



# *Responsibility for the future*

SUSTAINABILITY REPORT 2015/2016  
Blechwarenfabrik Limburg GmbH



# REPORTING PRINCIPLES

## REPORT PROFILE

This second Sustainability Report by Blechwarenfabrik Limburg GmbH is aimed at all the stakeholders in the company. With this report we document our understanding, activities and objectives regarding sustainability. In doing so we make statements about fundamental social, economic and ecological issues.

## CONTENT OF THE REPORT

This report is geared towards the requirements of ISO 26000 "Guidelines for Social Responsibility" and follows the internationally recognised G3 Guidelines from the Global Reporting Initiative (GRI).

Blechwarenfabrik Limburg GmbH has used the "German Sustainability Code" since 2015.

The GSC is a cross-sector transparent standard for reporting sustainability measures.

## REPORTING PERIOD

The reporting period is 2012 to 2014. Blechwarenfabrik Limburg GmbH publishes its Sustainability Report every 3 years.

## APPLICABILITY AND DATA COLLECTION

The facts and figures published in this report relate to Blechwarenfabrik Limburg GmbH, its locations in Limburg, Diez and Neustadt (Wied), its subsidiary Aerosoldosen Limburg GmbH and its Polish subsidiary Skarbimierz FPS Polska Sp. z o.o..

## FORWARD-LOOKING STATEMENTS/OBJECTIVES

This report contains statements and objectives relating to the future development of Blechwarenfabrik Limburg GmbH. These statements are merely estimates which were made at the time this report was drawn up. The assumptions made in this report may differ from the actual development of the company in the next few years.

## EDITORIAL INFORMATION

This report is available in German and in English. Gender neutral language has been used in this report.



# TABLE OF CONTENTS

INTRODUCTION	p 1
FIGURES, DATES & FACTS	p 3
COMPANY CULTURE AND STRATEGY	p 7
OUR PRODUCT	p 13
ECOLOGY	p 17
OUR EMPLOYEES	p 21
HEALTH & SAFETY IN THE WORKPLACE	p 27
WE GET INVOLVED	p 33
THE CUSTOMER IS THE FOCUS OF OUR ACTIONS	p 35
GLOBAL SOURCING BY A MEDIUM SIZED ENTERPRISE	p 41
INVOLVING STAKEHOLDERS	p 43

# INTRODUCTION

## DEAR READERS

"Innovation from tradition!" This is our motto, the goal Blechwarenfabrik Limburg has worked towards for many years. Innovation is sustainability put into practice.

Blechwarenfabrik's long-term economic success in difficult market conditions will only be possible with constant innovation regarding the consistent conservation of resources, steady adaptation to social developments to support qualified and motivated staff who achieve real added-value for the entire supply chain.

In this second Sustainability Report we portray the developments of the last three years of the 143 year old history of Blechwarenfabrik. You will see that many ambitious objectives have been reached and some even surpassed. As a team and a company we are very proud and look forward to telling you about this over the next few pages.

However, after looking back comes the forecast for the next three years and beyond. When discussing our strategy and the new sustainability objectives we recognised that the dynamic development of the previous years in our Limburg headquarters, grown over 117 years, can hardly continue at the scheduled tempo.

So that we can continue to claim that we operate the most sustainable and efficient production site for containers for chemical-technical filling goods in central Europe the shareholders of Blechwarenfabrik Limburg have decided to be proactive and make courageous investments. Blechwarenfabrik is going to build a new headquarters in the Limburg countryside.

Only with this strategy geared towards continued efficiency and not towards unconditional growth will it be possible for us to increase further potential for resource conservation and the chance to also defeat the technical and social challenges that come with the synchronisation of the digital and physical world.

THE MANAGEMENT BOARD  
OF BLECHWARENFABRIK LIMBURG GMBH





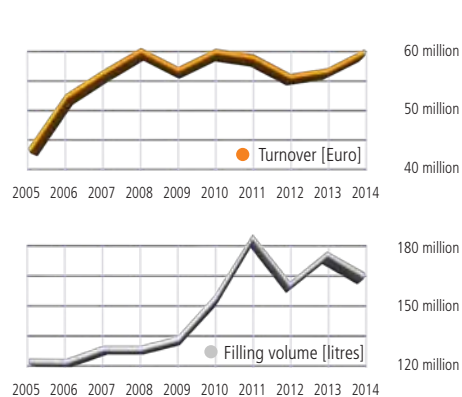
The Management Board of Blechwarenfabrik Limburg GmbH | to r: Hugo Sebastian Trappmann, Hiltrud Weimar, Thorsten Hack, Thomas Fachinger

# FIGURES, DATES & FACTS

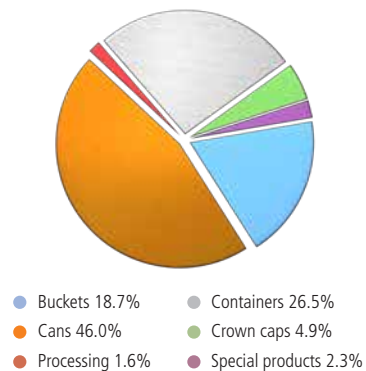
- 1872** Founded by Joseph Heppel
- 1898** Production of metal packaging begins at the present location on Stiftstraße
- 1904** The Obenauer family become shareholders
- 1997** ISO 9001 quality management certification obtained
- 2003** Construction of central warehouse in Diez
- 2004** The Trappmann family become co-shareholders
- 2007** Founding of I.C.E. Innovative Canmakers Europe<sup>SE</sup>
- 2008** First construction phase in Neustadt (Wied)
- 2010** ISO 14001 environmental management certification obtained
- 2011** First construction phase in Skarbimierz, Poland
- 2012** ISO 50001 energy management certification obtained  
Occupational safety management certification as per OHSAS 18001 obtained  
Second construction phase in Skarbimierz, Poland
- 2013** Installation of PV solar system in Neustadt (Wied)
- 2014** Production of the first aerosol cans  
Commencement of new build project in the countryside.
- 2015** Dr Hugo Trappmann hands over management of the company to his son Hugo Sebastian Trappmann



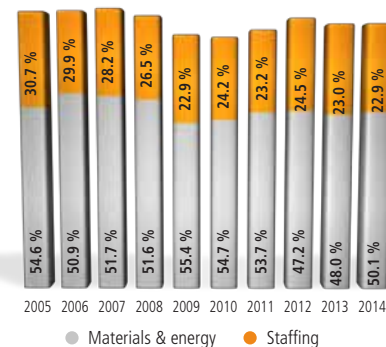
## TURNOVER:



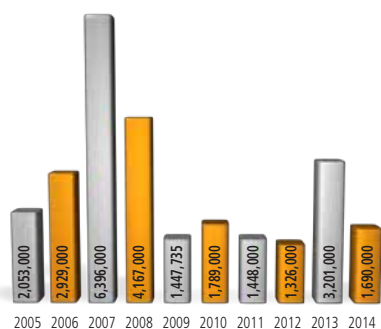
## DIVISION OF 2014 TURNOVER



## PROPORTION OF COSTS



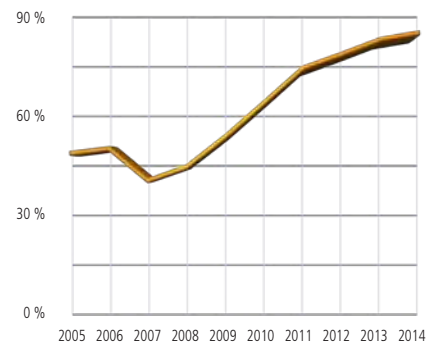
## INVESTMENTS



## RETURN ON SALES

Ø  
10 YEARS  
5.9 %  
(2005 - 2014)

## EQUITY RATIO





## Joint Venture – ADL Aerosoldosen Limburg

Aerosol cans are high performance products. The highest dimensional tolerance and pressure safety requirements meet a high out-put rate. In order to achieve this, only new machines from leading European manufacturers were used for ADL. ADL is a subsidiary of the Massilly Group and Blechwarenfabrik Limburg GmbH. Two strong partners with many years' of experience in manufacturing tin plate packaging.

The Massilly Group supports ADL with their know-how about aerosol finishing, supplies the components and supplements the product portfolio. Blechwarenfabrik provides technical support and logistics. Refinements are made on a 6 colour printing press (UV offset)

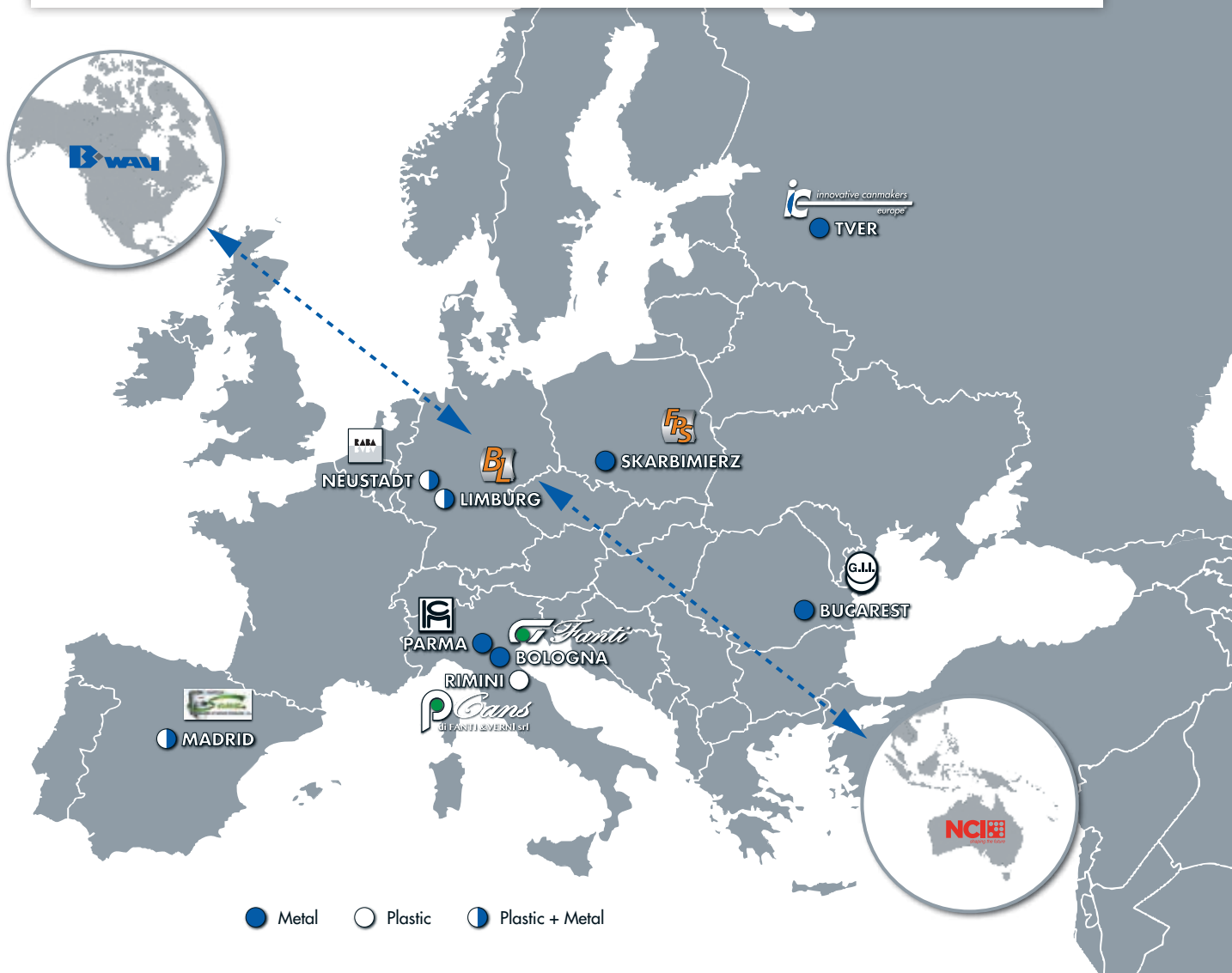
The watertightness of all cans is tested in-line with a high pressure tester. In addition containers are constantly removed from production and tested for micro leakages in a water tank. The cans are also tested for dimensional accuracy at regular intervals. All the measuring devices collect data electronically so the results are automatically recorded. The fold test is carried out using a high resolution camera.





## I.C.E. Innovative Canmakers Europe<sup>SE</sup> - Our network for multinational customers

I.C.E. Innovative Canmakers Europe<sup>SE</sup> was jointly founded by Blechwarenfabrik Limburg GmbH (Limburg, Germany) and Giorgio Fanti SpA (Bologna, Italy). Our own production plants and cooperation partners form a pan-European network made up of manufacturers of chemical-technical packaging. In addition to geographical proximity we also are able to offer a complete product portfolio and central processing of customer orders. The stated aim is to supply customers with filling plants in various European countries from a single source.



# COMPANY CULTURE AND STRATEGY

We act responsibly towards people and nature. For Blechwarenfabrik Limburg the topic of sustainability is a systematic approach to generate commercial, ecological and social benefits. We want to favourably distance ourselves from our competitors as a result of our actions and be seen as a very attractive employer by employees.

## OUR UNDERSTANDING OF SUSTAINABILITY

With the term "sustainability" there is a lot of room for interpretation due to the lack of an international, uniformly regulated definition. Therefore, it is important to us to transparently communicate our understanding of sustainability, both internally and externally.



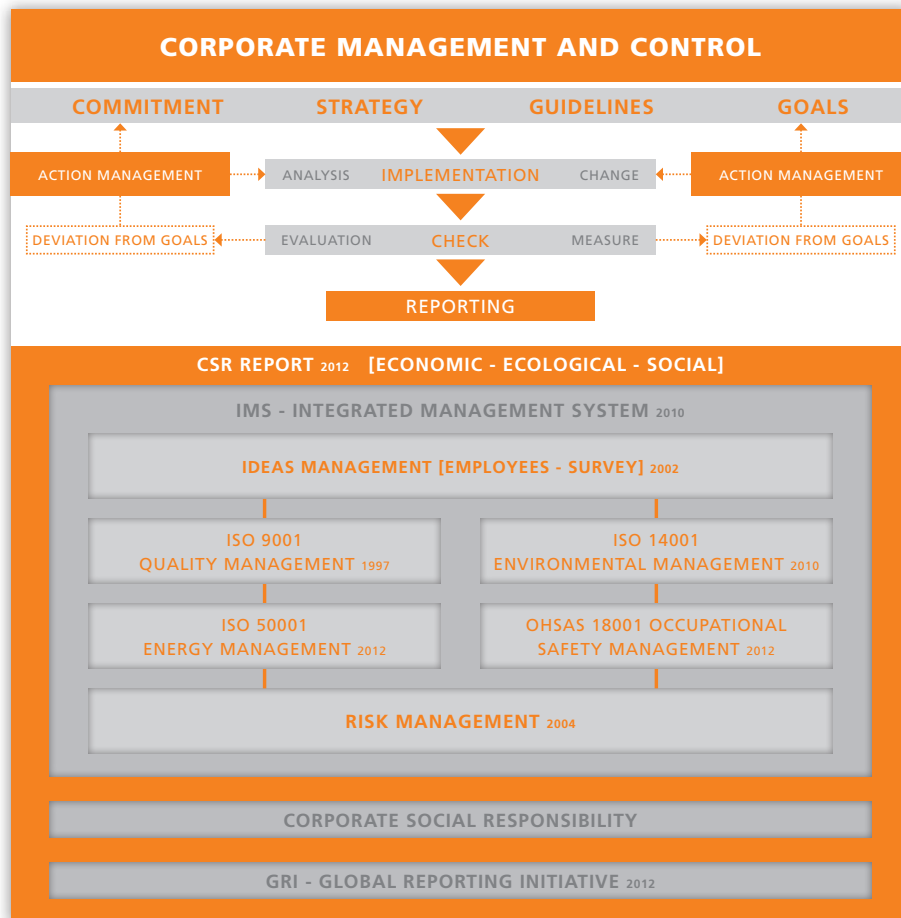
For us, sustainability means taking a holistic approach to all processes without imposing a time limit. As the issue of sustainability has no expiration date it is a continuous, unending process.

The areas of economics, ecology, and social issues play a major role in the entire company. It is important to keep these three areas in harmony with each other in order to be competitive in the market and to leave things intact for future generations. The Sustainability Report should, however, not just be aimed at our stakeholders, but should also be a guide for ourselves for future years. The generational change in the Management Board is a further sign of the company's stability for the next few years. Managing Director and shareholder Dr Hugo Trappmann has handed over management of the company to his son Hugo Sebastian Trappmann and thus Blechwarenfabrik continues to be a family-run medium-sized company.

## INTEGRATED MANAGEMENT SYSTEM (IMS)

Our understanding of sustainability is based on our **I**ntegrated **M**anagement **S**ystem (IMS), which is made up of Quality, Environment, Energy and Health & Safety modules. The Integrated Management System has been continually developed and improved across all areas since the last CSR report. Our subsidiary Fabryka Puszek Skarbimierz (FPS) obtained the ISO 9001 quality management system

certification in 2012. The other modules (Environment, Energy and Health & Safety) have not yet been certified but have been implemented in the same manner as here at Blechwarenfabrik Limburg GmbH. In 2015 our subsidiary Aerosoldosen Limburg (ADL) received certification for all four areas and thereby presents a uniform corporate image.



In addition the internal audit system was redesigned in 2015. A representative from each area of the management system (Health & Safety, Quality, Energy and Environmental Protection) always takes part in the internal audit. The main points are determined and discussed in a preliminary meeting with the area being audited. The department head may determine their own main points and topics. Here the audit team is acting as an internal service provider for management in order to help them implement improvements. After the actual audit a debriefing meeting is held where binding dates and responsibilities are determined. This new audit system has gone down very well with the departments and has also already resulted in major improvements for Blechwarenfabrik.

An additional step to increase the awareness of all employees about their personal responsibilities to adhere to the statutory provisions and internal company policies represents the introduction of the Compliance Policy. The Compliance Policy is Blechwarenfabrik Limburg GmbH's commitment to undistorted competition. It aims to clarify the most important prohibitions in competition law and to establish clear behavioural requirements in order to prevent violations. It concentrates on the significant prohibitions which are of particular importance to day-to-day work.

Since 2015 competition law training has been carried out by a lawyer in order to increase employees' awareness.



## LOOKING INTO THE FUTURE

We intend to carry out significant restructuring of Blechwarenfabrik in the next few years.

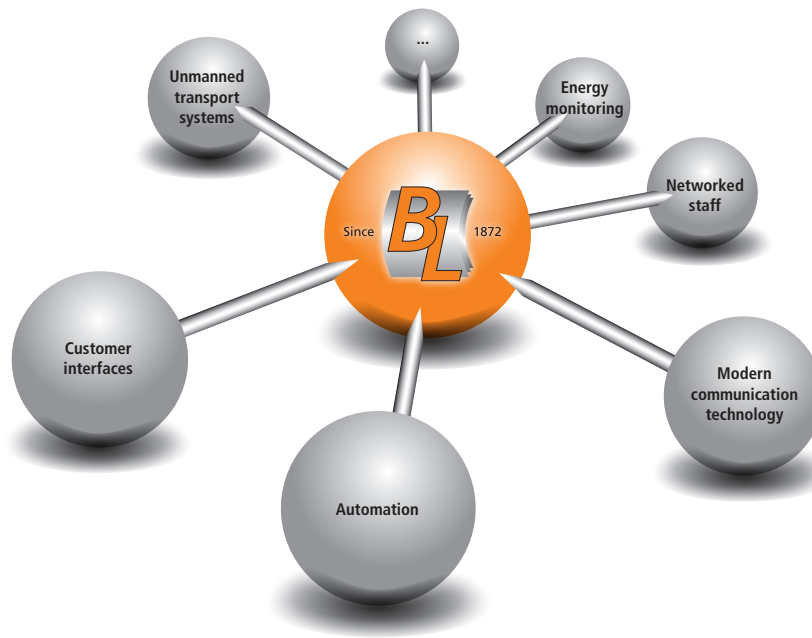
In the meantime part of the building is over 117 years' old. Efficient further development in this building is only possible to a limited extent, particularly with regard to production and intralogistics. At the end of 2014 it was decided that a completely new headquarters would be built in Limburg in order to prepare for the next decades to come.

This new build will enable both the demands of the company for sustainable business to be satisfied as well as the demands of the employees. A generational shift is taking place at Blechwarenfabrik. The workforce is becoming increasingly younger and they are looking to create a modern and healthy company using the strengths and technological know-how of the younger generation.

In this age of ever-accelerating ongoing mechanisation it is important for a company to continually further develop itself.

The new build offers enormous opportunities for the company and permanently creates the basis for a modern company culture. Transparency, efficiency and flexibility play a large role in this. Modern communication technology should bring about a new way of working. Regardless of where you are all required data will be available transparently so it can be acted on as quickly as possible. This will, above all, considerably optimise communication with customers.

However modern communication technology should not lead to a lack of personal contact within Blechwarenfabrik. A network should be promoted within the company and solidarity strengthened as a result of the physical proximity of administration and production, architecture following the campus principle, flexible workspaces and completely aligning the company in accordance with the principles of lean management.





# THE WORKS COUNCIL



## PRESENT AND FUTURE

Over the last few years Blechwarenfabrik Limburg has constantly further developed ourselves despite increasing challenges in the market. The market share increased, internal processes were optimised which exhausted further savings potential.

In the opinion of the Works Council this development also encouraged the company to remain a family-run company and is also characterised by the company's flat hierarchy. Short decision making paths mean that we are in a position to

quickly respond to customers' requirements and flexibly react to market situations. This has enabled us to achieve a high level of customer satisfaction and planning certainty.

The success achieved in the past few years is however not just the result of sustainable company planning, but also a success for Blechwarenfabrik's entire workforce. Such development would not have been possible without the commitment and flexibility of the staff. It is understandable that this process does not always run smoothly but at the end of the day we have

managed to achieve our goals together again and again. The Management Board is aware that they have employed skilled professionals and the employees know that they are essential to the company.

The Works Council is of the opinion that only a highly motivated workforce with a wealth of experience can satisfy current and future requirements.

Business activities are not characterised by short-term profit expectations of shareholders, but are sustainably orientated towards the future of the company.

This can be very clearly seen in the planning for the next few years. After over 100 years Blechwarenfabrik Limburg is leaving its old premises and erecting a new production plant in the countryside. The Works Council adopts a positive stance towards this development as any further development of the company would be very difficult to carry out at the current location.

The new build and the associated large investment in the future will, in the opinion of the Works Council, sustainably secure jobs. It will give us a competitive advantage over our competitors and the new modern workplace will increase the attractiveness of jobs and employee motivation. An additional aspect will be that Blechwarenfabrik continues to be an interesting contact for potential applicants which, caused by the lack of specialist staff, should also be an advantage.

Of course such large changes also cause the workforce to worry, as demonstrated by the buzzword "Industry 4.0" for example - this always is whispered by the press and also comes up again and again about the new build. In the view of the Works Council the Management Board has a duty to involve employees and prepare new tasks to resolve their fears at an early stage.

The Works Council and the Management Board always exchange information and developments; our regular joint meetings are very helpful in this.

The new era is has already been ushered in early which we see as a further component of Blechwarenfabrik's sustainable development. In the last few years departing senior management have been replaced by employees from our own ranks. This has meant that specialist staff trained in-house have been able to be retained.

In the middle of the year this new era also continued in the Management Board. Managing Director Dr Hugo Trappmann handed over the reins to his son Hugo Sebastian Trappmann. This resolves the issue of succession and provides continued planning security for the future.

## OBJECTIVES

We want to guarantee as smooth as possible a transfer to the new premises thereby securing jobs in the long-term. We know that these tasks will not be easy but we are 100% confident we can do it.

We have decided to concentrate on continuing to improve internal communications amongst one another as the Works Council's day-to-day work. We want to be available as a moderator and together help to solve problems arising.

# OUR PRODUCT

Blechwarenfabrik Limburg's goal is to be our customers' first choice for sustainable packaging solutions. We are relying on our first class Quality Management System to achieve this.

Furthermore we are also taking into account the expectations of the company regarding Health & Safety, Security, Energy Efficiency, Conserving Resources and Recycling.

In the 2012 Sustainability Report a goal was set to further reduce the amount of materials and energy used by Blechwarenfabrik. Measures were taken to achieve this goal including modernising one of the two painting facilities in 2013. This renovation enabled paint consumption to be reduced along with the amount of energy used and CO<sub>2</sub> emissions.

Blechwarenfabrik Limburg has been an active member of the Metal Packaging Association for many years. Together with the association and its member companies we have set ourselves the goal of increasing the recycling quota and promoting a positive image of tin plate as a recyclable material. Looking at the years 2012-2014 it can be seen that the continual increase in recycling rates was continued by tin plate.

## METAL RECYCLES FOREVER

Blechwarenfabrik Limburg also supports the Europe-wide sector initiative "Metal recycles forever". This initiative aims to clarify the recycling potential in metal packaging to consumers. Since the beginning of 2015 filling manufacturers may place the new recycling logo "Metal recycles forever" on product packaging made of metal. This shows that they attach importance to a resource-conserving recycling economy and in doing



so choose packaging which also enables this. At the same time the logo appeals to consumers to become active themselves and close the loop.

Even if metal packaging achieves new top recycling rates every year a study commissioned by the European umbrella association "Metal Packaging Europe" showed that many consumers are not aware of the particular suitability of metal for recycling.

The new logo should clarify the endless cycle of metal. At the same time it emphasises the contribution made by manufacturers and consumers of metal packaging to a recycling economy.

## TIN PLATE OR PLASTIC?



In addition to specialised packaging for chemical-technical filling goods made from tin plate Blechwarenfabrik Limburg also has manufactured packaging made from plastic for many years. The question of which is the better recycling material is the same as deciding between a Porsche and a Volkswagen.

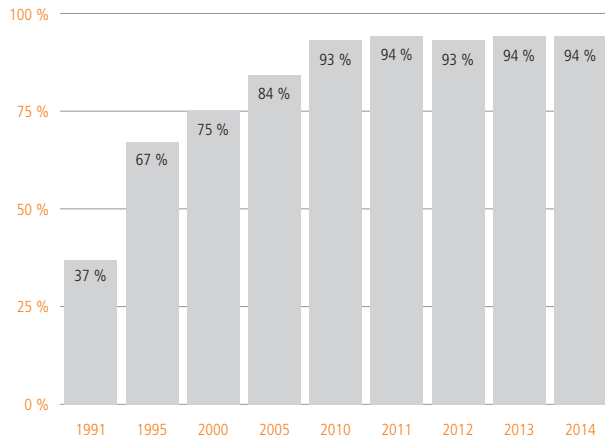
In the first instance a Porsche distinguishes itself from a Volkswagen in its appearance, its features, its price bracket - they both offer the customer various benefits. What both of them have in common is their function i.e. to be driven. Regardless of whether you go to a Volkswagen or a Porsche dealer it will be in both their interests to sell their product as the best.

The same is true with regard to tin plate and plastic packaging and their manufacturers. Packaging plays a large role in supplying the company with products. It has various functions and tasks along the supply chain. Packaging spans time and distance, facilitates use and handling, protects the packaged goods against damage, and informs and attracts the end consumer with an attractive exterior.

Above all tin plate stands out with regard to environmental sustainability. When packaging made from tin plate has come to the end of its period of use this does not mean the end for the material. Tin plate is up to 100 per cent recyclable. A new product is manufactured from old in an unending cycle. The material only changes its shape and its purpose - but not its quality. In contrast to plastic, metal (iron) is an element and therefore does not lose its structure.

Scrap steel does not only have a high monetary value, but metal packaging and its return to the recyclable material cycle is also a prime example for a resource-conserving recycling economy. Magnets enormously simplify the recycling process by easily separating materials. It is therefore not surprising that metal packaging currently has the highest recycling rates. For many years the recycling rate of tin plate laid around 94 per cent, significantly surpassing both the rates prescribed in the German Packaging Ordinance as well as EU target amount of 70 per cent.

## RECYCLING RATES FOR PACKAGING STEEL IN GERMANY



Recycling can reduce the amount of resources used, the amount of energy used and CO<sub>2</sub> emissions. Each steel can recycled saves double its weight in raw materials, such as iron ore, coal and limestone. Furthermore manufacturing steel from scrap reduced water consumption by 40 per cent and thereby the overall amount of energy used by 75 per cent. CO<sub>2</sub> emissions are reduced by a whole 80 per cent. Today around 80 per cent of all steel manufactured forms a loop. Tin plate is thus a recyclable material which corresponds to the cradle-to-cradle principle.

Plastic can also be recycled but this is really downcycling. This means no material or product can be manufactured from recycled plastic which has the same characteristics as before. Consequently only a product of lesser value can be manufactured from a product of higher value. It is also not

possible to endlessly recycle plastic as after the material has only been used 1-2 times it is no longer possible to continue using it.

One plus factor of plastic is that it weighs very little when compared to tin plate. Currently this frequently plays a large role in logistics.

Plastic also wins in relation to the well-used phrase "CO<sub>2</sub> footprint" as a lot of energy must be used when first manufacturing metal. With regards to the future it should however be considered that energy is not humanity's long-term problem but rather the fact that raw materials and space do not regenerate. There are sufficient regenerative, environmentally-friendly energy sources available such as the large solar PV system on the roof of our production factory. Crude oil and areas to places to produce food are however finite and limited to the amount of soil available. Today people are already greatly exceeding what the earth can produce again of its own accord. By August all the resources which the earth can reproduce in one year have already been used up. In 1993 this did not happen until October.

The fact is that both materials have advantages and disadvantages for the customer. Blechwarenfabrik Limburg offers a complete range to optimally protect our customers' products and to put them in the limelight.

Whether tin plate or plastic packaging, our aim is to constantly improve our products and production methods with regard to the efficient use of materials and energy without impairing their positive characteristics.



	PLASTIC	TIN PLATE
RESOURCE CONSUMPTION	CRUDE OIL, COAL, NATURAL GAS	IRON ORE, SCRAP METAL
MALLEABILITY	CAN BREAK UNDER HIGH PRESSURE	DENTS MAY FORM UNDER HIGH PRESSURE, CONTAINERS GENERALLY REMAIN WATERTIGHT
STACKING CAPABILITY	CONTAINERS CAVE IN UNDER HEAVY WEIGHT	HIGH STACKING CAPABILITY
TEMPERATURE DEPENDENCE	PROPERTIES OF THE MATERIAL CHANGE WHEN EXPOSED TO HEAT AND COLD	MATERIAL PROPERTIES REMAIN STABLE
EMPTY WEIGHT	0.75 L = 55 g 2.5 L = 161 g 5.00 L = 281 g	0.75 L = 103 g 2.5 L = 257 g 5.00 L = 446 g
SAFETY	A CERTAIN DEGREE OF PERMEABILITY TO STEAM, GAS AND FLAVOURINGS	COMPLETELY LEAKPROOF, NO DIFFUSION
DESIGN	PRINTABLE WITH IML LABELS	PRINTABLE WITH AN EFFECT COATING, GLOSSY
RECYCLING	LOSS OF QUALITY AND LIMITED RECYCLING	UNENDING RECYCLABLE MATERIAL WITHOUT LOSS OF QUALITY

## OBJECTIVES

To implement the "Metal recycles forever" recycling logo even on the customer side.

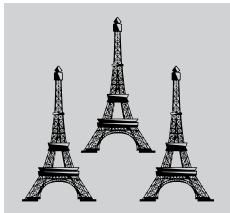


# ECOLOGY

The environmental sustainability of the operational processes and the manufactured products are a fixed component of company policy at Blechwarenfabrik Limburg. Building on our environmental and energy management system we ensure adherence to statutory requirements, continually reduce our materials, water and energy consumption, and avoid or reduce waste and emissions. This is good for the environment but is also key to reducing our costs at the same time and thus sustainably increases our competitiveness.

## ANNUAL RESOURCE CONSUMPTION

**TIN PLATE**  
21,600 t



per 7,200 t

**ELECTRICITY**  
5,500,000 Kwh



per 3,000 Kwh

**GAS**  
11,000,000 Kwh



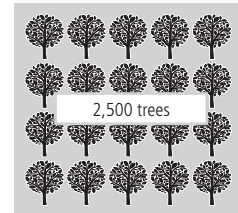
per 25,000 Kwh

**PAINT**  
315,600 kg



13g/m<sup>3</sup>

**PALLETS**  
104,800 units



1,000 kg

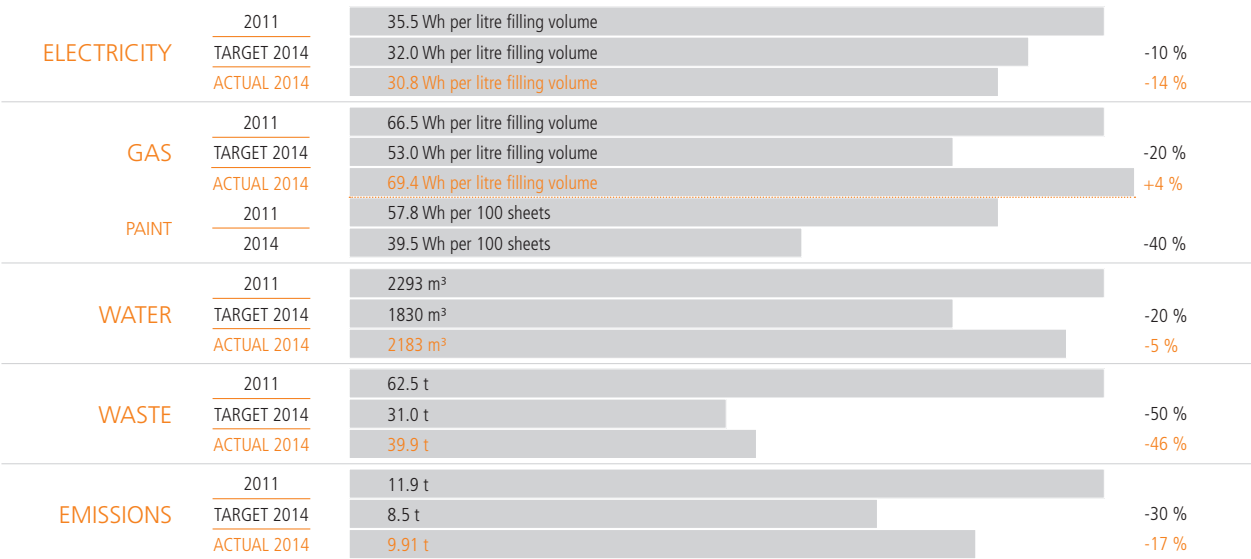


177 MILLION LITRES OF FILLING VOLUME

SAFEGUARDS 300,000 TONNES OF FILLING GOODS FOR THE CUSTOMER

In addition to increasing productivity, optimising resource efficiency is paramount. Reducing the amount of substances, energy and materials used and increasing productivity when using the same amount of materials places a very large role in doing so.

In addition to the benefits for our environment the continual reduction in the use of resources drives the reduction of costs and the reduction of dependency on these raw materials.



## ENERGY MONITORING TO REDUCE ENERGY CONSUMPTION

Blechwarenfabrik attaches great importance to energy monitoring in order to gain an overview of all energy consumption in the company and to evaluate activities relevant to the environment. Blechwarenfabrik is certified in accordance with ISO 50001 and ISO 14001. These certifications confirm our first class energy and environmental management. Audits are undertaken in the individual departments at regular intervals. In these audits the representatives examine the

department's circumstances and processes, and mutually develop improvement measures.

The future new build should increase energy efficiency in many ways including utilising lost heat from the production machinery. This aim is expected to be achieved by purchasing modern, new facilities, heat exchangers and a central energy monitoring and controlling system.



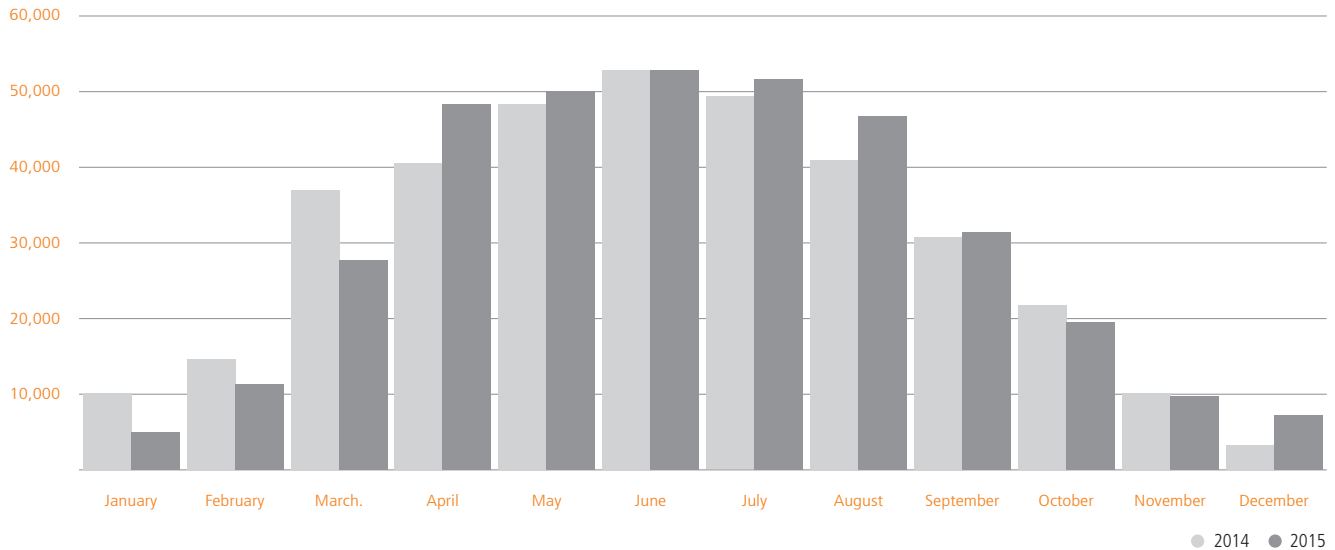
The environment inherently provides vast quantities of energy. This is stored in sunlight, wind, hydro power, geothermal heat and replenishable biomass. Unlike power generation from coal-fired power plants no CO<sub>2</sub>, soot or particulates are produced from using regenerative energy.

The Neustadt (Wied) location has been outfitted with a 353 kWp large solar PV system since May 2013. Some 63 per cent of the energy produced is used by us for production and only 37 per cent is fed back into the grid. Blechwarenfabrik has only used green energy across all its locations for many years now.

There was an important and exciting event in mid-2015 when we were visited by the Hesse Minister for Economics, Energy, Transport and Regional Development. The Minister learnt about the efficiency and sustainability at Blechwarenfabrik Limburg as part of his summer tour.



## INCOME FROM SOLAR PV SYSTEM BLECHWARENFABRIK NEUSTADT 2014 + 2015 (IN KWH)



## OBJECTIVES

Even with the new build we still want to continue to pursue energy issues. Using renewable energy and utilising lost heat from machinery are two of the planned measures. Energy-saving lighting in all buildings will also lead to a reduction in energy consumption.

With these measures we want to reach the energy standard of an EH55 Kfw efficiency house which means that our buildings would only have 55% of the energy requirements of a corresponding reference building.

An additional resource conservation measure should result from logistical changes switching from using conventional fork-lifts to an unmanned transport system.

**Use employees' knowledge.** Employee participation plays a large role in resource conservation across the entire company. Employees are well-placed to know where resources are used and have knowledge and ideas about how the utilisation of resources in the company can be increased. Employees know where the problems lie.

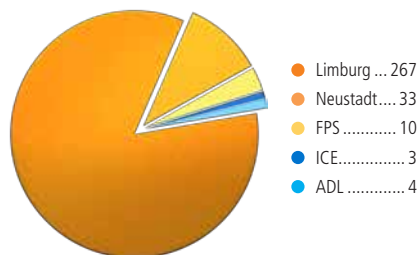


# OUR EMPLOYEES

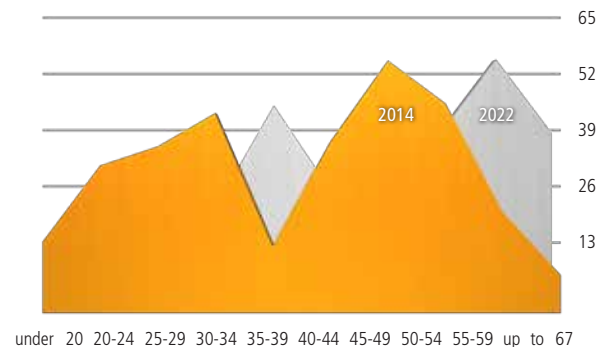
Aspects such as "sustainable management" and the "future security" of a company are important topics for many employees, including in their day-to-day work. Our programme "BL Demographic" has already laid the foundations for preparing for inevitable demographic change. The new build can also make another large contribution to future security. This will result in new ideas and concepts for technology and organisation from Industry 4.0.

To what extent the new technology could support us with the challenges of demographic change and altered processes in Industry 4.0 remains to be seen, however it is certain that we will want to proactively and flexibly meet these changes. We will set ourselves these tasks for our employees, for example conscious development and targeted promotion.

EMPLOYEES 2014



BL AGE DISTRIBUTION 2014



Proportion of women

**2014**  
21.8 %



Proportion of disabled employees

**2014**  
6.48 %



Turnover rate

**2014**  
7.83 %



Length of service

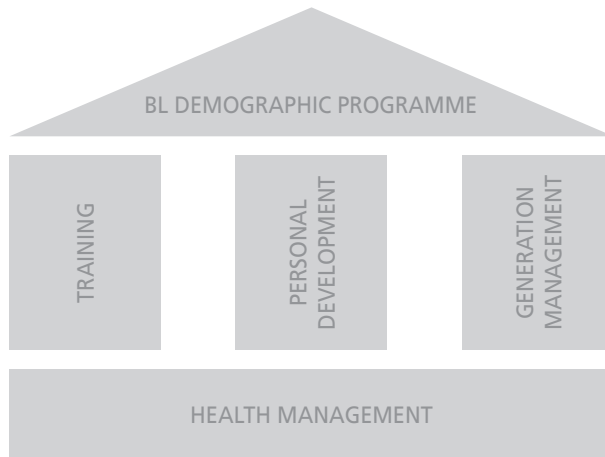
**2014**  
14.5 years



Illness rate

**2014**  
6.92 %

LOOKING BACK AT THE PREVIOUS CSR REPORT FROM 2012 WE WOULD FIRST LIKE TO CONSIDER THE OBJECTIVES WE SET FOR OURSELVES AT THE TIME:



To the left is our "BL Demographic" programme. Beginning with the "Training" column, as the entrance to your career, to "Personal Development" which focuses on life-long learning, and finally to "Generation Management" which is for our experienced employees.

All columns are flanked by our "Health Management" system as physical and mental health are essential for a long working life. We have been active in the individual fields of activity for many years and good progress has already been achieved.

## PROTECTING THE NEXT GENERATION

PARTICULARLY IN KEY AREAS OF EXPERTISE BY THE USE OF SUITABLE PERSONAL DEVELOPMENT MEASURES

BL trains an average of 26 young people in up to ten occupational fields. We follow the dual training system principle.

Our trainees achieved the accolade "Champion Trainee" four times in a row (2011-2014) with an overall grade of "very good" in their final exams at Limburg-Weilburg Chamber of Commerce.



Champion Trainees 2014



Trainees socio-pedagogical week

In the previous three years four young BL employees have successfully graduated from the first dual degree programmes with a Bachelor of Science, Bachelor of Arts or Master of Arts in the disciplines SME Business Administration, Systems Engineering and Business Administration. Our clear objective in the medium-term is to fill management positions with our own graduates as steady advancement, above all for **employees from our own ranks**, is very important to us.

In addition to the established relay of specialist skills we are also concentrating on fortifying our young employee's soft skills. Alongside the varied project work we also use the socio-pedagogical week for this which takes place in collaboration with our trade association, Bildungswerk der Hessischen Wirtschaft e.V. [the Hessian Educational Centre] and Akademie Biggesee.

Particularly in the production department we also rely on our BL Certificate, which was developed in-house, is based on a qualifications matrix and constitutes a system to evaluate dif-



2012 trainees



2013 trainees

ferent skills. In addition to professional components training, such as the welding and sealing technology training course, for example issues such as personality training to develop leadership skills are increasingly gaining in importance in the future due to the increase demand for being able to independently act and make decisions.



2014 trainees

## CULTIVATING PROFESSIONAL DEVELOPMENT MEASURES

AS PART OF LIFE-LONG LEARNING FOR OUR EMPLOYEES

Goal-oriented professional development is important for the professional growth of our employees and as a result the commercial success of our company.

In 2014 we were also able to keep the average number of training hours at a good level with seven hours per employee. With regards to the upcoming changes to our company in the next few years we will continue to develop the range of training available on the basis of partially new requirements in order to best prepare our employees for the digital future.

Furthermore our BL Certificate and the associated personality

training also help us in this area. In the last three years we were able to train 28 employees in two groups improving their soft skills as a step towards a position with more responsibility.

In particular the further development of specialist and soft skills by our specialist and managerial staff is important to us. The average number of training hours for this group of employees could be extended to 11 hours.

## DEVELOPMENT AND DESIGN OF AGE-APPROPRIATE WORKING CONDITIONS

AND RAISING THE ORGANISATION'S AND EMPLOYEES' AWARENESS OF DEMOGRAPHIC CHANGE

As part of our generation management we try to reconcile the requests of our employees with the requirements of the departments. With this in mind over 55 regular perspective discussions were held in 2012 - 2014 with a total of 41 employees. In these meetings we wanted the employees

feel welcome to bring up not only their requests but also problems and suggestions, and tried to implement these and/or support their future plans.



## DEVELOPING EMPLOYER BRANDING

WITH THE AIM OF MAKING BL THE MOST ATTRACTIVE EMPLOYER IN THE REGION

Against the background of a decreasing number of applicants company image will be even more important in the future. In order to reach our target groups and to draw attention to the various opportunities and benefits from working with our company we regularly take part in a number of events such as "1000 and Your Chance - One Day as a Trainee", "Hessian Day of Sustainability", "Girls Day" and "DO IT!". We pay special attention to our collaboration with schools in

the surrounding area so that we can come into contact with potential applicants as soon as possible. The many positive responses currently from applicants to the training scheme or degree programme shows we are on the right track.



1000 and Your Chance - One Day as a Trainee

## OUTLOOK FOR THE BL NEW BUILD

Humans and machines hand in hand - that is our vision for the digital BL of the future. Just as how the Internet of Things, the Smart Factory and the Cloud changed our everyday life, Generation Y, i.e. those born between 1980 and the middle of the 90s, will also bring about many changes to the known world of work. A new build with its many possibilities with regard to interdisciplinary work, both in terms of subjects and spatially, gives us the chance to directly address this generation which has a great deal of expertise in matters regarding modern technology (Internet generation), amongst other things and are distinguished by their requests for flexibility and creativity.

The new build will enable us to offer extraordinarily attractive jobs in the future as we believe its modern features will give us an additional image boost.

The largest challenge with the new build is transferring the existing employee structure into the digital era.

Whilst the proportion of simple, manual tasks will decrease our employees will have to coordinate processes which are in great demand, manage communications and make decisions on their own. A lot which we learnt in the past will be questioned and must be replaced by new processes or assessments. Dealing with digital technology requires a greater level of ability to operate equipment and complex programs. New learning content must be identified and structured to feed into practical staff training sessions.

Overall we have already achieved good progress even if we still have to tackle many tasks as part of BL Demographic programme.

## OBJECTIVES

- New focus on employee development with greater emphasis on soft skills and media skills
- Further development of employees with regard to digital BL – Change Management
- Develop strategies to present traineeship as an attractive and future-proof alternative to university to Generation Y and retain well trained specialist staff after their traineeship for the long-term



# HEALTH & SAFETY IN THE WORKPLACE

The safety of our employees in the workplace is the highest priority for us and is an important component of our company philosophy. All our lives need to be protected and our health preserved and supported. We therefore place great emphasis on our safety standards for all work in the company.

## OUR STANDARDS ARE HIGH

This can be seen from investments made in Health & Safety in the last few years alone (since the previous CSR report). Old machinery was voluntarily brought up to the state of the art despite grandfathering by modifying electronic and mechanical components. In doing so existing protection systems were likewise examined and where needed were modified, extended or completely replaced.

Major investments have also been made in the area of punching technology to significantly improve Health & Safety. The construction of a new portal press allowed old machines to be replaced significantly improving Health & Safety standards. Analysis from internal risk assessments is likewise taken into account during planning and implementing a project as are suggestions and requests from employees.

Considerable amounts have also been invested in the organisational area in the last few years.



The number of Safety Officers alone grew by 80% and a Fire Marshall has been appointed in each department.



In order to demonstrate to the outside world and to continually improve the great importance we place on Health & Safety this year we reobtained our OHSAS 18001 certification, a globally recognised standard for Occupational Health & Safety. For this certification we adopted a specific Health & Safety programme where we pledged to bindingly implement a great number of measures.

One of these measures is the compilation and evaluation of **"psychological stress in the workplace"**.

A strategy and approach for this project was determined by consulting with external advisors. Blechwarenfabrik Limburg wanted to determine where employees experienced stress and to use the results of this to improve the processes and procedures. There should not be any "unhealthy stress" in daily working life so that employees can concentrate on the important things in their job.

At this point we would like to use an example of a sealing machine to illustrate a few things about our approach to Health & Safety.

The first step is to look at the machine and determine the possible hazards. These are documented and evaluated in a check list.

**The following factors play a decisive role in the evaluation:**

- How likely is it that a hazard will occur?
- What consequences should be expected in the event of an accident?
- Is it possible to recognise the hazard before an accident happens?

These three factors are given a value. We derive a risk figure from the value for the product. The higher this number, the greater the need to take action to safeguard the hazardous area. As a result an order of priority is generated in the second step for eliminating the sources of hazards. In the third step measures are determined to minimise the possible causes of risk.

After these measures have been implemented the machine is reassessed and reevaluated to determine whether the changes made were effective. If this turns out not to be the case we start again at step one.



Sealing machine before alterations



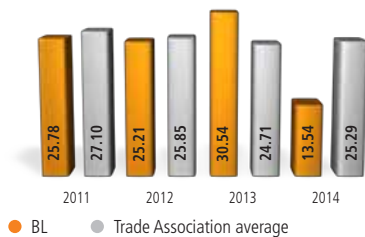
Sealing machine after implementation of measures

Parallel to this procedure we also check whether we are adhering to the provisions of the Machinery Directive. In the event that we carry out a significant change to a machine and are thus deemed to be the manufacturer under the Machinery Directive we will involve an external service provider to complete all CE documentation on our behalf.

We use the same procedure for machines used at our Polish subsidiary. Health & Safety at work is also of the highest priority there and safety standards are of great importance.

This is worth the effort - in previous years the average number of notifiable accidents at work has fallen. In 2014 alone the number of notifiable accidents fell by 54%. In 2013 the rate of accidents per 1 million worked hours was unfortunately still over the average of our trade association but with the measures we have introduced we have been able to significantly improve upon this figure. Whilst our trade association accident figures rose by 2.34 per cent in 2014 the Blechwarenfabrik accident figures fell by 56% in 2014. This is a huge success for Health & Safety and we must now confirm this trend in the coming years.

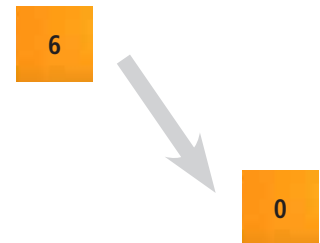
REPORTABLE ACCIDENTS  
PER 1 MILLION  
WORKED HOURS



REPORTABLE ACCIDENTS  
OF  
BLECHWARENFABRIK LIMBURG



ACCIDENTS > AIM BY 2018



## OPERATIONAL INTEGRATION MANAGEMENT (OIM)

In order to ease re-entry to the workplace after a long period of incapacity we have incorporated operational integration management into our company. We want to restore our employees' ability to work through early intervention and above all to retain them. Since 2012 our integration team has been able to ease the return to work for 31 employees through rehabilitation or suitable working aids. A long period of incapacity shall not lead to the unemployability of our employees as our aim is to effectively combat the consequences of demographic change and to have high performing, healthy employees in the long-term.



## PREVENTION AND HEALTH PROMOTION



**ACTIVE and FIT**  
**BL joins in!**

"ACTIVE AND FIT, BL JOINS IN" IS NOT JUST WORDS TO US, BUT RATHER A SENTIMENT THAT WE HAVE INTEGRATED INTO THE COMPANY SINCE 2010 AFTER THE INTRODUCTION OF OCCUPATIONAL HEALTH MANAGEMENT.

The Health Team puts together a varied annual programme with something suitable for everyone. We do not just offer voluntary check-ups, flu vaccinations, stop smoking courses and relaxation courses, we also want to foster cooperation and solidarity for a friendly working atmosphere. Every year we take part in various company runs. In 2014 21 BL employees participated in the Münz Company Run. The previously most well-known run was the J.P. Morgen Run in Frankfurt.

We also hold health workshops with our cooperation partners comprising of both theory and practice. Of course healthcare is not just sport and exercise but also healthy eating which is why BL designated 2015 as "2015 - Year of Healthy Eating".





Race day to celebrate the 50th anniversary of the Sophie Hedwig School in Diez



Münz Company Run

The previous years shouldn't just be discarded though. We have a scheduled Fruit Month in our health calendar. During this month employees can pick up fruit in the foyer for their working day.

In collaboration with our occupational health physician and our health partners we place great importance on correct posture in the workplace and providing ergonomic workspaces. As employees get increasingly older we want to avoid posture problems which come from strain on one area, for example and thus counteract the challenge of demographic change.



Rotary Cup

HEALTH IS A REQUIREMENT FOR QUALITY OF LIFE, VITALITY AND THE PERSONAL PERFORMANCE OF OUR EMPLOYEES.

## OBJECTIVES

The new build is a great challenge but at the same time also a unique opportunity for Health & Safety and working conditions. We must set ourselves this task and achieve the best possible conditions for a sustainable, modern and safe workplace.



# WE GET INVOLVED

We want to get involved socially as a company. As a medium-sized, family-run company we realise this in a targeted manner in the regions surrounding our production location. Just like the founder of the company, Joseph Heppel.

## CHARITABLE COMMITMENTS IN OUR REGION

Our company founder demonstrated this to us. He advocated for the region over 100 years ago. He actively worked for town development having many ideas and got involved with social issues as well as education. For his efforts and commitment was made an honorary citizen of the town of Limburg on 22 May 1919.

Even 100 years later Blechwarenfabrik continues to be actively involved in the region.

We decided to forgo the previously obligatory Christmas presents, for example and use these funds in a targeted manner for many small donations and sponsoring activities.

We also like to act on the ideas and suggestions of our employees. We also believe that supporting our employees in their own work in associations and organisations is very worthwhile and we support this where ever possible.



KRANKENHAUSEGESellschaft  
ST.VINCENZ mbH



Hallenbadverein Offheim



● Lebenshilfe  
Limburg Diez e.V.

## PRACTICAL KNOWLEDGE FOR YOUNG PEOPLE

Education and knowledge form the foundation of our prosperity. As a modern, family-run company we feel obligated to pass on our knowledge to future generations. We cooperate in many ways with schools and education institutions in our region to likewise educate young people about everyday professional life. Practical knowledge is also important as well as purely academic education.

Above all a topic which is very important to us is resource conservation. Only interest awoken and kindled from an early age will achieve sustainable methods when dealing with finite raw materials.



Girls Day



Educational Fair "Do IT! 2015 – Careers You Can Touch"

## OBJECTIVES

Flagship project for the younger generation:

Our new company headquarters is being built in accordance with the newest facilities in the digital world, automation technology and energy efficiency. Joseph Heppel would be happy we are continuing to stay in Limburg. We want to bring along the younger generations (Y + Z) in our region. We have therefore strengthened our cooperation with professional training establishments such as universities and technical schools. We want to get young people into shape for the challenges of a digital, knowledge-based society in practice at Blechwarenfabrik 4.0. An opportunity for both Blechwarenfabrik and the Limburg region.

# THE CUSTOMER IS THE FOCUS OF OUR ACTIONS

We view the customer as the constant focus of our daily actions and endeavours. It is our intention for the customer to be a reliable, trusting long-term partner with the highest standards regarding expertise, supply reliability, service and quality. The continued further development in all areas of our company is just as vital to us as producing tin cans. The pervading culture of optimisation and the resulting sustainability increases our competitive position accordingly and allows Blechwarenfabrik Limburg GmbH to be a reliable and responsible partner for our customers including in the future.

## THE FUTURE HAS BEGUN ONCE AGAIN AND TODAY ANOTHER 143 YEARS IS LAUNCHED

The shareholders and the Management Board of Blechwarenfabrik Limburg GmbH have decided to place the next milestone in the successful company history of our company: a new building for our headquarters in Limburg!

**"Plunge into a new world"...** or: build a new, more efficient, company orientated even more towards the future and a newly described company culture. Tackle new things whilst at the same time also expanding and cultivating proven and well-deserved structures. Being "better", more effective, more efficient – recognising potential and promoting strengths. Each individual, the entire company. This is our incentive. So that we can all pursue one goal: **the sustainability of Blechwarenfabrik Limburg GmbH.**

For the future of BL... for our employees... for the regions... for our customers as long-term, predictable suppliers... for healthy competition in the market... ultimately all sectors of the company benefit.

The new build further intensifies our **revolution** towards even greater customer benefits and the next level of development in various different areas is heralded in. This includes equally optimising processes and opportunities such as the comprehensive modernisation of workspaces, production technology and ultimately merging inbound and outbound logistics in a modern high-bay warehouse. Increased competitiveness and consequently the ensured future of the company are the potentials and goals of these tasks with which we connect the resulting capabilities to greater transparency for the customer. Delayed delivery statistics, VPNs (Virtual Private Network), collecting complaints errors via our complaint system, an EDI (Electronic Data Interchange) to Visio tracking are just some examples of the abilities of modern networking.

## LOOKING BACK AT THE 2012 CSR REPORT

The objective of developing customer relationship management was successfully implemented. Information relevant to customers such as quotations, samples sent out, specifications, other business conducted by email, for example can be saved in our internal CRM system and archived so it can be accessed by our employees at any time. The CRM system means that archiving in paper form is no longer necessary; it saves time, paper and space, and as a result makes an additional contribution to sustainability and resource conservation. It can

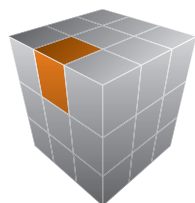
result in events, such as projects, quotations and other matters being quickly recorded by the sales representative; even if the actual sales' contact is not available or a transaction was carried out a long time ago. We always pursue a specific goal: to offer our customers the best service. Furthermore assessing and evaluating customer satisfaction is carried out via this system and deriving the resulting key figures.

## PRODUCT RANGE BLECHWARENFABRIK LIMBURG GMBH HAS A COMPLETE PORTFOLIO OF PRODUCTS AND SERVICES:

- 0.125 to 36 litre volume across various container diameters and heights
- From round, oval to square
- Cylindrical, conical and stackable
- Hazardous materials approval in accordance with RID/ADR and UN
- Printing and painting containers and components
- Corrosion protection solutions for the inside of containers (coated with LIFOKA™)
- Many options for completely opening or seals
- 2 component packaging solutions
- Combi tins
- Plastic tins



BASED ON CUSTOMER REQUIREMENTS AND MARKET ANALYSIS WE ALWAYS STRIVE TO BE ABLE TO FIND AND OFFER INDIVIDUAL PACKAGING SOLUTIONS. TWO INNOVATIONS JOIN THE BLECHWARENFABRIK LIMBURG PRODUCT PORTFOLIO:



## MODUPRO – MODULAR PRODUCT CONSTRUCTION

In order to extend the possibilities available to our clients we have developed a unique **MODULAR PRO**duct construction (**MODUPRO**) system. This means that we have an innovative construction system available to us for the materials tin plate and plastic based on established sizes and diameters. Both materials have their individual strengths and weaknesses. The advantage of metal packaging surely lies in recycling, its stability, impermeability and of course the intrinsic value, to state just a few examples. Naturally the customer may make the final decision as to which packaging variant proves to be the most suitable for which use and intended purpose. With Blechwarenfabrik Limburg you have a supplier for both types of packaging and we are happy to give advice based on your requirements.

### SIZES AVAILABLE

	Cylindrical can or bucket	Filling volume (litres)	ø (mm)	Height (mm)	TIN PLATE CAN / BUCKET	COMBI CAN / BUCKET	PLASTIC CAN / BUCKET
MODUPRO	Cylindrical can	0.375	84	87	■	■	■
	Cylindrical can	0.75	99	119	■	■	■
	Cylindrical can	1.0	108	132	■	■	■
	Cylindrical can or bucket	2.5	165	157	■ *	■ *	■ *
	Cylindrical bucket	5.0	185	230	■ *	■ *	■ *

\* available with or without a handle

### VARIANTS AVAILABLE

TIN PLATE CAN / BUCKET	<b>Basic body</b> 	<b>Seal</b>  Metal lid Metal ring Metal base	<b>Inner coating</b> Variant 1: none (blank)  Variant 2: PET film = LIFOKA (Base/Basic body/Ring/Lid)	<b>Decoration</b>  Variant 1: without (blank)  Variant 2: Tin plate offset printing
COMBI CAN / BUCKET	<b>Basic body</b> 	<b>Seal</b>  Metal lid Metal ring	<b>Inner coating</b> Variant 1: none (blank)  Variant 2: PET film = LIFOKA (Ring/Lid)	<b>Decoration</b>  IML (In-mould labelling)
PLASTIC CAN / BUCKET	<b>Basic body</b> 	<b>Seal</b>  Plastic lid Plastic ring	<b>Inner coating</b>  ---	<b>Decoration</b>  IML (In-mould labelling)

## LIFOKA™ – LIMBURG FILM LAMINATION

**LIFOKA™** (which comes from the German description **Limburger FOlien-KA**schierung) is a registered trademark for a film lamination coating the interior of tin plate packaging made by Blechwarenfabrik Limburg GmbH. LIFOKA is an alternative to classical organic interior coating using resin particularly for water-based filling goods.

Since around the beginning of the 2000s the market has increasing fought against corrosion in well-established tin plate packaging, in particular since the new or altered thresholds in the VOC Directive, the Biocide Regulation and the REACH Regulation became binding, which meant that many coating recipes had to be adapted or newly developed. The requirements for stable packaging solutions for fillers, above all for water-based coatings and varnishes with chlorine or iodine containing compounds (e.g. IPBC), have changed or new siccatives have been developed.

In addition to altered solvent compositions (with water-based coatings and varnishes aggressive substances are frequently required to dissolve pigments than with purely solvent-based systems) currently unknown products which dissolve or break down other products may also represent a problem for the filling and packaging over the storage period.

For this reason Blechwarenfabrik Limburg GmbH has coated tin plate sheets in film since 2007, a technique which was initially used for punched components such as rings, lids and bases. Firstly, the advantages of the containers are that they are extremely watertight as a result of the high amount of dynamic friction between the cover and, secondly they are resistant against unavoidable dissolving products which are frequently stored in the base of the can. This technique of film coating was further development in 2013 and the film recessed into the weld joint and a harmonised powder seam coating cover were achieved. Blechwarenfabrik Limburg is now in a position to offer a tin can complete with an inner foil coating to the market. To date packaging with a filling volume of a total of 60 million litres have already been supplied and this is number is growing. In addition to the benefits of this system which have been already stated, there is not only the improved energy footprint brought about by foregoing the gas-powered drying ovens which are now no longer needed and the fact that the material is BPA free as well as the high level of abrasive resistance and the lower risk of damage which speak on behalf of the new system.





## ORGANISATIONAL FURTHER DEVELOPMENT

Blechwarenfabrik Limburg is constantly in a phase of development. In addition to new acquisitions, modernising our production facilities and optimising processes the initialisation of our order processing system carried out in January 2014 is the largest organisational innovation of the recent past. The internal sales staff and production planning departments were merged into this newly grouped unit and offers more than just the advantage of proximity.

In this newly created information hub direct, rapid and exemplary coordination now takes place as well as allowing earlier exchange of information in both directions. At the same time an interesting working environment has been created where all important information converges centrally. BL stands for company management with short-decision making paths. The implementation of this component will once again emphasise this fact.

## QUALITY MANAGEMENT

The buzzword "quality" accompanies us in many places along the whole of the process chain. The foundations for our high product quality are laid as early on as with the inspection of incoming shipments of our main material tin plate.

Extremely modern material testing equipment, such the tension test in accordance with ISO 6892 Method A, for example inspects the yield strength and tensile strength characteristics of the material to ensure the material is of the quality required for processing and for use in containers.



Tension test using Galabini material testing equipment

In addition to the highly proven production tests carried out by trained employees which accompany production, in-line testing systems are increasing being used in the production process from the paint shop to finishing which provide 100% control when monitoring various parameters such as coating overlay, watertightness and finish quality. All test results which are "collected" about a container during its formation process are digitally documented and can be matched to the container at any time using its individual code. The networking and evaluation of production data and test data enables continuous improvements to production and quality.



In-line testing system

In addition to the large number of standard tests there are issues which also need to be dealt with. In the area of containers for hazardous materials, regular comprehensive performance tests are carried out in accordance with RID/ADR, UN and IATA requirements, such as drop tests, hydraulic internal pressure tests and stacking pressure tests, for example in order to obtain official approval from BAM (Federal Institute for Material Testing). From a scientific/technical interest point of view and as a particular customer service regular tolerability testing is carried out on the different variants of container (inside coated with resin, inside coated with film, blank, combi and plastic tins) with a panel of sample filling goods and customer filling goods which help us to determine an appropriate initial selection of containers for the specific requirements of our customer.



Hydraulic internal pressure tests

## OBJECTIVES

The customer is always the main focus at Blechwarenfabrik Limburg. Rapid supply capability also continues to be a focal point for BL.

Our objectives for the next few years are constructing a Visio tracking system and a complete product management system in order to increase transparency for the customer and to facilitate and promote collaboration.

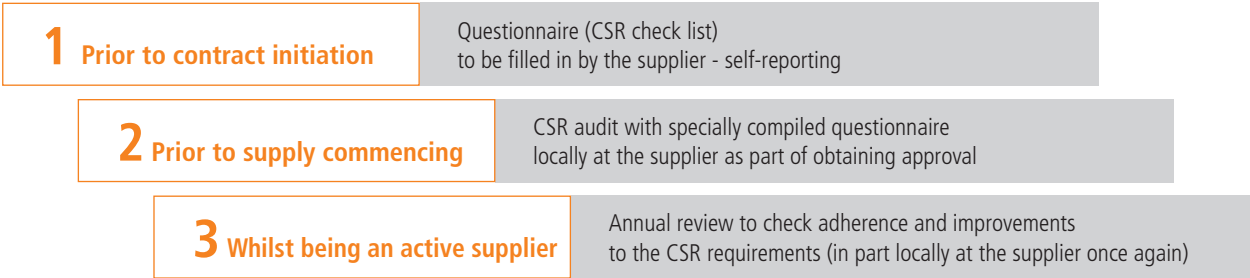
# GLOBAL SOURCING BY A MEDIUM SIZED ENTERPRISE

Together with our partners we acknowledge our responsibility along the entire supply chain. So as our customers foster fair, long-term relationships with us, we also strive to do the same with our suppliers in order to increase opportunities across the entire supply chain.

The increase in countries opening up worldwide and the breakdown of trade restrictions means purchasing markets are becoming increasingly easier to access. Competition is stimulated at the same time. It is essential that we progressively include global sourcing strategies in our procurement activities. This will allow us to continue to hold our ground in the market despite increasing cost and competitive pressure. As we already noted in the last CSR report, all suppliers outside of Europe are inspected locally to check for any potential child labour, compulsory labour and sustainability issues.

This must be confirmed to us in writing. In doing so some suppliers have already been negatively evaluated by us and will no longer be considered in the future. The objective set in the previous Sustainability Report to carry out six supplier audits per year has been met. However we did not just audit national suppliers, but also international suppliers. A specially compiled questionnaire is used as a guideline. In addition to information already mentioned, topics such as quality, technology, material efficiency, ecology and cost were examined and critically scrutinised.

## LAYER MODEL FOR SUSTAINABLE INTERNATIONAL PROCUREMENT BY BL



## UTILISING FREIGHT TRANSPORT

Currently with global sourcing we place a great deal of emphasis on maximising the use of freight transport. This is to ensure the transport will be as environmentally friendly as possible. Despite longer delivery times we have changed transport methods from the seaports here in Europe and direct delivery by lorry to transport via inland waterways. Using lorries for the final leg of the



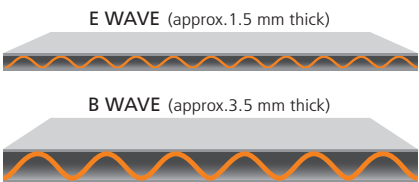
journey to Limburg from the inland port (61km) is unavoidable. When procuring products and materials nationally we are mostly not able to schedule an entire delivery by lorry due to our current restricted storage capacity. There are, of course, always exceptions: tin plate from Europe, pallets, plastic granules and corrugated cardboard.

## INCREASING MATERIAL EFFICIENCY

As part of our sustainability strategy we strive to achieve more with fewer resources. Through our targeted collaboration with our strategic suppliers we want to make a contribution to continued improvements in the sustainability of the supply chain - for example increasing material efficiency. We noticed that we obtain raw materials far in excess of our requirements. Our aim is to obtain all materials in sufficient quality so that we can increase their efficiency.

This can be illustrating using corrugated cardboard an example.

Reducing the thickness from a B wave to an E wave saves us



77.64 tonnes of raw materials in a year (based on consumption in 2014). In addition the thickness reduction again leads to a far better utilisation per delivery.

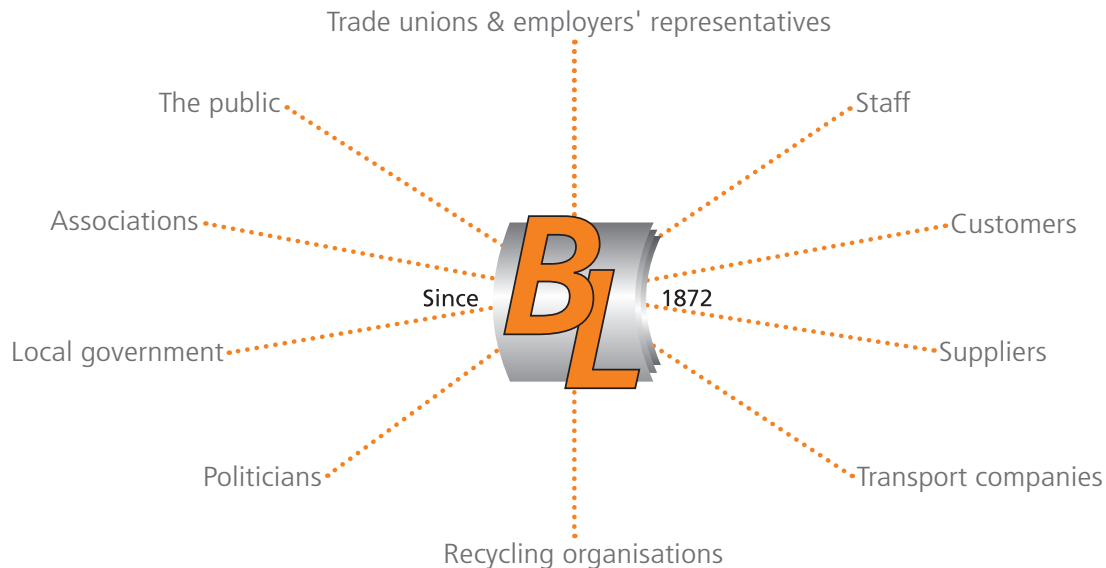
**CLOSE COLLABORATION:** AS A RESULT OF SYSTEMS-BASED SUPPLIER MANAGEMENT WE HAVE BEEN ABLE TO REDUCE THE NUMBER OF COMPLAINTS BY 11.97% IN CLOSE COLLABORATION WITH OUR SUPPLIERS DESPITE AN INCREASED NUMBER OF DELIVERIES.

## OBJECTIVES

Targeted communication and performing supplier audits should reduce supplier complaints by a further 20%.

# INVOLVING STAKEHOLDERS

Company management based on long-term success and sustainability includes all partners in the supply chain. For this reason Blechwarenfabrik Limburg GmbH not only places great demands upon itself, but also needs to include the expectations and needs placed on the company as a company which produces packaging.



WE VIEW ALL PEOPLE AND ORGANISATIONS WHO MAY MAKE LEGAL, FINANCIAL OR ETHICAL DEMANDS UPON BLECHWARENFABRIK LIMBURG GMBH AS STAKEHOLDERS.

## WE WOULD LIKE TO THANK:

Wilhelm Althuber, Mirko Bamberger, Stefan Benken, Thorsten Bröker, Petra Druckrey, Axel Gerntke, Matthias Grossmann, Jörg Höppner, Alexander Hufnagel, Joachim Keilholz, Mathias Korn-Kinkel, Eva Korschinsky, Andreas Kübel, Hans Müller, Dr Christine Schneider, Klaus Neuhaus-Wever, Martin Richard, Christine Schneider, Shieryl Stein, Alexander Stolz, Niko Tessin, Norbert Wolmerath, Jana Žatkovic

## DIALOGUE WITH STAKEHOLDERS

Sustainability is the guiding principle for the entirety of society to which the many different groups in society must contribute. In order to get the best possible picture of the expectations and requirements of stakeholders we contacted numerous stakeholders. With the aid of specific questions and an evaluation sheet the key themes should have been identified and suggestions noted.

In total 80% of the stakeholders we contacted replied and gave us feedback on our report. The rate of replies received from our customers was not so positive - we only received an answer from a quarter of customers we wrote to.

## EVALUATING THE QUESTIONS ASKED

**Which activities/type of cooperation do you expect from Blechwarenfabrik Limburg in order to strengthen mutual social responsibility in the supply chain?**

**What do you do as a supplier to guarantee the sustainability of the upstream chain for Blechwarenfabrik Limburg?**

**What should BL do, in order to be your investment of choice?**

**How do you measure Blechwarenfabrik Limburg as a socially orientated company?**

**Under what conditions would you view Blechwarenfabrik Limburg as your provider of choice?**

**What should BL do, in order to be your employer of choice?**

The evaluation of the answered questions showed that our stakeholders have diverse expectations of BL.

**Our suppliers** felt that constant improvement in communication methods and the highest possible level of transparency regarding mutual transactions is very important. Just like us our suppliers attempt to work in as sustainable a manner as possible.

So that **shareholders** would continue to invest in our company they require an efficient work organisation, a decrease in administration costs, innovations in production and energy and material efficiency in all areas.



**The associations** measured BL on its commitment to its own staff, and social and voluntary commitments outside of its own business communities. Furthermore they require active participation in the bodies of the associations and active representation in the associations' posts.

**Our customers** view BL as their provider of choice on the basis of its European production network, a product portfolio which fully covers their requirements and premium product quality.

**Regionally** organisations wanted a credible regional presence from us. Examples included supporting regionally active charitable organisations and understanding networking at regional level.

In order to be their employer of choice BL must view its employees as its most valuable resource. Long-term employment contracts, good chances for promotion, further education opportunities and a company health scheme are things that increase an employer's attractiveness for an employee.

## MATERIALITY ANALYSIS

In order to determine topics relevant to our stakeholders we have created a materiality matrix within this framework on the basis of the evaluation sheet.

The materiality analysis is about aligning our own focal points with those of the stakeholders.

On the X axis the materiality matrix shows the grading of the stakeholders' essential points, and on the Y axis, that of BL.

The results of the analysis show us which topics we should particularly pay attention to in the future.

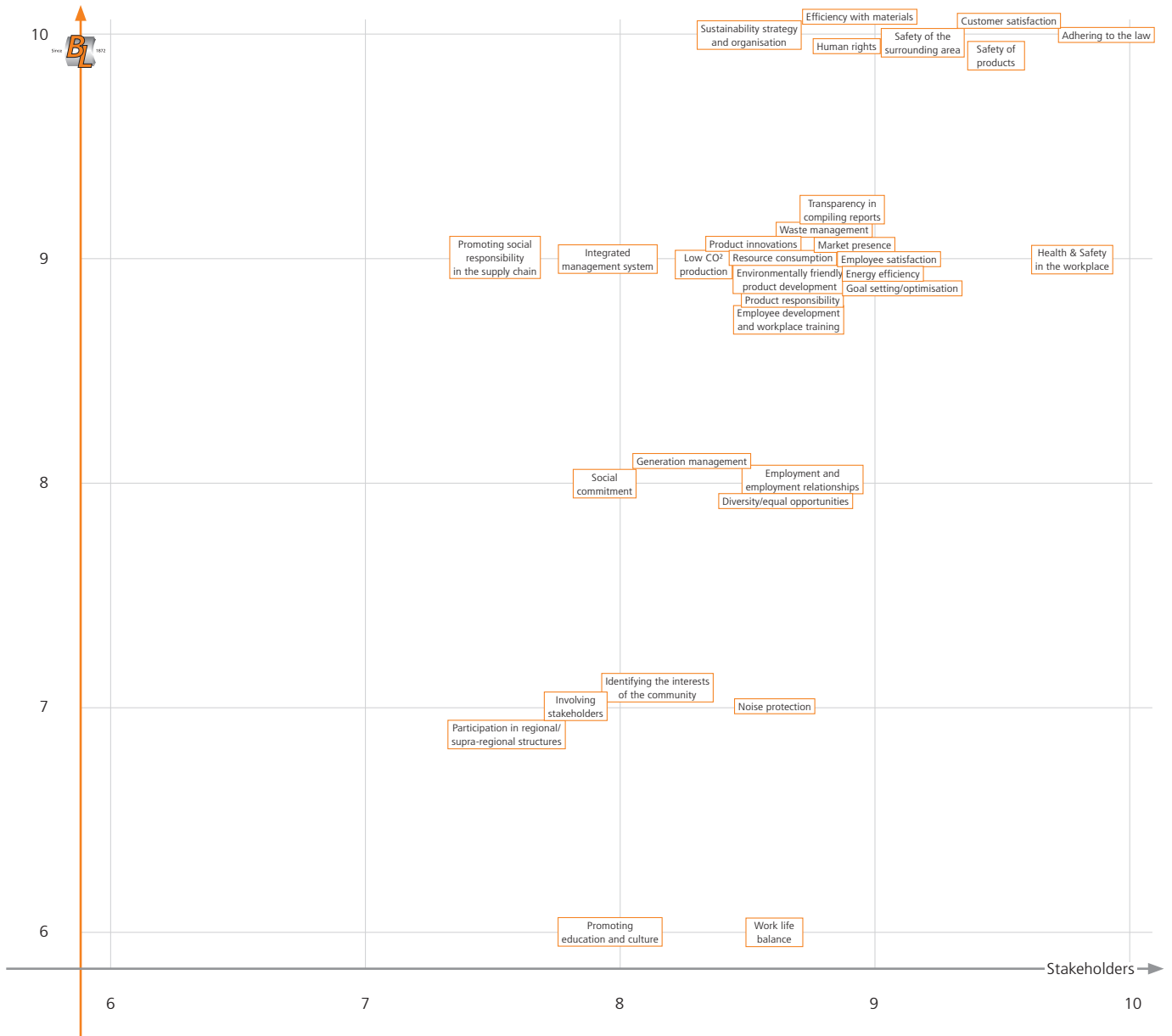
On the whole the weighting of the individual topics was not that far apart.

Water management was graded as rather insignificant by BL, because virtually no water is used in production.

Both BL and the stakeholders felt that adhering to the law, product safety and customer satisfaction were all important. Participation in politics was deemed insignificant by both groups.

It was noticeable that overall all the topics were very important to the stakeholders and therefore their expectations of us were correspondingly very high.

# MATERIALITY MATRIX



# SUBJECT CLASSIFICATION IN ACCORDANCE WITH ISO 26000

	Recognising social responsibility		1 + 7
	Identifying and involving stakeholder groups		43 onwards

## CORE SUBJECT: ORGANISATIONAL GOVERNANCE

	Culture and values of the organisation	Company culture Financial figures	7 onwards 3 + 4
	Basics of organisational governance	Awareness of social responsibility	7
	Processes and structures	Integrated management system Motivated employees	8 onwards 11 onwards

## CORE SUBJECT: HUMAN RIGHTS

Issue 1	Due diligence	Anchored in the Compliance Policy	9
Issue 2	Human rights risk situations	See issue 1	9
Issue 3	Avoidance of complicity	Carrying out supplier audits	41
Issue 4	Resolving grievances	See issue 1	9
Issue 5	Discrimination and vulnerable groups	See issue 1	9
Issue 6	Civil and political rights	See issue 1	9
Issue 7	Economic, social and cultural rights	See issue 1	9
Issue 8	Fundamental principles and rights at work	See issue 1	9

## CORE SUBJECT: LABOUR PRACTICES

Issue 1	Employment and employment relationships	Employment law provisions adhered to at all locations	8 + 11 onwards
Issue 2	Conditions of work and social protection	Operational integration management Prevention and health promotion	31 31 onwards
Issue 3	Social dialogue	Charitable commitments in our region	33
Issue 4	Health and safety at work	Our standards are high	27 onwards
Issue 5	Human development and training in the workplace	Protecting the next generation Cultivating professional development measures Development and design of age-appropriate working conditions	22 onwards 24 24

## CORE SUBJECT: THE ENVIRONMENT

Issue 1	Prevention of pollution	Environmental and energy management	8 + 18 onwards
Issue 2	Sustainable resource use	Recycling Resource efficiency	13 onwards 13 onwards
Issue 3	Climate change mitigation and adaptation	Reducing emissions Using renewable energy Utilising freight transport	18 19 42
Issue 4	Protection of the environment, biodiversity and restoration of natural habitats	Tin plate - an infinitely reusable material	13-16

## CORE SUBJECT: FAIR OPERATING PRACTICES

Issue 1	Anti-corruption	Compliance Policy	9
Issue 2	Responsible political involvement	Volunteer work	33 onwards
Issue 3	Fair competition	Fair competition and distribution practices	35-40
Issue 4	Promoting social responsibility in the value chain	Sustainable procurement	41-42
Issue 5	Respect for property rights	Intellectual property use is regulated as per the law and employment contracts	9

## CORE SUBJECT: CONSUMER ISSUES

Issue 1	Fair marketing, factual and unbiased information and fair contractual practices	Fair competition and distribution practices	9 + 35 onwards
Issue 2	Protecting consumers' health and safety	Hazardous material packaging Quality management	36 39
Issue 3	Sustainable consumption	Recycling concepts	13 onwards
Issue 4	Consumer service, support, and complaint and dispute resolution	Customer relationship management	36
Issue 5	Consumer data protection and privacy	Data protection	36
Issue 6	Access to essential services	Supplying our customers is safeguarded by existing capacities and our business policies	7 + 10
Issue 7	Education and awareness	Service	16

## CORE SUBJECT: COMMUNITY INVOLVEMENT AND DEVELOPMENT

Issue 1	Community involvement	Involving local stakeholders Charitable commitments	43 onwards 33
Issue 2	Education and culture	Sustainable training	22 + 34
Issue 3	Employment creation and skills development	Life-long learning	24
Issue 4	Technology development and access	Existing partnerships with Weilburg Technical School, Mittelhessen Technical College, and RheinMain University	
Issue 5	Wealth and income creation	Promoting entrepreneurship Family-run company	1
Issue 6	Health	Health promotion	31 onwards
Issue 7	Social investment	We get involved	33 onwards

**Responsible for this report:** Blechwarenfabrik Limburg GmbH, Stiftstr. 2, 65549 Limburg, Germany

**Authors:** Alexander Bertram, Daniel Jung, Alexander Minor, Jens Schiller, Annika Trappmann, Dr Hugo Trappmann, Hugo S. Trappmann; Blechwarenfabrik Limburg GmbH

**Design:** Markus Falk; Blechwarenfabrik Limburg GmbH

Please contact us at the following address if you have any questions or comments:

**Blechwarenfabrik Limburg GmbH**  
Stiftstraße 2 • D-65549 Limburg  
Tel.: +49(06431) 299-0 • Fax: +49(06431) 299 -299  
Email: [info@blechwaren-limburg.de](mailto:info@blechwaren-limburg.de)  
[www.blechwaren-limburg.de](http://www.blechwaren-limburg.de)

