



**QUALITY.**

**OUR GREATEST CONTRIBUTION  
TO SUSTAINABILITY**

**SUSTAINABILITY REPORT 2018**

# QUALITY AND RESPONSIBILITY:

BOTH FIRMLY ANCHORED IN BP TRADITION.

*Dear Reader*

In the 2018 reporting year we have once again been focusing on sustainability. We have made good progress in some areas, while other issues will require further consideration. For example, we are continuing to work on developing a satisfactory concept for the significant reduction of plastic bag use in our product packaging.

Given the many problems relating to the issue of sustainability, we ask ourselves what our greatest contribution is to more sustainability. We believe that two aspects of our sustainability strategy are critical in this regard. Firstly, the lasting nature of our supplier relations. We have been working with most of our international production partners for more than ten years. Generally, they are family-run companies like ours. The contacts between us and our suppliers exist at many levels and have been established for many years. For example, we

have been working with our Pakistani production partner, also a family-run company, for almost 25 years. And with our Macedonian partner for more than 15 years. Next year, we will have the pleasure of celebrating the 25th anniversary of our own production facility in Tunisia.

Having a long-term relationship with suppliers is crucial, quite simply because it is the only way to achieve quality products and fair working conditions. A continuous improvement process in social standards works best with a long-term perspective.

The durability of our BP products is the other major component of our sustainability promise. Our products are made using valuable resources. If – through our expertise, sophisticated quality management systems and passion for premium quality – we succeed in doubling the service life of our products,

valuable resources will be saved. Taking all BP products together, we are talking about several million items of clothing a year.

Over the next few pages we would like to introduce you to these and other sustainability projects being undertaken by the “quality-obsessed” BP team.

We hope you enjoy reading all about it!



*Harald Goost*  
Managing Director





## 1. CUSTOMER FOCUS



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

## 2. INNOVATION



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

## 3. EXCELLENCE



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



## 4. TRANSPARENCY AND TRUST



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

## 5. SUSTAINABILITY



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

## 6. DIVERSITY AND PERSONAL DEVELOPMENT



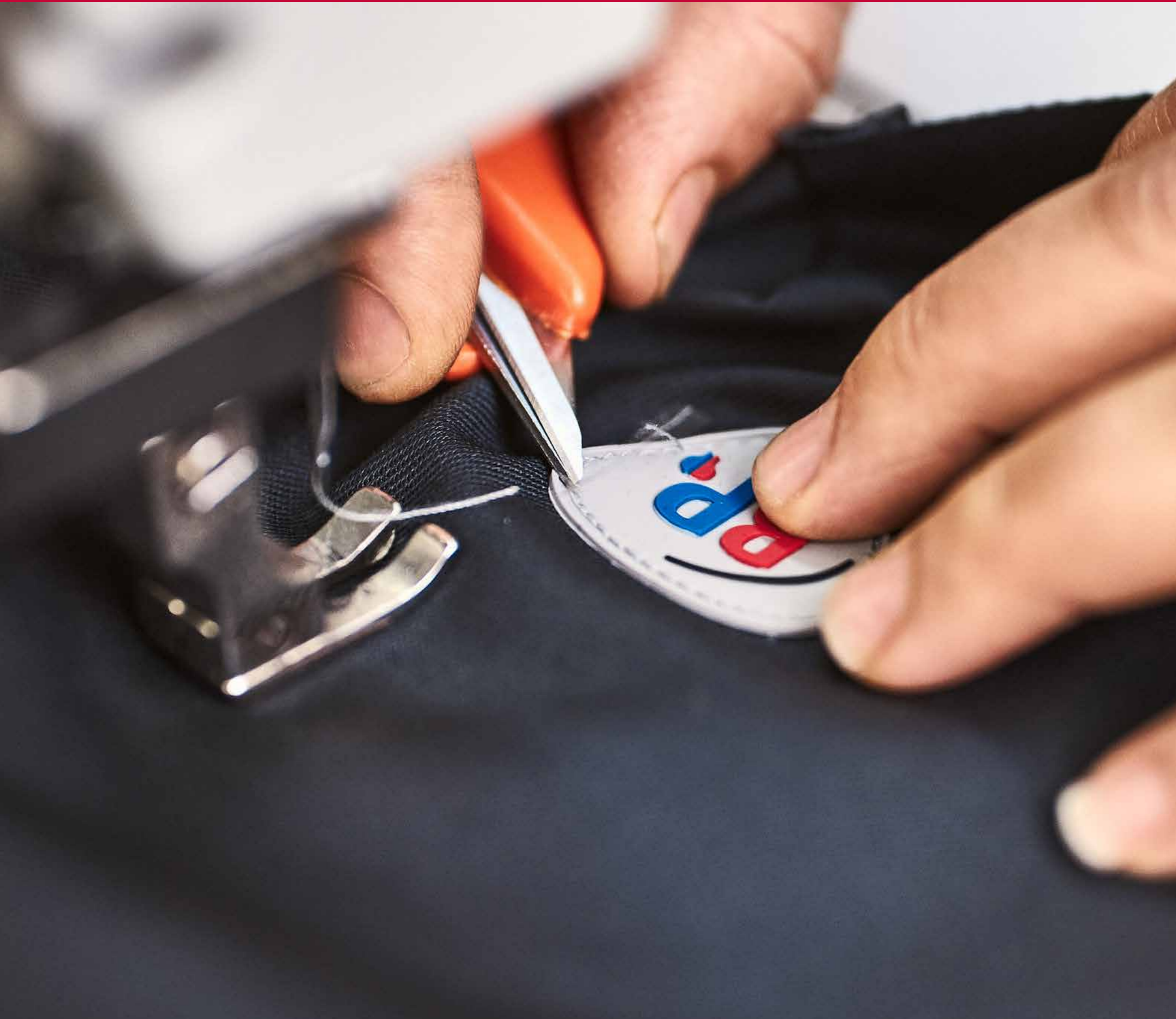
As an international player, we work with a wide variety of different people. This variety of opinions and expertise is what makes us strong. Personal development is also a central part of our company development.

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



# ALL GOOD THINGS ARE WORTH WAITING FOR.

LONG-LASTING PRODUCTS SAVE VALUABLE RESOURCES AND REDUCE THE IMPACT ON THE ENVIRONMENT!



Sustainability means durability. Because if you manufacture products that last an exceptionally long time you will end up using far fewer valuable resources. This is not just about fabrics, yarns and materials; it extends much further, encompassing lower levels of power consumption, packaging material and CO<sub>2</sub> emissions due to transportation. The durability of BP products is an integral part of our sustainability concept and is therefore an integral characteristic of all of our workwear collections for all occupations. With our long-stand-

ing expertise, a sophisticated quality management system and our commitment to delivering the best quality, we are never afraid to roll up our sleeves and get stuck in. It is a process that involves a lot of reflection, development stages and discussions. But at the end of the chain we have a product that lives up to the high BP quality standard and therefore promises to be durable. And this is how we are making a strong contribution to sustainability.



*“When it comes to meeting our commitment to quality we all work hand in hand. This makes a tangible difference – for the wearers of our work clothing, for the BP Team and for the environment.”*

Harald, Managing Director



487 g POLYESTER  
262 g COTTON  
48 PATTERN PIECES  
21 ACCESSORIES  
520 m YARN  
1 BP LOGO

## SUSTAINABLY CAREFUL:

BP works with the greatest care to ensure that our clothing lasts an exceptionally long time. Our BP® Work trousers 1998 therefore contain 262 grams of cotton, 487 grams of polyester and 520 metres of yarn, and consist of 48 pattern pieces, 21 accessories and one BP logo.



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BP - PROUD OF MORE THAN 230 YEARS OF QUALITY

# COMPANY AND PEOPLE.

GREAT WORK, GREAT VALUES, GREAT FUTURE.



# COMPANY PROFILE.

DATES, FACTS AND LOTS OF MATERIAL FOR SUSTAINABLE VALUES.



## BIERBAUM-PROENEN

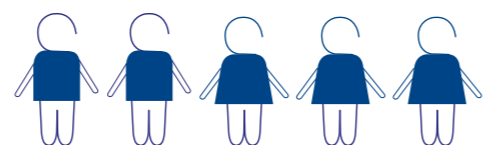
GMBH & CO. KG WITH HEADQUARTERS IN COLOGNE.

# 1788

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



# 122



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

## 7TH GENERATION

WITH MANAGING DIRECTOR HARALD GOOST



# 5



TIMES IN SUCCESSION FAIR WEAR LEADER



# 286

EMPLOYEES WORK AT OUR VETRA PRODUCTION COMPANY IN TUNISIA.



## A LOT IN STOCK.



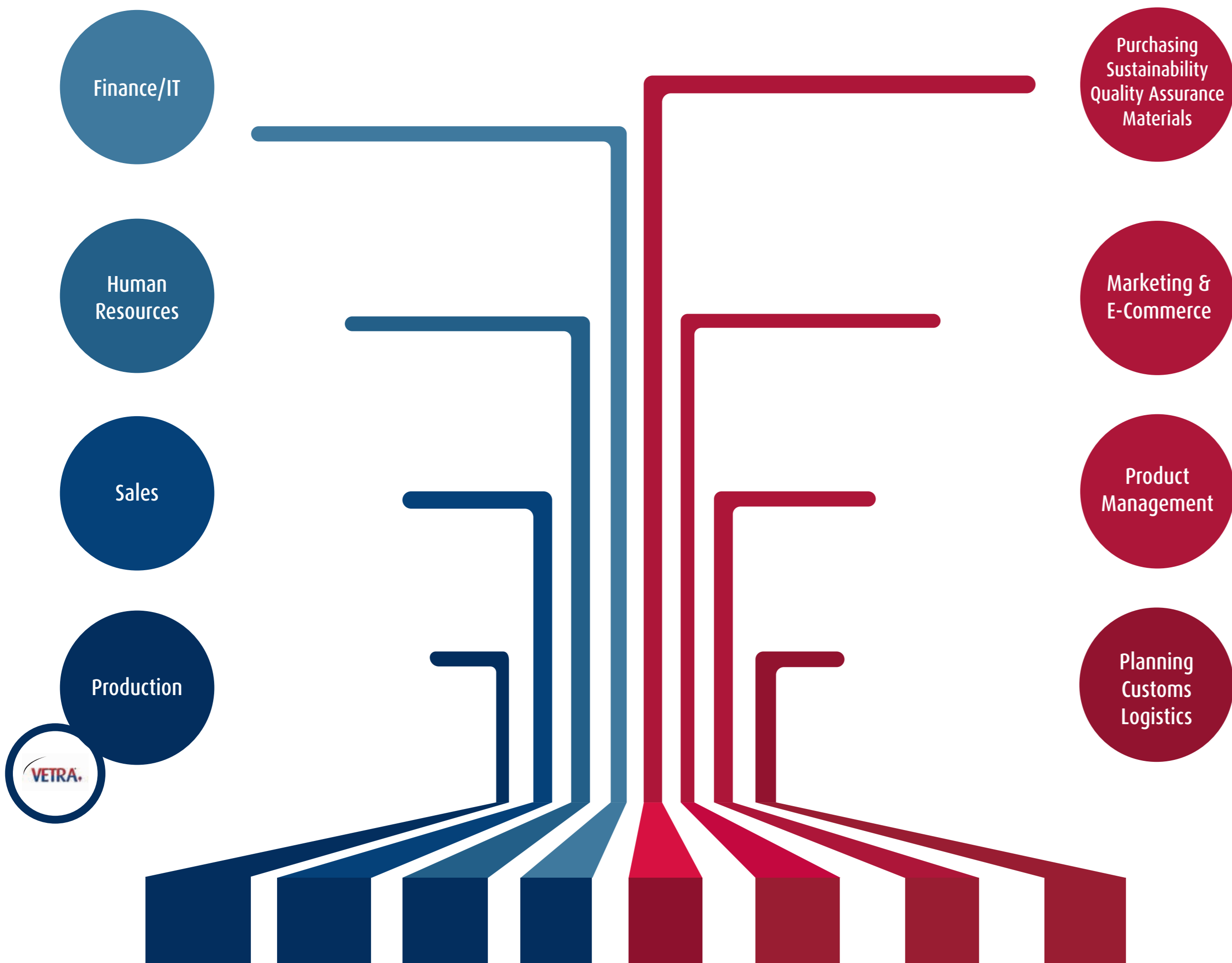
OUR BROAD AND EXTENSIVE RANGE COMPRISES WORK CLOTHING AND PERSONAL PROTECTIVE EQUIPMENT (PPE) - WHETHER FOR INDUSTRY, TRADE, HEALTHCARE, GASTRONOMY OR THE FOOD, PHARMACEUTICALS AND COSMETICS INDUSTRY. AN EIGHTEEN-STRONG CUSTOMER SERVICE TEAM IS ON HAND TO ASSIST BP CUSTOMERS FIVE DAYS A WEEK.

## DURABILITY

IS OUR CLAIM. OUR CLOTHING LASTS FOR YEARS. THIS IS SUSTAINABILITY DOWN TO THE VERY LAST FIBRE.







**SCORING POINTS  
ACROSS THE BOARD:**

SUSTAINABILITY IS A COMMON THREAD RUNNING THROUGH THE COMPANY. ALL DEPARTMENTS WORK HAND IN HAND IN ORDER TO OPERATE AS RESPONSIBLY AS POSSIBLE. YOU CAN COUNT ON THAT.



MATHIAS, MANAGING DIRECTOR VETRA, TUNISIA



MATHIAS, EMPLOYEE AT THE VETRA FACTORY IN TUNISIA

# MORE EXPERTISE, MORE QUALITY: FOR GENUINE ADDED VALUE.

VETRA, THE BP PRODUCTION COMPANY IN TUNISIA.



## A GREAT PARTNERSHIP SINCE 1995:

The BP production company was established almost 25 years ago and its expertise is indispensable to BP.

### Outstandingly trained:

Vetra employs 286 highly qualified people, a number of whom have been with the company for more than 15 years.

**Flexible and efficient:** the vetra team specialises in industrial manufacturing and sets benchmarks in this area.

**Get-togethers:** groups from Tunisia and Cologne take part in regular reciprocal visits. This opportunity to exchange knowledge and experience is hugely important for both teams. The chance to go out for a meal and socialise after the training sessions and workshops is another valuable aspect of these visits.



SABIHA, HANENE, HENIA

**Hand-picked:** at Vetra in Tunisia, our most complex products are also manufactured in small batches.

## CERTIFICATIONS:



Vetra is audited on a regular basis by the Fair Wear Foundation (FWF) and STeP.

### A strong basis for the future:

The working conditions on site are constantly being evaluated and improved.



# OUR EMPLOYEES.



PURE POWER: THE BP TEAM DURING THE BUSINESS RUN IN COLOGNE.

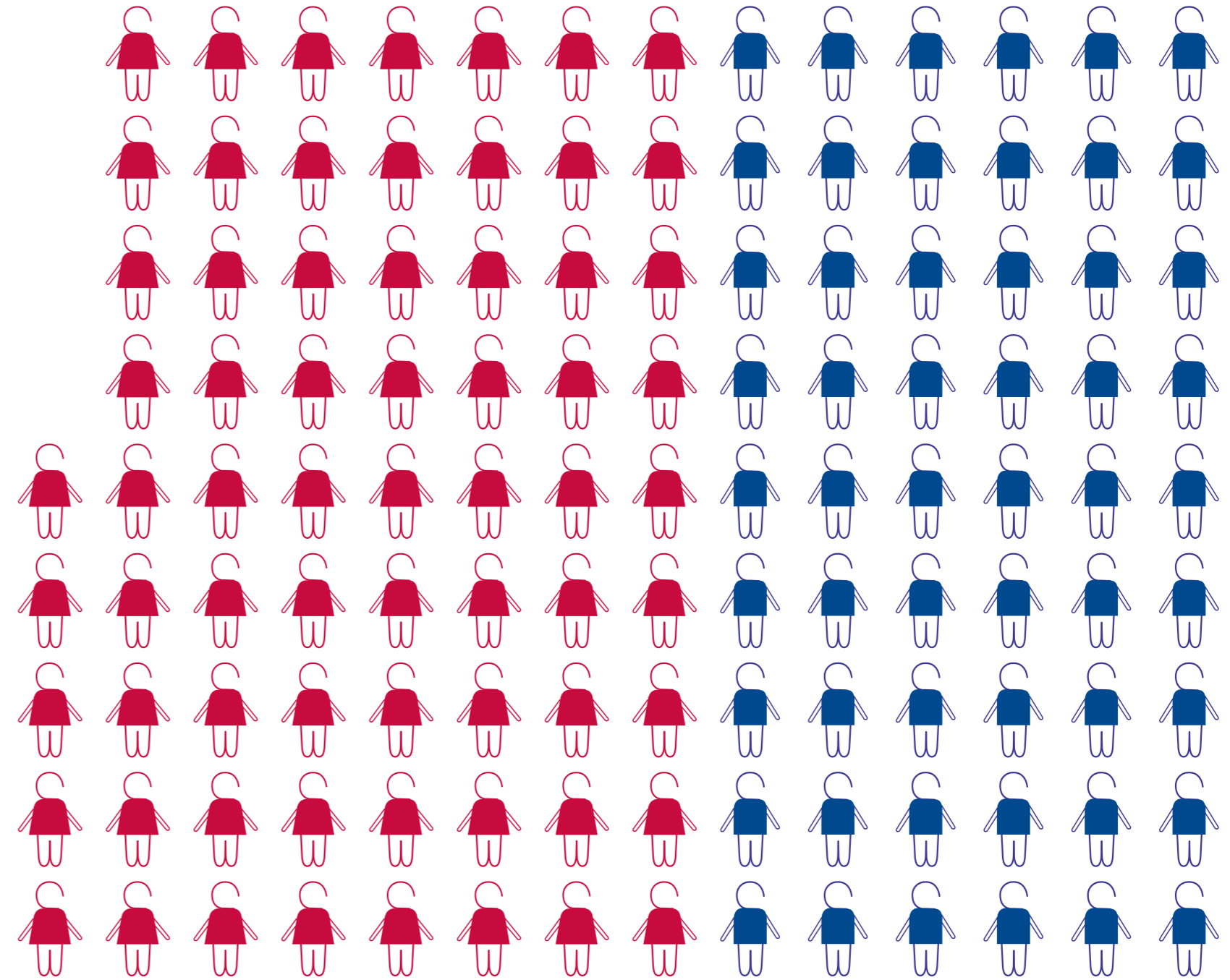


ENTHUSIASTIC SUPPORT CREW: OUR BP TRAINEES ON TRADE FAIR DUTY



BP STAFF ON THEIR WAY TO THE 2018 LONG-SERVICE AWARD CEREMONY

## 122 INDIVIDUALS



Women: 68

Men: 54

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

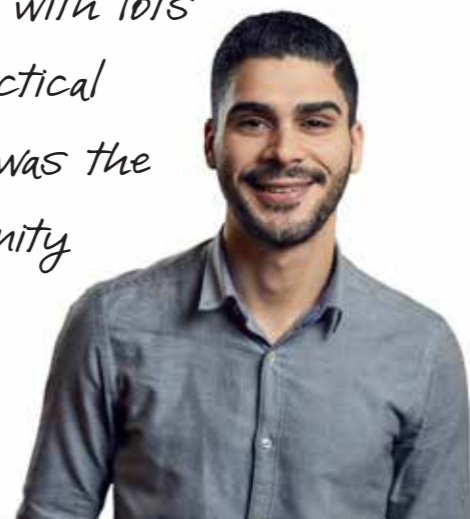


### STUDY WITH BP. WORK FOR BP. OR DO BOTH AT ONCE.

BP has been training young people for many years. Trainees have the opportunity, under the Erasmus Plus scheme, to spend time in another European country, based at either a customer or a supplier. In this way, they not only improve their language skills but also gain an insight into different cultures, providing important experience that they can draw on in their subsequent careers. And because two is better than one, they also have the opportunity to study alongside their training at BP. BP covers all the study fees. As well as vocational training, BP is also heavily committed to continuing professional development. Many employees embark on evening courses at a later stage in their career. As well as helping out financially, BP also offers flexible working patterns to help its staff combine work and learning.

*"I was able to spend 4 weeks working at a customer's premises in Austria. I am now back in Cologne, armed with lots of new and practical experience. It was the perfect opportunity for me."*

Mohammed, Trainee



*"Taking an evening class means I can develop my skills, extend my horizons and have fun at the same time. I love the fact that BP actively supports students like me as we challenge ourselves. It makes combining work and study a feasible option."*

Benedict,  
Marketing & E-Commerce



### EMPLOYEES TRAIN EMPLOYEES

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



ALEXANDER AND MARCEL

*"Communications between our Works Council, Human Resources and the management team are excellent. All three work closely together and form the backbone of the entire BP operation."*

Ralf, Personnel Officer





### DO YOU SPEAK GERMAN, FRENCH, ITALIAN, CROATIAN, DUTCH, ARABIC, PORTUGUESE OR SPANISH?

We do. Fluently. At BP, you meet a variety of different people. 22.5% of us have a migrant background. And we all work under one roof.

### LANGUAGE CONNECTS US

As a company with global operations we want to be as close as possible to our customers, suppliers and producers. This is why we have a lot of native speakers from other countries forming an integral part of our BP Team. Successful collaboration depends on effective communication. By providing translations, talking to customers and suppliers, and making good use of their cultural awareness, these employees play a key role.



*Thirteen different nationalities come together at BP. I find it incredibly interesting and enriching to work with people from other cultures. I wouldn't be without it.*

Julia, Human Resources



### WORK PLACEMENTS AS A SPRINGBOARD

Many people from other countries want to build a professional future for themselves in Germany. This is why we offer work placements targeted at school leavers, students and career entrants. At BP, you can acquire your first international professional experience, improve your German and familiarise yourself with a range of career options.



*I speak French and German. This is ideal, as it allows me to look after both customer groups and communicate at native speaker level.*

Sara, Customer Service



# THE SAME BENEFITS FOR EVERYONE!

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



## A SECURE FUTURE

It goes without saying that BP offers a company pension scheme. Employees can join a contributory pension scheme or take out direct insurance with the provider MetallRente. A non-contributory company pension scheme is not available.

## TIME FOR PARENTS. PARENTAL LEAVE!

*"I'm really pleased to get regular updates from my co-workers about what projects are currently running and future plans. I don't feel like I'm missing out, and it will be easier for me to get back into the swing of things when I return from maternity leave."*

Mona, Marketing & E-Commerce



## A FAMILY-FRIENDLY WORKPLACE? ABSOLUTELY!

Time with your family is precious. So at BP it's something that we take seriously and make provision for. For example, parents can take advantage of flexitime arrangements to drop off their children at nursery or school in the mornings with no time pressure. Moreover, every BP employee has the option of saving "time credits" in a long-term account, enabling them to take a family sabbatical at a later date, embark on a major trip or take early retirement. We also work with an Employee Assistant Programme so that employees can access advice on professional or private matters from

an external counselling service at any time. In addition, BP employees benefit from reduced family rates for gym memberships and other sporting activities, to help achieve a work-life balance.



CHRISTINA, HANNAH, BENEDICT AND LESZEK

## EQUAL OPPORTUNITIES FOR MEN AND WOMEN

At BP, treating men and women equally is a top priority. We believe that everyone should have the same opportunities to start and advance their career with us. This equality also applies to wages and salaries! As a modern company, we want to accommodate the personal circumstances of BP employees and offer flexible working time models. We are open to mobile working arrangements and part-time work to allow for more family time, for example.

52% of those working on the administration side at BP are women. 24% have management responsibilities. Anyone who would like an opportunity at BP will get it, whether they are male or female. The proportion of women at BP should increase again over the next few years. We'd like to see it go up from 40% to 60%. And we are working on measures to achieve this goal.

Women already account for 40% of senior management roles - and that's a good thing.

*"We encourage women to advance in their jobs while also giving them the support they need to combine a career with motherhood."*

Ralf, Personnel Officer





# BP IS MORE. MUCH MORE.

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





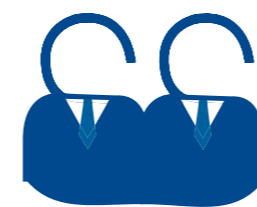
# DEEPLY INVOLVED: THE BP STAKEHOLDERS.

## THE WHO'S WHO!

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

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

Shareholders



Regular exchange

Customers



Daily exchange

Wearers



Regular exchange



Banks



Regular exchange



Suppliers



Daily exchange

Institutions



Regular exchange

Associations



Exchange as and when necessary

Employees



Daily exchange



It's that simple. So, for BP, this stakeholder group takes centre stage – and is pivotal to our basic principles. To go beyond the theory of customer satisfaction BP conducts regular surveys to measure satisfaction levels in practice and to make continuous improvements. Some surveys target the people who wear BP products with the specific aim of identifying clothing needs, while others are

designed to measure general customer satisfaction. As BP attaches great importance to long-term customer relationships, ideas and criticisms are taken into account when planning the collections.

*“ Sustainability might be the word on everyone’s lips but there is a general lack of tried-and-tested ideas and concepts to implement it in practice. With this in mind, we give frequent talks to customers and local authorities to explain what sustainability can look like.*

Steve, Sales

*“ Honest feedback from our customers is immensely important to us. That’s why we regularly invite our customers to workshops and site tours here in Cologne.*

Karol, Head of Sales



VERENA, NURSE



VERENA, NURSE

# JUST TELL US WHAT YOU THINK!

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



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

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

## REAL TOPICS OF CONVERSATION

To get a proper grip on what stakeholders want and what matters to them, we have evaluated a huge amount of data, obtained from employee and customer surveys, as well as travel reports and one-to-one conversations.



### The data analysis revealed three interest categories:

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

### In short, this boils down to:

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

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

*“For the second year in a row we are publishing our Sustainability Report. This makes BP far more transparent for stakeholders. They feel better informed, and that’s hugely important.”*

Sarah, Head of Marketing & E-Commerce



LAURA, CARPENTER



LAURA, CARPENTER

### ALLOW US TO INTRODUCE LAURA, A CARPENTER.

The whole point of clothing is that it is meant to be worn. That’s why we always want accurate information about what the stakeholder group “wearers” wants from our clothing, what they think of it, appreciate or would improve, or absolutely keep as it is. Hamburg-based carpenter Laura not only gave us information but also gave us an insight into her daily work routine. This is hugely important to us as we strive to



provide exactly what she wants. “I mostly work outdoors, and given the weather in Hamburg that’s not always pleasant. We can have rain, hail, wind and sunshine in the space of a single day. This is why the layered look is often called for, because it’s easier to brave fickle weather conditions wearing a T-shirt, softshell jacket and waistcoat.” Professional clothing is very important in Laura’s job to be able to work quickly and tidily. “The clothing needs to be durable and very comfortable. It’s also important to be able to move freely in it, and it needs to have places to put things in, so jackets and trousers need to have lots of large pockets.”

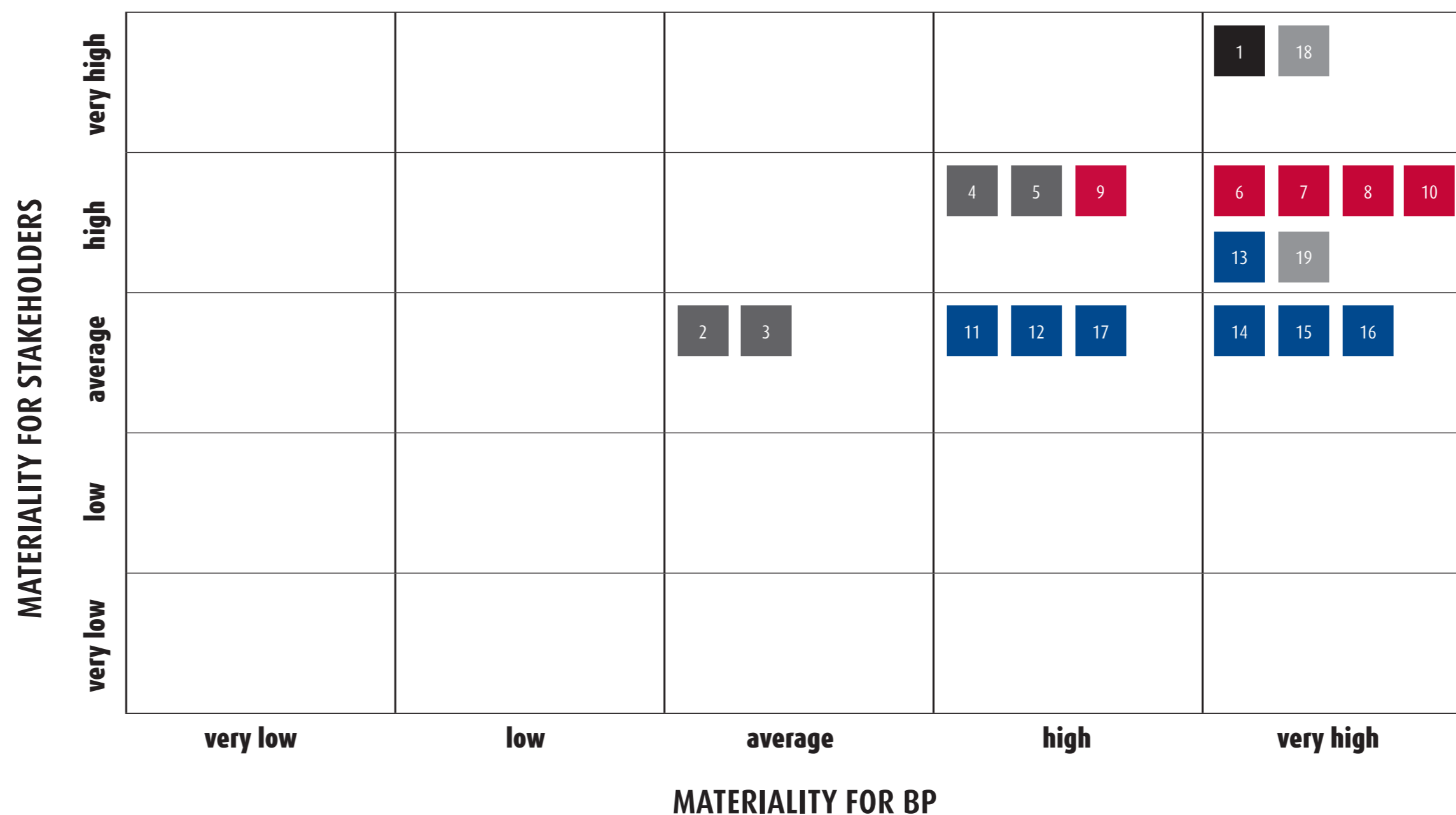
# THE BP STAKEHOLDERS.

CONSTANT CHANGE DEMANDS ONGOING DIALOGUE.



# MATERIAL, HUMAN, NATURAL.

THE RESULT OF THE MATERIALITY ANALYSIS WITH BP STAKEHOLDERS.



**Economic relevance:**

- 1 Economic performance

**Ecological relevance:**

- 2 Energy consumption
- 3 Water consumption
- 4 Ecological sustainability
- 5 Supplier environmental assessment

**BP as an employer**

- 6 Employment
- 7 Occupational health and safety
- 8 Training and education
- 9 Diversity and equal opportunity
- 10 Diversity

**Social relevance:**

- 11 Equal opportunity
- 12 Freedom of association and collective bargaining

**13 Child labour**

- 14 Forced or compulsory labour
- 15 Human rights assessment of business locations
- 16 Supplier assessment with regard to working practices and observance of human rights
- 17 Complaint mechanisms with regard to working practices and observance of human rights

**Product relevance**

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



# WORKING TOGETHER FOR THE COMMON GOOD.

Textilienreinigungsverband (DTV)

Fachvereinigung  
Arbeitssicherheit (VDSI)

Vereinigung bergischer Unter-  
nehmensverbände (VBU)

GermanFashion Modeverband  
Deutschland e.V.

Wirtschaftsverband Textil-Service  
(Wirtex)

European Textile  
Services Association (ETSA)

Federal Textil Nederland (FTN)

Deutsch-Tunesische Industrie- und  
Handelskammer (AHK Tunesien)

Schweizerische Fachvereinigung  
Textilpflege und Versorgung (SFTV)



Fair Wear Foundation (FWF)

Fairtrade

Partnership for Sustainable Textiles

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

For example, the Fair Wear Foundation or the Partnership for Sustainable Textiles.





ALI AND HATEM

FABRIC BEING CUT AT OUR VETRA FACTORY IN TUNISIA

# PRODUCT RESPONSIBILITY

EVERYTHING IS ABSOLUTE BESPOKE WORK.



# MAKING WORK CLOTHING BY THE BOOK.

PROCEDURES, RULES AND TRACEABILITY.

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

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

Personal protective equipment (PPE) is an important topic that requires a lot of thought from manufacturers. Not least in terms of labelling. BP is obliged to adhere to the provisions of the new Regulation (EU) 2016/425, which applies throughout Europe. 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.



*“ Once again in 2018 all of BP's PPE products lived up to their quality and safety promise. Yet the new regulation is shining a brighter light on the issue again. And that's exactly as it should be.*

Heike, Product Management



# PLAYING IT SAFE: THE NEW PPE REGULATION (EU) 2016/425.



*"For the people that wear it, PPE can be life-saving. There can be no room for interpretation, every EU country must be following the same rules."*

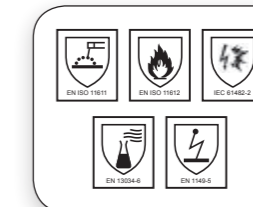
Sebastian,  
Head of Marketing & Export



The new EU Regulation 2016/425 on personal protective equipment (PPE) has been in force since 21 April 2018 throughout the European Union. This has created an EU-wide legal platform that brings together all the requirements applicable to the manufacture and supply of PPE. As a result, the PSA segment has become even more of a priority for us too. We want to continue to work on developments in the future and tap into potential in order

to open up new prospects at work for the users of PPE.

According to Regulation (EU) 2016/425, shared responsibility means an obligation to inform, check, guarantee, and support the supervision of the market. Here are a few examples of what obligations that specifically involves for us as manufacturers and/or the party placing the PPE on the market.



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 in this context specify all harmonised EU standards that apply and their date of publication.

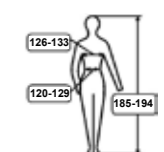


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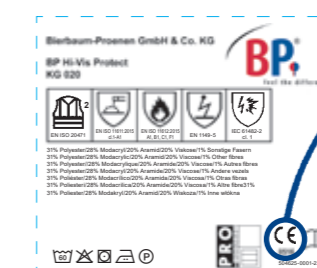
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GB 50/52L  
waist 47/50L



Bierbaum-Prosean GmbH & Co. KG  
Düsseldorfer Str. 73  
50668 Köln, Germany  
www.bp-online.com

Monat/Jahr

In this capacity we are also obligated to guarantee traceability by means of a label. 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 will find this label sewn into the inside of the product.





**BP.**  
feel the difference

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

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



# COOPERATION PARTNERS AND INSTITUTIONS.

BECAUSE SUSTAINABILITY IS A GREAT FIT ON EVERYONE.



# THE FAIR WEAR FOUNDATION.



*"This year, we have been awarded the status Fair Wear Leader for the fifth time. This is something to be proud of, but we must not rest on our laurels, because there is still a lot to do to achieve better working conditions in the producing countries. We are committed to doing this."*

Annet,  
Sustainability



The Fair Wear Foundation (FWF) is a non-profit organisation founded in 1999 that works together with brands, companies, trade unions, NGOs and in some cases also with governments. The FWF audits and improves working conditions in the textile and clothing industry on an ongoing basis in 11 producing countries in Europe, Africa and Asia. In addition, the FWF offers its member companies a major platform for knowledge-sharing or for discussing and implementing action plans to improve working conditions.

BP was the first German supplier of work clothing to join the FWF in 2010. The organisation consists of more than 80 member companies representing over 130 brands. All FWF members are inspected by the organisation on a regular basis. This includes audits of their respective production partners in the various countries. So that BP can be sure that all its production partners are similarly supportive of the FWF initiative and adhere to it, our clothing manufacturers also sign a commitment to the FWF principles.

## IN THE SPOTLIGHT:




The FWF is very focused on the principle of freedom of association and the right to engage in collective bargaining. In countries such as Bangladesh, China, Vietnam and Turkey, these rights don't always exist. BP is monitoring this extremely closely and supports the FWF in its efforts to make progress. BP attaches great importance to how and by whom textiles are manufactured and therefore selects its suppliers extremely carefully. Suppliers that rely on forced or compulsory labour or child labour or that discriminate are never used. Every clothing manufacturer must also confirm its opposition to such practices in writing. By means of audits and a close working relationship with the companies concerned, we review adherence to the FWF principles. Any breaches result in intensive communication and monitoring.

The country studies of the Fair Wear Foundation provide important information about country-specific challenges. The FWF regularly organises supplier training in countries such as Vietnam, Bangladesh and Turkey covering issues such as living wages, gender-based violence and the Syrian refugee problem. BP holds talks

with suppliers in order to increase their awareness of such problems. In addition, with regard to the sustained improvement of working conditions, cooperation projects are in place with other FWF members or with companies who have goods manufactured at the same production sites.



## FWF PRINCIPLES

 Employment is freely chosen.	 Freedom of association and the right to collective bargaining.	 No discrimination.
 No exploitation of child labour.	 Payment of a living wage.	
 No excessive working hours.	 Safe and healthy working conditions.	 Legally binding employment relationships.



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

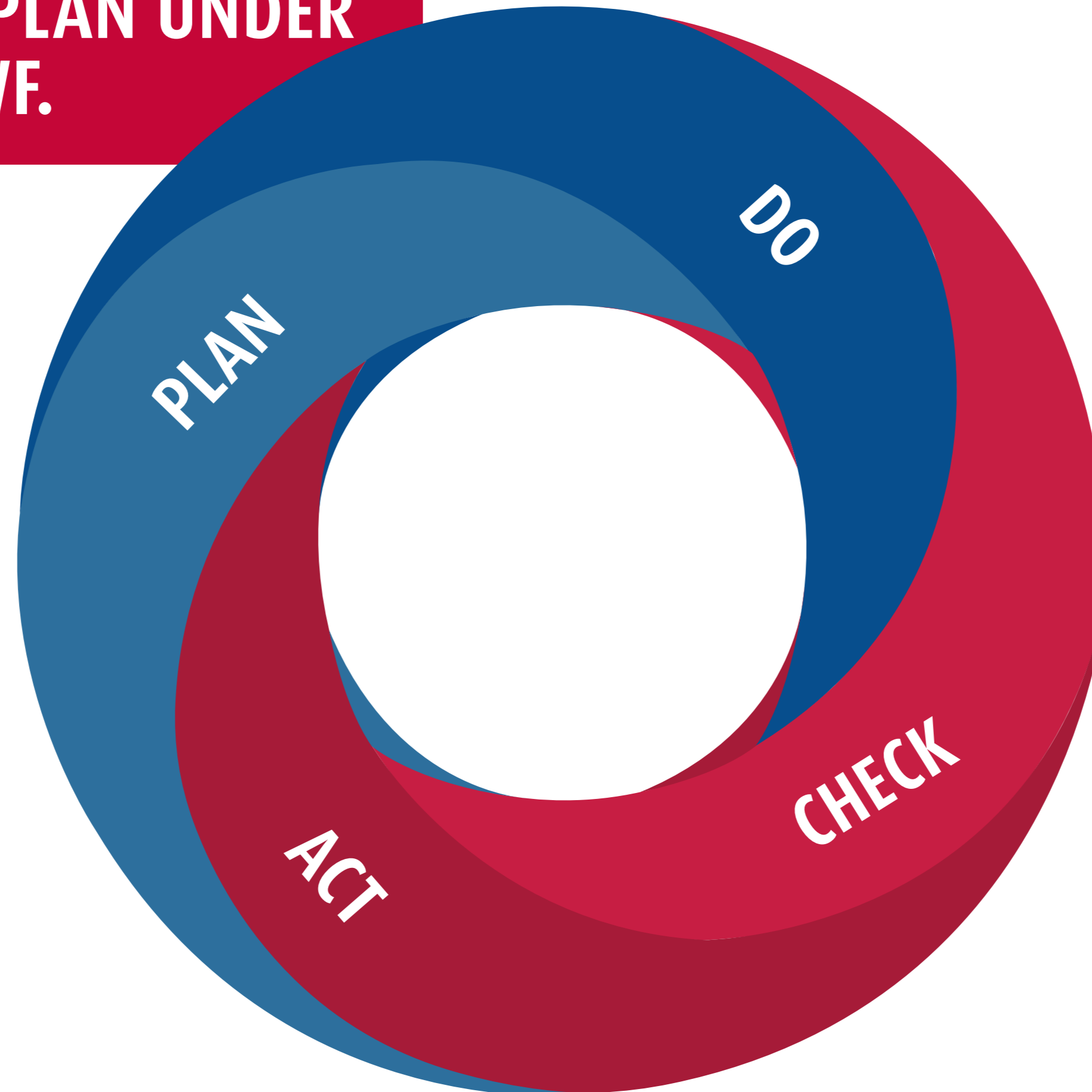
Standing still is the greatest enemy of a company's sustainable business actions. BP continues to develop and define new measures and targets in response to the changes and challenges facing the world.

## PLAN

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

## ACT

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



## DO

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

## CHECK

- » The post-audit period is also the pre-audit period since a new audit will be carried out of the production facility every three years. In the local language, of course.
- » A plan of corrective measures is drawn up for all instances of non-conformance.
- » BP under scrutiny: the FWF also audits BP every year during its Brand Performance Check (BPC).
- » Every year, a detailed report is compiled about improvements and any corrections necessary.



# FAIRTRADE MEANS: BEING RESPONSIBLE.



AND THIS RESPONSIBILITY BEGINS WITH THE RAW MATERIALS.

## FOR BETTER WORKING AND LIVING CONDITIONS IN THE WORLD

Every piece of fabric starts with a story. Sometimes, the future prospects of an individual or even an entire family will depend on that piece of cloth. As a member of large, international initiatives, BP champions people who work hard every day, whether in the cotton field or in production.

## THE FAIRTRADE COTTON PROGRAM

For three years, the Fairtrade Cotton Program has been firmly enshrined in BP's approach. We begin by contacting the fabric suppliers and giving them precise information about how much Fairtrade cotton is required. They,

in turn, contact the upstream supplier who is in direct contact with the cotton farmers. This is how Fairtrade cotton finds its way into the BP production cycle. In the weaving mill it is mixed with conventional cotton or other fibres. However, these fabrics do not necessarily need to be used for BP products. Nevertheless, in the next few years BP would like to continue to step up the proportion of sustainably produced cotton, from an ecological and social perspective, used in its products. Small farmers will then receive targeted support and the Fairtrade premium will be used for social projects on the ground.



## WHAT FAIRTRADE IS ALL ABOUT

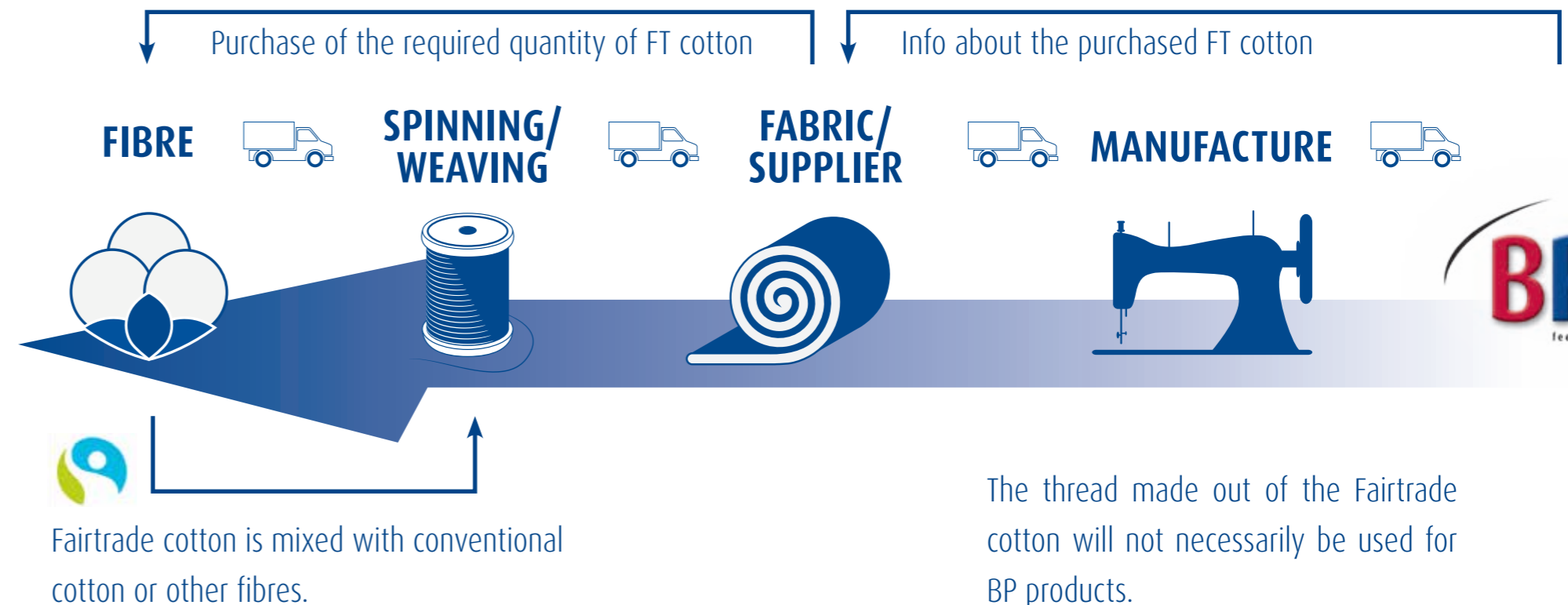
- » Small-scale cotton farmers receive a stable minimum price.
- » On top of this, a Fairtrade premium is awarded that is used for community projects.
- » Environmental standards limit the use of pesticides and artificial irrigation.
- » The use of genetically modified seeds is prohibited.
- » Exploitative child labour is prohibited.
- » Specific training measures provide economic and ecological support for small-scale farmers.

## SUPPORT WHERE IT'S NEEDED MOST

The Fairtrade premiums are used to fund school buildings, scholarships and teaching materials. They are also used to fund agricultural equipment and materials, providing cotton farmers with very targeted support.

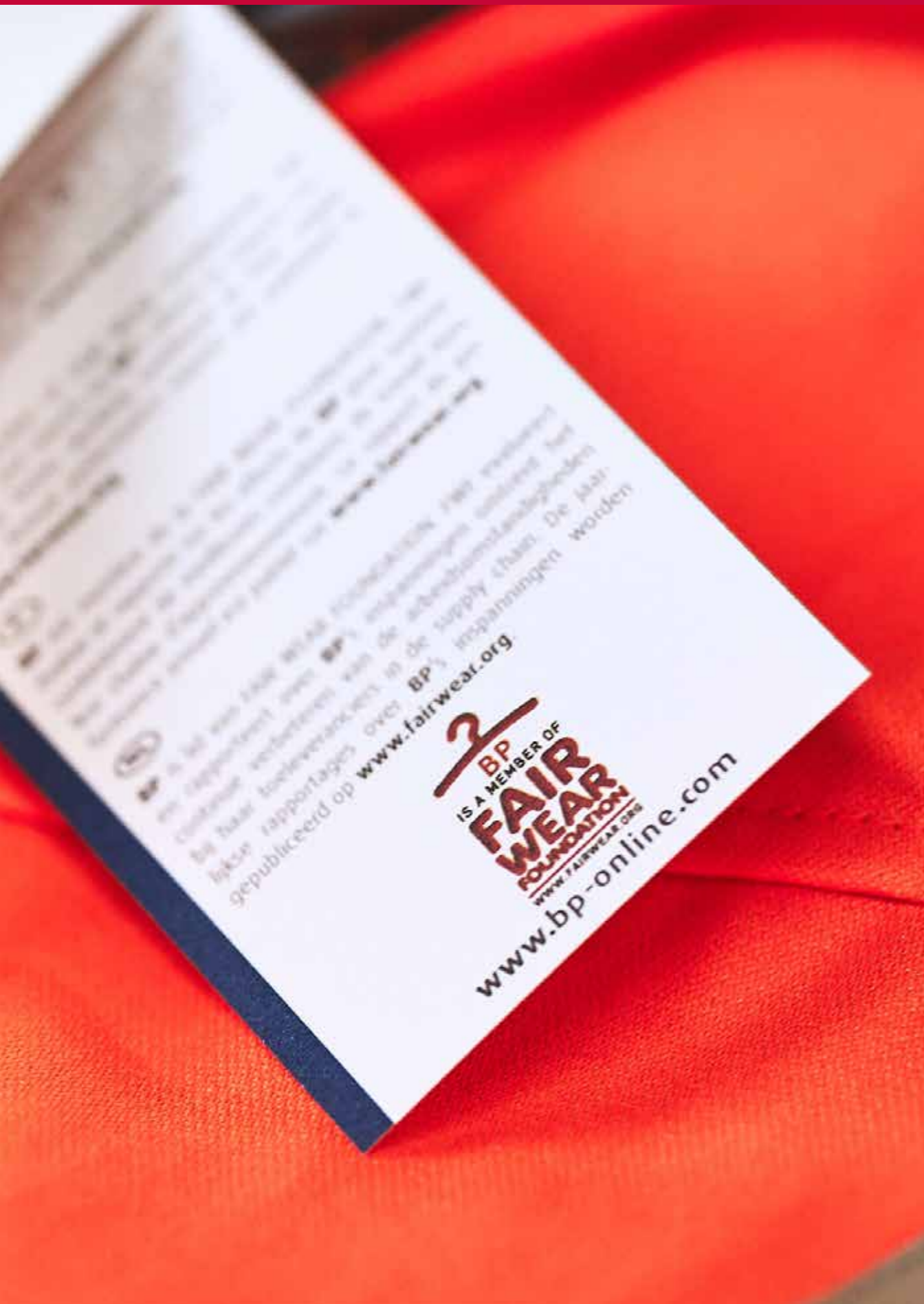
*"We have been involved in the Fairtrade Cotton Program since 2016. In this way we are supporting the cotton cooperative and boosting demand for sustainably produced cotton."*

Nina, Sustainability





# NATURALLY TESTED, NATURALLY RECOGNISED.



BP sends out a clear signal through its cooperation with internationally renowned institutions.

## STeP BY OEKO-TEX®

The motto here is analyse, certify and optimise. The independent STeP (Sustainable Textile Production) by OEKO-TEX® certification system enables companies along the textile chain (brands, retail companies and manufacturers) to have their production facilities audited with regard to sustainable and socially responsible production conditions and to attain certification. All relevant areas including environmental management, occupational health and safety, social responsibility, quality management and chemicals management are inspected for environmentally friendly and responsible production processes.

The STeP system helps to provide transparent information on the status quo and independent communication about improvement measures and successes.



## OEKO-TEX® STANDARD 100

Anything featuring the OEKO-TEX® Standard 100 label is a textile you can trust. This is because the OEKO-TEX® Standard 100 is a testing and certification system that inspects raw, semi-finished and finished textile products for harmful substances at all stages of processing. The tests for harmful substances cover legally prohibited and controlled substances, as well as chemicals with a known impact on health. The precise criteria and limit values for the certification differ according to product class. The more intensively a textile comes into contact with the skin, the stricter the human-ecological criteria.



Accordingly, a distinction is made between four product classes:

I. Articles for babies and young children as their skin is more sensitive.

II. Articles worn next to the skin (underwear, bedding, T-shirts)

III. Articles worn away from the skin (jackets, coats)

IV. Home furnishing materials (curtains, tablecloths).

Examples of certifiable articles are yarns, woven and knitted fabrics, accessories including buttons, zips, sewing threads or labels, and various kinds of manufactured articles.

## BLUESIGN®

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



*"All BP products are tested for harmful substances and most are certified in accordance with Oeko-Tex® Standard 100 class II."*

Nina, Sustainability





# PARTNERSHIP FOR SUSTAINABLE TEXTILES: ONE PARTNERSHIP, ONE GOAL, ONE SUSTAINABLE SUPPLY CHAIN.



The Partnership for Sustainable Textiles is an initiative of the German Federal Ministry for Economic Cooperation and Development. This multi-stakeholder initiative brings together partners from associations, NGOs, trade unions, standards organisations and members representing the German government. Working together, they pool their expertise, strengths and areas of influence to ensure social, ecological and economic standards throughout the production and supply chain for the clothing industry. BP has been a member of this partnership since 2015.

[www.textilbuendnis.com](http://www.textilbuendnis.com)

## OUR DUTIES AS A MEMBER OF THE PARTNERSHIP:

### » Bear individual responsibility

As a member of the partnership we commit to specific targets contained in an individual roadmap. We pursue these targets in a verifiable way, gradually setting more and more ambitious aims.

### » Demonstrate collective engagement

Partnership initiatives are designed to improve basic

conditions on the ground, integrate suppliers and local players, and in the process create best practices. The initiatives therefore contribute towards achieving the goals of the partnership. Currently, BP is actively involved in preparing a new initiative on complaints mechanisms and is working with other members on this issue.

### » Offer mutual support

The key to success is for members to learn with and from one another. This is facilitated, for example, through a member platform where members can discuss relevant issues. There are also working groups, training sessions and workshops on issues such as living wages and sustainable chemical or waste water management.

## ACTIVELY HELPING TO SHAPE THE FUTURE

We highly value the work of the partnership, which is why BP actively supports it. In 2018 we published our second roadmap which contains our ecological and social goals

and plan of action for 2018. In December 2018 we also published our progress report on our website. In this report we indicate which goals we met in 2018 and which tasks are still ahead of us.

In July 2018 BP took part in its first partnership working meeting, which explored such topics as “Chemical and environmental management” and “Living wages” in the form of workshops.

The Partnership for Sustainable Textiles is currently working on approaches for a complaints mechanism in the producing countries. BP supports this endeavour by the partnership. Together with a group of other members, we are actively involved in preparing a new partnership initiative on complaints mechanisms. Since autumn 2018 there has been a strategic partnership between the Partnership for Sustainable Textiles and the FWF. This alliance between the two organisations is intended to create synergies and learning outcomes but above all to help improve working conditions in the producing countries over the long term by working together.



*“ Our understanding of sustainability and social justice matches the goals of the Partnership for Sustainable Textiles. That's why it's important to us to be part of this strong community.*

Annet, Sustainability





SABRINE AND KAIS

# PARTNERSHIPS & SUPPLIERS.

SUSTAINABLE ACTIONS AS BIG AS THEY GET.



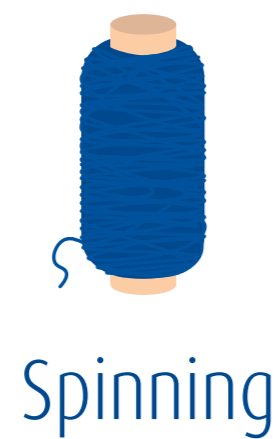
# RESPONSIBLE.

WITH EVERY FIBRE.

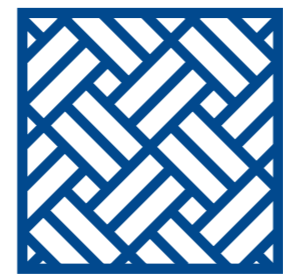
The BP supply chain is complex. So we have to be even more careful when using the production resources available. Although this starts with raw materials, it doesn't end with reducing packaging waste - far from it. Of course, the targets set are quite high but they are also extremely important to BP.



Raw material

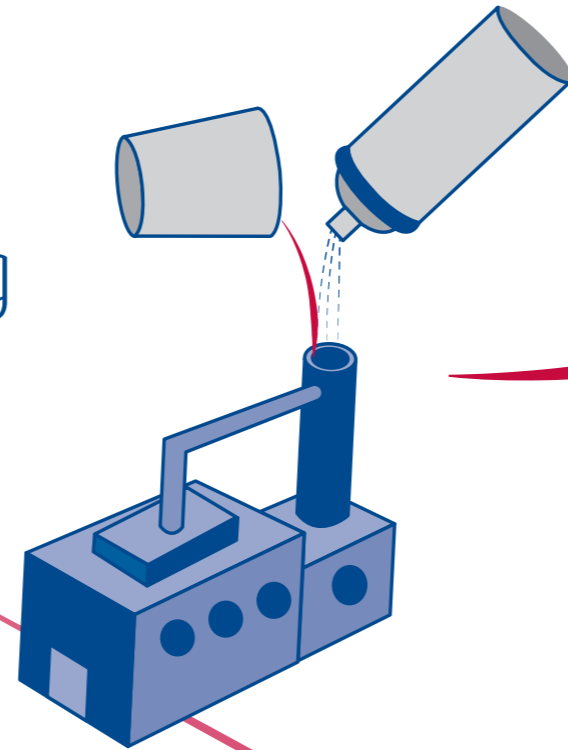


Spinning

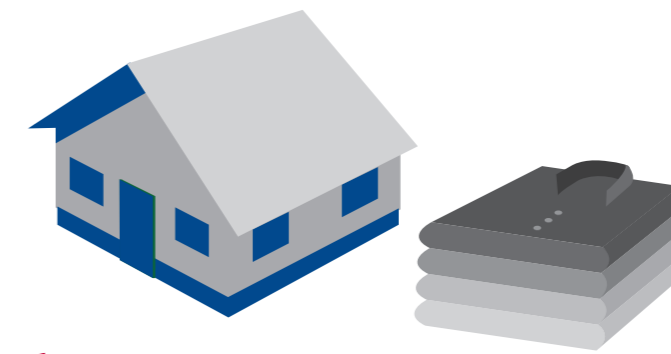


Weaving

Dyeing



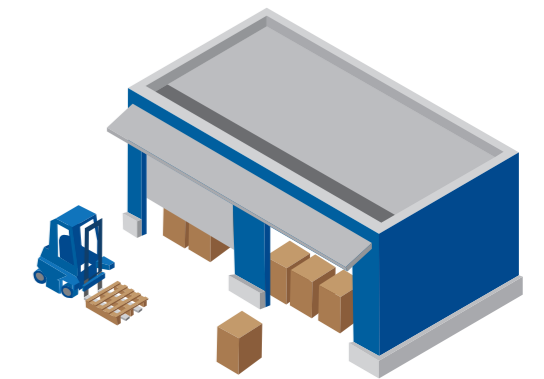
Processing



Sewing/  
production



Customers



Warehouse/logistics

Raw fibre  
manufacture





# PRODUCE, ACT, COMMIT.

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





# TIME TO TAKE THE TEST!

## DUE DILIGENCE AND RISK ANALYSIS AT NEW SUPPLIERS.

### BP IN DEVELOPING COUNTRIES

The FWF requires its members to go to special lengths when placing orders in high-risk countries. This includes Bangladesh, for example.

In 2017 BP started to work with a new supplier from Bangladesh. The first trial order went well, so the collaboration was stepped up in 2018.

The Fair Wear Foundation requires production facilities of FWF members in Bangladesh to set up an anti-harassment committee, because, unfortunately, sexual harassment of women at the workplace is still a problem there. We are very pleased that our supplier is already actively addressing this problem in the company by displaying large posters on the issue. In addition, we are delighted that our new supplier pro-

duced anti-harassment guidelines in 2018 and that an anti-harassment committee has also been established.

In 2016 and 2018 our supplier was audited under the "Bangladesh Accord on Fire and Building Safety". On the basis of this accord, companies are inspected in respect of fire and building safety and an Accord Audit Corrective Action Plan is painstakingly produced. BP will continue to supervise and support the new supplier in improving working conditions.

The firm has already been visited six times since 2016. We stay in close contact with our supplier through regular meetings in Bangladesh and also at our headquarters in Cologne. This allows us to shorten communication channels, clarify agreements in detail and create a foundation of trust.



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



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



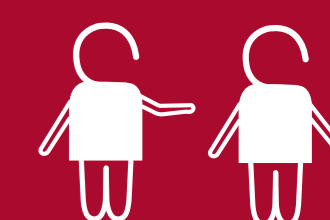
On-site visit to the potential supplier: talks with the management about delivery times, cost level, and social and ecological requirements.



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



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



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



*" Careful reviews from an integral part of BP's search for new production partners. We regularly visit our suppliers and check such aspects as fire prevention and safety.*

Fabian, Head of Purchasing and Sustainability





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

Belhei and Maroua, Sewing Department



# RELATIONSHIP STATUS: LONG-TERM PARTNERSHIP.



*“ It's a great advantage to work with a supplier on a long-term basis. The processes are familiar, the communication channels shorter and the results more effective.*

Ute, Head of Production

## Only together are we strong.

A long-term collaboration based on trust is a win-win situation for all parties. It means that BP can completely rely on its delivery partners and consistently offer its customers premium quality. After all, our greatest sustainability promise is quality: the longer a product lasts, the more sustainable it is for everyone – for BP, the customer and the environment.

Naturally, the work clothing and PPE clothing segments need to meet special requirements. Our clothing always has to be available for customers for many years, without any changes to the shape or exact shade of the items. This is possible thanks to our never-out-of-stock warehouse. In this context, we demand a lot of expertise and ability from our material suppliers and clothing manufacturers. That's why BP chooses its partners very carefully. We conduct a lot of discussions, visits, analyses, assessments, trial orders etc. before a supplier is finally accepted as a partner.



## Working together, staying together, being inspired together:

- » BP pays frequent and regular visits to its suppliers. In this way, any pressing issues can be discussed without delay.
- » BP explains its business model and its expectations in detail to its partners.
- » BP listens carefully to suppliers and builds on their strengths.
- » For BP, mutual trust and adhering to what was agreed are fundamental.
- » A continuous improvement process requires that we challenge one another but also provide mutual support. Mutual trust is an important element of a good collaboration: a development process lasting many years is often necessary to enable the supplier to continue to meet BP's quality requirements.
- » BP technicians train employees at the production sites, and support and monitor local production.
- » BP technicians support the BP Sustainability department by carrying out regular safety inspections based on checklists and informing the clothing manufacturers of any serious deviations, e.g. inaccessible fire extinguishers.



# 105 YEARS OF PARTNERSHIP:

920,430 HOURS OF SHARED EFFORTS, TRUST AND COLLABORATION.



We are in it for the long haul. That's why BP prefers long-term relationships with its suppliers in Europe, Africa and Asia. This is the most effective way of keeping the exacting BP quality promise and delivering the high BP performance. Like BP, many of our production partners are small and medium-sized family-run businesses. We have been working with some of our partners for more than 15 years. We know each other, trust each other and understand what's what.

## NEW PARTNERSHIPS



*Product quality and fair working conditions can only be created and maintained on the basis of long-term relationships with suppliers and trust-based cooperation on all issues around social standards.*

Harald, Managing Director



# AIMING HIGH TOGETHER!

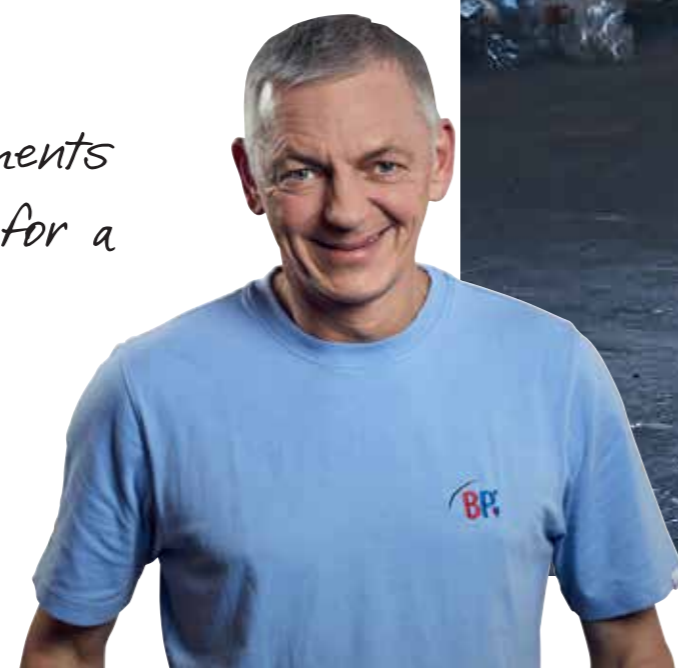
OUR WORKING RELATIONSHIP BASED ON TRUST WITH OUR MATERIALS SUPPLIERS.

There's no doubt about it: working with people who share the same goals and are pulling in the same direction makes life a whole lot easier. For this reason, BP collaborates with long-term, trusted materials suppliers who think and act like we do. From the very first day, materials suppliers undertake to implement the ten principles of the Global Compact of the United Nations. Amongst other issues, these cover human rights, labour standards, environmental protection and fighting corruption.

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

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

Stephan, Quality Assurance Materials



YOUSSEF



# VISITING TIME: AFRICA, ASIA AND EUROPE.

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



Many a shirt could tell a tale about merciless quality controls. However, BP isn't just a stickler in terms of its clothing. It's just as strict about the quality of working conditions and sustainability management. What this means is the need to visit our partners in Tunisia, Macedonia, Pakistan, Bangladesh, Vietnam, China, Armenia and Turkey! The plan includes regular audits of the production companies. The clothing manufacturers also receive frequent visits from BP managing directors, management and employees working in the areas quality assurance, purchasing, sustainability, planning and product management. Important aspects such as quality, reliability, on-time delivery, sustainability, social responsibility and working conditions are all covered during these visits. It is very important to BP that these topics are discussed regularly and views exchanged.

SARRA, MEHDI AND FETEN





# COLOGNE – TUNISIA.

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

THE TEAM FROM VETRA, BP'S PRODUCTION COMPANY IN TUNISIA

## STRONGLY DEVELOPED, STRONGLY POSITIONED

The Vetra team began 2018 with the drive to succeed and brimming with new ideas. In December 2017, the staff and management at Vetra had been given a special training course, the goal of which was to improve internal communications between the workers, their line managers, the works council and Vetra management. A complaint from 2017 had shown that this was an area in need of improvement. The lessons learned from the training were gradually implemented in 2018.

We see it as a positive thing that the works council at Vetra plays a very active role in the company. As soon as points of concern arise that need to be discussed at short notice, they are brought up quickly and easily with the management. Monthly meetings are also arranged, during which topics

submitted by the employees are discussed. After the meeting, the minutes are posted on the bulletin board for all employees. Some Vetra employees belong to the trade union and actively participate in the work of that union.

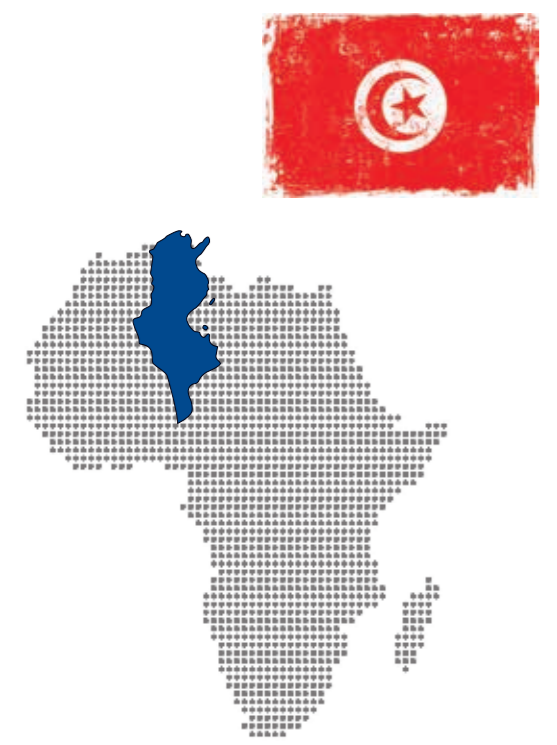
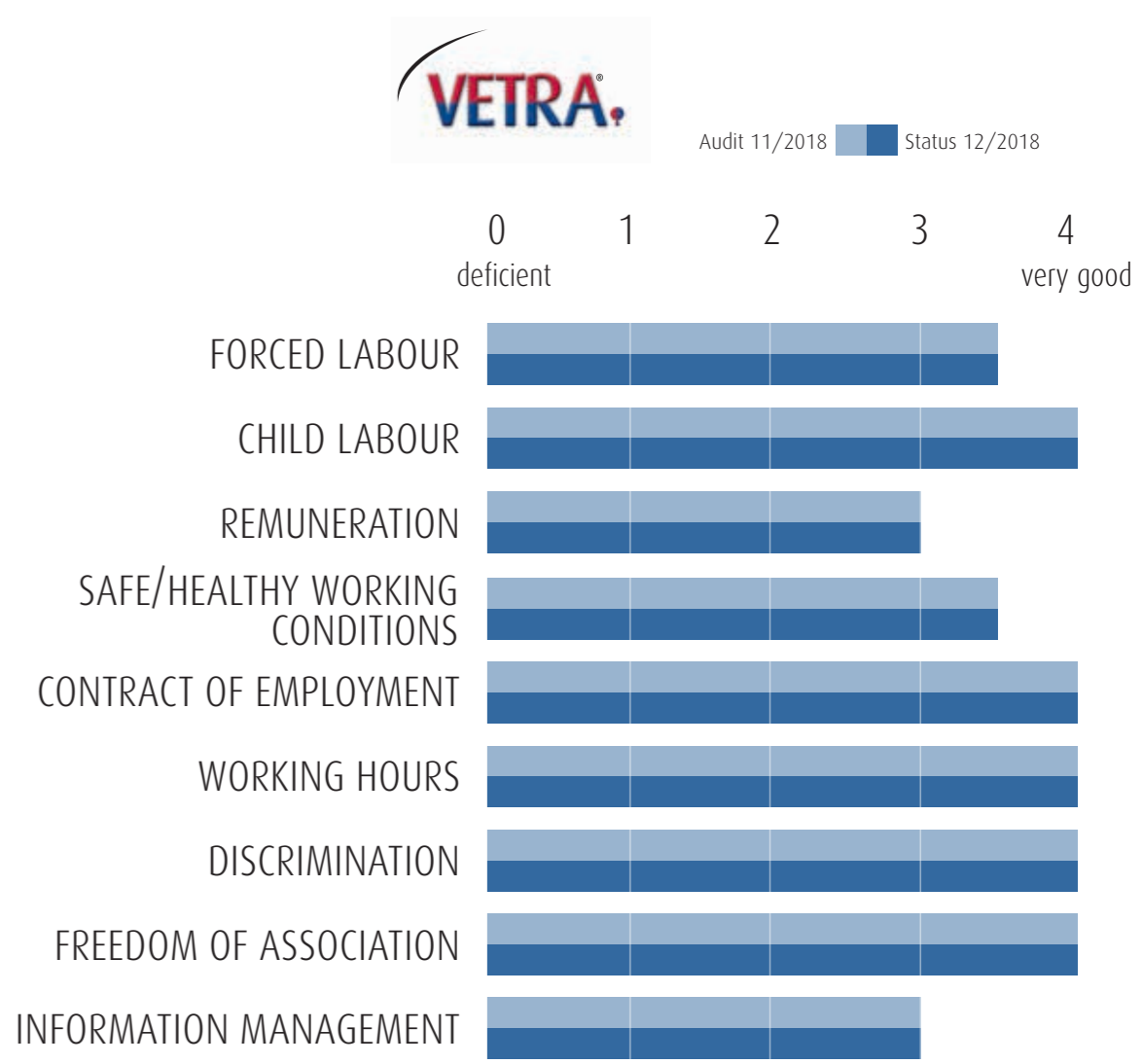
An audit initiated by the FWF was conducted at the end of November 2018. Significant improvements since the last audit in 2016 were noted, e.g. the integration of a new, automatic time recording system. In addition, the FWF noted that Vetra had duly corrected minor deviations in terms of safety deficiencies. All electronics are now checked annually by a certified company. The accident register is now also being managed according to legal requirements.

A correction plan has been prepared for the current

audit report, which is to be actively put into place in 2019. For example, Vetra was encouraged by the FWF to provide training for its employees. Topics could be, for example, the complex legislation relating to labour law. In addition, there were minor deviations in the "Safe and healthy working conditions" category, which needed to be addressed quickly.

In the spring of 2019 Vetra will be given a new coat of paint, the number of toilets will be increased and the sanitary facilities will be renovated where necessary.

## DEVELOPMENT PROGRESS





# AS-SALAAM-ALAIKUM!

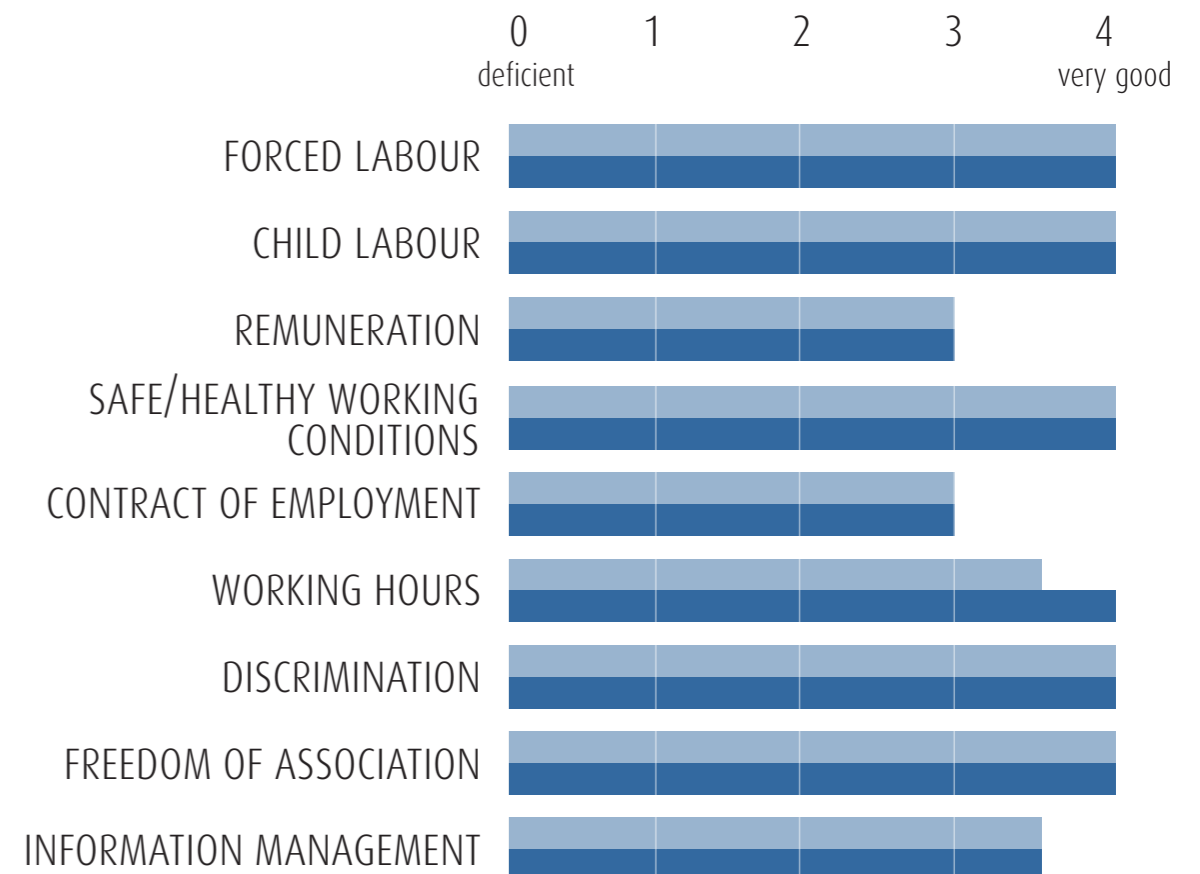
## BP IN TUNISIA.



### DEVELOPMENT PROGRESS

AUDIT OF THE TUNISIAN PARTNER  
COMPANY 3

Audit 11/2016 ■ Status 12/2017



### A DEDICATED FAMILY BUSINESS:

The family-owned subcontractor is a long-standing partner of BP. In 2015, the company was audited for the first time. In 2018, the FWF visited the Tunisian company once again. We are very pleased that almost all of the criticisms noted in 2015 have been resolved over the past three years. The auditors found only minor deviations, for example the location of the suggestion

box and the lack of a work accident registry. It has also been noted that the inspection of the electronic devices used in the facilities must be carried out by a certified company. Our partner immediately began addressing the deviations and showed understanding and commitment with regard to implementing the changes.







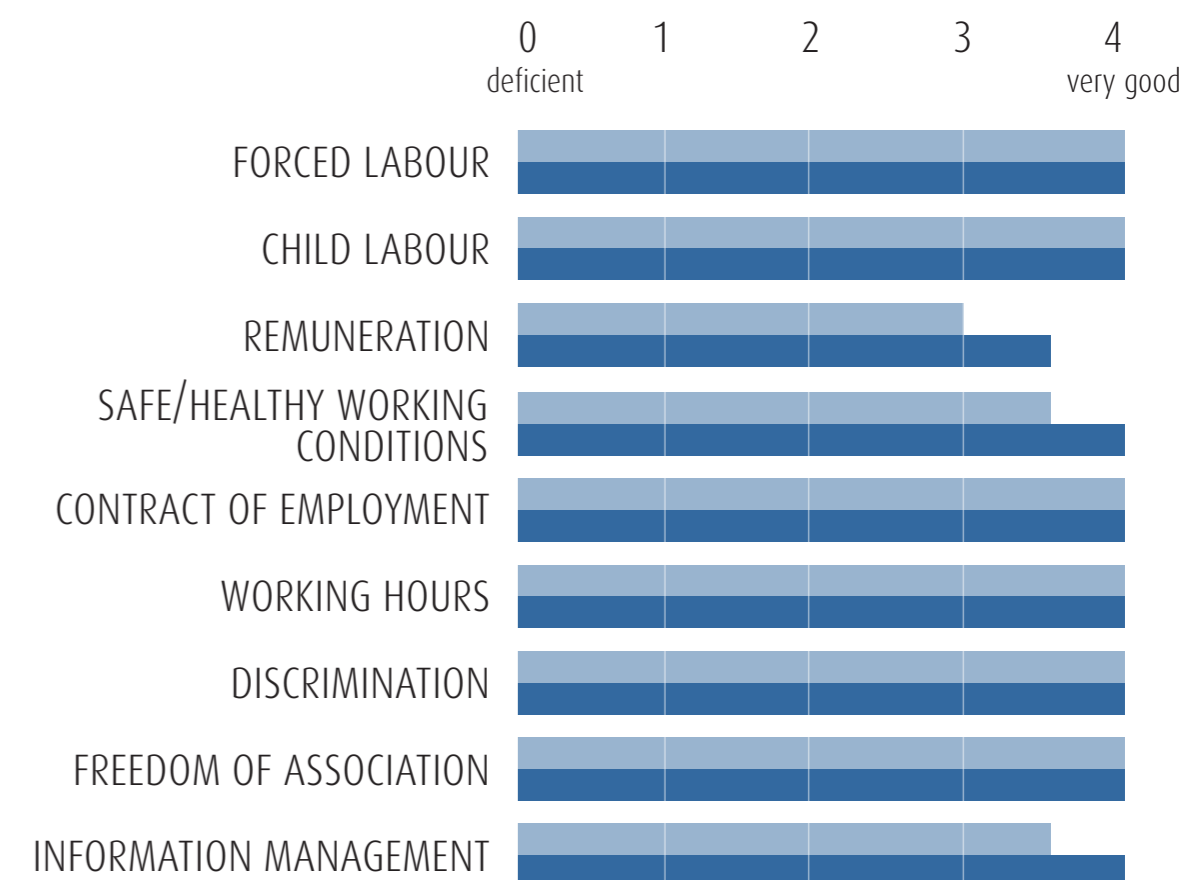
# ZDRAVO!

## BP IN MACEDONIA.

### DEVELOPMENT PROGRESS

AUDIT OF THE MACEDONIAN PARTNER COMPANY

Audit 10/2017 ■ Status 12/2018



### PUSHING AHEAD WITH AMBITION AND AN EYE TO THE FUTURE:



We have been working in close cooperation with our Macedonian partner since 2005 and have built an excellent relationship based on mutual trust. The company is a very reliable partner that meets our ambitious BP quality standards.

In 2017, the production partner was audited by a third-party organisation. The auditors criticised minor deviations in the area of "Safe and healthy working conditions".

They therefore suggested improvements regarding the information on display. These include, above all, evacuation plans or posters showing first aid techniques. Protective equipment, such as eye protection, should be used as a matter of course in the future when operating certain machines. The auditors recommended that employees should be better trained in this area so that occupational safety

measures become a habit. All deviations were resolved by our partner in 2018. In March 2019, our partner will be audited again by the third-party organisation.



# ZDRAVO!

## BP IN MACEDONIA.



### NEW INVESTMENTS, TOP AUDIT RESULTS:

We have been working together with our second partner company in Macedonia since 2013. It is pleasing to note that, following the last audit in 2017, the first planned renovation work has already been carried out and the shortcomings in the sanitary facilities have been corrected. The company has also successfully made the necessary investments, for example in new machines and safety training courses. In particular, employees have been made aware of the need to wear work gloves while using the cutting machine. Since 2017, BP has been working closely with two companies that are

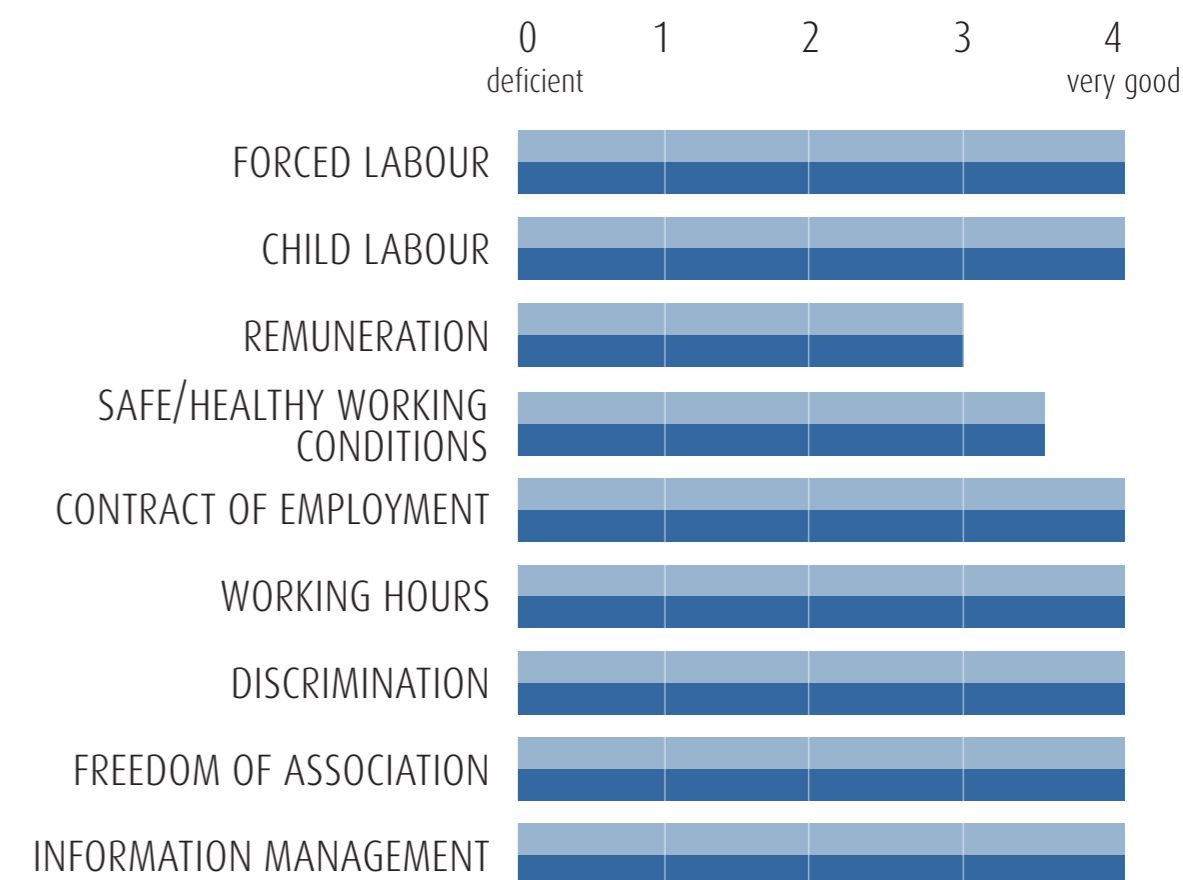
also customers of this partner. Together, we were able to help improve working conditions at our supplier. The audit report from a third-party organisation confirmed that all optimisation measures had been successful and that all deviations from the previous audit had been rectified.



### DEVELOPMENT PROGRESS

AUDIT OF OUR MACEDONIAN PRODUCTION PARTNER 2

Audit 10/2018 ■ Status 12/2018





# BAREV!

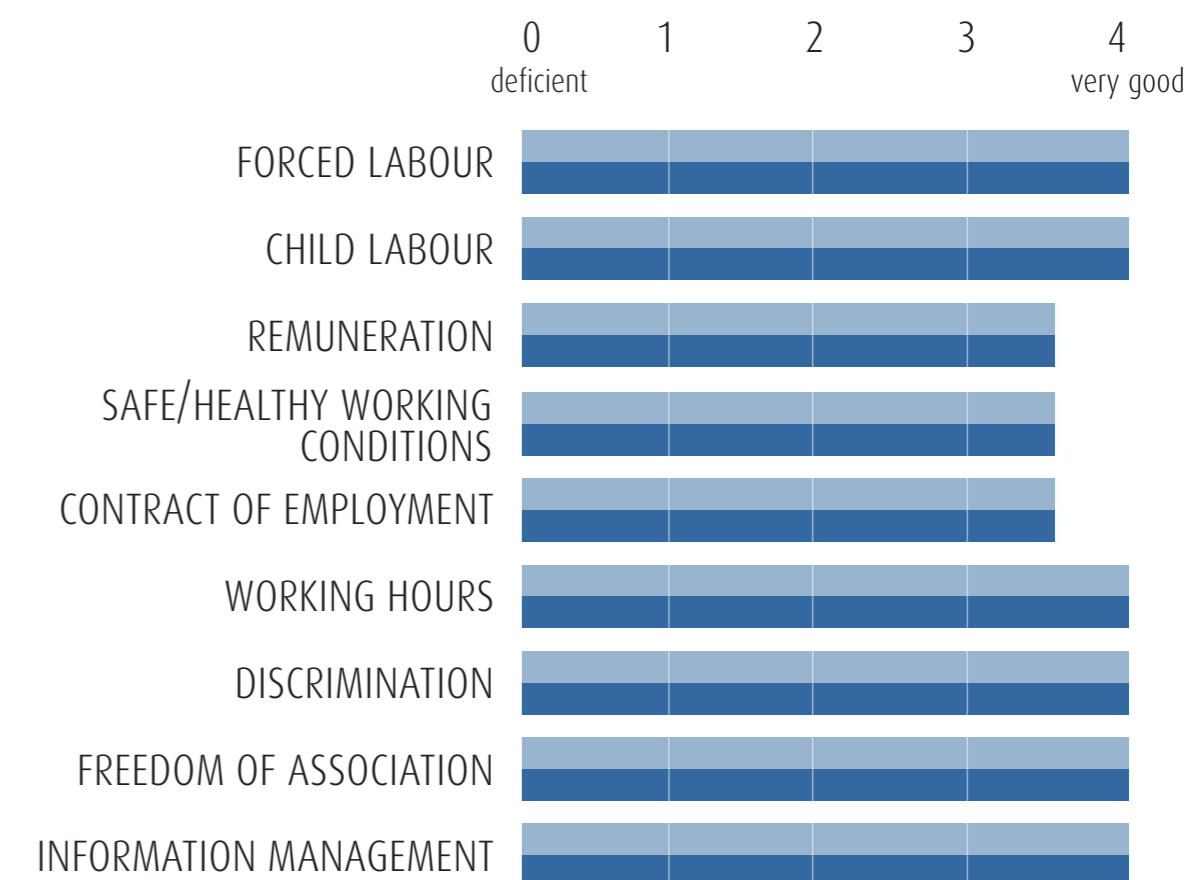
## BP IN ARMENIA.



### DEVELOPMENT PROGRESS

AUDIT OF OUR ARMENIAN PARTNER COMPANY

Audit 10/2018 ■ Status 12/2018



### CLOSE AND TRUSTED COLLABORATION:

Since the partnership began in 2016, the manufacturing company in Armenia has become an important and stable partner to BP. We have grown together over these three years; the cooperation runs smoothly and there were very few incidents in 2018. BP employees regularly visit the manufacturing company in Armenia. As a result, smaller “irregularities”, such as accidentally blocked emergency exits, were corrected im-

mediately. The new audit report confirms that all outstanding points from the 2016 audit were improved and resolved last year. The audit result for 2018 was very good – a sure sign that Armenia is on the right track.







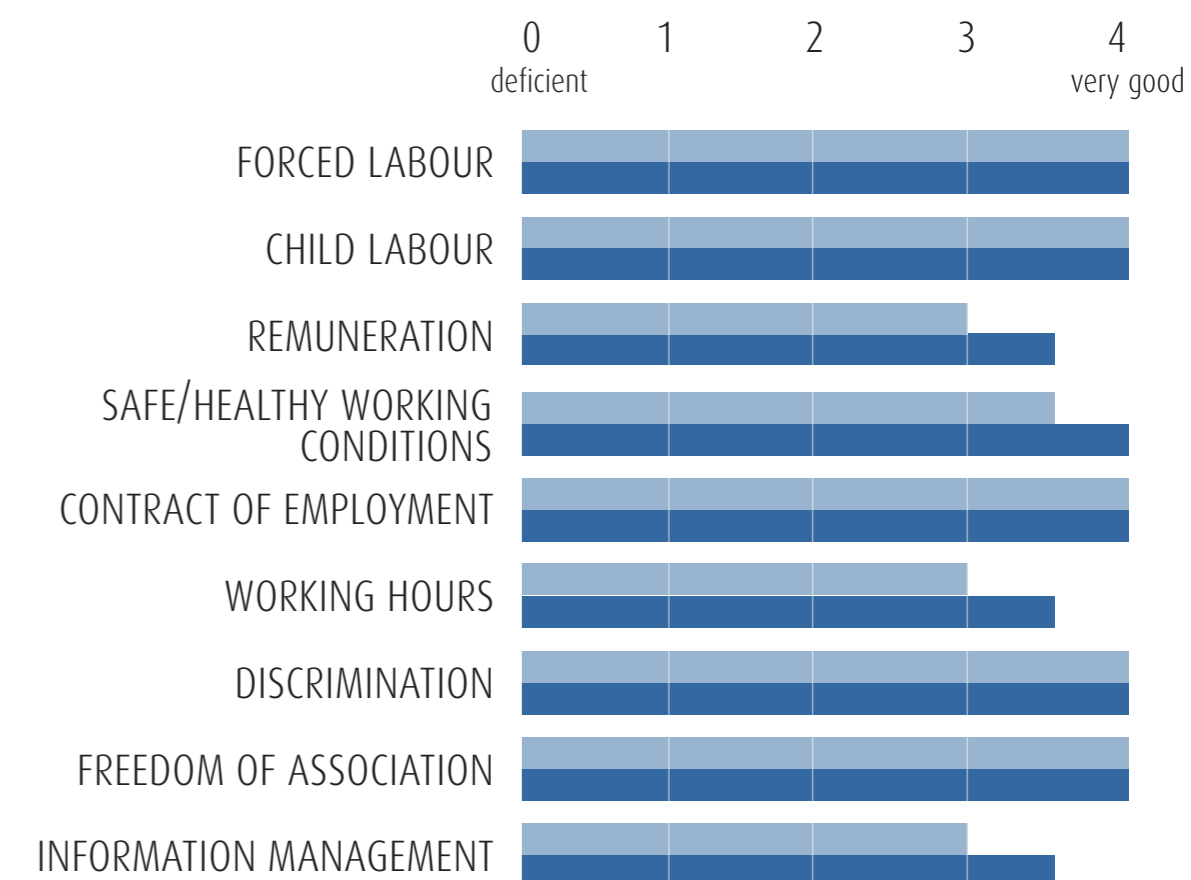
# MERHABA!

BP IN TURKEY.

## DEVELOPMENT PROGRESS

AUDIT OF OUR TURKISH PARTNER COMPANY

Audit 06/2017 ■ Status 12/2018



### ON BOARD WITH BP FOR 14 YEARS:

The Turkish company is one of our long-time partners. It comes as no surprise that the relationship has become more than just a partnership over the past 14 years. It is also based on friendship. After the audit in 2017, our supplier continued to work intensively in 2018 to remedy the deviations noted. Staff were given training and internal communications between management, the works council and

workers were further improved. BP has supported this by paying the costs of an FWF communication training course for the management and workers. It is very positive that since then no new complaints have been received – a clear sign of improved internal communications at this supplier.





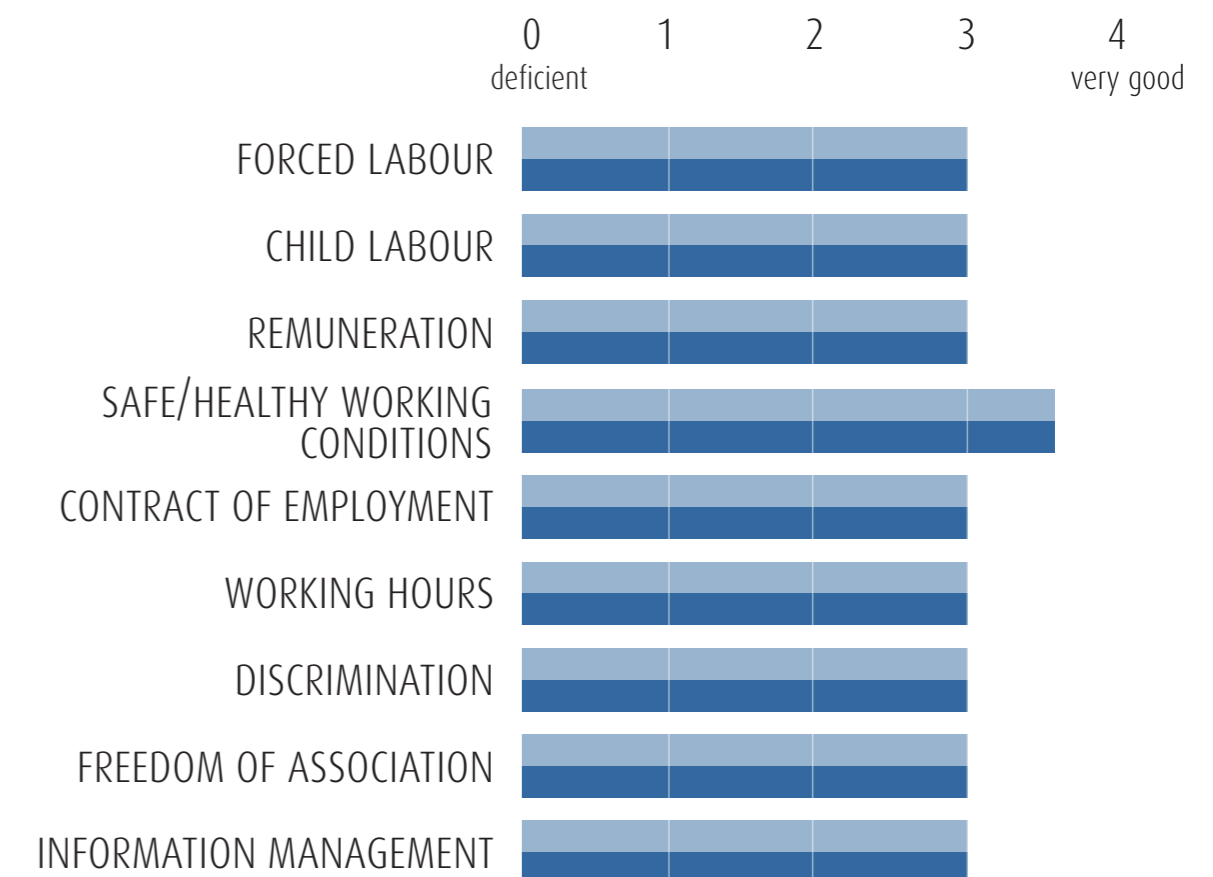


سلام وعلیکم  
BP IN PAKISTAN.

**DEVELOPMENT PROGRESS**

AUDIT OF OUR PAKISTANI PARTNER  
COMPANY 1

Audit 11/2018 ■ Status 12/2018



**CONGRATULATIONS: "STEP BY HOHENSTEIN"-CERTIFIED!**

We did it! Our long-standing supplier, with whom we have been working since 1994, was awarded "STeP by Hohenstein" certification in 2018. In addition, another FWF member, with whom BP has been cooperating since 2015, carried out a sustainability project with our joint supplier during the period of the audit.

Through this project work and the advice offered, many improvements have been implemented in the Pakistani production plant, which created a solid base for the STeP certification. It showed how valuable our long-standing cooperation with the other FWF member is: together we supported our supplier and motivated it to prepare for the STeP certification. The exchange of documents along with meetings at the supplier's premises generated

additional synergies for both FWF members. Although the two companies are competitors, this once again shows that valuable and sustainable working relationships can be created as a part of improving working conditions. This is a win-win situation for the two FWF members and also for the production partner.







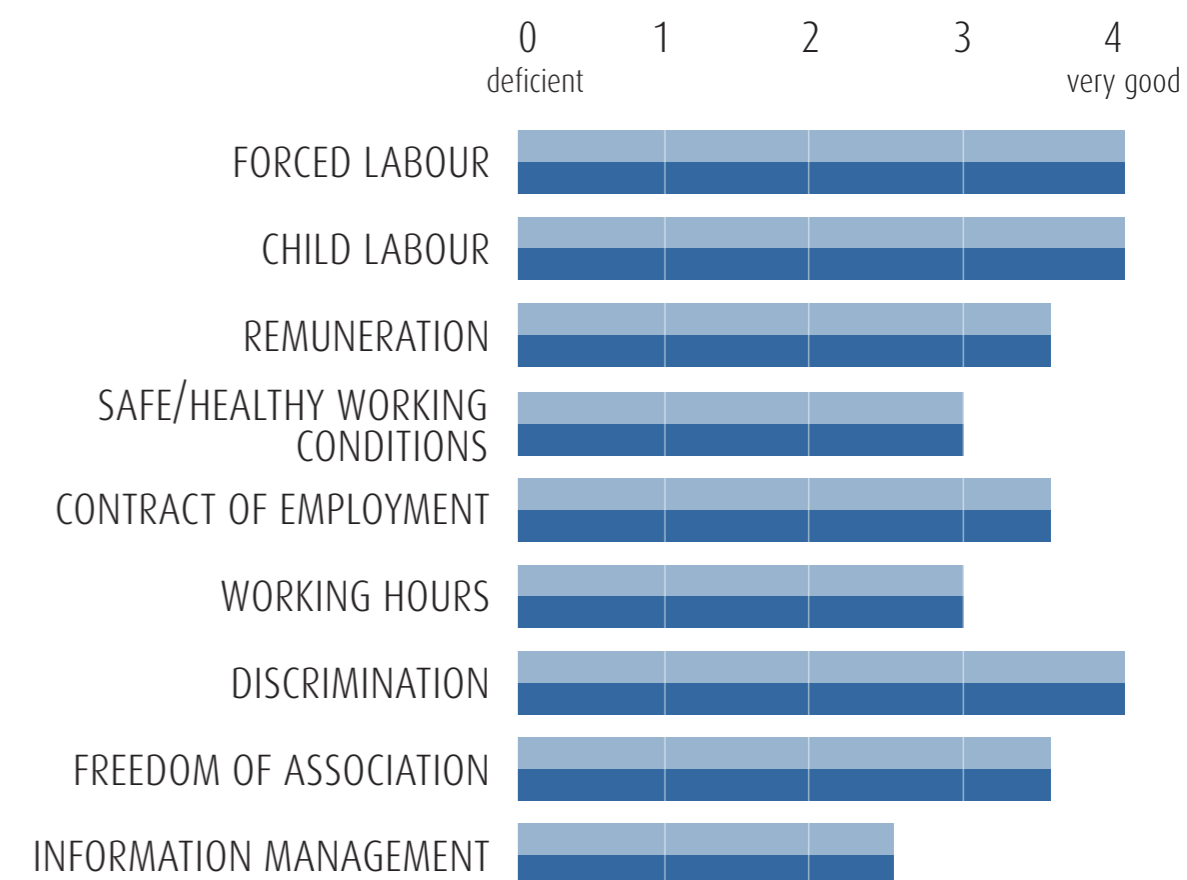
# Nǐ hǎo!

BP IN CHINA.

## DEVELOPMENT PROGRESS

AUDIT OF THE CHINESE PARTNER COMPANY

Audit 06/2018 ■ Status 12/2018



### READY FOR TRAINING COURSES AND COMMUNICATION MEASURES:

The cooperation between BP and the Chinese partner company has existed since 2013. After the 2017 audit, another audit was conducted last year, this time by a third-party organisation. Among other things, the amount of workers' overtime was criticised. The company was therefore asked to avoid overtime through more effective capacity planning. There were minor deviations in the area of "safe and healthy working conditions" such as a lack of fire safety certificates, missing fuse box

covers, missed service checks and a lack of health check-ups for workers exposed to noise and cotton dust.

In addition, it was suggested that permanent contracts be concluded with long-term employees and that employees should be better trained with regard to their rights in relation to the internal complaint system. The 2018 audit shows that, compared with the 2017 audit, greater focus is required from the supplier with regard to implementation of the correction plans from the two auditing organisations. BP will assist the supplier in this regard and address the issues at its biannual site visits.

In addition, an FWF Workplace Education Training event is planned for the Chinese partner company in 2019. The goal here is to improve internal communications between management and workers, to optimise the internal complaint system and to increase employees' awareness of their rights.





# Nǐ hǎo!

BP IN CHINA.



## THE OPTIMISATION PLAN FOR 2019 IS CLEAR:

This Chinese supplier has been one of BP's partners since 2017. The production company owns two production sites, which were audited in 2017 and 2018, right at the beginning of the collaboration. In both sites the amount of overtime was criticised, with some employees working for longer than permitted by law. The auditors believed that more effective capacity planning could be used to avoid overtime.



## PRODUCTION SITE A:

Additional deviations included errors in the settlement of workers' social security contributions payable by the employer and the general lack of required documentation.

## PRODUCTION SITE B:

In addition to the high number of overtime hours, deviations in the area of "Safe and healthy working conditions" were found in this production facility. A lack of occupational health examinations for employees, inadequate training, a lack of proper protective equipment and missing documentation were also criticised.

## DEVELOPMENT PROGRESS

### AUDIT OF THE CHINESE PRODUCTION SITE A

Audit 10/2018 ■ Status 12/2018

0 deficient 1 2 3 4 very good

### AUDIT OF THE CHINESE PRODUCTION SITE B

Audit 10/2018 ■ Status 12/2018

0 deficient 1 2 3 4 very good







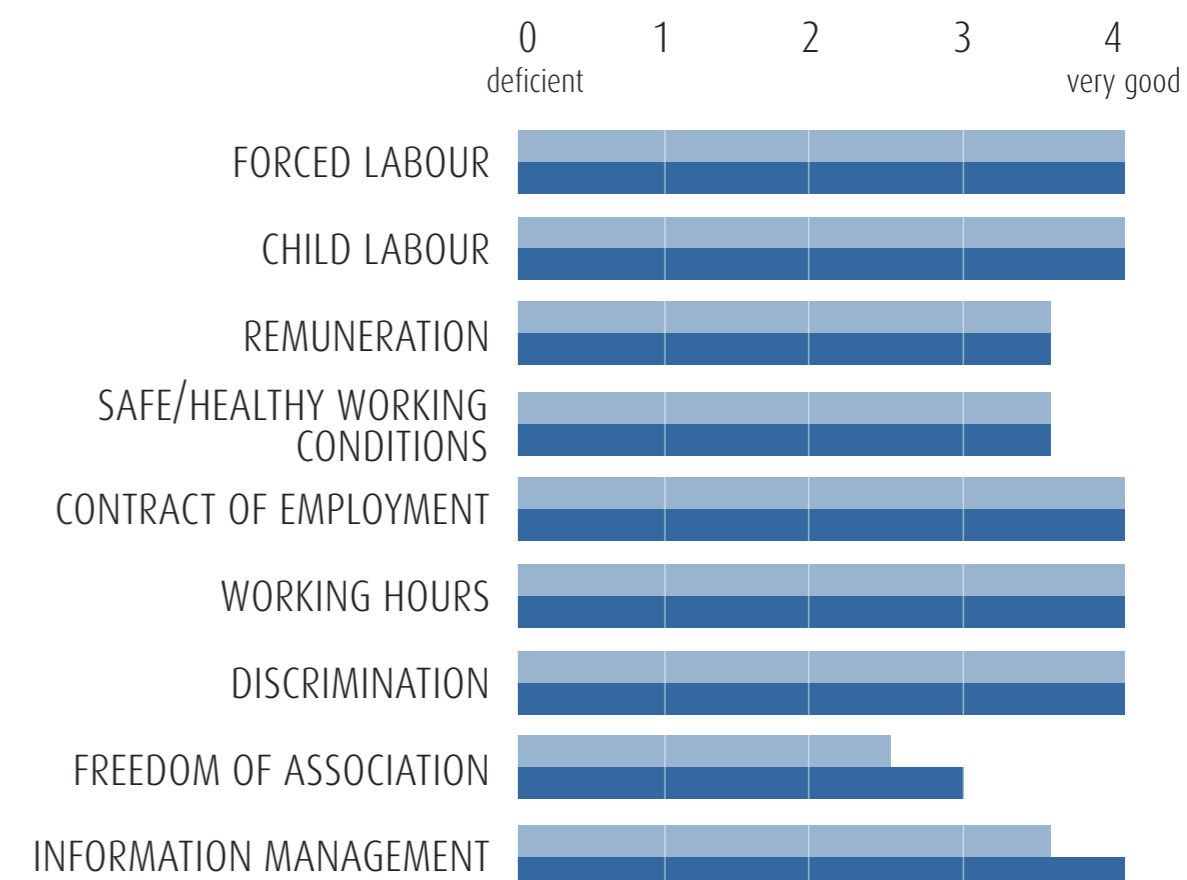
# XIN CHÀO!

## BP IN VIETNAM.

### DEVELOPMENT PROGRESS

AUDIT OF OUR VIETNAMESE PARTNER COMPANY

Audit 11/2017 ■ Status 12/2018



### OPTIMALLY POSITIONED FOR 2019:

Trust and cooperation have characterised our relationship with our Vietnamese partner company since 2004. In 2018, the company committed itself to the correction plan from the November 2017 FWF audit. This involved actively informing employees about the audit results and the

corrective measures. Employees who had not previously been registered with the trade union were duly registered, the leave entitlement of employees who were leaving the company was corrected, salary payments were made on time and severance payments were made to employees who had left the company. Additionally, missing certificates were submitted and outstanding employee training and

maintenance measures were completed. Unfortunately, the FWF was unable to carry out the communication training course for employees and management planned for 2018. This FWF training has now been scheduled for the first half of 2019. BP wants to provide further assistance for the improvement of internal communication.





# SLAMALIKUM!

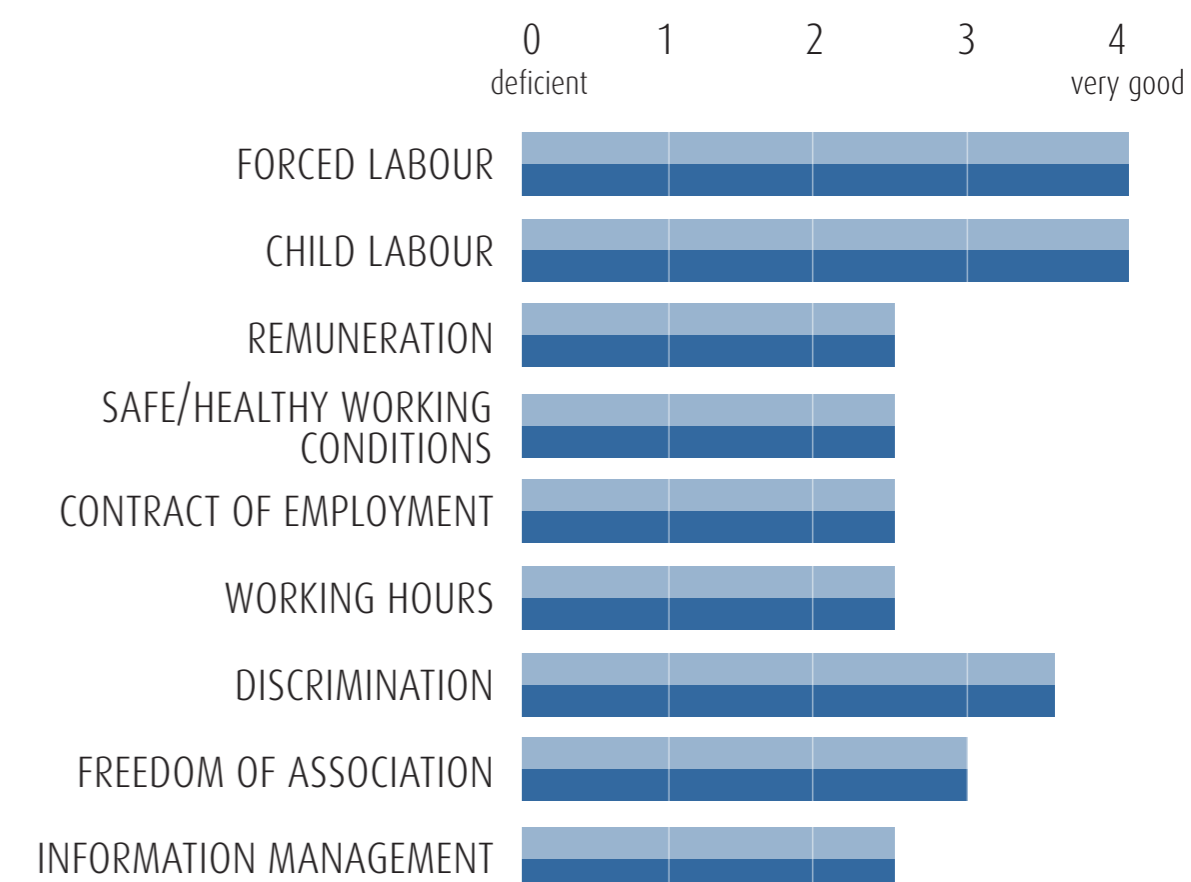
## BP IN BANGLADESH.



### DEVELOPMENT PROGRESS

AUDIT OF OUR BANGLADESH PRODUCTION PARTNER 2

Audit 06/2018 ■ Status 12/2018

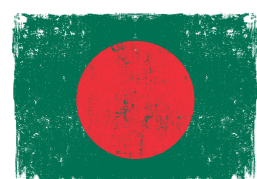


### ACTIVELY TACKLING AND MEETING CHALLENGES TOGETHER:

Our new supplier was audited in 2017 and again in 2018 by a third-party organisation. Unfortunately, the positive results from 2017 were not maintained in 2018. The auditors criticised the fact that insufficient work had been done to correct the deviations. In addition, additional minor deviations in the area of “Safe and healthy working conditions” were found. Currently, the following challenges are actively being addressed:

- Optimisation of capacity planning
- Optimisation of existing complaint mechanism
- Improving safety measures in the workplace: all relevant employees should wear safety gloves, safety masks and ear plugs.
- Obtaining missing permits, licenses and certificates for machines and electronics
- Improved training for employees
- The clothing manufacturer must ensure that employees are sufficiently informed about all undertakings and agreements signed by the company.
- Improvement of waste separation

An FWF audit is planned for 2019. We will continue our cooperation with this supplier and will work closely with it in the implementation of the corrective plan.







STEPHAN, QUALITY ASSURANCE MATERIALS

QUALITY-OBSSESSED: BP QUALITY ASSURANCE IN COLOGNE.

# RESPONSIBILITY AND COMMUNICATION.

BECAUSE EVERY OPINION COUNTS.



A sense of responsibility towards others cannot simply be cast aside and forgotten once the work is done. With this in mind, BP is consistently committed to the personal wellbeing of every BP employee – whether in Cologne, Tunisia or China. And it does so in a planned, targeted manner and with the help of a comprehensive complaint management system that is either already in place or is currently being introduced at all BP production sites.

## CLEAR COMMUNICATION – WHETHER WRITTEN OR SPOKEN

Knowing where you are. This applies both to employees and to management teams at the production sites. The principles of the FWF are on public display there, translated into the respective local language. Employees are shown, step by step, how they can communicate important information to the FWF and set a complaint in motion. In most countries a local FWF team can be contacted by telephone. The contact persons speak the local language and, of course, are fully familiar with local laws and customs. They take receipt of complaints and pass them on. The manufacturer then looks for a solution with the support of BP and the FWF. And what if the FWF is not represented in the respective country? Employees can send an email to the FWF head office in The Netherlands. Interpreters are available if required.

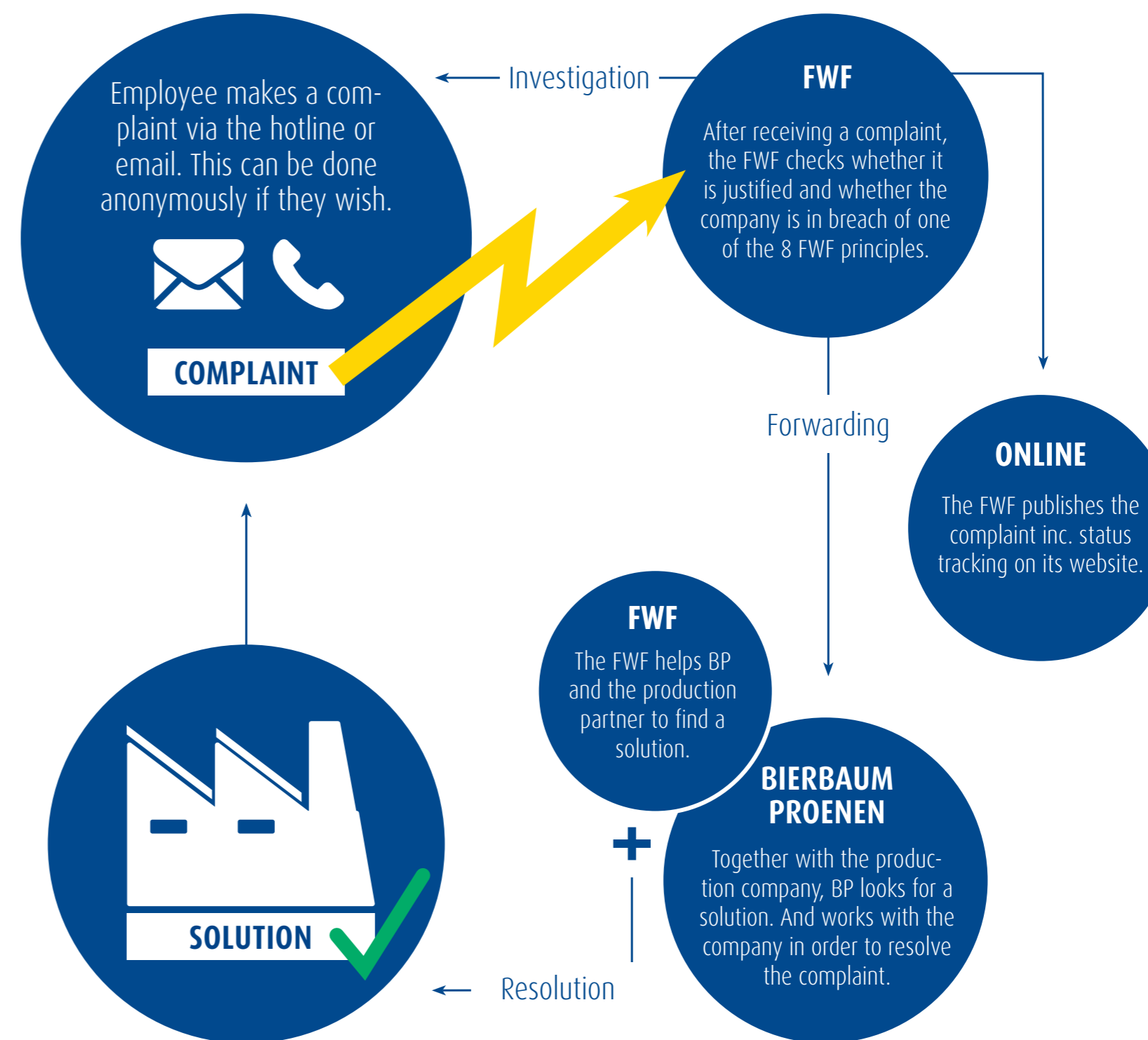
## LEARNING TO COMMUNICATE

Standing up for employees and, at the same time, supporting management. How can this be done? Specific and repeated training courses and audits, as well as ongoing dialogue between employees, managers and BP, have proven successful.

### COMPLAINTS FROM TUNISIA

In March 2018, we received information from the FWF about a complaint. A group of employees from our partner company had complained about a colleague's inappropriate behaviour. They were concerned that the situation had not improved despite internal communication. Together we worked on a solution that was implemented immediately. Discussions were held with the person concerned as well as with the entire management staff and the works council about treating colleagues in a respectful manner. Several weeks later, a call from the FWF confirmed that the situation there had improved significantly. The complaint was then considered to be resolved and the case closed.

## HOW A COMPLAINT IS HANDLED





# FAIR WAGES AROUND THE GLOBE: LIVING WAGE INCUBATOR PROJECT.



SLIM

No matter whether it's in Cologne, China, Bangladesh or Pakistan: anyone who works full-time should earn enough to cover the basic needs of his or her family – plus a bit more for security. As an industry, we can actively support this goal. That's why it was an obvious step for BP to get involved in the FWF's Living Wage Incubator Project. In this project, we are doing real pioneering work with the other FWF participants. Together, we are working to find ways to sustainably improve pay in manufacturing coun-

tries and to create the conditions for living wages by paying decent prices for our products, treating our partners responsibly and providing advice.

*Responsible cooperation is the aim that we want to achieve together with our FWF partners, and that we must achieve.*

Annet, Sustainability



## EXCHANGE, DEVELOPMENT, IMPACT

Since January 2017 we have been working with FWF members to develop innovative ways to increase wages in the supply chains. Our involvement in the Living Wage Incubator Project is an important step for us. It means we are committed to working alongside our factory partners and to practical measures for higher wages.

As far as the FWF is concerned, this project is only the beginning. The organisation wants to challenge the entire clothing industry in future, using positive case studies from the project to encourage more companies to get involved. The FWF provides a range of tools to support the project participants. These include information webinars with two to three workshops per year that focus on what the participants have been able to learn from one another.

## GOOD PREPARATION, OPTIMAL ACTION

Our experience has been positive. By participating in the Living Wage Incubator Project we have gained important information to help us prepare for specific cases and to follow the best course of action. Take the example of Bangladesh: minimum wages there were increased by 51% in December 2018. We immediately got in touch with our suppliers as this had an im-



act on our purchase prices. We agreed to the price increase and acquired confirmation that all of the producer's workers would be given a wage increase. The new statutory minimum wage requirements were implemented directly across all wage groups.

## A FUTURE PROJECT THAT CHALLENGES US

Ensuring that everyone across the world is paid a fair, living wage remains a huge challenge, and one that we can only tackle together as an industry. One interim measure might be to negotiate wages with suppliers that are higher than current levels of pay even if still below a living wage. We will continue to focus on this project in 2019.





# A GOOD TEAM!

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

## ALWAYS IN STOCK: LONG-LASTING QUALITY PRODUCTS

At BP we not only focus on quality products with an extremely long life. We also prioritise well organised warehousing and planning, ensuring a strong buffer effect. In this way, BP can balance capacity utilisation of its production plants with regard to quantity and model variance. This creates scope for rationalisation, enabling us to manufacture competitively priced products.

BP and its production partners adhere to a framework plan that has been agreed jointly. This forms the basis for the production orders for the individual models, and the deliveries from the production partner are notified in good time. Consequently, delivery dates can be met in the agreed throughput times. Involving the production partner in the planning process not only has an economic advantage. Short deadlines or cancelled orders are no longer a cause for concern and do not have a negative impact on working conditions.

Materials are where they need to be, with no delays while they are transported to the manufacturer. This saves valuable time so that even urgent orders can be accepted and successfully processed during core working hours.

*"In order to be able to respond immediately to urgent orders we have set up a materials warehouse."*

Matthias,  
Vetra Managing Director  
Tunisia



NEBIL AND YOUSSEF



# COMMERCIAL ECONOMIC HUMANE

## BP'S PRICING AND WAGE POLICY

*Quality is obviously going to improve if everyone involved is paid an appropriate wage for their efforts and hard work. Ultimately, the entire value added chain benefits!*

Andrea, Quality Assurance Finished Goods



### PRICING

It all starts with the idea for an item of BP clothing. It has to end with a carefully calculated price with which everyone is happy – BP, the clothing manufacturer, the employee and, of course, the customer. As a rule, BP determines the processing steps necessary to manufacture each product. Our sample sewing department in Cologne provides the relevant expertise in terms of how to make the particular garment. We will also put the calculation of standard minutes needed to make the item to the test. This forms the basis for the price talks with the clothing manufacturer.

Before mass producing a model, the clothing manufacturer creates an initial sample. This proves that the manufacturer is able to produce the model in the required BP quality. It also gives the manufacturer the chance to raise any questions about the processing or to identify any deviations from the calculated standard minute requirement and discuss these with BP.

### CALCULATING WAGES

Transparency is required here. BP regularly gathers information about individual wages at the production sites.

Each wage scale is compared with the minimum wage and the living wage. According to the FWF, a living wage is the minimum income necessary for a worker to meet the basic needs of a family of four. Ensuring that this is paid remains a challenge. However, it is one that BP is tackling by every means possible. There's no doubt that there is still a lot of work to be done, including intensive discussions and moderation, in order to balance the interests of employees and production partners. BP is firmly committed to a new way of thinking.



# ECONOMIC RESPONSIBILITY.

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

## GOOD, BETTER, BEST: THROUGH PROCESS OPTIMISATION

We know that what we produce is good. But we also know that there is always room for improvement. For example, when it comes to sustainable investments. As a medium-sized company, we bear great economic responsibility towards employees, suppliers and customers. As we take this responsibility seriously, we rely on projects such as "process optimisation". We have therefore set up a special project group that analyses all processes in the company. What is still up to date? What has already changed? Where we can continue to improve? How can the optimisation process be implemented?

*"Sustainability cannot be achieved overnight as the supply chain is very long. It is a goal that is achieved step by step. That's why I am so pleased that we have already taken many of these steps here at BP."*

Harald, Managing Director



Our goal is to operate more sustainably, to use resources more sustainably, and to maximize business effectiveness.

## REMAINING ATTRACTIVE AND VIABLE:

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



SARAH AND BRITTA

## WHY FUNDAMENTAL VALUES NEVER GO OUT OF FASHION

As a family company with a 230-year history, BP has seen many developments come and go. Yet thanks to fundamental and enduring values, such as responsibility, quality and sustainability, BP continues to move forward. BP works hard to expand the sustainable supply chain. What's special is that sustainability also applies to suppliers because all production partnerships are geared towards a long-term collaboration. This saves costs, eliminating the need for familiarisation.

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

Everyone who acts sustainably must act in a way that is transparent and verifiable. For this reason, regular audits are also performed in Cologne, be it the quality management audit in compliance with ISO 9001 or the FWF Brand Performance Check. In this way, quality and sustainability continue to grow and make BP a credible employer.

## THE END RESULT

Companies and authorities as well as our customers and wearers understand the current and growing importance of sustainability. Through its actions and business practices, BP is heading in exactly the right direction.



# ECOLOGICAL? OF COURSE!



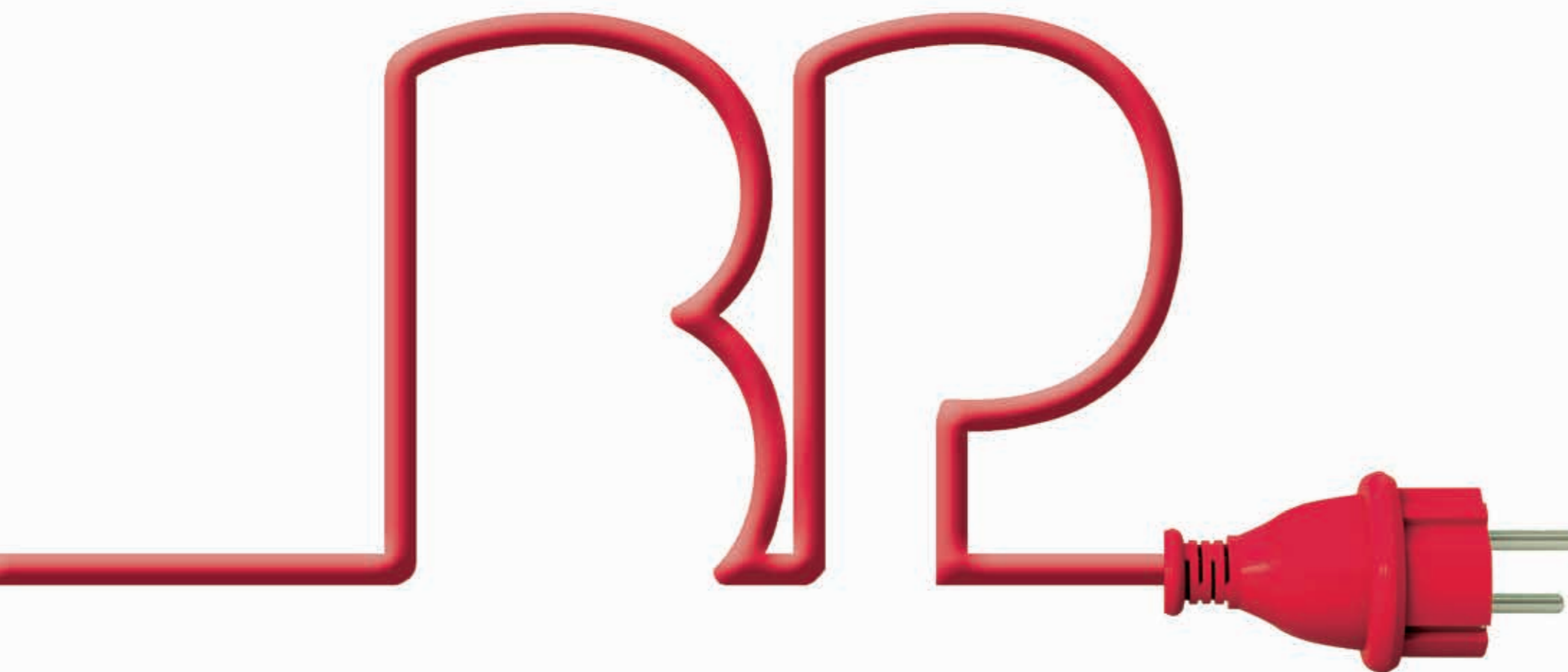
## ECOLOGICAL SUSTAINABILITY

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

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

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

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



### BP management of harmful substances:

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

year, in cooperation with an external, accredited laboratory, BP also tests selected materials and finished parts for harmful substances. After all, everything has to come together for the perfect fit.



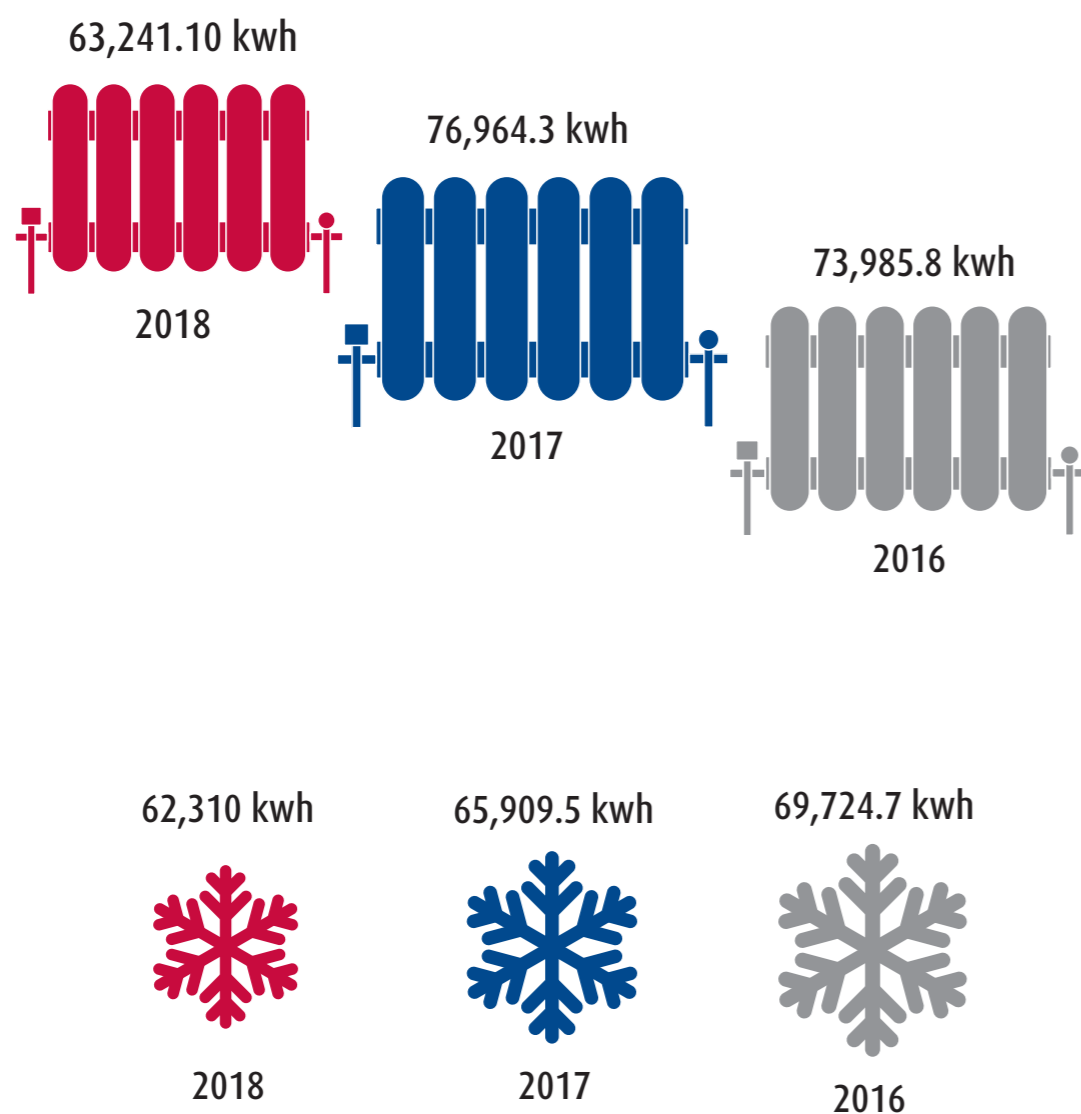
*“We appreciate that employees from other departments approach us with their own sustainability proposals, which we then discuss, examine and try to implement together.”*

Fabian, Head of Purchasing and Sustainability



# TAKE A GOOD LOOK!

BP CONSISTENTLY MONITORS ITS OWN CONSUMPTION OF RESOURCES.

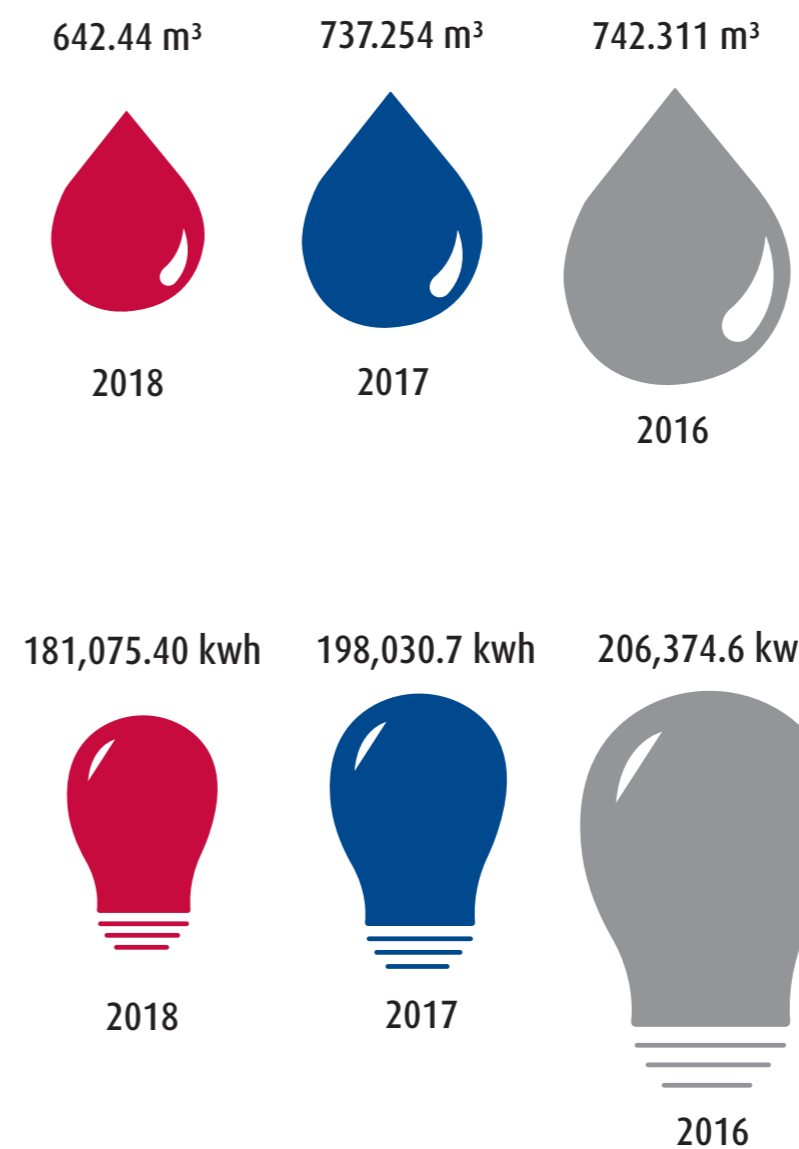


## WARM-UP

Even BP employees need a break from time to time. So the company has invested in a large staffroom and also created new meeting rooms. Of course, as these have to be heated, energy consumption increased in 2017. Most likely, the increase has self-corrected due to the long, hot summer of 2018, enabling us to record a better result. We will continue to make sure that we heat only as needed in order to use as little district heating as possible in the future.

## COOL HEADS

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



## COLOGNE WATER LEVEL

Water consumption in Cologne has fallen compared with the previous year. We will continue our efforts to keep consumption as low as possible in order to see positive results again next year.

## ENERGISED

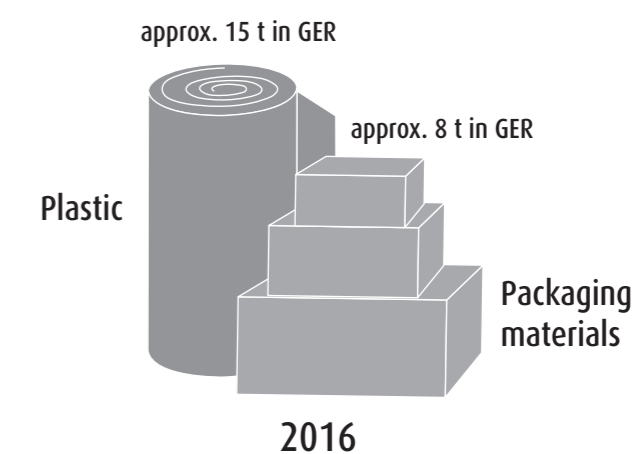
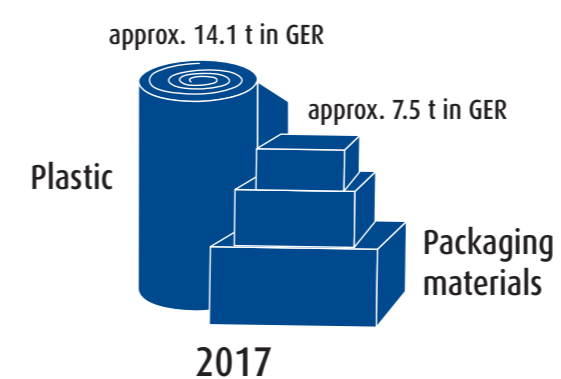
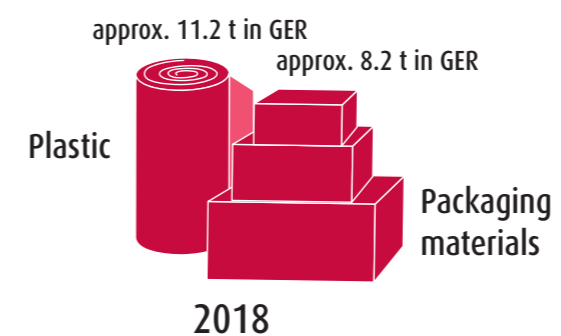
BP is seriously committed to reducing its energy consumption. Every employee is conscious of not consuming unnecessary energy. For example, lights are not left on permanently and monitors are switched off at the end of the day.





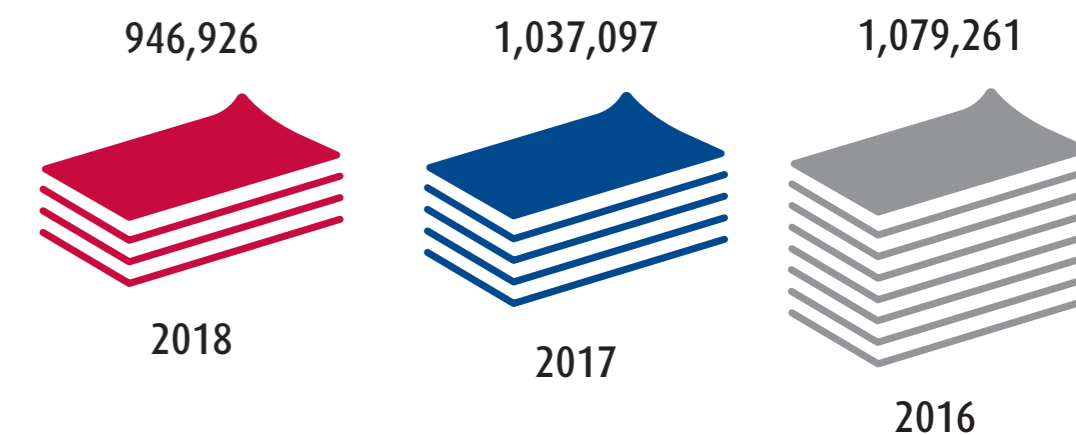
### PACKING IT IN

Packaging material is not a disposable product. At BP boxes and other types of packaging are used many times before being recycled. This helps us to save many tons of materials and to conserve resources.



### PUT TO ONE SIDE

No paper jams, no waste-paper baskets filled to the brim, no unnecessary waste of paper. The motto is think before you print. We successfully adhered to this motto last year, taking a further step towards a digital office.





## OUR PATH TO CLIMATE PROTECTION

For the preparation of our CO<sub>2</sub> balance sheet for 2018 we used the “eco-cockpit” programme developed by the North Rhine-Westphalia Efficiency Agency. This programme is based on the Greenhouse Gas Protocol, which is a documentation tool for recording greenhouse gases that is accepted around the world.

## MAKING EMISSIONS MEASURABLE: WITH 3 SCOPES

The Greenhouse Gas Protocol differentiates between three areas, which are known as Scopes. These form the basis for the CO<sub>2</sub> calculation. Scope 1 emissions are direct emissions from owned or

controlled sources, for example the purchase of fuels for internal use such as natural gas, oil, diesel and gasoline for heating and for business trips with company-owned vehicles. Scope 2 emissions are indirect emissions, for example from energy sources such as electricity and district heating. Scope 3 covers the procurement of products and services by third parties such as raw, auxiliary and operating materials, business travel and services used. These are also indirect emissions.

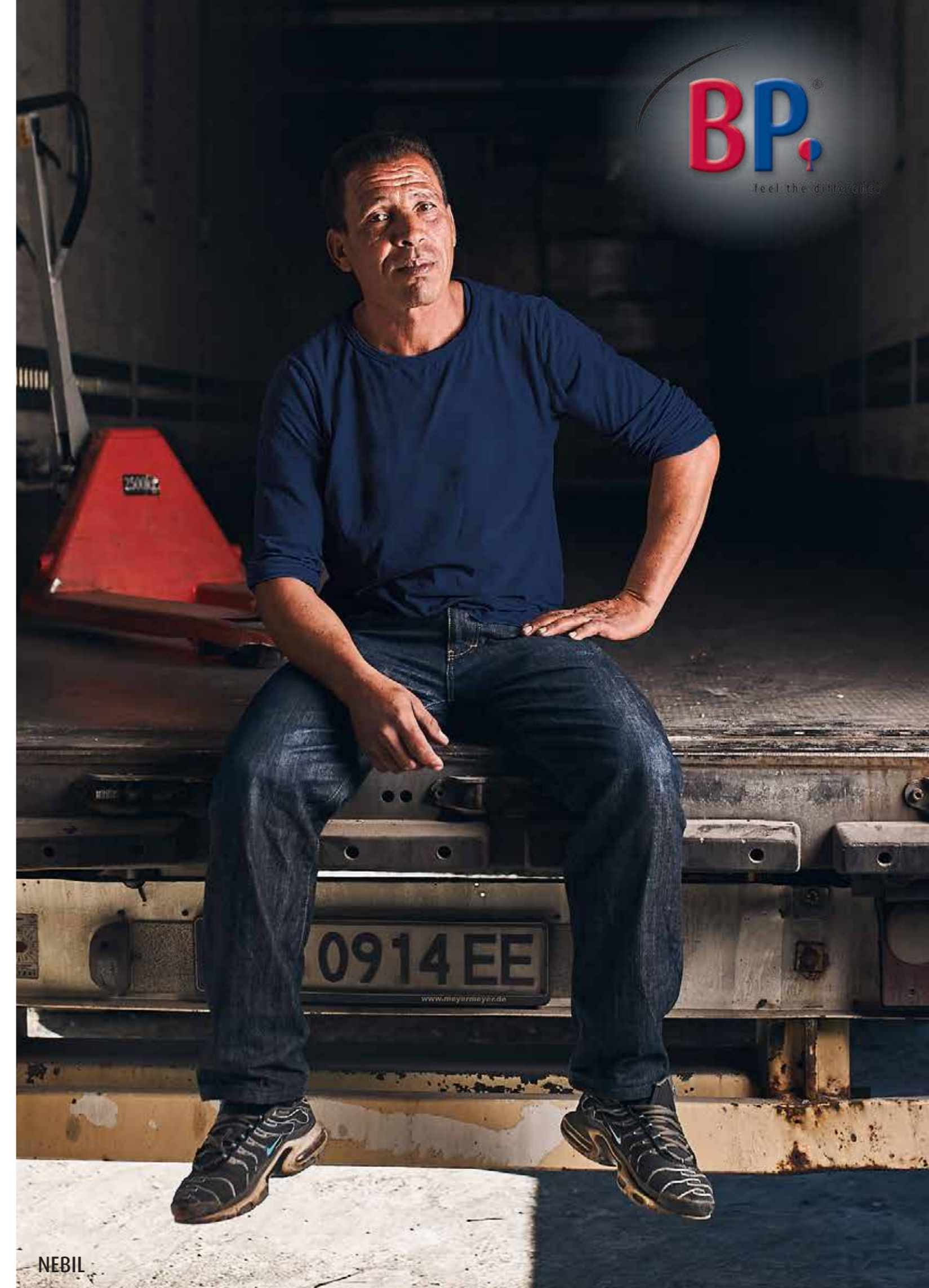
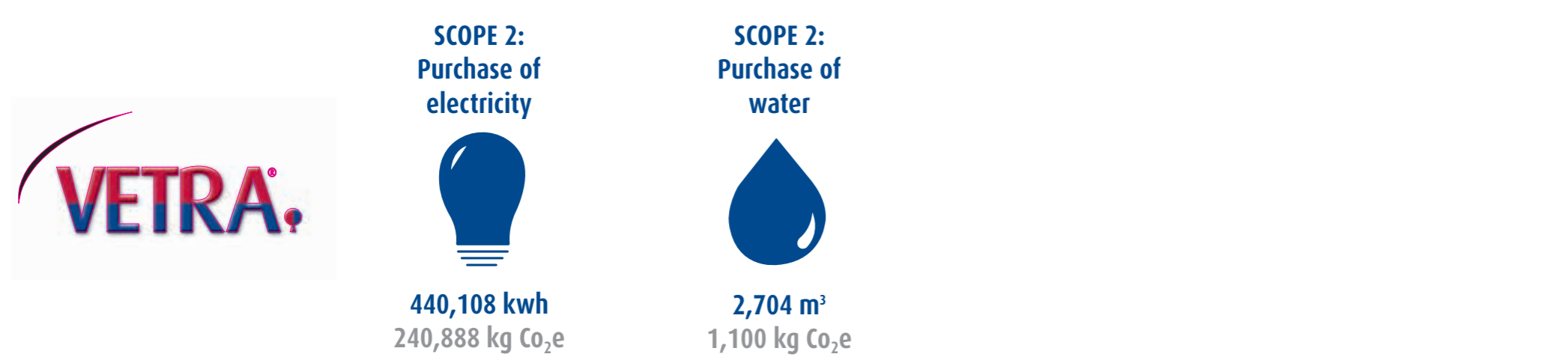
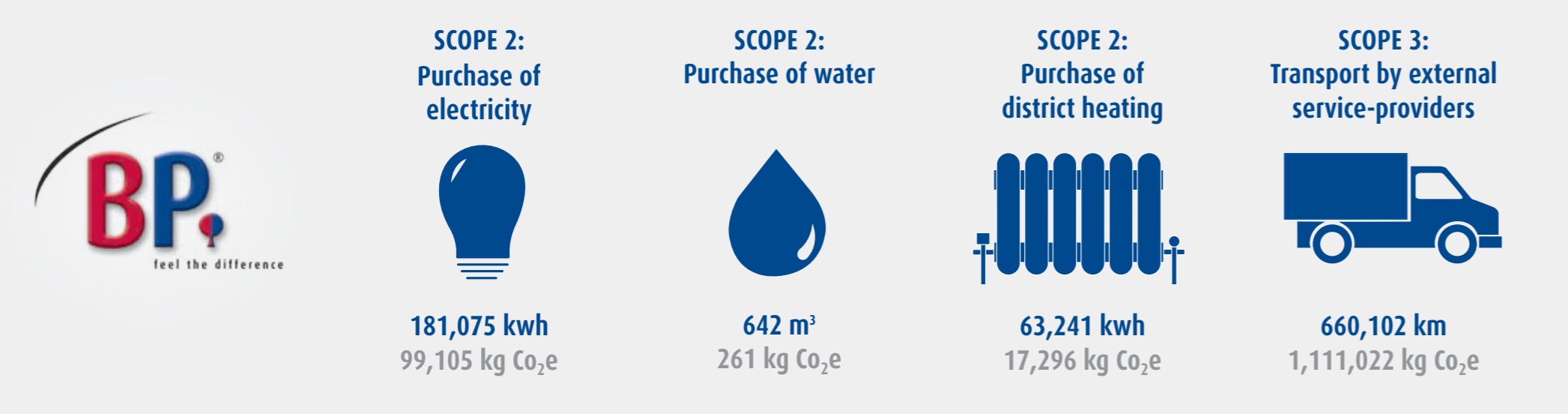
In our first CO<sub>2</sub> balance sheet, we measured indirect emissions falling under Scope 2 and Scope 3. Here, the CO<sub>2</sub> emissions were calculated that were generated at the Cologne location due to our consumption of electricity, water and district heating. BP has 2,667 m<sup>2</sup> of office space in Cologne city centre.

In addition, we also assessed the emissions of our Vetra production facility in Tunisia under Scope 2 – here the area is 3,800 m<sup>2</sup>.

Let's get to Scope 3: we measured emissions in this area that resulted from transportation by lorry between BP and Vetra. All values are shown in the diagram.

Direct emissions (Scope 1) are not relevant for the purposes of the 2018 BP emission balance sheet because BP itself does not procure fossil fuels.

Our plans for 2019: we want to be even more climate neutral this year in order to be able to improve our numbers in the 2019 Sustainability Report.



NEBIL





# GRADUALLY PHASING OUT PFCs.

WITH A CLEAR ENVIRONMENTAL STRATEGY AND A HIGH SAFETY CLAIM.

PFCs are perfluorinated and polyfluorinated chemicals. BP has been tackling the issue of PFCs and possible alternatives since 2013.

## WHAT EXACTLY ARE PFCs?

PFCs do not occur naturally, they are synthesised. In terms of their chemical composition, PFCs consist of chains of carbon atoms of different lengths. In these chains, hydrogen atoms are completely (perfluorinated) or partially (polyfluorinated) replaced by fluorine atoms (known as C8 and C6 chemicals). If these substances are released in to the environment they generally do not break down

as the bond between carbon and fluorine is so stable. This means that they are difficult to convert or decompose.

## HOW ARE PFCs CREATED?

These chemicals are a byproduct in the production of water, dirt, grease and oil-repellent finishes for textiles, as well as in the production of breathable membranes.

## PFCs IN OUTDOOR CLOTHING AND WORKWEAR:

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

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

## PFCs IN PERSONAL PROTECTIVE EQUIPMENT (PPE)

Protective equipment is intended to protect the life of the wearer. The properties of the fabric used play a particularly important role in this protection. If the fabric has been treated with specialist oils, these could act as fire accelerants and endanger the worker's life. Obviously, human safety must be the top priority. For this reason, it is very difficult to phase out PFCs until alternatives have been found that offer the same level of protection.

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



# THE PATH AHEAD!

WHERE WE NEED TO WORK EVEN HARDER  
TO ACHIEVE OUR GOALS.



In terms of sustainability, we had a lot we wanted to do in 2017. Several goals have already been met; some have yet to be achieved. We have continued to work hard on these areas this year.

## GETTING RID OF OUR PLASTIC BAGS

In the past year we made an initial attempt to stop using plastic bags. However, tests have shown that although the idea is good, it is not actually all that practical. The goods get dirty in the warehouse too fast, particularly as far as products with a low inventory turnover are concerned. In addition, without packaging, there are problems in logistics, for example when picking the goods. That's why we are continuing to search for solutions here.

## CO<sub>2</sub> BALANCE SHEET

Creating a sound CO<sub>2</sub> balance sheet is associated with many challenges. For example, calculating the many different types of data in house (travel, deliveries by air / truck / cargo ship, diesel consumption) is very complex. Calculating our carbon footprint is also difficult. Training and improved evaluation methods should help us to address this issue.

## CLOSED-LOOP ECONOMY

A very challenging topic for which BP has yet to find an appropriate solution. We are planning to take the clothes back at the end of their use and then recycle them so that the fabric can be fed back into the system. We are working on finding an economically viable logistical solution for collecting the "old clothes".

## LIVING WAGE

Here, together with the FWF, we are doing pioneering work and, together with other FWF members, are looking for a way to ensure higher wages and salaries for all employees for the long term. With the aid of the FWF, we would like to continue to pursue this project intensively.



# READY, GET SET, GO!

OUR PRIORITIES FOR 2019 AND HOW WE CAN IMPROVE OUR LONG-TERM RESULTS.



Sustainability is regarded as a continuous improvement process at BP. Ecological goals, in particular, will be pursued with even more persistence in the future. We have set ourselves the following goals:

- » **Fewer plastic bags:** BP is increasingly looking for solutions to avoid or greatly reduce the use of plastic bags. Initial solutions could involve switching to more environmentally friendly plastic bags, partly made from recycled polyethylene.
- » **More Fairtrade cotton:** we are planning to increase the percentage of sustainable Fairtrade cotton purchased.
- » **New fabric:** the potential use of fabric from recycled PET bottles will be investigated in 2019.

» **Pro recycling:** a project team will be working intensively on the “closed loop economy” and looking for ways to recycle worn clothing economically.

» **STeP and bluesign®:** by 2020, 80% of bought-in woven and knitted fabrics are to be sourced from producers that are certified in compliance with bluesign® or STeP. The current figure is approx. 50%. We plan to continue our work in this area in 2019.

» **Optimal working conditions:** with great drive and commitment, BP wants to improve working conditions at its production partners on a sustainable basis by means of intensive collaboration with suppliers, by means of audits and the resulting plans of corrective measures, through training measures

in the companies and through greater collaboration with cooperation partners.

» **Living Wage Incubator Project:** we will be continuing as members of the Living Wage Incubator Project in 2019. We have already taken part in FWF workshops, enabling us to successfully implement the key lessons learnt in relation to higher minimum wages in Bangladesh.

» **Partnership for Sustainable Textiles:** we are fully committed to the joint aims of the Partnership and work hard to make progress in the project groups.

“ We are a medium-sized business with links to many people. We bear responsibility for all of them. With this in mind, we engage in a holistic form of sustainability management, which we consistently drive forward with targeted measures and new ideas.

Harald, Managing Director





# EASY REFERENCE!

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# GOOD TO KNOW:

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## FABIAN KUSCH

Head of Purchasing, Sustainability and  
Quality Assurance Materials

**email:** [f.kusch@bierbaum-proenen.de](mailto:f.kusch@bierbaum-proenen.de)

**Telephone:** +49 221 1656 405

*“ My team and I will be happy to  
answer any questions about sustain-  
ability.”*

Fabian, Head of Purchasing and Sustainability

### REPORTING CYCLE

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

### Reporting in compliance with GRI standards

This report has been compiled in compliance with the guide-  
lines 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 reviewed by an external party