

At the BPI group, we focus on increasing the quality of our performance by integrating social and environmental considerations into all our activities.

On an ongoing basis, we monitor all relevant environmental and occupational health and safety acts to ensure that, to the best of our knowledge, our activities are compliant with established legal requirements.

BPI is one of the first foam manufactures in Europe to utilize the Low Emission raw materials in the production of flexible MDI-based foam - a quality helping to create a healthier working environment.

ISO 9001

BPI has also introduced a quality management system, which in April 2014 made it possible to fulfill all the standards for obtaining the ISO 9001 certification, valid for our factories in both Denmark and Poland.

UN Global Compact

In 2014 we joined the United Nations (UN) Global Compact. In our letter to this initiative, we express our intent to engage in our operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption.

These principles are based on UN declaration of Human Rights, International Labour Organization (ILO)'s basic conventions of human labour rights, the Rio Declaration as well as the UN Convention against Corruption.

Collaboration with our Supply chain

Working in all areas of Corporate Social Responsibility (CSR), is complex. We believe that through collaboration and education in the supply chain with our suppliers and other partners, we can influence and improve practices and mentalities.

Because of the complexity of the CSR work, it is difficult to issue guarantees on the products of our suppliers. But we guarantee that we are aware of our responsibility, and we are working to improve the quality and CSR practices throughout all our supply chain.

As part of these efforts, we on an ongoing basis share and communicate our Code of Conduct with suppliers and partners.

BPI Materials

As part of our social responsible efforts, we make constant improvements to guarantee:

- Low Emission raw materials improve end-product quality, also the Low Emission components are much more environmentally friendly.
- Our own-produced furniture-foam is 100% halogen-free.
- Development of products which can be approved e.g. for Swan Nordic Ecolabel.
- Continually monitoring the status of the candidate list under REACH, as part of our ongoing compliance activities including assurance that suppliers follow up on any candidate added to candidate list.

In the present CSR declaration we confirm our efforts in the following areas:

Human Rights

- At BPI we support and respect 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.

Environment

- Our environmental policy has been approved and published since 2008.
- We continuously work on the development and adoption of environmentally friendly technologies.
- In order to ensure our constant improvement, we are working on the establishment of environmental goals and action plans.
- We monitor observance of laws.
- Waste, including recyclable waste, is separated according to the regulations of the Danish and Polish environmental authorities for recovery or disposal at authorized treatment facilities.
- Hazardous waste is labelled, stored and disposed of, as instructed by the authorities, at environmentally approved receiving facilities.

- The company has minimized the use of packaging to the extent possible.
- Employees are provided with environmental training.
- We expect all suppliers to comply with the principles of Code of Conduct.
- We also seek to reduce the use of raw materials, water and energy in order to minimize environmental impacts. BPI has its own facilities for granulating surplus/offcuts of polyurethane products. The flexible granulated foam is subsequently bonded under pressure to become re-generated products such as Setex® and VibraSetex®.

Labour

Terms of employment:

- All employees have a written and duly signed employment agreement, which includes information about the nature of work, working hours, salary and holidays.
- In order to ensure that all employees understand their employment conditions a BPI handbook is available.

Pay:

- Salaries are paid on a regular basis and on time, according to the employment agreement.
- We comply with existing rules re. minimum wage in the countries, which we have locations in.
- Salaries for overtime are disbursed according to national laws.
- We comply with national laws as to settling of holiday.
- All employees who work over a shorter period of time receive holiday; the holiday is adjusted to the length of employment.

Working hours

- The maximum weekly working time is 48 hours on average incl. overtime.
- The employee gets at least 11 consecutive hours on average of rest within every period of 24 hours on average.
- The employee has the right to a break in which he/she can leave the place of work, if the working day is longer than 6 hours.
- Night workers do not work more than 8 hours on average within every period of 24 hours.
- Night workers are offered regular medical examinations, and that night workers are offered other work as soon as possible if their health is compromised by the night work.
- Depending on working area/field, a medical check up/doctors examination is carried out among administrative workers (every 3rd year) and factory workers (yearly).
- The employee has the right to at least 4 weeks of holiday with pay.

Punishment

- No employee may under any circumstances be exposed to bodily punishment or any other form of physical, sexual or psychological penalty, harassment or degradation.

Freedom of association

- We do not discriminate or in any other way make decisions that are affected by the employee's affiliation with a trade union or other association.
- At BPI we do not influence the employees to be members of a particular trade union.
- We do not interfere with trade unions or other associations which are formed in the workplace.
- Employees are not dismissed because of their affiliation with a trade union.
- A particular trade union is not favoured.

Discrimination

- Within the company, no person is subject to discrimination based on gender, race, color, religion, political opinion, sexual orientation, national extraction, social origin, ethnic origin, age or handicap.
- Within the company, no person is subject to discrimination in hiring, dismissal, transfer, promotion, wage setting, setting of working conditions or competency development. All decisions regarding employment, promotion, dismissal, wages and other working conditions are based on relevant and objective criteria.

Forced labour

- Force, threats or disciplinary means are not used.
- BPI does not engage in debt slavery or the trafficking of human beings.
- BPI does not intentionally cooperate with other companies which use forced labor or withhold identification papers or wages from employees with the aim of forcing the employees to work.
- Our employees are free to leave the workplace without being restrained.

Child labour

All our employees under permanent basis are over 18 years of age.

In case of “youth employment” or “student work” the following rules apply:

- All young employees are over 13 years of age.
- Young employees between the ages of 13 and 15 only perform light work.
- Young employees between the ages of 13 and 15 work a maximum of two hours per day.
- Parents of youth employees between the ages of 13 and 15 are informed of the work and the conditions under which the work is performed.
- Youth employees under the age of 18 do not perform dangerous work or work at night.
- All apprentices in the company are above the age of 15 and work as part of their education.

Work environment

Health and Safety policy

- BPI engages in targeted and systematic efforts to continuously improve the working environment. A copy of the company's Health and Safety policy is attached.

Working conditions incl. accidents

- All production phases are planned and organized with full consideration for health and safety concerns.
- If possible risks are eliminated at the source.
- As far as possible, work is adapted to the individual employee in relation to the construction of the workplace and choice of work equipment as well as work and production methods.
- Monotonous and repetitive work is limited in order to minimize the health effects of this work.
- The company does not use installations and work methods which may pose a significant danger for employees in the course of their work.

Safe buildings

- All buildings, facilities, areas etc. to which company employees have access in the course of their work are designed, constructed and used in such a way that they are safe and without risks to the health of the employees.
- The workplace is designed with consideration for safety and health concerns, based on an assessment of the working environment conditions that may have an effect on physical or psychological health.
- The workplace is designed so that it is possible to escape and to rescue people in the event of fire and other accidents.

Fire Safety

- BPI has taken the necessary precautions and made the necessary plans in regard to fire and evacuation of the employees.
- BPI has selected and trained the people who will be in charge of implementing the measures and plans.
- Sufficient number of escape routes and emergency exits are available.
- Emergency exit doors and gates are easily and safely opened and with free passage.
- There is free passage through escape routes.
- There are signs which provide information or warnings about conditions which are important to health and safety.
- In the event of a risk of particular dangerous situations, the workplace is equipped with the necessary alarm systems and first aid equipment in case of accidents.
- A sufficient number of functional fire extinguishers have been installed.
- Flammable waste is secured in fire-proof containers which are emptied regularly.

Dangerous substances

- Employees' work with dangerous substances — including manufacturing, storage, use and handling — take place in a safe manner with minimized health risks. This means that a comprehensive guide to work place use has been produced for each dangerous substance or material, containing all necessary information (precautions, first aid etc.).
- The guides are up-to-date and accessible to employees, and employees have been effectively trained in using the guides.
- All relevant employees have been trained in using the substance or material.
- Necessary first aid equipment is available and ready for use.
- No children under 18 work with dangerous substances.

Employee training

- The company's employees are trained in general health and safety. This means that:
 - Each of the company's employees, regardless of the nature and length of the employment relation, receive adequate and suitable training and instruction in how to perform the work free of risks.
 - The company pays the costs for training and instruction in how to perform the work free of risks.
 - The training and instruction take place during working hours.

Psychological working environment

- The work in the company poses minimal risks to the deterioration of physical or psychological health.
- Monotonous, repetitive work, which may be hazardous to physical or psychological health in the short or long term, is avoided or limited.
- The work place does not constitute a danger of deterioration of physical or psychological health in the short or long term.
- Isolated work, which may be hazardous to physical or psychological health, is avoided or limited.
- The work does not constitute a risk of deterioration of physical or psychological health as a result of bullying, including sexual harassment.

Anticorruption

- None of the company's employees give or receive unjustified advantages from public officials or employees in private companies.
- No form of extortion or bribery or favoritism to or from employees or organizations are tolerated.