



BP[®] SUSTAINABILITY REPORT

2020

SUSTAINABLE. SINCE 1788.



Dear Reader,

It is almost impossible to find a sector that was not hit extremely hard by the COVID-19 pandemic last year. As manufacturers of work clothing we, too, were very badly affected by the coronavirus crisis, as our procurement system is very internationally focused. Uncertainty, worry, health fears, and anxiety about economic survival – all were evident throughout our production countries.

And we, too, had to be guided by commercial prudence and reduce our stock, for instance. This was not easy for our long-term partners upstream, or for us, and many a creative solution needed to be found. And yet: we are still meeting our obligations,

and have not cancelled a single order that had already been confirmed. All of the suppliers we were working with before the pandemic are still our partners. Our long-standing relationship of trust has proven its worth, particularly in this difficult time. As a result, we have successfully mitigated the economic and social consequences of the pandemic. Thanks to the commitment and flexibility of our upstream partners, and despite production shortfalls as a result of coronavirus, our high supply capability has enabled us to play a major role on the market and maintain our core customer promise, namely extensive product availability.

Once again in the 2020 reporting year we grappled with the intricacy and complexity of the supply chains in the clothing industry. Long-standing supplier relationships and the high standards we set for our materials and product quality already ensure a high degree of transparency. But there is still plenty of room for improvement. For instance, we are still in the early stages when it comes to calculating our carbon footprint: we had taken on the challenge of mapping the full complexity of the upstream stages, but in 2020 were forced to concede that our progress here can only be reliably presented using simple models for the time being.

In the pages that follow you can learn more about this and many more sustainability projects at BP®.

We hope you enjoy reading all about them!

Harald Goost
Managing Director



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Fabric supplier

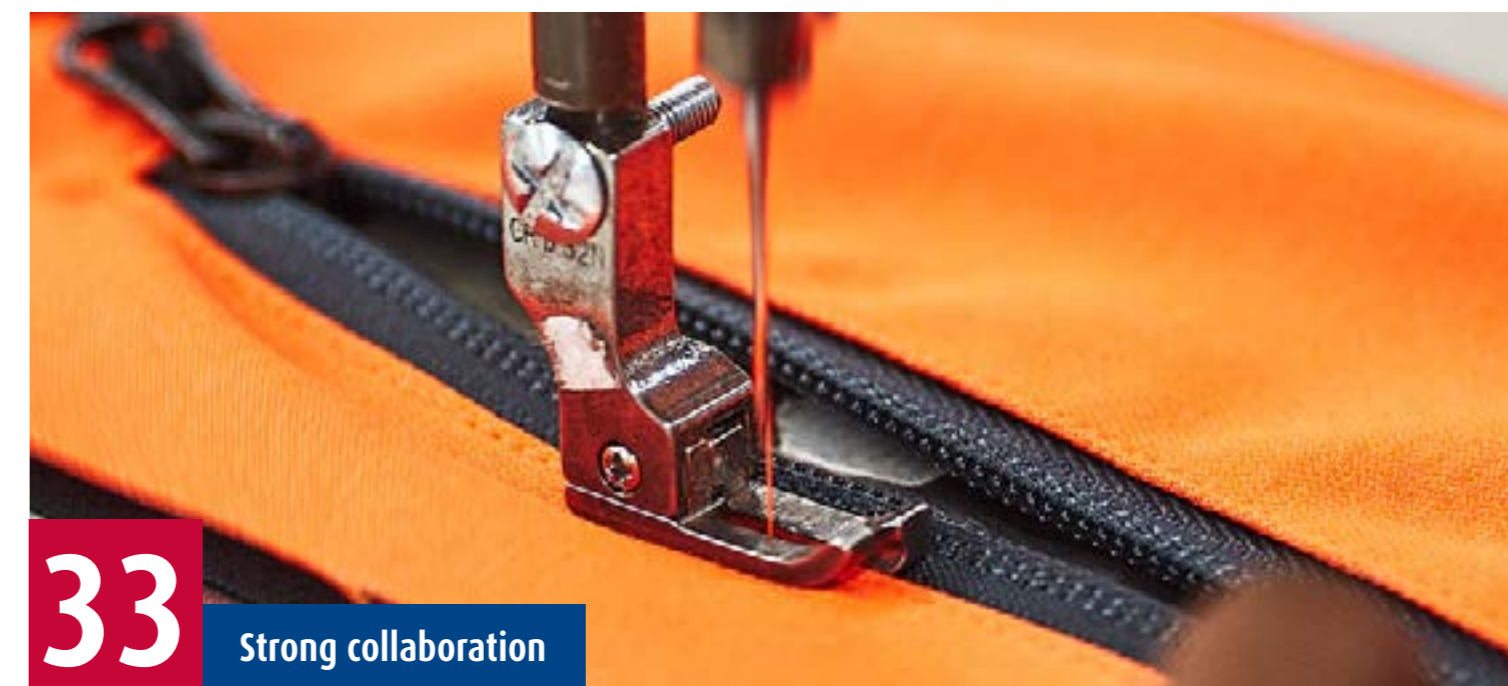


Kettelhack. Fabric supplier



Eliminate. Reduce. Recycle.

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BP® - PROUD OF MORE THAN 230 YEARS OF QUALITY

BP® AT A GLANCE

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.



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 INDUSTRIAL FOOD®
- BPROTECTED®

WELL STOCKED:

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

THE BP® IDENTITY



1. CUSTOMER FOCUS

We offer work clothing solutions that live up to BP's "feel the difference" claim. Quality, design and functionality 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® 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.

SUSTAINABLE, CLEAR AND CONSISTENTLY FUTURE-ORIENTED.



STAYING ATTRACTIVE AND FUTURE-PROOF

A company is only as strong as the people who work for it. And today, more than ever, employees value an employer who thinks and acts beyond the present day with a sustainable global perspective. Companies that actively meet the economic and ecological challenges of our time remain attractive to customers and business partners and secure their own success.

THINKING SUSTAINABLY AND MOVING FORWARDS STEP-BY-STEP

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.



BP's Jill, Mohammad and Matthias

WHAT'S IT ALL ABOUT?

MATERIALITY IN PROJECT GOALS.





MATERIALITY ANALYSIS ...


... builds on the product goals we have defined and combines the three pillars of sustainability: ecology, business and society.

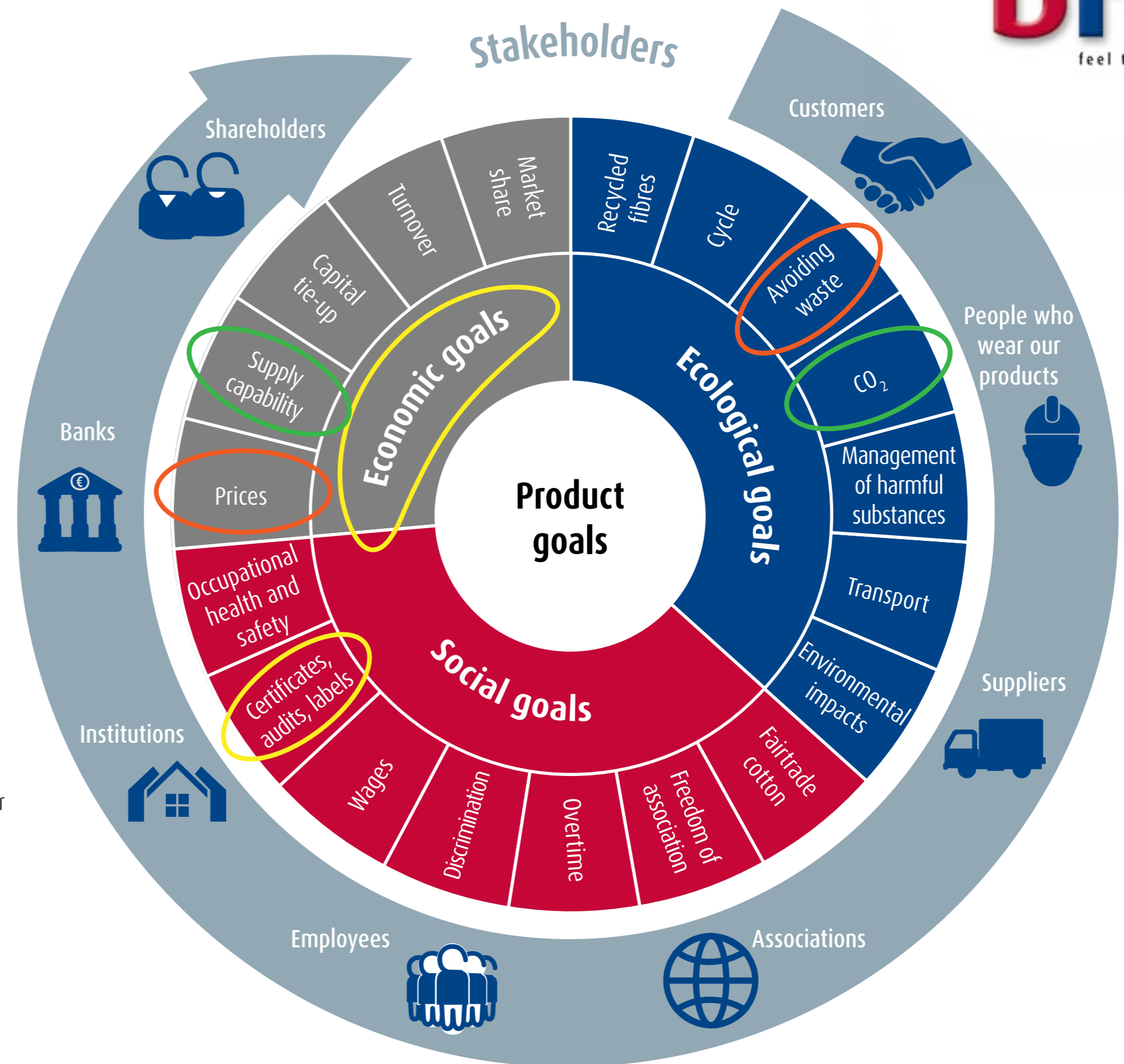
It helps us to identify the most important goals and to reconcile them with each other. This naturally creates areas of tension, which become clearly visible through the analysis. Materiality analysis also enables us to find solutions and reach compromises. Regular exchange with our stakeholders helps us to review and prioritise our targets. It is important here, too, to keep an eye on the need for continuous improvement, to continue to adapt objectives and directions, and to eradicate conflicting goals.

EXAMPLES OF CONFLICTING GOALS

 We want to do away with plastic packaging for our products. However, alternatives that meet our logistics requirements are significantly more expensive.

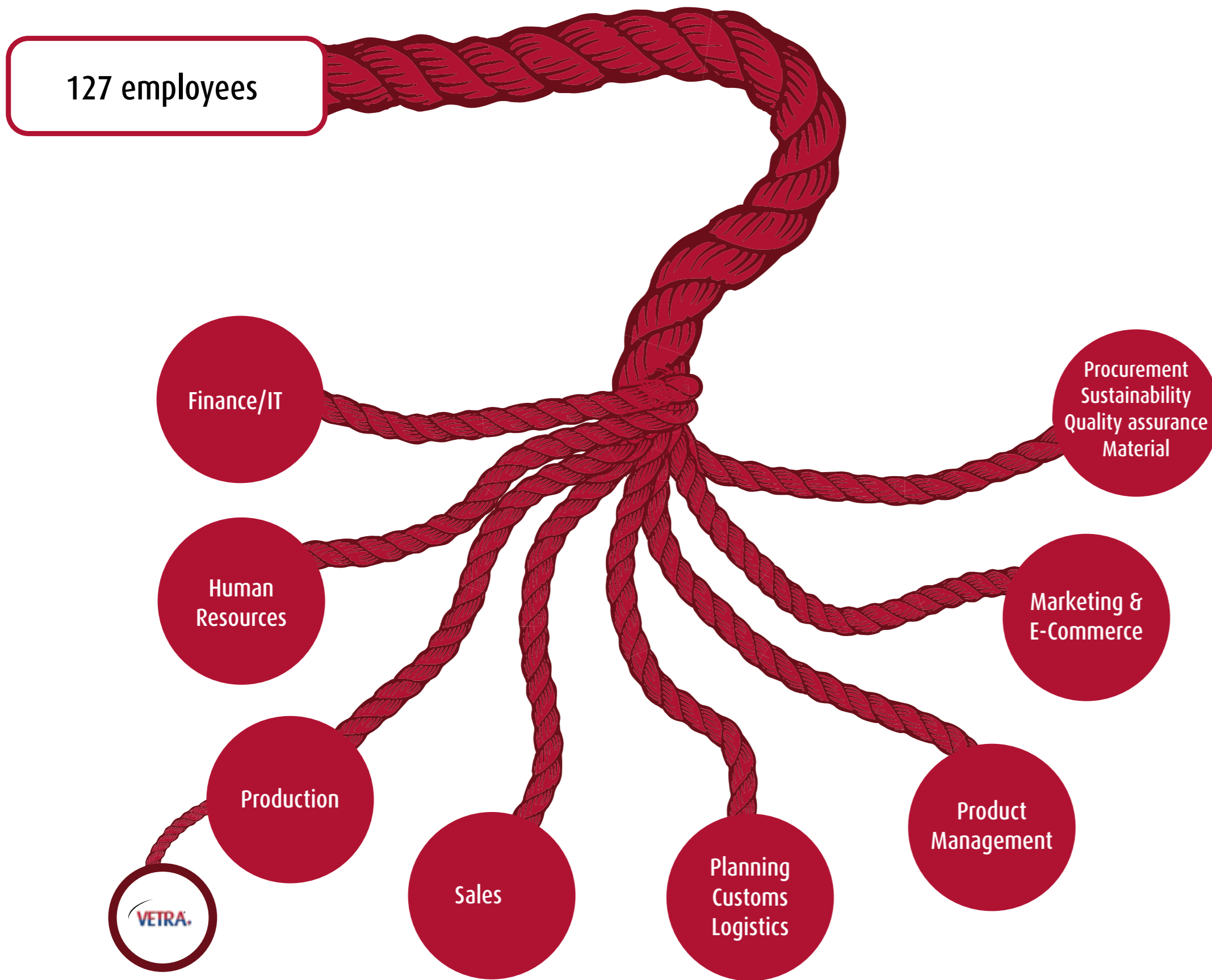
 We want to reduce the CO₂ emissions generated by our products, but can only achieve shorter transport times if we ship these products by air.

 We want to offer our products as cheaply as possible, but we have to factor in the costs of labels, certifications and audits, and supplier visits and training.



SUSTAINABLE TOGETHER:

THE COMMON THREAD IS TEAMWORK.



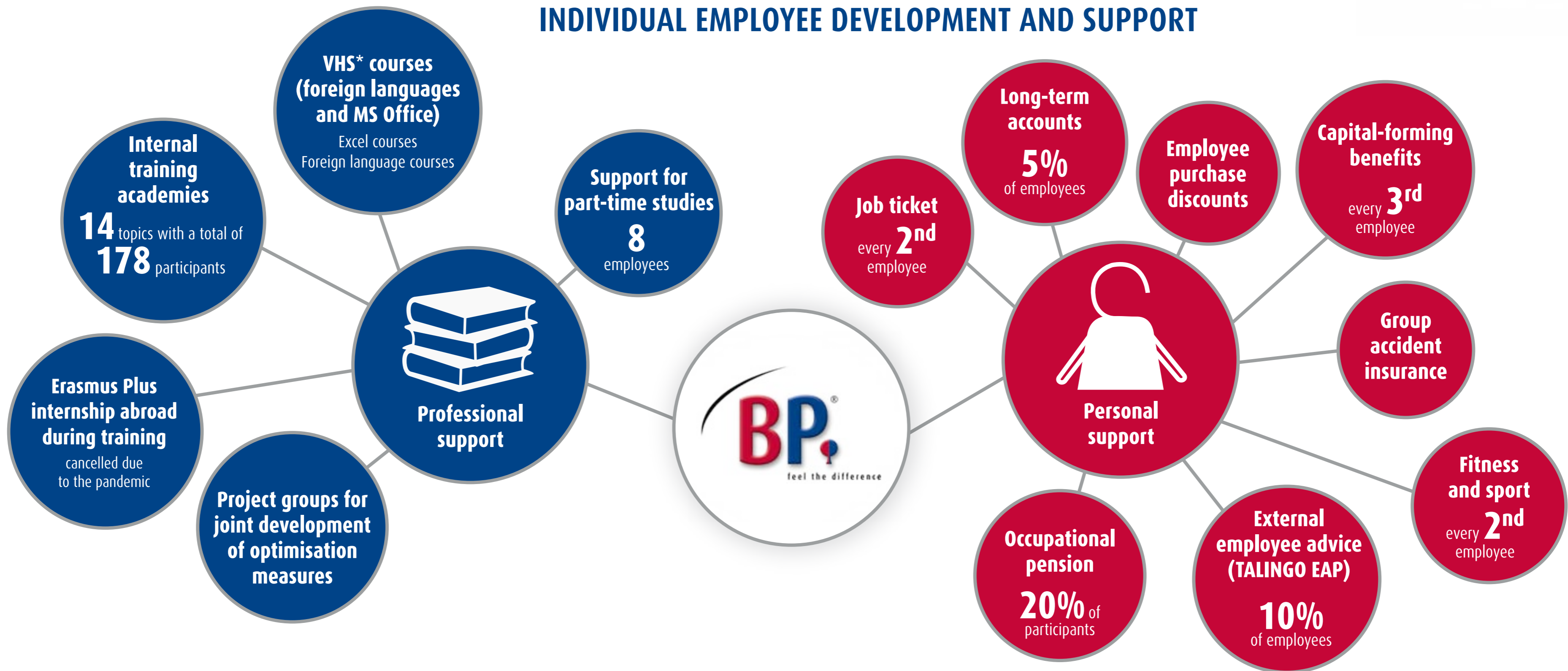
A selection from the BP® range

HIGH BP[®] QUALITY

HAS MANY SIDES, WITH EVERYONE CONTRIBUTING TO OUR SUCCESS.



INDIVIDUAL EMPLOYEE DEVELOPMENT AND SUPPORT



*German Adult Education Centre

BP® TEAMWORK. TRANSNATIONAL.

UNITED THROUGH LANGUAGES

People from 14 different nations and diverse cultural backgrounds come together at BP®. This creates openness and new opportunities.

As a company with global operations we want to remain as close as possible to our customers, suppliers and manufacturing partners. 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.

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.

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® TRAINING ACADEMY

Our internal academy provides regular training sessions, covering everything from agile 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. 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 employee advisory service in the form of our Employee Assistant Programme. 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 MetallRente. 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.





Product development at BP®

PRODUCT RESPONSIBILITY

HEALTH AND SAFETY.

THE 3 RISK CATEGORIES.



Lennart and Jenny in the cold room



PROTECTIVE WORKWEAR, WHAT IS IT?

When protective workwear is needed, employers must provide it in accordance with Section 3 of the German Occupational Safety Act. And to ensure that it also provides the right protective functions, a risk assessment is carried out to identify the appropriate clothing, in compliance with the relevant standards.

In the Personal Protective Equipment (PPE) range, clothing is classified into three risk categories:

- » Category 1:
simple PPE to protect against minimal risks (e.g. weather-proof clothing in compliance with EN 343)
- » Category 2:
PPE to protect against intermediate risks (e.g. high-visibility clothing in compliance with EN ISO 20471)
- » Category 3:
PPE to protect against lethal hazards or irreversible damage to health (e.g. clothing to protect against the thermal hazards of electric fault arcs in compliance with IEC 61482-2)

Category 3 clothing is subject to special checks under EU Regulation 2016/425: the manufacturer must have the protective clothing tested annually by a testing institute to ensure it meets the required standard. This involves random checks on prefabricated parts to ensure compliance with individual standard specifications. It is important to ensure the traceability of each part relevant to PPE so that the necessary remedial action can be taken in the event of non-compliance with the standards. Of the five BProtected® collections four collections, comprising a total of 70 items, are assigned to category 3.

BP® takes the annual control requirement very seriously. We also place the highest priority on ensuring the protection standards, and this is optimally guaranteed by quality management.

More information on the above categories can be found in our [BProtected® catalogue](#) on p. 83.

HEALTH PROTECTION.

HAND ON HEART.

BP® MANAGEMENT OF HARMFUL SUBSTANCES

- » BP® has its compliance with the REACH Regulation confirmed by its upstream suppliers each year.
- » REACH is the name of the European Regulation on chemical substances and stands for Registration, Evaluation, Authorisation and Restriction of Chemicals.
- » BP® also regularly has selected materials and finished parts tested for harmful substances by accredited external laboratories.



STEP BY OEKO-TEX® AND BLUESIGN®

- » Our aim to be buying 80% of our woven and knitted material from suppliers that have been certified by STeP by OEKO-TEX® or bluesign® by the end of 2020 was almost achieved, at 75%. We continue to work on increasing this share.
- » 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

- » This label identifies products in the textile sector at all stages in the processing chain that have undergone an inspection and certification procedure: woven and knitted fabrics, accessories including buttons, zips, sewing threads and various kinds of manufactured items of clothing.
- » The tests for harmful substances cover legally prohibited and controlled substances, as well as chemicals with a known impact on health. The harmful substance limit values to be complied with depend on the class to which a certified product is assigned.
- » BP® products are mainly certified in accordance with OEKO-TEX® Class 2 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®](#)

You can find out whether your chosen article is OEKO-TEX® certified from the product description in our online shop. You are also welcome to contact us for more information.



SUSTAINABLE TOGETHER

CAN WE HAVE A WORD?

INTERVIEW WITH PARTNERS.



KLOPMAN INTERNATIONAL

Collaboration with BP® since: 1990

Founded in: 1967

Focus: high-quality fabric for Workwear, Med & Care and Gourmet, and for PPE

Value creation: weaving, dyeing, finishing

Employees: > 400

Annual volume: 40,000,000 m

Certification: ISO 9001, ISO 14001 and ISO 18001, STeP by OEKO-TEX®, Standard 100 by OEKO-TEX®, Fairtrade

Contact and sustainability reports: www.klopman.com



While preparing this year's Sustainability Report we asked two of our long-term fabric suppliers about their own objectives and focuses, as well about those we share. Excerpts from this interview by BP's Nina Landsberg and Fabian Kusch, with Elke Bissdorf and Thomas Sieber (Klopman) and Jessica Burwin and Jens Kampling (Kettelhack), are reproduced below:

BP®: Throughout its history our company has experienced, and weathered, numerous developments, trends, upheavals and challenges. When it comes to functionality and sustainability, over the last 25 years we have seen significant developments and happily also trends that are now becoming basic requirements. How would you sum up these developments?

“Work clothing already inherently adheres to principles of sustainability since, unlike the fashion industry, it does not follow any fast-moving trends.”

Jens Kampling

Kettelhack: In this clothing segment, the aim has always been to develop durable products. Over the last ten years, the issue of sustainability has become increasingly relevant – in terms of certifications and requirements on the one hand, and political perception on the other. Thus, growing public awareness has accelerated the move towards more sustainability in our industry.



A major factor in the last six years for Kettelhack was becoming a member of the Partnership for Sustainable Textiles, and shortly afterwards also the creation of the position of sustainability manager.

Klopman: We are moving from classic cotton products to products with increasingly demanding specifications and, at the same time, lower weights. Consequently, we are now meeting higher technical specifications with 245g fabrics than we did 20 years ago with 300g fabrics. The topics “comfort”, “stretch”, “recycled polyester”, “sustainable cotton” or “man-made cellulose fibres” sum up the major trends of recent years.

BP®: Broadly speaking, how important do you think sustainability is in the textile and clothing industry, both now and in the future?

Kettelhack: The main goal is not to collect a series of certificates, but to focus on structural changes. This can be clearly seen in the Partnership for Sustainable Textiles, in which we work together on solutions for structural improvements within the industry.





Klopman: Sustainability is an essential issue of our time. Without radical changes, our very business model is at risk. This requires qualities such as precise planning, to make the most of the resources that we are consuming in large quantities and not to waste them.

“In the future, sustainability issues will clearly influence product development. This is becoming the fundamental question for the survival of our industry.”

Thomas Sieber

BP®: Both your companies and we at BP® have focused on quality from an early stage, not least because this marked a big step towards a more sustainable future in the textile industry. How do you guarantee this quality?

Kettelhack: Quality has been an important criterion since 1874 and always will be. To achieve the high quality we require, the upstream stage must of course also be on board. In the past, we had our own in-house spinning and weaving plant and so the responsibility and control lay with us. When we outsourced these two processes due to structural changes, we had to build up a suitable network that would meet this quality requirement.

Klopman: Our processes today go beyond simply checking for errors. By using more technology and sensors, we have the opportunity to counter these at an early stage. This helps us avoid wasting resources on defective products. We also carry out random sampling to test specific parameters.



BP®: The long-standing partnership between our companies is a clear indication that it pays to know your supply chain. How is your relationship with your upstream suppliers, and how do you safeguard proper working conditions there?

Kettelhack: We maintain a very cooperative relationship with our suppliers and see this as an important component of quality.



“The length of our partnership with our suppliers averages over eight years. This has a big impact on product consistency and quality.”
Jens Kampling

Our suppliers have to meet minimum requirements and have specific certifications according to standards such as Fairtrade, GOTS, SA8000 or StEP by OEKO-TEX®. Thanks to our regular risk analyses we are well aware of the prevailing risks in our production countries. The aim is to mitigate those risks by taking a range of measures.

Klopman: We set great store by long-term partnerships and not changing suppliers any more frequently than necessary. We impose certain requirements, such as no use of subcontractors. These are enshrined in our Code of Conduct and endorsed by our upstream suppliers. Compliance with the requirements is checked through unannounced audits and site visits. In our experience: if the working conditions aren't right, the quality of the product won't be right either.

BP®: How do you and your suppliers verify the origin and quality of raw materials?



Kettelhack: Product quality is ensured through close cooperation with the agents and their greige fabric producers. Many years of experience and technical expertise on the part of everyone involved play a decisive role here. This also applies to chemicals producers. Our suppliers

are all certified in accordance with recognised standards such as Fairtrade, GOTS, SA8000, and in some instances StEP by Hohenstein. We also give our suppliers precise instructions and are requesting certain parameters. We are in close contact with chemicals producers too; this is particularly important given the requirements of our department responsible for managing harmful substances. We comply with the ZDHC Manufacturing Restricted Substances List, as recently confirmed by our StEP certification.

Klopman: We impose certain requirements on our suppliers here too. In this way we can influence which fibres are used. And so we know where our raw materials come from. At the same time, this ensures the quality of our upstream products. And our long-standing partnerships contribute to this as well.

BP®: We have already developed many fabrics together. For some time we have been working together on the exciting project of carbon accounting, i.e. calculating the total emissions of a product. Can you describe what you see as the biggest challenges?

Kettelhack: The biggest challenge is clearly the availability of data for calculating emissions. We are still having to work very much with average values and assumptions, unfortunately. Transparency is particularly important. Since there is no universal approach to this calculation, the values on the market are not yet comparable, sadly.

"Let me give you an example: Some impacts can be reduced by changes in the process – for instance, by using polyester instead of cotton; the CO₂ value in this case is significantly better. However, polyester is a man-made fibre with other negative environmental impacts. It is therefore important to look at the whole product life cycle and evaluate all aspects involved."

Jessica Burwin

Klopman: The analysis of processes along the supply chain is extremely comprehensive. We are developing a sustainability strategy to reduce our carbon footprint. The result of the analysis shows a high CO₂ output. We are currently analysing what the biggest contributing factors are in order to reduce this as much as possible. The last step would be offsetting, but this is also the most difficult step.

"The difficulty lies in the multitude of calculation models and the associated challenge in comparing the values."

Elke Bissdorf



BP®: What sustainability measures – big or small – have you implemented recently?

Klopman:

- » **StEP certification of our plant in Indonesia**
- » **"Zero Waste to Landfill" project implemented**
- » **Use of recycled fibres**
- » **Conversion to LED lighting**
- » **Joining the UN Global Compact**

Kettelhack:

- » **StEP by Hohenstein certification**
- » **Launch of sustainability website**
- » **Conversion to LED lighting**
- » **Training of 29 sustainability ambassadors**
- » **Elimination of disposable cups and bottles**

Klopman: To achieve our sustainability goals, we need to engage all stakeholders along the supply chain. On the European market, the demand for sustainable products varies greatly, and so we face very different expectations. But in short, we are required to market a sustainable product that is also financially viable – and that is precisely one of the biggest challenges.

BP®: Thank you very much for this open and frank discussion, as always.

BP®: What challenges do you see with regard to your goals and business focuses in the future?

Kettelhack: The "Life-cycle assessment" issue is even more complex than carbon accounting. This process considers the entire product cycle, and attempts to calculate the various influencing factors from start to finish. As well as the CO₂ values already mentioned, the calculation also takes into account water consumption, land use and many other aspects. The challenge lies in its complexity. The complete life cycle of the garment, from the field to disposal, has to be traced.



feel the difference

ECOLOGICAL RESPONSIBILITY

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



- 1.** Our claim: we make the longest lasting work clothing available on the market. This quality helps us **ELIMINATE** the consumption of valuable resources and ease the burden on the environment.
- 2.** 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 CO₂ emissions for every single product.
- 3.** 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.



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

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

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. We need 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.

2. REDUCE

The list of measures that BP® uses to reduce its consumption of resources is long. In 2020 we added many more actions to this list. A highly exciting and current priority for us is carbon accounting.

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

- » We are focusing intensively on the topic of carbon balance sheets (see p. 21).
- » Our aim is to cut our air freight volume by approx. 15%. To this end we have improved our processes in the area of production planning and logistics.
- » We want to avoid the use of packaging materials as far as possible (see p. 23).
- » Every year we take a very careful look at our own use of resources at our headquarters in Cologne (see p. 23).

3. RECYCLE

In areas in which we are unable to avoid consuming resources, we have expanded the possibility of using recycled materials. For our BPlus Green collection we have been applying this principle 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 recycled PET material helps to save valuable resources compared with the manufacture of conventional polyester fibres:

- » 45% energy
- » 30% CO₂
- » 20% water



BPlus Green collection based on recycled PET and Fairtrade cotton

THE FIRST STEP IS ALWAYS THE HARDEST.

CARBON ACCOUNTING AT BP®.



The reduction of our CO₂ emissions remains one of our top priorities. We are therefore currently working on producing a product balance sheet for 25% of the BP® range. This marks an important step as we create an overview of the CO₂ emissions along the supply chain.

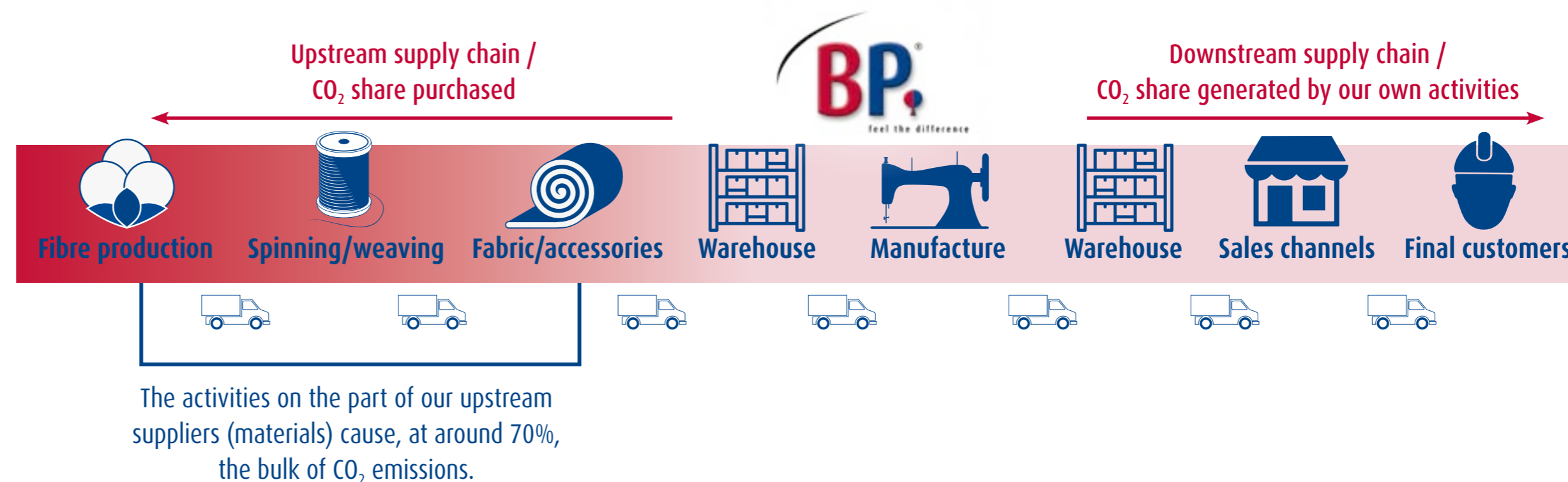
On the pathway towards the product balance sheet, we are currently at the point of data collection. The pathway comprises the following steps:

- » Definition of targets
- » System limits
- » **Data collection**
- » Presentation
- » Calculation
- » Setting measures

OUR CHALLENGES:

- » Collecting primary data from our upstream suppliers, as many of them, just like BP®, are only just starting out on their carbon accounting journey.
- » Different approaches to drawing up the carbon balance sheet.
- » The increased focus on stabilising supply chains, due to the COVID-19 pandemic.

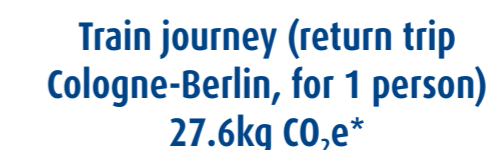
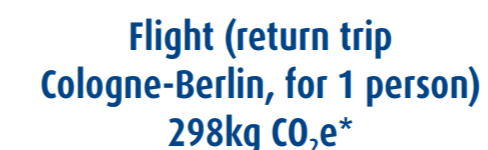
WHERE DO THE EMISSIONS OCCUR IN THE SUPPLY CHAIN?



A COMPARISON OF CO₂ EMISSIONS

The CO₂e* value for this tunic consists of:

- » CO₂ value for the fabric manufacture
- » CO₂ share for the manufacturing
- » CO₂ share for the journey between the warehouse and manufacturing partners
- » Safety margin of approx. 20%



Source: EcoPassenger

* CO₂e 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).

GRADUALLY PHASING OUT PFCs.

WITH A CLEAR ENVIRONMENTAL STRATEGY AND A HIGH SAFETY REQUIREMENT.

The three letters PFC mean a lot. They stand for perfluorinated and polyfluorinated chemicals. They also stand for an environmental strategy that BP® will implement in the coming years. Since 2013, BP® has been committed to phasing out PFCs and, in 2016, set up a work group dedicated to this aim.

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 CLOTHING AND WORKWEAR

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

PHASING OUT PFCs

BP® no longer uses C8 chemicals. For some of its outdoor garments, it has been possible to dispense with the use of chemicals completely (C0 chemicals). Other items are being tested without PFCs. For knee pockets, we have been working with our supplier to develop an alternative fabric without a finish and this will be used from 2021 onwards.

PFCs 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. Although it is very difficult here to dispense with PFCs completely, we have already switched all PPE items to C6 chemicals.



BP® Men's soft-shell trousers

BP® is active in various associations and engages in ongoing dialogue with fabric suppliers. A PFC-free solution is still being sought, and all those involved hope to develop an ecologically sustainable solution in the near future.

SUMMARY:

We are constantly improving the environmental impact of our products by checking, for each new development, whether we can do without chemicals (C0 chemicals). However, since it remains difficult to find alternative products that still meet the high requirements of the workwear, and above all the PPE, sectors, the process of phasing out PFCs is ongoing.

TAKE A GOOD LOOK!

BP® CONTINUOUSLY MONITORS ITS OWN CONSUMPTION OF RESOURCES.

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 and other light-coloured items of clothing used in the medical sector also need to be handled carefully and kept clean. In future we will stop using polythene bags as packaging for as many collections as possible, and use sustainable paper sleeves instead.



BP® paper sleeve



PAPER CONSUMPTION



681,463
sheets of paper
2020

893,382
sheets of paper
2019

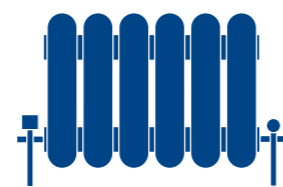
WATER CONSUMPTION



783,40m³
2020

709,32m³
2019

DISTRICT HEATING



60,154.3 kwh
2020

62,132.7 kwh
2019

Some of the figures are lower than last year but it should be noted that the year is not representative due to COVID-19, with BP® employees having been allowed to work from home since the beginning of the pandemic.

AIR CONDITIONING



64,346 kwh
2020

75,639.3 kwh
2019

ELECTRICITY CONSUMPTION



255,000 kwh
2020

235,400 kwh
2019

With the installation of a separate air conditioning system in the server room, the figure for air conditioning has decreased, but the electricity consumption figure has risen.



Cotton picker, photo: Fairtrade/Sean Hawke

BP[®] RESPONSIBLE PARTNERSHIPS

WORKING TOGETHER FOR MORE SUSTAINABILITY.

FAIRTRADE SOURCED COTTON MODEL.

FAIRTRADE SOURCED COTTON MODEL.

- » BP® has been working with Fairtrade since 2016.
- » In 2019 BP®, in cooperation with a number of partners from the work clothing sector, launched the “Supporting Fairtrade Cotton” pilot project. Five work clothing manufacturers are currently taking part in this project, including Klopman as a supplier. The aim is to consistently increase demand for fairly traded cotton. Since the start of the cooperation we have been able to increase the percentage share of this cotton year-on-year: from 5% in 2016 to 21% in 2019. The share did not increase in the 2020 reporting year only, due to a planning correction. Here, too, we were able to achieve a percentage share of 21%.
- » The Fairtrade Sourced Cotton Model enables 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. The Fairtrade label lets customers know that, by purchasing a BP® item of clothing, they are contributing to this process. This gives them peace of mind when choosing the right work clothing.
- » For further information:

www.info.fairtrade.net/sourcing



WHAT IS FAIR TRADE ALL ABOUT?

- » Farmers are paid 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 also not allowed.
- » Specific training measures provide economic and ecological support for small-scale farmers.

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 education projects targeted at the children of cotton farmers.



THE PROCUREMENT OF CERTIFIED RAW MATERIALS THROUGH THE MASS-BALANCE PRINCIPLE.

- Processing of Fairtrade cotton and conventional cotton
- Loss of physical traceability



- Verification that cotton has been correctly distributed by FLOCERT using the online tracking tool “Fairtrace”.
- All suppliers enter the quantity of cotton sold.
- The quantity of cotton contained in the items bearing a label must be equivalent to the quantity of cotton that was previously purchased by BP®.

BP® PARTNERS.

STRONG QUALITY NEEDS STRONG PARTNERS.



STRONG COLLABORATION: MANUFACTURING PARTNERS

- » BP® pays regular visits to all manufacturing partners and engages in intensive exchange by Skype, MS Teams, e-mail and telephone.
- » We assist in preparing for audits and provide robust support during the implementation of the subsequent corrective 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.
- » BP® carries out annual supplier assessments.

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](#).

The process for selecting a new BP® partner (manufacturing partner or materials supplier) is clearly defined.

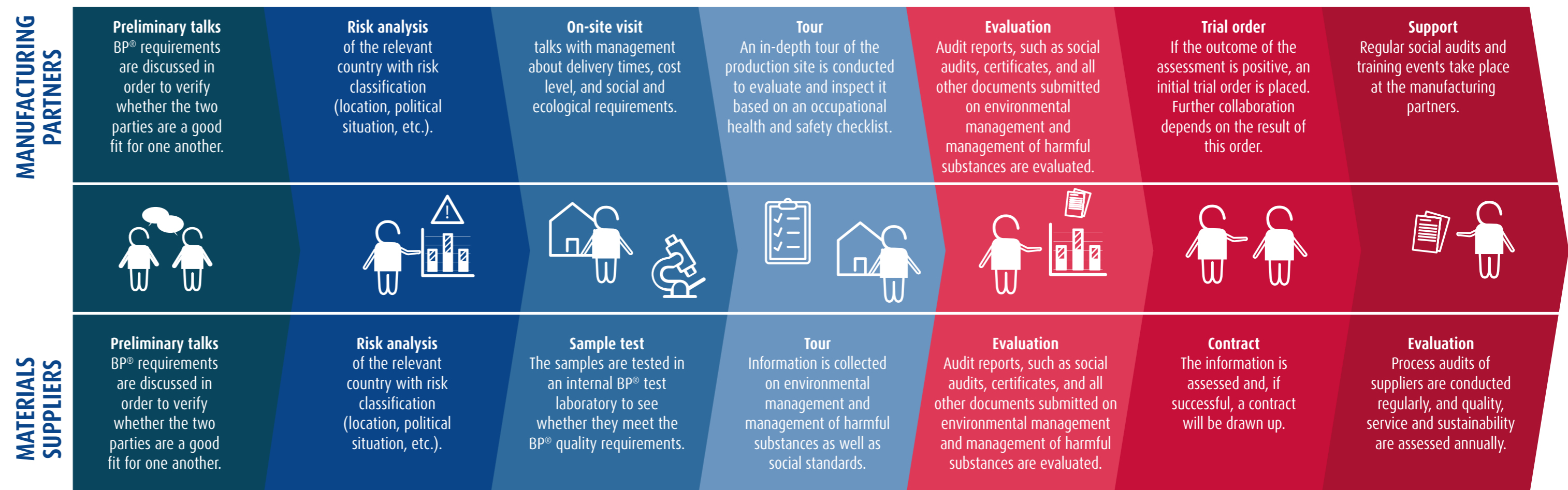
STRONG COLLABORATION: MATERIALS SUPPLIERS

- » As well as face-to-face meetings on site, BP® sets great store by intensive exchange via MS Teams, e-mail and telephone. Process audits are arranged on a regular basis.
- » Suppliers must provide annual evidence of their compliance with the OEKO-TEX® rules and the REACH Regulation.
- » We also carry out supplier assessments every year.

DID YOU KNOW?

The materials suppliers contractually undertake to comply with the ten principles of the UN Global Compact. Manufacturing partners, meanwhile, must adhere to the FWF principles. As a rule, subcontracting is not permitted without the express consent of BP®.

In 2020 we completed our “BP® Code of Conduct”; in 2021 we are sending this to our manufacturing partners and materials suppliers so that they can confirm in writing that they accept this Code. The Code includes our due diligence obligations with regard to social and environmental standards as well as general aspects of responsible cooperation, such as the exclusion of corruption.



GLOBALLY NETWORKED

FOR CLOSE COOPERATION.



Over the course of many years, our network of materials suppliers and clothing manufacturers has grown steadily. But whether it's just three metres to the neighbouring office or 8,750 kilometres to South Korea, at BP®, the focus is on sustainability management around the world.



138 YEARS OF PARTNERSHIP:

TOGETHERNESS AND TRUST WITH OUR MANUFACTURING PARTNERS.



Years of partnership

Status in 2020



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® items of clothing 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.

WORKING TOGETHER FOR MORE RESPONSIBILITY.



FAIR WEAR

- » The FAIR WEAR FOUNDATION (FWF) is a multi-stakeholder initiative that aims to improve the working conditions of people employed in the textile industry.
- » 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 seventh time in a row.
- » BP® and its manufacturing partners are committed to adhering to the principles of the FWF and to working on any improvements required.
- » The FWF principles are implemented and monitored at our manufacturing partners using regular visits, training measures, audits and follow-up corrective 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. Find out more [here](#).

- » All employees who work at the production sites can make use of the FWF complaints mechanism (see p. 39 for further details).
- » Intensive exchange with other FWF members and comprehensive cooperation with our shared suppliers are both extremely valuable to us. Because together we achieve more.
- » In a year in which many audits and training measures could not take place, and many employees in the global textile industry feared for their livelihoods during the COVID-19 pandemic, the FWF implemented extensive support and education measures. Find out more [here](#).
- » Everything you need to know about the FWF can be found [here](#).

THE PRINCIPLES OF THE FAIR WEAR FOUNDATION (FWF)

<p>1</p> <p>Employment is freely chosen</p>	<p>2</p> <p>Freedom of association and the right to collective bargaining</p>	<p>3</p> <p>No discrimination in employment</p>	<p>4</p> <p>No exploitation of child labour</p>
<p>5</p> <p>Payment of a living wage</p>	<p>6</p> <p>Reasonable hours of work</p>	<p>7</p> <p>Safe and healthy working conditions</p>	<p>8</p> <p>A legally binding employment relationship</p>

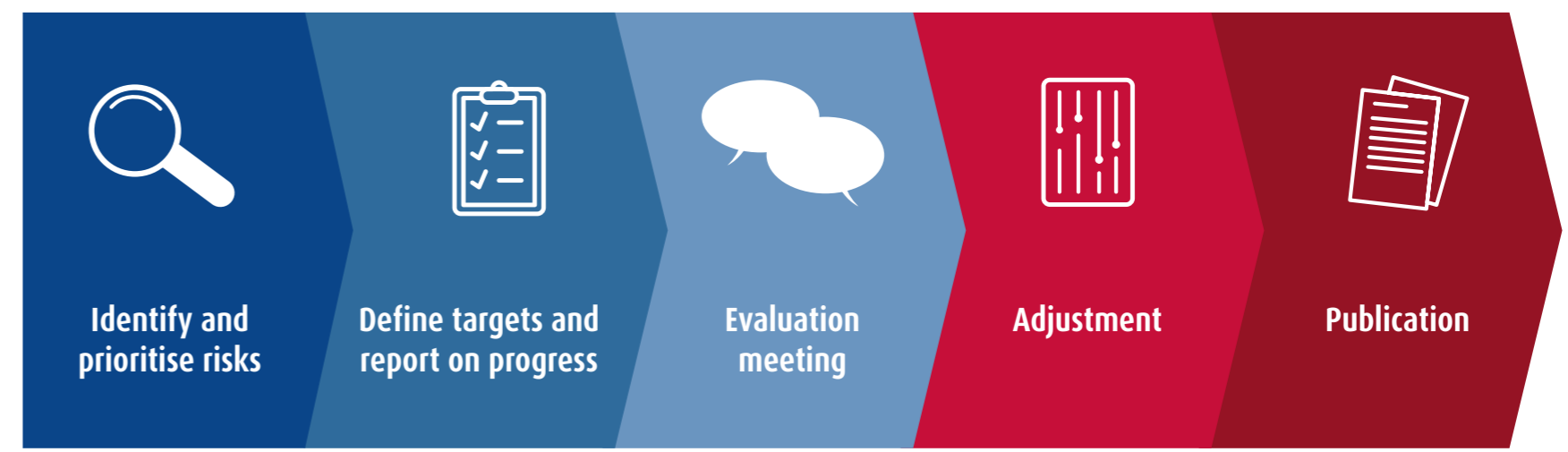
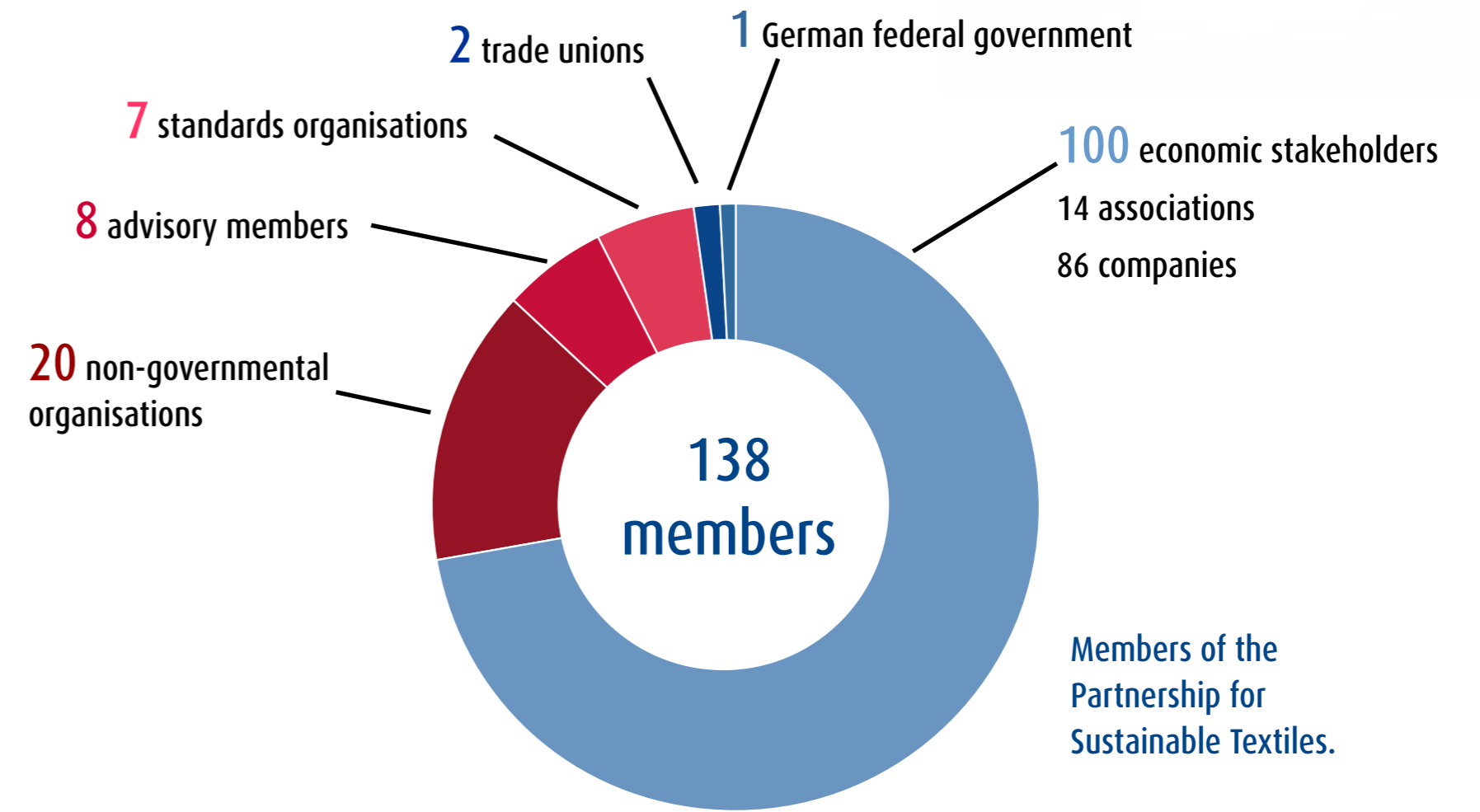
WORKING TOGETHER FOR MORE SUSTAINABILITY.



- » 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.
- » The Partnership aims to improve social and ecological conditions in the global textile production sector.
- » This goal is to be achieved through individual responsibility, shared engagement and mutual support.
- » BP® commits to achieving and demonstrating its compliance with specific goals as previously defined in a roadmap. Click here to view the [Roadmap](#).
- » BP® actively brings its own competences into the Partnership, e.g. by participating in the expert group on climate protection.
- » The Partnership for Sustainable Textiles provided extensive support services in 2020, such as for instance the regular exchange of information on the topic of COVID-19.

“Gender-based violence in the textile supply chain”, “Complaint mechanisms” and “Transparency in the supply chain” were further important issues. The Partnership also offers its members comprehensive training in the professional analysis of risks in their own supply chain. The annual theme for 2021 is: “Responsible purchasing practices”.

- » Intensive exchange with other FWF members and comprehensive cooperation with our shared suppliers are both extremely valuable to us. Because together you achieve more.
- » You can learn more about the “Partnership for Sustainable Textiles” [here](#).



Biennial review process for existing members



School pupils at the new school in Pakistan

SOCIAL RESPONSIBILITY

GOOD PAY FOR GOOD WORK.

PRICING AND WAGE POLICY AT BP®.



Serine, sewing expert at our Vetra factory in Tunisia



PRICING AND WAGES – AN AREA OF TENSION.

Like any company, we have a financial interest in offering our products at competitive prices. At the same time, our goal is to offer the employees who produce our clothing a fair wage for their work. We therefore need to maintain a balance and meet both requirements.

Appreciative, respectful and trusting communication with our partners is important, because wages and salaries are paid to

the employees not by BP® but by our production partners. Of course, there is not just ONE simple solution here, but various approaches and ideas that we have developed together with the FAIR WEAR FOUNDATION (FWF) and the Partnership for Sustainable Textiles to successively improve wages and salaries.

WHAT WE ARE DOING:

- » BP® maintains an extensive database which records all the work stages involved in garment production.
- » Having our own sample sewing department in Cologne means BP® has the requisite expertise to make the item of clothing. We can therefore compare the calculated time requirement in minutes with practical experience; this then forms the basis for price talks with the clothing manufacturers.
- » Each production partner creates an initial sample before mass producing a model. During this step, any questions about the processing can be resolved, along with deviations from the calculated time requirement.
- » If necessary, BP® provides the required processing expertise in order to support clothing manufacturers in achieving the calculated standard production time.

- » Since 2012, BP®, together with its production partners, has been comprehensively analysing wage structures in the respective countries and collecting data, taking into account the respective inflation rates, such as the minimum wage, collectively agreed wage levels, and living wages. This data helps to track the goals set.
- » Our approach includes linking our price negotiations to demonstrable wage increases.
- » We engage in ongoing dialogue with our suppliers and regularly invite our manufacturing partners to FWF supplier seminars. The payment of a fair wage is regularly addressed.

There is, however, 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® remains fully and strongly committed to a change of mentality.

Further information on living wages can be found [here](#) Or have a look at the [Partnership for Sustainable Textiles website](#) or our [Brand Performance Check](#).



STRONG TEAM SPIRIT IN CHALLENGING TIMES:

BP® AND ITS PRODUCTION PARTNERS.



We are very proud that our work clothing is produced in cooperation with our highly skilled production partners with whom we have been associated for many years. This cooperation helps us to achieve our aim of making the people who wear our products look professional and up to date in their everyday working lives, and making their work safer, more comfortable and easier.

It is precisely this high standard that has enabled us to maintain all our partnerships even in 2020, the year of the pandemic: plans had to be remade and goals realigned, and many of the things that we previously took for granted, such as visits to our production sites, audits and training, had to be put on hold. Instead, other issues, such as the stabilisation of our supply chains, came to the fore. Close cooperation between all departments, and linking the purchasing department with the sustainability department, have proven very advantageous.

Much of what our production partners and we at BP® have done this year has been comparable across countries: we have worked together with all our might to safeguard working conditions in the production sites so that the staff stay healthy and we can get through this crisis together.

WHAT WE DID:

- » We maintained an intensive dialogue with our manufacturing partners using Skype, MS-Teams and other communication channels. Despite the pandemic and the lack of opportunities for site visits, we managed to expand and deepen our good relationships even further. Regular online meetings, with our Chinese manufacturing partner for example, are now a matter of course and are very much appreciated by both sides.
- » We accepted postponements to delivery dates and delivery delays.
- » We adjusted to the reduced production capacities of our manufacturers due in part to quarantine measures, lack of transport options, changed shifts, and childcare and other caring responsibilities.
- » BP® made all of its payments to its partners on time.
- » Where necessary and possible, additional orders were placed with manufacturing partners to compensate for a lack of capacity utilisation.

- » We regularly took part in webinars, phone calls, Zoom meetings etc. with the FAIR WEAR FOUNDATION and the Partnership for Sustainable Textiles.

WHAT WE DID NOT DO:

- » We did not cancel any orders.
- » We did not end any cooperation arrangements.

WHAT OUR MANUFACTURING PARTNERS DID:

- » Employees were given extensive training on hygiene at the workplace; they were also able to implement what they had learned at home, as a preventive measure.
- » Production areas were adapted so that the minimum distance between colleagues was always maintained; in some cases, shifts were changed to minimise contact between employees.
- » Employees were given face masks, disinfectant was provided and workplaces were regularly sanitised.

- » In some cases, additional transport was provided to make employees' journey to and from work safer.
- » Checks were carried out – sometimes several times a day – to make sure that employees did not have an elevated body temperature.

The pandemic sometimes seems to give the impression that time has stood still or that developments have drawn to a halt. We are therefore all the more pleased that our manufacturing partners were able to develop their production expertise even during the COVID-19 crisis. They purchased new machines, held training courses, and tackled certifications such as Step by OEKO-TEX®, ISO 14001, ISO 45001, ISO 9001 and even successfully completed them.



TUNISIA



BP® PRODUCTION COMPANY VETRA.
Specialist in niche ranges and multifunctional for all collections

COOPERATION START DATE: 1995
NUMBER OF EMPLOYEES:
 280 (32 male, 248 female)
NUMBER OF FWF AUDITS: 4
MOST RECENT FWF AUDIT: 29 + 30 Nov 2018
NEXT AUDIT: 2021
STATUS OF AUDIT ACTION PLAN*:
 90.2% of measures achieved
MOST RECENT VISIT: November 2020
BP® SHARE IN THIS PRODUCTION SITE: 100%
EMPLOYEE TRAINING: FWF Workplace Education Programme 2014; Social Dialogue 2017
PARTICIPATION IN FWF SUPPLIER SEMINARS:
 most recently in 2020: Social Dialogue

The COVID-19 Pandemic and its consequences: Vetra had to close in April and May 2020 as the government did not pay the promised financial support for its employees, or paid it too late. This resulted in a complaint being submitted to the FWF (for more information see p. 39). Despite the government-imposed lockdown in April and part of May, all employees were able to take paid leave in August. Vetra also carried out intensive preparation for the ISO 9001, 14001 and 45001 certifications in 2020. In February, Vetra's works council and production management held face-to-face talks - Vetra's works council then met with the BP® sustainability department in August via MS Teams. Vetra's goals for 2021 are to complete the above certification processes.

PARTNER COMPANY 2.
Specialist in Med & Care and Gourmet

COOPERATION START DATE: 2013
NUMBER OF EMPLOYEES:
 164 (13 male, 151 female)
NUMBER OF FWF AUDITS: 3
MOST RECENT FWF AUDIT: 18 + 19 July 2019
NEXT AUDIT: 2022
STATUS OF AUDIT ACTION PLAN*:
 64.93% of measures achieved
MOST RECENT VISIT: February 2020
BP® SHARE IN THIS PRODUCTION SITE: 85%
EMPLOYEE TRAINING: FWF Workplace Education Programme planned for 2021
CERTIFICATION: ISO 14001, ISO 45001 in Q1/2021

PARTNER COMPANY 3.
Family-managed subcontractor of partner company 2

Since mid-2020, BP® orders have no longer been made in partner company 3, as partner company 2 terminated its cooperation with its subcontractor.

PARTNER COMPANY 4.
Specialist in Outdoor and PPE

NEW

COOPERATION START DATE: 2014 (to 2015), again since 2020
NUMBER OF EMPLOYEES:
 110 (10 male, 100 female)
MOST RECENT VISIT: September 2020

We look forward to working with this production partner again. The production facility has extensive expertise in the manufacture of our Outdoor collection. At our partner's request, we have not yet booked any fixed production capacities there but are still working on an order-by-order basis according to demand.



ARMENIA

Specialist in Outdoor, PPE and Workwear, processing of large orders

COOPERATION START DATE: 2016

NUMBER OF EMPLOYEES:

550 (27 male, 523 female)

NUMBER OF AUDITS BY

THIRD-PARTY ORGANISATIONS: 3

MOST RECENT AUDIT: 13 – 15 July 2020

NEXT AUDIT: 2022

STATUS OF AUDIT ACTION PLAN*:

85.61% of measures achieved

MOST RECENT VISIT: November 2020

BP® SHARE IN THIS PRODUCTION SITE: 17.89%

Our partner achieved a very good result in the last audit. Only a few, very minor instances of non-conformance were found. For example, there was a need for improvement in internal complaints management and the communication of internal disciplinary measures. There were also three non-conformances in the category “Safe/healthy working conditions” (missing handrail on a staircase, missing warning lights on a forklift truck, missing electrical earthing test), which were corrected in the course of the past year.



SLOVAKIA

Partner for niche ranges

COOPERATION START DATE: 2020

PRODUCTION SITES: 2

NUMBER OF EMPLOYEES:

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

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

NUMBER OF AUDITS BY

THIRD-PARTY ORGANISATIONS: 1

MOST RECENT AUDIT: 2017

MOST RECENT VISIT: January 2020

BP® SHARE IN THIS PRODUCTION SITE: 3.40%



PAKISTAN

Specialist in Workwear, Gourmet and Med & Care

COOPERATION START DATE: 1994

NUMBER OF EMPLOYEES:

807 (689 male, 118 female)

NUMBER OF AUDITS

BY THIRD-PARTY ORGANISATIONS: 10

MOST RECENT AUDIT (STEP RE-AUDIT):

26 Nov 2020

NEXT AUDIT: 2021/2022

MOST RECENT VISIT: March and August 2019

BP® SHARE IN THIS PRODUCTION SITE: 24.74%

STATUS OF AUDIT ACTION PLAN:

audit report not yet available due to delays caused by COVID-19.

TRAINING COURSES: as part of the SteP certifications, extensive training courses were held on topics such as quality management, chemicals management, environmental management, occupational health and safety, and social sustainability, and these continue to be held at regular intervals.

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





NORTH MACEDONIA

All-round-talent and specialist in niche ranges

COOPERATION START DATE: 2002

NUMBER OF EMPLOYEES:

372 (22 male, 350 female)

NUMBER OF FWF AUDITS: 5

MOST RECENT FWF AUDIT: 31 Oct + 01 Nov 2019

NEXT AUDIT: 2022

STATUS OF AUDIT ACTION PLAN*:

70.68% of measures achieved

MOST RECENT VISIT: December 2020

BP® SHARE IN THIS PRODUCTION SITE: 57.52%

EMPLOYEE TRAINING: FWF Workplace Education Programme (2021)

Although the year was difficult due to the pandemic and the manufacturing partner was hit by a lockdown twice over, it was able to pay all employees the standard thirteenth month's salary.



VIETNAM

Workwear specialist that has shown true organisational talent in 2020 by jumping in at short notice for the production of our Med & Care articles

COOPERATION START DATE: 2004

NUMBER OF EMPLOYEES:

196 (41 male, 155 female)

NUMBER OF FWF AUDITS: 4

MOST RECENT AUDIT: 26 - 27 May 2020

NEXT FWF AUDIT: 2023

STATUS OF AUDIT ACTION PLAN*:

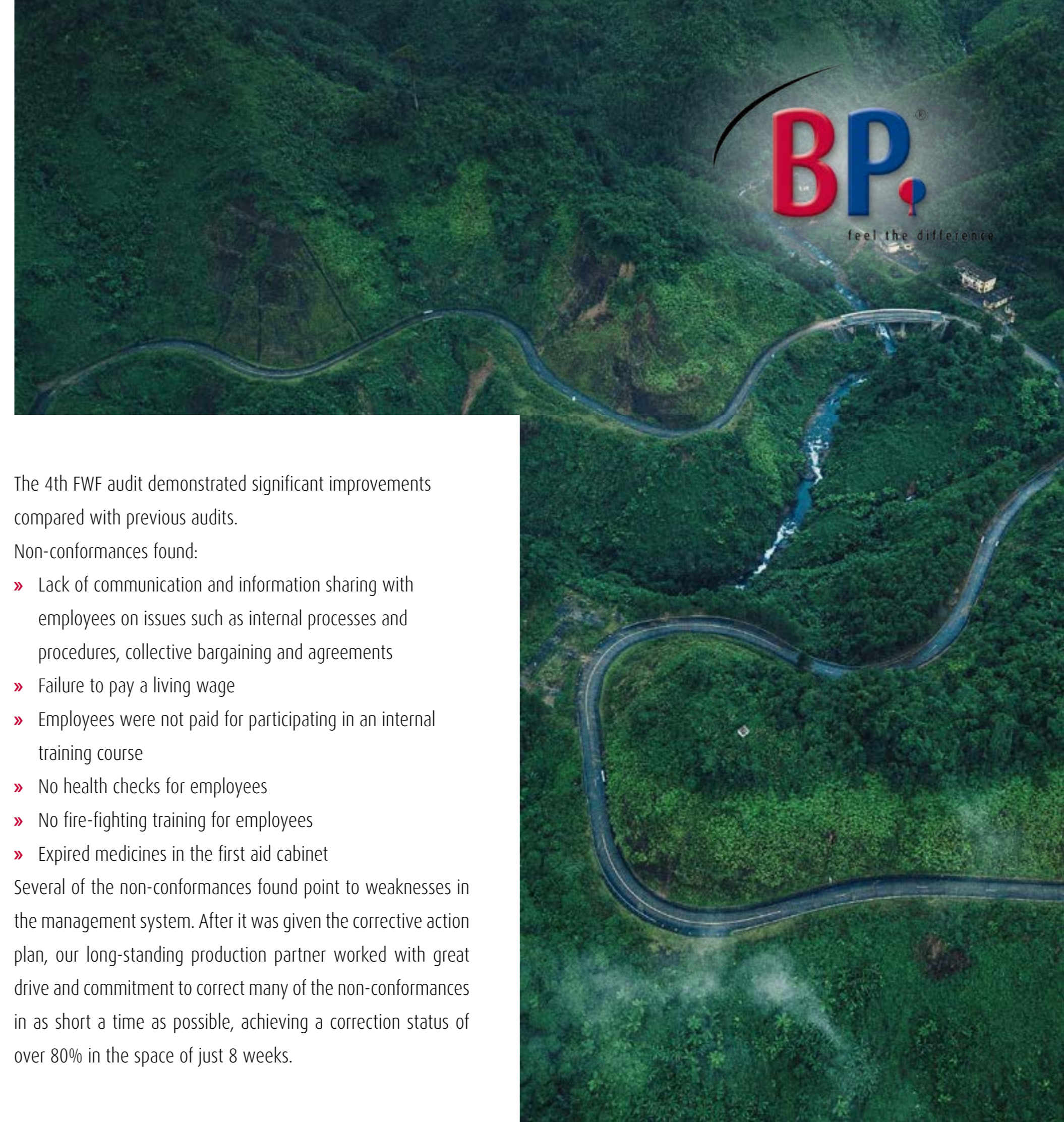
82.04% of measures achieved

MOST RECENT VISIT: May 2019

BP® SHARE IN THIS PRODUCTION SITE: 56.77%

EMPLOYEE TRAINING:

FWF Workplace Education Programme (2015) and pilot project FWF Workplace Training: Communication (2020) Participation in different FWF supplier seminars, most recently in 2019. Topic: "Better understanding of guidelines and legal requirements on the issue of gender-based violence in the textile supply chain".



The 4th FWF audit demonstrated significant improvements compared with previous audits.

Non-conformances found:

- » Lack of communication and information sharing with employees on issues such as internal processes and procedures, collective bargaining and agreements
- » Failure to pay a living wage
- » Employees were not paid for participating in an internal training course
- » No health checks for employees
- » No fire-fighting training for employees
- » Expired medicines in the first aid cabinet

Several of the non-conformances found point to weaknesses in the management system. After it was given the corrective action plan, our long-standing production partner worked with great drive and commitment to correct many of the non-conformances in as short a time as possible, achieving a correction status of over 80% in the space of just 8 weeks.



TURKEY

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

COOPERATION START DATE: 2005

NUMBER OF EMPLOYEES:

279 (135 male, 144 female)

NUMBER OF FWF AUDITS: 4

MOST RECENT FWF AUDIT: 05 + 06 June 2017

NEXT AUDIT: postponed to 2021 due to pandemic

STATUS OF AUDIT ACTION PLAN*:

78.70% of measures achieved

BP® SHARE IN THIS PRODUCTION SITE: 30%

EMPLOYEE TRAINING: FWF Workplace Education

Programme (2015) and FWF Workplace Training:

Communication (2018). Next FWF training course

(Internal Communication) planned in 2021/2022

CERTIFICATION: STeP by OEKO-TEX®

In 2020 the upstream stage (dyeing, finishing) of our production partner successfully completed STeP certification. The certificate has not yet been awarded.

PARTICULAR CHALLENGES IN 2020:

The fact that the COVID-19 pandemic has been a burden for everyone was also evident from the number of complaints: we received three complaints from this company alone this year. Two complaints were resolved very quickly and to everyone's satisfaction. One complaint is currently still being processed. More information on p. 39.



BANGLADESH

Partner for T-shirts

COOPERATION START DATE: 2017

NUMBER OF EMPLOYEES:

660 (265 male, 395 female)

NUMBER OF FWF AUDITS: 1

MOST RECENT AUDIT: 16 Sept 2019

NEXT FWF AUDIT: 2022

STATUS OF AUDIT ACTION PLAN*:

68.58% of measures achieved

MOST RECENT VISIT: March 2019

BP® SHARE IN THIS PRODUCTION SITE: 4%

EMPLOYEE TRAINING: FWF module "Prevention of

violence and harassment in the workplace" with the aim of setting up a functioning "anti-harassment committee".

Participation in FWF supplier seminar on the topic

"Impacts of the COVID-19 crisis on clothing factories in Bangladesh", November 2020



* This is the status of the audit action plan as at the reporting date and is subject to ongoing changes.



PARTNER COMPANY 1.
Long-standing specialist in Outdoor, PPE, Workwear, sweatshirts and Med & Care



CHINA

COOPERATION START DATE: 2013
NUMBER OF EMPLOYEES:
249 (108 male, 141 female)
NUMBER OF FWF AUDITS: 3
MOST RECENT FWF AUDIT: 19 + 20 Sept 2019
NEXT AUDIT: 2022
STATUS OF AUDIT ACTION PLAN*:
74.19% of measures achieved
MOST RECENT AUDIT BY A THIRD-PARTY ORGANISATION:
19 – 21 May 2020
MOST RECENT VISIT: March 2019
BP® SHARE IN THIS PRODUCTION SITE: 5.71%
EMPLOYEE TRAINING: FWF Workplace Education Programme (2020)

Our long-standing manufacturing partner is very experienced with audits as, with the exception of 2020, an average of ten audits are carried out there each year on behalf of different customers. The positive audit report, with only a few non-conformances, shows that improvements are continuously being worked on. The most serious non-conformance in the May 2020 audit was a substantial amount of overtime. The audit report certifies our partner’s realistic calculation of production costs and delivery times. However, its calculation of production capacity is unrealistic. This leads to an extremely high number of overtime hours worked by production workers and security guards. Although this non-conformance is not due to BP® orders, we are in discussions with our production partner so that it can be reduced in the first instance and subsequently permanently eliminated.

PARTNER COMPANY 2.
Produces our Outdoor styles

PRODUCTION SITE A
COOPERATION START DATE: 2017
NUMBER OF EMPLOYEES:
142 (53 male, 89 female)
NUMBER OF AUDITS BY THIRD-PARTY ORGANISATIONS: 3
MOST RECENT AUDIT: 10 + 11 Dec 2019
STATUS OF AUDIT ACTION PLAN*:
56.5% of measures achieved
BP® SHARE IN THIS PRODUCTION SITE: 6.65%

As the order situation had deteriorated considerably due to the pandemic, our partner unfortunately had to temporarily close this production facility. Even the orders from BP® could not prevent this. Many employees had already resigned because of the poor order situation and have found new jobs in the meantime. However, the management remains in contact with them. The local authorities are paying minimum wages for six months for employees who have started new jobs. Our production partner hopes to be able to reopen the production facility in the course of 2021 if the order situation improves.



PRODUCTION SITE B
COOPERATION START DATE: 2017
NUMBER OF EMPLOYEES:
97 (48 male, 49 female)
NUMBER OF AUDITS BY THIRD-PARTY ORGANISATIONS: 4
MOST RECENT AUDIT: 02 + 03 Sept 2020
NEXT AUDIT: Q2/Q3 2021
STATUS OF AUDIT CORRECTION*:
56.82% of measures achieved
BP® SHARE IN THIS PRODUCTION SITE: 5.70%

The audit carried out in September 2020 revealed the following deficiencies:

- » No social security payments for some employees
- » Excessive overtime in production due to inadequate planning of labour capacity (not due to BP®)
- » Small non-conformances in the area of safe/healthy working conditions

As no site visits could take place due to the pandemic, we kept in close contact with our production partner via Skype. The extremely high number of overtime hours was also discussed during these talks.

FROM COMPLAINT TO INDIVIDUAL SOLUTION.

BP® AND THE FWF COMPLAINTS SYSTEM

- » Our membership of the FAIR WEAR FOUNDATION (FWF) means that employees of our manufacturing partners can access a well-established complaints management system.
- » Employees can find out about how the complaints process works in each production site by reading notices on display, attending training and consulting the local teams on site in the 11 countries in which the FWF is active.
- » **Number of complaints at BP® since 2014:** 16
- » **We have received complaint from the following countries:**
Tunisia, Turkey, Romania
- » **Reasons for the complaints:**
 - Unfair suspension/dismissal
 - Misconduct by colleagues and line managers
 - Discrimination (in relation to pay)
 - Non-payment of salaries, social benefits and compensation
 - Pressure at work, stress and lack of transparency around payroll
 - Overtime

WE RECEIVED FOUR COMPLAINTS IN 2020:

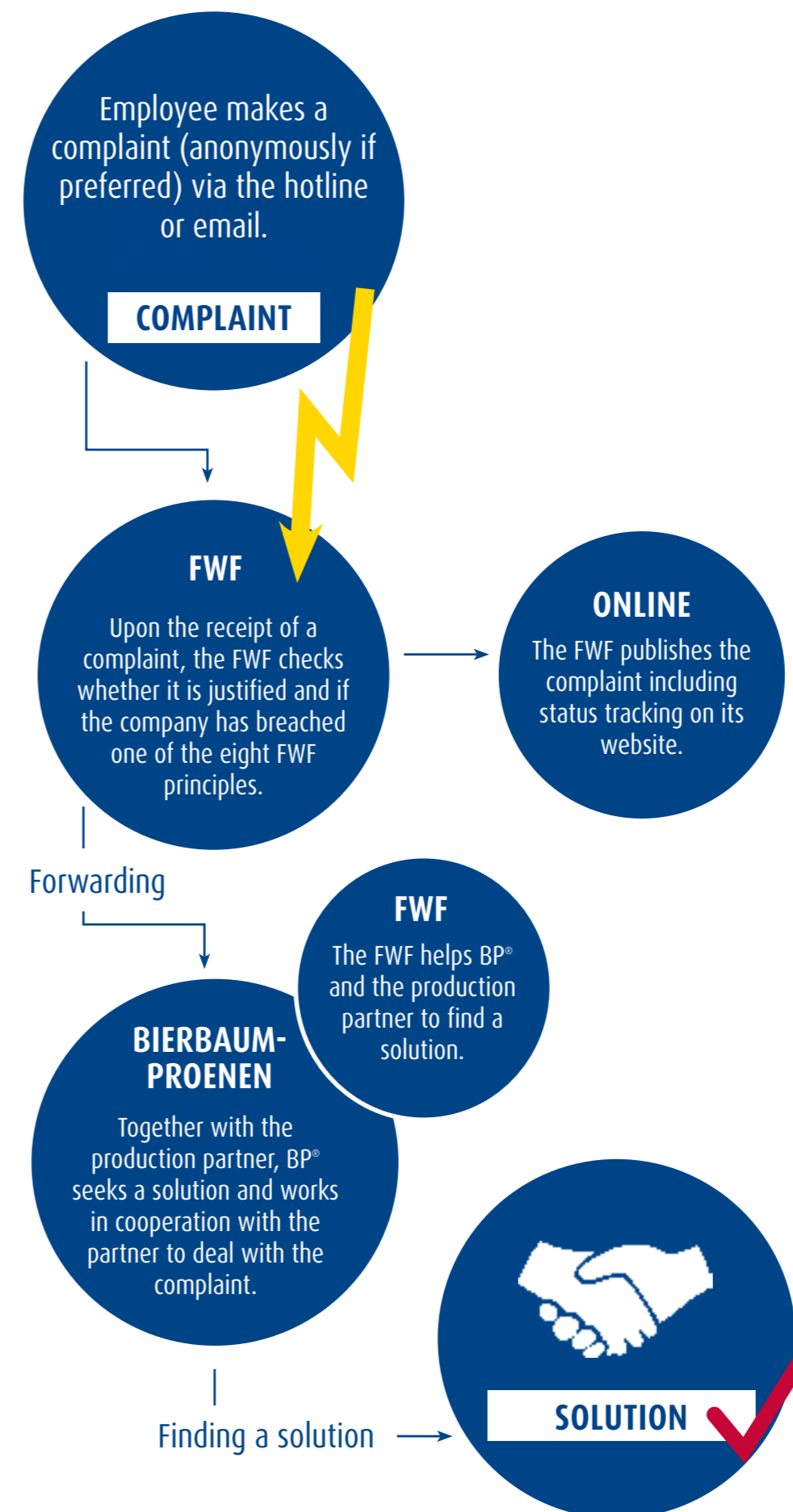
TURKEY: in June, we received two complaints from employees of our production partner within a few days of each other.

They complained about the high number of overtime hours and misconduct by line managers. Comprehensive remedial measures were immediately initiated through information sessions and discussions with management officials. The complainants later confirmed that the situation had improved significantly and that they were satisfied with the solution provided. In August 2020, we received another complaint about bullying, and incomplete wage and social security payments. This complaint is currently still being examined by the FWF team. However, due to the pandemic and the lack of travel options, this process is taking more time than usual.

TUNISIA: in July 2020, we received a complaint from our own factory. Our production facility had to close due to a government-imposed lockdown in April and May. An application was made for State financial support for these two months, but unfortunately this was not paid due to an error made when applying for the month of April. Our company covered the costs in full and made the payments in September and October. The complaint was resolved in cooperation with the works council and with members of the union on site.

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

HOW A COMPLAINT IS HANDLED



MAKING SURE ALL COMPLAINTS ARE HANDLED PROPERLY.

BP® supports the implementation of complaint mechanisms through the FWF Workplace Education programmes.

- » The pilot training project on “Communication” that was commissioned in 2019 was successfully completed at our manufacturing partner in Vietnam in 2020.
- » The FWF training programme launched in 2019 on the “Prevention of violence and harassment in the workplace” was continued at our production partner in Bangladesh in 2020. It will also be continued in 2021, so as to establish an active, integrated and well-functioning “anti-harassment committee”.
- » A FWF Workplace Education Programme was carried out at our long-term production partner in China.

In our 2020 Brand Performance Check the FWF encouraged us to undertake further training measures with our production partners. As soon as these options are available again, we will gladly comply with this request.

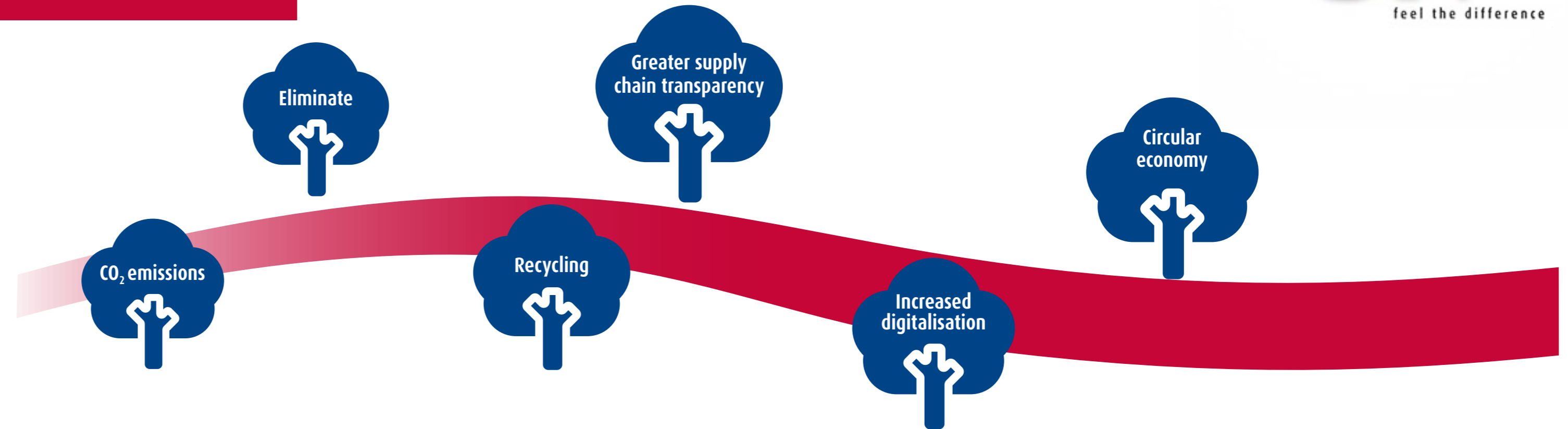
More information about the FWF programmes can be found [here](#).

MORE OF THE SAME:

MOVING WITH FOCUS INTO THE FUTURE.



BP® Multi Protect Plus



- » **We are carrying out carbon accounting:** we will record the CO₂ emissions produced along the entire supply chain per item. Our goal is to implement this measure for at least 25% of the BP® range to start with, a percentage that will be gradually increased.
- » **We are focused on recycling:** we plan to increase our use of recycled materials.
- » **Supply chain transparency:** we take responsibility for our actions. This requires us to know our supply chains and make them more transparent step by step. Germany's new Supply Chain Act supports these considerations and shows that we are on the right track in this regard.

- » **Eliminate:** in future we will stop using polythene bags as packaging for as many collections as possible, and use sustainable paper sleeves instead.
- » **Increased digitalisation:** in cooperation with BP® partners we are increasing the degree of digitalisation. This includes digital factory visits to check the production conditions in our partner factories, digital sample production and the presentation of products in a digital showroom.
- » **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.

“ **A PATH IS MADE BY WALKING ON IT.**
- ZHUANGZI -

EASY REFERENCE.



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**GET IN TOUCH.
WE ARE HERE.**



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REPORTING CYCLE

The sustainability report is published annually.
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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.