

To  
UN Global Compact and  
our stakeholders

Date:  
March 5, 2019

Dear Sirs,

I am pleased to confirm, that BPI - Bramming Plast-Industri A/S - reaffirms its support of the Ten Principles of the United Nations Global Compact in the area of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Jesper Brix  
CEO

**Bramming Plast-Industri A/S**



TOGETHER **WE CAN** REACH FAR





Bramming Plast-Industri A/S shall endeavor, on the basis of the group's values and vision, to operate a business that creates value for the company, employees, customers, suppliers and the surrounding community. BPI thereby assumes a social responsibility to contribute to social, economic and environmental sustainability. In 2014 BPI joined UN Global Compact, and thus complies with the ten principles of human rights, labour, environment and anti-corruption. This report constitutes the company's statutory statement on corporate social responsibility, cf. §99a of the Danish Financial Statements Act.

### I. HUMAN RIGHTS

BPI supports and respects the Universal Declaration of Human Rights and promotes human rights standards internally and throughout all business. Equal opportunities for all employees irrespective of gender or ethnicity continue to be part of our HR-philosophy and humanity attitude. We hire, remunerate and promote employees on the basis of skills, competences and performance – not according to gender, religion nor race.

This is a non-tolerance attitude which is static and deeply integrated in our business culture.

With reference to BP's CSR policy, it is continuously monitored by the company's top and middle management that all international laws and ethical rules are complied with.

No violation with the global human rights nor BPI's human rights policy has ever occurred in the company's history and thus not in 2018.

#### RISKS

Our Code of Conduct illustrates clearly our attempt to identify and disseminate different human rights topics and risks. However, our control and monitoring of local compliance with regulations and legislation are limited to our knowledge of the impacts in our supply chain.

### II. LABOUR

BPI supports and respects the principles of the UN Global Compact and have furthermore taken the following steps in 2018:

- Housekeeping / 5S clean-up in our factory in Poland for an organized, clean and productive workspace.
- Robot technology to minimize physical one-sided, monotonic workload.
- Annual employee satisfaction measurement - and subsequent initiatives to support human well-being in all areas – production and administration.
- Examination of noise level and climate in canteens and in offices (AMO survey).
- Repair of asphalt surfaces on areas with truck driving for more convenient driving.
- Establishment of own adjoining water reservoir to increase water supply in case of fire.

#### RISKS

The labour rights risks identified are limited as BPI has matured in a strict regulatory environment. Nevertheless, safety of the employees is always top of mind and may come in question if we are not always up to date according to labour inspectorate regulations and in our internal safety committee.

### III. ENVIRONMENT

The company engages in targeted and systematic efforts to continuously protecting the environment through energy and material optimization, pollution prevention, waste minimization and environmental management.

In 2018 we took the following corporate steps:

- Complete new ventilation system at one of our major production sections/sites.
- Project energy optimization for reducing electricity consumption along with external project consultant from SE Group.

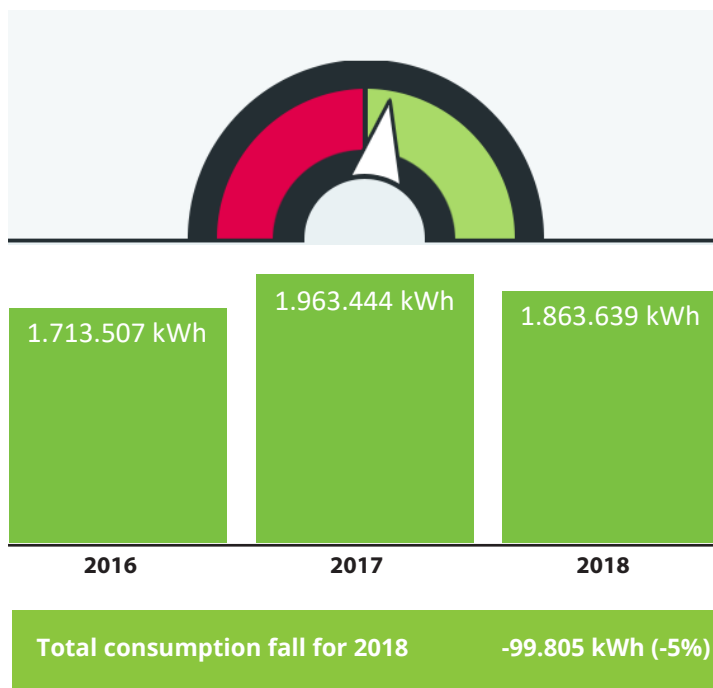
- Various measurements of environmental impact.
- Reduced content of harmful substances in release agents.
- All HR-foams from BPI are now halogen free.
- Reduction of electricity consumption.

#### RISKS

Lack of success in mitigating our negative environmental footprint poses severe risks for both society and the environment – e.g. by causing climate changes or other negative disturbance of the order of nature. In our role as prominent player in the field and within the specific industry a neglect or violation of environmental concerns or issues may be crucial to our entire business foundation.

Just like BPI's own, the CSR performance of the companies in our supply chain has an impact on the societies in which they operate. Lack of success in this could mean negative impacts for the communities.

## REDUCTION OF ELECTRICITY CONSUMPTION



### III. ANTICORRUPTION

An essential part of BPI's company policy as well as our Code of Conduct define that:

- None of the company's employees give or receive unjustified advantages from local or foreign public officials or employees in private companies.
- No form of extortion or bribery or favoritism to or from employees or organizations is tolerated.
- No violation with the anticorruption policy is observed in 2018.

#### RISKS

If this area is not managed, BPI would face legal, reputational and financial risks as well as erosion of employees' and customers' trust. BPI's purchase function/department is considered the most vulnerable area for potential corruption – however, as our company never experienced any incidents of corruption we perceive the risk moderate.

Full or partial neglect of the principles in the overall company policy or the Code of Conduct, or serious violation of local laws and regulations may, in its extreme, cause an interruption of the cooperation with BPI or a dismissal of the employee. The company grew up with this cultural mindset and business attitude, and it has never been necessary to set up a closer or more intensive monitoring or control of individuals or departments.

The management is handling this subject with an appropriate and reasonable surveillance. To all Polish employment contracts, a specified point to impress upon our attitude and zero tolerance towards corruption has been added, and communication towards subsuppliers has been intensified.

#### OUTCOME

A large part of the above points have caused improved working environment, reduced energy consumption, less environmental impact and CO2 emissions as well as further engaged and healthier employees.

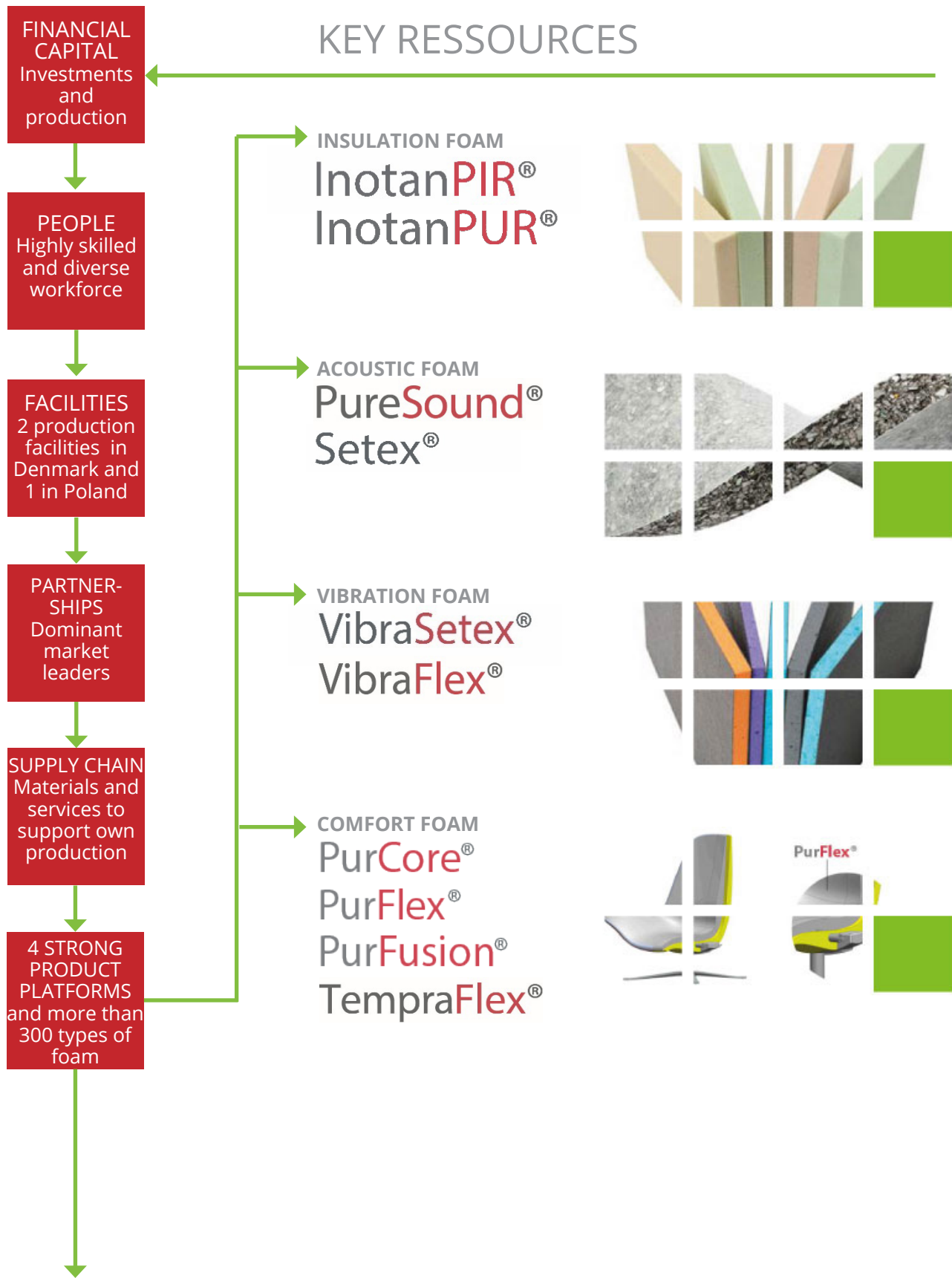
Our ongoing initiatives within above fields are representing our unambiguous business attitude and adds to our track record of being a professional and fair business relation to our customers and cooperation partners.

Encl.: CSR overall policy

## BUSINESS MODEL

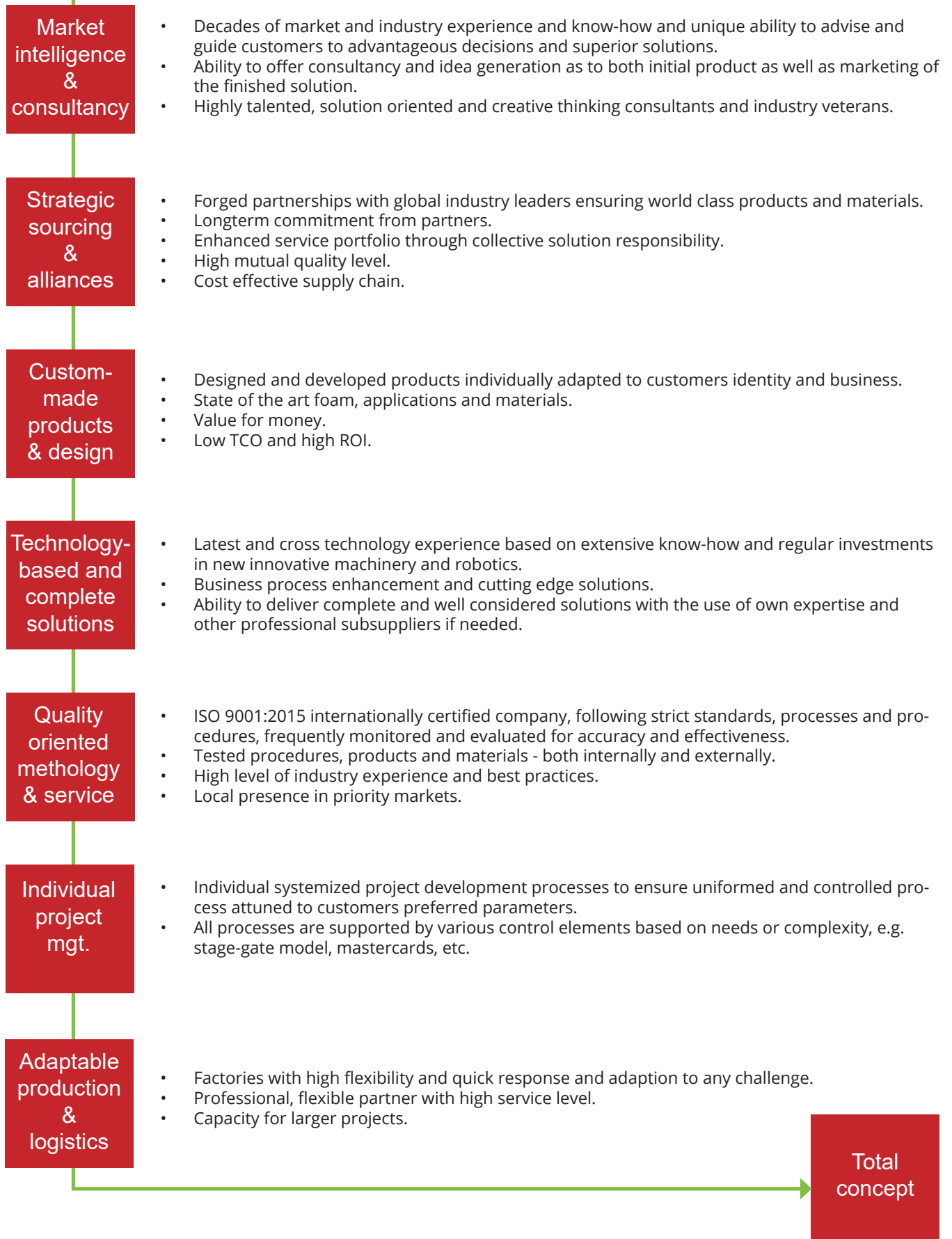
**Mission:** To inspire and contribute to the development, design and production of advanced customerspecific comprehensive solutions in foam and rubber materials.  
We take pride in supplying environmentally-friendly products in high quality and on time.

**Vision:** We want to be Europe's most innovative and preferred partner.

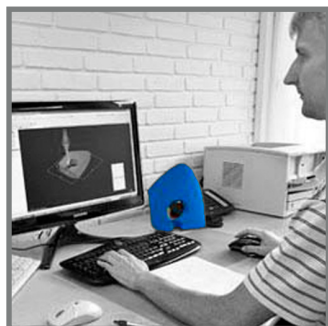


# CUSTOMER VALUE PROPOSITION

BPI follows a 360° value driven approach that creates and distributes value in below areas within 2 primary segments: **Furniture & Design** and **Industry & Construction**







## CSR POLICY

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CSR is an integral part of the daily activities of the BPI group in interaction with the wish to be at the leading edge of developments in the surrounding society, as well as, at any time, to comply with laws and ethical guidelines. The CSR policy was approved by the Board of Directors and Executive Board March 2017 and is valid for the entire BPI group.

BPI promotes procedures in our supply chain to ensure accountability for social and environmental conditions with positive impact on customers' perception of BPI's CSR commitment.

BPI practices good and sensible managerial standards, and provides clear guidelines, policies and accountability for the company.

UN Global Compact defines guidelines for BPI's social responsibility.

### HUMAN RIGHTS

BPI Supports and respects internationally proclaimed human rights.

### WORKERS' RIGHTS

BPI maintains good working conditions and continuously creates improvements in relation to work safety of employees and working climate. BPI believes that diversity among employees, including equal gender quotation, positively influences the working environment and strengthens the company's culture and competitiveness. BPI maintains freedom of association, and supports the elimination of forced labour and child labour. BPI must be a workplace which employees identify themselves with and are proud of working for.

### ENVIRONMENT

BPI's environmental policy is based on an environmentally proper business practice, and is a natural part of the group's objectives for product quality and production. BPI increases efficiency through continuous energy and material optimization, pollution prevention, waste reduction and environmental management.

### ANTICORRUPTION



BPI maintains a high level of integrity and accountability, and does not tolerate any form of corruption or bribery.

Approved March 2017

Board of Directors

  
 Kurt Bering Sørensen
   
 Henrik V. Jørgensen
   
 Thomas Bonde

Executive Board

  
 Jesper Brix
   
 Per Aas Jensen