

Our Responsibility

Sustainability Statement –
Employees, Education, Society, Environment



Employees

The basis of our success

We promote and develop our **employees**. Our teams are the basis of our future success.

This paramount principle is defined in our *Leading Thoughts*. We strive for it day by day. Early on junior talents get the chance to experience management positions. Similarly, we highly honor our long-term team members who have spent their career with BWF Group partly reaching over 50 years of employment.

The **health** of our employees is very important to us. For this reason, we established the company restaurant **Johann's** which serves freshly made dishes based on regional ingredients without any preservatives. Moreover, we regularly organize courses on exercise and sports.

As a modern employer, we provide flexitime models with **mobile and flexible working possibilities** especially for young families. We sponsor Kids & Company in Günzburg where employees can bring their small children in day care.

At the same time, we are proud of a high degree of **diversity**, visible at all our locations worldwide. We employ people of 46 nationalities at 15 production sites on 4 continents.

In our international teams, we deal with each other on the basis of **respect and tolerance**. We appreciate fairness, open exchange and encounters at eye level.



Education

The basis for professional growth

To remain successful, we continuously develop ourselves personally and professionally. This includes good education and training.

We consistently promote professional development through various programs for all our employees.

We consistently re-invent ourselves through great enthusiasm and the eagerness to experiment. We offer **apprenticeships and dual studies** and we support certain schools, colleges and universities, financially or by other means. Furthermore, we provide various employee development programs. More than half of our employees did their apprenticeships or dual studies within the BWF Group.

Moreover, we offer a variety of employment opportunities for pupils and students e.g. **internships, working student activities, degree theses (Bachelor/Master), practical semesters** and **holiday jobs**.

On **Girls'Day**, the nationwide orientation day for girls from 10 years upwards, we are pleased to open our doors to inspire girls and young ladies for technical professions.



Society

Long-term commitment to social partnership

We are committed to long-term partnerships.

We cultivate and maintain **longstanding business relationships** with our **customers and partners**. We act in the market as fair and trustworthy partner and we always aim to achieve win-win situations.

We are fully committed to our **compliance guidelines** that are consistently trained, implemented and reviewed throughout the BWF Group. These guidelines include fair competition and compliance rules with reference to applicable national and international law particularly as regards corruption, bribery and price fixing.

Regionally Based World Leaders. For us, our regional responsibility means that we make efforts for the social surroundings and help to shape the overall conditions.

We regularly support regional associations and activities with **donations and sponsoring measures**. We also encourage relevant projects for our society and environment.

Thanks to good relations with many renowned companies and thanks to **active memberships** in relevant associations, we can address and facilitate the interests of our company and of our employees.

We network with **politicians** and political decision-makers so that we can further improve the understanding of our needs.



Regionally Based
World Leaders.

Environment

We care for our natural conditions

»**We Care for Clean Air.**« The claim of our BWF Envirotec division sums it up very well and it goes without saying that environmental protection must fit with growth and success.

All production sites ensure highest **possible efficiency in the use of resources** according to the local principle:
»Don't waste it, re-use it.«

At our headquarters in Offingen, we generate **65% of the energy by ourselves using hydropower, combined heat and power (CHP) and photovoltaics**. At our location in Italy, energy is generated by photovoltaics and geothermal energy.

We focus on **responsible supply chains**. Thus, we chose and qualify our suppliers according to high standards. The raw materials used in our products are continuously checked for economically and ecologically appropriate alternatives. For our wool felt products, we use 100% Mulesing-free wool.

Our **environmental management system** ensures that we meet all environmentally relevant requirements, such as emission values. This ensures the continuous improvement of all environmentally relevant processes.

CERTIFICATES AND LABELS

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| • Quality Management System | ISO 9001:2015 |
| • Environment Management System | ISO 14001:2015 |
| • OEKO-TEX | STANDARD 100 |
| • Packaging licensing | DerGrünePunkt |
| • Cradle to Cradle Certificate (PEFR products) | EPEA/C2C Bronze |

For further information, please visit our website:
www.bwf-group.com



BWF Offermann, Waldenfels & Co. KG

Bahnhofstraße 20

89362 Offingen

Germany

T + 49 8224 71-0

info@bwf-group.com

www.bwf-group.com