

COMMUNICATION ON PROGRESS

Bramming Plast-Industri A/S supports UN Global Compact's Ten Principles



TO UN GLOBAL COMPACT AND OUR STAKEHOLDERS

Date: February 19, 2021

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.

This report constitutes the company's statutory statement on corporate social responsibility, cf. §99a of the Danish Financial Statements Act.

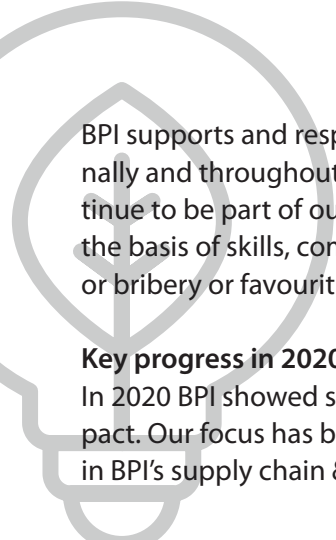
Sincerely yours,
Thomas Tvedergaard Larsen
CEO

Bramming Plast-Industri A/S endeavours 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.

CSR is an integral part of the daily activities of the BPI group - as well as, at any time, to comply with all legal requirements and ethical guidelines. The CSR policy was approved by the Board of Directors and Executive Board April 2020 and is valid for the entire BPI group.



HUMAN RIGHTS & ANTI-CORRUPTION



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 humanitarian attitude. We hire, remunerate and promote employees on the basis of skills, competences and performance – not according to gender, religion nor race. No form of extortion or bribery or favouritism to or from employees or organizations is tolerated.

Key progress in 2020

In 2020 BPI showed strong progress in many of its processes relating to the ten principles of the UN Global Compact. Our focus has been on environmental initiatives and improvements in the working conditions for employees in BPI's supply chain & administrative functions. This is where we can make the biggest difference.

LABOUR & WORKING CONDITIONS

To enable BPI to measure on its progress in a more exact manner, a new anonymous job satisfaction survey was introduced for both blue and white collar workers. In this way we get a full picture of the effects of our initiatives. Secondly new well-being programs were launched in all BPI locations, with specific initiatives to address both hard and soft issues.

Key initiatives completed in 2020

- New improved ventilation systems throughout the factories
- New procedures and tools for work safety implemented in all factories
- New chemical APV, certified handling of chemical substances & safety procedures
- Well-being programs introduced in all factories
- Anonymous job satisfaction surveys introduced as a yearly process – including effort plans for improvement initiatives
- Social offers, physiotherapy & company sports introduced as part of BPI's well-being program
- Personal development training for operational workers – focusing on language training, Health & Safety and first aid



ENVIRONMENT & SUSTAINABILITY

In 2020 BPI launched its new energy saving campaign – with a target of reducing the total energy consumption for both heating (gas) and electricity (ventilation, machines, equipment, lighting etc.) with a minimum of 5%. An ambitious target considering the short time frame, and the fact that this a discipline that's quite new to BPI and required implementation of substantial projects and related investments.

2020 was also the year where BPI succeeded in removing all halogen-based flame retardant chemicals from its sound-damping products (PureSound®), improving the working environment in our factories and creating clean product for the end user. A fully MDI-based solution for use in both professional and domestic environments.

BPI's Setex® range – a product based on 100% recycled materials – was pushed hard in the marketplace, creating a growth of +8%. This makes Setex® our second most sold product range today – equating to 23% of total sales in the BPI product range.

Key initiatives completed in 2020

- BPI energy saving campaign 2020 – on all locations, with a clear focus on water, gas and electricity usage reduction
- Implementation of LED light in the supply chain facilities
- Water reduction systems on mould-heating units
- New water-jets cutters for all sites in BPI
- New low-energy lamination line
- Launch of PureSound®E – a new material free from halogen-based flame retardant chemicals
- Market push for 100% recycled product range Setex®

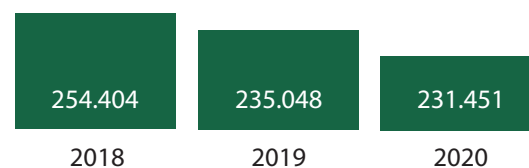
RESULTS IN 2020

In 2020 the electricity consumption was reduced by 9% through strategic initiatives and investments, and through a very strong culture program where old habits were changed, and a sense of urgency was created – pushing the individual to take ownership. Gas consumption was reduced by 1,5% - our ambition was higher, and this pushes us to rethink our investment plan and efforts for 2021.

Electricity consumption development BPI Group [kWh]



Gas consumption reduction BPI Group [m³]





BPI COMMERCIAL SUSTAINABILITY AMBITION

BPI endeavours to implement initiatives of commercial sustainability in all its business processes, reducing its carbon footprint year on year through solid continuous improvement plans that give a financial payoff. BPI wishes to incentivise the organisation and push the results through in a firm manner, using a bottom-up approach where each individual employee can clearly see the effects of their own contribution.

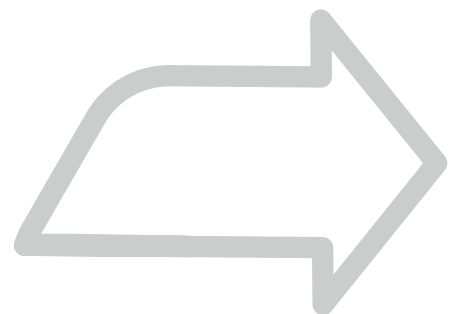
Commercial sustainability in a BPI context means implementing improvements that make sense in a business perspective and have a significant impact on our operational footprint or on our product portfolio lifespan footprint.

2020

2025

2030

AMBITIONS



BPI COMMERCIAL SUSTAINABILITY AMBITION

OPERATIONAL FOOTPRINTS

Facilities

2020

Today the BPI group covers 45.000m² of industrial production facilities. This requires significant heating and ventilation capabilities. Reductions have been made, but strong potentials are present.

2025

Through renewal and investment in the current BPI facilities and through a dedicated company culture program, we aim to reduce our energy consumption by 3-5% year on year between 2020 – 2025.

2030

Through strategic initiatives, BPI aims to convert its business processes and logistical flows in such a way that the heated physical space requirements per production hour is reduced by 25%.

Operations

Today the BPI group operates a series of business processes that are energy heavy in their nature. The total energy consumption (electric) is 3,5Mwh per year.

Through continued investments and refinement of business processes and through company awareness programs, BPI aims to deliver energy savings of 3-5% per year from 2020-2025. BPI endeavours to supply its facilities with renewable energy, seeking energy suppliers with a low carbon footprint.

Through strategic initiatives and general business process improvements, BPI strives to eliminate 25% of the total energy consumption.

PRODUCT PORTFOLIO FOOTPRINTS

Soft PUR foam

2020

Today BPI has soft foam solutions that contain 100% recycled materials. They accumulate to 23% of the total sales of BPI branded products.

2025

BPI's ambition is to push this sustainable product range – and develop variants and solutions enough to allow us to increase sales by 50%.

2030

It is BPI's ambition to develop a solution where end-of-life products can be disassembled – allowing soft foam raw materials to be refined yet again, and added to BPI's already existing "recycled portfolio". In 2030+ raw materials for soft foams must contain 25% "end of life" raw material.

Rigid PUR foam

Today BPI has no solutions in terms of providing rigid foams with recycled content.

BPI's ambition is to develop a solution for utilizing rigid foam waste in composite constructions, reducing energy waste for incineration and material usage on sister products in the portfolio. Bio-based rigid foams are pushed to the market – with an ambition of min. 5% content.

It is BPI's ambition to develop a solution – together with leading technological partners – where rigid foams can be returned to virgin liquid state and mixed with pure raw materials including bio-based content, and thus creating a recycled product range for rigid foams.