

Responsibility for the future



FIGURE DATA & FACTS

COMPANY CULTURE AND VALUES

OUR PRODUCT

ECOLOGY

OUR PEOPLE

PROTECTION

COMMITMENT

THE CUSTOMER - AT THE CENTER OF OUR STRATEGIES

GLOBAL SOURCING OF A GLOBALIZED COMPANY

ENGAGING OUR STAKEHOLDERS

SUSTAINABILITY REPORT 2019 / 2022
OF BLECHWARENFABRIK LIMBURG GMBH

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PRINCIPLES OF REPORTING

Report Profile

The present third Sustainability Report of Blechwarenfabrik Limburg GmbH is addressed to all stakeholders of the company.

Through this report, we document our understanding, activities, and objectives regarding sustainability. We make statements concerning the essential social, environmental, and economic topics.

Report Contents

The current report aligns with the requirements of DIN ISO 26000 'Guidance on social responsibility' and adheres to the globally recognized G3 guidelines of the Global Reporting Initiative (GRI).

Reporting Period

The reporting period encompasses the fiscal years 2015 to 2022.

Scope and Data Collection

The data, figures, and facts presented in this report pertain to the German main site of Blechwarenfabrik Limburg GmbH, the German subsidiary Aerosoldosen Limburg GmbH, the Polish subsidiary FPS Polska Sp. z.o.o., and the Danish subsidiary Baltic Packaging ApS.

Forward-Looking Statements/Goals

This report contains statements and goals related to the future development of the entire group. These statements are merely insights we have made based on information available at the time of preparation. The assumptions made in this report may, therefore, differ from the actual development of the company in the coming years.

Editorial Notes

This report is published in both German and English. To simplify the text, gender-specific double denominations are avoided, and the masculine form is used.

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INTRODUCTION

Dear readers

‘Nothing in the history of life is more constant than change,’ Charles Darwin already recognized in the 19th century. Blechwarenfabrik Limburg GmbH has proudly embraced the fusion of these seemingly contradictory elements - constancy and change - for many years. Tradition and innovation are at the core of our identity!

The transformations we have set in motion in recent years, and those that lie ahead, will surpass anything we have experienced thus far. Many of the developments we encounter, both in our professional and private lives, are driven by digitalization. The speed of these advancements is becoming increasingly challenging for us to comprehend, as they follow an exponential trajectory, while our thinking remains linear.

Allow me to illustrate this with a fable: In an ancient Indian legend, a ruler granted a wish to the inventor of the game of chess. The inventor wished for grains of rice. He requested one grain to be placed

on the first square of the chessboard, then twice that amount (two grains) on the second square, and so on, doubling the amount for each subsequent square. The ruler laughed and granted this wish without much thought. However, it turned out that the amount of rice needed for the whole world didn’t exist. It would be $2^{64}-1$, or 18,446,744,073,709,551,615 (approximately 18.45 quintillion) grains.

We are now moving towards the second half of the chessboard, where development seems to explode.

The accompanying transformation should not be perceived as a threat that leaves us paralyzed with fear. Instead, we must see it as an opportunity, remaining open to change and embracing the possibilities that arise. It will be crucial to maintain flexibility, particularly in our mindset.

In light of this, sustainable thinking and actions are more critical than ever before. In this rapidly evolving world, amidst all the necessary agility, we need a clear compass to guide us. Embracing both change and constancy!

The measures taken in recent years to respond to and actively shape the social, environmental, and economic demands of society, environment, and market are encapsulated by two guiding principles at Blechwarenfabrik (BL): integration and transparency. These principles will continue to guide us in the years ahead, serving as our guiding star, our compass.

Integration is understood at two levels: the material flow level and, in parallel, the information flow level.

At the material flow level, we are integrating separate production steps into seamless processes. Where feasible, we are automating all necessary material transports and storage consistently and cohesively. Looking back at the evolution of our industry, one can recognize this as a logical progression. In the past, separate manufacturing machines were integrated into production lines with regulating line control. Now, we are taking it a step further by integrating the entire material flow across production stages and managing it with a comprehensive Warehouse Management System with material flow control. While this development is prominently manifested through our new construction, the transformation

at the level of bits and bytes is undoubtedly more substantial than what is visibly perceived in steel and concrete.

Just as storage levels hinder the material flow, departmental boundaries impede the flow of information. Hence, we are eliminating departmental boundaries and creating larger, more stable organizational units. This, too, is a continuation of past developments. What used to be multiple independent work preparations has evolved into a centralized production planning. Through integration with our internal services, the Order Center has emerged from production planning. Now, we are further incorporating material disposition, master data management, and prepress activities. The goal is to achieve a fully integrated ‘Order Management’ process from order acceptance to invoicing.

These technical and organizational changes significantly streamline our operational structures. We save resources in terms of personnel, materials, and energy, thereby reducing lead times. Consequently, we can establish a true cross-industry benchmark in environmental protection and meet the growing

market demands. Looking ahead, we envision even greater potentials through integration projects in the supply chain and in interfaces with customers and suppliers.

Another goal of integrating work processes is to strengthen the perceived meaning of one's own work. The tools offered by digitalization and automation enable us to efficiently carry out additional stages of value creation from a single source. The background and significance of our work become more present. The consequences of good and poor performance are experienced firsthand. This leads to an increased willingness to take responsibility.

The second keyword of our compass, 'Transparency,' also contributes to this aspect. We break the information monopoly of management and make many pieces of information accessible throughout the organization in an understandable manner. The aim is not to wait for a supervisor, who possesses more information, to tell us what to do. Instead, the necessity or opportunity should be recognized independently, and decision-making freedom expanded. This reduces control loops, detects deviations earlier, and enhances our agility. Transparently capturing and presenting inefficiencies expanded. This reduces control loops, detects deviations earlier, and enhances our agility. Transparently capturing and presenting inefficiencies allows us to be aware of them and initiate a continuous improvement process.

The assumption of personal responsibility is not only crucial for the development of the company but is also increasingly demanded by employees. Our work environment is constantly changing, and society's demands on employers are growing. Lifelong learning, autonomous work, taking responsibility, and achieving work-life balance are just a few of the topics that companies are facing. This challenging cultural development must be mastered to remain an attractive employer in the region. It will be essential to stay attentive on this long journey. In a somewhat exaggerated manner, one could say: Our future is decided at the coffee pot, where each individual independently and responsibly refills it for the next person after pouring the last cup.

In the following pages, we will provide more concrete reports on our developments in recent and upcoming years. This report is a good example of taking personal responsibility. It was not created by a marketing agency, as is often the case, but by us.

THE MANAGEMENT BOARD OF BLECHWARENFABRIK LIMBURG GMBH

Hugo S. Trappmann, CEO

Thomas Fachinger, Executive Management (Commercial)

Annika Roth, Executive Management (Finance and Administration)



Management Board of Blechwarenfabrik Limburg GmbH .l to r: Annika Roth, Hugo S. Trappmann, Thomas Fachinger

NUMBERS, DATA & FACTS

- 1872

Founding by Joseph Heppel
- 1898

Commencement of metal packaging production
- 1904

Family Obenauer becomes a shareholder
- 1997

ISO 9001 Quality Management certification
- 2003

Construction of central warehouse in Diez
- 2004

Family Trappmann becomes co-shareholder
- 2007

Establishment of I.C.E. Innovative Canmakers Europe SE
- 2008

First construction phase in Neustadt/Wied
- 2010

ISO 14001 Environmental Management certification
- 2011

First construction phase in Skarbimierz/Poland
- 2012

ISO 50001 Energy Management certification

OHSAS 18001 Occupational Health and Safety Management certification

Second construction phase in Skarbimierz/Poland
- 2013

Collaboration with the French company Massilly S.A.

Installation of a photovoltaic system in Neustadt/Wied
- 2014

Commencement of aerosol can production
- 2015

Dr. Trappmann hands over the management to his son, Hugo Sebastian Trappmann
- 2016

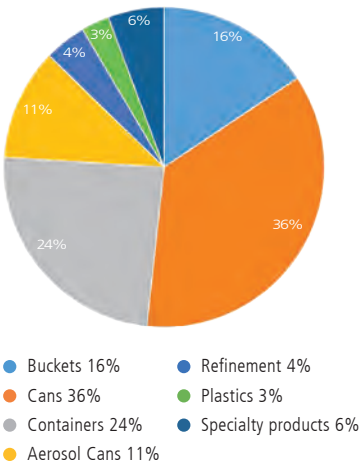
Groundbreaking ceremony for the new main plant in Limburg/Offheim
- 2018

Commissioning of the new building in Limburg/Offheim
- 2020

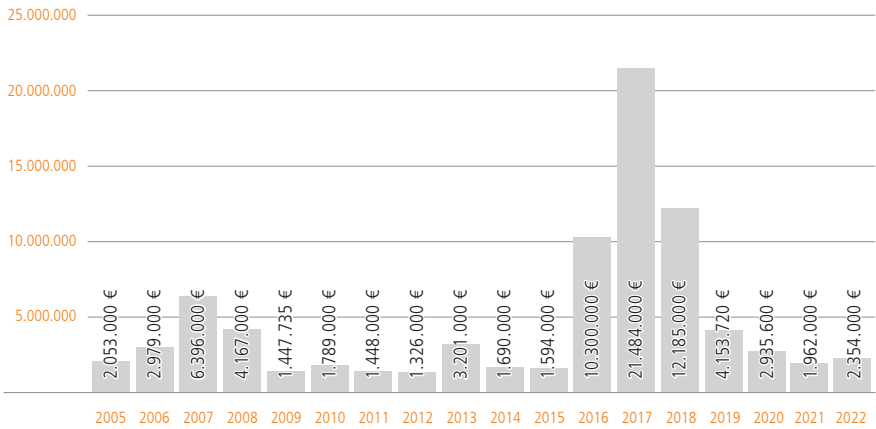
Acquisition of Baltic Packaging ApS/Denmark

German Environmental Award recognition

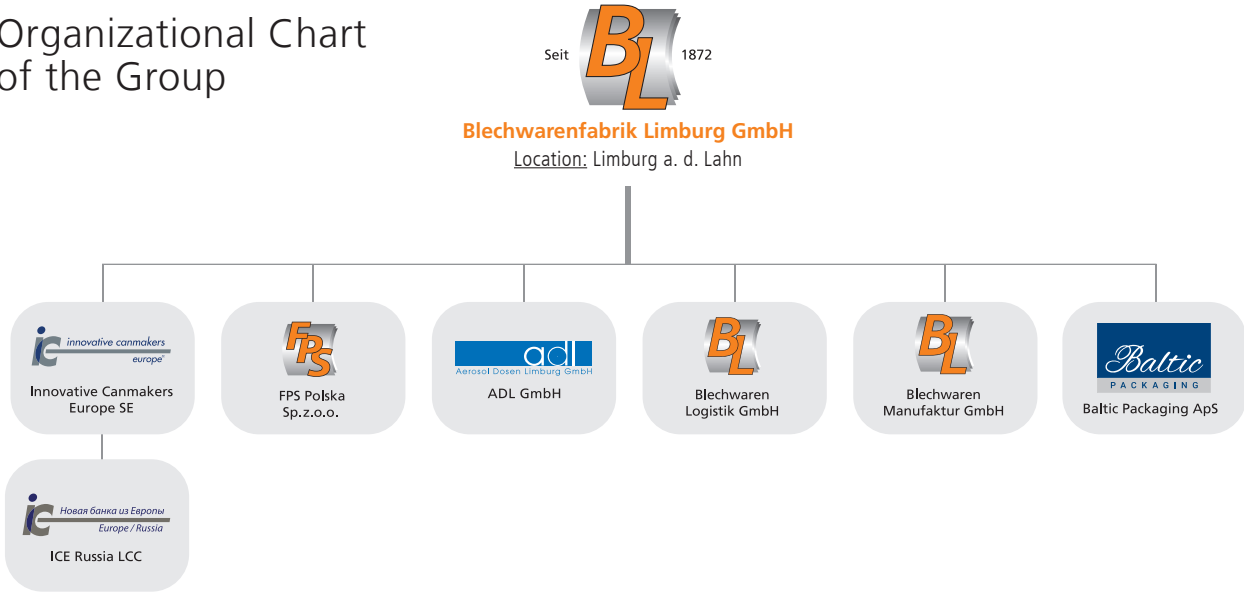
REVENUE ALLOCATION 2022



INVESTITIONS



Organizational Chart of the Group





Aerosol Dosen Limburg GmbH



ADL 4.0 - GROWTH AND INTEGRATION

Since 2014, Aerosoldosen Limburg GmbH has been producing sustainable high-performance 3-piece aerosol cans made of tinplate.

The production facility was integrated as a 'plant in plant' within the Blechwarenfabrik site in Limburg. State-of-the-art, fully automated machinery from European manufacturers is used for production. The entire value chain is carried out within the company group, from stamping the bottoms and funnels to coating and printing the tinplate sheets, and finally, cutting the bodies and assembling the cans. Utilizing the latest measurement and testing technology and supported by skilled and highly motivated staff, a consistently high level of quality is achieved. By integrating the production facility into the internal processes of Blechwarenfabrik, a streamlined organi-

zation and optimal utilization of synergies are ensured. Furthermore, the production benefits from in-house maintenance and toolmaking capabilities.

With the relocation to the new facility in Offheim, Aerosoldosen Limburg GmbH will be further integrated. Complete integration into the fully automated intralogistics and the concept 4.0 will provide optimal conditions for the high-speed lines.

The company mainly produces cans for technical sprays, household products, and personal care items.

In recent years, the business has steadily expanded. In the future, production capacity will be added to the portfolio.



BALTIC PACKAGING ApS – THE GATEWAY TO SCANDINAVIA

Baltic Packaging is a traditional Danish family-owned company with over 100 years of experience in the metal packaging industry. The company is located in Kastrup (Copenhagen) and currently employs 30 people.

With the acquisition of Baltic Packaging, Blechwarenfabrik expands its access to the Scandinavian market and gains access to new and innovative solutions. The extended product portfolio includes the Consafe® product line from Baltic Packaging, which offers stackable conical buckets, providing a simple and cost-effective transport solution. Currently, Baltic Packaging exports its products to more than 20 countries worldwide, including the USA, South Africa, Turkey, and Singapore.



FPS POLSKA Sp. z o.o.

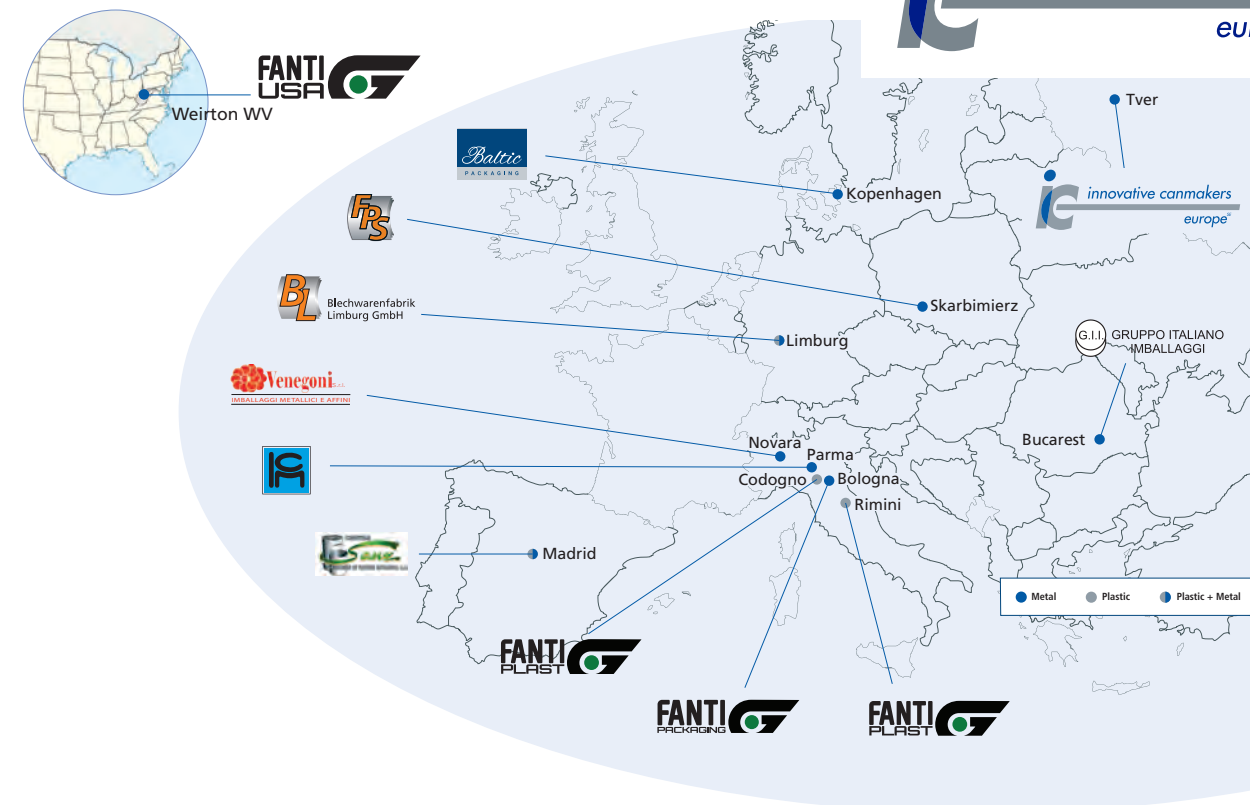
FPS Polska has been present in the Polish market as a subsidiary of Blechwarenfabrik Limburg GmbH since 2010.

In 2011, the first production hall in Poland was officially inaugurated, laying the foundation for the production of food canisters ('Livio-Kanister').

The year 2012 marked another milestone for FPS Polska with the opening of the second production hall. This expansion also led to the addition of the 99er/108er cans to the product portfolio. Since then, the subsidiary has become significant for the exploration of the Eastern European market.

As a subsidiary of Blechwarenfabrik Limburg, FPS Polska benefits from the extensive experience of its German colleagues in both technological and commercial aspects.

Currently, FPS Polska represents the smallest unit within the BL Group, but there are plans for further gradual expansions of the Polish site in the future.



I.C.E. INNOVATIVE CANMAKERS EUROPE SE - UNSER NETZWERK FÜR MULTINATIONALE KUNDEN

I.C.E. Innovative Canmakers Europe SE was jointly founded by Blechwarenfabrik Limburg GmbH (Limburg, Germany) and Giorgio Fanti SpA (Bologna, Italy). With its own production facilities and cooperation partners, it forms a Europe-wide network of manufacturers for chemical and technical packaging. This network not only offers geographical proximity but also provides a comprehensive product portfolio and centralized processing of customer orders. The ultimate goal is to supply customers with filling locations in different European countries seamlessly from a single source.

COMPANY CULTURE AND -STRATEGY

We act responsibly towards people and nature. For the Blechwaren Group, 'sustainability' is a systematic approach to generate economic, ecological, and social benefits. Through our actions, we aim to differentiate ourselves positively from competitors and present a high level of attractiveness as an employer for our employees.

We place great importance on conducting sustainable business practices. We are committed to ensuring that our operations do not harm other countries, people, future generations, or the natural environment. Sustainability, to us, means looking towards the future and considering ecological, economic, and social aspects equally.

The Blechwaren Group exclusively manufactures in Europe. Child labor, slavery/ human trafficking, or forced labor is not present in any of our locations, and we expect the same from our suppliers and customers.

The Blechwaren Group aligns itself with the United Nations' Sustainable Development Goals (SDGs). The UN Sustainable Development Goals serve as guiding principles for global

sustainable development until 2030. They act as a compass for the international community to address the challenges of the remaining decade. Achieving these goals requires cooperation between the public sector, politics, and businesses.



OUR UNDERSTANDING OF SUSTAINABILITY

Sustainability, for the Blechwaren Group, entails a comprehensive consideration of all processes without any temporal limitations.

As a family-run packaging company, we are aware of our responsibility towards future generations. The relevance of sustainability is increasing in all aspects of daily life, and our business partners also place greater emphasis on understanding the impacts of processes and products along the value chain.

We firmly believe that our focus on sustainability and continuous commitment not only serves the

present but also underscores the future viability of our company.

Within the company, we strive for a motivating, activating, and appreciative corporate culture.

We work on cultivating a culture of learning from mistakes: Instead of focusing on problems, we approach challenges together as opportunities to find solutions. We promote a collaborative environment where colleagues help and support each other, and together, we can achieve our goals.

THE BLECHWARENFABRIK - A CLIMATE-PROTECTING COMPANY

We aim to lead by example and demonstrate that ecology, social aspects, and economy can go hand in hand without excluding one another. Since 2018, BL has been recognized as a climate-protecting company. The Climate-Protecting Companies are a cross-industry business network in Germany that advocates for innovative solutions to achieve the country's climate policy goals. The initiative was launched by the Federal Ministry for the Environment, the Federal Ministry for Economic Affairs, and the German Chambers of Commerce and Industry.



Executive board



INTEGRATED MANAGEMENTSYSTEM (IMS)

One foundation of our understanding of sustainability is our Integrated Management System (IMS), which includes elements of Quality (ISO 9001), Environment (ISO 14001), Energy (ISO 50001), and Occupational Health and Safety (OHSAS 18001). Additionally, risk management is an integral part of the IMS. Through regular monitoring, identified risk factors are closely observed to enable early implementation of countermeasures.

Our IMS ensures the implementation of the demands specified in the company's philosophy and the continuous improvement of our processes and activities. Thanks to the active involvement of all employees, where each individual takes responsibility for quality assurance and environmental protection in their respective work areas, we have succeeded in firmly anchoring the management system across all areas of the company. This is regularly assessed through audits of all core processes to evaluate the effectiveness and success of our integrated management system and continuously enhance our practices.

Compliance with laws and company-specific guidelines is ensured through a well-established Compliance Management system.

The Blechwaren-Gruppe rejects any violation of laws, standards, or any unethical business practices. To provide our employees with clear behavioral guidelines and avoid conflicts of interest in their daily work, we invest in regular training and communication initiatives. In this regard, the role of leadership is crucial, as they act as role models within the organization.



REVIEW 2015-2022

Over the past seven years, we have made significant progress in all dimensions of our sustainability strategy. These years have been marked by our new construction on the greenfield site. Numerous projects have been undertaken to shape the future of the Blechwaren-Gruppe. Through various modernization measures, we have prepared ourselves for the coming years. The old company building in the Limburg city center is now a thing of the past. We now work not only in a modern and stylish new facility but also benefit from state-of-the-art communication technologies, such as Business Intelligence.

Business Intelligence (BI) is an integrated, company-specific, IT-based approach to decision support within the organization. The goal of BI is to analyze both internal company data and external data and provide the results to decision-makers, enabling

them to make informed decisions based on data. This facilitates decision-making in many departments and optimizes communication with our customers. Furthermore, it promotes high transparency among our employees.

New initiatives, such as the Campus as a central meeting point for employees from production and administration, have been well-established. Breaks are now spent together, fostering more interactions among the workforce.

GOALS

- Implementation of the 'Strategy 150+'
- Acquisition and establishment of a new ERP system



THE WORKS COUNCIL



PRESENT AND FUTURE

The past years in Blechwarenfabrik have been marked by significant changes, planning, and projects. This phase will continue to shape BL in the coming years as well. It has become evident once again that the driving force behind the company's success is motivated and dedicated employees who feel valued in their workplace and play a crucial role in our company's achievements.

Undoubtedly, processes of such magnitude and substantial changes may not always progress seamlessly, but in the end, we have consistently managed to achieve our goals. The management acknowledges that we employ exceptional professionals, and our employees recognize their

indispensable value to the company. The Works Council believes that only a highly motivated and experienced workforce can meet the current and future challenges effectively.

Another key factor contributing to our success, according to the Works Council, is the fact that the company remains family-owned and operates with a flat hierarchy. Short decision-making paths allow us to respond promptly to customer demands and adapt flexibly to market situations, resulting in high customer satisfaction and planning security. This approach also frees the BL from the pressure of investors and shareholders seeking quick profits, enabling us to focus on a sustainable future for the company. However, it is essential for the BL to remain profitable at the end of the day.

The Works Council sees the recent new construction and the substantial investments in the future as a means to sustainably secure jobs. It will provide a competitive advantage over our competitors, and the modern workspaces will further enhance employee motivation. Naturally, significant changes can also trigger concerns among the workforce, as seen in the phrase 'Industry 4.0,' frequently discussed in the media and mentioned in the new construction project. The Works Council believes it is the responsibility of the management to engage employees and address these concerns promptly.

To achieve this, a newly aligned, defined, and lived corporate culture is envisioned. Embracing mistakes as opportunities for learning and continuously improving processes will be encouraged. The Works Council and the management maintain open communication and information exchange, facilitated by regular joint meetings held every two weeks.

Only through the collaboration of these factors will we be able to meet the forthcoming challenges and secure jobs at Blechwarenfabrik Limburg in the future.

GOALS

- Act as a liaison and communicator between management and employees
- Address emerging issues and uncertainties
- Collaborate on finding shared solutions
- Secure jobs at the company.

OUR PRODUCT

The goal of Blechwarenfabrik is to be the first choice for our customers when it comes to sustainable packaging solutions. To achieve this, we rely on our top-notch quality management system. Furthermore, we also take into account society's expectations regarding safety, energy efficiency, resource conservation, and recycling.



In the Sustainability Report of 2015/2016, we set the goal of implementing the recycling logo 'metal recycles forever' on the customer side. Over the past years, we have successfully informed our customers about the logo, and more and more customers are including the logo in their new lithographs.

The current megatrends of 'climate change, globalization, and digitalization' constantly present us with new challenges. The topic of 'climate change,' along with related issues such as 'circular economy, recycling, or CO₂-neutral production,' has been central to our focus in recent years.

THE PACKAGING LAW

As a result of the aforementioned topics, legislation is also changing, and we must deal with new laws, such as the Packaging Law.

The amendment to the Packaging Law sets higher recycling quotas for all packaging. This entails the requirement to use packaging that is well-suited for material recycling.






German Federal Minister for the Environment, Svenja Schulze, states: „We want businesses to thoroughly consider which packaging is really necessary and which materials are environmentally friendly. This works particularly well when environmentally harmful behavior becomes more expensive, and eco-friendly behavior is rewarded. That's where the Packaging Law comes in. Less packaging, but more recyclable - that's the goal.

Metal packaging has long fulfilled the target requirements of the European Packaging Directive. In Germany, the recycling rate of packaging steel is 91.4%.

Metal packaging is exemplary in meeting the requirements of the Packaging Law: They already achieve the recycling quota set for 2022 and naturally possess the desired recyclable design.

Thus, metal packaging offers a high level of planning security: Those who choose them will continue to meet the legal requirements and contribute to a genuine circular economy.
(VMV)

Check off everything.   But not the future.

				
Keeps resources in the loop Packaging steel is continuously recycled and processed into new products.	Has a recyclable design Metal packaging consists almost entirely of a single material (packaging steel) with excellent recycling properties.	Enables high-quality recycles Thanks to its excellent properties similar to newly produced metal, the recycles are a sought-after raw material for various consumer markets.	Shines with top recycling rates Metal packaging boasts the highest recycling rates among all types of packaging worldwide!	Meets tomorrow's quota requirements Unlike other materials, packaging made of steel already meets the ambitious quota requirements set by Germany and the EU for the coming years.

Source: Verband Metall Verpackungen

CIRCULAR ECONOMY -
TINPLATE, AN INFINITE RECYCLABLE MATERIAL

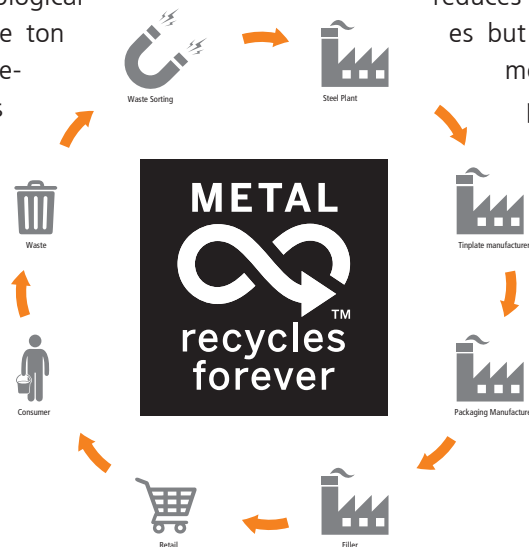
Our material, metal, is a perfect example of an infinite circular economy. When a metal packaging reaches its end of life, it doesn't mean the end of the material. Metal is 100 percent recyclable. In a circular process, an old product is transformed into a new product. The key requirement for this process is that iron is an element and thus indestructible. The material only changes its shape and purpose. Through the magnetic properties of metal, steel scrap can be easily separated from other scrap and added to steel production. By adding steel scrap to the production of new steel, significant amounts of energy and raw materials can be saved.

Recycling Stahl can be repeated countless times without any loss in quality. The more steel is recycled, the smaller its ecological footprint becomes. Reusing one ton of scrap metal saves approximately 1.5 tons of iron ore, 0.65 tons of coal, and 0.3 tons of limestone. It also reduces water

consumption by 40 percent and energy use by 75 percent when steel scrap is used instead of iron ore in steel production. The overall CO₂ emissions are reduced by an impressive 80 percent.

Currently, around 80 percent of all steel ever produced is still in circulation, making it a valuable resource that aligns with the Cradle-to-Cradle principle. The recycling rate of packaging steel in Germany has risen to over 90 percent in recent years, making steel the most recycled material.

By embracing a circular approach and recycling metal, we contribute to a sustainable future and a truly closed-loop system, where old products become the raw materials for new ones. This not only reduces waste and conserves resources but also minimizes the environmental impact, making metal packaging an environmentally responsible choice.



OUR PRODUCT



- innovative • natural Gas-Free • recyclable • circular • CO₂-reduced

Introducing the **NEOCAN**, launching in 2023. Through a complete reevaluation of all processes, we have created an exceptionally sustainable can. Throughout the entire manufacturing process of the **NEOCAN** at BL, no natural gas or any other fossil fuel is used. To achieve this, BL has independently designed production technologies for all manufacturing stages or developed existing approaches to be deployment-ready..



In the first manufacturing stage, the containers are not coated with energy-intensive paint; instead, they are laminated with a thin PET film, only a few micrometers thick. The company has successfully employed internal lamination for the cans for many years. What's new with the **NEOCAN** is an external lamination that includes offset printing. This innovation not only conserves resources but also provides a BPA-free, chemically resistant, and more durable coating. In the second and third manufacturing stages, conventional gas ovens have been replaced with induction ovens.

The **NEOCAN** can be manufactured using 100 percent locally produced renewable energies, making it nearly CO₂-neutral in Scopes 1 and 2. Even if renewable energies are not used, its CO₂ emissions are still reduced by more than 50 percent in Scopes 1 and 2.

GOALS

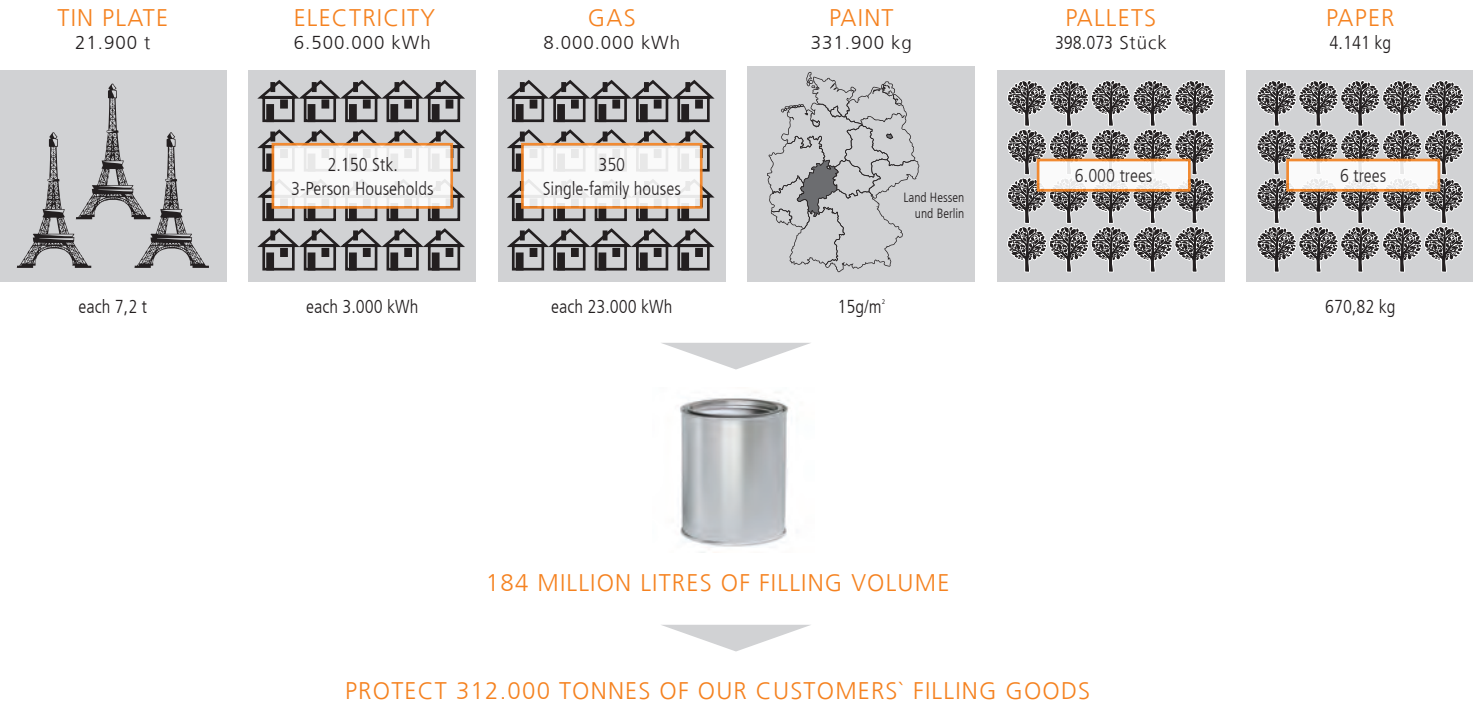
- External certification of our NEOCAN

ECOLOGY

Environmental compatibility of the operational processes and the manufactured products is an integral part of the Blechwarenfabrik's corporate policy. Building upon our environmental and energy management system, we ensure compliance with legal requirements, continuously reduce material, water, and energy consumption, and avoid or minimize waste and emissions. This not only benefits the environment but also significantly reduces our costs and thereby enhances our long-term competitiveness.

We aspire to be a role model in the packaging industry and strive to become a zero-emission company in the near future. The human-induced CO₂ emissions must be reduced as quickly as possible to protect the climate.

ANNUAL RESOURCE CONSUMPTION

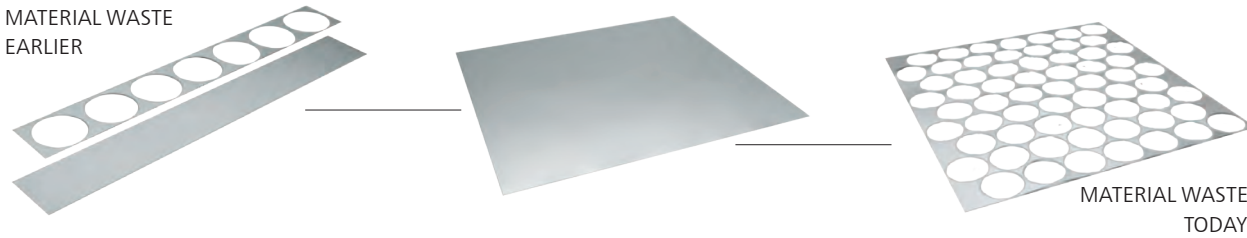


In addition to increasing productivity, optimizing resource efficiency is of paramount importance. This involves reducing the use of materials, energy, and resources while simultaneously increasing producti-

vity with consistent material input. Besides the environmental benefits, the continuous reduction in resource consumption also leads to reduced dependence on these raw materials.

RESOURCE EFFICIENCY

With our self-developed portal presses, we have succeeded in reducing material waste in the production of semi-finished parts by more than 40%.

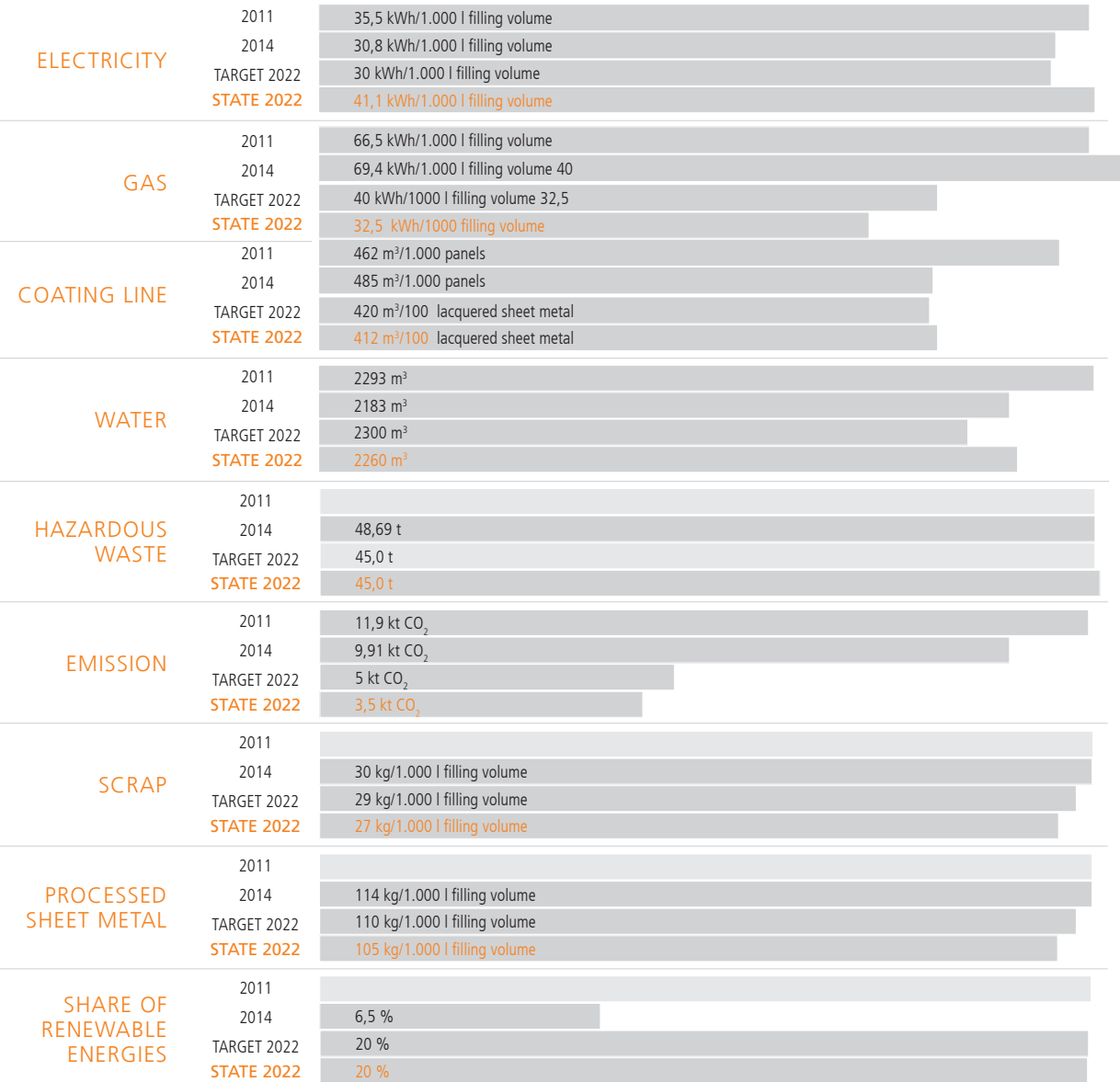


The unavoidable scrap from the production is compacted into bales using our own scrap presses and goes directly to a foundry.

However, the electricity metric has worsened due to the parallel operation of sites, shifts in product portfolio volumes, and frequent setup processes.

Furthermore, we were able to further reduce our gas consumption. Due to relocation and the acquisition of a more efficient painting line, the gas demand has been significantly lowered. Gas has also been saved through process modifications.

On the other hand, we managed to further minimize our quantity of steel scrap per 1,000 liters of filling volume through improvements in resource efficiency.



ENERGY CONTROLLING
FOR ENERGY CONSUMPTION REDUCTION

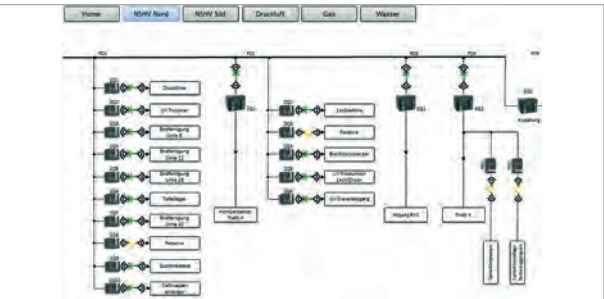
The BL places great importance on energy control and the evaluation of environmentally relevant activities to have an overview of all energy consumption within the company. The BL is certified according to ISO 50001 and ISO 14001, confirming excellent energy and environmental management. Regular audits are conducted in each department to assess the conditions and processes, and together, the responsible representatives develop improvement measures.

With the construction of the new location, energy control has been complemented by energy monitoring, which is currently being further expanded. This allows for real-time monitoring of energy requirements for different production lines. Both electricity and compressed air demand are being monitored, and in the future, monitoring of gas and water consumption will also be added.

The goal is to identify consumption deviations and optimization potentials through continuous monitoring. For this purpose, energy data will be compared with production data using the Business Intelligence (BI) tool installed in the company.



Energy Dashboard



Structure of energy monitoring



Energy analysis

PHOTOVOLTAIC SYSTEMS

Naturally, the environment provides unlimited amounts of energy stored in sunlight, wind movement, hydropower, geothermal energy, and renewable biomass. Unlike coal-fired power plants, the use of renewable energy does not produce soot, CO₂, or fine particles.

At the new site, a photovoltaic system with a capacity of 750 kWp has been installed. So far, it has generated a total of 3,871,876 kWh and saved 1,173 tons of CO₂. In 2021, the photovoltaic system produced 20 percent of the site’s annual electricity demand.

In 2023, we plan to expand our photovoltaic system by 600 kWp, taking us one step closer to energy independence.

THE NEW BUILDING - GOALS FROM THE LAST SUSTAINABILITY REPORT

In the new building, energy savings are achieved not only through a 750 kWp photovoltaic system. Throughout the entire facility, controlled LED lights have been installed, eliminating the need for light switches. The lighting automatically turns on with the machines and adjusts itself based on natural daylight.

Furthermore, various measures have been implemented to achieve the energy standard of a KfW efficiency house with an energy demand of only 55 percent compared to a corresponding reference building.



Additionally, much of the operations in the new sheet metal factory are automated, as demonstrated by the use of driverless transport systems in the entire production process. The relocated machines have also been upgraded and made more efficient. All planned energy efficiency measures have been successfully implemented.

COOLING AND HEATING FROM PROCESS HEAT

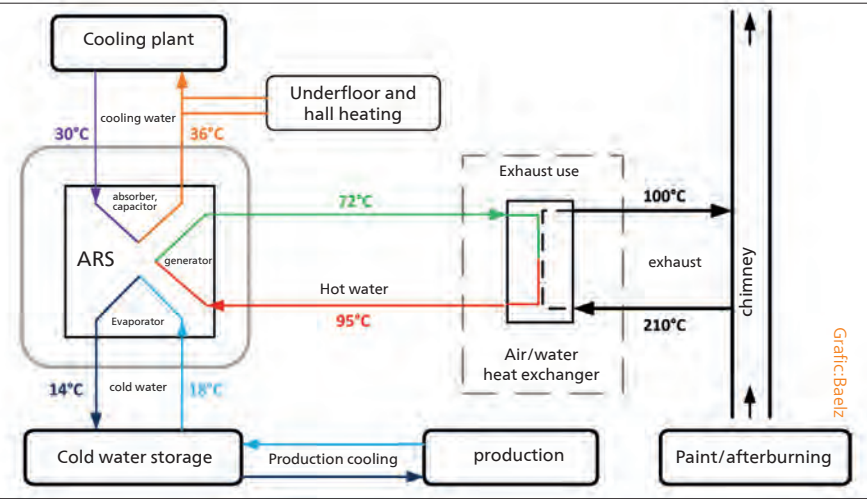
Thanks to the new building, it is possible to utilize the waste heat from the compressor and the paint shop, which cannot be avoided due to the processes in the paint oven and cooling zones. This enables complete independence from conventional heating systems in both production and administration. Even the required process cooling for the welding machines is provided by an absorption cooling system. Moreover, there is still a surplus cooling capacity of 60 kW, which is directed to the underfloor heating in the administration area during the summer.



Special exhaust gas heat exchanger system in conjunction with the painting system



Gallery in the BL production hall with fans, heat exchangers, and pump systems.



The innovative waste heat concept allows for an annual saving of 2,071,323 kg of CO₂.

With the completion of the re-location, the old location can also be energetically renovated, allowing for future projects aimed at increasing energy and resource efficiency to be carried out there as well.

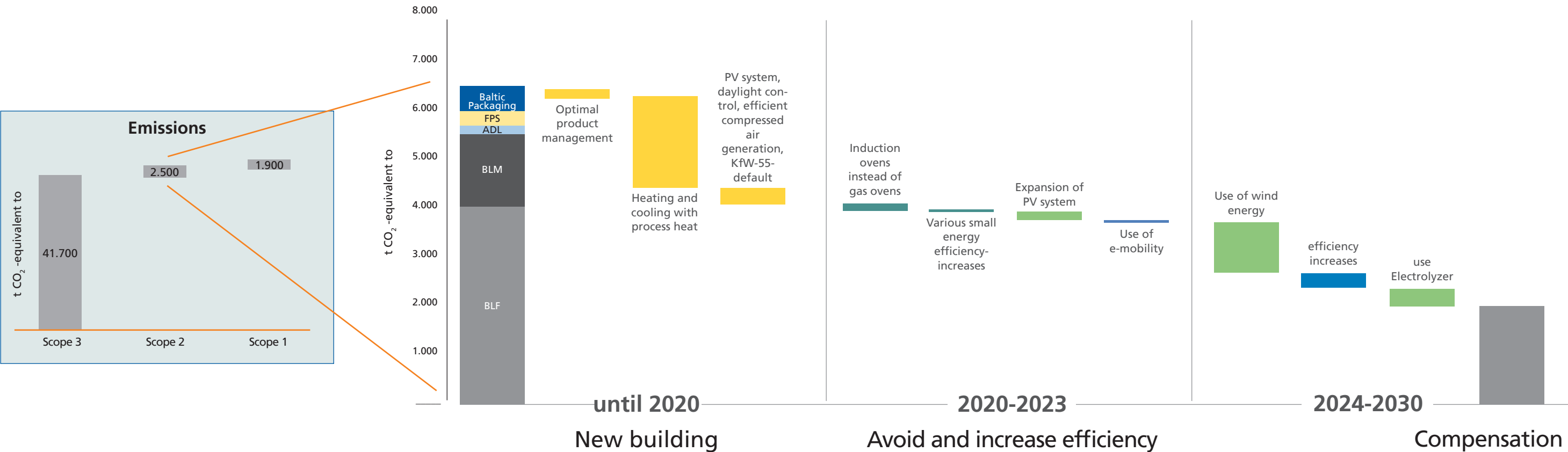
GOALS

By 2030, BL aims to become greenhouse gas neutral in Scope 1 and 2 emissions.

To achieve this, we have set the following targets:

- increase our share of renewable energy to 40 percent by 2024.
- reduce our CO₂ emissions by 50 percent compared to 2017 levels by 2025.
- reduce our waste generation per 1,000 liters nominal volume by 5 percent.
- transfer our energy efficiency measures to our subsidiary companies.

ROADMAP TO GREENHOUSE GAS NEUTRALITY 2030

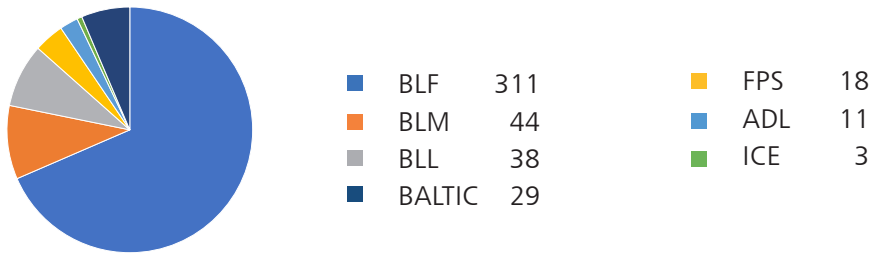


OUR EMPLOYEES: CREATORS OF CHANGE

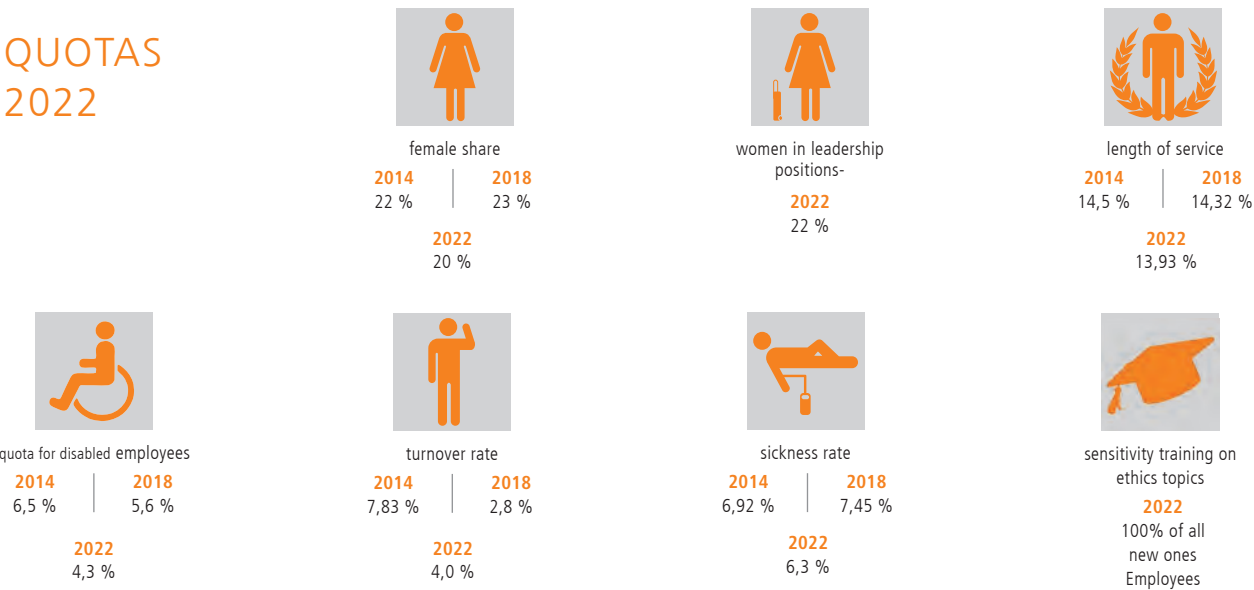
With our modern and fully automated production site, we highly rely on the expertise, dedication, and innovative spirit of our employees.

In a rapidly changing working environment, it is crucial to have an adaptable organization that embraces new challenges.

EMPLOYEES 2022



QUOTAS 2022



All Blechwaren Group locations are situated in Europe, making them subject to European legislation. Fundamental values such as the prohibition of forced labor, promotion of gender equality, and fair remuneration are intrinsic to our operations. Furthermore, 75 percent of the group operates under the metal industry collective agreement and maintains a 9-member works council elected by the workforce.

Upon joining BL, every new employee undergoes training on promoting nondiscriminatory behavior. We have appointed a discrimination officer to serve as a dedicated point of contact for reporting any instances of discrimination or harassment. It is gratifying to note that there have been no incidents in recent years that necessitated further investigation.

In anticipation of the challenges posed by modern technology and the digitalization of BL, extensive training sessions on machinery and software were conducted ahead of our relocation. Specifically, in the realm of 'Training on new software,' we have invested over 1,000 hours to empower our employees.

In the production domain, we are committed to advancing the flexible deployment of our skilled workers by expanding our qualification matrix. This expansion aims to enable the flexible deployment

of our skilled workforce across multiple production lines through additional training and active rotation. In our administrative departments, we capitalized on opportunities presented by the move, merging departments working on similar processes to foster improved coordination and communication among colleagues.

The implementation of new intelligent software, including a new intranet and line and department dashboards, has greatly enhanced our ability to manage information flow and make knowledge accessible to all employees. Our newly established campus, designed as a common area for relaxation and breaks, contributes to informal information exchange. Here, in addition to offering free coffee, tea, water, and fruit, we provide the latest 'informal' information.

Looking ahead, a key goal is the ongoing development of our corporate culture. By fostering an open, hierarchy-lite corporate culture and emphasizing transparency and employee participation, we aim to create an environment conducive to attractive workplaces. As part of our commitment to continuous improvement, we have revamped our onboarding process for all new BL employees. This process, initiated with the contract signing, involves a workflow designed to enhance and facilitate their integration into our organizational fabric.

For all new BL employees, we have revamped our onboarding process. Starting with the contract signing, a workflow is initiated to enhance and facilitate their ‘arrival’ at BL. This includes guided tours, introductory meetings, welcome packages, training plans, and work attire.

Gender equality, especially in terms of compensation, has always been a given for us. Since 2006, we have been applying the ERA (Collective Agreement on Pay) of the metal and electrical industry.

This approach is exclusively based on the functions performed, completely gender-neutral in terms of compensation. We positively note an increase in male employees opting for parental leave. Currently, nearly 100 percent of fathers choose to stay at home for a defined period to care for their children. Wherever possible, we aim to enhance work-life balance through flexible working models and increasingly by facilitating remote work.

Despite expecting significant cost savings, including personnel costs, through process optimization and increased automation with our new facility, it was important to our management that there should be no reduction in our core workforce due to the move. As of the current status, we are confident that we will achieve this goal.

THE DUAL VOCATIONAL TRAINING AS THE CORE OF PROFESSIONAL QUALIFICATION AND A SOLUTION TO THE SKILLED LABOR SHORTAGE

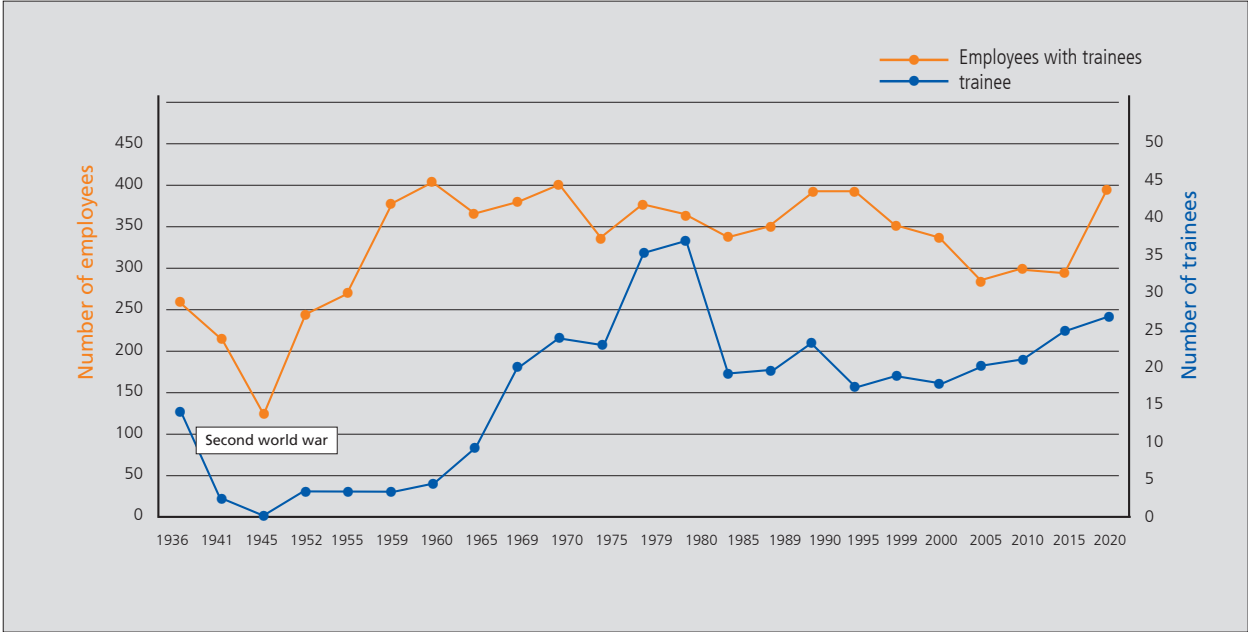
Dual vocational training is the foundation for high professional quality and excellent performance within our organization (referred to as BL). Consequently, BL is tirelessly committed to providing a wide range of training opportunities. Currently, an average of 30 young individuals are enrolled in dual apprenticeships or dual study programs across up to ten different fields in our company. Additionally, we offer internships of various kinds in both technical and administrative areas. We have maintained a consistent apprenticeship rate of approximately 10 percent for several years.

The oldest record of an ‘apprenticeship’ in BL dates back to the year 1917. This not only underscores our socio-political responsibility for over a century but also highlights our deep appreciation for the benefits of education. Whenever possible, we extend employment opportunities within our company to our ‘graduated’ apprentices.

An essential measure of the quality of our education is the outcome of the final examinations conducted by the Chamber of Commerce (IHK). Over the past few years, 13 of our apprentices have graduated with top honors, achieving a ‘very good’ final grade. This accomplishment fills us with pride and fuels our motivation to continually enhance the quality of education at BL.

Furthermore, we remain committed to expanding our employer branding efforts, with the aim of establishing BL as one of the most attractive employers in the region. In our recruitment endeavors, we are also addressing the unique challenges presented by Generation Y/Z. When young individuals choose to undertake their vocational education within our organization, we actively counteract the skilled labor shortage in our region, making a substantial contribution to strengthening the local infrastructure.

EMPLOYEE AND APPRENTICE NUMBERS



SKILLED LABOR SHORTAGE

The common goal of many companies is the search for skilled and managerial talents of tomorrow..



this image campaign that involve parents, teachers, and schools, the participants aim to ‘change course’ and sustainably increase the attractiveness of local dual education. Furthermore, we support other campaigns such as ‘Career in Your Hometown’ and ,No Desire to Commute.de.’

Because it is now the responsibility of companies to show the new Generation Y/Z what a globally oriented company can offer. New concepts need to be developed to reach this target group, make them aware of our advantages, and keep them within the company. Part of this effort is also our newly introduced e-learning program.

EDUCATION AWARD 2018 AND ADUCATION AWARD 2022

The IHK Limburg awards an education prize every 2 years with a specific focus theme. In 2018, the theme was ‘Empowering People - Strengthening the Economy.’ BL submitted an application for its Machine and Plant Operator Concept Plus and achieved third place. The concept stood out for its combination of process orientation and technical systematics within the train-



In 2022, the IHK Limburg announced the focus theme of ‘Lifelong Learning.’ The world in which companies operate is changing at an ever-increasing pace. The way people learn inside and outside of organizations, acquire and share knowledge, develop their skills, and apply them in practice also determines the adaptability, flexibility, and agility of companies, and thus their future viability. With our motto ‘Lifelong Learning - Sharing and Transmitting Knowledge, Enhancing Skills - for Everyone, Innovatively, Easily, and Anywhere,’ we were able to secure the first place in

the competition organized by the Chamber of Commerce and Industry Limburg.

Contributing to this success was our newly introduced E-Learning tool ‘eLU.’ This tool enables us to effectively preserve and distribute knowledge throughout the entire organization. Our employees can attend diverse E-Learning courses at their own pace and from anywhere, continuously expanding their knowledge.

GOALS

- Reducing turnover through employee retention measures.
- Further expansion of digital learning within BL.



SAFETY AND OCCUPATIONAL HEALTH

The safety of our employees at the workplace is our top priority and an integral part of our company philosophy. We are committed to protecting everyone's life, preserving and promoting health. Therefore, we place great emphasis on our safety standards for all activities within the company.

OUR STANDARDS ARE HIGH

The BL has always strived to achieve a high standard in terms of safety and health protection.



Through the construction of our facility in Offheim, we have also set new standards in these areas.

At this point, we would like to illustrate with a few examples what we have implemented in the new building to further enhance safety, ergonomics, and health protection.

Let us begin by looking at the workspaces in the administration. All desks in the administration are electronically adjustable in height, allowing for dynamic work at the workstation. Depending on their needs, employees can work while sitting or standing, promoting a healthier work environment independently. Additionally, the desks and cabinets have glare-free surfaces. The office chairs in use support a dynamic seating posture and have breathable upholstery. The computer workstations at BL comply with legal regulations regarding safety and health protection. We have minimized

emissions of health-hazardous substances, radiation, or noise that could arise during the operation of office equipment. We achieved this by removing photocopiers and desktop printers from offices, encouraging employees to move when retrieving documents. Additionally, we exclusively use ergonomic and energy-efficient TFT screens. Since the majority of our employees work with multiple software programs simultaneously, most workstations at BL are equipped with two TFT screens. Employees in administration spend a significant portion of their lives at computer workstations. Our goal is to provide each employee with an optimally designed, ergonomic workspace tailored to their tasks and individual needs. Human, desk, and office chair should be considered holistically in designing a computer workstation, preventing postural damage, tension, and back problems, while also creating a pleasant personal atmosphere.



WHAT HAS CHANGED IN PRODUCTION

A significant safety concern in the old building was the internal forklift traffic. Due to the tight space, hazardous situations frequently arose.

This issue was particularly addressed in the plans for the new building. Driverless transport systems were ultimately implemented, which can instantly detect obstacles and autonomously come to a halt. Furthermore, the new building significantly improved the visibility of traffic routes. Additionally, pedestrian pathways were separated from vehicle routes. This means that employees are guided to their workstations via walkways situated above the production area, eliminating contact with the transport vehicles.

Noise is another major concern at BL. When working with metal, noise is always generated, which cannot be avoided but can be significantly improved through appropriate measures.

The project began with the construction of the hall ceiling, which is composed of noise-absorbing materials, dampening the generated noise. The use of new machines and equipment producing much less noise compared to the old equipment further reduced noise levels. Due to its products, the metal packaging plant

will never be a ‘whispering facility,’ but initial measurements show that the implemented measures are effective, significantly reducing noise levels compared to the old building.

Of course, this project also placed great emphasis on workplace ergonomics. Packing workstations often posed problems, as they required manual packing of finished containers onto pallets. This repetitive motion and associated strain resulted in a very one-sided physical load for employees. At the old workstations, employee rotation was employed as a solution to this issue, as limited space prevented significant changes to the actual process.

In the new building, these packing workstations are automated, replacing employees with robots. This change was inevitable due to the increased production rate of the new equipment, making it impossible for employees to keep up with packaging the containers manually. This eliminated one-sided physical strain, reducing the risk of muscular and skeletal problems. Although the robot-operated workstations replaced these positions, employees were reassigned to other workstations.

Another ergonomic improvement is the handling devices for the pallets at the new painting line. In the old location, pallets had to be manually placed in the stacker, which was physically demanding. Now, these

pallets are lifted into the system using the handling devices. This change has significantly reduced physical strain.

To strengthen the corporate culture and enhance communication, a shared lounge area, called the ‘Campus,’ was developed. All production and administration employees spend their breaks here. With no assigned seating, communication among employees naturally improves.



REPORTING OF RECORDABLE WORK ACCIDENTS

Reportable work-related accidents per 1 million hours worked							
	2016	2017	2018	2019	2020	2021	2022
BG	23,68	22,17	22,07	21,16	20,69	21,50	—
BL	15,64	24,29	18,19	24,44	15,50	37,33	14,44
Reportable work accidents at the Limburg sheet metal factory							
	2016	2017	2018	2019	2020	2021	2022
	7	12	8	11	8	17	5

WORKPLACE SAFETY DURING THE CORONAVIRUS PANDEMIC

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The outbreak of the coronavirus SARS-CoV-2 made headlines worldwide. Alongside concerns for the health of our family, friends, and colleagues, many questions regarding safety emerged.

Our in-house pandemic team initially assessed the current developments daily. The primary focus was always the health of all employees. To minimize the risk of infection, pandemic plans were created, and all workplaces were evaluated

for potential infection risks and redesigned according to the current distancing and hygiene guidelines when necessary.

For daily communication with our employees, a pandemic traffic light system was established. This system always contained the latest information and applicable rules.

Additionally, regular self-testing, the distribution of FFP2 masks, and vaccinations were offered. This ensured that, for the most part, there were no internal transmissions of the virus.



HEALTH

To address the increasing demands of everyday life, it is becoming increasingly important not only to promote the professional competencies of our employees but also to create a balance in their work routine in order to remain healthy and fit both in their professional and personal lives. In addition to our extensive workplace safety management, our health management offers many opportunities for employees to maintain their physical and mental well-being.

Furthermore, we aim to strengthen collaboration and cohesion through shared activities to foster a positive working atmosphere. 'TEAM BL' should not just be a slogan on our jerseys but a way of life within the company.

Our BL Health Management, under the motto 'Active and Fit - BL Gets Involved,' offers a diverse program that includes regular health check-ups, collaborations with the VHS (adult education center), various sports events, and corporate runs.

We are happy to combine the athletic and social aspects. In recent years, the TEAM BL has participated in the 'Menschen für Kinder' (People for Children) charity bike tour to help raise funds. Last

year, a new donation record was set to support children's hospitals and pediatric oncology.

We also have runners participating in the local 'Weton Spendenlauf' (Donation Run), which uses its proceeds to support disabled or disadvantaged children in the region.

Our BL cycling group, meeting regularly for group rides during the summer months, has become a classic. Since 2022, we also offer an affordable bicycle leasing program in cooperation with Jobrad, which has been well-received, resulting in the handover of 37 Jobbikes so far. The trend is upward!

To expand the range of health offerings for all employees, we have partnered with EGYM Wellpass, offering a variety of sports activities and classes to cater to the individual needs and fitness levels of all employees. Whether it's fitness, relaxation, or even climbing, every employee can choose what suits them best, creating their personal balance to the work routine.

Our health management doesn't only revolve around physical activities. It also includes free wa-

ter and fruit supply, rotating preventive check-ups, and smoking cessation programs.

Nutrition and cooking courses offered by the community college (Volkshochschule), where employees can gain ideas for healthy snacks during breaks, are well-received. Our company doctor provides various examinations such as intraocular pressure checks, blood sugar measurements, or bone density assessments for early osteoporosis diagnosis. Additionally, the annual flu vaccination is a regular part of our employee benefits offered in the fall.

A healthy body and mind, along with a collegial working environment, are fundamental prerequisites for the quality of life, motivation, and performance of our employees. We aim to continue fostering and expanding these aspects within our company in the future.

Sensitizing our employees to health and safety topics is an ongoing task that we willingly undertake. Through annual safety training, we ensure that 100 percent of our employees are well-informed and trained.



GOALS

- Maintaining a high standard of workplace and health safety.
- Further expanding the workplace safety program with clearer target objectives.
- Refreshing the health management program.



GLOBAL WORKSAFETY AND HEALTH PROTECTION

The Blechwaren Group rejects any form of human rights violations, such as child labor, forced labor, or discrimination based on origin, skin color, or gender. This commitment applies to all our own locations and all business contacts, extending beyond compliance with local legal requirements. The company management adheres to the 'UN Guiding Principles on Business and Human Rights' and the National Action Plan for Business and Human Rights of the federal government.

Respect for human rights is an integral part of the Supplier Code of Conduct (CoC) of the BL Group.

In the reporting year, the BL Group established a compliance reporting system. This system provides employees and external stakeholders with a point of contact. Reports received are reviewed by a team from the Compliance and Sustainability departments, with involvement from the whistleblowers where possible. Corrective actions are initiated if a violation is confirmed. In the 2022 reporting year, no violations were reported.



WE ARE COMMITTED

We aim to engage in social and community initiatives. As a medium-sized, family-owned company, we pursue this goal purposefully and on a regional level in the vicinity of our production site, just as our founder Joseph Heppel once did.

CHARITABLE ENGAGEMENT IN THE REGION

Our company founder set the example for us. Even a century ago, he was actively involved in the local community. With numerous innovative ideas, he contributed to urban development and was dedicated to social causes and education. For his efforts and commitment, he was awarded the honorary citizenship of the city of Limburg on May 22, 1919. Even a century later, the Blechwarenfabrik continues to be actively engaged in the region.

For instance, we have chosen to forgo the traditional practice of giving Christmas gifts and, instead, allocate these resources purposefully for many small donations and sponsorship initiatives.

We also greatly value the ideas and suggestions of our employees. We see supporting our employees in their personal involvement with clubs and organizations as highly valuable and offer assistance wherever possible.



Joseph Heppel



KRANKENHAUSGESELLSCHAFT
ST. VINCENZ mbH



PRACTICAL KNOWLEDGE FOR YOUTH

Education and knowledge are the foundation of our prosperity. As a modern family-owned company, we believe it is our duty to pass on our knowledge to the upcoming generations. We collaborate in various ways with local schools and educational institutions to provide young people with insights into the professional world. Practical knowledge, in addition to formal education, is essential to us. We are particularly passionate

about the topic of 'resource conservation.' Only when awareness is awakened and nurtured from an early age can we foster sustainable behavior in handling finite resources.



OPEN HOUSE DAY AND COMPANY TOURS

Since the beginning of 2019, we have been offering tours in our new company building. With this initiative, we aim to provide an opportunity for all those interested to learn about Blechwarenfabrik Limburg and the manufacturing of steel

packaging. In September 2019 alone, we welcomed 800 people from the local area during an 'Open House' event.



THE CUSTOMER AT THE CENTER OF OUR

We view the customer as the constant focal point of our daily actions and endeavors. Our intention is to be a reliable, trustworthy, and long-term partner to our customers, characterized by the highest levels of competence, delivery reliability, service, and quality. Continuous improvement in all areas of our company is just as essential to us as producing cans. The culture of continuous optimization and the resulting sustainability enhance our competitiveness accordingly, making Blechwarenfabrik Limburg GmbH a dependable and responsible partner for our customers in the future.

'THE FUTURE HAS BEGUN'...

... 'The future has begun...' was the slogan of the CSR report in 2015 in anticipation of the planned construction of Blechwarenfabrik Limburg GmbH in Offheim and the opportunities that would arise from it. Today, it's not only begun but has arrived.

In the design of the 'new' BL, both in its architectural form and organization, you can clearly see the shift towards the market's approach. The goals of 'transparency and cooperation' were consistently implemented internally, reflecting the market's demand for greater collaboration in the supply chain. Just as internal processes are transparent and integrative across departments, the aim has been to achieve the same with our customers and suppliers. Various tools and actions have been designed and implemented for this purpose, such as:

- The active involvement of the customer through joint visit reports and regular assessments of delivery and service performance.
- Agreements on delivery and logistics concepts (e.g.,

truck utilization, delivery times and frequency, inventory levels, etc.) and their evaluation through the regular exchange of key performance data and delivery statistics.

- Various data exchange projects, from portal connections and EDI to shared data analysis through business intelligence systems.
- Collaborative product development focusing on material efficiency and product performance (e.g., alternative coating systems).

Through collaboration with our partners, our relationship has been elevated to a new level with the shared goal of making processes faster, simpler, and more transparent. The resulting efficiency improvements benefit both partners.

Due to the close data integration in conjunction with the relevant protocols, the delivery process to and from BL is now faster, more error-free, and more predictable than in the past when human communication, though

system-assisted, required more time and was prone to individual errors.

Additionally, the improved process predictability serves as the foundation for further optimization (e.g., inventory levels and delivery times) and, therefore, the basis for additional cost savings.

• Ecological Benefits

With an eye toward the changing society and the associated ecological requirements, the higher level of in-

tegration makes a significant contribution to resource reduction. Not only does the material used in the process, 'tinplate,' with its extremely

high recycling rate and unlimited reusability, make a substantial contribution to positive resource use, but increased collaboration also brings additional savings, particularly in terms of delivery efficiency (fewer, better-utilized trucks) and/or material (less material usage with the same or higher performance).

PRODUCT RANGE

Blechwarenfabrik Limburg GmbH has a complete product and service portfolio:

- 0.125 to 36 liters in a variety of sizes Container diameters and heights
- from round, oval to square
- whether cylindrical, conical, stackable
- Dangerous goods approvals according to RID/ADR and UN
- Printing and painting of the containers and components
- Corrosion protection solutions for the inside of the container (Painting or LIFOKATM)
- Variety of filling openings and closing options
- 2-component packaging solutions
- Combo can
- plastic container



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 DESIGN

In order to extend the possibilities available to our clients we have developed a unique **MODular PROduct** 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.

AVAILABLE SIZES

MODUPRO	LEVER-LID CANS / LEVER-LID PAILS	Filling volume (liters)	ø (mm)	height (mm)	WEISSBLECH-CAN-/PAILS	COMBI-CAN-/PAILS	PLASTIC-CAN-/PAILS
	LEVER-LID CANS	0,375	84	87	■	■	■
	LEVER-LID CANS	0,75	99	119	■	■	■
	LEVER-LID CANS	1,0	108	132	■	■	■
	LEVER-LID CANS/PAILS	2,5	165	157	■ *	■ *	■ *
	LEVER-LID PAILS	5,0	185	230	■ *	■ *	■ *

* Can be produced with or without handles

AVAILABLE VARIANTS

WEISSBLECH-CAN-/PAILS	Basic body	Lid	Inside coating	decor
		 Metal lid Metal ring Metal bottom	Variant 1: without (blank) Variant 2: PET-Folie = LIFOKA (Bottom/base body/ring/lid)	Variant 1: without (blank) Variant 2: Blech-Offsetdruck
COMBI-CAN-/PAILS	Basic body	Lid	Inside coating	decor
		 Metal lid Metal ring	Variant 1: without (blank) Variant 2: PET-Folie = LIFOKA (Ring/lid)	IML (In-Mold-Labeling)
PLASTIC-CAN-/PAILS	Basic body	Lid	Inside coating	decor
		 Plastic lid Plastik ring	---	IML (In-Mold-Labeling)

LIFOKA™ – LIMBURGER FILM LAMINATION

LIFOKA™ (which comes from the German description LImburger FOLien-KASchierung) 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 increasingly 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.



ORGANIZATIONAL ADVANCEMENT

The Blechwaren Group is continuously in a phase of development. In addition to new acquisitions and modernizations of our manufacturing facilities, process optimization, the initiation of our order center in January 2014 has been the most significant organizational change in recent history. In this newly restructured unit, a merger of sales support with production planning has taken place, offering not only the advantage of shorter communication channels.

QUALITY MANAGEMENT

The keyword ‘quality’ accompanies us along the entire process chain in many places. The foundation for our high product quality is already laid with the incoming goods inspection of our primary material, ,tinplate.

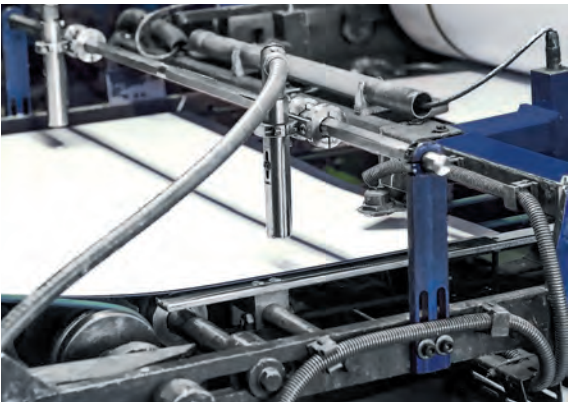
‘State-of-the-art material testing equipment is used, for example, to verify the material properties ‘yield strength’ and ‘tensile strength’ using a tensile test according to DIN EN ISO 6892 Method A, ensuring the necessary material quality for the processing and use of the containers. In the production process, from the painting shop to the final assembly, in addition to well-established in-process inspections by trained personnel, increasingly, in-line inspection systems are used to monitor various parameters



Tensile test on a Galdabini material testing device

such as coating thickness, tightness, or surface quality with 100% control.

All test results collected by a container during its manufacturing process are documented electronically and can be assigned to the container at any time through its individual coding. Through the networking and analysis of production and test data, continuous improvement in production and quality is possible.



In-line-inspection system

In addition to the extensive standard tests, there are specific questions that are addressed. In the hazardous goods container area, comprehensive performance tests are regularly conducted according to RID/ADR, UN, and IATA regulations, such as drop tests, hydraulic internal pressure tests, and stack pressure tests, to obtain official approval from BAM (Federal Institute for Materials Testing). For scientific and technical purposes, as well as a special customer service, compatibility tests of various container variants (internally coated, internally laminated, plain, combination/plastic cans) are continuously conducted using a panel of model and customer fillings. These tests help us find a suitable preselection of containers for specific applications with our customers.



Hydraulic internal pressure testing

GOALS

- The customer is always at the center. Therefore, ensuring quick availability for deliveries remains a key focus for the Blechwaren Group.
- As a goal for the coming years, the establishment of a Vision Tracking system and a complete inventory management system is envisioned to increase transparency for the customer and facilitate and promote collaboration.

GLOBAL SOURCING

SUSTAINABILITY IN SUPPLIER SELECTION

Along with our partners, we acknowledge our responsibility throughout the entire value chain. Just as our customers maintain a long-term, fair relationship with us, we aim to do the same with our suppliers to realize potential across the entire value chain.

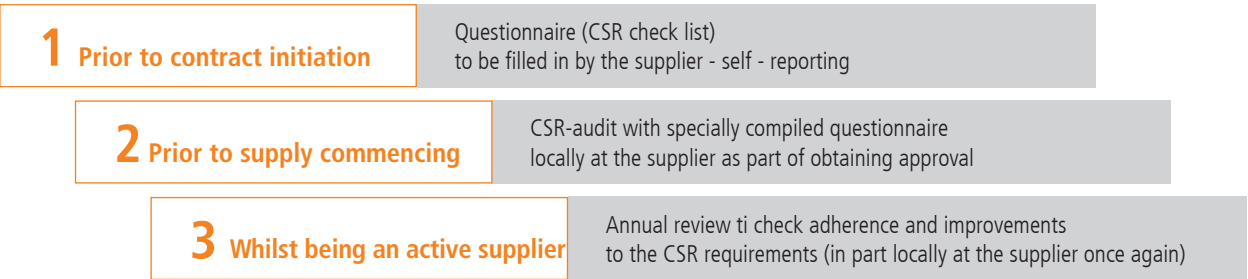
Collaborating with our partners throughout the entire value chain helps us to enhance our sustainability. Beyond our Code of Conduct, through intensive exchanges on equal footing and consistent communication of our company principles, we aim to raise awareness among our suppliers regarding the importance we attach to social and environmental sustainability.

Through targeted supplier audits, we aim to not only reduce the complaint rate but also increase the priority for sustainable practices among our key suppliers for raw

materials, auxiliary materials, and operational supplies. We assess our suppliers annually based on various criteria and initiate discussions when conditions appear questionable.

Furthermore, we require written confirmation from all non-European suppliers that they distance themselves from child labor and forced labor.

LAYER MODEL FOR SUSTAINABLE INTERNATIONAL PROCUREMENT BY BL



Environmental criteria are just as important to us, and we always strive to minimize transportation routes and packaging while using reusable and refillable products. Within our company, single-use batteries are no longer used, and we are working on equipping parts of our operational supplies with refill systems.

Our goal from the previous sustainability report, to reduce supplier complaints by 20 percent through targeted communication and supplier audits, has been achieved and even exceeded. In total, we have reduced the number of complaints by 31 percent, despite an increased number of deliveries.

The Supply Chain Act

The Due Diligence Act, also known as the Supply Chain Act, is intended to improve the international human rights situation. While we are currently not affected by the Supply Chain Due Diligence Act, we nevertheless support and

promote safety in our supply chains. Human rights, fair and safe working conditions, and environmental protection are values that are not only important within our corporate group but also apply to our supply chain.

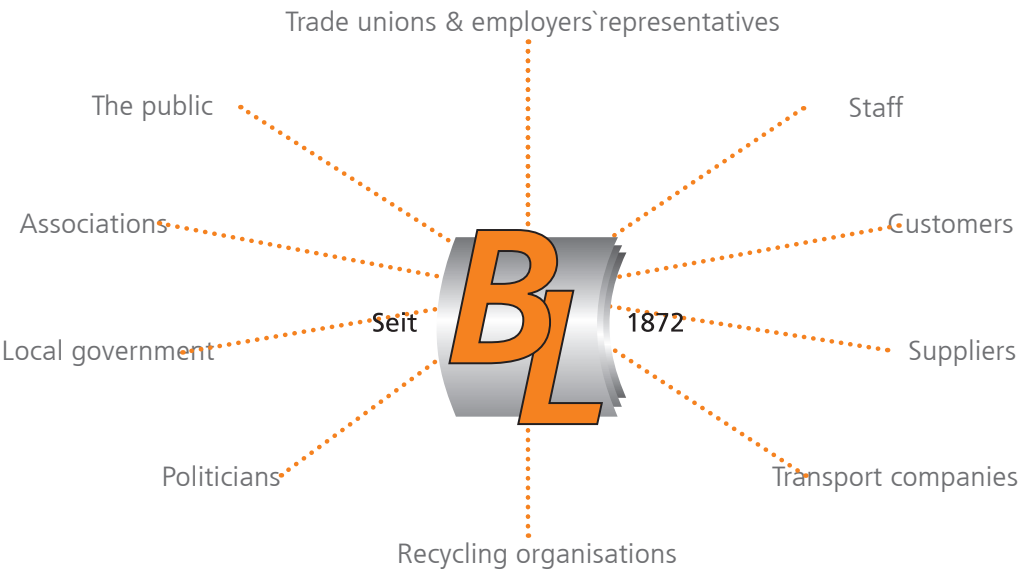
- To enhance security in our supply chains, ...
- We primarily source from Europe.
- In the future, we will regularly assess the risks in our supply chains within our risk management and take necessary actions.
- We have implemented a whistleblower procedure that our employees and all our stakeholders can use to voice concerns or complaints.
- Almost all our suppliers have signed our Supplier Code of Conduct.
- We typically verify conditions on-site, particularly with our „tinplate suppliers.

GOALS

- Improvement of the methodology for supplier evaluation and auditing.
- Development of additional projects to reduce our Scope 3 emissions.
- Integration of supply chain risks into our risk management.

INVOLVING STAKEHOLDERS

A management approach focused on long-term success and sustainability involves all partners in the supply chain. For this reason, Blechwarenfabrik Limburg GmbH not only sets high standards for itself but also considers the expectations and requirements placed on the company as a packaging manufacturer.



WE CONSIDER ALL INDIVIDUALS AND ORGANIZATIONS WHO MAKE LEGAL, FINANCIAL, OR ETHICAL DEMANDS ON BLECHWARENFABRIK LIMBURG GMBH AS STAKEHOLDERS.

STAKEHOLDER DIALOGUE

Sustainability is a guiding principle for the entire society, to which many different social groups must contribute. In order to gain the best possible understanding of the expectations and requirements of stakeholders, we engaged with numerous stakeholders in 2020/2021. Through targeted questions and an evaluation form, key themes were identified, and feedback was collected.

EVALUATION OF THE SURVEY

Associations assess BL based on its commitment to employees, as well as its societal and volunteer engagement beyond the corporate sphere. They also emphasize the importance of active involvement in association committees and the representation of association positions.

Our customers view BL as their preferred provider due to a European production network, complete coverage of the required product portfolio, and high product quality. Sustainability is also becoming increasingly important for our customers.

In the region, organizations expect us to have a credible regional presence, which includes supporting regionally active non-profit organizations and networking at the regional level.

To be the employer of choice, BL must see its employees as its most valuable resource. Through long-term employment contracts, high career advancement opportunities, training opportunities, and workplace health promotion, the attractiveness for employees is increased.



MATERIALITY ANALYSIS

The stakeholders have significantly raised the importance of topics like resource conservation, energy efficiency, and product responsibility in 2021 compared to the previous analysis. Taking responsibility in the supply chain, as reflected in the implementation of parts of the Supply Chain Due Diligence Act, is another new aspect.

Crucial demands such as resource conservation, carbon-reduced production, environmentally friendly product development, and energy efficiency have been validated by the 2020 Environmental Award...



Key Topics	Relevance to Stakeholders							Relevant SDGs
	Shareholders/ Management	Employees	Customer	Suppliers/ Service provider	Politics/Authori- ties/Banks	Associations/ Unions/Public	Others	
Product								
Product development and innovation	🌳 🌳	🌳 🌳	🌳 🌳	🌳 🌳	🌳 🌳	🌳 🌳	🌳 🌳	9 12
Product responsibility	🌳	🌳	🌳	🌳	🌳	🌳	🌳	12
Responsibility in the value chain	🌳	🌳	🌳	🌳	🌳	🌳	🌳	1 2 3 6 8 16 17
Market presence	🌳	🌳	🌳	🌳	🌳	🌳	🌳	
People								
Human rights	🌳	🌳	🌳	🌳	🌳	🌳	🌳	8
Staff development and education	🌳	🌳	🌳	🌳	🌳	🌳	🌳	4 8 10
Generation management and equal opportunities	🌳	🌳	🌳	🌳	🌳	🌳	🌳	5 8 10
Health and safety	🌳	🌳	🌳	🌳	🌳	🌳	🌳	2 3 6 8
Work-life balance and employee satisfaction	🌳	🌳	🌳	🌳	🌳	🌳	🌳	1 3 5 8
Social engagement	🌳	🌳	🌳	🌳	🌳	🌳	🌳	12 17
Engaging stakeholders		🌳	🌳	🌳	🌳	🌳	🌳	
Processes and Resources								
Resource conservation and material efficiency	🌳	🌳	🌳	🌳	🌳	🌳	🌳	6 8 9 12 13 14 15
Circular economy and waste management	🌳	🌳	🌳	🌳	🌳	🌳	🌳	12 14 15
Energy efficiency	🌳	🌳	🌳	🌳	🌳	🌳	🌳	7 9 13 15
CO ₂ neutrality	🌳	🌳	🌳	🌳	🌳	🌳	🌳	8 9 11 13 15
Water management	🌳	🌳	🌳	🌳	🌳	🌳	🌳	
Noise managemen	🌳	🌳	🌳	🌳	🌳	🌳	🌳	
Economic								
Economic success	🌳	🌳	🌳	🌳	🌳	🌳	🌳	8
Corporate and sustainability strategy	🌳	🌳	🌳	🌳	🌳	🌳	🌳	8 9 12
Customer satisfaction	🌳	🌳	🌳	🌳	🌳	🌳	🌳	17
Integrated management system including risk management	🌳	🌳	🌳	🌳	🌳	🌳	🌳	
Compliance with laws	🌳	🌳	🌳	🌳	🌳	🌳	🌳	
Transparent reporting		🌳	🌳	🌳	🌳	🌳	🌳	
Participation in politics	🌳	🌳	🌳	🌳	🌳	🌳	🌳	16

Goals for sustainable development



THE MOST IMPORTANT RESULTS

HERE YOU WILL FIND THE STATUS AND THE MOST IMPORTANT RESULTS OF

AND GOALS AT A GLANCE

THE MEASURES FROM THE LAST SUSTAINABILITY REPORT.

Works Council

- Smooth transition to the new location with long-term job security

achieved



Resource Consumption and Climate Protection

- Use of renewable energy sources
- Utilization of waste heat
- Energy-efficient lighting
- KfW-55 standard (an energy efficiency standard in Germany)
- Automation of logistics

achieved



Health

- Creating the best possible conditions for sustainable, modern, and safe workplaces.

achieved



Employees

- A new focus on personnel development with an emphasis on social and media skills.
- Advancement of our employees regarding the 'digital BL.'
- Developing a strategy to present vocational training as an attractive and future-proof alternative to a university education for Generation Y and to retain well-trained professionals after their training.

achieved



SUBJECT CLASSIFICATION IN ACCORDANCE WITH ISO 26000

	Recognising social responsibility		2, 12
	Identifying and involving stakeholder groups		52 ff

CORE SUBJECT: ORGANISATIONAL GOVERNANCE

	Culture and values of the organisation	Company culture Financial figures	12 7
	Basics of organisational governance	Awareness of social responsibility	12
	Processes and structures	Integrated management system Motivated employees	14 28 f

CORE SUBJECT: HUMAN RIGHTS

Issue 1	Due diligence	Anchored in the Compliance Policy	12, 14
Issue 2	Human rights risk situations	See issue 1	12, 14, 41
Issue 3	Avoidance of complicity	Carrying out supplier audits	50 f, 14
Issue 4	Resolving grievances	See issue 1	12, 14
Issue 5	Discrimination and vulnerable groups	See issue 1	12, 14
Issue 6	Civil and political rights	See issue 1	12, 14
Issue 7	Economic, social and cultural rights	See issue 1	12, 14
Issue 8	Fundamental principles and rights at work	See issue 1	12, 14

CORE SUBJECT: LABOUR PRACTICES

Issue 1	Employment and employment relationships	Employment law provisions adhered to at all locations	14, 28 f
Issue 2	Conditions of work and social protection	Operational integration management Prevention and health promotion	34-41
Issue 3	Social dialogue	Charitable commitments in our region	42
Issue 4	Health and safety at work	Our standards are high	34-39
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	28-33

CORE SUBJECT: THE ENVIRONMENT

Issue 1	Prevention of pollution	Environmental and energy management	12 f, 18-21
Issue 2	Sustainable resource use	Recycling Resource efficiency	18-20, 23 f
Issue 3	Climate change mitigation and adaptation	Reducing emissions Using renewable energy Utilising freight transport	24, 26, 51
Issue 4	Protection of the environment, biodiversity and restoration of natural habitats	Tin plate - an infinitely reusable material	12, 20

Responsibility:

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