BP® Sustainability Report 2025

Structure, dialogue and perseverance – for greater responsibility and security in a complex textile industry.

Dear Reader

Sustainability is a challenging field – and one that is constantly evolving. What seemed sufficient yesterday may be explained in greater detail, better substantiated or re-evaluated tomorrow. This is what we aim to achieve with this sustainability report. After all, our customers expect clear information, reliable evidence and products whose origins are more traceable. For BP®, this means taking a closer look. Supply chains are complex, data is generated across many stages, and conflicting objectives are a reality. We are working our way through this complexity – step by step and with a clear view of what still needs to be done. Developments such as the EU Empowering Consumers Directive (Empco) exemplify the drive to make sustainability communication more robust. The digital product passport, OEKO-TEX® MADE IN GREEN on selected items and our VETRA® production facility in Tunisia all contribute to the same goal: greater transparency for those who choose BP®. Climate protection is also about the fundamentals. Corporate CO_2 accounting helps to contextualise developments; product carbon footprints are intended to show where emissions arise. The social perspective remains important too: the Fair Wear Foundation with its complaints system, the Bangladesh Safety Agreement and our risk analysis demonstrate that responsibility requires structure, dialogue and perseverance. This report is not a conclusion, but an interim update. It shows where we stand, what we are working on, and how we aim to give our customers greater peace of mind in a complex world of textiles.

Yours, Harald Goost
Managing Director

102-14, 102-15, 102-21, 102-29, 102-31, 102-43, 102-44, 102-50, 103

Ask our sustainability team! Get your question answered via email with a click of the mouse.

Sustainability strategy.

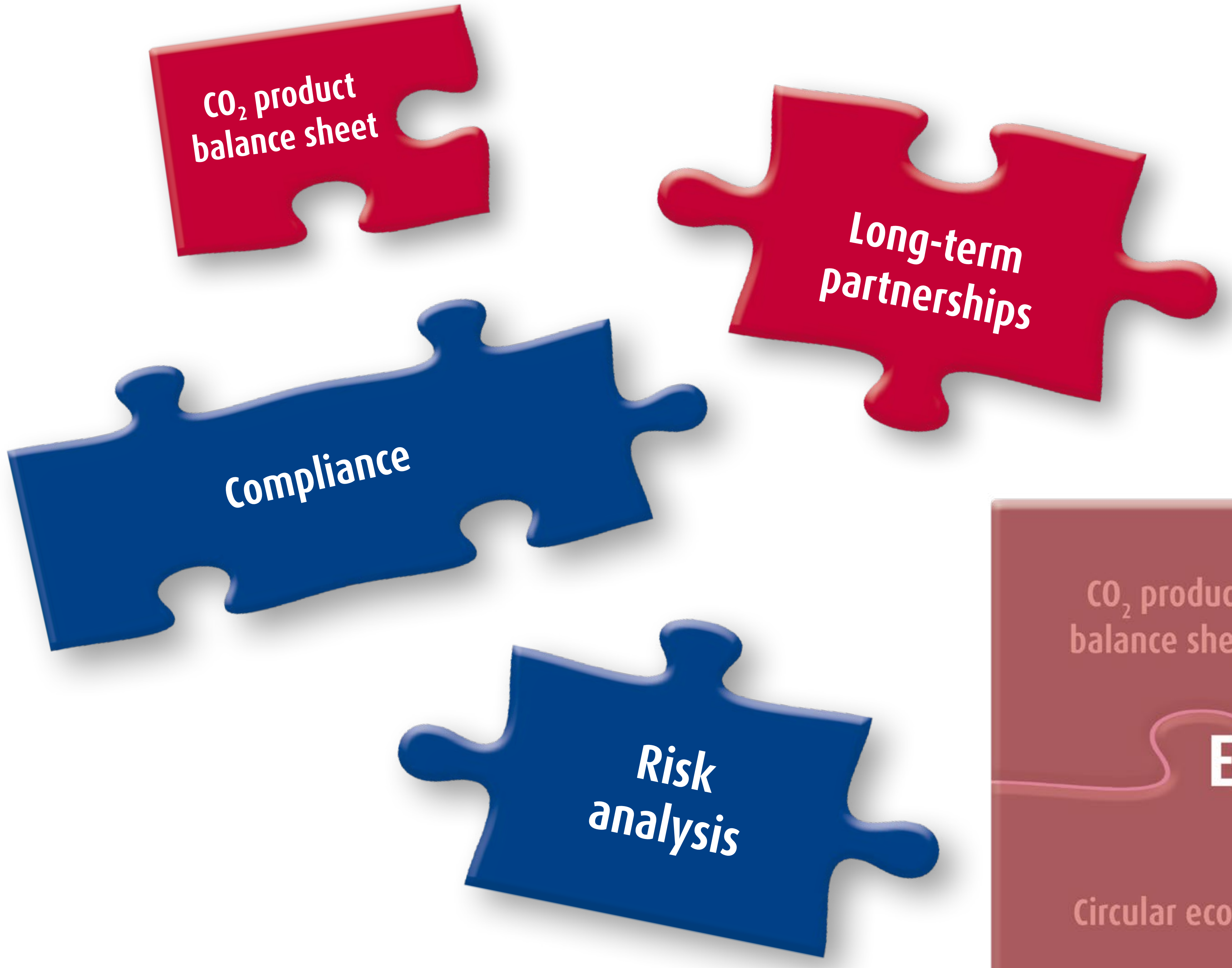
Keeping requirements in mind.

In the field of sustainability, numerous legal regulations have emerged – partly as a result of the EU Green Deal. In many cases, however, it remained unclear even last year how these would be formulated and implemented in the future. This applies, for example, to changes to the content and scope of the Corporate Sustainability Reporting Directive (CSRD). For us, this means that, as things stand, we are not directly affected by the directives.

Although there is still a great deal of uncertainty at present, we are using this time to prepare for the challenges ahead. In 2026, we will launch a pilot project on the Digital Product Passport (DPP) to build up expertise at an early stage in both data collection and technical implementation.

We will also be taking a close look at the EU Empowering Consumers Directive (EmpCo), which will regulate sustainability communications to end customers from September 2026. Accordingly, we will review and adapt our communications to meet the new requirements.

Overall, we welcome the increased focus on sustainability and the establishment of uniform market requirements, but as a medium-sized company we also recognise the challenges that come with this – even though we can draw on more than twelve years of sustainability efforts and a very strong current position.



Thinking in a connected way. Putting it all together.

From the digital product passport and our membership of the Fair Wear Foundation to our corporate carbon footprint: at BP®, we have been working on a range of environmental, social and governance (ESG) issues for many years, and it is from this work that our sustainability strategy is derived. These individual issues do not exist in isolation from one another, but rather interlock like pieces of a jigsaw puzzle. For example, transparent supply chains are required for the digital product passport or for calculating the carbon footprint at product and company level. Long-standing partnerships, in turn, support this supply chain transparency and help us to work together on ESG-related issues.

From planning to results:

our milestones in corporate responsibility.

1788
Starting our business

BIERBAUM-PROENEN
WEBWAREN, WÄSCHE- UND KLEIDERFABRIK

2010
Membership of the Fair Wear Foundation

FAIR WEAR

2015
Membership Alliance for Sustainable Textiles

PST
PARTNERSHIP FOR SUSTAINABLE TEXTILES

2019
Partnership with Fairtrade Cotton (until 2024)

SUPPORTING FAIRTRADE COTTON

2022
Pilot project Collection bins for fabric scraps and used clothing (until 2025)

2022
Start of annual CCF calculation

2023
Advanced BP® risk analysis

2024
Signing of the Bangladesh Accord

2025
First products with OEKO-TEX® MADE IN GREEN

OEKO TEX® MADE IN GREEN

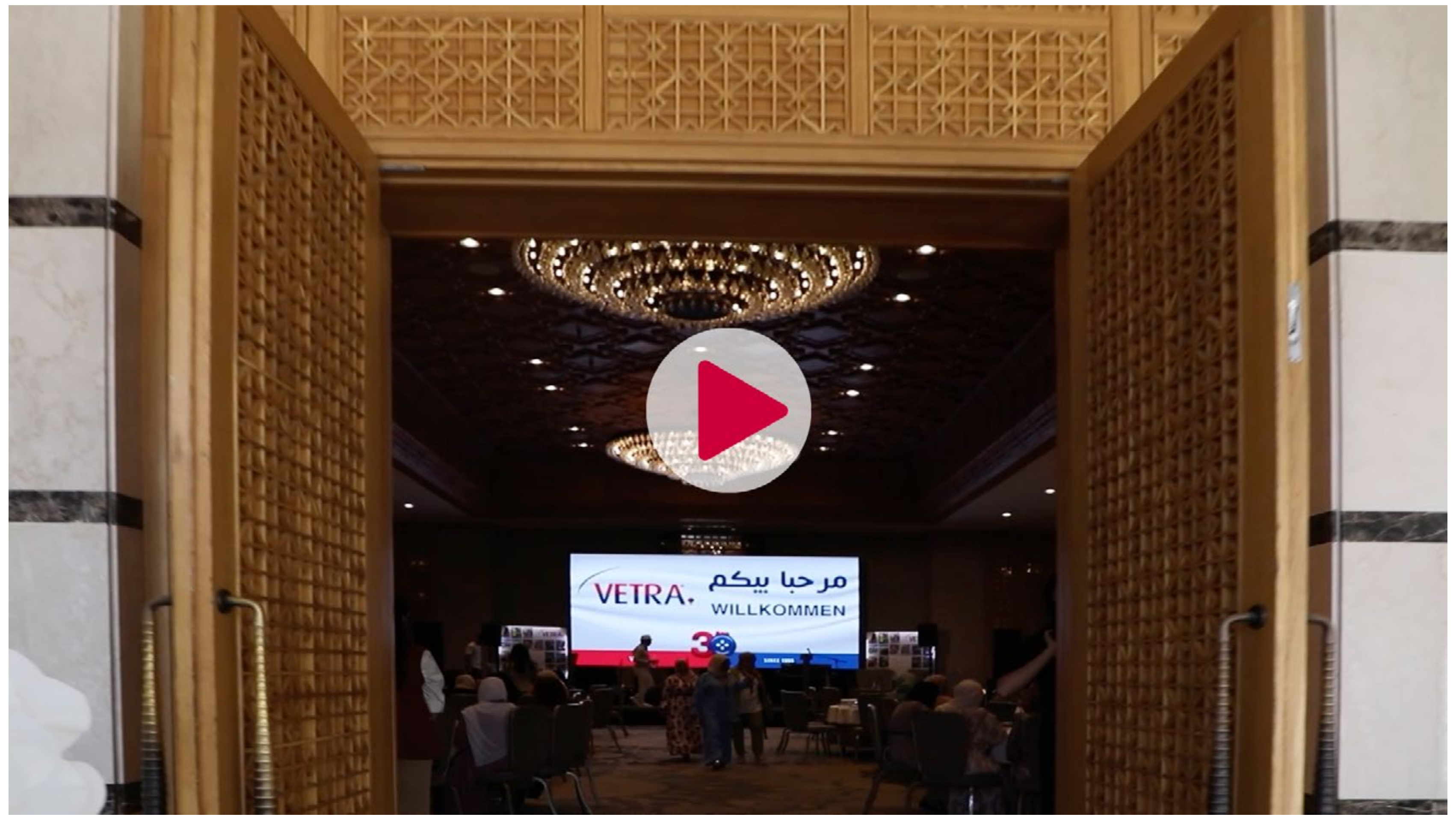
2025
30th anniversary of the VETRA® production facility

2026
Calculation of PCF for selected items

2026
DPP trial phase with retraced

VETRA®: 30 years of success story.

Dr Fritz Goost at the plant's founding in 1995



VETRA®'s 30th anniversary video from Tunisia

Harald Goost at VETRA®'s 30th anniversary

For 30 years, VETRA® has been producing in Tunisia as a wholly owned BP® operation. Over this time, VETRA® has become an integral part of the BP® production structure – with well-established processes, extensive experience and close ties to the Cologne headquarters.

For BP®, Tunisia is an important production location: VETRA® is broadly positioned and can be used for a wide variety of collections. This ensures reliable planning and consist- ently high quality in implementation.

At VETRA®, employee turnover is extremely low.

The plant today: efficiency and team spirit

Some employees have been with the company since it was founded in 1995 and know BP® processes in great detail. This knowledge remains within the company and continues to grow with each passing year. The entire production benefits from this.

Organisationally, VETRA® is now also closely integrated into BP® structures. Today, employees in Tunisia even take on management responsibilities for BP®'s Cologne headquarters. This shows how strongly the coopera- tion has grown over the years and how important the location and its employees have become within the company.

As part of this responsibility towards VETRA® employees, occupational safety and social standards have always been taken very seriously and are audited regularly. The operation is certified according to ISO 9001, ISO 14001 and ISO 45001. In addition, training is provided as part of the Fair Wear Foundation, including the Workplace Education Programme and social dialogue.

In this way, the location combines many years of production experience with stable structures and clear standards. After 30 years, VETRA® is therefore not only a production operation, but a reliable BP® location with well-established expertise and a team that makes the difference.

Celebrating 30 years of VETRA®

102-29, 102-31, 102-43, 102-44

Our sourcing strategy: clear requirements, regular communication.

In our collaboration with existing suppliers and when selecting new ones, we follow a clear sourcing strategy. This is based on our requirements, due diligence obligations and our risk analysis. When onboarding new manufacturing partners, we place particular importance on visiting the premises, as this allows us to form our own impression on site. Provided the visit was satisfactory and the results of preliminary discussions and risk analyses are positive, we begin the collaboration with a trial order.

Code of Conduct

The BP® Code of Conduct (CoC) is based on the OECD Guidelines and the ILO Core Labour Standards and sets out our requirements in the areas of environment, social responsibility and governance (ESG). Our material suppliers and manufacturing partners must agree to it, and it therefore forms the basis for our direct business relationships. Furthermore, we expect this Code to be adhered to in the upstream stages of the supply chain as well.

In addition to our own BP® CoC, we require compliance with the Fair Wear Foundation's (FWF) Code of Labour Practices. As the FWF focuses primarily on garment manufacturers, its Code of Labour Practices applies specifically to them.

We monitor compliance with our Code of Conduct among our manufacturing partners using, amongst other things, annual questionnaires in which self-reported information on topics such as workforce composition, working hours and pay is collected, as well as through on-site visits. In addition, our manufacturing partners undergo regular audits by the Fair Wear Foundation or other organisations.

Our approach to responsible purchasing practices is based on the Common Framework for Responsible Purchasing Practices, which has been developed by several multi-stakeholder initiatives. Responsible purchasing practices are a high priority for us, and we work with our business partners as equals. For example, we support our manufacturing partners and material suppliers by forecasting our requirements several months in advance, thereby enabling them to plan their production effectively.

BP® Code of Conduct

Click here to read our Code of Conduct.


Code of Conduct

Verhaltenskodex

Version 2.0

Stand 22.12.2022

Wer wir sind

BP® partner

The selection process for new BP® partners (manufacturing partners or materials suppliers) is governed by clearly defined rules.

Supply chain.

Globally networked

for close cooperation.

Made in Green: from the material to the manufacturing transparent.

In 2025, for the first time, a number of items from our new collections in the medical and HACCP (Industrial Food) sectors were awarded the OEKO-TEX® MADE IN GREEN label. The items include lightweight TENCEL™ Lyocell trousers and pull-on jackets, as well as HACCP trousers, a jacket and a coat.

To obtain the OEKO-TEX® MADE IN GREEN product label, the following requirements must be met:

- The item must be certified to the OEKO-TEX® STANDARD 100, which ensures that the textile has been tested for harmful substances.
- The garment factory where the item was sewn must be certified to OEKO-TEX® STeP. To obtain this certification, factories must meet specific social and environmental requirements.
- Furthermore, components that account for at least five per cent of the total weight must have been manufactured in an OEKO-TEX® STeP-certified facility. This applies in particular to wet and chemical processes.

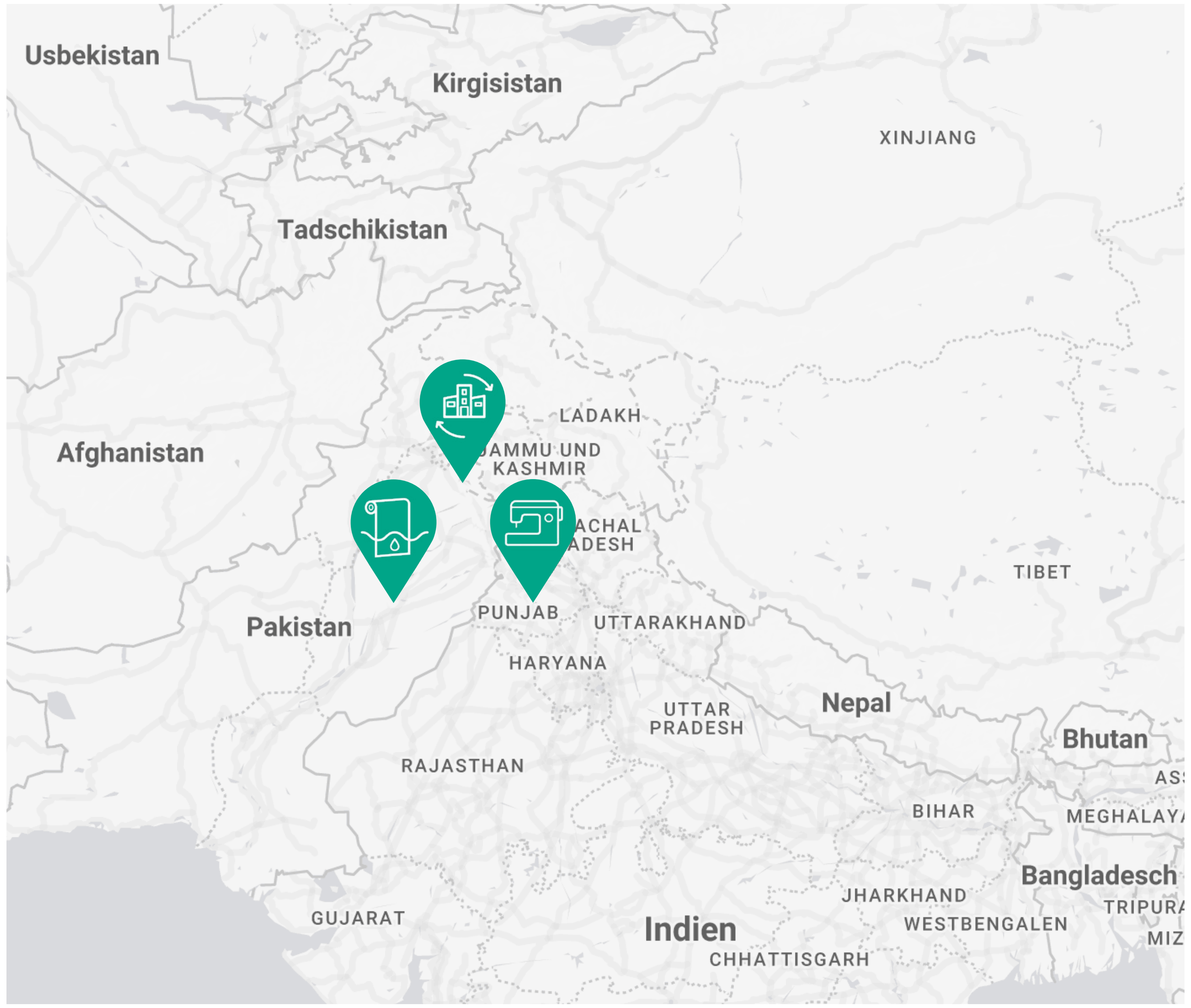
In addition to social and environmental requirements in the supply chain, OEKO-TEX® MADE IN GREEN also focuses on supply chain transparency. Using the unique label number assigned to each item, information about the supply chain can be accessed via the Label Check on the OEKO-TEX® website.

In 2026, we will extend the certification to cover additional products.

Production facilities at various locations

Pre-treatment, dyeing, printing, finishing, coating, washing, industrial laundry, etc.

Packaging of products



Climate protection.

Our company balance sheets.

For several years now, we have been calculating the CO_2 emissions generated by the business activities at our Cologne site. The service provider ClimatePartner has been assisting us with this annual calculation.

The Corporate Carbon Footprint (CCF) is a company's carbon footprint and forms the basis for reduction measures.

The CCF is calculated in accordance with the ClimatePartner Protocol, which is based on the Greenhouse Gas Protocol (GHG Protocol). Emissions are divided into three categories:

- **Scope 1**: direct emissions controlled by the company (e.g. fuel consumption of company cars)
- **Scope 2**: indirect emissions from purchased energy (e.g. electricity)
- **Scope 3**: all indirect emissions along the value chain (e.g. purchased goods or employees' commutes)

For our site in Cologne, we calculate all scope 1 and 2 emissions. For scope 3, we currently track the following categories: operating materials, external data centres, water, fuel- and energy-related emissions, commuting by employees, working from home, business trips and corporate waste. In the long term, BP® aims to fully account for all scope 3 emissions, which will require additional primary data from upstream supply chains.

In 2025, the CCF for the Cologne site was 370.77 tonnes of CO_2e, which was significantly lower than in the previous year (see table).

In the 'Employee Commutes' category, emissions are now only around half of what they were last year. However, this fluctuation is not due to any reduction measures, but to a change in the calculation method.

In 2025, as part of an employee survey, we were able to include a significantly higher proportion of primary data in our calculations for the first time.

Emissions from business travel have risen by more than half compared with the previous year. We attribute this to a significant increase in air travel in 2025. These air journeys are primarily for supplier visits. The number of trips varies from year to year, as on-site visits to suppliers are essential.

		2024		2025	
Scope		**t CO_2e**	**%**	**t CO_2e**	**%**
1	Company vehicles	139.38	33.1	118.75	32.0
2	Electricity, heat, cooling	8.12	1.9	12.54	3.4
3	Operating materials (e. g. printing products)	3.28	0.8	0.89	0.2
3	External data centres			0.07	0.0
3	Water purchased for own needs	0.19	0.1	0.18	0.1
3	Fuel- and energy-related emissions	43.09	10.2	37.19	10.0
3	Corporate waste	3.54	0.8	2.07	0.6
3	Business trips	72.05	17.1	118.68	32.0
3	Commuting by employees	127.35	30.2	65.52	17.7
3	Working from home (starting 2020)	24.26	5.8	14.88	4.0
	Total	**421.26**	**100**	**370.77**	**100**

102-3, 102-12, 102-29, 102-31, 102-43, 102-44, 302-1, 302-4, 302-5, 305, 306-2

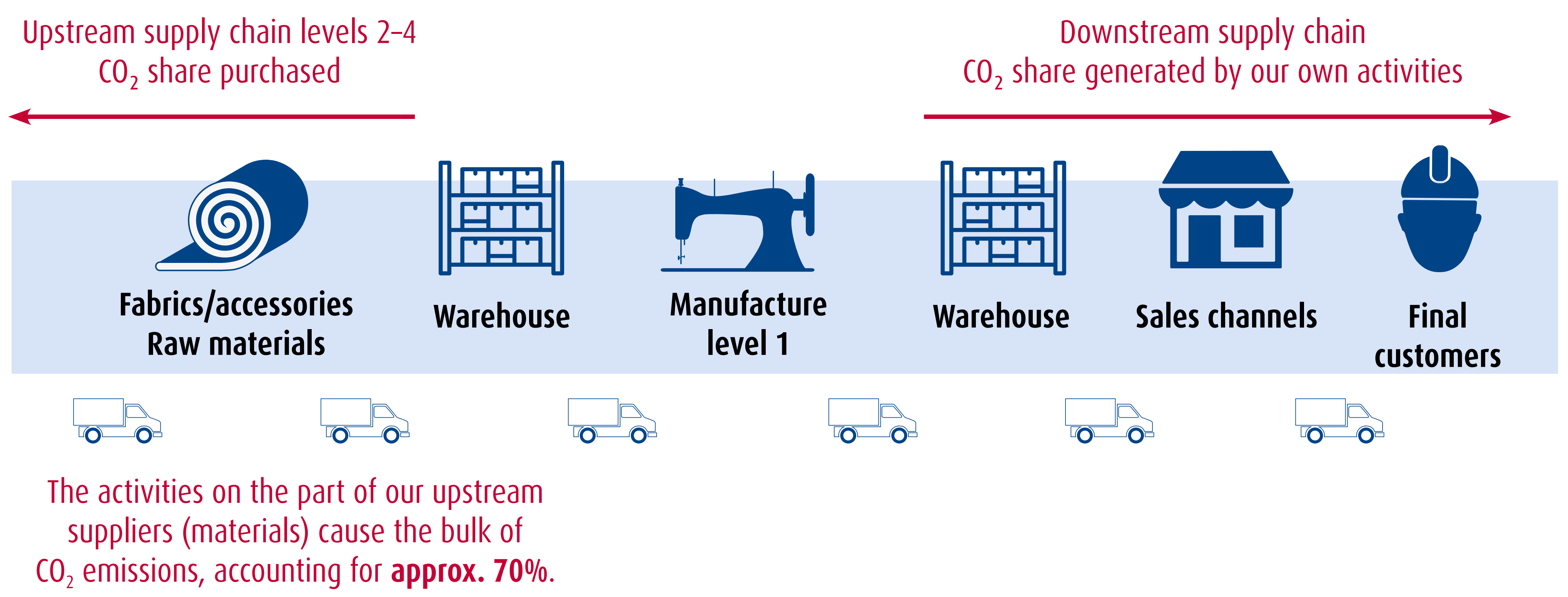
Global supply chains, shared goals.

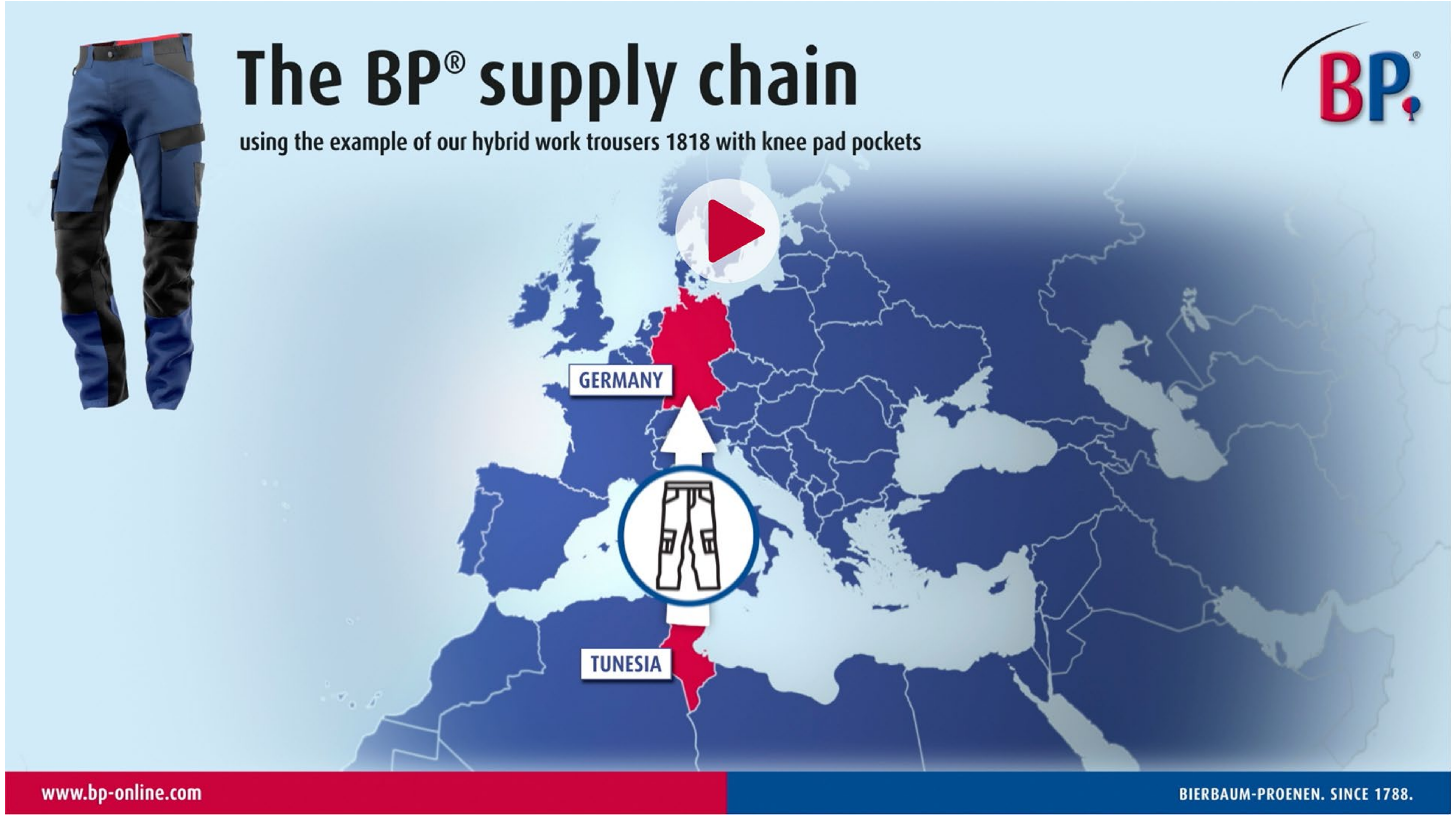
The textile supply chain in the clothing industry is highly complex, ranging from the sourcing of raw materials through the production of yarns and fabrics to the manufacture of finished products. Furthermore, our supply chain spans several countries and involves numerous direct and indirect business partners at various stages of the supply chain.

This diversity gives us the opportunity to develop innovative solutions and foster partnerships based on shared values and goals. At the same time, the complexity of textile products and the global nature of manufacturing present their own challenges, particularly with regard to the emissions generated in the process.

The majority of CO_2 emissions – around 70% – are generated in the upstream production stages. Only if we know exactly which production step or which material is responsible for the most emissions can we target those areas in the future to drive change and reduce emissions. Calculating so-called Product Carbon Footprints (PCFs) provides us with this information. Due to the complexity of data collection and calculation, we reviewed and realigned our strategic direction and approach at the end of 2025.

Where do the emissions occur in the supply chain?



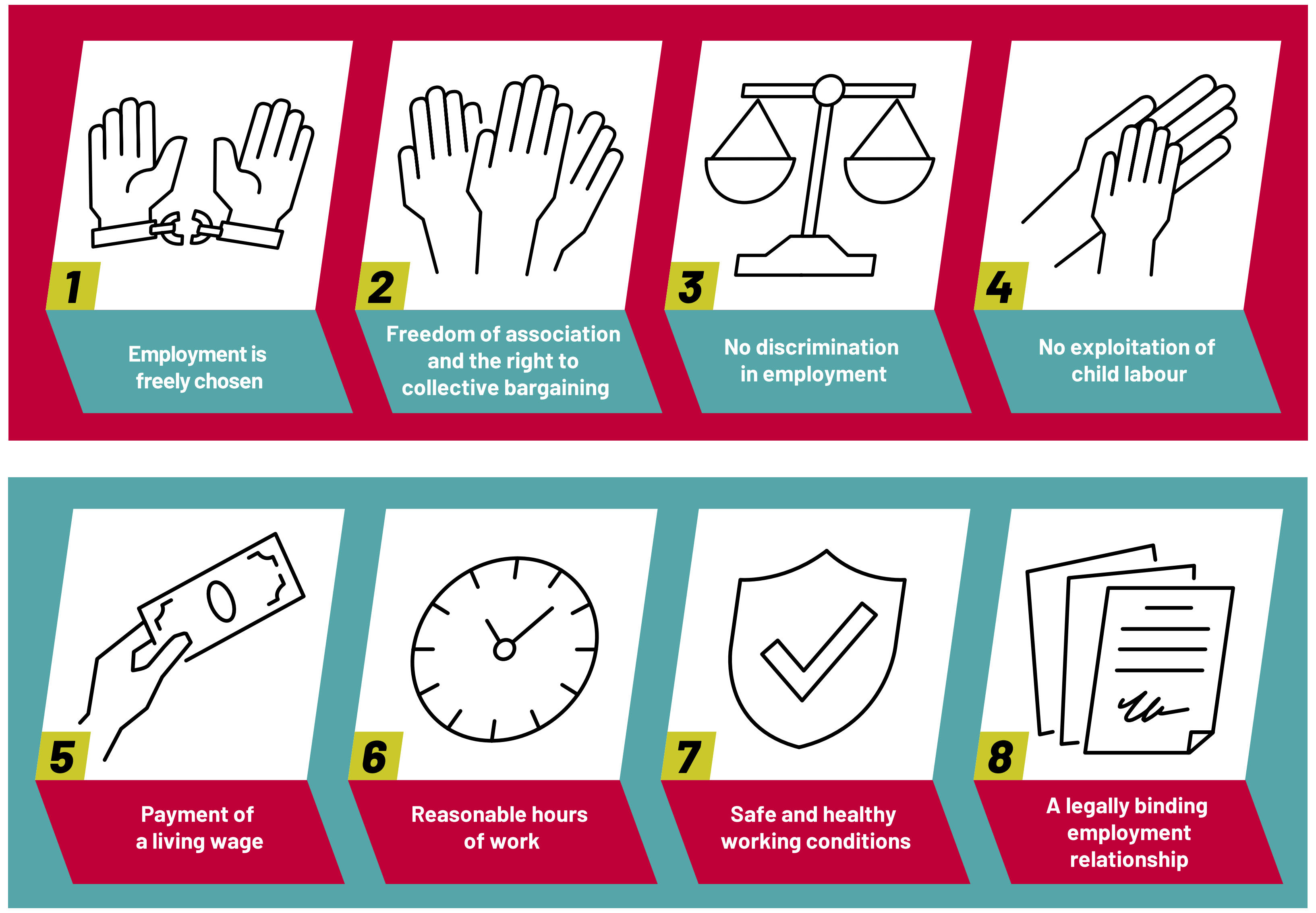


Social.

Working together for more responsibility.

- The Fair Wear Foundation (FWF) is a multi-stakeholder initiative that aims to improve working conditions for textile workers. BP® has been a member of the FWF since 2010 and meets the requirements at an advanced level.
- The eight core principles of the Fair Wear Foundation (see figure on the right) are derived from the conventions of the International Labour Organisation (ILO) and the UN Universal Declaration of Human Rights, and form the framework for its work.
- BP® and its manufacturing partners undertake to observe the FWF principles and to work on any necessary improvements.
- All employees who work at the manufacturing companies have access to the FWF complaints mechanism (see page 21).
- The FWF principles are implemented and monitored at the manufacturing partners by means of regular visits, training, audits and follow-up action plans.
- BP®'s implementation of the FWF principles is assessed, amongst other things, as part of the Brand Performance Check (management system auditby BP®). You can find the results of the latest audit here.

BP® collaborates with FAIR WEAR
fairwear.org



BP® and the International Accord.

- The International Accord on Health and Safety in the Garment and Textile Industry (International Accord) is a legally binding agreement between clothing brands and trade unions. Its aim is to safeguard the health and safety of workers in the textile and garment industry.
- The agreement provides the framework for the implementation of country-specific safety programmes currently being carried out in Bangladesh and Pakistan. At the same time, it lays the groundwork for expansion to other producing countries in the future.
- At the end of 2024, BP® signed the Bangladesh Safety Agreement, which is implemented by the RMG Sustainability Council (RSC) in Bangladesh. At our partner facility in Bangladesh, fire, building, boiler and electrical safety are regularly inspected as part of audits. In 2026, participation in the Pakistan Accord will be reviewed.
- Like the Fair Wear Foundation, the Bangladesh Accord provides workers in factories with a complaints mechanism. This mechanism focuses on health and safety issues.

International ACCORD for Health and Safety in the Textile and Garment Industry

In-depth and in detail: the BP® risk analysis.

Since 2023, we have been using an expanded risk analysis that covers our partners in the first and second tiers of the supply chain. As part of this process, we regularly assess all key issues and risk factors that affect our collaboration.

The risk analysis is based on the requirements of the Supply chain Due Diligence Act (LkSG) and the CSRD, the eleven sector-specific risks for the textile and clothing industry defined by the OECD, and the requirements of the Fair Wear Foundation (FWF) and the German Textile Alliance.

As part of our risk analysis, we regularly assess political, economic and social developments in the countries where we source our goods, paying particular attention to the situation in our manufacturing facilities. Maintaining constant contact with our local contacts is also helpful in this area: it enables us to monitor current developments in real time and obtain important information first-hand. Furthermore, findings from audit reports, our visits and any complaints received are incorporated into the risk analysis.

When analysing a partner country, the so-called gross risk is determined. In many countries, however, risks vary from region to region and conditions are not the same everywhere. We therefore also assess each partner individually. We assess whether the gross risk associated with the partner country is mitigated by positive factors at the partner's site. If this is the case, we adjust our assessment for that partner accordingly, resulting in what is known as the net risk.

This comprehensive analysis enables us to identify targeted measures to proactively address risks and actively work on improvements. It helps us to fulfil our corporate and human rights due diligence obligations (HRDD) and ensure transparency throughout our supply chain.

Example:
The gross risk for occupational and building safety is rated medium to high in Tunisia. However, we know the factory very well and visit it on a regular basis, the Fair Wear Foundation regularly conducts audits there and the factory is certified according to ISO 45001. We have therefore evaluated the net risk as low to medium.

LOW: There are risks, but the probability that they will occur is low.

MEDIUM: There are risks, but we have evaluated the probability of their occurrence as manageable.

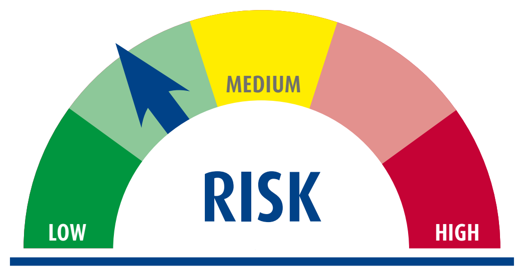
HIGH: There are risks with a relatively high probability of occurrence, but it does not mean that they necessarily will occur.

CLICK HERE to view the list of our international manufacturing partners.

102-11, 102-15, 102-16, 102-17, 102-29, 102-30, 102-31, 102-42, 102-43, 102-44, 205-1, 308-2, 407-1, 408-1, 409-1, 414-2

Our international
manufacturing partners.

CLICK HERE for an explanation of our risk analysis.



	START OF COLLABORATION	NUMBER OF EMPLOYEES	NUMBER OF AUDITS (FWF / THIRD-PARTY) SINCE 2020	LAST AUDIT (FWF / THIRD-PARTY)	LAST BP® VISIT	BP® SHARE IN THIS PRODUCTION FACILITY	RESULT OF RISK ANALYSIS FOR THE MANUFACTURING SITE	DIFFERENCE BETWEEN MINIMUM WAGE AND LOWEST PAID WAGE
TUNISIA 1 VETRA	1995	353 ♀ 305 ♂ 48	2	FWF 2022	October 2025	100%	low – medium	42%
TUNISIA 2	2013	205 ♀ 185 ♂ 20	2	FWF 2025	February 2025	80%	low – medium	50%
ARMENIA	2016	2.499 ♀ 2.313 ♂ 186	3	Third-Party Organisations 2024	March 2025	12%	medium	73%
PAKISTAN	1994	846 ♀ 65 ♂ 781	6	Third-party organisation 2025	July 2025	17%	medium	6%
NORTH MACEDONIA	2002	205 ♀ 190 ♂ 15	3	Third-party organisation 2025	October 2024	25%	low – medium	21%
VIETNAM	2004	122 ♀ 92 ♂ 30	2	FWF 2023	November 2025	40%	medium	12%
TÜRKIYE	2005	162 ♀ 81 ♂ 81	6	Third-party organisation 2025	November 2025	60%	medium	0%
BANGLADESH	2017	270 ♀ 160 ♂ 110	5	Third-party organisation 2025	September 2023	6%	medium – high	0%
CHINA 1	2013	205 ♀ 135 ♂ 70	9	Third-party organisation 2025	July 2025	8%	medium	73%
CHINA 2	2017	90 ♀ 53 ♂ 37	5	Third-party organisation 2025	November 2025	5%	medium	24%

We have revised our calculation methodology for analysing the 2025 data in the category 'Difference between the minimum wage and the lowest wage paid'. The new calculation is based on selected departments that form part of a manufacturer's core business. Management positions, for example, are excluded. For this reason, there are greater discrepancies in the data compared with previous years. It should be noted that the calculation is based on self-reported information from the factories and has therefore not been independently verified. Nevertheless, independent audits ensure that country-specific minimum wages are paid.

The BP® pricing and wage policy.


Serine, sewing expert at our VETRA® site in Tunisia

Pricing and wages – an area of tension.

Like any company, it is in our financial interest to offer our products at competitive prices. At the same time, we are committed to paying the workers who manufacture our products a fair wage for their work. The challenge, therefore, is to strike a balance and meet both of these requirements.

It is important that we communicate with our partners in a manner that is appreciative, respectful and based on trust, as wages and salaries are not paid to the workers by BP®, but by our manufacturing partners.

Of course, there is no single, simple solution here, but there are various approaches and ideas that we are pursuing in collaboration with the Fair Wear Foundation (FWF) and the Alliance for Sustainable Textiles to gradually improve wages and salaries.

Targetwage Agreements.

Since 2022, we have had a target wage agreement in place with our supplier VETRA®. Under this agreement, workers' wages are always set at a fixed percentage above the minimum wage – even as the minimum wage rises. We increased this percentage for the first time in 2023.

In 2024, as part of the Partnership for Sustainable Textiles, we collaborated on the Living Wage Project 2.0 in Pakistan. One aspect of this project involved a detailed analysis of the wages paid to employees at our Pakistani partner's site. In the same year, we were also able to draw up and finalise a target wage agreement with them. You can find more information about the Living Wage Lab 2.0 here.

The target wage agreements are reviewed on a regular basis and are set to be gradually expanded. They provide a transparent and reliable pathway to wage increases and guarantee that a specified wage level is maintained, even if minimum wage regulations change.

Living wages

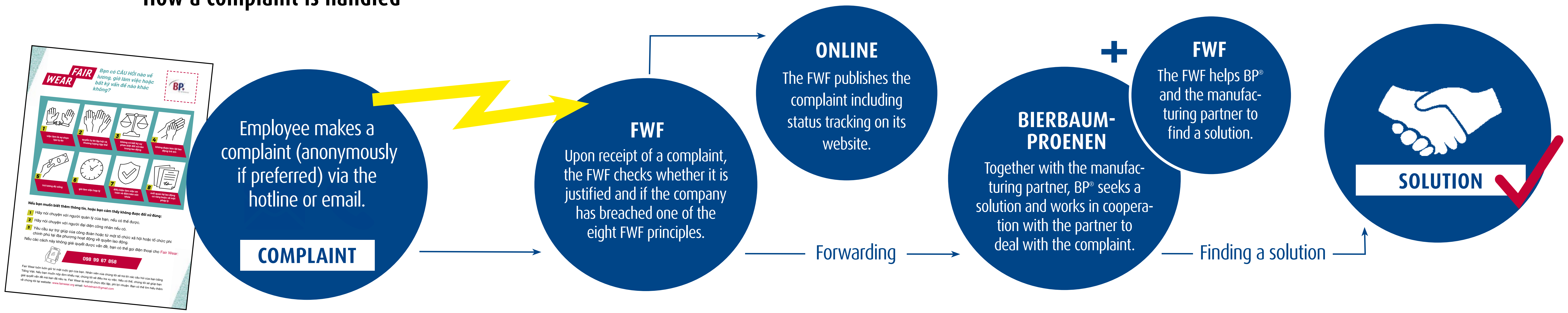
Click here for more information on this topic.

Living wages

Information on the Partnership for Sustainable Textiles website.

Tried and tested: the FWF complaints system.

How a complaint is handled



Thanks to our membership of the Fair Wear Foundation (FWF), employees at our manufacturing partners can make use of a tried-and-tested complaints system. All employees at the respective manufacturing sites receive information about the complaints procedure – this is done via notices, training sessions and the local teams in the countries where the FWF operates.

- Number of complaints received by BP® **since 2014**: 29
- Number of complaints received by BP® **in 2025**: 1

Pakistan

This case dates back to 2022 and has already been covered in previous sustainability reports. Due to the large number of different stakeholders involved in the complaint, the process took a considerable amount of time. The complaint was closed at the end of 2024. > view the complaint

Bangladesh

In December 2024, we received a complaint from our former garment factory in Bangladesh. The complainant left the factory voluntarily in February 2024. In 2025, her legal claims were settled and the complaint was closed.
> view the complaint

Türkiye Complaint 1

In July 2024, we received a complaint regarding our turkish manufacturing partner. An employee complained about the unfair termination of his employment without severance pay. The complaint is currently still pending and is being investigated.
> view the complaint

Türkiye Complaint 2

In January 2025, we received a complaint regarding our turkish manufacturing partner. The complaint concerned verbal abuse and harassment in the workplace, as well as the unjustified termination of employment contracts without severance pay. Following an on-site investigation by the FWF, we are currently in the process of resolving the matter. > view the complaint

GRI Numbers

Quick-start guide to sustainability

AUDIT
An audit systematically evaluates whether a process or an activity complies with the previously defined requirements and standards.

CO_2e
Carbon dioxide equivalent (CO_2e) is a unit of measurement used to determine the effect of various greenhouse gases (GHG) on the climate. These effects can be made comparable by converting different types of emissions into the equivalent amount of carbon dioxide (CO_2).

CSRD
Corporate Sustainability Reporting Directive. This is a new EU directive under which companies are required to report on sustainability topics according to ESG criteria.

EmpCo
The **EU Empowering Consumers Directive** (EmpCo) is an EU directive aimed at regulating sustainability communication in order to prevent greenwashing.

ESG
Environmental, Social and Governance. These criteria are used to evaluate a company's actions in relation to environmental and social issues, as well as responsible corporate governance.

FWF
Fair Wear Foundation. The multi-stakeholder initiative aims to improve working conditions in the clothing industry. For more information, see page 17.

HRDD
Human Rights Due Diligence. This term refers to the human rights due diligence that a company is required to apply along its supply chain. The identification of risk plays an important role in this process.

ILO
International Labour Organisation. The International Labour Organisation is a social justice organisation of the United Nations with 187 member states.

OECD
Organisation for Economic Co-operation and Development. This organisation is comprised of 38 member states. It develops international standards and sets standards on social, economic and ecological agenda.

Legal Notice

Reporting cycle
The sustainability report is published annually. This is the ninth edition.

Reporting in compliance with GRI Standards
This report has been prepared with reference to the Global Reporting Initiative (GRI) guidelines. It is based on the GRI Content Index and provides information about core indicators.

External review of the report
This report has not been externally reviewed.

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