

Environment, Social & Governance Report 2021

Bramming Plast-Industri A/S



BPI

foam for **your** purpose

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CEO Letter

BPIs key mission is to be a value adding industrial partner – specializing in customer specific solutions in polyurethane. Our vision is to create fully sustainable customer solutions supported by industrial and scalable processes – with focus on the long term business partnerships. We aspire to deliver innovative solutions to our customers – in a stronger and more qualified way than others. Therefore we invest in the qualification of our team, state of the art equipment and the business processes to realize this ambition.

Leading the way to a circular solution

In BPI, we have the ambition to lead the transitioning of polyurethane manufacturing to a circular economy in the years to come. We wish to disconnect BPI from the fossil fuel feedstock, and have already taken clear steps to make this a reality in the not so distant future. BPI is already one of the leading mechanical recyclers of polyurethane, and produces more than 1000 tons of recycled soft-foams every year. And it's from this starting point BPI has defined a clear path to both eliminate its dependency on the fossil fuel feedstock, and introduce recycling of post-consumer waste materials into the main processing lines.

It is BPIs ambition to replace 50% of the fossil fuel feedstock materials in our supply chain by 2026. Clear plans are in place for this transition, making BPI a part of the solution for the future.

While ensuring responsible operations

As we push for developing our industry, we also make it a clear priority to operate our business in a responsible, ethical and effective manner. That means that we work with solutions and products useful to society, and we treat our employees, customers and suppliers better than most other companies. We are determined to operate a business model that generates a profit, enabling us to invest and develop BPI and its employees continuously. We do this to ensure that BPI is at the forefront of providing the required solutions for the future.

This report complies with the Danish Financial Statements Act, section 99a, b and d. In addition, BPI is a participant in the UN Global Compact and thereby committed to provide a Communication on Progress. That's why I am pleased to confirm our support of the ten principles of the UN Global Compact as well as our support of the UN Sustainable development Goals.

Thomas Tvedergaard Larsen
CEO



This report covers the financial year 1 January 2021 to 31 December 2021 and constitutes our Communication on Progress in implementing the Principles of the United Nations Global Compact and supporting the broader UN goals.

We welcome feedback on its contents.

About Bramming Plast-Industri A/S

Since 1971, BPI has been a leading pioneer of advanced and technology based solutions in polyurethane to a wide range of private and public sector entities including infrastructure, wind, electronics, construction and furniture. The company is located in Denmark and Poland, and has more than 430 specialists to serve our customers in over 20 countries. We apply the very latest technology and manufacturing processes, and our extensive production capacity enables us to run more than 1500m³ of product daily through our 35000m² production facilities.

Today, BPI services some of the largest industrial companies in Europe. This requires professional inter-company processes and top-end operational performance levels, along with the ability to develop an individual business setup suitable for company integration on a system level. BPI delivers this package in a very solid manner.

An industrial partner

BPI is an industrial partner, specializing in professional value adding partnerships and the execution of high performance patterns. We build scalable manufacturing processes to ensure stability, and enable our customers to grow in a safe and controlled manner – with a clear focus on a long term partnership. Our core competence is knowledge, and our ability to deliver industrial products, processes and logistical services at the agreed time in the agreed quality.



The backbone of BPI is constituted in well defined core values, embedded into the culture over the last 50 years:

We add value

BPI aspires to deliver innovative and value adding solutions to our customers – in a stronger and more qualified way than others. Therefore we invest in the qualification of our team, state of the art equipment and the business processes to realize this ambition.

We are determined

We display commitment, responsibility and respect for the needs and tasks we meet in our work and pursue all projects to the stakeholders full satisfaction.

We are trustworthy

BPI is built on honesty, reliability and integrity, through more than 50 years of close business partnerships.

We promote transparency and address issues quickly, ensuring the best possible conditions for long term partnerships.

We are action minded

In BPI we are agile, solution oriented and pro-active. We seek solutions with a hands-on approach and thrive in an environment where different areas of expertise and cultures come together.

We are small enough to care, but big enough to cope.

We invest in people

In BPI we believe in great teamwork and a winning culture.

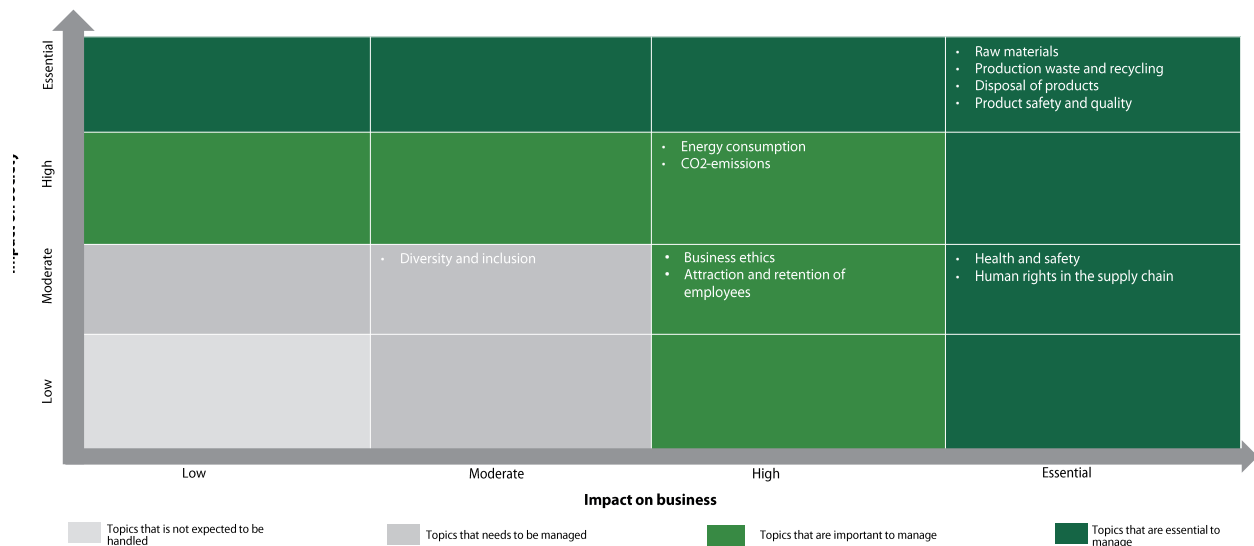
We have an open and honest culture with a clear, straightforward and informal tone.

Although our tasks and responsibilities differ, nobody feels above others or over-qualified to help where necessary.



Materiality

The topics chosen for this report is based on a high-level assessment of our impacts. Based on double materiality, BPI has assessed impacts on society as well as the impacts that sustainability topics may have on our business.



Sustainability Strategy

In the polyurethane industry there are concrete challenges to be solved in the near future. Creating the technical solutions to achieve circularity is one challenge and creating the culture change in the society and an infrastructure setup necessary to handle disposal and recycling is another. In BPI we believe that a much greater cooperation between all stakeholders will be necessary going forward, in order to achieve the desired result. That's why BPI is working closely with key partners and municipalities, trying to solve circularity issues and create useful products utilizing post-consumer waste material.

Transitioning to a sustainable society also requires being a responsible company respecting human rights and conducting business in an ethical manner. Therefore, is also a priority for BPI to be an attractive employer as well as ensuring high standards on business ethics.

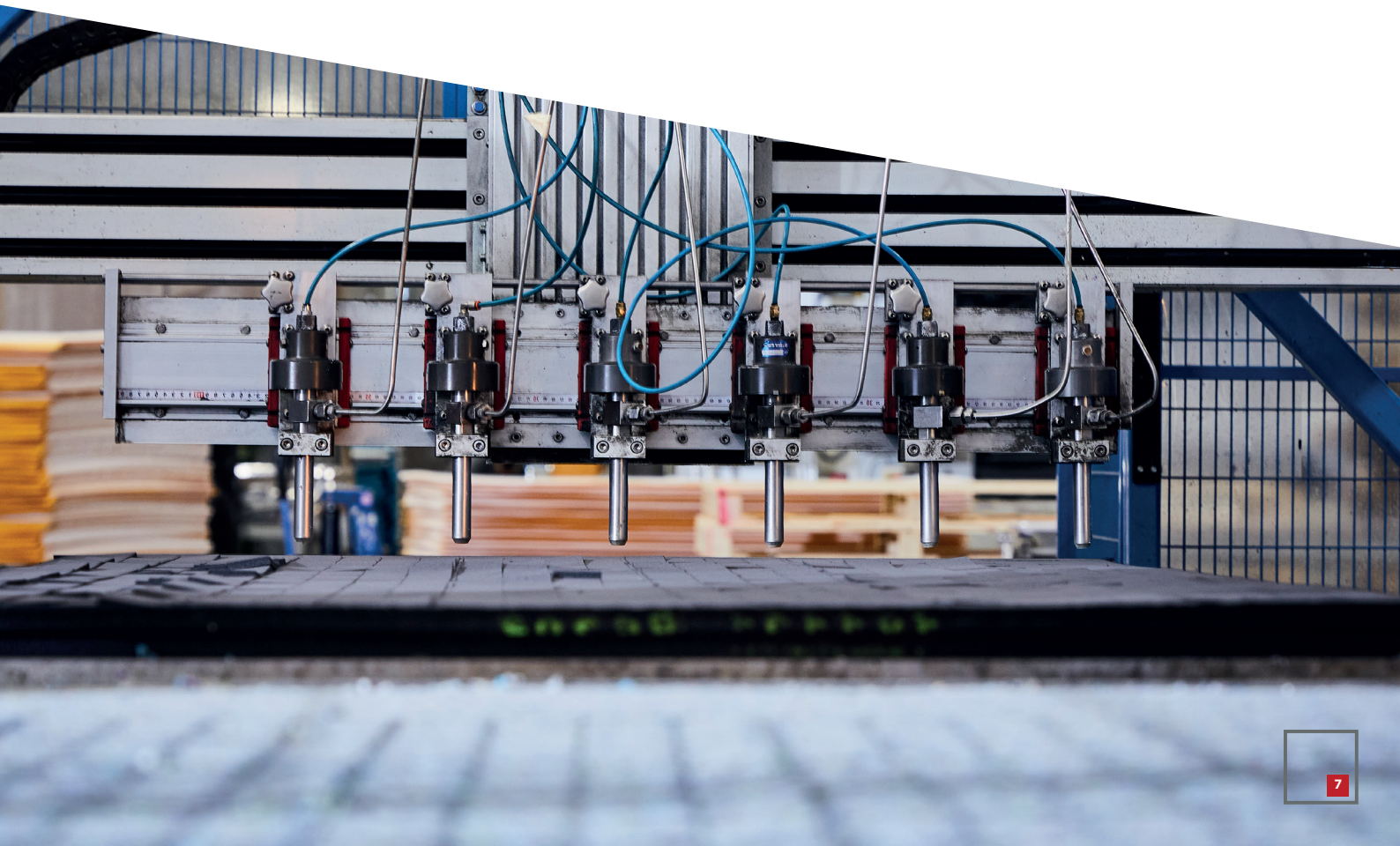
On the following pages we have described risks, targets, efforts, and challenges in realizing the priorities of our sustainability strategy.

Strategy implementation – linking business strategy & ESG

The key to a successful track record on the ESG agenda is creating a strong integration between the business strategy and the ESG ambitions and plans, creating commercial opportunities for the entire value chain by seeing the long term perspectives in sustainable solutions.

BPI operates a strong and efficient CBI system, where all business projects are implemented in a 90 days execution pattern. Every 90 days, roughly 100 projects are completed. BPIs ESG strategy is an integrated part of this process, which ensures the appropriate focus and prioritization – and clearly visualizes the full business potential of each ESG project and its part in the overall company strategy.

Looking at the current ESG project pipeline in the project base, BPI has a very strong pipeline for execution in the coming period and has the potential within it to realize BPIs ambitions in the time to come. A clear roadmap has been drawn to a future, where BPI is disconnected from the fossil fuel feedstock – and solutions are found in circular alternatives.



Offering circular foam solutions

BPI sees the challenges related to sustainability within the polyurethane industry as one of the biggest opportunities in the marketplace. The fact that this mega trend is consumer driven and top-of-mind in a global perspective gives us the best chances of success, and we have the agility to move faster than most other companies.

The most material risks of causing a negative impact on environment and climate are related to the use of fossil-fuel materials. Polyurethane is the best material for the products we manufacture, and the products we create in our supply chain are critical to vital areas of the society. Today, BPI is a key supplier to the medical & healthcare sector and we are on the forefront delivering solutions to the renewable energy sector.

That's why we want to lead the transitioning of polyurethane foam manufacturing to a circular economy and eliminate the use of fossil-based polyurethane materials. We will do it by pioneering and developing technologies for recycling polyurethane and work in partnership with stakeholders to advance recycling opportunities.

Closing the materials loop & reducing emissions

KPI	Target
Increase the share of sustainable PU materials used in BPI	50% by 2026
Increase mechanical recycling and create circularity (post-consumer waste)	1,000 tons by 2026
Reduce total emissions (tCO ₂ e), scope 1 & 2 (operational emissions)	-5% p.a.
Eliminate all non-recycled waste from own production	0 tons by 2030

In order to close the materials loop and become fully circular, we continually develop and implement the use renewable materials for the products we make as well as eliminating the waste created from our production processes.

BPI is already one of the leading mechanical recyclers of polyurethane and has the capability to manufacture mechanically recycled soft-foams. In this manor, we can return scrapped materials to the process and bring new life to otherwise lost materials. In the time to come, BPI needs to develop further solutions for the remaining product portfolio and material variants to achieve a total sustainable content of 50% before 2026. This is an ambitious target, but it is within reach and a solid plan is in place.

At BPI, we want to eliminate all waste generated from our production by 2030. We will do it by reusing, reducing, and recycling waste. Whilst we are already re-using scrap from production in our mechanical recycled soft-foams, we will also need to increase the recycling coverage of our remaining waste-streams in order to meet our ambition. Currently, the infrastructure and recycling technologies available to increase recycling to the required levels are not adequate, however we are taking a proactive approach to solve this by partnering up with key stakeholders such as waste handlers, customers, and municipalities in order to identify and develop solutions across sectors.

As a manufacturer of goods, the energy used for production is also material to BPIs environmental impact. BPI works to minimize energy usage and has the ambition to reduce energy consumption by 5% year-on-year until 2025.

In 2021, the total energy consumption in BPI has actually increased – however at significantly lower level than the growth rate of the company. And as such, due to a series of energy saving initiatives – the relative energy consumption per production hours is actually dropping.

Going forward, BPI expect to continue this positive development and has several projects in the pipeline to support this progress. For example, the installing new and more energy efficient manufacturing equipment on our sites in both Denmark and Poland in 2022, as well as a pilot project to optimize transport set-up and routes used. It is our clear ambition to reduce the total energy consumption even though BPIs growth pace is quite significant.

Being an attractive employer

In general, human, and labor rights risks are considered low as BPI operates in countries with a mature regulatory environment. Ensuring good and inclusive work environment is also crucial to retain and attract talent to BPI.

As a manufacturing company, providing a healthy and safe work environment for employees is a core value to BPI, and BPI supports and respects the Universal Declaration of Human Rights. Promoting human rights standards internally and throughout all our business is in line with our leadership style and values.

That's why, at BPI, we are straightforward and have an informal tone, and we treat each other with the same level of respect independent of position or role. We seek to foster an open and honest culture with a clear and straightforward way of communicating. Furthermore, it is important to BPI to have an inclusive company culture, in which tasks and responsibilities may differ in size across the organization, but where no one is over-qualified to help where necessary.

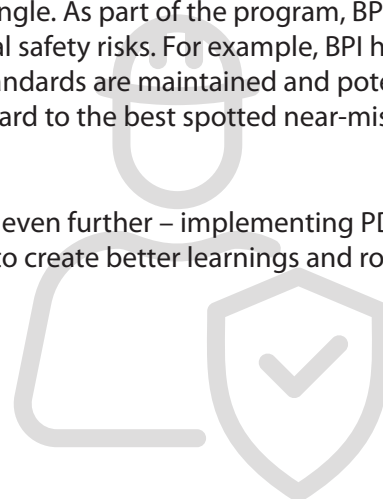
Employee safety

KPI	2020	2021	Target
Lost time injury rate (injuries per 1m wh)	31	34	0 ppm

In general, operational work in BPI is relatively low risk compared to other industries, and BPI has never had a fatal workplace injury. The most common workplace injury is smaller incidents involving hand tools, and employees are trained in safety and first aid.

This year, we have had an increase in our lost-time injury rate at 34, which account for 14 accidents. The negative development can be explained by an increased focus on strengthening safety culture, where BPI has implemented a new safety program, the Safety Triangle. As part of the program, BPI seeks to involve employees in identifying and addressing potential safety risks. For example, BPI has implemented monthly safety walks at our sites ensuring safety standards are maintained and potential near-misses can be acted upon as well as a monthly employee award to the best spotted near-miss accident.

Going forward, BPI will strengthen the efforts on employee safety even further – implementing PDCA systems and engaging blue color workings in local safety groups to create better learnings and routines.



A healthy work environment

Target: 80(DK) / 60(PL) score on our annual well-being survey

BPI wants to support a healthy work environment for employees, and therefore BPI provides different options to make healthy choices as easy as possible for employees. At our sites, BPI provides physiotherapy and company sports activities such as running, spinning, paddle tennis and golfing.

Our annual well-being score has a high response rate at 89% in DK and 43% in PL with an overall positive performance at rate 75 and 58,5 respectively.

In addition to our on-going offering to employees, BPI has also introduced new canteen services to employees this year.

Gender distribution in management

KPI	2020	2021	Target
Share of female managers	25%	25%	30% by 2030

BPI believe that diversity among employees in managerial positions, leads to better innovation, performance, and decisions. That's why we prohibit any kind of discrimination or harassment of employees due to e.g., their gender, age, ethnic origin, religious belief, marital status, sexual orientation, disability, or physical characteristics. In 2021 there was no increase in the share of female managers, which is why BPI in 2021 chose to intensify its efforts in this area to increase the number of female managers, BPI aims to have at least one of each gender among candidates in the final interview stage.

BPI aims for its Board of Directors to consist of the best qualified individuals. In addition to this, BPI has set the goal that board members elected by the general meeting are at least to account for 20% of the underrepresented gender. With 0 out of 3 members being female, BPI does not currently have an equal gender representation among the Board of Directors. The current financial year, there has not been any re-election to the Board of Director.



An active community member

Respecting local cultures, regulations and customs is important to BPI. BPI wants to contribute to the local communities in which the company operates. Either through donations or involving local NGOs. Every month, BPI selects different initiatives to support. A team consisting of local employees in Poland and Denmark have been selected to appoint the best donation opportunities at any given time, and chooses freely based on locally decided criteria's set by the team. All donations are published on BPI's intranet.

Covid-19

BPI does not consider that the Covid-19 pandemic poses a material risk to non-financial matters, which is why no policy or actions have been developed in relation to this.

Business ethics

Acting respectfully towards people and local customs is fundamental to BPI. In line with our values, BPI supports Human and Labor Rights and works against corruption in all its forms. BPI has good control of own operations and maintains high standards on human and labor rights. Mismanaging business ethics may pose risks to BPI's reputation. For example, suppliers may not have the same high standards on human and labor rights and BPI is aware that it may be different when it comes to suppliers. That is why, all our suppliers are required to comply with our supplier Code of Conduct covering human and labour rights.

Anti-corruption

BPI is determined to meet all our customers, suppliers, and shareholders as representatives of a responsible company with high ethical standards and integrity.

BPI's position on corruption is clear: We prohibit bribery or any other form of corrupt behavior, whether conducted by a BPI employee or any business partner acting on behalf of BPI.

As such, the BPI consider risks of anti-corruption relatively low since BPI's sales activities are within the EU and BPI has limited sales activities through third parties. In 2021, there has not been identified any cases of corruption or bribery.

Nonetheless, BPI emphasizes on briefing new employees on our position on corruption as well as our general standards on business ethics including human and labor rights.

Responsible procurement

In line with BPI's values, BPI expects supplier to adhere to the ten principles contained in the UN Global Compact, including the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

This year, BPI has developed a Code of Conduct for supplier detailing our expectations and requirements. The purpose of this Code of Conduct is to ensure that our suppliers operate in accordance with internationally recognized minimum standards on human rights, labor rights, the environment and anti-corruption. This Code of Conduct sets forth BPI's fundamental minimum requirements to suppliers and is available on bpi.dk. In 2021, there has not been identified any cases of violation of human and labour rights.

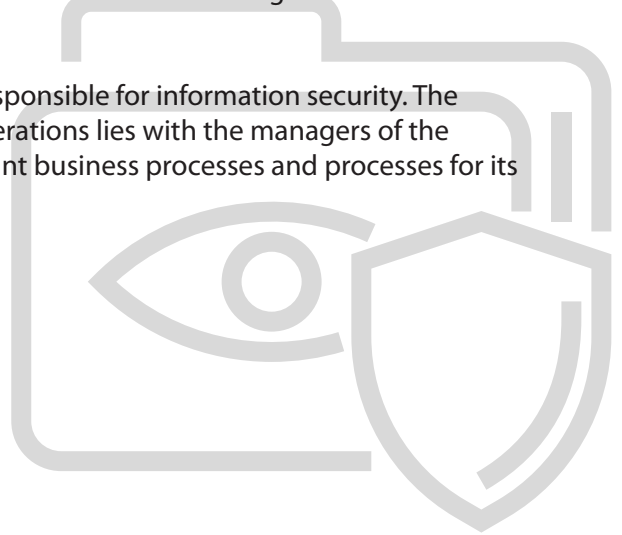
Further, we have focused on communicating our Code of Conduct to our suppliers and going forward we will work to increase our follow-up on our supplier's compliance.

Data ethics

Our policy for data ethics behaviour is to have a responsible use of data at all times, as well as to create transparency in the company's data collection, data management and data development. Our data ethics behaviour must contribute positively to the customer's security based on the fact that the data the customer surrenders to the company is the customer's own and processed within the applicable legal framework.

We ensure that employees contribute to an ethical and responsible data processing of personal data and other data. Therefore, the company continuously works with the training of all employees, ensuring that employees are well informed about data ethics, data security and proper handling of personal data and other data, just as employees who access customers' personal data have signed a declaration of confidentiality and confidentiality clause. In 2022, there will continue to be a strong focus on continuous training of employees and control of data processing.

Our work with data ethics is anchored in the department responsible for information security. The responsibility for integrating data ethics into day-to-day operations lies with the managers of the relevant business units, which is done by establishing relevant business processes and processes for its implementation in the responsible departments.



Data labels

Environment

KPI	Unit	2017	2018	2019	2020	2021
Total emissions	tCO2e	2,870	2,993	2,595	2,358	2,554
- Scope 1	tCO2e	647	609	546	542	651
- Scope 2 (Location-based)	tCO2e	2,223	2,384	2,050	1,816	1,903
- Scope 2 (market-based)	tCO2e	2,740	2,971	2,589	2,302	2,436
Total energy consumption	Mwh	7,036	6,944	6,534	6,168	6,939
Increase the share of sustainable materials used in BPI	%	6,2%	5,4%	10,0%	14,3%	13,3%
Increase mechanical recycling and create circularity (post-consumer waste)	Tons	0	0	0	0	2,4
Waste not recycled	Tons	N/A	1019	1122	1204	812
Water consumption	M3	13,039	18,348	13,978	4,609	5,287

Social

KPI	Unit	2017	2018	2019	2020	2021
Employees	FTE or headcount	486	491	431	404	412
Gender distribution in management	W	19%	22%	22%	25%	25%
	M	81%	78%	78%	75%	75%
Gender diversity among all employees	W	38%	39%	40%	40%	40%
	M	62%	61%	60%	60%	60%
Lost time injury	Rate	16	13	24	31	34

Governance

KPI	Unit	2017	2018	2019	2020	2021
Gender split in Board of Directors	W	0%	0%	0%	0%	0%
	M	100%	100%	100%	100%	100%
Participation in Board meetings	%	100%	100%	100%	100%	100%



Accounting practice

KPI	Accounting practice
Total emissions	Sum of scope 1 and 2 according the GHG protocol. For the scope 2 emissions, the market-based approach is used.
- Scope 1	Total amount of emissions from natural gas and fuel used for company owned or leased cars. Emission factors applied are from Defra and Energistyrelsen.
- Scope 2 (Location-based)	Total amount of emissions from electricity. mission factors applied are from Association of Issuing Bodies.
- Scope 3 (market-based)	Total amount of emissions from electricity. Emission factors applied are from Association of Issuing Bodies.
Total energy consumption	Total purchased energy from natural gas, fuels and electricity from sites in Denmark and Poland
Renewable energy	Share of total renewable energy used
Sustainable materials	Sustainable materials are materials used throughout consumer and industrial economy that can be produced in required volumes without depleting non-renewable resources and without disrupting the established steady-state equilibrium of the environment and key natural resource systems.
Waste	Generated waste from production, offices and canteens including landfill, incineration and scrap.
Water	Water used for production
Employees	Total number of Full Time Equivalent employees at 31st December. Including part-time, students and hourly paid employees. Excluding temporary workers.
Gender diversity in management	Total number of women and men in senior management based on headcount at 31st December of the previous year.
Lost time injury	Total injuries divided by overall number of hours worked during the reporting period multiplied by 1,000,000.
Supplier Code of Conduct	Percentage of suppliers who have signed the code of conduct, based on supplier spend volume.
- Gender split in Board of Directors	Total number of women and men in Board of Directors based on headcount at 31st December of the previous year.

