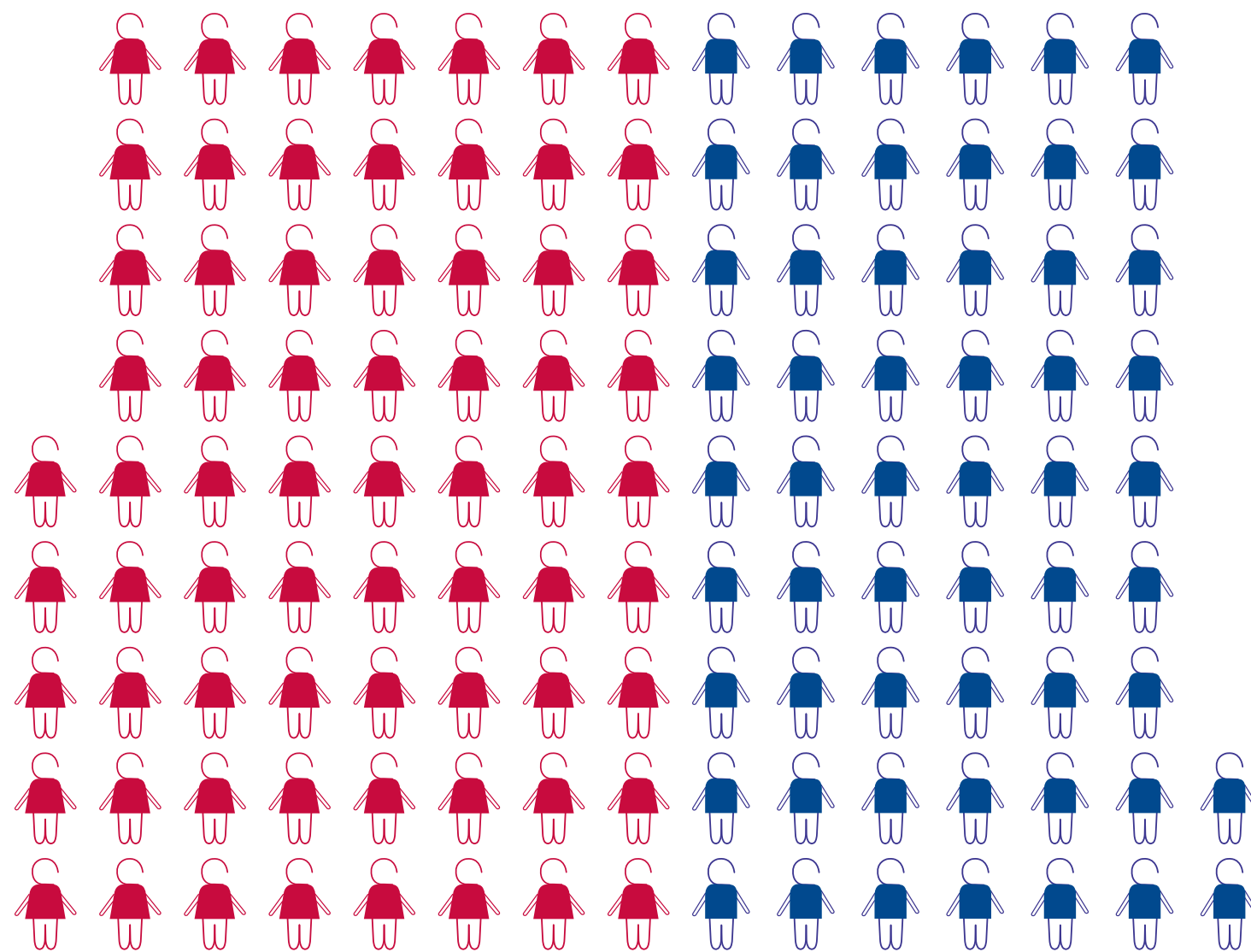
Ralf, BP® HR Manager





# OUR TEAM.

## 124 INDIVIDUALS



Women: 68

Men: 56

**+ 286 INDIVIDUALS**  
AT THE BP® PRODUCTION COMPANY **VETRA**. IN TUNISIA



ABOVE: THE TEAM AT THE A+A TRADE FAIR  
BOTTOM LEFT: A FUN GAME OF TABLE FOOTBALL  
BOTTOM RIGHT: TRAINEES AT THE A+A TRADE FAIR



# QUALITY IS A GLOBAL LANGUAGE.



*“Fourteen different nationalities work for BP®. For me, it is incredibly interesting and enriching to work with people from different cultural backgrounds.”*

Hannah, BP® Marketing/e-commerce



People from 14 different nations and diverse cultural backgrounds come together at BP®. 22.5% of our employees have an immigration background. This creates openness and new opportunities.

## UNITED THROUGH LANGUAGES

As a company with global operations we want to remain as close as possible to our

customers, suppliers and producers. With this in mind, native speakers of a range of different languages form an integral part of the BP® team. When it comes to translations, talking to customers and suppliers, and cultural understanding, we need good communicators who know how to cooperate successfully across linguistic divides.

*“I speak fluent Dutch and German. This means that I can talk to and look after customers in both languages.”*

Petra, BP® Customer service





# BP®'S QUALITY CLAIM IS THE PERFECT LEARNING ENVIRONMENT.

## VOCATIONAL TRAINING WITH FOREIGN WORK PLACEMENT

We want our trainees to gain as much as possible from their training with us. The opportunity to complete an Erasmus Plus foreign placement is the perfect addition to this experience.

## STUDYING DURING TRAINING

A dual higher education course is an excellent way to combine the practical with the theoretical. BP® covers its employees' study fees.

*"Taking an evening class means that even more new job opportunities are available to me. It's something I definitely want to take advantage of at BP®."*

Benedict,  
BP® IT/Organisation



*"After four weeks on a placement abroad I hadn't just improved my language skills. I was also much more self-confident."*

Mohammad,  
BP® Production,  
Planning and  
Controlling



## STUDYING WHILE WORKING

Many BP employees opt to take up an evening course, something we support not just financially but also through flexible working time models.

## BP® TAKES LEARNING IN-HOUSE

Our internal academy provides regular training sessions, covering everything from flexible project management to logistics at BP® and the BP® procurement landscape. BP® also supports employees who want to take language courses or attend MS Office training.



ALEXANDER AND MARCEL



# A FAMILY-FRIENDLY WORKPLACE? OF COURSE!



Family time is valuable – and something that BP® takes very seriously. To help parents achieve a good work-life balance, for example, we offer flexible working hours. Any employee who has plans to take family leave, wants to make a major investment or take early retirement can also save up “time credits” in a long-term account. And we also offer an external advisory service in the form of our Employee Assistant Program. Last but not least, we have a range of sports and fitness options for the whole family.

## A SECURE FUTURE

All BP® employees are offered occupational pension provision in the form of a direct insurance policy with Metall-Rente. For even greater security BP® has voluntarily increased the level of its contribution beyond the statutory minimum.

## EQUAL OPPORTUNITIES

Whether we are talking about the chances of being hired in the first place, promotion opportunities or salaries, it goes without saying that we treat men and women equally. 55% of BP®’s office staff are women, and 38% of employees with executive responsibility are female. Women make up 40% of the company’s management team. This figure is likely to continue to rise over the coming years.



CHRISTINA, HANNAH, BENEDICT AND LESZEK

*“ We encourage all parents in their careers. Through mobile working and flexible working time models, we provide the support needed to balance family and work.*

Ralf, BP® HR Manager







SARAH AND BRITTA

# WITH AND FOR PEOPLE.

CONSTANT CHANGE DEMANDS ONGOING DIALOGUE.



# DEEPLY INVOLVED: THE BP® STAKEHOLDERS.

## THE WHO'S WHO!

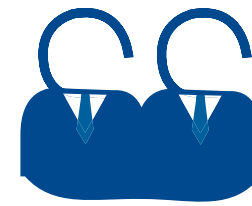
Stakeholder engagement at BP® is not dependent on the preparation of this report. BP® views the engagement of stakeholders as a strategically important component, which it has incorporated into its management process accordingly. Who are the stakeholders at BP®? Who is internal and who is external? Here is a good overview of the important groups for BP® and the type of exchange:

*“ We are publishing our sustainability report for the third year in a row. It makes BP® more transparent to the stakeholders, who feel better informed. That's extremely important.*

Sarah, BP® Head of Marketing and E-Commerce



Shareholders



Regular exchange

Customers



Daily exchange

Wearers



Regular exchange



Banks



Regular exchange



Suppliers



Daily exchange

Institutions



Regular exchange

Associations



Exchange as and when necessary

Employees



Daily exchange



# WORKING TOGETHER FOR THE COMMON GOOD.

MaxTex

Textilienreinigungsverband (DTV)

Fachvereinigung  
Arbeitssicherheit (VDSI)

Vereinigung bergischer Unternehm-  
ensverbände (VBU)

GermanFashion Modeverband  
Deutschland e.V.

European Textile  
Services Association (ETSA)

Federal Textil Nederland (FTN)

Deutsch-Tunesische Industrie- und  
Handelskammer (AHK Tunisia)

Schweizerische Fachvereinigung  
Textilpflege und Versorgung (SFTV)



Fair Wear Foundation (FWF)

Fairtrade

Partnership for Sustainable Textiles

BP® is a member of specific associations and interest groups. This gives professional BP® teams the opportunity to play an active role in work groups associated with large-scale projects.

These include the FAIR WEAR FOUNDATION and the Partnership for Sustainable Textiles.

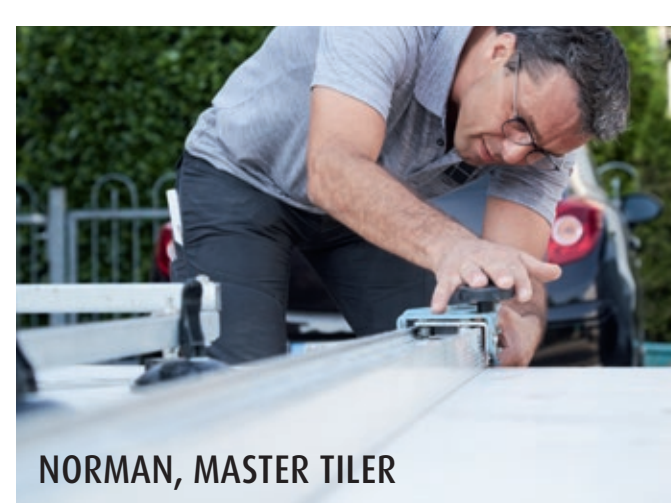




WERNER, STREET CLEANER



GORDON, WELDER



NORMAN, MASTER TILER



PASCAL, INDUSTRIAL MECHANIC



LAURA, CARPENTER



KIM, LOGISTICS SPECIALIST



# FOCUSING ON THE PERSON.

## OUR MISSION: THE PERSON

Every product at BP®, and the ongoing development of our product worlds, starts with the needs of the people who will be wearing our clothing.

Our mission is to make work clothing safer, simpler and more comfortable to wear. Our goal is to make sure that you look up to date and professional. And, we will only be satisfied with a product when it lives up to our exceptional BP® quality claim.

In order to meet our customers' needs, we engage in ongoing dialogue with them. This provides important feedback based on practical experience that is vital to the further development of our products. The end result is that our final customers can always feel the difference when they wear BP® products.



MAYA, WAITRESS



JAROSLAV, CHEF



YANNIK, BARTENDER



SIGRID, PTA



PETER, FAMILY DOCTOR



VERENA, GERIATRIC NURSE



# MAKING WORK CLOTHING BY THE BOOK.

PROCEDURES, RULES AND TRACEABILITY.



LENNART AND JENNY IN THE COLD ROOM

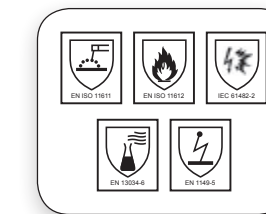
It's always important to read the small print. Our products are manufactured in compliance with all applicable rules and are printed with key information on the inside label. BP® operates in accordance with European Regulation (EU) No 1007/2011 on textile fibre names. To make sure we are always up to date with the latest regulations, we take part in regular training, including the sessions organised by GermanFashion Modeverband Deutschland e.V.

## WHAT PARTICULAR ASPECTS NEED TO BE TAKEN INTO ACCOUNT WITH THE CERTIFIED BProtected® COLLECTION?

Personal protective equipment (PPE) is an important topic, and an area subject to special labelling rules. Manufacturer information containing all of the required details must be provided for every BProtected® product along with a link to download the declaration of conformity.

*"Companies like BP® must comply with European Regulation (EU) 2016/425. And that's exactly as it should be.*

Heike, BP® Product management



BP Multi Protect Plus  
KG 031

As the party placing the PPE on the market, we are obligated to describe all risks that the PPE product protects against and specify all harmonised EU standards that apply as well as their date of publication.

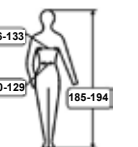


Order number

2432 820 5332



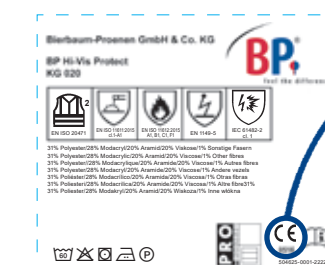
D/A/CH/PL 64/66L  
NL 64/66L  
F/E chatura 58/60L  
I/E pecho 64/66L  
GB chest 50/52L  
waist 47/50L



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www.bp-online.com

Monat/Jahr

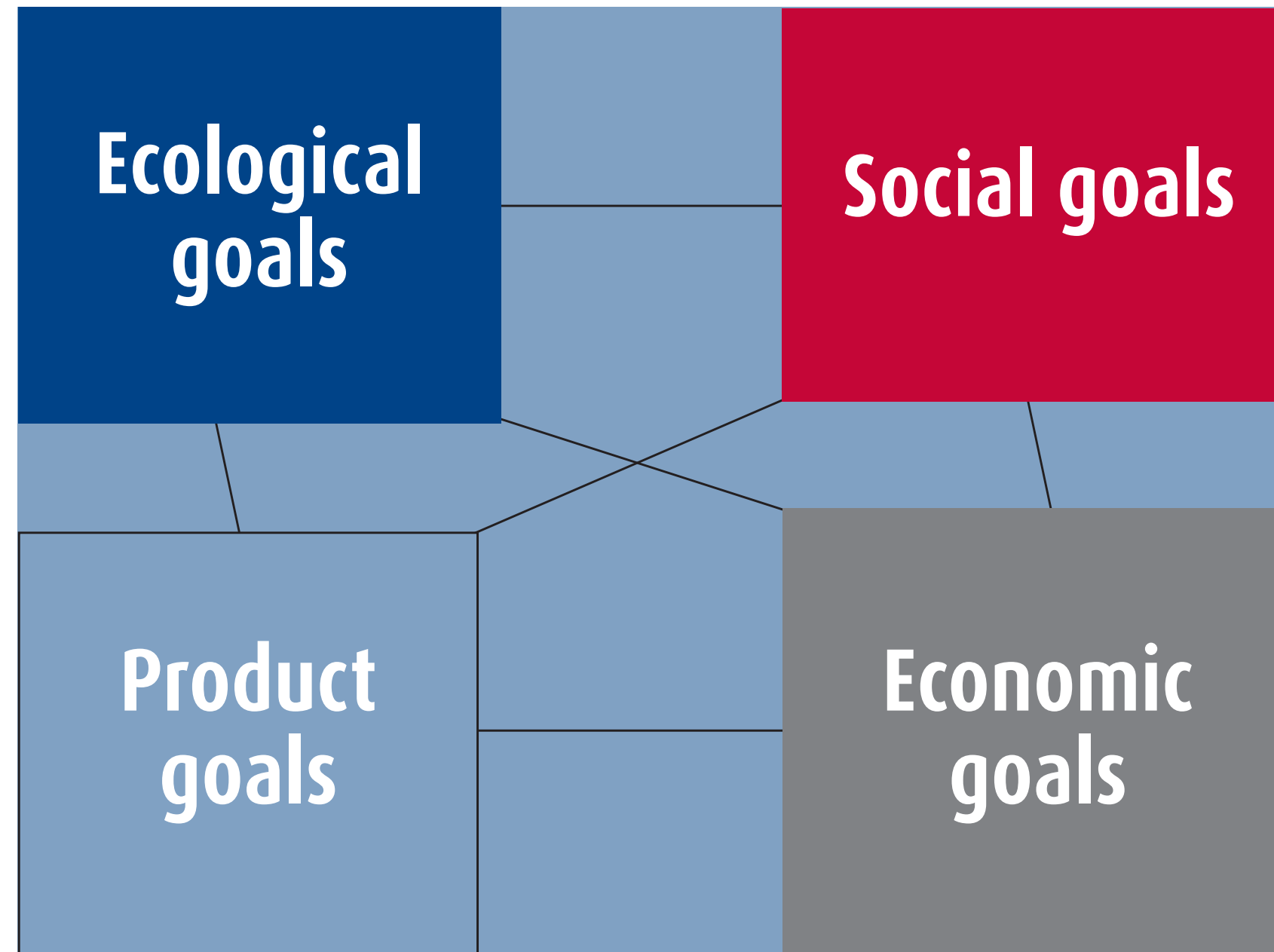
We are also required to guarantee traceability through our labelling. This means that all manufacturer information such as type, batch or serial numbers is permanently associated with each BP® PPE product.



All BP® PPE products have the CE marking. You can find this label sewn into the inside of the product.



**ACHIEVE GOALS, UPDATE GOALS, SET NEW GOALS, JOIN FORCES.**



**AN INTERPLAY OF FOUR GOALS ALONG THE ENTIRE SUPPLY CHAIN**

- **Ecological goals**  
 Eliminate. Reduce. Recycle.
- **Social goals**  
 Auditing and evaluation of production sites to ensure compliance with our rules.  
 BP® has been awarded the status “Fair Wear Leader” by the FAIR WEAR FOUNDATION for the sixth time in a row.
- **Product goals**  
 Customer health and safety
- **Economic goals**  
 Economic key figures

We consider sustainability as a continuous optimisation process that motivates us to keep improving and, if necessary, to realign our strategy. We constantly find ourselves in the midst of the interplay between ecological, social, product-based and economic targets.

Regular exchange with our stakeholders helps us maintain momentum to tackle the issues that matter most to them.

This exchange shapes our core messages, such as “Eliminate. Reduce. Recycle.”, which we are currently focused on. In keeping with principle 4 of the Agile Manifesto (“It is more important to react to change than to follow a plan”), we regularly stop and take stock in order to check whether our core messages still match the aspirations of our stakeholders.





COTTON PICKER, PHOTO: FAIRTRADE/SEAN HAWKE

# COOPERATION PARTNERS AND INSTITUTIONS.

CLOSE COOPERATION AND TRANSPARENCY GUARANTEE PROGRESS AND SUCCESS.



# WORKING TOGETHER FOR MORE SUSTAINABILITY. SUPPORTING FAIRTRADE COTTON.



## SUPPORTING COTTON

- » BP® has been working with Fairtrade since 2016.
- » In 2019, together with a project group and Fairtrade, we set up the Supporting Fairtrade Cotton pilot project, enabling farmers to sell larger quantities of their cotton under Fairtrade conditions. In this way we are opening up access to fairer trading conditions, social change and greater environmental protection.

purchasing a BP® garment, they are contributing to this process. This gives them peace of mind when choosing the right work clothing. In 2019, 21% of the cotton purchased by BP® was Fairtrade cotton. A further increase of 6% is planned for 2020.

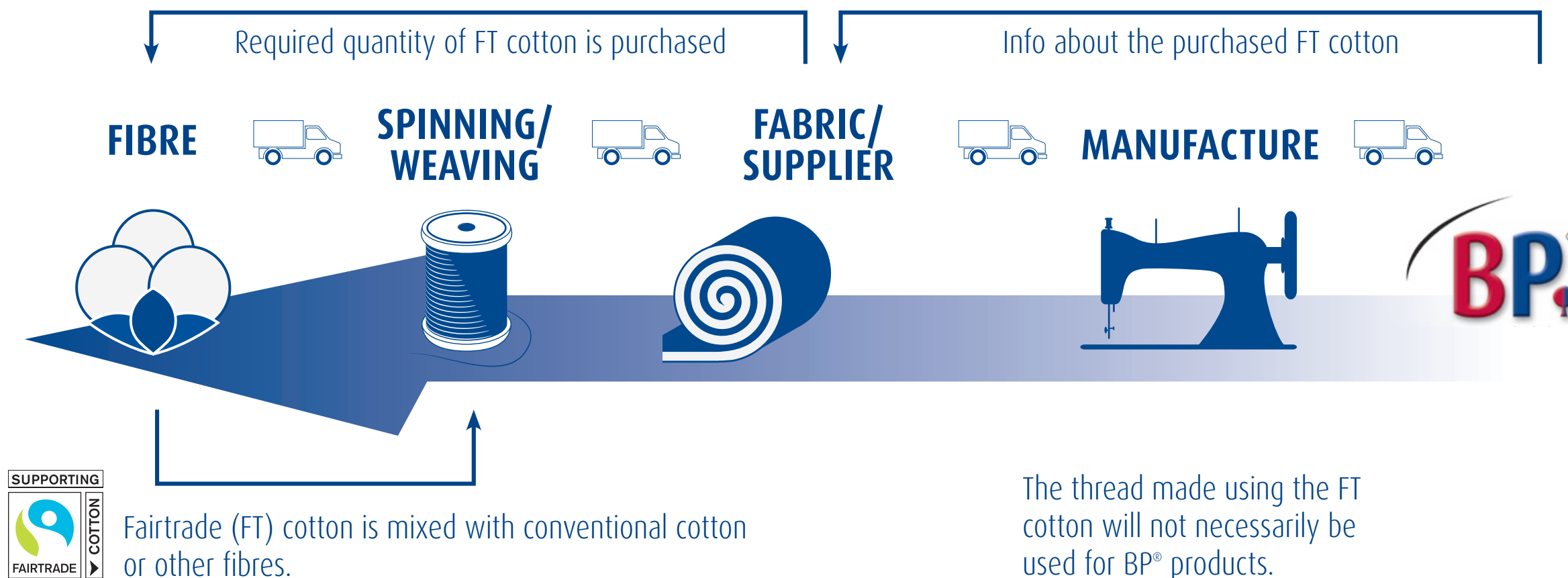
- » For further information: [www.info.fairtrade.net/sourcing](http://www.info.fairtrade.net/sourcing)

The Fairtrade label lets customers know that, by

## WHAT IS FAIR TRADE ALL ABOUT?

- » Small-scale cotton farmers receive a stable minimum price.
- » On top of this, a Fairtrade premium is allocated to 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.
- » Specific training measures provide economic and ecological support for small-scale farmers.

## SO HOW DOES IT WORK?



Fairtrade (FT) cotton is mixed with conventional cotton or other fibres.

The thread made using the FT cotton will not necessarily be used for BP® products.

## SUPPORT WHERE IT'S NEEDED MOST

The Fairtrade premiums are allocated to a variety of projects according to a democratic decision-making process. These include rainwater usage, reforestation, road building, and the provision of education for the children of cotton farmers.



# NATURALLY TESTED, NATURALLY RECOGNISED.



## STEP BY OEKO-TEX® AND BLUESIGN®

- » Our aim is to be buying 80% of our woven and knitted material from suppliers who have been certified by STeP by OEKO-TEX® or bluesign® by the end of 2020. Currently, we are at 60% and we intend to increase it.
- » Both standards are synonymous with environmentally friendly, more responsible production, i. e. with improvements along the entire production chain in terms of ecological aspects and also in relation to safe and fair working conditions.

Further information is available at:  
[SteP by Oeko-Tex®](#)  
[bluesign®](#)  
[Partnership for Sustainable Textiles](#)

## OEKO-TEX® STANDARD 100

- » A testing and certification system that checks different products at all stages in the processing chain for harmful substances: woven and knitted fabrics, accessories including buttons, zips, sewing threads and various kinds of manufactured garments.
- » The tests for harmful substances cover legally prohibited and controlled substances, as well as chemicals with a known impact on health.
- » The limit values applied to the certification process are set for each product class.
- » BP® products are mainly certified in accordance with Oeko-Tex® Class II as they fall into the category of "articles worn next to the skin such as underwear and T-shirts."

Further information is available at:  
[Oeko-Tex®](#)

## BP® MANAGEMENT OF HARMFUL SUBSTANCES

- » BP® has its compliance with the REACH regulation confirmed on a yearly basis.
- » REACH is the name of the European regulation on chemical substances and stands for Registration, Evaluation, Authorisation and Restriction of Chemicals.
- » BP® regularly has selected materials and finished parts tested for harmful substances by accredited external laboratories.

*At BP® we strive to consistently improve on our ambitious goals and our commitment together with the supply chains.*

Nina, Purchasing/Sustainability at BP®





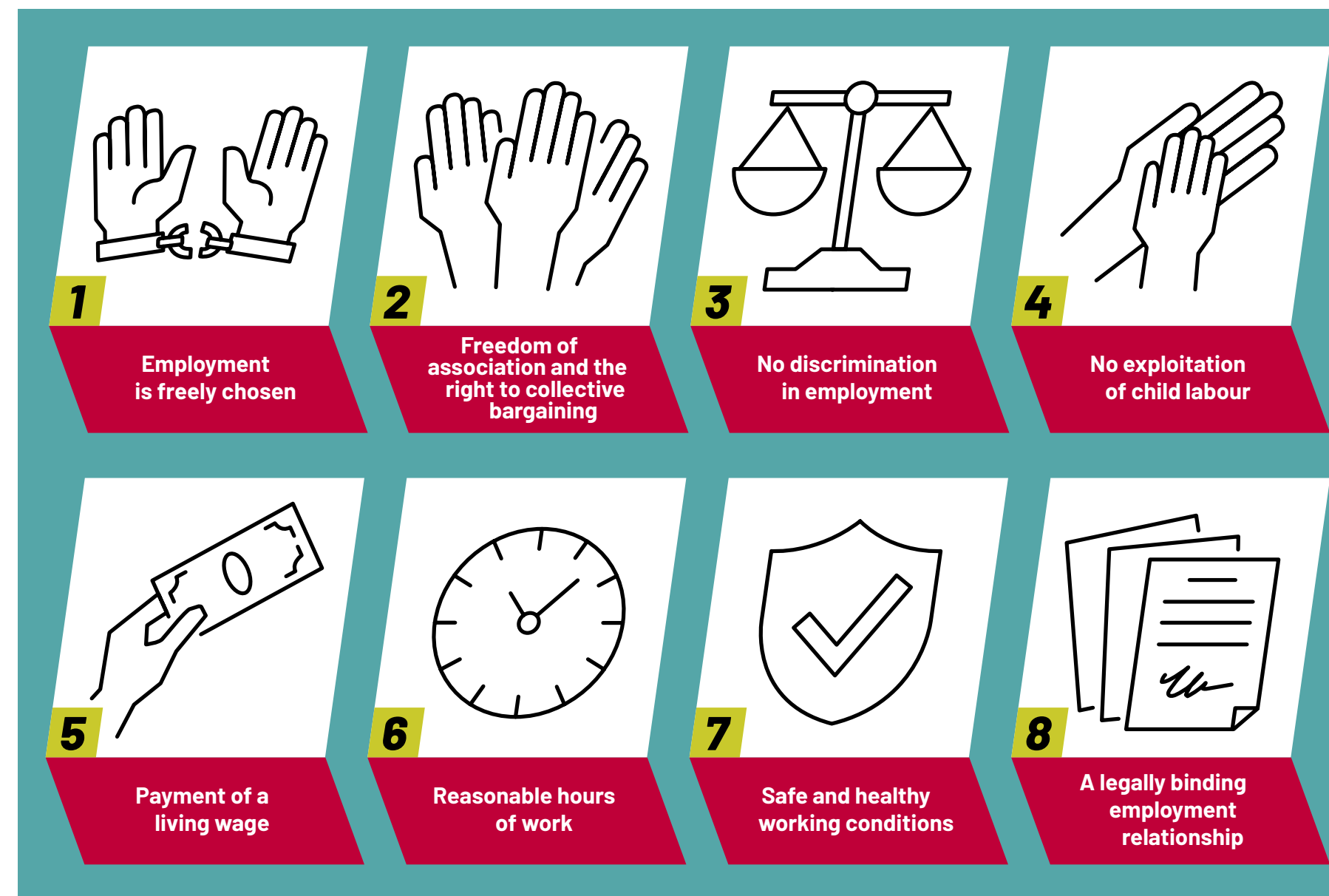
# WORKING TOGETHER FOR MORE RESPONSIBILITY.



## FAIR WEAR

- » BP® has been a member of the FAIR WEAR FOUNDATION (FWF) since 2010 and has been awarded the status of Fair Wear Leader for the sixth time in a row.
- » BP® and its producers commit to adhering to the principles of the FWF and to working on any required improvements.
- » The FWF principles are implemented and monitored at producers using regular visits, training measures, audits and follow-up action plans.
- » The FWF Brand Performance Check (management system audit at BP®) is used to check whether the FWF principles have in fact been implemented. Further information is available [here](#).
- » All employees who work at the production sites can make use of the FWF complaints mechanism (see p. 51 for further details).
- » Everything you need to know about the FWF can be found [here](#).

## THE PRINCIPLES OF THE FAIR WEAR FOUNDATION (FWF)



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

- » 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 aims are to improve social and ecological conditions in the global textile production sector.
- » These aims are to be achieved through individual responsibility, shared engagement and mutual support.
- » BP® commits to complying with and demonstrating its compliance with specific goals as defined in a roadmap. Click here to view the [Road map](#).
- » To find out more about the Partnership, take a look at this [website](#).





PRODUCT DEVELOPMENT AT BP®

# THE BP® PURCHASING STRATEGY.

SEEKING, FINDING AND DEVELOPING QUALITY.



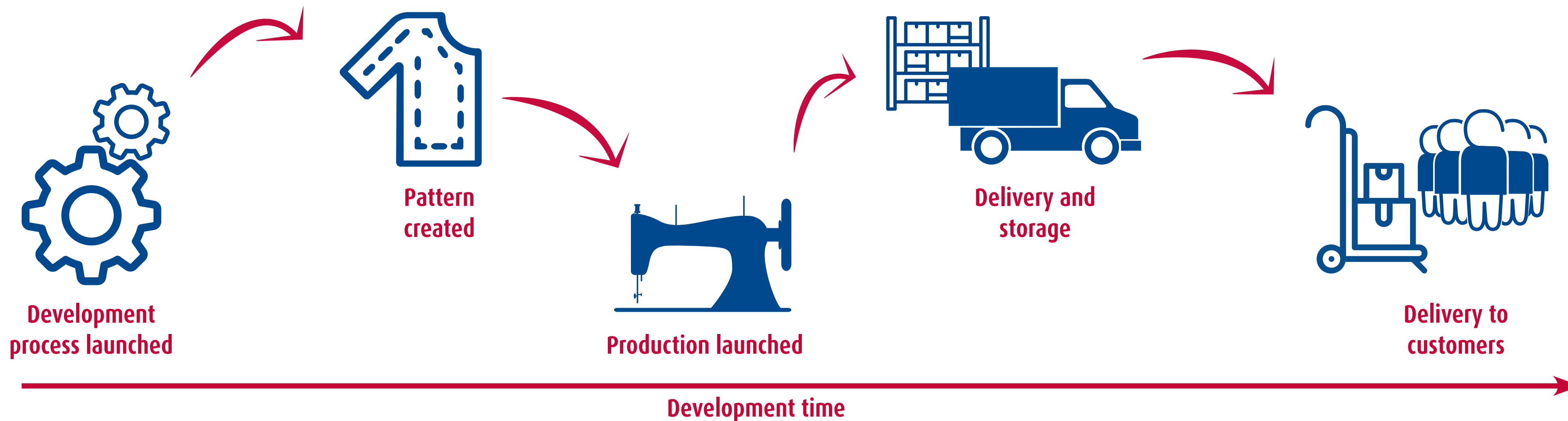
# THE DEVELOPMENT PROCESS AT BP®.

THE LONGER LASTING, THE BETTER.

We develop the BP® product worlds a little bit further every year for the benefit of everyone who wears our products.

Developing a perfect BP® product takes time. Every single detail is considered, optimised and thoroughly checked, and carefully based around the needs of the people who will be wearing the end product. Only once the BP® product is perfect is it allowed to be sold.

We are proud of the fact that we take the time to get it right. It means that every product that we sign off on lives up to our exceptional BP® quality claim. The aim is for the product itself to be used for a long time and for it to remain on the market for a long time. In this way we slow down the production process and meet our responsibility towards people and the environment.

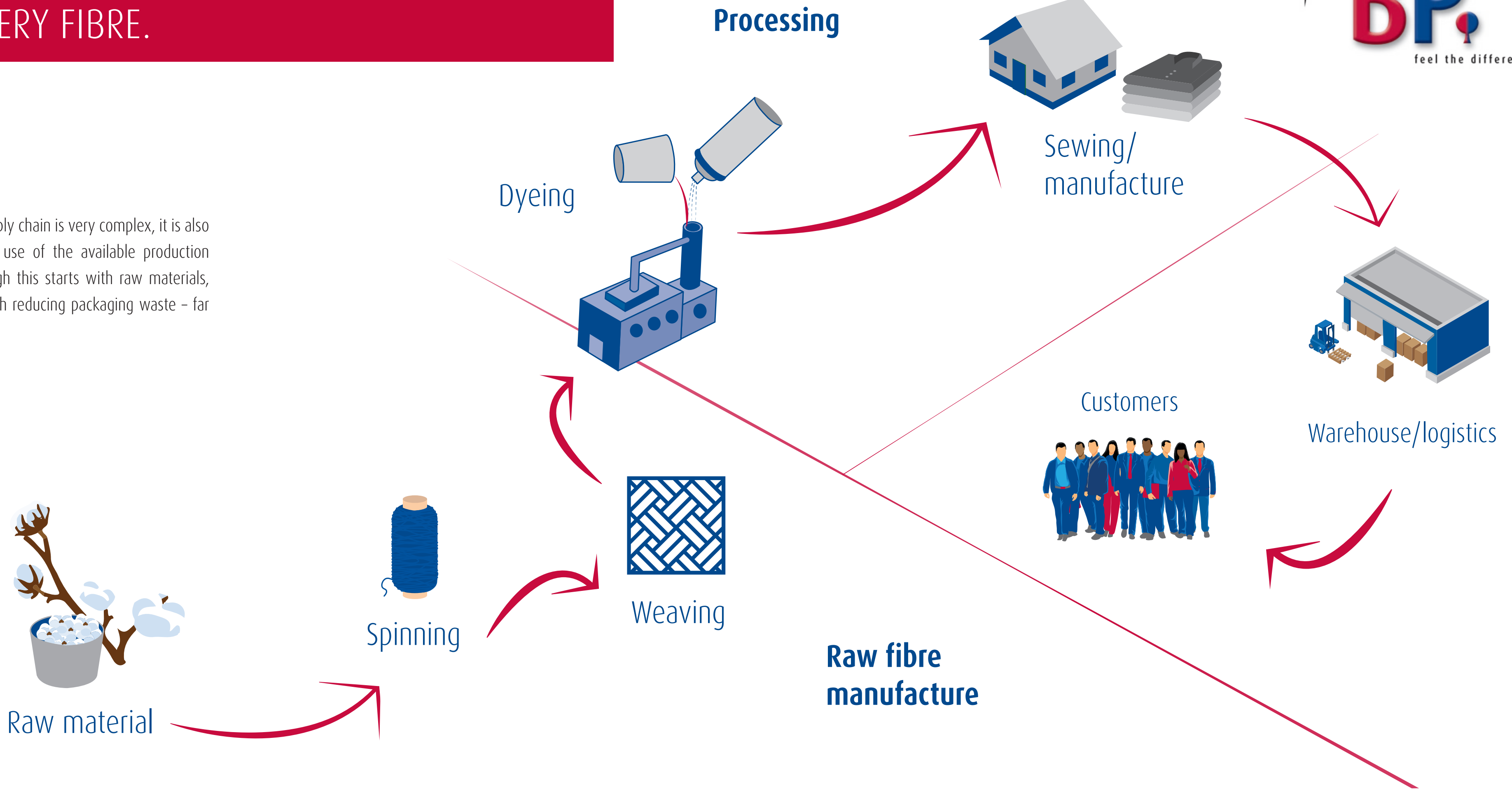




# RESPONSIBLE.

WITH EVERY FIBRE.

While the BP® supply chain is very complex, it is also based on careful use of the available production resources. Although this starts with raw materials, it doesn't end with reducing packaging waste - far from it.







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 neighbouring office or 8750 kilometres to South Korea, at BP®, the focus is on sustainability management around the world.

# GLOBALLY NETWORKED FOR CLOSE COOPERATION.





# WHY GOOD WORKING RELATIONSHIPS ARE NO COINCIDENCE.

RISK ANALYSIS AND DUE DILIGENCE AT PRODUCERS AND SUPPLIERS.

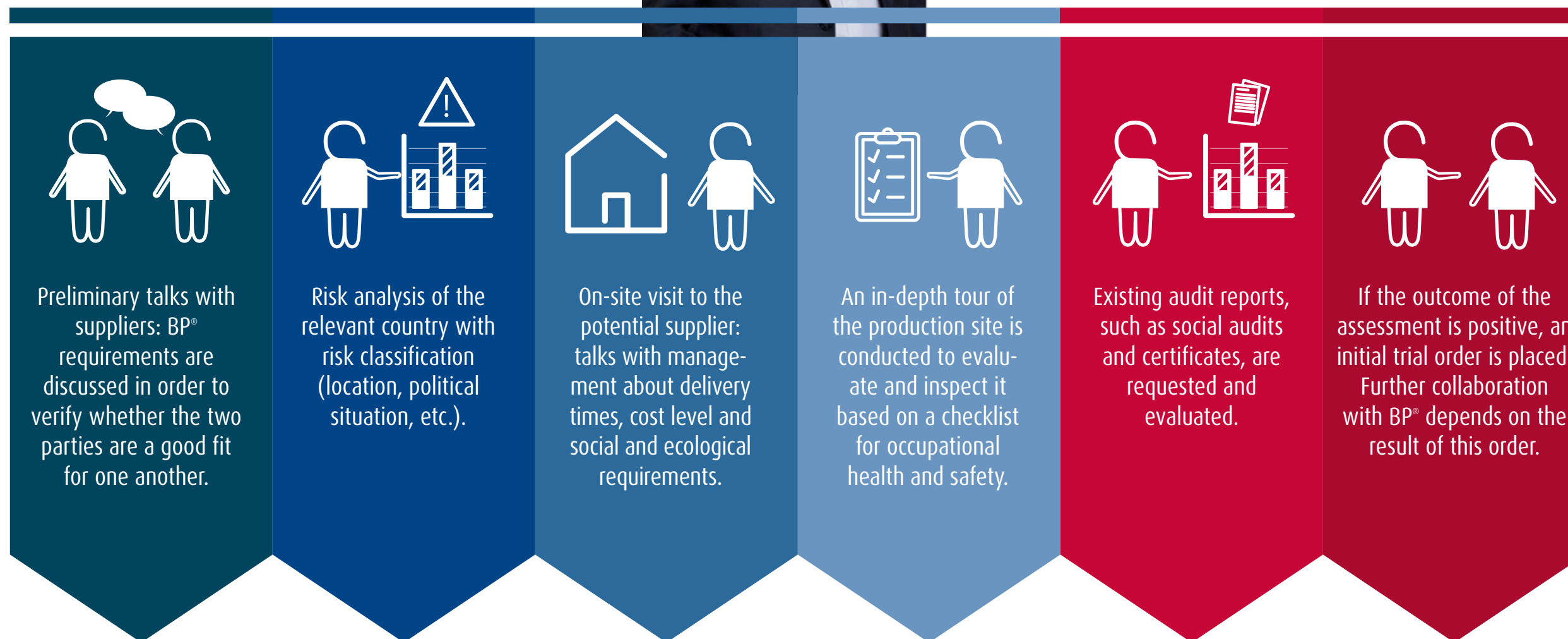
## NEW PRODUCERS

The FWF requires its members to go to special lengths when placing orders and selecting new producers. The selection process at BP® is very clearly regulated and always followed to the letter.



*“ At BP® careful auditing forms an integral part of our search for new production partners. We pay regular visits to producers and also carry out checks in areas such as fire prevention and safety.*

Fabian, Head of Purchasing and Sustainability at BP®



## EXISTING AND NEW PRODUCERS

- » BP® carries out regular visits and engages in intensive exchange by e-mail or Skype.
- » We assist in preparing for audits and provide strong support during the implementation of the subsequent action plans.
- » We offer training such as the FWF training programme or workshops.
- » Using questionnaires and on-site visits, we review safety standards encompassing safe and hygienic working conditions, fire protection measures, emergency drills, etc.

Interested in finding out more? See also the result of our [FWF Brand Performance Check](#) or our [Partnership for Sustainable Textiles roadmap](#) and the [Progress Report from the Partnership for Sustainable Textiles](#).





# NOBODY BECOMES A BP<sup>®</sup> SUPPLIER BY CHANCE.



## NEW MATERIALS SUPPLIERS

Just like the process for selecting new producers, the process for finding new materials suppliers is clearly defined.

In addition to criteria such as product characteristics (including Oeko Tex<sup>®</sup> certification and compliance with REACH) and terms and conditions of supply, the materials suppliers also commit to observing the ten principles of the Global Compact. Amongst other

aspects, these target human rights, labour standards, environmental protection and fighting corruption.

Process audits of suppliers are carried out on a regular basis. Suppliers are also assessed annually in terms of supply quality, service level and ecological and social sustainability aspects.

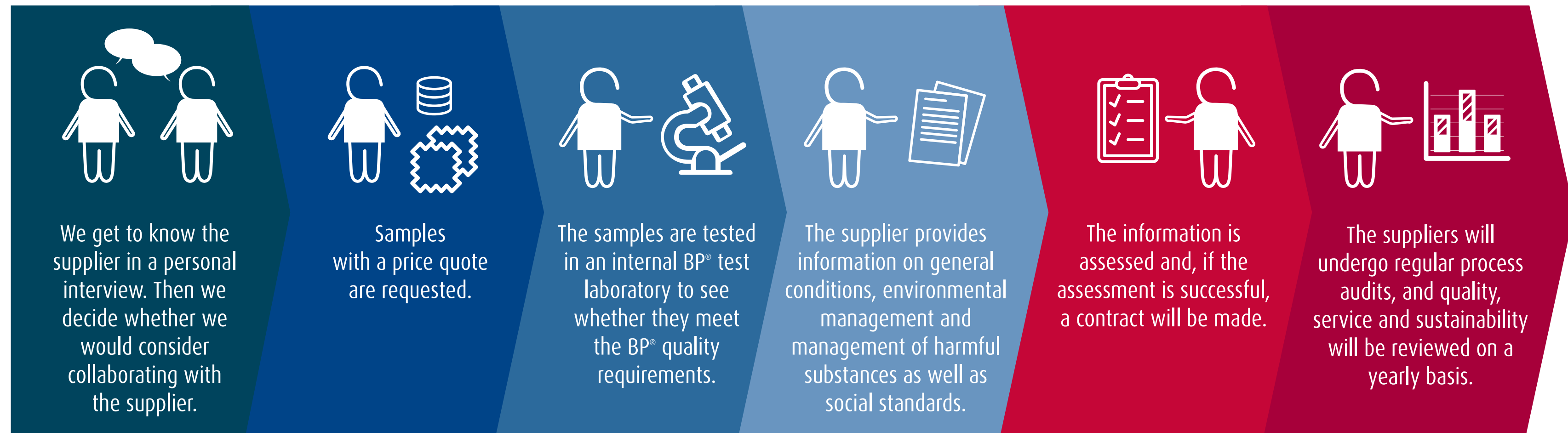
## EXISTING MATERIALS SUPPLIERS

» BP<sup>®</sup> sets great store by intensive exchange and face-to-face meetings on site.

» Process audits are arranged on a regular basis.

» Suppliers must provide annual evidence of their compliance with the Oeko Tex<sup>®</sup> rules and the REACH Regulation.

» We also carry out supplier assessments every year.





# WORKING TOGETHER. FORWARD THINKING TOGETHER.

## GREATER SUSTAINABILITY THROUGH INTERNAL LINKS.



At BP® purchasing and sustainability go hand in hand. In 2018 we actually merged the two departments, enabling us to adhere to our sustainability concept from the very start of the supply chain. We also engage in close cooperation with the other departments in our company, a very important aspect in the achievement of our sustainability goals. The Purchasing & Sustainability department, for example, works closely with the Product Development, Materials and Finished Goods Quality Assurance, Planning, IT and Logistics departments, as well as materials suppliers and producers, and also our cooperation partners.

### LONG-TERM RELATIONSHIPS WITH OUR PRODUCERS AND SUPPLIERS

The relationship with many of our suppliers goes back many years. The result is a partnership based on trust for the benefit of all:

- » Improving efficiency as all operations move hand in hand.
- » Guaranteeing and developing product quality.

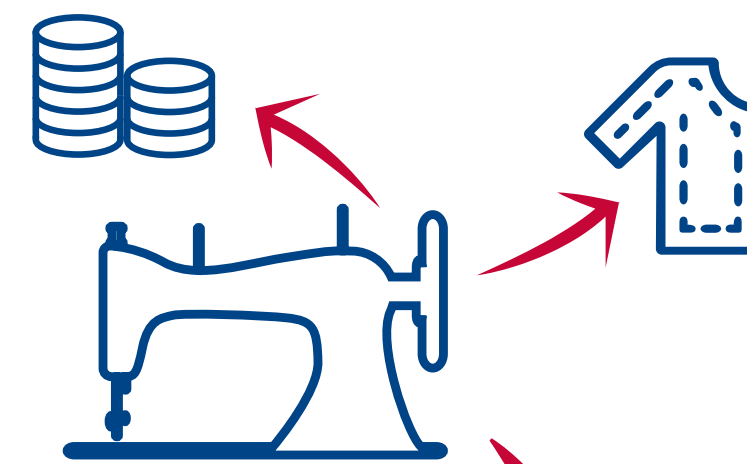
- » Greater motivation for producers and a passion for sustainable improvements.
- » The materials suppliers contractually undertake to comply with the 10 principles of the [Global Compact](#). Producers, meanwhile, must adhere to the [FWF](#) principles. For both, subcontracting is not permitted without the express consent of BP®.
- » All suppliers and producers are assessed annually by various different internal stakeholders. The results are evaluated internally and discussed with the partners where necessary. BP® did not list any new producers in 2019.

Further information is available here:

[Result of our FWF Brand Performance Check](#)

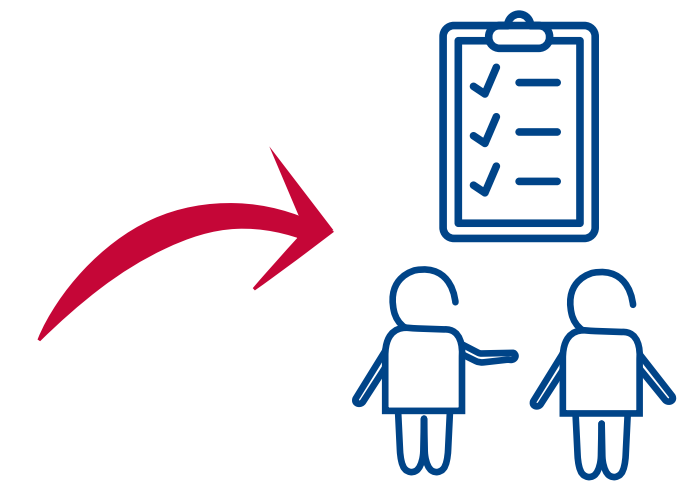
[Partnership for Sustainable Textiles roadmap](#)

[Progress Report from the Partnership for Sustainable Textiles](#)



### Warehouse

BP® has a large NOS (never-out-of-stock) warehouse. This means we can plan our orders and delivery dates effectively and, for example, avoid unnecessary overtime.



### Production, controlling and planning

With regard to the placing of orders and monitoring of delivery dates, this department remains in close contact with suppliers and producers at all times.

### Sample sewing department

Most BP® items are first made in our own sample sewing department. This means we know exactly what the sewing involves, how many minutes the work should take and what price should be charged as a result. Entirely in keeping with the principles of “Eliminate. Reduce. Recycle”, our aim is to use 3D prototyping for lots of our samples in the future.



# COMMERCIAL. ECONOMIC. HUMAN.

PRICING AND WAGE POLICY AT BP®.

*"Of course quality improves if everyone involved in the process is paid an appropriate wage for their work and personal input. Ultimately, this benefits the entire value added chain!"*

Andrea,  
Finished Goods Quality Assurance at BP®



It all starts with the idea for an item of BP® clothing. At the end of the process, we need to have a carefully calculated price that everyone is happy with: BP®, the manufacturers, the employees and, of course, the end customers.

## **THIS IS ACHIEVED AS FOLLOWS:**

Firstly, the work stages needed per item are calculated. Having our sample sewing department in Cologne means we have the requisite expertise to make the garment. We also compare the calculated time requirement in minutes with practical experience. This forms the basis for price talks with the clothing manufacturers.

Before launching the series production, the manufacturer first makes an initial sample. This demonstrates that the manufacturer is able to produce the item to the required BP® quality standard. It also gives the manufacturer the opportunity to go through any questions on the process with us directly or to discuss deviations from the calculated time requirement.

Interested in finding out more? See also the result of our [FWF Brand Performance Check](#) or our [Partnership for Sustainable Textiles roadmap](#) and the [Progress Report from the Partnership for Sustainable Textiles](#).





# WAGES AROUND THE GLOBE.

As a rule, BP® determines the processing steps necessary to manufacture each product and the resulting standard time requirement in minutes. This forms the basis for price talks with the clothing manufacturers.

Before mass producing a model, the clothing manufacturer creates an initial sample in order to guarantee that it is able to manufacture the model in the required quality. This also provides an opportunity for the manufacturer to ask about any uncertainties with regard to processing or deviations from the calculated time requirement and to discuss these with BP®. If

necessary, BP® provides the required processing expertise in order to achieve the calculated standard production time.

BP® regularly checks the wages that all suppliers are paying and compares these against the respective minimum and living wage. Audit reports and the wage data from the FAIR WEAR FOUNDATION provide the basis for this.

One particular challenge remains the payment of living wages. Under the terms of the FAIR WEAR FOUNDATION, a living wage is the minimum income necessary for a worker to meet the basic needs of a family of four.

By drawing on our experience with FWF projects and our cooperation with the FWF and the Partnership for Sustainable Textiles, we are making progress. Our approach includes linking our price negotiations to demonstrable wage increases. There is, however, no doubt that there is still a lot of work to be done, in-

cluding intensive discussions and moderation, in order to balance the interests of employees and production partners. BP® remains fully and strongly committed to a change of mentality.

Further information on living wages can be found here: <https://fairwear.org/programmes/living-wage>

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





# ECOLOGICAL RESPONSIBILITY.



WE ADHERE TO  
3 PRINCIPLES FOR  
THE BENEFIT OF OUR  
ENVIRONMENT:  
**ELIMINATE.**  
**REDUCE.**  
**RECYCLE.**

Our claim: we make the longest lasting work clothing available on the market.

This level of quality means that we **ELIMINATE** the use of valuable resources and ease the burden on the environment.



Where we are unable to avoid consuming resources, we consistently strive to **REDUCE** how much we use.

The list of measures we apply is long, ranging from avoiding using plastic bags through to the reduction of CO<sub>2</sub> emissions for every single product.

We also focus on making sure that we **RECYCLE** materials.

For example, we use recycled polyester made out of PET bottles in our BPlus Green collection.



# PRINCIPLE 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.

## SUSTAINABILITY THROUGH LONG-LASTING BP® QUALITY

Take, for example, the BP®work trousers 1820 with knee pad pockets from our BPlus Green collection. It takes cotton and recycled polyester to make them. They comprise 53 pattern pieces, 528 metres of yarn and the BP® logo – our quality seal. Our sewing experts lovingly turn these resources into a pair of trousers. But if we use all of our expertise, our finely tuned quality management systems and our passion for quality to double the lifespan of our products, we can help to conserve valuable resources in making a



pair of trousers that we sell by the thousand. And if we then do the same with all of our BP® products, we are talking about several million items of clothing per year. Thinking about sustainability therefore makes perfect sense. Long-lasting products are sustainable. And they make a real difference to the people involved in the value creation, to the environment and, ultimately, to the people who wear our clothes.



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

- 3 materials
- 3 types of fibre
- 318g recycled polyester
- 172g cotton
- 528m yarn
- 53 pattern pieces
- 22 accessories
- and 1 BP® logo, our quality seal.



# PRINCIPLE 2: REDUCE.

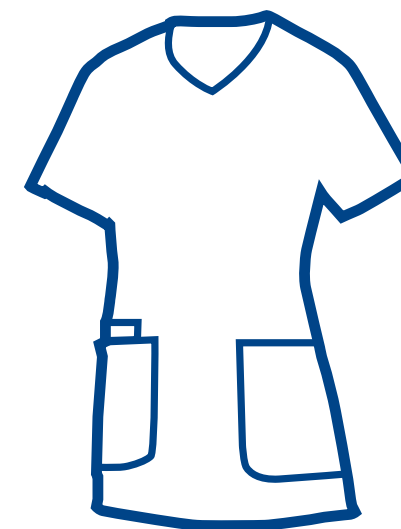
The list of measures that BP® uses to reduce its consumption of resources is long. Even more areas have been added in 2019. A highly exciting and current priority for us is CO<sub>2</sub> product balance sheets.

Our measures to reduce our consumption of resources include the following:

- » We are focusing more intensively on the topic of CO<sub>2</sub> product balance sheets (see p.38).
- » Our aim for 2020 is to cut our air freight volume by approx. 15%. To do this, we have introduced measures to improve our production planning and logistics processes (see graphic on the right).
- » As of 2020 we will only be using trains for domestic business travel.



- » Reduction of packaging materials (see p. 39).
- » Every year we also take a very careful look at our own use of resources at our headquarters in Cologne (see p. 40).



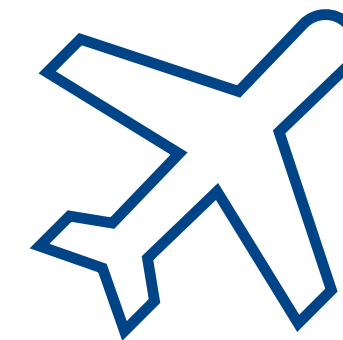
**Production of a tunic**  
27.38 kg CO<sub>2</sub>e\*

Source: [EcoPassenger](#)

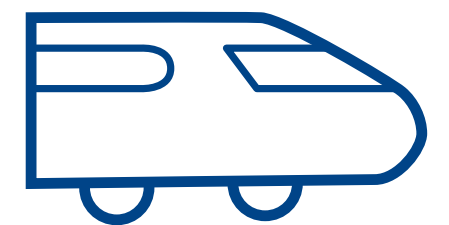
## A comparison of CO<sub>2</sub> emissions



**Flight (return flight for 1 person from Cologne to Berlin)**  
298 kg CO<sub>2</sub>e\*



**Train journey (return trip for 1 person from Cologne to Berlin)**  
27.6 kg CO<sub>2</sub>e\*



\* CO<sub>2</sub>e is a uniform unit of measurement for the climate impact of different greenhouse gases (in this case in relation to flights and trains with average capacity utilisation).



# PRINCIPLE 3: RECYCLE.

## OUTSTANDING BP® QUALITY WITH RECYCLED POLYESTER

For our BPlus Green collection we have been applying the principles of “Eliminate. Reduce. Recycle” more consistently than ever before. The material we use is 35% cotton and 65% polyester. The polyester is made from recycled PET bottles, with at least 18 bottles used in every product in the collection.

## BENEFITS OF RECYCLED PET MATERIAL

Producing fibres from the recycled PET material helps to save valuable resources compared with the manufacture of conventional polyester fibres.

- » 45% energy
- » 30% CO<sub>2</sub>
- » 20% water



With regard to our procurement of cotton, we set up the Supporting Fairtrade Cotton pilot project together with a project group in 2019. The aim is to buy more Fairtrade cotton, so that we can provide cotton farmers with access to fairer trade, social change and greater environmental protection (see p. 21).





# LOWER EMISSIONS, A BETTER ENVIRONMENT.

THE CO<sub>2</sub> PRODUCT BALANCE SHEET AT BP®.

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

In order to apply the reduce principle to CO<sub>2</sub> emissions, we have set ourselves the goal of preparing a product balance sheet for 25% of the BP® range by the end of 2020. This marks the first stage as we create an overview of the CO<sub>2</sub> emissions along the supply chain.

## CALCULATION OF CO<sub>2</sub> EMISSIONS PER BP® PRODUCT

In order to achieve our goal and be able to prepare product balance sheets, we need the emissions figures from the upstream suppliers of fabric and accessories. We also need to know the emissions figures for manufacturing and transportation by BP®. Additional safety margins are included in the calculations for the individual stages in the supply chain to account for some imprecision in the figures.

## CO<sub>2</sub> EMISSIONS: ELIMINATE, REDUCE, OFFSET

As with our principles of “Eliminate. Reduce. Recycle”, our approach to CO<sub>2</sub> balance sheets also involves analysis of how to eliminate and cut emissions. It is only in the subsequent stage that we look at how to offset emissions, i.e. how to neutralise the emissions that have occurred. Additionally, the CO<sub>2</sub> balance sheet provides an opportunity to consider all our corporate processes down to the last detail, so that they can be optimised.



**Example: our BP® tunic in fuchsia 1762-241-830**

Based on previous findings, the CO<sub>2</sub> emissions resulting from the manufacture of a tunic are

**approx. 27 kg**  
**CO<sub>2</sub>e.\***

\*CO<sub>2</sub>e is a uniform unit of measurement for the climate impact of different greenhouse gases.



# ALL WRAPPED UP!

OUR APPROACH TO ELIMINATING PACKAGING WASTE.



Textiles need to be wrapped in packaging to keep them clean, but to what extent? Where can we eliminate packaging altogether? And where we can reduce it or recycle it in keeping with our guiding principle? We have already introduced the following measures:

- » Less paper: we have switched from 7-ply to 5-ply cardboard boxes. This doesn't just save on packaging material but also cuts the CO<sub>2</sub> emissions during transportation as the products weigh less.
- » Less plastic: our polo shirts and T-shirts will be folded one extra time to avoid the need for polythene bags.
- » Alternative types of packaging: we are always on the lookout for alternative types of packaging. For the first time, we have been using a paper sleeve made using recycled paper for our new BPlus Green collection, rather than polythene bags.

## CAN WE DO AWAY WITH PACKAGING ALTOGETHER?

Not really, as this would be difficult within the overall logistics operation, e.g. when picking items. White garments and other light-coloured items used in the medical sector also need to be handled carefully and kept clean.



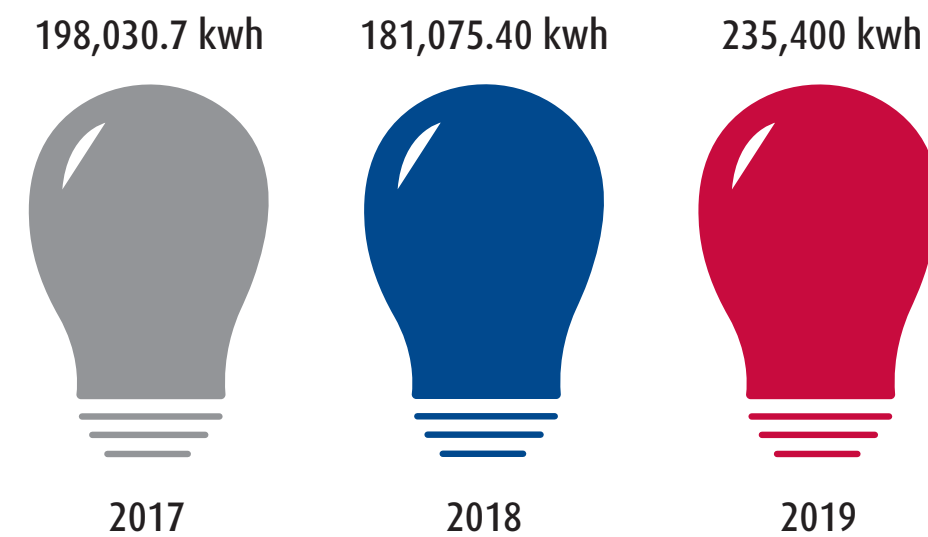
# TAKE A GOOD LOOK!

BP® CONTINUOUSLY MONITORS ITS OWN CONSUMPTION OF RESOURCES.



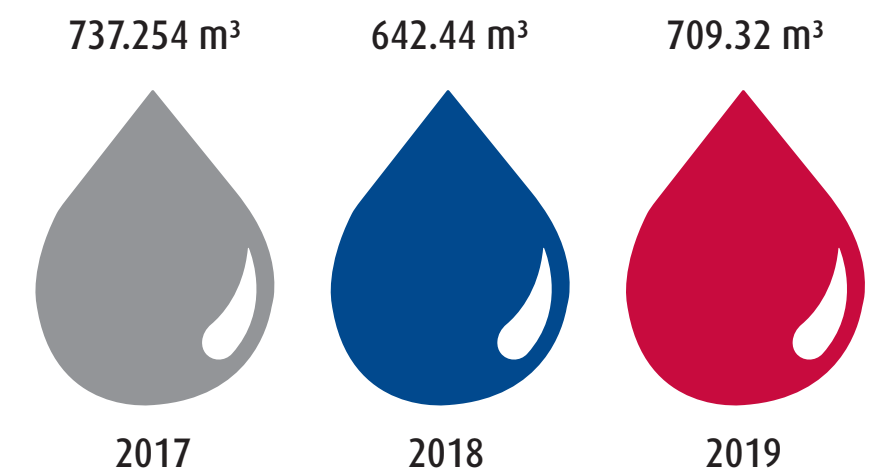
## ELECTRICITY CONSUMPTION

BP® is strongly focused on reducing its consumption of electricity. All employees are encouraged to avoid any unnecessary energy use. For example, lights are not left on permanently and monitors are switched off at the end of the day.



## WATER CONSUMPTION

Water consumption at our Cologne base has fallen year-on-year. We continue to strive to use as little water as possible so that we continue to make progress in this regard.



## SUSTAINABILITY IN THE BP® WASHROOM

As well as being given a facelift to create a new, modern washroom, sanitary facilities have been equipped with a second cloth towel dispenser. Doing away with paper towels will result in us saving 210,000 sheets of paper per year in the future.

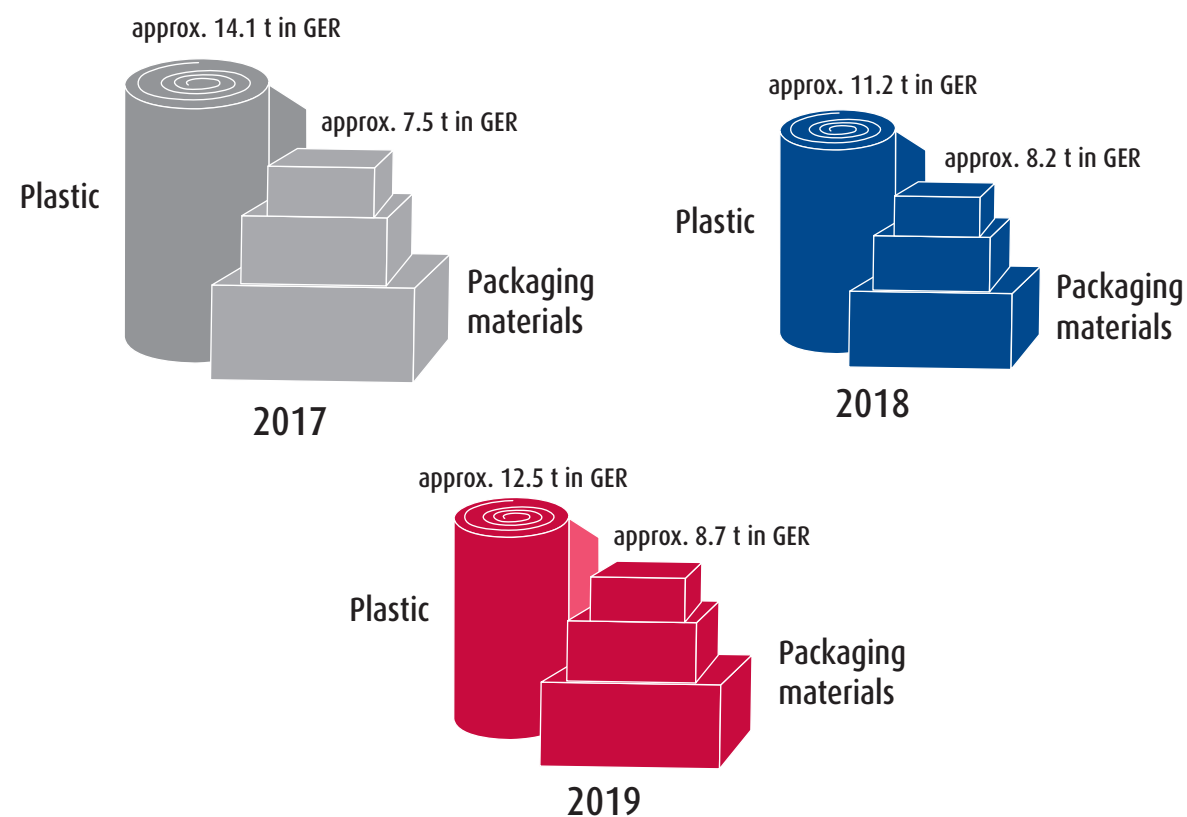
The consumption data have been calculated using a new evaluation process since 2019 and there have been no significant de facto increases compared with the previous year.





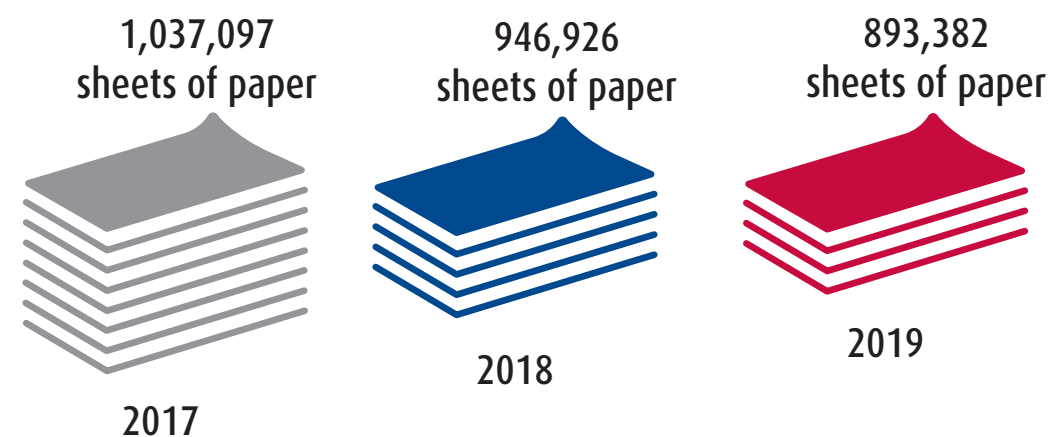
## WELL PACKAGED

Packaging material is not single-use material. At BP®, boxes and other packaging material are used many times before being recycled. This saves many tons of materials and helps to conserve the environment. Good to know: BP® is registered in the LUCID packaging register.



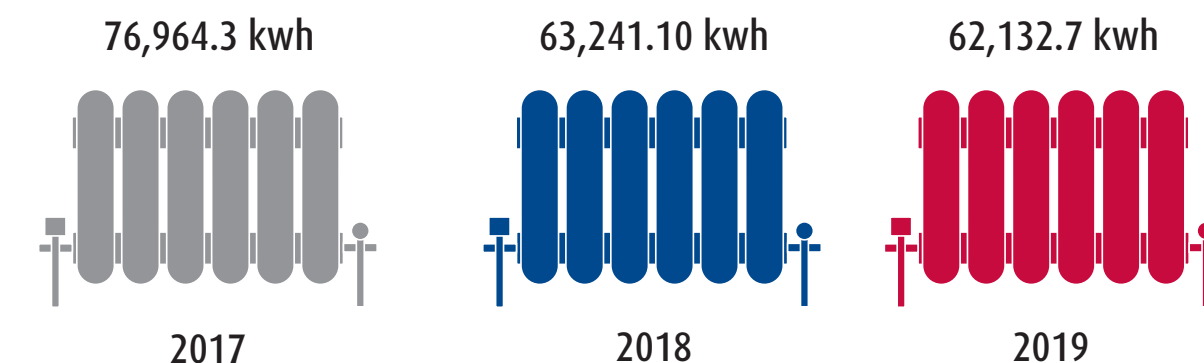
## SHEET BY SHEET

No paper jams, no waste-paper baskets filled to the brim, no unnecessary waste of paper. Our motto is “think before you print”, and we successfully adhered to it last year, taking another step towards a digital office.



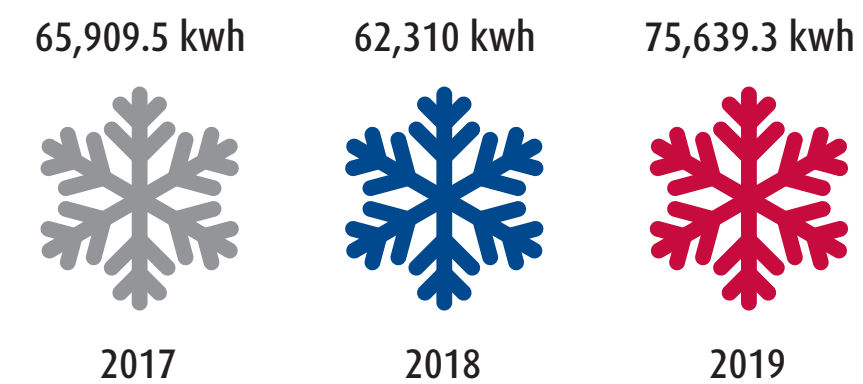
## DISTRICT HEATING

Even BP® employees need a break from time to time. So the company has invested in a large staffroom and new meeting rooms. These, of course, have to be heated. Even despite this investment in new facilities, we were able to significantly reduce our consumption of district heating.



## AIR CONDITIONING

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



The consumption data have been calculated using a new evaluation process since 2019 and there have been no significant de facto increases compared with the previous year.





SCHOOL PUPILS AT THE NEW SCHOOL IN PAKISTAN

# SOCIAL RESPONSIBILITY.

A SCHOOL PROJECT LAUNCHED AS A SOCIAL INITIATIVE BY OUR PAKISTANI PRODUCTION PARTNER.



# 119 YEARS OF PARTNERSHIP:

1,042,440 HOURS OF COMMUNITY, TOGETHERNESS AND TRUST.



## SUSTAINABILITY THROUGH LONGEVITY

As an owner-operated company, we have learned through the experience of seven generations that the biggest contribution to fair working conditions and high quality comes from long-term supplier relationships.

Over many years of trust-based cooperation, we have been living out the idea of a continuous improvement process.

We are proud that most BP® garments come from production partners that we have been working with for more than ten years. Like us, almost all of our production partners are family-run businesses.



*“Product quality and fair working conditions can only exist and be maintained if companies nurture long-term relationships with their suppliers and cooperate on all social standard issues on the basis of mutual trust.”*

Annet, Purchasing/Sustainability at BP®



EDUCATION: THE KEY TO A BETTER FUTURE.

# A NEW SCHOOL FUNDED BY OUR PARTNER COMPANY IN PAKISTAN.



## A GOOD EDUCATION FOR BETTER FUTURE PROSPECTS IN PAKISTAN

A 25-year partnership binds us to the family-managed production company in Pakistan. We are therefore delighted to be able to report on a new school that has been established with active support from our partner company. The new school opened its doors two years ago and is currently attended by 113 children. Its driving force is Maliha, the daughter of the managing director of our partner company. We asked Maliha some questions about this remarkable project. Here is what she had to tell us.

### WHAT WAS THE MOTIVATION BEHIND THIS PROJECT?

» **Maliha:** The level of education provided by schools in Pakistan varies greatly. Many parents cannot afford to send their children to a good private school. This is why we decided to offer children from poorer households an education of the same standard as that provided by private schools, helping to reduce the attainment gap in our education system. Every child should be given the opportunity to have a career and a secure future.

### WHAT DOES THE SCHOOL DAY LOOK LIKE?

» **Maliha:** Lessons start at 8 am and finish at 1 pm. The children are taught all of the relevant subjects by a team of 10 teachers. The atmosphere throughout the school is happy, motivating and friendly. This is something that is very important to us. The teaching materials, provided free of charge, are from Oxford Press School, an internationally renowned textbook publisher.

### ARE THERE AS MANY GIRLS AS BOYS AT THE SCHOOL?

» **Maliha:** More girls, actually! 58% of the pupils are girls. It goes without saying that we promote equal opportunities, and we want the children to embrace this principle

too. We want them to grow up into adults who are open and aware of their responsibility in the world – towards their family, their fellow human beings and their environment.

### HOW IS THE SCHOOL FINANCED?

» **Maliha:** Currently, the school is being funded solely by donations. The cost per child is € 275 per year, if we include a uniform, shoes and books. We use the same books for three years to make sure that no paper is wasted and to operate as cost-effectively as possible. Any form of financial support is very welcome as we will be adding another class in April 2021 and expect the number of children to rise to 130.

### WORK, SCHOOL, EVERYTHING CLOSE AT HAND

The school is located close to the production company. This means that the employees' children can go to school there. For their parents, this is a convenient solution, making it easy for them to drop off and collect their children without adding to the stress of their working day.







THE NEW SCHOOL SUPPORTED BY OUR PARTNER IN PAKISTAN

## BP® IN PAKISTAN.

### OUR PARTNER'S HIGHLIGHTS IN 2019:

Our long-term production partner was awarded "STeP by Hohenstein" certification back in 2018. Once again in 2019 the company implemented many training sessions in order to further improve its status. These sessions tackled subjects such as fire prevention, fire fighting and evacuation as well as aid. Training was also provided in electronic security, how to use machinery safely and on health and safety. Additional areas covered included quality management, social requirements, the environment and educational measures.

### AUDIT RESULTS SUMMARY:

- No operational emergency equipment (fire hoses etc.)
- No guidelines on dismissals/termination of employment contracts
- Lack of a living wage

### MAIN OUTSTANDING ISSUES:

- Payment of a living wage

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

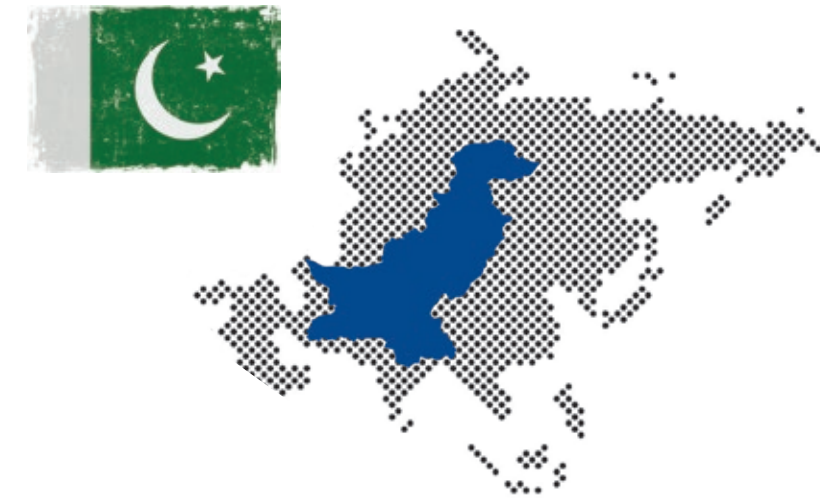


**COOPERATION START DATE:** 1994

**NO. OF AUDITS BY THIRD-PARTY ORGANISATIONS:** 9

**MOST RECENT AUDIT:** 2018

**STATUS OF AUDIT CORRECTION PLAN\*:**  
90.2% of measures achieved.







# BP® IN TUNISIA.

## BP® PRODUCTION COMPANY VETRA.



**INSTIGATION AND START OF COOPERATION:** 1995

**NO. OF FWF AUDITS:** 4

**MOST RECENT FWF AUDIT:** 29 + 30 NOVEMBER 2018

**STATUS OF AUDIT CORRECTION PLAN\*:**  
80.32% of measures achieved.

### OUR PARTNER VETRA'S HIGHLIGHTS IN 2019:

Our production company successfully participated in the FWF suppliers workshop. The main focuses were labour costs and price negotiations with buyers. Training measures on all aspects of occupational safety also featured on the agenda and were successfully implemented. One 2019 highlight was switching the entire site's lighting system to LED. At the year-end there was a big celebration with huge breakfast and ceremony to honour the longest-serving employees.

### TARGETS FOR 2020:

- Creation of a 0.5 hectare garden as a peaceful haven for staff breaks
- Organisation of a large-scale event to mark the company's 25th anniversary on 18 September 2020
- Improvement of internal communications by means of a conflict and stress management training plan for managerial staff
- Conclusion of ISO 9001 certification process

### AUDIT RESULTS SUMMARY:

- No employee training, on e.g. labour law
- Maintenance/renovation of the building and its sanitary facilities was recommended
- Lack of a living wage

### MAIN OUTSTANDING ISSUES:

- Payment of a living wage

## PARTNER COMPANY 2.

### OUR PARTNER'S HIGHLIGHTS IN 2019:

Many measures were launched and investments made in this production company last year. During a programme of comprehensive renovation work the entire flooring was replaced. Our partner also invested in new heavy-duty shelving to store the fabrics, installed a new fire alarm system, expanded its sanitary facilities and successively switching its lighting system to LED. Efforts towards ISO 45001:2018 certification also continued in 2019.

### TARGETS FOR 2020:

- Conclusion of ISO 45001 certification process
- Launch of ISO 9001 certification
- Full transition to LED lighting by the year-end

### AUDIT RESULTS SUMMARY:

- Audit report and correction plans should be discussed with the works council
- Stronger involvement of works council in decision-making processes
- Information and work instructions should also be made available in Arabic
- Lack of a living wage
- Minor deviations in the category "Safe/healthy working conditions"
- Not enough permanent positions with most workers being hired via temporary employment agencies

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



### MAIN OUTSTANDING ISSUES:

- Closer cooperation between the works council and the manufacturer and BP®
- Payment of a living wage
- Permanent contract for employees hired through a temporary employment agency

**COOPERATION START DATE:** 2013

**NO. OF FWF AUDITS:** 3

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

**STATUS OF AUDIT CORRECTION PLAN\*:**  
64.93% of measures achieved.





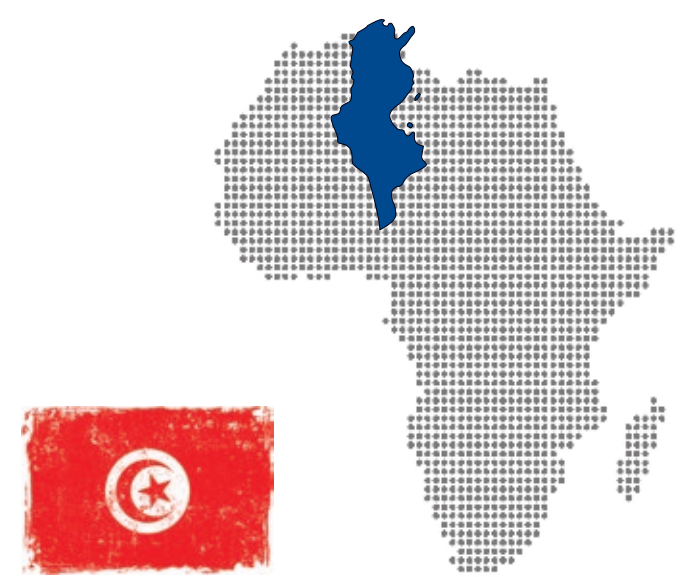


## BP® IN TUNISIA.

**PARTNER COMPANY 3.**  
FAMILY-MANAGED SUBCONTRACTOR

**COOPERATION START DATE:** 2014  
**NO. OF FWF AUDITS:** 2  
**MOST RECENT FWF AUDIT:** 6 + 7 SEPTEMBER 2018  
**STATUS OF AUDIT CORRECTION PLAN\*:**  
 85.87% of measures achieved.

**OUR PARTNER'S HIGHLIGHTS IN 2019:**  
 The issue of safety continued to be tackled successfully in 2019. In addition to the installation of a fire alarm system with smoke detectors, a gas detector for the kitchen and emergency switches throughout the company, more emergency exits were added to the site. Renovation work was also carried out, with thorough checks of the building's static loading and the start of the switch to LED lighting throughout the complex. The new training project was also very well received: a trainee group with its own leadership team was set up, dedicated to all aspects of vocational training.



- TARGETS FOR 2020:**
- Continued switch to LED lighting throughout company
  - Audit by a third-party organisation
- AUDIT RESULTS SUMMARY:**
- Complaints box in wrong location
  - Improved working atmosphere following a complaint regarding a line manager's behaviour
  - Lack of a living wage
  - Minor deviations in the category "Safe/healthy working conditions"
  - Permanent employment for staff hired via a temporary employment agency (the majority of workers)
- MAIN OUTSTANDING ISSUES:**
- Payment of a living wage
  - Permanent employment for staff hired via a temporary employment agency (the majority of workers)

## BP® IN ARMENIA.

**OUR PARTNER'S HIGHLIGHTS IN 2019:**  
 The topics dominating activities at our partner company in Armenia in 2019 included "Progress in production and social security." Investments were also made in machinery, resulting in the creation of 500 state-of-the-art units. The company can be proud of the fact that it has successfully been certified to ISO 9001 and ASQUAL. Its investment in the sewing department has also completely paid off, with the creation of 100 new jobs. Other highlights of the year included specialist training from a yarn manufacturer designed to familiarise the mechanics and technicians with the properties of the yarn and how to process it.

- TARGETS FOR 2020:**
- Additional investment in production resulting in the creation of (approx. 150) more jobs
  - Investment in technical equipment such as for the laser cutting of fabric, new machines for the professional sealing of seams on outdoor clothing
- AUDIT RESULTS SUMMARY:**
- Time recording system must be improved
  - Minor deviation in the category "Safe/healthy working conditions" (lack of protective devices on certain pieces of sewing equipment)
- MAIN OUTSTANDING ISSUES:**
- All deviations have been remedied.

**COOPERATION START DATE:** 2016  
**NO. OF AUDITS BY THIRD-PARTY ORGANISATIONS:** 2  
**MOST RECENT AUDIT:** 2 TO 5 OCTOBER 2018  
**STATUS OF AUDIT CORRECTION PLAN\*:**  
 100% of measures achieved.



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







## BP® IN NORTHERN MACEDONIA.

**COOPERATION START DATE:** 2002

**NO. OF FWF AUDITS:** 5

**MOST RECENT FWF AUDIT:**

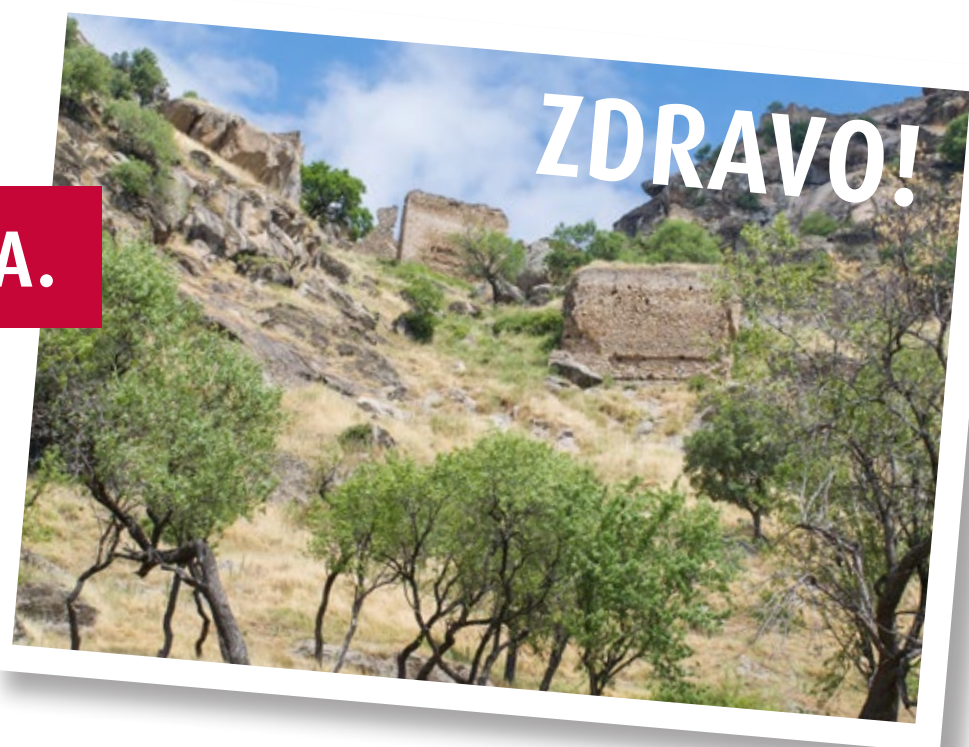
31 OCTOBER + 1 NOVEMBER 2019

**STATUS OF AUDIT CORRECTION PLAN\*:**

With the audit report only having been published in December, active work on the correction plan did not begin until 2020.

### OUR PARTNER'S HIGHLIGHTS IN 2019:

It was case of curtain up for the staff at our Macedonian partner company in early 2019 as they were given over 400 free theatre tickets. Another highlight of 2019 was a mobile app pilot programme, which enabled employees to send their comments and suggestions on topics such as health and safety directly to their employer. The entire facility switched to LED lighting in order to improve the lighting and save electricity. A second automated cutting machine was also installed, more or less eliminating the need for any manual cutting and thereby considerably reducing the risk of injury. A large-scale New Year's party was organised for all staff in a local restaurant.



### TARGETS FOR 2020:

- Payment of costs for additional insurance coverage against serious illness for all members of staff
- Free theatre tickets for employees
- Introduction of "bridging days" between public holidays and the weekend to enable employees to have a long weekend off work

### AUDIT RESULTS SUMMARY:

- Works council information on the audit findings and involvement in implementation of the correction plan
- Suggestion that employees should be given more training on the FWF principles
- Implementation of a system for continuous fulfillment of improvement measures
- No linking of minimum wages to performance
- Lack of a living wage

### MAIN OUTSTANDING ISSUES:

- Stronger involvement of employees in implementation of improvement measures and FWF guidelines
- Payment of a living wage
- Implementation of proposed improvements in the category "Safe/healthy working conditions"

## BP® IN VIETNAM.

### OUR PARTNER'S HIGHLIGHTS IN 2019:

Our partner company in Vietnam was involved in a "Communication" pilot project. The company was also successfully audited in 2019 and emergency evacuation drills were organised on a half-yearly basis. In addition, the company invested in new machinery in order to improve efficiency, while also optimising its storage of fabrics and accessories.

### TARGETS FOR 2020:

- Improved quality and more sustainable production. To achieve this, the company wishes to focus on its existing customers.

### AUDIT RESULTS SUMMARY:

- No information distributed to workforce on audit findings and corrective measures
- No registration of employees with the trade union
- Incorrect calculation of remaining holiday entitlement for departing staff
- Salaries not paid on time and/or incorrect settlement amounts paid to departing staff

**COOPERATION START DATE:** 2004

**NO. OF FWF AUDITS:** 3

**MOST RECENT FWF AUDIT:**

3 + 4 NOVEMBER 2017

**STATUS OF AUDIT CORRECTION PLAN\*:**

93.8% of measures achieved

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



- Lack of a living wage
- Deviations in the category "Safe/healthy working conditions"

### MAIN OUTSTANDING ISSUES:

- Payment of a living wage







## BP® IN TURKEY.

- Management participation in a workshop to promote mutual understanding and cooperation
- Information events for all employees on subjects including the FAIR WEAR FOUNDATION or GOTS certification

### AUDIT RESULTS SUMMARY:

- No training on FWF principles for new employees
- Information for staff on the findings and/or implementation of submitted complaints or proposed improvements
- Improvement in measures to protect mothers and pregnant members of staff
- Lack of transparency around working hours
- Lack of a living wage
- Suggestions and proposed improvements in the category "Safe/healthy working conditions"

### MAIN OUTSTANDING ISSUES:

- Payment of a living wage

**COOPERATION START DATE:** 2005

**NO. OF FWF AUDITS:** 4

**MOST RECENT FWF AUDIT:** 5 + 6 JUNE 2017

**STATUS OF AUDIT CORRECTION PLAN\*:**

68.52% of measures achieved.

### OUR PARTNER'S HIGHLIGHTS IN 2019:

A major highlight for our partner company in 2019 was its successful "STeP by Oeko-Tex®" certification, as well as its certification to GOTS and ISO 9001. Throughout the year, our Turkish partner arranged several special meals with its staff, with employees also receiving small gifts at these events. A tombola with prizes for all staff was organised in December 2019. The company also organised a workshop specifically dedicated to the improvement of internal communication.

### TARGETS FOR 2020:

- Improvement of internal communication and working environment using events such as meals, picnics and tombolas

## BP® IN BANGLADESH.

### OUR PARTNER'S HIGHLIGHTS IN 2019:

The company made a clear statement with its involvement in the FWF training programme "Violence and Harassment Prevention Programme" and the formation of a committee to tackle harassment at work. It also gained GOTS certification in 2019 and improved on its audit result from the previous year. The installation of a new fire alarm system was successfully completed.

### TARGETS FOR 2020:

- Expansion of operations through 40% increase in production capacity
- 15% increase in productivity
- Certification to ISO 14001:2015

### AUDIT RESULTS SUMMARY:

- No tools to monitor social compliance
- Disproportionately high amount of overtime
- No regular employee training on FWF principles
- Errors made in payment of wages and salaries, and failure to pay a living wage
- Deviations in the category "Safe/healthy working conditions"

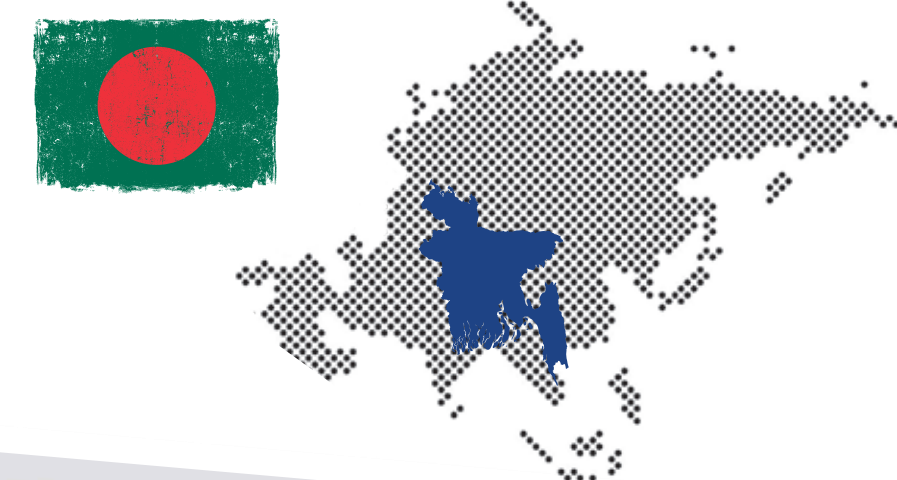
**COOPERATION START DATE:** 2017

**NO. OF FWF AUDITS:** 1

**MOST RECENT AUDIT:** 16 SEPTEMBER 2019

**STATUS OF AUDIT CORRECTION PLAN\*:**

65.80% of measures achieved.



### MAIN OUTSTANDING ISSUES:

- Avoidance of disproportionately high amount of overtime
- Payment of a living wage
- Implementation of proposed improvements in the category "Safe/healthy working conditions"

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





## BP® IN CHINA.



**COOPERATION START DATE:** 2013

**NO. OF FWF AUDITS:** 3

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

**STATUS OF AUDIT CORRECTION PLAN\*:**

47.36% of measures achieved.

### PARTNER COMPANY 1.

#### OUR PARTNER'S HIGHLIGHTS IN 2019:

It was not just the company's 20th anniversary that provided grounds for celebration. In addition, our partner was awarded the Independent Innovation Design accolade, successfully achieved several forms of certification and performed well in its audits in 2019.

#### TARGETS FOR 2020:

- Sustainable development: more environmentally friendly and more efficient

#### AUDIT RESULTS SUMMARY:

- No training on FWF principles for new employees
- No documentation of internal complaints
- Lack of transparency around working times and wages/salaries
- Lack of a living wage
- Disproportionately high amount of overtime
- Deviations in the category "Safe/healthy working conditions"
- No payment of social insurance contributions for new employees

#### MAIN OUTSTANDING ISSUES:

- Implementation of proposed improvements that have not yet been put in place
- Payment of a living wage
- Avoidance of disproportionately high amount of overtime

### PARTNER COMPANY 2.

#### OUR PARTNER'S HIGHLIGHTS IN 2019 (BOTH PRODUCTION SITES):

Our partner company carried out occupational safety training at both sites and also provided training on the complaints system and the FWF principles.

#### TARGETS FOR 2020 (BOTH PRODUCTION SITES):

- Improvement in sustainability through training

#### PRODUCTION SITE A

##### AUDIT RESULTS SUMMARY:

- Disproportionately high amount of overtime due to inefficient capacity planning
- Deviations in the category "Safe/healthy working conditions"
- Lack of a living wage

##### MAIN OUTSTANDING ISSUES:

- Because the audit was only held in December, implementation of the correction plan has only just begun.

#### PRODUCTION SITE B

##### AUDIT RESULTS SUMMARY:

- Disproportionately high amount of overtime (due to factors such as inefficient capacity planning)
- Deviations in the category "Safe/healthy working conditions"
- Lack of a living wage

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

#### MAIN OUTSTANDING ISSUES:

- Work to remedy the above deviations is currently in progress

### PRODUCTION SITE A.

**COOPERATION START DATE:** 2017

**NO. OF AUDITS BY THIRD-PARTY ORGANISATIONS:** 3

**MOST RECENT AUDIT:** 10 + 11 DECEMBER 2019

**STATUS OF AUDIT CORRECTION PLAN\*:**

56.5% of measures achieved.

### PRODUCTION SITE B.

**COOPERATION START DATE:** 2017

**NO. OF AUDITS BY THIRD-PARTY ORGANISATIONS:** 3

**MOST RECENT AUDIT:** 16 SEPTEMBER 2019

**STATUS OF AUDIT CORRECTION PLAN\*:**

70.4% of measures achieved.



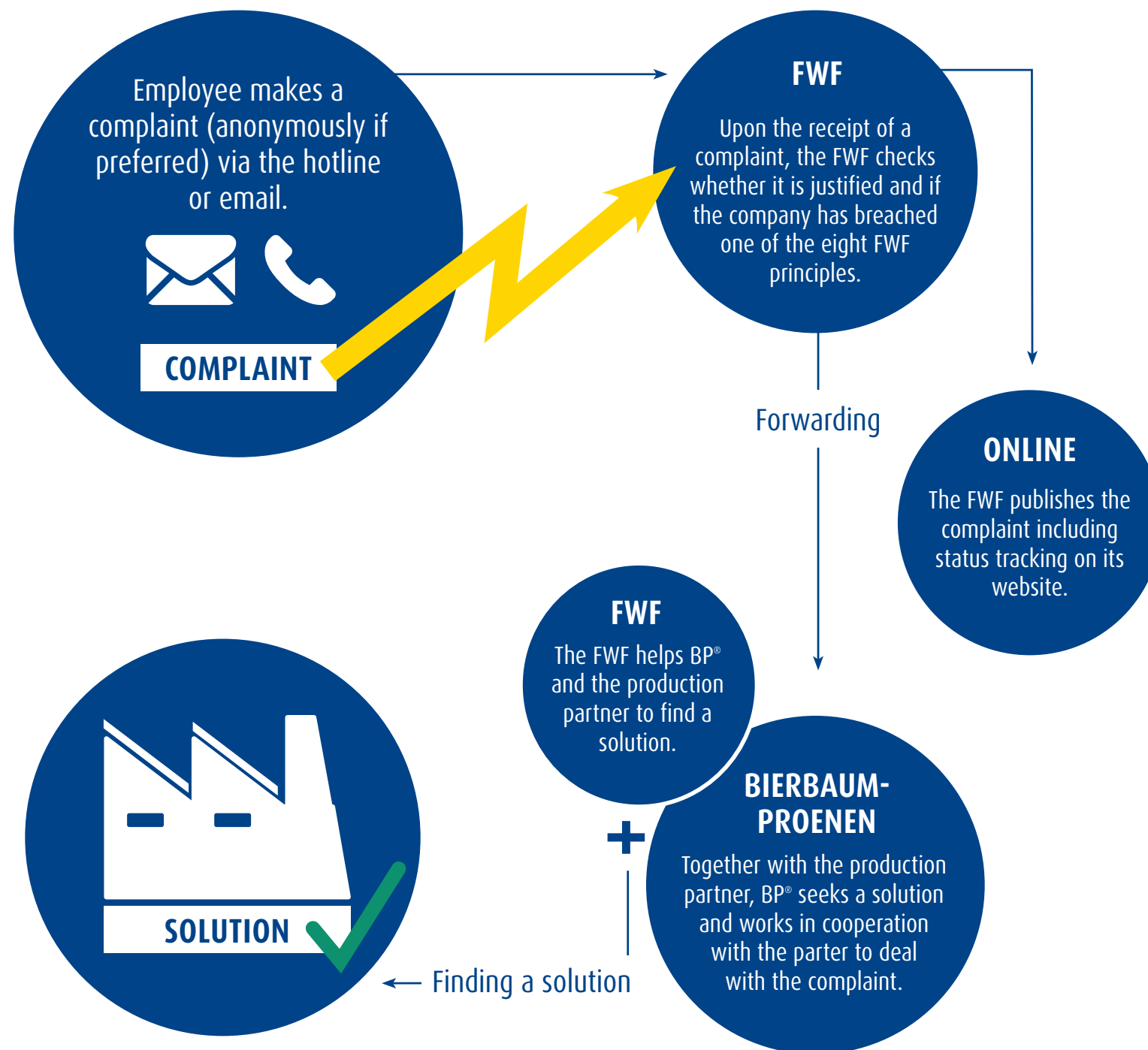
# CRITICISM THAT HITS HOME!

FROM COMPLAINT TO INDIVIDUAL SOLUTION.

» Our membership in the FAIR WEAR FOUNDATION (FWF) means that staff at our production sites can access a well-established complaints management system.

» Employees can find out about how the complaints process works by reading notices on display, attending training and consulting the local teams on site in the 11 countries in which the FWF is active.

## HOW A COMPLAINT IS HANDLED



## THE FWF COMPLAINT SYSTEM

» No. of complaints since 2014: 12

» We have received complaints from the following countries: Tunisia, Turkey, Romania

» Reasons for the complaints:

- » Unfair suspension/dismissal
- » Misconduct by colleagues
- » Discrimination (in relation to pay)
- » Non-payment of social benefits and compensation
- » Pressure at work, stress and lack of transparency around payroll

» We received no complaints in 2019.

## FOLLOW-UP OF COMPLAINTS IN 2019

» The status quo: The reasons for a complaint received from our Vetra production site in July 2017 were rectified in autumn 2019.

» The complaint: no statutory wage increases, discrimination and unjustified suspension. In the FWF's view, the complaint was not justified. The suspension ultimately resulted in dismissal. Despite external mediation, the two parties were unable to agree on the amount of the settlement due for early termination of the employment contract. The case ended up in court.

» The court ruling: The amount of the payment to be made by the production site to the complainant was set by means of a court ruling. The payment has been made.

» More information on the FWF complaints system and the complaints received by BP is available [here](#).



## WE PROMOTE TRAINING MEASURES TO MAKE SURE ALL COMPLAINTS ARE HANDLED PROPERLY

» What do we need to do to ensure proper compensation and the elimination of the grounds for complaints at our production sites?

The solution involves smoothly functioning complaint mechanisms with well trained and informed employees, from all hierarchical levels.

» How does BP support the implementation of complaint mechanisms?

Through FWF workplace education training programmes. In 2019, for example, we commissioned a "Communication" FWF training programme as a pilot project at our manufacturer in Vietnam. The FWF also launched its "Violence and Harassment Prevention Programme" training programme at our supplier in Bangladesh.

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

In 2019 we actively supported the Partnership for Sustainable Textiles and reported on our experience with the FWF complaints system and the complaints received.





BP® LOGISTICS PARTNER FIEGE IN GREVEN

# ECONOMIC RESPONSIBILITY.



# SUSTAINABLE, CLEAR

AND CONSISTENTLY FUTURE-ORIENTED.

## STAYING ATTRACTIVE AND FUTURE-PROOF

A company is only as strong as the people who work for it. Future-oriented employees are looking for an employer who values 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 digitalisation, sustainable positioning is an economic necessity and essential for survival.

*"Sustainably produced workwear provides genuine added value for our customers. We communicate this openly and transparently."*

Harald, BP® Managing Director



## THINKING SUSTAINABLY ON A STEP-BY-STEP BASIS

All supply chains are long, and some a little longer than others. By the time an item of clothing is being worn it could quite possibly have circled the globe twice, for example if the cotton was grown in Asia, processed in Europe and sent back to Asia for the manufacturing stage. So where is the sustainability? Particularly when we are talking about intensive irrigation and the use of pesticides in cotton plantations. The longer the supply chain, the more difficult it is to find sustainable solutions. But it is possible – and that is why we are progressing on a step-by-step basis. Successfully.

## MAKING CAREFUL CHOICES AND REMAINING TRANSPARENT

One thing is clear: sustainability costs money. We are happy that our customers are willing to share the responsibility and pay more for sustainable clothing. However, this will only work if we at BP® put our cards on the table, make our decision-making transparent, generate

added value and clearly explain the steps we are taking. There are many certified institutions that we could work with. However, we choose carefully, making sure to find the most sustainable solution for us and our customers from an ecological, economic and social perspective.



JILL, MOHAMMAD AND MATTHIAS







**MORE OF THE SAME:  
MOVING WITH FOCUS INTO THE FUTURE.**

We adhere to a comprehensive sustainability plan, consistently applying it on a step-by-step basis. We achieved many milestones in 2019 while laying a strong foundation for 2020. Our plan includes short-term, medium-term and long-term aims:

### SHORT-TERM

- » **We prepare CO<sub>2</sub> balance sheets:** we will record the CO<sub>2</sub> emissions produced along the entire supply chain for every item. In the short-term, we will be doing this for at least 25% of the BP® range, a percentage that will be gradually increased.
- » **We are focused on recycling:** another BP® fabric will be based on recycled material in future.
- » **We are reducing packaging:** our polo shirts and T-shirts will be folded one extra time in future so that they can be packed much smaller. Our BPlus Green collection is the first collection not to use polythene bags. The bags have been replaced with paper sleeves.
- » **We engage in dialogue:** we will step up our communication with our producers' works councils in order to improve dialogue and develop sustainable ideas together.



### MEDIUM-TERM

- » **We want to know everything:** to work sustainably, we need to know about everything that's going on. That's why we need a fully transparent supply chain. We will achieve this through research on site and intensive communication with our production partners.

### LONG-TERM

- » **Circular economy:** one of our long-term goals and one that we are already working on involves recycling second-hand BP® clothing so that the fabric can be fed back into the production cycle.



# EASY REFERENCE.



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# GET IN TOUCH. WE ARE HERE TO HELP.



BP® 07/2020



We received this message from a young environmental campaigner. Please rest assured, we take your concerns very seriously.



*“ We look forward to receiving your feedback, suggestions and questions about sustainability! Please do not hesitate to contact me or my team by telephone or e-mail.*

Fabian, Head of Purchasing and Sustainability at BP®

#### FABIAN KUSCH

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#### REPORTING CYCLE

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

#### Reporting in compliance with GRI standards

This report has been prepared in line 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 has not been externally reviewed.