

To our stakeholders

Date:

September 8, 2015

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**



# COMMUNICATION ON PROGRESS 2015

UN GLOBAL COMPACT

Issued by:  
BPI - Marketing  
Date: September 11, 2015  
1. edition  
This COP covers the  
time period:  
30.9.2014-30.9.2015

We strive to exceed the expectations  
to our general business attitude



## FOREWORD BY THE CEO



Our culture embodies deep-seated traditions for craftsmanship and unique adaptability to individual customer needs.

Ever since the very beginning in 1971, it lies within our roots to increase the quality of our performance by integrating social and environmental considerations into all our activities. This part of our DNA and ongoing efforts, we have intensified in 2014.

Since our engagement in the UN Global Compact, we have - among many other activities - based a large part of our environmental concern on the ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption.

Within a relatively concentrated time, we have carried out a thorough internal analysis of our capacity, control, achievements and challenges within the above mentioned areas, as well as our current position as an international company aiming for continuous innovation and improvements.

During 6 months we worked on a complete CSR-analysis of our global organisation, and it is with a certain pride of our company and our employees, that I have, through the whole process, been confirmed of a very solid basis for our future CSR-strategy and daily environmental concern.

A lot of various activities and achievements supported our CSR-endeavours and philosophy during the first "introduction-year" with the UN Global Compact:

Both our factories in Denmark and Poland were ISO 9001-certified. A specific CSR-declaration was formulated and implemented, as well as the overall CSR policy and strategy was signed by the executive board and company owners and enrolled throughout the organisation. We formulated and implemented a complete new Code of Conduct and have initiated the introduction of this to our purchase dept. and are ready to pass the UN Global Compact principles further on to our sub-suppliers and other cooperation partners.

Together with local municipalities, we constantly try to find new ways to activate/hire vulnerable employees with certain challenges or needs - young workers, disabled, flex-timers, refugees, a.o.

With our best and closest partners, we are continuously taking 'environmentally friendly products' into the next level in 'water management', 'Low emission', re-cycling and other development projects. In our factories, we have invested further in new technologies to lower our material use and reduce energy waste.

Generally I believe that - not by force - but through collaboration and education in the supply chain and among other partners, we can influence and, together - improve practices and mentalities to a better society. We are not there yet - but definitely on the right track, to which you will hopefully agree after reading this - our first Communication on Progress.

Bramming,  
September 8, 2015

  
Jesper Brix  
CEO

 **BPI**  
foam for **your** purpose



## I. HUMAN RIGHTS & LABOUR

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.

During 2014/15 we have initiated and achieved the following actions

- a. In early 2015 we prepared a complete new detailed Code of Conduct with thorough description of main areas within human rights, labour and environment, a.o. The Code of Conduct is to a large extent based on The Ten Principles of the UN Global Compact and is currently being implemented widely in the organisation and our factories, as well as with our sub-suppliers in the second stage
- b. During 2014/15 we had students from different countries for longer internships and cooperated closely with local universities and jobcenters to integrate people with other ethnic backgrounds
- c. Guided tours for schools as part of their educational programmes and supporting science or innovation initiatives from universities, research institutes or other development foras, where the ambition is "a better world" or environmental friendly products
- d. In both our factories, we are cooperating with local municipalities to engage people with certain needs or challenges
- e. On a frequent basis, we offer surplus products or sponsorships to schools or institutions
- f. In 2014 our contingency plan and employee Handbook has been re-evaluated and updated
- g. We offered "stop smoking" support and coaching for all smoking employees
- h. Investments in relief technology and machines to support/help employees in handling heavy materials
- i. New ventilation system in our metal department
- j. New action plan for our AMO ( working environment organization )
- k. New action plan for machinery safety
- l. New employee incentive: Daily fruit for the morning break
- m. Employee training: "How to adapt to changes"
- n. Training seminars for Polish factory employees. UK language and IT
- o. Yearly doctors' examination of employees working with chemicals
- p. We have financially contributed to the Danish Cancer Society for children with cancer
- q. We have employed young people who needed a new chance and change in life
- r. We have supported the education of adults with reading difficulties

### Outcome

Improved working environment and engaged and healthier employees.



## II. 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 2014/15 we took the following steps:

- a. Introduction of new halogen-free and flame retardant foam qualities
- c. OEKO-TEX® Standard 100-certification of another of our BPIs registered trademarks - TemptraFlex®
- d. Implementation of external audit in both our factories to test and control, that all environmental laws and working area regulations are being monitored and followed
- e. Continuously in a proces of exchanging existing chemicals with environmentally friendly low-emission additives
- f. 'Water management-project' with one of our main cooperation partners
- g. Investments in further automation to reduce water waste
- h. Increase of recyclable foam waste

### **Outcome**

Improved working environment, reduced energy consumption and less negative environmental impact.

## III. ANTICORRUPTION

An essential part of BPIs company policy as well as our Code of Conduct defines 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

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 mind set 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.

### **Outcome**

Representing and performing an unambiguous business attitude and track record of being a professional and fair business relation to our customers and cooperation partners.

Encl.: CSR overall policy



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, labor, environment and anti-corruption.

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 2015 and is valid for the entire BPI group.

BPI is an innovative and responsible company, working with local communities, educational institutions, municipalities, organizations and professional networks to solve societal challenges. Additional BPI prioritizes cooperation with partners on the development of CSR-oriented business ideas, products and processes.

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**

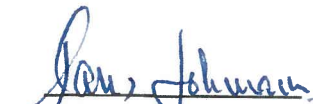
BPI's environmental policy is based on an environmentally proper business practice, and is a natural part of the group's objectives for product quality and production. BPI increases efficiency through continuous energy and material optimization, pollution prevention, waste reduction and environmental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

### **Anti-corruption**

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

Approved on 20 March 2015

## Board of Directors




Hans Lohmann




Knud Sant



Christian Majaard



John Feldt

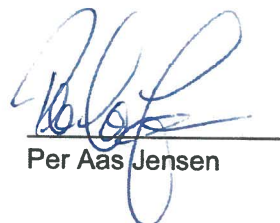


Niels Toft

## Executive Board



Jesper Brix



Per Aas Jensen