



TOMORROW WILL
SOON BE TODAY!

Sustainability 2022

REPORTING YEAR 2021

New Chemistry.

Contents



› Foreword	3-5
› About BÜFA	6-7
› Commitment + Region	8-10
› Highlights	11-12
› Values + Strategy	13-16
› Climate + Resources	17-20
› Work + Future	21-27
› Products + Responsibility	28-33
› Topics of the Future	34-35
› Numbers, Figures + Facts	36-37
› Our Locations	38
› Legal Notice	39



Foreword

A CONVERSATION WITH JAN PHILIPP WUPPERMANN AND FELIX THALMANN

How do you manage the interplay between the traditional chemical industry and the issue of sustainability?

Felix Thalmann: Over 20 years ago, we included the principle of “protecting people and the environment” in our corporate philosophy. As a responsible company operating in the chemical industry, BÜFA has been guided by this long before sustainability had reached the heart of society. This was possible, above all, because both the advisory board and the shareholder family are very committed to this issue. In the company itself, for example, we are now attributing greater importance to sustainability by creating a staff function with two specialists at present who are driving the issue forward, helping to shape it and who are transposing it to the entire corporate group. Also, investment in the European Circular Bio-Economy Fund,

which – as an important financial instrument – supports the achievement of the European climate goals within the framework of the EU Green Deal, acts as a clear signal function as to the direction in which we want to develop further.

Jan Philipp Wuppermann: In the 1980s, there were a number of drastic incidents involving chemical companies that prompted us at the time to integrate safety and environmental considerations more strongly at BÜFA, and to take appropriate measures. Today, we are extensively aligned with the three-pillar model of sustainability, which states that sustainable development can only be achieved if environmental, economic and social goals are implemented simultaneously and equally. While throughout our long corporate history, we focused on economic and social aspects at the time, we now also pay comprehensive attention to the issue of ecology. That is because chemistry is part of the problem for our planet, but, above all, it is also part

of the solution. Many of the United Nations' 17 Sustainable Development Goals could not be implemented without chemistry. Research and development in the chemical industry are drivers of innovation, for example, for clean water or renewable energy.

What progress was BÜFA able to make in 2021?

Felix Thalmann: In 2021, we successfully launched several projects. For example, we are in the process of converting our car fleet to electric mobility, and also plan to test a first truck with electric drive this year. In addition, we were able to develop a modular, innovative and more environmentally friendly detergent system for textile care, and launch it as a market innovation at the end of last year. At the same time, we succeeded in developing a key figure that makes sustainability in the chemicals portfolio measurable. We have already evaluated a large proportion of the products in our portfolio according to these criteria.

Jan Philipp Wuppermann: We have also been able to achieve something similar for our products in the cleaning sector. The characteristics that an ecological product must have at BÜFA in accordance with the 17 United Nations Sustainable Development Goals have also been classified here. And it is particularly important to emphasise that we have managed to make ourselves climate-neutral through compensation measures at BÜFA's German sites. However, off-setting is only the first step, because with many projects within our group of companies, we want above all to reduce (or avoid) CO₂ emissions.

What were specific projects that you pursued in 2021? Is there a project that is personally important to you?

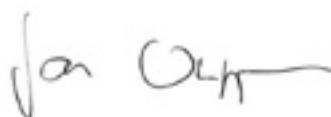
Jan Philipp Wuppermann: First of all, I am excited about the variety of different projects in which we at BÜFA deal with sustainability. Numerous employees are involved here, and make a great contribution to this important issue. With a view to climate neutrality, however, I particularly followed the progress of installation work for the photovoltaic system at the BÜFA Reinigungssysteme site. And, if we stay with the keyword energy for a moment, it is, of course, also great that we now offer charging points for electric cars at all our German locations – not only for our own employees, but in some cases also for external visitors.

Felix Thalmann: At the same time, we are continuing to convert our operations to use LED lighting – and the electricity we consume has been sourced by way of CO₂-neutral energy procurement since 2017. In addition, there are initiatives at BÜFA that are initiated by the employees themselves. An environmental team has been set up at BÜFA Composite Systems to bundle, structure and process sustainable ideas from employees. In this way, everyone at every level is actively involved. We are also receiving valuable impetus from external partners. Last year, we carried out projects with both Carl von Ossietzky University Oldenburg and Leuphana University Lüneburg. Together with BÜFA employees, students dealt with issues related to climate protection and sustainability, and gave us new food for thought for further measures. The results are now being processed further in teams at BÜFA.

How would you like to make your company more sustainable in the next five years?

Jan Philipp Wuppermann: One goal would be the ability to generate the energy we consume ourselves with regenerative energy sources. And, in a best-case scenario, we not only generate the energy we expend, but produce beyond that. Then we at BÜFA would not only be CO₂-neutral, but CO₂-negative. In this context, a topic of the future is also to no longer consume fossil fuels, but to gradually switch to alternative energy sources and drive concepts for our machines.

Felix Thalmann: We are also keeping a close eye on our development to use water as a resource in a sustainable way. Consequently, for BÜFA, this means not only saving water and reducing wastewater, but also producing in a wastewater-free way at our sites. And, all in all, we must succeed in making the transformation to a circular economy. Against this background, assessing each of our products with the Product Carbon Footprint – which measures a product's contribution to climate change along its entire life cycle – would be an elementary part of this. We'll tackle that, just like we are tackling many other things!


Felix Thalmann
CEO BÜFA Group

Image: BÜFA

Jan Philipp Wuppermann
Chairman of the Advisory Board



BÜFA Chemicals



BÜFA Cleaning

About BÜFA

The BÜFA Group is an independent, medium-sized family business operating in the chemical industry. The Oldenburg-based company can trace its roots back to its trade in dyewoods, oils and chemicals; an operation which it founded in 1883. Today, across its three business divisions of Chemicals, Cleaning und Composites, BÜFA offers a wide range of products, services and support internationally:

Chemicals

- Nationwide supply of chemical raw materials to industrial sectors
- Distribution, contract filling and warehousing (warehouse logistics)
- Export of raw materials and transport of chemicals

Cleaning

- Extensive range of cleaning products for various industries
- Individual dosing and application technology
- Performance of chemical analyses as well as consulting services dedicated to hygiene management

Composites

- Production of high-quality composite materials for numerous industries
- System provider with comprehensive machine and application expertise
- Contract manufacturing, project consulting as well as development and installation of special systems



BÜFA Composite Systems

Our customers include companies operating in food processing, textile, industrial and vehicle cleaning, wind energy, the rail and commercial vehicle sectors, as well as ship- and boat building.

With 658 employees and 43 trainees, BÜFA achieved a Group turnover of EUR 344 million in 2021. In keeping with its unrivalled ethical values, this traditional Oldenburg-based company cultivates a fair and cooperative partnership with customers, suppliers and the general public. Guided entirely by its robust corporate principles, BÜFA is strictly aligned with the principle of sustainability. BÜFA focuses on “new chemistry” and combines economic efficiency with societal responsibility.



BÜFA Holding
Photos: Markus Monecke / BÜFA

NEW CHEMISTRY *meets* NEWCOMER!



Commitment + Region

Over the last two years, the Coronavirus pandemic has also had a significant impact on many areas of our social life. For this reason, BÜFA has made it its task to cushion these effects to some extent, as part of its regional commitment. After BÜFA had provided rapid support primarily in the social sector in 2020, support for culture came into focus last year.

Even if, after all, many events could only take place in a restricted way and under very limiting conditions. In order to keep cultural life going in and around Oldenburg, BÜFA has been an unwavering sponsoring partner of the “Kulturetage” and its “Cabaret Days”.

Starting in spring and summer, several festivals were listed, which BÜFA supported for the first time. The flausen + BANDEN festival put on by the Oldenburg State Theatre, theatre wrede + and the Theaterhaus Hildesheim kicked off the festival season. New performances were presented in a specially designed digital festival space.

In summer, it was a case of “clear the way” for artists who thrilled their audience with artistry at the Neuland Festival. This was followed by the JAPZ cabaret festival, an open-air event in the city centre that offered both young and old the opportunity to enjoy acrobatics, clown performances and all the magic you’d – free of charge.

Overview of the company's exemplary social commitments in 2021:	
Kulturetage cultural association	Cabaret festival 2021
Staatstheater Oldenburg	flausen + BANDEN Festival
Tourismus & Marketing Oldenburg	JAPZ-Kleinkunstfestival
Kulturbörse Nordwest	Newcomer Prize 2021
Kulturperspektiven Oldenburg e. V.	Neuland-Festival
Vertikali GmbH	Project: ImmerBunt
Grundschule Nadorst	Project: Tiergestützte Pädagogik
Schülerforschungszentrum NordWest	Coordination of courses in mathematics, computer science, natural sciences and technology with other regional companies
Carl von Ossietzky Universität Oldenburg	Professorship endowment
Rastede Racing and Riding Association	Oldenburger Landesturnier 2021
Epona GmbH	Beach & Ride Tournament
EWE Baskets basketball club	Sponsoring of professional sport
Polizeigewerkschaft Niedersachsen	"Children in traffic" colouring book
CO/RE Coinnovation & Recreation GmbH	Sponsoring Co-Working Space
DRK Kreisverband Oldenburg Stadt	Donation for an emergency response vehicle
Bad Zwischenahn volunteer fire brigade	Donation in kind – flood victim aid
Children's protection association: Kinderschutzbund Varel	Donation in kind – flood victim aid
Youth fire brigades – Town of Oldenburg	Christmas present for children's fire brigades

To round off the cultural year, the Oldenburg-based chemical company also donated the "Newcomer" prize, which was awarded to the Modern Irish Folk band Danácht in the course of the second "Kulturbörse Nordwest" cultural event.

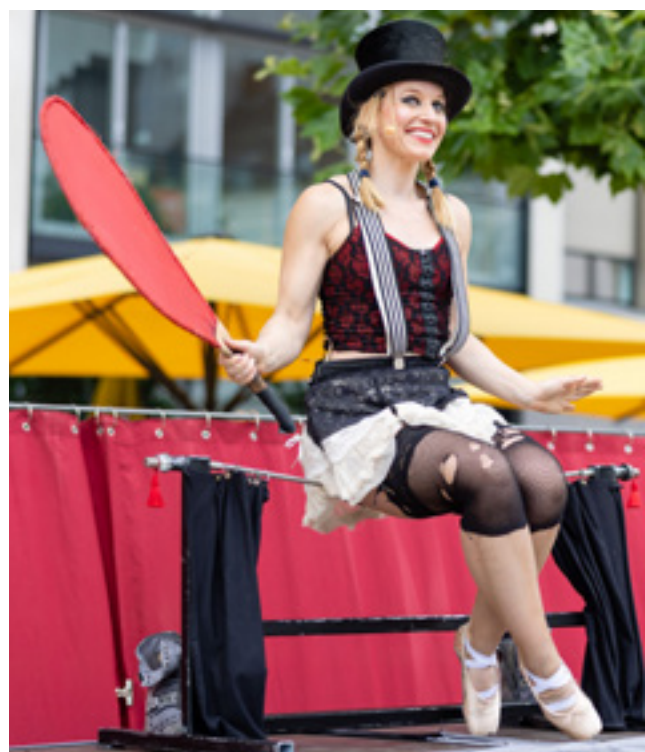


Photo: Copyright Oldenburg Tourismus and Marketing GmbH, Martin Remmers.



Copyright: Vertikali GmbH

In addition to the focus on culture, BÜFA also continuously keeps an eye on regional sustainability projects in its broader commitments. In 2021, therefore, it was not only culture that should blossom anew, but also a large meadow on the outskirts of Oldenburg. BÜFA, therefore, became a partner of the “ImmerBunt” initiative in 2021.



Jakko – The feel-good manager at BÜFA



Highlights

ENVIRONMENTAL MANAGEMENT SYSTEM

LIETHE SITE GIVEN A WHOLE NEW GUISE

In January 2021, the project entitled "Restructuring of the BCS-Liethe environmental management system (EMS)" was launched, in order to restructure the environmental management system and integrate all employees more closely.

As part of this project, an environmental team was set up to specifically promote environmental issues at the Liethe site. The group bundles, structures and works on environmental issues transparently for the benefit of everyone.

In order to ensure that all ideas relating to the environment can be taken on board, the members of this team are available to all employees as points of contact for all matters relating to sustainability at BÜFA Composite Systems.

Everyone can help to protect the environment and take responsibility for our environment in tomorrow's world. And so all ideas are considered valuable and evaluated by the environmental team. Following the evaluation, a decision is then made on its implementation. For each topic, the responsible person at the location assumes the role of "point of contact for implementation".

This gives all employees the opportunity to actively participate in individual topics and, at the same time, make a contribution to greater environmental friendliness.

The measures that have been started are documented transparently for all employees in the BÜFA-WiKi, so that information on the current status of individual measures can be obtained promptly.

Photo: shutterstock.com



PRIMAKLIMA CERTIFIES BÜFA AS CLIMATE-NEUTRAL

As part of our ecological commitment, BÜFA offsets its CO₂ emissions caused at the German sites in Oldenburg, Hude and Rastede through cooperation with PRIMAKLIMA, Moorfutures and atmosfair. With offset projects from these partners, we achieved our goal of becoming climate-neutral in Germany last year. PRIMAKLIMA is a non-profit association that works nationally and internationally to plant new forests and save endangered forests. The measures serve the goal of reducing CO₂ in the atmosphere.

of new forests, the generation of electricity from mustard residues in India, the development of efficient cooking systems for families in Nigeria, and the construction of biogas plants for households in Kenya. In addition, BÜFA has decided to also participate in regional projects, and is committed to the rewetting of the Königsmoor in the Rendsburg-Eckernförde district. In a first step, BÜFA is offsetting the CO₂ emissions caused with these projects.



BÜFA determines its CO₂ emissions through the annual preparation of a Corporate Carbon Footprint (CCF), which is calculated on the basis of the Greenhouse Gas Protocol. In 2021, the Oldenburg-based chemical company is now supporting the planting

In the future, however, the focus will be on reducing or avoiding CO₂ emissions, primarily through further measures. To this end, there are plans to install photovoltaic systems, consistently expand e-mobility or roll out canister recycling, among other things.



Values + Strategy

AVOIDING AND REDUCING EMISSIONS – CLIMATE TARGETS FOR 2022

The German BÜFA sites have been climate-neutral in Scope 1 and 2 since 2021. In order to achieve this, the emissions generated by gas, electricity and fuel consumption were offset by means of various compensation projects and the purchase of electricity from renewable energies.

Per tonne of sales volume, seen over the Group, approximately 16 kg CO₂ were emitted. This is to be reduced to 13 kg CO₂ by 2025.

In order to integrate these goals into the existing management systems, the climate

goals will be integrated into ISO 14001 as environmental goals in 2022. In 2021, all environmental management officers at the sites in Germany and the Netherlands discussed the current state of events, and developed ideas on where (and how) emissions can be reduced.

In addition to investment in new heating technology, the increased purchase of electric vehicles as company cars and fleet vehicles as concrete measures, the extent to which alternative fuels – such as bio-diesel from recycled feedstock and energy-efficient driver training in the logistics sector – can have a positive impact, was also discussed.

Furthermore, a better understanding of how the total consumption of the sites can be allocated to the individual areas is to be created at some locations by means of suitable measuring technology and intermediate meters. This will make it easier in future to derive specific measures to reduce and avoid emissions from electricity and gas consumption. The emissions, the implementation status of the measures – the resulting effects and the integration into the ISO 14001 environmental management system will be tracked and discussed in joint, Group-wide meetings during 2022.

By doing so, synergies can be exploited and the integration of climate goals into existing processes, investments and operational procedures is continuously improved and specified.



STRATEGIC SUSTAINABILITY GOALS

We are increasingly anchoring and integrating sustainability into our strategic management processes.

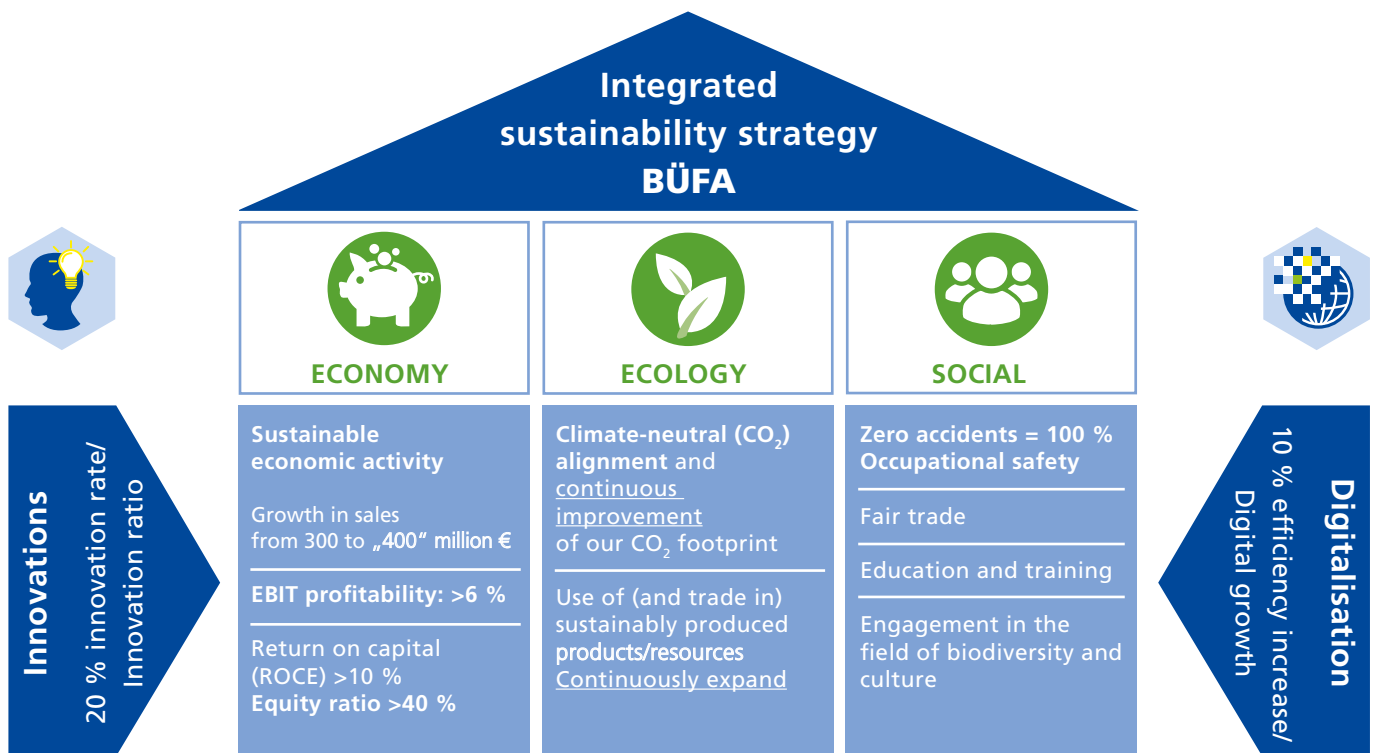
This **integrated sustainability strategy** includes not only economic objectives (sales growth and profitability), but also ecological objectives and key social concerns.

Sustainability is an essential part of our day-to-day activities. We want to contribute to sustainable development with innovative products and services from our business units.

For us, focusing on sustainability means: To see economy, ecology and social issues as a unified entity, and to create sources of potential.

We, therefore, are continuing to focus on continuous growth while working to reduce our environmental footprint within the value chain. Economic growth and sustainability are closely linked, and are also an integral part of our strategy.

To this end, we have also channelled our environmental and climate goals and anchored them in our ISO 14001 environmental management system.





SUSTAINABLE GROWTH IN SALES AND TURNOVER

Growth creates the conditions for – and the challenges faced by – our sustainable action. Sustainable growth here also means for our main suppliers, on the one hand, and for our customers, on the other, that we offer products globally and services Europe-wide. In order to be able to continue to maintain and also continuously improve our respective competitive positions, we need international growth.



INCREASE EBIT PROFITABILITY TO OVER 6 PER CENT OF TURNOVER

In order to continue to maintain a solid capital base and financial structure as a medium-sized family business, it is necessary to achieve corresponding profitability targets. This essentially includes achieving a sustainable EBIT ratio of more than 6 per cent of sales in the Group.



SUSTAINABILITY: INCREASE THE SHARE OF SUSTAINABLE PRODUCTS CLIMATE/ENVIRONMENT: CO₂-NEUTRAL

We create value and growth in line with the UN Sustainable Development Goals (SDGs). To this end, we will continuously determine the contribution of our businesses to the SDGs within the framework of sustainability analyses in future.

For example, we are in the process of increasing the share of more sustainable products by more than 15 per cent per year on average. More sustainable products mean: fewer pollutants, less harmful environmental impact and social impact and, at the same time: economic success on the market. To this end, we have developed a “Sustainability scoring” and evaluated our product portfolio accordingly.

An SDG is relevant to us (Group relevance) if it has a significant influence (positive or negative) on us.

Climate protection

Within the framework of the Paris Climate Agreement, we want to make our contribution to limiting global warming to 1.5 °C. To this end, we are continuously expanding our measures to reduce greenhouse gases, thereby ensuring greater climate protection and contributing to mitigating the consequences of climate change.

A key goal is to reduce the (ecological) CO₂ footprint: Here, we assess our greenhouse gas emissions (GHG emissions) according to the Greenhouse Gas Protocol (GHG standard).

Since 2020, we have been determining our rate of consumption (including gas, electricity and fuel) on a quarterly basis at our sites in Germany and the Netherlands, as well as calculating emissions on a site-specific and scope-related basis.

Over the next few years, we want to continuously reduce Scope 1 emissions – i.e. the direct release of climate-damaging gases in our own company at our locations – as measured in terms of sales volume.

In order to avoid CO₂, we invested in photovoltaic systems at one of our sites in Oldenburg back in 2021 (around 1,020 solar panels).

Amounts in CO ₂		ACTUAL 2020	CO ₂ (KG) pro t	ACTUAL 2021	CO ₂ (KG) pro t	Deviation ACTUAL – previous year	
Scope-1	Direct d. combustion (natural gas)	1,217	8.4	1,254	7.8	37	3.1%
Scope-1	Direct d. combustion (fuels)	1,331	9.2	1,401	8.7	70	5.3%
Scope-1	Total	2,547	17.5	2,655	16.5	108	4.2%
Scope-2	Purchased energy (electricity)	1,851	12.8	1,940	12.0	89	4.8%
Scope-1-2	Total	4,398	30.3	4,595	28.5	197	4.5%

Cumulative CO₂ consumption of the BÜFA Group in 2021 (excluding the European composites distribution sites)

CLIMATE PROTECTION OFFSET PROJECTS

In 2021, we completely offset the emissions from Scope 1 through the targeted purchase of certificates from audited climate protection projects. When selecting compensation projects, we place particular emphasis on the following standards:

Long-term safety of CO₂ binding

Long-term storage of the compensated amount of CO₂ must be guaranteed.

Additionality of the compensatory measure

Without the compensation project, the measure would not have been created or saved from its destruction.

The compensation package is in line with the company's philosophy, and takes into account values such as regionality, longevity and diversity.

These include, in particular, projects for the

- Rewetting of peatlands
- Afforestation of forests
- Promotion of solar and energy projects in developing countries with significant sun exposure

In 2021, the important pillars of "avoiding" and "reducing" emissions were discussed, and the corresponding environmental and climate targets were derived and agreed.



Photo: shutterstock.com



Climate + Resources

INNOVATIVE IDEAS FOR GREATER CLIMATE PROTECTION – INNOVATION MANAGEMENT SEMINAR WITH THE UNIVERSITY OF OLDENBURG

After the successful Green Business Idea Jam with Carl von Ossietzky University Oldenburg in October 2020 as part of the EU project "S4S" (Scale up for Sustainability), the topic of climate neutrality was continued jointly at BÜFA in the winter semester 2020/2021.

As part of the "Innovation Management" module at the University of Oldenburg, BÜFA was once again able to benefit from the students' creative ideas and fresh approaches.

The module started with a theoretical section in which students learned the basics of innovation management and innovation processes. This was followed by a three-month seminar phase in which seven groups worked on BÜFA issues.

As in the Green Business Idea Jam, the focus was on the topic of climate neutrality.

The students worked on the topics:

- Strengthening climate awareness among BÜFA employees at company sites
- Strengthening climate awareness among BÜFA employees in the area of mobility
- Innovative logistics solutions
- Promoting sustainability innovations
- Digitalisation in BÜFA customer service
- Regional BÜFA climate compensation project
- Intelligent energy management for the new photovoltaic system

The groups were accompanied in the working process by BÜFA employees with a specialist knowledge of the discipline, who supported them with background information, differentiated discussion points and constructive feedback.

The students presented their results in online meetings on two days in February 2021, which were attended by the respective employees and members of executive management, and were subsequently discussed with the students.



Photo: shutterstock.com

INPLANT SYSTEM AT BÜFA COMPOSITE SYSTEMS

As part of the modernisation of production, a new type of production line for tinted products had been the subject of discussion for some time. After a preparatory phase lasting several years, BÜFA Composite Systems designed and commissioned a modern production line together with the market leader.

The automation of internal processes during production is intended to make the process significantly leaner. This enables BÜFA to meet customer requirements more quickly.

The system produces directly in the individual customer's container and can carry out many steps fully automatically. Automation begins with the container's labelling. Subsequently, the base product and the required pigment pastes and additives are automatically dosed and the product homogenised. As a final step, the system seals the container.

In the system's second expansion stage, the products will be checked without contact and corrected as required.

As a result, the production of tinted Gelcoats and colour pigment pastes can be much more efficient and environmentally friendly:

1. This new process can reduce emissions throughout the entire process.
2. The system only produces the quantity that the customer actually needs. This eliminates the need for the intermediate storage and, if necessary, disposal of products.
3. The accuracy of dosing increases; thus fewer corrections and associated fewer resources are required to achieve the desired quality.
4. The work is clearly more ergonomic for the employees involved.
5. The process is to be paperless.

The new system will help to protect people and the environment, as well as conserve resources. It is scheduled to go into operation in the second quarter of 2022.

ENVIRONMENTAL ASPECTS AT BÜFA

BÜFA's business activities and services have an impact on the environment in many ways – these are referred to as the environmental aspects of a company. At BÜFA, each site identifies its environmental aspects and associated environmental impact. These are assessed annually at BÜFA. The environmental aspects form the framework for the definition of goals. The following are the environmental aspects identified at all sites.

Electricity:

Electricity consumption is an identified environmental aspect at all locations. Electricity is needed for the production facilities, storage facilities and offices, among other things. In recent years, some measures have been implemented, such as the switch to LED lighting. Since 2017, BÜFA has been consuming CO₂-neutral electricity.



Waste:

All sites generate different types of waste, for example, production and packaging waste. The principle of "avoid and reduce first" applies to all waste before it is disposed of. In order to ensure that the resulting waste is disposed of correctly and in accordance with its classification, BÜFA only works with specialist disposal companies. Analyses have been carried out on the waste streams. Thus, the rates of separate collection were able to be improved, even though the level of waste generation remained the same.

Resource consumption:

A large number of resources are consumed in the production and filling of products. These are, on the one hand, the raw materials for our products, but also consumables such as paper and packaging materials, on the other. This also includes the natural gas used to operate the heating systems.



Emissions:

Different emissions are released during the filling and production processes. In addition, the operation of a vehicle fleet – such as forklifts and trucks – releases further emissions. Here, various measures were implemented, such as the conversion of gas forklifts to electric forklifts. Production processes are optimised to achieve the most closed system possible, and to reduce emissions.



Measures have been established to conserve resources, such as duplex printing as the default setting for all printers, the use of a return system for Edding markers, as well as batteries and print cartridges. Other measures include optimising the storage of raw materials to reduce packaging, and the digitisation of processes and forms are optimised to achieve the most closed system possible, and to reduce emissions.





Work + Future

WORKING ON THE MOVE IN CORE – A FIELD REPORT

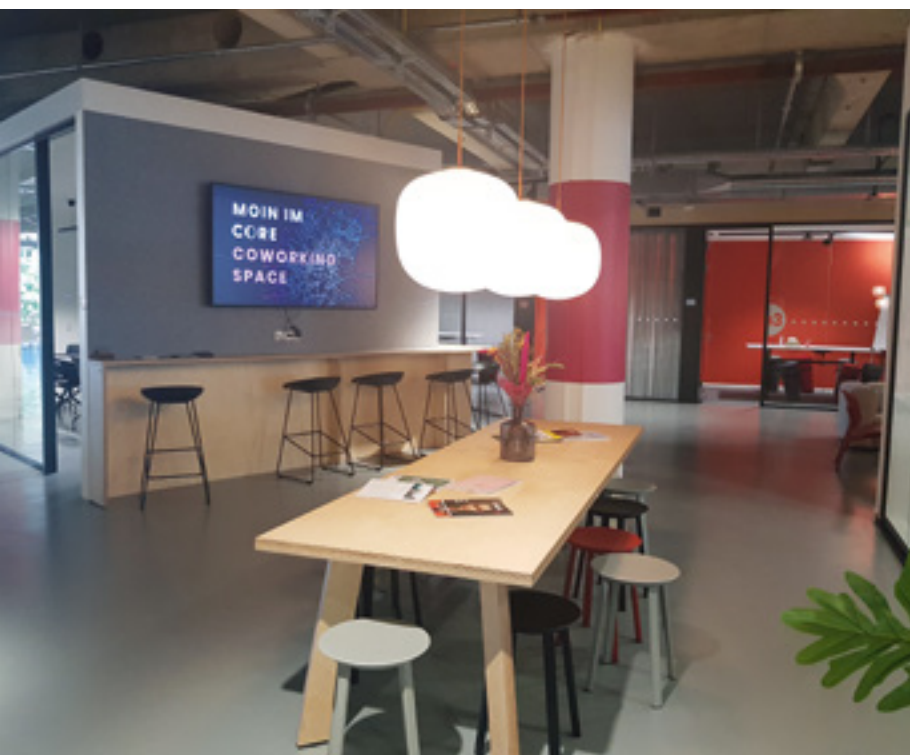
The first time I visited “CORE” was due to curiosity. I had already heard about the concept of coworking spaces and was curious to see how this would be implemented in Oldenburg. I was all the more pleased that there are always two seats reserved for BÜFA. The two places can be booked easily via the Outlook calendar at BÜFA. Especially in the context of the Coronavirus, the offer seemed to me to make working on the move more pleasant.

be able to open the doors yourself. Three chips are available for collection at different BÜFA locations if required.

My first visit to CORE was outside official opening hours, and there was no one on site to brief me. And so, I was a little unsure at first as to where I could sit and what equipment I could use. To be on the safe side, I looked for a free spot without a computer or docking station to set up my laptop. As I learned later, that was absolutely right, because everyone has to bring their own equipment. The equipment I had noticed sporadically at tables belonged to other people.

Then, the next order of business was to find a coffee. Here, I met the first member of staff. She was just putting on a pot, which I was then allowed to help myself to. The kitchen area also has a selection of teas and fridges for the food you bring with you.

With a coffee in hand and equipped with a Wi-Fi password, I went to my chosen seat and started working.



The info desk at CORE is staffed from 9 am to 5 pm. During this time, the coworking space can be entered via the market hall with the street food stalls. If you arrive outside these times, you'll need a small chip to



This workspace complete with modern furnishings has some sound-absorbing elements, and is very open in design. I didn't need the headphones I had brought with me. Even when other temporary "work colleagues" joined, the area offered enough space to work without feeling undisturbed.

And if you want to work completely undisturbed, it is best to use one of the two yellow telephone booths. These have been sound-proofed. Instead of a telephone receiver, it contains a small bench with a height-adjustable laptop base. I used this place to great effect for short online meetings later in the day.

For my breakfast break, I looked for a cosy spot in the break corner, very close to the converted telephone booths. Upholstered wicker chairs hanging from the ceiling ensure great moments of relaxation with excellent views of the Horst Janssen Museum and the Oldenburg railway bridge.

I spent my lunch break in the market hall one floor below. Most street food vendors specialised in one or two dishes, but the number of stalls resulted in a wide range of international dishes.

During the breaks, I was able to store my laptop securely in a locker.

At the end of my working day in the late afternoon, I took advantage of the central location of my temporary "new office" to run a few errands in the city centre after work.

On the one hand, I think CORE is a solid alternative for those who want to work on the move but don't have enough space at home, or don't like to turn their personal living space into an office. On the other hand, CORE is generally a nice alternative to simply break out of the usual work routine. You spend your day in a new, productive atmosphere working together with strangers.

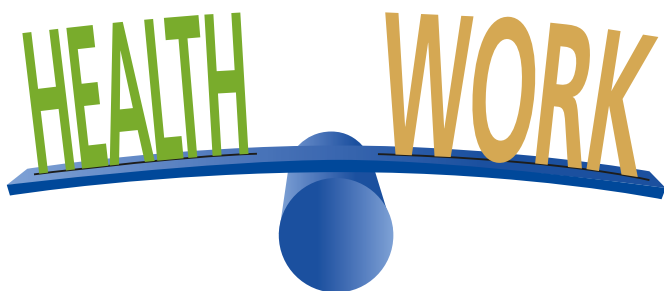
I am very happy that we have this offer at BÜFA and can only recommend to everyone to give it a try.

Christian Boortz, IT-Management, BÜFA Holding



STAYING HEALTHY THROUGHOUT THE YEAR

In addition to focusing on more resource-efficient production, BÜFA is also committed to maintaining the long-term health of its employees. For example, preventive measures relating to the topics of exercise, nutrition and mental health are regularly offered as part of the company's health management system, and inspiration is given for a healthy everyday life.



In addition to the general offer to promote fitness through "Hansefit", the leasing of bicycles or pedelecs via BusinessBike or regular colon cancer screening, various health formats were also tried out in 2021. For example, employees were able to determine their personal stress level on the stress scale, and were given specific tips on stress prevention. In the middle of the year, an active lunch break was offered for six weeks. Here, employees working in an office workplace could try yoga at their desk chair. And through information and taster stands on site, the topic of "healthy nutrition" was brought into mainstream company life. In addition, there were also joint cooking evenings on selected topics.

With this approach, we will endeavour to promote the health of our employees in the long term, because, ultimately, everyone benefits.



**GRUENE-TIERWELT.DE –
A SUSTAINABLE TRAINEE ONLINE
SHOP FOR SUSTAINABLE TRAINING**

In 2020, BÜFA trainees became founders and launched their own start-up, combining BÜFA's three strategic fields of action: digitalisation, innovation and sustainability. Customers have been able to find organic animal care and husbandry products in the shop since November 2020.

The new apprentice company has also been an integral part of the training at BÜFA since August 2021. The second year of vocational training for BÜFA trainees involves a rotation to different departments and locations of the BÜFA Group. In this way, trainees will be able to gain a complete overview of all processes and components in a company. By visiting the apprentice's own online shop, the newcomers now learn (on a small scale) what it means to run a business. The trainees are in charge of all the work that arises. This included the brand relaunch this summer, where the start-up entrepreneurs developed a new logo and website.

In order to market our sustainable animal products even more effectively, the trainees developed a more user-friendly interface, as well as a brighter and more appealing design for the shop. The product range is also regularly in focus – new products are added, while others are removed from the range, and always with a keen sense of what the customer is asking for! The staff of BÜFA's specialist departments are always on hand to advise them.

This prepares the specialists and managers of tomorrow in the best possible way for their future careers. The established training concept of the Oldenburg family business, which fervently pursues the development of personal responsibility and independence of learners with numerous measures, was expanded with the online shop with an innovative and sustainable approach.



VIVOChem IS "FITTEST COMPANY OF TWENTE 2020"

ViVoChem in Almelo received the "fittest company of Twente 2020" award last year. An award that is not a matter of course for a chemical company. At ViVoChem, they agree that they had not expected this, and so it came as a positive surprise. This is the reason given by the jury in the certificate:

"ViVoChem shows itself to be a dynamic company. The vision is clear: to increase the energy of its employees. Management has struck the right balance. From fruit and sports, to preventive health coaching, the company offers it all. This is also a message and an incentive for other companies. Instead of a chemical distribution company, you tend to think of a fast-moving IT com-



pany or a start-up with young people and a ping-pong table. Or a hip business where everyone drifts in and out. We don't fit into this mould," says Managing Director Ronald IJzer, who swapped his suit for sportswear during the pitch to the jury. Niels Vogelzang, Environment, Health, Safety and Quality (ESHQ) Manager at VivoChem, adds: "With this, we wanted to show that the hurdle to be sporty is set very low in our company: Take off your work clothes and put on your sports clothes.

Going home with lots of energy

"The award also reflects what VivoChem's intentions are when it comes to fitness," says IJzer: "We place a lot of emphasis on vitality and that has a lot to do with the safety standards we have to apply. This safety and the rules that go with it are necessary, but can also cause stress. After all, we also have

to deal with hazardous substances. On the other hand, it is also important to ViVoChem that employees do not just go home tired and exhausted. Sometimes if you have worked hard, but have also worked with a sense of joy, then we arrive home to be with our families feeling stronger, says IJzer.

Winning the title of Twente's Fittest Company 2020 has attracted a lot of attention, says Niels Vogelzang. "Our industry association VHCP (Verband des Handels mit chemischen Produkten) also reacted to the award and found it very positive.

The award is, without doubt, an incentive to become even better, and to invest further in the vitality of our employees. What is still missing when it comes to promoting the health of all? ViVoChem wants to become a completely smoke-free company.



CHRISTMAS GET-TOGETHER UNDER THE OPEN SKY

The Coronavirus was also all-present in 2021. A multitude of measures, regulations and restrictions interfered extensively in everyone's life. It was all the more important to create a little balance wherever possible, even with social contacts. And because we all need company, it is indispensable and contributes to our health.

One highlight here, following the summer after-work meetings with bratwurst and "beer", was the BÜFA Christmas market. Ob-

serving hygiene rules so that safe gatherings were possible, more than 500 BÜFA employees and their families came to a pre-Christmas afternoon on the company grounds at our Oldenburg-Ohmstede site on the first Sunday in Advent. Numerous programme items and delicious food and drinks delighted young and old.

At the same time, BÜFA used the event to hold a fundraising campaign during the Christmas market for the "Weißer Ring" association, which provides comprehensive help for people affected by crime.



Photo: Marco Stobwasser



Products + Responsibility

FIGHTING PACKAGING WASTE – SMALL STEPS, BIG IMPACT

Overflowing rubbish bins with plastic packaging from the surrounding catering businesses are a thing of the past at BÜFA Holding. Since 2021, all employees have been provided with suitable glass bowls in which they can transport their lunch in an environmentally friendly and safe manner. The response from employees was very positive, and packaging waste at the site was reduced significantly. In doing so, BÜFA was able to contribute to greater sustainability with just a small change in everyday habits.

MEASURABILITY OF SUSTAINABILITY IN THE CHEMICALS PORTFOLIO

The question of sustainability in the portfolio of BÜFA Chemicals has occupied the business division for some time. The measurability of this sustainability (and the possibility to evaluate and control it) are also important for the strategic development of future business.

In 2021, BÜFA was able to achieve initial results regarding measurability following extensive research and discussions. A key figure has been developed that captures part of the environmental sustainability, and has already been used to assess a large proportion of the products in the portfolio.





The basis of this ratio are the following key points:

- Origin
- Degradability
- Ecotoxicity
- Human toxicity

For the individual categories, points were awarded for each individual product, depending on the proportion of renewable raw materials, the biodegradability or decomposition into recyclable (micro-) nutrients, and the labelling or hazard potential, respectively, of a raw material. The overall score for a product provides an initial impression of its environmental sustainability.

Among other things, this enables the identification of products for which action is needed due to poor ecological performance and for which more ecological alternatives are required. On the other hand, positively rated products can be pushed more strongly and this share in the portfolio can be increased.

For 2022, initial targets for managing the portfolio were developed on the basis of this assessment. In addition, the key figure is reviewed with regard to its functionality.



Photo: shutterstock.com

WHEN IS A PRODUCT ECOLOGICAL? – KEY FIGURES FOR GREATER SUSTAINABILITY AT BÜFA CLEANING SYSTEMS

As part of BÜFA's sustainability strategy, one of the goals is to increase the share of environmentally friendly and sustainable products.

In order to render the successes in the ecological development of our product portfolio both measurable and controllable, in 2021, BÜFA Cleaning Systems determined exactly which features an ecological product should have. In this way, it is possible to use key figures to identify trends and achieve goals that contribute to sustainability.

A Task Force from the areas of Research & Development, Product Management and Corporate Development has developed a catalogue of requirements for this, which is based on the 17 United Nations Sustainable Development Goals. These so-called SDGs (Sustainable Development Goals) were

adopted by all UN member states in 2015 as part of the 2030 Agenda for Sustainable Development. The aim is to make the global transformation ecologically, economically and socially sustainable.

As the SDGs are not fully applicable to the products of BÜFA Cleaning Systems – such as cleaning agents, detergents and disinfectants – they were assigned to eight goals to which they contribute in a first step:

- Health and welfare
- Clean water and sanitation
- Affordable and clean energy
- Sustainable industry, innovation and infrastructure
- Sustainable production and consumption
- Implementing climate protection worldwide
- Protecting life under water
- Protect life on land

- The product either complies with the criteria relevant in relation to the awarding of the EU Ecolabel. These criteria are each specific to described product groups and include these requirements:
- Toxicity to aquatic organisms: Application concentration below the critical dilution volume (CDV)
- Sufficient biodegradability of surfactants and other organic substances
- Exclusion of prohibited or restricted substances or mixtures

- The weight/benefit ratio of the packaging must not exceed the specified maximum values
- Only those phthalates are allowed in the packaging material for which a risk assessment is available
- For recycling purposes, the plastic parts shall be marked in accordance with DIN 6120 Part 2 or equivalent
- The fitness for use must be demonstrated
- Depending on the application, automatic dosing systems must be provided
- User information on dosage depending on degree of soiling and water hardness must be provided on the label or in the product information
- Or the product is included as a cleaning, disinfecting or hygiene agent in the so-called "List of operating resources" ("Betriebsmittelliste"), Research Institute of Organic Agriculture (FiBL)





Photo: shutterstock.com

If the previously mentioned requirements are not met, additional environmental criteria apply to the raw materials contained in the formulations.

Here, it also applies that only such raw materials may be used in the sales articles for which the following criteria apply:

- No CMR classification (cancerogenic mutagenic reprotoxic; no H340-362)
- Not acutely toxic
- Not harmful to the environment, i.e. inter alia not harmful or toxic to aquatic organisms
- No allergenic fragrances
- No substances of very high concern (SVHC)
- No phosphates or phosphorus-containing compounds
- No reactive chlorine compounds, such as sodium hypochlorite
- No halogenated hydrocarbons
- No formaldehyde releasers or formaldehyde deposit substances
- No volatile organic compounds (VOC)

The following applies to surfactants and organic raw materials:

- The RCI (Renewable Carbon Index) is at least 50, or they are predominantly bio-based (according to CEN/TS 17035)
- Free from palm oil or palm kernel oil derivatives. If not, only products certified by the Roundtable on Sustainable Palm Oil (RSPO) should be used
- No phosphorus-containing compounds

For solvents, the following applies:

If the hazards of a solvent in terms of its classification under Regulation (EC) No 1272/2008 (CLP/GHS Regulation) – and in terms of its life cycle assessment – are identifiably lower compared to established products, then this solvent contributes to the improvement of environmental performance within the product range. In this case, it is considered ecological because its use increases the environmental performance of the product range. In addition, they are considered ecological if they are recyclable, can be used in a closed cycle and, at the same time, fulfil the raw material criteria mentioned above.

The contents of this catalogue of requirements for an ecological product are re-evaluated annually and, if necessary, adapted to changing legal requirements, certifications and market needs.

BÜFA ELEMENTS – INNOVATIVE MODULAR SYSTEM FOR TEXTILE CARE

As part of its innovative research and development work, BÜFA Cleaning Systems has developed a modular detergent system that was successfully launched at the end of 2021.

This innovative modular system, called BÜFA Elements, is a real market innovation. BÜFA Elements enables customers from the textile care sector to use the individual components of the modular system precisely according to their needs. Depending on the given requirements, individual cleaning agents and additives can be dosed to the extent necessary for the individual process in laundries. In this way, customers can wash both laundry to be disinfected and conventional laundry.

The individual elements of the modular system enable the possibility of achieving optimum results in terms of cleanliness and protection of the fibres and colours during the washing process. In addition, they allow a disinfecting component to be added, in order to meet typically high hygiene requirements. The Covid-19 pandemic has made this aspect even more important.

One innovative feature of this modular system is that an individual detergent consisting only of the required elements is mixed in appropriate quantities via the dosing system on site, and depending on the laundry.

On the other hand, only those elements that are indispensable for the respective needs end up in the wastewater stream and thus in the environment.





Topics of the Future

A SUSTAINABLE START TO 2022 – “SUSTAINABILITY MANAGEMENT” WORKSHOP WITH LEUPHANA UNIVERSITY LÜNEBURG

Kick-off to a sustainable year: Together with the MBA programme Sustainability Management at Leuphana University Lüneburg, a one-week virtual workshop took place at the end of January. During this week, 23 students worked on sustainability topics at BÜFA in five groups, and were accompanied and supported by BÜFA specialists.

The event focused on the 17 Sustainable Development Goals (SDGs) set out by the United Nations. In future, these are to be increasingly incorporated into the BÜFA sustainability strategy.

For the students, the workshop was part of the examination requirement to obtain their Master's degree. The results were presented by the groups at the end of the week. A jury put together by BÜFA with experts from different fields evaluated the results of the working groups: Felix Thalmann (Chairman of the BÜFA Group), Dr Stephan Göttke (Chief Business Development Officer at BÜFA), Dr Karsten Hurrelmann (Research Fellow at Carl von Ossietzky University Oldenburg and Managing Director of the Network for Innovation and Start-ups in Climate Change (NIK)) and Renate Klingenberg (Deputy Managing Director of the German Chemical Industry Association [Verband der Chemischen Industrie e. V. Landesverband Nord, VCI Nord]).





Photo: Leuphana Universität Lüneburg / Patrizia Jäger

In preparation for the week, the students had already dealt with various key questions: What trends and challenges are currently driving the chemical industry with regard to the topic of sustainability, what does BÜFA already bring to the table, in order to respond to them, and what measures can be used to expand this in going forward. The workshop participants received the work assignments from the respective BÜFA experts in consultation with the university.

SDGs that are particularly relevant to the business divisions were identified, specific industries were examined for sustainability trends and opportunities for the future, and recommendations were made on how BÜFA can use these opportunities to effect a posi-

tive impact in line with the SDGs. A strategy for the internal and external communication of the topic of sustainability was developed, which includes the SDGs.

In the context of sustainability reporting, students were also required to select an appropriate standard for the report and propose how the SDGs can be incorporated here.

The results from the workshop provide a solid basis for the future design of the BÜFA sustainability strategy. These are to be expanded upon and taken into account in further internal workshops and strategy meetings.

Numbers, Figures + Facts

BÜFA Group		2021	2020	2019
Group sales	EUR million	344	244	224
Equity ratio	%	> 40	> 40	> 40
Research and development expenses	EUR million	2.6	2.2	2.4
Investments in property, plant and equipment	EUR million	7.8	6.4	12.9
Personnel expenses	EUR million	46.6	39.9	35.8
Locations Germany (D)		5	5	5
Locations abroad		7	7	5
Employees		658	624	556
Employees ¹	FTE	585	557	489
Qualification costs per employee ²	€	553	565	495

Locations in Germany				
Sickness rate ³	%	4.05	4.57	4.56
Staff turnover	%	11.49	9.07	7.98
Qualification days	±	1022	957.1	918
Qualification days per employee	±	2.1	2.0	2.1
average age, female employees	Years	40.24	41.25	43.29
average age, male employees	Years	43.07	44.56	44.02
average company tenure, female employees	Years	9.66	12.32	12.19
average company tenure, male employees	Years	10	12.79	12.05
Share of female employees	%	31.35	30.8	30.5
Apprentices		43	42	31
Apprenticeship rate	%	7.18	7.54	6.34

Locations in Germany and the Netherlands				
Accident frequency rate ⁴		22.4	11.3	23.5
1000-persons quota ⁵		32.1	10	32.1
Accidents ⁶		21	9	19
Days lost		264	99	153

¹ FTE = Full-Time Equivalent

² Calculation based on costs for external courses

³ Calculation based on 256 working days; sick days with continued pay

⁴ Calculation: Accidents with lost time per 1 million working hours

⁵ Calculation: reportable occupational accidents per 1000 employees

⁶ Calculation: Number of occupational accidents from one day of absence

Relative consumption/tonnage produced or sold, respectively				
Locations in Germany		2021	2020	2019
BÜFA Chemikalien, Hude-Altmoorhausen (/tonnes sold)				
Waste	kg	3.648	2.810	2.620
Gas consumption	kWh	12.102	11.228	10.178
Gas consumption in CO ₂	kg	2.432	2.247	2.045
Electricity consumption	kWh	11.813	9.226	6.936
Electricity consumption in CO ₂ **	kg	0.000	0.000	0.000
Water consumption	m ³	0.111	0.115	0.104

BÜFA Reinigungssysteme, Oldenburg (/tonnes produced)				
Waste	kg	40.821	33.175	25.495
Gas consumption	kWh	83.318	100.452	87.100
Gas consumption in CO ₂	kg	16.747	20.191	17.507
Electricity consumption	kWh	23.079	24.535	25.649
Electricity consumption in CO ₂ **	kg	0.000	0.000	0.000
Water consumption	m ³	0.709	0.733	0.761

BÜFA Composite Systems, Rastede-Liethe (/tonnes produced)				
Waste	kg	58.989	36.219	43.966
Gas consumption	kWh	250.017	227.764	213.757
Gas consumption in CO ₂	kg	50.253	45.781	42.965
Electricity consumption	kWh	173.999	167.137	152.245
Electricity consumption in CO ₂ **	kg	0.000	0.000	0.000
Water consumption	m ³	0.185	0.164	0.193

Locations abroad				
ViVoChem, Almelo (NL) (/tonnes sold)				
Waste	kg	3.290	4.940	5.689
Gas consumption	kWh	4.810	5.661	7.445
Gas consumption in CO ₂	kg	0.920	1.087	1.435
Electricity consumption	kWh	5.980	8.921	9.471
Electricity consumption in CO ₂	kg	0.000	4.059	4.305
Water consumption	m ³	0.015	0.022	0.020

Reporting framework

This is the sixth sustainability brochure produced by the BÜFA Group. The financial year runs from 1 January to 31 December 2021.

The information on this page relates exclusively to the German and Dutch locations of the BÜFA Group.

The cut-off date for the key figures was 31 December 2021 and the editorial deadline was 15 March 2022.

** Purchase of green electricity.

Our Locations

THE BÜFA GROUP AT A GLANCE

1 BÜFA GmbH & Co. KG

Stubbenweg 40
26125 Oldenburg
GERMANY
www.buefa.de
Phone +49 441 9317-0
Fax +49 441 9317-100
info@buefa.de

Chemicals

2 BÜFA Chemikalien GmbH & Co. KG

An der Autobahn 14
27798 Hude-Altmoorhausen
GERMANY
www.buefa.de
Phone +49 4484 9456-852
Fax +49 4484 9456-863
anfragenc@buefa.de

3 TRICURA GmbH & Co. KG

August-Hanken-Straße 24
26125 Oldenburg
GERMANY
www.tricura.com
Phone +49 441 379489-00
Fax +49 441 379489-11
verkauf@tricura.com

4 ViVoChem B.V.

Darwin 5
7609 RL - Almelo
NETHERLANDS
www.vivochem.nl
Phone +31 546 577774
info@viv ochem.nl

Cleaning

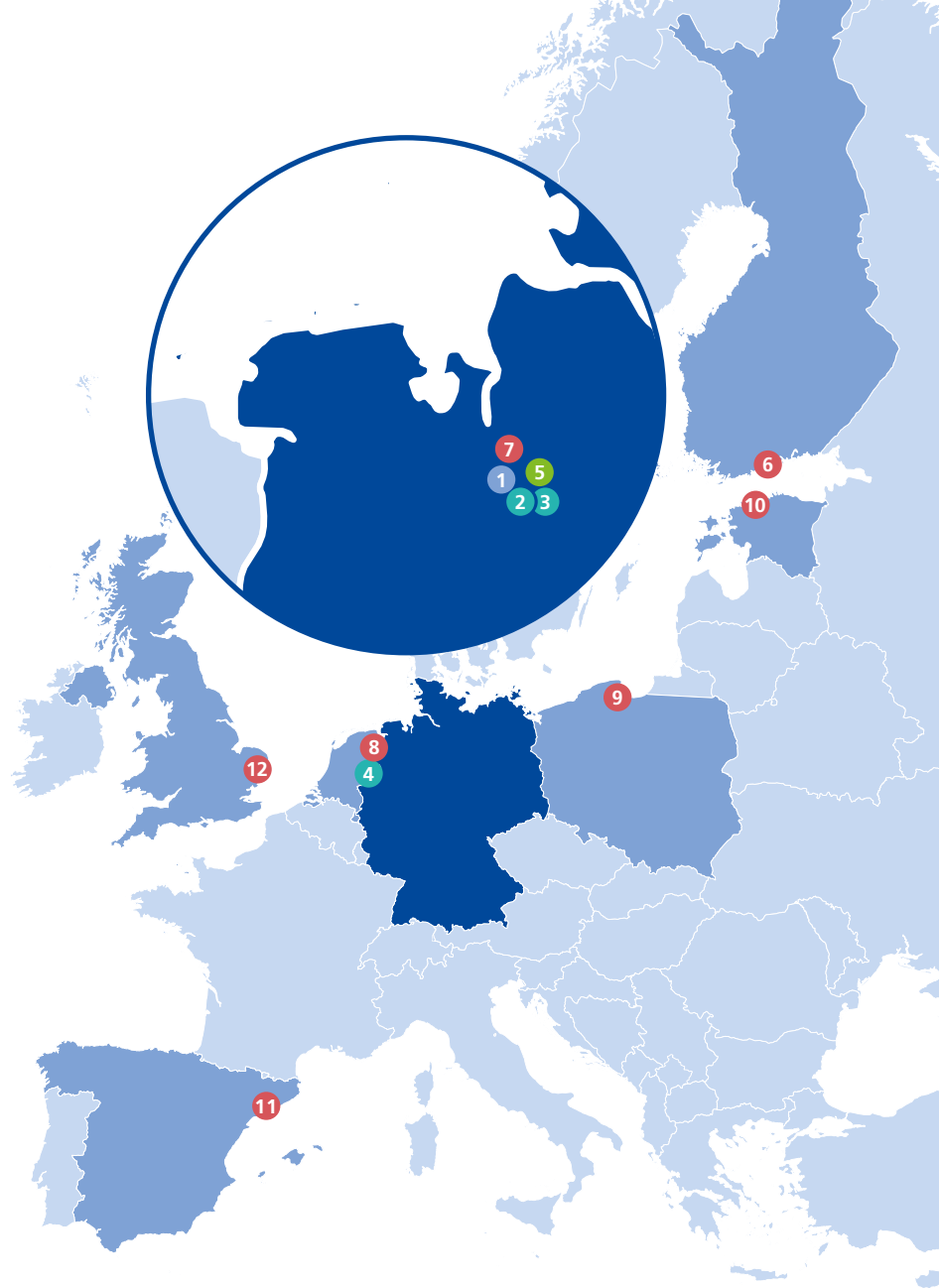
5 BÜFA Reinigungssysteme GmbH & Co. KG

August-Hanken-Straße 30
26125 Oldenburg
GERMANY
www.buefa.de
Phone +49 441 9317-251
Fax +49 441 9317-100
reinigungssysteme@buefa.de

Composites

6 BÜFA Composites Nordics OY

01510 Vantaa, FINLAND
Phone +358 50 536 77 33
sami.partio@buefa.de
www.buefa-composites.fi



7 BÜFA Composite Systems GmbH & Co. KG

Hohe Looge 2-8
26180 Rastede, Germany
GERMANY
www.buefa.de
Phone +49 4402 975-0
Fax +49 4402 975-300
compositesystems@buefa.de

10 BÜFA Composites Baltic OÜ

Kõrtsi tee 9
75306 Lehmja, Rae Vald
ESTONIA
www.buefa.ee
Phone +372 5341 3545
Fax +372 660 5010
office@buefa.ee

8 BÜFA Composites Benelux B.V.

Dragonder 1B,
5554 GM Valkenswaard,
NETHERLANDS
www.buefa-composites.nl
Phone +31 77 3904380
customerservice@buefa.nl

11 BÜFA Composites Spain S. L.

Carrer de Can Manent 35
Poligono Industrial Can Roqueta
08202 Sabadell (Barcelona)
SPAIN
www.buefa-composites.es
Phone +34 607 768971
jordi.geli@buefa.es
www.buefa-composites.es

9 Baltazar Kompozyty Sp. z o.o.

ul. Starogardzka 42-44
83-010 Straszyn
POLAND
www.baltazarkompozyty.pl
Phone +48 58 69178-14
Fax +48 58 69101-85
tomasz.zakrzewski@baltazarkompozyty.pl

12 BUFA Composites UK Ltd.

BUFA House
Factory Lane, Brantham
Manningtree, Essex
CO11 1NT
UNITED KINGDOM

LEGAL NOTICE

Publisher

BÜFA GmbH & Co. KG

Stubbenweg 40
26125 Oldenburg
GERMANY
info@buefa.de
www.buefa.de

Contact

Dr Anette Koch-Wegener
Corporate Marketing & Communication
Phone +49 441 9317-175
anette.koch-wegener@buefa.de

Nadine Hoogendoorn
Environmental Officer
Phone +49 441 9317-173
nadine.hoogendoorn@buefa.de

Yvonne Burmann
Business Development Officer
Telephone +49 441 9317-236
yvonne.burmann@buefa.de

The partial or complete reproduction of the graphics, images and texts contained herein is not permitted without the express written permission of BÜFA GmbH & Co. KG.

We print on environmentally friendly paper

Certificates:



BÜFA
New chemistry.