

Sustainability Report



“For us, acting sustainably is an obligation towards the generations of today and tomorrow. As a family company, we act with foresight and make long-term investments.

We look back on a long, successful tradition. The roots of our family company in Minden go back to 1905.

As successful company, our gaze is always directed forward.

We define sustainability as successfully combining our business activities with our sense of economic, environmental and social responsibility.”

Dr Henrik Follmann,
Managing Director
Managing Partner



Sustainability Report 2022



Company

Preface by company management 4

Follmann Chemie Group 6



Sustainability strategy

Our sustainability policy 8

Our sustainability commitment 10

Our sustainability management 12

Responsible procurement 13



Economics

Business year 2022 14

Our product solutions 16

Our system solutions 17

Product responsibility 18



Ecology

Emissions 20

Water and waste water 21

Waste 22

Energy 23



Social aspects

Health and safety 24

Occupational accidents 25

Employees 26

Employees – facts and figures 27

Training and qualifications 28

Health management 29

Living in the region 30

Ethics 31



Our objectives

Overarching sustainability goals 32

Implemented projects 34

Planned projects 36

Communication and contact 38

Publication details 39



Dr Henrik Follmann (left), Dr Thomas Damerau (right)

Preface by company management

Dear Readers,

Thank you for your interest in our company.

You are reading the current 2022 News Sustainability Report of the Follmann Group. We are reporting about Follmann Chemie and the two sales companies Follmann and Triflex.

While reporting obligations are still being discussed elsewhere, we are celebrating an anniversary this year: Since 1998 we have been reporting annually on our commitment to the environment and safety. That means our Sustainability Report has already existed for 25 years.

This illustrates the importance that sustainability activities have in our company group. We follow the guidelines of the Chemie³ initiative, in which the Association of the Chemical Industry (Verband der Chemischen Industrie (VCI)), the Industrial Mining, Chemical and Energy Union (Industriegewerkschaft Bergbau, Chemie, Energie (IG BCE)) and the German Federation of Chemical Employers' Associations (Bundesarbeitgeberverband Chemie (BAVC)) have come together to form an alliance for sustainability.

In addition, we adhere to the guidelines of the Association of the Chemical Industry (Verband der Chemischen Industrie (VCI)) for Responsible Care and have signed the Responsible Care Global Charter.

Our sustainability policy is clearly formulated and has been published: www.follmann-chemie.de/home.

The aspects of environmental and ethics policy have been further strengthened, a Declaration of Principles of Human Rights has

been issued, and a code of conduct has been formulated within the Follmann Chemie Group and for our suppliers.

A challenging environment

After two years that were shaped by the Covid-19 pandemic and its effects on global supply chains, in 2022 the business year was defined by the effects of the Russian war of aggression against Ukraine. The human suffering associated with the war saddens us profoundly. We condemn the acts of war and stand fully behind the actions of the German Federal Government and the EU.

For us too the framework conditions have been exacerbated as a result. Particular challenges involved dealing with the weakening economy in the second half of the year and the availability of energy. The latter brought into focus the fundamental question of safeguarding our production.

Energy has thus also become a dominant topic in the Follmann Chemie Group. Like everywhere else, measures to save energy and for a reliable energy supply are high on our agenda. Meanwhile, we now produce 40% of the electricity we need using our PV system and our highly efficient combined heat and power plant!

For the rest of our power requirements at our production site in Minden, since 2022 we have been using green electricity, which is 100% CO₂ neutral. Last year we procured our green electricity from regenerative energies (solar and wind power) from North-West Germany. In 2023 we will receive our green power from hydropower plants in Norway. Our energy supplier is certified and





verifies that the electricity generated can be traced back to the named sources and that it contributes to the development of renewable energies. The use of green power helped us achieve a further CO₂ reduction of 34 % compared to the previous year. In the context of our energy management, we want to further develop our own share of power generation by expanding our PV capacities and by using heating pumps, which will allow us to achieve additional CO₂ savings.

Consequently, we argued for a strategic and quantified objective for CO₂ reduction at the Minden site. In addition to the reduction of our CO₂ emissions already achieved by purchasing green power, through appropriate measures we want to reduce the CO₂ emissions at the Minden site by an additional 20 % by 2030.

We are proud of our employees, who have also guided us through the difficult phases of the past few years. Therefore we also continue to invest in staff retention and development – among other initiatives, we have launched a specialist development programme. The aim of the programme is to strengthen the position of skilled staff who are currently in the first years of their career following a traineeship or after completing their studies.

In May 2022 our new Technology and Knowledge Centre was officially inaugurated and handed over for its intended purpose. The investment represents a clear commitment to the Minden location and the region.

Since then a variety of presentations have been held in the training and event location.

Many of our customers and partners have visited us, toured our factory and had a look behind the scenes. We are continuing to develop our customer relationships and our customer loyalty.

Since 2015 we have had our sustainability commitment evaluated externally by EcoVadis. EcoVadis is the provider of a globally renowned, cloud-based platform for holistic evaluations. They assess companies in the areas of environmental protection, occupational safety, ethics and human rights, in their global value chain and in sustainable procurement.

Last year we received the silver award again. This means that we are among the top 11 % of evaluated companies in our industry.

This Sustainability Report will give you an overview of our current activities and our sustainability commitment.

We look forward to continuing our dialogue with you.

Dr Henrik Follmann
Managing Director

Dr Thomas Damerau
Managing Director



Follmann Chemie Group

The Follmann Chemie Group is an owner-managed and successful international company group headquartered in Minden.

It comprises the Follmann and Triflex divisions. The family business initially focussed on the manufacture of construction chemicals. A few years later, the portfolio was expanded to include printing and coating materials for different types of end products. The founding of the two divisions Triflex and Follmann successfully brought together and further developed these fields of expertise. The numerous international subsidiaries and sales offices are an impressive reflection of this dynamic development. Today, the family business is managed by Dr Henrik Follmann.

The key components of the company group today are the development and manufacture of speciality chemicals. We produce printing inks, adhesives and coatings for industry and waterproofing solutions, markings and infrastructure products for the construction chemicals sector.

Innovation, excellent product quality plus customised solutions and services are key factors in our company's success. A modern organisational structure and operational efficiency make it possible to respond quickly and flexibly to customer requirements,

to sense trends and systematically implement them. Today, the company is a key market player in the speciality chemicals sector in Europe.

Follmann and Triflex are represented around the world by numerous companies in other countries. In addition to Minden, the Follmann division has its own sales offices including in Eastern Europe, the United Kingdom and France.

In addition to the Minden headquarters, there are also production plants in the United Kingdom and Eastern Europe. Here all the functions required for development and manufacture of adhesives are covered. This strengthens our local presence, which we regard as an important component of our continued international success.

The contents of this sustainability report relate to our organisation and activities at the Minden site. The three pillars of innovation, appreciation and sustainability have formed the basis for the corporate goals achieved so far and, at the same time, they are important guiding principles for our future success.





DE | Triflex Germany
NL | Triflex Netherlands
UK | Triflex UK
CH | Triflex Switzerland
AT | Triflex Austria
BE | Triflex Belgium

FR | Triflex France
IT | Triflex Italy
SG | Triflex Singapore
PL | Triflex Poland
CN | Triflex China

DE | Follmann Germany
PL | Follmann Chemie Poland
RU | Follmann Russia
UK | Sealock UK

Innovation

In our company group, innovation is an important component of our corporate philosophy. Together with our customers, we develop individual, high-quality solutions for the construction sector, trades and industry. We are continually investing in the development of the future product portfolio and in new technologies. The “Research and Development” department accounts for more than ten percent of all our employees, which makes it a key group within the company. Advanced testing facilities and state-of-the-art laboratories underline the importance and value of these departments, in which we will continue to invest in the future.

Appreciation

Appreciation and respect for our employees are essential components of our business culture. We value diversity, promote the equal treatment of all employees and equality of opportunities when it comes to recruitment. We have made clear the importance of this approach by formulating an ethics policy for the company group. Our code of conduct substantiates it further, breaking it down into specific daily actions.

The major significance of the region for the company group is reflected in its support of public and social institutions and its many investments: In the last 10 years alone, almost 100 million euros were invested at the site in Minden.

Sustainability

Sustainability has always been key in shaping our company philosophy, which guides our business decisions and actions. Our principles of sustainability are based on the three pillars of ecology, economics and social aspects. In all three areas we are aware of our responsibility as a company in the chemicals industry, and we act in accordance with our sustainability policy.





Sustainability policy

Our business activity

We define sustainability as successfully combining our business activities with our sense of economic, environmental and social responsibility. For us, acting sustainably is an obligation towards the generations of today and tomorrow. As a family business we take the long view, make long-term investments and do not focus on maximising short-term profit. Commercial success safeguards our future viability. We adhere to the sustainability guidelines of the chemical industry in Germany (Chemie³) and follow the Responsible Care guidelines of the German Chemical Industry Association (VCI). The corporate culture of the Follmann Chemie Group is defined by three guiding principles: innovation, appreciation and sustainability. They form the road map and values for the actions of our employees.

Our ecological responsibility

We are conscious of our responsibility for protecting the environment, and we strive to minimise our impact on the air, soil and waterways. Natural resources are becoming increasingly scarce. We therefore aim to use energy, water and materials as efficiently as possible. Our goal is to continuously improve our in-house environmental protection activities in the interests of achieving environmentally responsible corporate development. We are dedicated to reducing the generation of waste, emissions and waste water. We are aware of our responsibility in relation to climate

protection and are committed to the conservation and efficient use of energy resources. We strive to develop our products so that they cause the least possible environmental impact during their life cycle. We have detailed our efforts in the areas of environmental and climate protection in our Environmental Policy.

Our social responsibility

Our success is founded on skilled and motivated employees, who perform excellent work every day. We invest a great deal in training and development for our employees so that they can develop their personal potential and talent, assume responsibility, and contribute their own ideas. We assume responsibility for the health and safety of our employees and implement comprehensive preventive measures to protect them from accidents and work-related illnesses. In this way, we can provide a safe workplace and a working environment in which a balance between professional and personal life is achieved. We assume social responsibility, and champion multiple social and cultural projects in our region, promoting education for children and young people.

We are of the firm conviction that adherence to the regulations and standards which apply to us is an essential and central element of our corporate policy. Our employees are informed regularly about the regulations which apply to them, and they commit to acting in a lawful and responsible manner.





As an internationally operating company, we are responsible for upholding human rights throughout the world within our sphere of influence, and making sure that our business activity does not infringe them. For us, adherence to human rights is indispensable and non-negotiable – we therefore expect all of our business partners to guarantee the upholding of human rights. We have detailed our stance in relation to social responsibility further in our Ethics Policy and our Code of Conduct.





Our sustainability commitment

Ecology

Even back in Follmann's early days, ecological aspects were central to our corporate philosophy. For example, we developed a number of solvent-free products and have twice received awards for environmental awareness in company management from the "Arbeitsgemeinschaft Selbständiger Unternehmer" (Working Group of Independent Entrepreneurs). Furthermore, in 1986 Dr Rainer Follmann was one of the co-founders of the medium-sized business association "future", which even then – long before environmental management systems could be certified – introduced an environmental organisation into their companies. At the end of the 1990s, we decided to integrate environmental and health and safety issues in our existing quality management system. Since 2014 we have introduced a site-base energy management system, which we also have certified externally.

As a member of the German Chemical Industry Association, we support the initiative for responsible action for a secure future. We are committed to this global Responsible Care initiative, which means taking responsibility for continually improving the protection of the environment and health as well as the safety of employees and the community. We also follow the guidelines of the Chemie³ sustainability initiative, in which the Association of the Chemical Industry (VCI), the Mining, Chemical and Energy trade union (IG BCE) and the Federation of Chemical Employers' Associations (BAVC) have formed an alliance. Furthermore, we belong to the Chemistry4Climate initiative. The goal is to achieve carbon neutrality by as early as 2045.

Economics

In economic terms, Follmann has adhered to firm principles from the start, and is committed to combining financial success with environmental and social responsibility. Ever since it was founded in 1977, Follmann has been a family business and intends to remain so. We feel just as responsible for our customers' success as our own. We make long-term investments at our production site in Minden rather than focusing on maximising short-term profits. We have adopted a code of conduct for employees and suppliers in the Follmann Chemie Group. It is the basis for regular compliance training modules for employees in relation to our business activity.

Social responsibility

We have made a clear commitment to the Minden location and are actively involved in many different ways in the region. Over the past years, occupational safety as well as training and development opportunities for all employees in the Group have been continuously systematised, professionally organised and enhanced. In addition to occupational safety, we have established a health management programme, in which we implement a wide range of measures relating to health. This includes providing talks, workshops and courses with external contributors. The Follmann Chemie Group offers training opportunities for an exceptionally large number of young people.





Activities and memberships

Working with organisations: Our employees are actively involved in around 60 working groups, committees and associations in order to contribute to the shaping of our industry as a medium-sized family business.

Responsible Care: An initiative of the chemicals industry which stands for the continual improvement of health and environmental protection and safety within companies. We commit to acting in the spirit of the global Responsible Care initiative.

Chemie³: The sustainability initiative of the German chemical industry: We actively contribute to this initiative and intend to get to grips with sustainability in all its facets on an ongoing basis.

DGNB e.V. – German Sustainable Building Council: We are a member of the DGNB and, with our systems and know-how, we support the council's goals of sustainable building and operation of the built environment.

Energy efficiency networks initiative of the German Federal government and businesses: We joined the NRW energy efficiency network for the paint, printing ink and adhesives industry in 2020 in order to contribute more effectively to energy efficiency initiatives.

Chemistry4Climate: In 2020 the Chemical Industry Association (VCI) and the Association of German Engineers (VDI) founded the Chemistry4Climate initiative, to which we contribute. This committee of experts develops concepts for enabling the chemicals industry and its value chains to become carbon neutral by 2045.

Wissensfabrik – Unternehmen für Deutschland e.V.: We are a member of the “Wissensfabrik” knowledge factory, which in particular promotes training and entrepreneurial thinking and action.

Förderverein Mindener Innovations- und Technologieinitiative e.V.: We are a member of this development association, which primarily supports entrepreneurs and start-ups with the aim of granting them access to research and knowledge.





Our sustainability management

Sustainability means future viability, because global challenges are asking ever increasing questions of even tried and tested, well-functioning business models. Due to changing framework conditions, innovative engagement with complex challenges has developed into a clear value driver for companies: The active management of transformational topics increases resilience, opens new market potentials and secures long-term competitive advantages. We in the Follmann Chemie Group have recognised this development and will evolve a comprehensive sustainability strategy that takes into account both the specifics of three companies and identifies cross-group synergies. Our sustainability strategy is inseparably linked with the corporate strategies of the three companies.

For successful implementation, the organisational structures have also been adapted internally. A sustainability steering group has also been created at the management level, and appropriate personnel resources have been built up in the sales companies.

In-house sustainability working group

In order to manage the sustainable development of our company group, we have set up an internal working group for sustainability with representatives from the three businesses Follmann Chemie, Follmann and Triflex. Management, Environment & Safety, Purchasing, Quality Management, Sales, Research & Development, Personnel, Product Management, Marketing and the Works Council are all represented on this body.

“Green Deal” steering group

The EU’s sustainability strategy, the “European Green Deal”, has the aim of making Europe the first climate-neutral continent by 2050. It comprises a range of measures, including in the areas of financial market regulation, energy supply, industry, chemicals policy and circular economy. We will be directly affected by many of these areas of action. That is why, in the reporting year, we started to look closely at the issues of the Green Deal. This steer-

ing group comprises the management teams of the three businesses Follmann Chemie, Follmann and Triflex, the Sustainability Manager of the sales companies and the Procurement, Technology and Environment & Safety departments.

Sustainability core team

These two groups are supported by the sustainability core team, which meets every 14 days and is made up of the Sustainability Managers, Energy Officers and employees from the Environment & Safety department. This team actively monitors current developments in sustainability matters, and particularly the Green Deal, assessing them in relation to their relevance for the company group.

EcoVadis sustainability rating

EcoVadis is the provider of the first collaborative platform for supplier evaluation with regard to sustainability. EcoVadis evaluates the performance of suppliers in relation to corporate social responsibility and sustainability criteria, covering the areas of environment, social matters, ethics and sustainable procurement. We have been a member of EcoVadis since 2015, and in 2022 we were awarded “silver” rating. We are working to continuously improve our sustainability performance.

Integrated management systems

We are convinced that the successful running of a company is only possible with well-organised processes, and thus with efficient management systems. We regard continuous improvement as essential. Our quality management has been ISO 9001-certified since 1997. Certification of our environmental management system followed in 1998, initially to EMAS and, from 2001, to ISO 14001. In 2014, our energy management was certified to ISO 50001 for the first time.





Companies assessed on the basis of environmental criteria and CSR matters

	2020	2021	2022
Number	122	136	136
Percentage of the raw materials purchasing budget		86 %	83 %

Local purchasing budget *

	2020	2021	2022
Germany		58 %	61 %
Europe		40 %	38 %

*Supplier's registered business address (not the origin of the goods)

Responsible procurement

Due to the different sales segments, Follmann Chemie Group has a very wide range of raw materials. They can be broken down into more than 20 raw materials groups, such as monomers, binders, PVC, fillers, waxes, resins and pigments.

As an internationally operating company, we attach great importance to transparency and sustainability in the global supply chain. In 2017, we took part in a pilot project on "Sustainability in Supply Chains" launched as part of the Chemie³ sustainability initiative of the chemicals industry. This meant getting to grips with the subjects of environmental protection, occupational safety, and social and ethical standards in relation to our suppliers. As early as 2018, we began to select and assess relevant suppliers in accordance with CSR criteria, based on risk analysis.

By carefully selecting suppliers, we assure and increase the quality of the supply chain as a whole.

For this purpose, new partners in particular, but also existing suppliers, are surveyed and evaluated on their sustainability performance. In addition to a supplier self-disclosure form, the EcoVadis external platform solution is used to gather the information.

The survey focuses especially on individual critical raw materials or groups of goods. Relevant suppliers with risk potential are surveyed in relation to possible dangers in order to optimise our supplier management.

In addition, our highest-volume suppliers are assessed annually with regard to their sustainability within the scope of our supplier evaluation.

Moreover, the assessed raw material suppliers are required to confirm their adherence to the minimum standards set out in our code of conduct for suppliers.

The EcoVadis assessment methodology and the code of conduct help us to monitor and manage sustainability along the global supply chain.

We ourselves commit to respecting human rights and labour rights, and we attempt to positively influence the assertion of these rights throughout the entire value chain. We expect our business partners to both respect human and labour rights, and to guarantee occupational health and safety. For us, the ban on all child and forced labour is non-negotiable.

Assessment of the various evaluations revealed that there has so far been no contravention of the human or labour rights (including the prohibition of slavery and forced labour), or of the other requirements under our code of conduct.

We are striving to improve the relevant raw material and packaging suppliers with regard to the CSR criteria.

In the interest of resilient raw material supply, Follmann Chemie adopts a dual supplier strategy for important raw materials. The majority of our raw materials are procured from European suppliers.





2022 business year

After two years that were shaped by the Covid-19 pandemic and its effects on global supply chains, in 2022 the business year was defined by the effects of the Russian war of aggression against Ukraine.

The human suffering associated with this saddens us profoundly. We condemn the acts of war and stand fully behind the actions of the international community, the German Federal Government and the EU.

Dealing with energy price increases and the volatile economy have represented particular challenges. While raw materials were still difficult to obtain in the first half of the year due to high demand, the situation relaxed considerably in the second half of the year. The economy on the demand side also weakened to the same extent. Despite the difficult environment, we saw a positive development in 2022, and the turnover of the Follmann Chemie Group rose to over 250 million euros.

This exceptional situation was a major challenge for all the departments involved. Nevertheless, forward thinking plus good cooperation between Sales, Logistics and Purchasing meant that we were able to largely meet customer requirements, and we are emerging from this situation in a stronger position.

In May 2022 our new Technology and Knowledge Centre was officially inaugurated. The investment represents a clear commitment to the Minden location and the region. Many events have been held there in the meantime. The concept of a training and event location has proven successful. We have a high capacity

utilisation and are able to deepen our relationships with our customers and partners with factory visits and the look behind the scenes.

Additional investments have been made in improving our production and warehouse capacities. In 2022 we initiated plans to expand our adhesives production.

We have started various projects to accelerate and optimise our processes and are increasingly working in an interdisciplinary way across our organisational units and sales companies to make even better use of synergies.

We will network our activities in the area of sustainability more intensively and create additional capacity. The Green Deal, the chemicals strategy located in it, and the careful consideration of our supply chains are focal points of our activities.

As part of the activities resulting from the Green Deal, the number of chemicals whose use in future will be subject to restrictions, or even prohibited, will continue to grow. We are already working proactively to identify which of our raw materials are affected so that we can exclude them from any new developments and also eliminate them from our existing products in the medium term. For example, we have already stopped using any per- and polyfluoroalkyl substances (PFAS).

Minden, with over 500 employees, remains the main location of our company group. This is also where the central research and development departments, with a total of around 70 employees, are located. We have a junior-staff ratio, with 40 trainees and dual students.



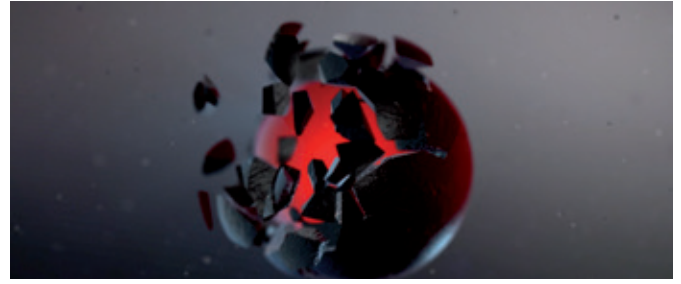


We have over 900 employees in the group. In addition to the location in Minden, the production site in Andover (UK) is also becoming more and more important.

A further important building block in this strategy was the founding of “Triflex South East Asia” in 2019, with the aim of establishing a presence for Triflex construction chemicals in the developing Asian market, from our regional base in Singapore.

Company group 2022		As of 31/12/2022
Foundation		1977 Follmann
Foundation of the company group		2015
Production locations		Minden (D) Andover (UK) Noginsk (RU)
Turnover		> 250 million euros
Total employees		> 900
Employees at the Minden site		> 500
Research and Development employees		70
Trainees and dual students		40
Production quantity		> 60,000 t





FOLLMANN

Our product solutions

The Follmann product range comprises printing inks, adhesives, microcapsules and coating systems for creating decorative and functional surfaces for various applications. We support our customers throughout the whole process, from the initial specification through to the finished end product. Individual solutions are our speciality!

Print & Packaging

Printing inks and coatings for the printing and packaging industry

Whether for serviettes or high-quality packagings in the food and non-food industry, our water-based printing inks for flexo and gravure printing not only provide brilliant colours, but also environmentally friendly and economical alternatives to solvent-based inks. Our water-based inks are used, for example, in table decoration products, such as serviettes, table cloths and place settings, and on flexible films and paper packagings. We supply high-grade scented coatings with microencapsulated scents for designing eye-catching mailings, catalogues, packagings or even gift wrap papers.

Design & Function

Decorative and functional coatings for various applications

The range of products covers everything from printing inks and coatings for the wallpaper and wood processing industry to plastisols and polymer dispersions for technical textiles, pigment preparations for industrial paints and colouring of plastics, and water-based coatings for digital print media.

General Assembly

Optimised adhesives for top product quality and efficient processes

Dispersions, hot melts, pressure-sensitive adhesives, plastisols and, above all, polyurethanes are used in many different applications of the General Assembly business unit. Our adhesives meet the highest requirements for durability of the bonded final products, and facilitate reliable, process-optimised production (at industrial scale) of technical textiles, filters, abrasives, sandwich panels and interior components for the automotive industry.

Paper Converting

Sustainable adhesives for the paper processing industry

Contemporary packaging is sustainable, economical with resources and designed to be multifunctional. With our dispersions and hot-melt adhesives we enable our customers to cater for new and challenging needs. Simple handling, reliable and clean processability and safe ingredients are mandatory for industrial use. Our products are made of up to 98% bio-based raw materials and are always free from solvents.

Wood & Furniture

High-performance adhesives for the wood and furniture industry

In this business unit we supply high-performance hot-melt and dispersion adhesives to the wood and furniture industries, for everything from solid wood bonding, full-surface and assembly bonding, hot and cold laminating, veneering, edge gluing and pre-coating to panel and profile wrapping and a whole host of other wood bonding processes.

Specialties

Microencapsulation for a wide range of applications

Innovation, precision and experience are the basis for microencapsulation – our high-tech speciality. Packaging liquid and solid substances in microcapsules is the perfect method for precisely releasing the contents or providing them with lasting protection: enduring freshness for clothing thanks to microencapsulated scents in detergents, efficient use of plant protectants using microencapsulation. Follmann seals a wide range of ingredients in microscopic capsules, which open in exactly defined conditions, such as detergents, care products and cosmetics, but we also give paints, lubricants or adhesives functional added value.





Triflex

Gemeinsam gelöst.

Our system solutions

As the leading European specialist for waterproofing and coatings, there is one thing we have learnt over the past 40 years: having an outstanding product is not enough to solve problems permanently. As a family company, we take a completely different approach: we always solve problems together. From consultation and project execution to qualified processing and excellent products and services, we develop the right solution for every challenge in close collaboration with our tradespeople, planners, architects and the housing industry.

Flat roofs and roof flashings

Triflex supplies systems with long-term protection for simple, detailed or intricate roof structures. Whether it's for new builds, refurbishments or individual substrates, Triflex offers the ideal, customised and long-lasting solution to meet every challenge. The flexible material together with the fleece reinforcement ensures seamless and jointless waterproofing. Our products are also approved and tried-and-tested for the high demands of a green roof, regardless of whether intensive or extensive.

Balconies, patios and walkways

Open-air spaces like balconies and roof terraces, galleries and walkways are constantly exposed to the elements and mechanical stress. Here, moisture penetration, concrete flaking and cor-

rosion of reinforcements can cause damage and have an impact on the fabric of the building. Triflex systems offer lasting protection against moisture and provide durable, functional solutions and thus great reliability. They are ideal for creating attractive spaces to relax and regenerate.

We have also developed numerous high-quality solutions for barrier-free access to terraces and balconies, This benefits the mobility of an ageing society and people with difficulties walking.

Multi-storey and underground car parks

All year round, multi-storey car parks are exposed to mechanical and chemical loads. Rain and condensation, road salt and fuels additionally attack the surfaces. Triflex systems permanently seal parking decks and underground car parks and meet the highest standards of safety, cleanliness and cost-effectiveness. Professional and high-quality waterproofing extends the service life of the building, which in turn makes for more efficient use of resources for the new build.

With the fast-curing liquid plastic, all surfaces, ramps and details are quickly suitable for vehicle traffic and ready for use again.

Infrastructure

Triflex develops innovative system solutions for a wide variety of applications, including maintenance and operation of traffic areas, protection of joints, wind turbines, silo systems and liquid manure plants*. With Triflex systems, these areas are permanently sealed and are suitable for vehicle traffic and ready for use in only a short time.

Markings for roads, cycle paths, factories and multi-storey car parks

Increasing traffic, weather conditions and mechanical stress on motorways, roads and cycle paths also make high demands on the marking systems. Triflex systems are not only durable and quick to apply, but also provide guidance 24 hours a day and in all weather conditions, thus ensuring maximum safety.

Safety in all circumstances

Alongside the products, we also supply professional tools for reliable and high-quality application. This makes for lasting solutions. So as to also be the safety partner for our customers, we provide a comprehensive range of services for personal protective equipment and storage of hazardous substances. In addition, we have introduced fully digital, automatic distribution of the safety data sheets. This way, our customers are always fully informed on the safe handling of our products. A paper-free solution to help both people and the environment.

*Manure-Slurry-Silage





Product responsibility

Focus on product safety

As a company in the chemical industry, we have a major responsibility for the safety of our customers and the users of our products. Product safety is therefore an extremely important issue for us. We are continually working to improve our products and to minimise the use of hazardous substances. For example, we are committed to avoiding toxic and carcinogenic substances when developing new products.

Material Compliance

The demands made on our products are directly linked to the area of application of the final product. For the Material Compliance project, we have created profiles for the respective combinations of product and specific application in order to derive the requirements for our raw material procurement. These profiles ensure that we evaluate each product for a defined application based on the same criteria.

This enables us to give our customers the assurance that our products are perfectly tailored to their needs. Alongside the regulatory requirements, we define specific certification requirements right from the supply chain stage.

Water-based inks for sustainable and flexible printing

With our water-based Follmann printing ink systems, we supply premium products specifically developed for flexo and gravure printing on pretreated plastic films, such as PE, PP, PET, PA and OPP. As these inks contain water rather than organic solvents, they are significantly lower in emissions and more environmentally friendly than traditional, conventionally used solvent systems.

Low-emission adhesives

With our dispersion and hot-melt adhesives, e.g. low-monomer PUR hot melts, we make an important contribution to natural living. Our adhesives are proven to be low in emissions and comply with the strictest European limit values.

Circular economy

To ensure that our products make a contribution to sustainable recycling of flexible packagings, we have joined the CEFLEX initiative. We already have a solution for recycling bonded paper packagings. All our hot-melt adhesives can be separated from paper during the recycling process. Specially developed printing inks for compostable products do not inhibit the composting process, and thus also contribute to the circular economy.

PVC-free coatings for wallpapers

We have developed PVC-free coatings for the manufacture of wallpapers which are printed with water-based printing inks. The wallpapers produced with these coatings have a comparable appearance and feel to conventional wallpapers, but are considerably more environmentally friendly.

Reduction of active ingredients through microencapsulation

The encapsulation of active ingredients and scents means they can be released in a more controlled manner. The patented Follmann technology makes it possible to reduce the use of active ingredients and scents to a minimum.





Triflex – resistant and durable

Triflex liquid applied waterproofing systems protect the fabric of the building reliably and permanently against penetrating moisture and damp. The high-quality solutions significantly extend the renovation intervals and thus make a decisive contribution to retaining the building's value. Refurbishments instead of new builds can considerably reduce CO₂ emissions.

Liquid applied waterproofings are single- or multi-component materials which are applied on site, seamlessly in liquid form before curing by a chemical cross-linking reaction or physical drying. With Triflex system solutions we create reliable surface and detail waterproofing regardless of whether for a new building or a refurbishment. Liquid applied waterproofings from Triflex are easy to apply and provide lasting protection in one go. At the same time, the performance of our products takes full account of the intensifying climatic conditions.

We use all the usual binder bases in order to provide the best solution for every application. The fact that only trained contractors apply Triflex products also makes for additional reliability in use. Triflex **waterproofing solutions** are certified in the highest performance categories and are proven in extensive tests and long-term service. The expected service life of the waterproofing is 25 years. Continuous internal and external quality controls plus ongoing development and optimisation of our products are a matter of company policy.

At the same time, we take account of the varying requirements of different areas of application:

- Together with our cooperation partners, we have further developed battery-free transitions and are making a substantial contribution to a safe implementation of the waterproofing of door and window elements on balconies, terraces and loggias. Accessibility also counts towards the Sustainable Building Quality Seal (Qualitätssiegel Nachhaltiges Gebäude (QNG)).
- With our new tools, our systems can be applied safely and ergonomically, particularly for large surface applications.

- With Triflex SmartTec we have a product that has been recognised as being low in emissions. Through tests, we have demonstrated that the product can be used indoors, and have been awarded the EMICODE EC₁PLUS seal.
- Durability and the visually appealing design of balconies and terraces contribute to improving the social environment.
- In general, there is a trend towards modular construction, which solves some of the challenges of the construction industry in a new way. The joints created in the process can be reliably and durably waterproofed using Triflex products. Here we use our expertise in junctions, joints and details.
- Alongside the most efficient use of resources in the manufacture of our products, we employ 3D printing methods to produce samples efficiently.

Triflex **marking materials** feature high mechanical strength, long service life and dirt resistance. Production as per the standards defined in DIN ISO 9001 guarantees consistent quality.

In some countries we are also focussing on LCA (life cycle analysis) in order to analyse various aspects of sustainability professionally. More than 100 colours are available for configuring industrial buildings, multi-storey car parks and outdoor parking areas, where they provide optimum guidance and lasting safety. Furthermore, storage areas and vehicle and pedestrian access routes can be clearly structured and marked.

When developing new products, we are very conscious of the increasingly strict chemicals regulations and the growing scarcity of skilled tradespeople. Both reinforce our aspiration to make products that are as simple to use as possible.





Emissions

Our production processes cause emissions in the form of dust and volatile organic compounds (VOC), which are created by the use of carbon-based raw materials. To minimise VOC emissions and odours, the exhaust air from our construction chemicals production, microencapsulation and polymerisation area is discharged through a regenerative thermal oxidiser (RTO). Although the VOC emissions correlate with the production volume, they also depend on the type of product. In some areas, the emission quantities also vary depending on the VOC content in the raw materials used. Dust emissions arise in our production areas from the use of powdered raw materials, such as pigments and fillers. In all production areas where we use powdered raw materials, we have installed powerful dust filter systems, so our emitted dust levels are very low, and currently in a range below 100 kilograms per year.

In the business year both the amount of VOC emissions and that of dust emissions were slightly lower than in the two previous years. This is because we needed shorter production times due to reduced production quantities. As a result, emission times and emission quantities were also lower.

In addition to VOC and dust emissions, which arise immediately due to our production activities, we also cause CO₂ emissions. At our operating location, CO₂ emissions are mainly generated by the burning of natural gas as a fossil fuel in our power station (generation of electricity, steam, heat and refrigeration), operation of the RTO (auxiliary firing) and for heating purposes. We cover approximately 60% of our power requirement with purchasing. In 2022 we only purchased green electricity with a certificate, which means that what are known as indirect CO₂ emis-

sions (scope 2) are eliminated. As a result we were able to record a considerable reduction of our CO₂ emissions in 2022 compared to the previous year.

We are facing the challenges of climate change and the associated changes this requires. Consequently, we have set ourselves strategic and quantified goals for further CO₂ reduction. We want to lower the CO₂ output at our location in Minden by another 20% – based on the reporting year 2022 – by 2030.

Emissions [t]			
	2020	2021	2022
Volatile organic compounds	5.1	5.1	4.9
Dust emissions	0.082	0.083	0.063

CO ₂ emissions			
From primary energy sources (scope 1) [t]			
Natural gas	3,721	4,581	4,266
Diesel/fuel oil	38	52	42
Liquefied gas	120	136	119
From secondary energy sources (scope 2) ¹ [t]			
Electricity	2,817	2,276	0
Total	6,696	7,045	4,427

¹ Indirect greenhouse gas emissions from the purchase of electricity. Source CO₂ factors: German Federal Environment Agency (UBA), electricity mix





Water and waste water

Our water requirement is mainly met by the Minden municipal water supply network. Water is used as a raw material in products, for cleaning purposes in the plant, as a coolant, as boiler feed water for steam generation and for sanitary facilities (toilets, showers, kitchens). We also use some well water for operating the cooling system in our power station.

In 2022, our fresh water requirements dropped for the fourth year in a row. Compared to the previous year, there was a reduction of about eight percent. This is attributable in particular to the decrease of our production quantities of water-based products (fresh water as a raw material) and the reduced use of fresh water in our power station.

Our aim is to keep the required quantity of fresh water for process purposes, including steam production, cooling and cleaning, as low as possible. In the reporting year the use of fresh water for process purposes fell by more than ten percent, which on the one hand is attributable to the lower need for steam (correlating with reduced production quantities) and on the other hand confirms the effectiveness of our optimisation measures in the steam boiler in the power station.

Our waste water quantities discharged into the municipal sewerage system, correlate with our water consumption. The waste water is made up of three fractions: firstly, the operational waste water, which is mainly generated by cleaning processes in production and in batch vessel and container cleaning; secondly, the sanitary waste water from toilets, showers and kitchens; and, thirdly, the waste water from the steam system. The operational waste water initially passes through a separate sewerage system to the in-house waste water pretreatment system. There it is precleaned

using precipitation and flocculation, before being discharged into the municipal sewerage system, as so-called indirect discharge, to be fed to the Städtische Betriebe Minden sewage treatment plant.

For the operational waste water which we discharge into the municipal sewerage system, we have an indirect discharger permit, which specifies the limit values for certain harmful substances. These are monitored regularly, externally and internally, to make sure that they are observed. In 2022 compliance with all limit values was confirmed in all analyses.

Water volumes [m ³]			
	2020	2021	2022
Purchased fresh water	27,113	26,137	23,952
Process water	16,058	15,802	13,852
Cooling water	584	532	508
Proportion of fresh water used for cooling	2.2 %	2.0 %	2.1 %





Waste

Our wide product range means that we generate more than 60 different types of waste, which are collected and disposed of separately. We check our disposal channels regularly and give material recycling priority over thermal recycling, as long as this is justifiable economically.

Compared to the previous year, our total waste volume fell by more than 20% (with a production quantity reduced by 9%). This clear reduction of the waste volume is attributable to various measures: As part of the targeted reduction of the disposal on raw materials and expired products, we were able to reduce these quantities by approximately 50%. We were able to reduce the quantities of pallet wood by approximately 80% by deliberately forcing the delivery of raw materials on reusable Euro pallets instead of disposable pallets. The separation of flushing water containing adhesive to ensure stable operation with effective use of precipitation chemicals in the sewage treatment plant resulted in a further reduction of sewage sludge volumes.

In accordance with the European waste management legislation, waste is generally defined by its level of danger (i.e. usually whether it contains a certain proportion of hazardous substances). Since the use of hazardous substances in our production processes is unavoidable, the generation of waste classified as hazardous is inevitable. Thanks to our development processes, we ensure at an early stage that the use of hazardous substances in our production is minimised, and we thus keep the proportion of hazardous waste to the lowest possible level. Regarding the share of hazardous waste, we saw a small increase, so that the

proportion in the reporting year is slightly above 40%. The increased proportion of hazardous waste is due exclusively to the lower overall volume of waste because, in absolute figures, approximately 100 tonnes less of hazardous waste was disposed of than in the previous year.

In 2022, over 56% of our waste was either recycled or incinerated for energy recovery. The reduction of the disposal percentage is because three quarters of the saved waste volume in 2022 is based on fractions that are recycled. In particular, the reduced quantities of disposable pallets and the decrease of quantities of mixed metals are critical. The latter accrued in 2021 due to the dismantling of plants in a disproportionately high amount.

Waste [t]			
	2020	2021	2022
Total waste	2,927	2,595	2,041
Waste for recycling	1,760	1,896	1,137
Waste for disposal	1,167	699	905
Hazardous waste [%]			
	34	36	41
Recycling rate [%]			
Waste for recycling	60	73	56





Energy

The energy sources we use on site are natural gas, electricity, fuel oil, diesel and liquefied gas. Natural gas is used to operate our power station, for heating and for auxiliary firing of the regenerative thermal oxidiser (RTO). The power station, which we have now been operating for eight years, is a highly efficient system, comprising two combined heat and power (CHP) plants with steam boilers and a refrigeration system. The purpose of this system is to sustainably cover the basic steam, electricity, heat and refrigeration requirements at our site. In 2022 the power station was expanded to include an additional steam boiler with oil firing. The oil-based steam generation functions as a pure backup in case of failure of the gas supply and could cover production's entire steam requirement. Diesel is required for the emergency generators and internal swap body transporters. Fuel oil is used for operating the high-pressure cleaning units, and liquefied gas is used for the forklifts.

The energy requirement in 2022 fell by 8.5% compared to the previous year. Of the electricity used in 2022, 40% was self-produced in our thermal combined heat and power (CHP) plants and the PV system (2021: 37%). We are facing the challenges of climate change and the associated changes this requires. Consequently, we argued for a strategic and quantified objective for CO₂ reduction at the Minden site. In 2022 we switched completely to CO₂-neutral electricity, i.e. electricity from renewable energies, with a certificate. As a result, a significant reduction of our CO₂ emissions was already recorded in 2022 compared to 2021 (approx. 34%). In addition, we set ourselves the quantitative goal of reducing CO₂ emissions at the Minden site by a further 20% by 2030 so we can make our contribution to climate protection.

The Technology and Knowledge Centre (TWZ), which began operation in 2022, is equipped with a PV system and efficient heat-pump technology.

Procured energy	2020	2021	2022
Natural gas [MWh]	18,385	22,500	21,118
Diesel / fuel oil [MWh]	146	194	157
Liquefied gas [MWh]	501	579	507
Electricity [MWh]	6,035	6,089	5,122
Total [MWh]	25,067	29,362	26,905
Generated energy			
Electricity from CHP units [MWh]	2,779	3,160	3,418
Electricity from PV system H4o [MWh]	21	17	22.1
Electricity from PV system Plant II [MWh]	-	-	62.4
Tonnes of CO ₂ per tonne of product [t/t]			
Key indicator	0.123	0.127	0.079
Key indicator (climate-adjusted)	0.128	0.125	0.080





Work safety

We regard occupational safety and the safe use of our products as a top priority and core element of our company policy. This is reflected in numerous measures and projects throughout the Group and the involvement of many employees in these.

For more than 20 years now, occupational safety has been integrated into our management system. It is professionally organised and an integral part of our everyday activities. In relation to possible incidents, we have anchored comprehensive protective measures at the organisational, personnel and technical levels. If an incident occurs, these safety measures are effective in limiting the impact on people and the environment. They are set out in the company's alarm and hazard defence plan

At the site, three occupational safety specialists have been appointed from the areas of Technology and Environment & Safety. In addition to these specialists, we currently have 20 safety officers and numerous first-aiders and fire safety assistants. They are provided with continuous training.

The various aspects of occupational safety and hazard prevention are the subject of regular internal and external training sessions; tailored to the requirements of the specific employee's job. Five years ago, we switched our internal training to an electronic system in order to assign the numerous training sessions individually to each work station and activity. In 2022, employees from the Production, Logistics and Technology departments completed 6,462 training sessions on safety-related subjects. Our employees are free to select the timing for their training courses within a given period. Clear training documents, regular comprehension

checks and a feedback tool ensure that this system continuously improves the knowledge transfer process.

With regard to the increasing number of employees who are making use of our company bicycle leasing offer, in 2022 we took up the topic of safety in cycling. The Ideas Mobile from our employer's liability insurance association was on site for two days, and there various safety topics were presented via media. As a result, typical traffic situations could be experienced in a virtual reality. Furthermore, in addition to figures, data and facts, there were videos and a small exhibition with bicycle helmets and safety vests. We also participated in a project of the Institute for Occupational Safety and Health of the German Social Accident Insurance (Institut für Arbeitsschutz der Deutschen Gesetzlichen Unfallversicherung (IFA)) in which the strain on the musculoskeletal system caused by lifting operations in two production areas was determined and possibilities for reducing the strain were considered.

	2020	2021	2022
Number of employees (Production, Logistics, Technology)	223	247	233
Number of training sessions completed	6,054	6,345	6,462





Occupational accidents

We have been systematically recording work-related accidents for over 30 years. Since 1998, with the implementation of health and safety in our management system, there has been an in-depth accident analysis in each case. We record all accidents, irrespective of whether they are subject to compulsory reporting or not. An accident report is created on our intranet for each accident, which serves as the basis for accident analysis. The results of the accident analysis and any necessary countermeasures taken are documented there.

Fortunately, in the reporting year the number of work-related accidents decreased sharply once again, and has fallen to a level below that of 2020. With only six reportable accidents in 2022, we have our lowest result for a long time. For us, this is a validation of our efforts to prevent accidents, such as practical instructions for employees when working with hand-operated industrial trucks or the introduction of a new safety knife model. As our integrated management system stipulates, we have analysed all accidents thoroughly and used the findings to design measures for prevention and avoidance. For example, to prevent impact accidents in production, employee information documented with photos has been posted at what are known as info points – in addition to the instructions.

Regarding the prevention of chemical accidents, for the safety-correction glasses in use the supplier regularly checks the correct fit of the glasses for each employee.

In addition to these measures implemented in response to specific events, we also want to reduce the accident rate via the instrument of near-miss reporting. There is the option on the intranet

to create a near-miss report or to submit this via registration cards that can be thrown in the letterboxes provided for this purpose in central locations. The aim is to gain understanding of near misses or critical situations in order to initiate timely remedial measures. From the reports submitted last year, we were able to derive various concrete measures, for example equipping with cushions and labelling collision sites in an area that may only be entered for maintenance work.

Occupational accidents

	2020	2021	2022
Recorded occupational accidents	15	27	13
Reportable occupational accidents	9	16	6
Recorded accidents per 1,000 employees	29	50	24
Reportable accidents per 1,000 employees	17	30	11





Employees

In 2022, the workforce of the Follmann Chemie Group reached around 900 employees, with more than 500 employed at our site in Minden. The growth continues to lead to changes to the site, the working environment and cooperation. We aim to, and indeed must, monitor these changes carefully as a company, shaping and living them together with our employees.

COVID management/Flexible working

As a result of COVID-19, the world of work was turned upside down, and the Follmann Chemie Group was no exception. Home office was and continues to be an established component in a large section of the company group. On site many measures have also been taken to adapt the workplace to the new situation, e.g. installation of disinfectant dispensers, automatic entrance doors and the provision of masks for those employees who, despite everything, still had to work on the premises.

Company agreement for mobile working, thirteenth salary and inflationary adjustment payment

To make the transition to mobile working easier for all employees, and to provide a framework for the entire situation, a new company agreement on mobile working was concluded in 2021. Moreover, the company agreement on a thirteenth salary was concluded for 2 years and, to the delight of employees, a 100 percent payment of the thirteenth salary was guaranteed for both 2021 and 2022. To mitigate higher consumer prices, a company agreement has also been concluded with which all active employees received the first part of a tax-free subsidy with their payslip. Additional payments for 2023 and being planned.

F2P programme for the advancement of skilled staff

The programme for the advancement of skilled staff (F2P) is primarily aimed at those who are currently in the first years of their career after gaining their vocational qualification or completing

their studies. The aim of the programme is to reinforce the position as a skilled employee by identifying motivational factors and nurturing potential. The focus of the two-year programme is on reflecting, establishing and expanding the professional experiences of the participants. In 2021, the programme was advertised and the application phase was opened. In March 2022 the program started with what were then its first participants and was very well received by them.

Employee recommendation programme

Since 2021, employees have been able to get actively involved in recruitment and help shape the future of our company group by helping us to find new members of staff for vacant positions at Follmann Chemie GmbH, Follmann GmbH & Co. KG and Triflex GmbH & Co. KG.

Employees can find out about advertised positions on our careers page, and recommend them to people from their circle of friends and family who may be a good match for the position and the company. As a reward for active help when externally filling vacancies, we offer 500 euros for each successfully recruited candidate. In 2022 we were able to gain 9 new employees for the company group as a result.

Corporate benefits

Since 2022 our employees have also been able to enjoy the “Corporate Benefits” cooperation platform. Here employees have the option of benefiting from exclusive employee discounts from prestigious brands and service providers.





Employees – facts and figures

We regard our employees and their diversity as an important factor in our competitiveness. That is why we promote an open business culture, appreciating each person's contribution and supporting employees in their development. We aim to further a good balance between family life and work, and the inclusion of people with disabilities.

Number of employees as at 31.12.	2020	2021	2022
Total	838	867	899
Germany	618	653	659
International	220	214	240
International as a percentage	26 %	25 %	27 %

Training & development			
Seminar hours	2,543	5,406	8,413
Training costs	€ 154,875	€ 152,710	€ 269,439
Total costs PD* including study release costs	€ 212,064	€ 296,536	€ 476,975
PD* costs per employee/Germany	€ 343	€ 475	€ 479

Diversity	2020	2021	2022
Number of female employees	214	224	244
Number of female employees, Germany	150	158	169
Female employees as a percentage, Group	25.5 %	25.8 %	27.1 %
Female employees as a percentage, Germany	24.3 %	24.2 %	25.6 %
Number of managers, Germany (supervisory)	58	67	70
Number of female managers, Germany	5	6	6
Female managers as a percentage, Germany	8.6 %	9.0 %	8.6 %

Inclusion			
Target positions for severely disabled (Germany)	31	33	33
Actual positions from statutory target (Germany)	20	23	22
Actual positions in relation to total workforce (Germany)	3.2 %	3.5 %	3.3 %

Part-time positions			
Number of part-time positions, Germany	52	58	69
Female	43	49	59
Male	9	9	10
Number of part-time employees, Germany	8.4 %	8.9 %	10.5 %

Staff turnover			
Staff turnover rate, Germany (adjusted)	4.7 %	5.0 %	7.2 %
Staff turnover rate, Germany (unwanted departures)	1.7 %	2.1 %	4.2 %

* PD = personnel development





Training and qualifications

The Follmann Chemie Group offers a diverse range of training opportunities for school leavers and those looking for a traineeship. Depending on the desired traineeship and qualifications, there is also the option of joining the company group by way of a dual vocational training programme or an integrated degree. Alongside the classic traineeship professions of Industrial Clerk, Laboratory Chemist, Chemical Technician and Warehouse Operator, dual studies are offered in the fields of Business Administration, Digital Technologies, Business Information Technology and Industrial Engineering.

At present, 34 young people are completing a traineeship or dual studies with our company. They benefit, most importantly, from working in numerous departments with interesting and varied tasks, and a range of training courses, e.g. MS Office, Professional Etiquette and Communication.

The year impacted by the COVID-19 pandemic once again clearly showed that training and education are also affected by processes of change and transformation. To maintain the high quality of training, it is necessary to check the status quo regularly and adjust the framework conditions.

Training goes digital

As a first step, commercial trainees and dual students were provided with mobile end devices, referred to as Surface devices. Then trainees in all professional fields were gradually equipped with the appropriate device. The Surface is not just for everyday use on the job, but can also be used for vocational college classes and to prepare for examinations.

Traineeship marketing, too, depended more on a digital presence. For instance, the Instagram channel, which was opened in 2020, was used intensively to give interested parties a closer look at the company behind the scenes, and provide them with a better understanding of the training opportunities we offer. To the delight of the trainees, regular use of the social media channel was rewarded with a growing number of subscribers.

In addition, the Follmann Chemie Group had a virtual stand at multiple regional vocational training exhibitions, thus making a contribution to career guidance. The exhibition stand featured numerous documents, photos and videos providing an introduction to the company's training programme and individual traineeships. A highlight for exhibition visitors was the additional opportunity of attending live chats at set times and putting questions directly to both trainers and trainees.

Welcome Week 2022 – Onboarding for new trainees

On 1 August 2022, nine trainees and dual students joined the Follmann Chemie Group. The Welcome Week; a five-week programme planned by trainees in close collaboration with the training directors, gave the new trainees a relaxed start to their working life. Alongside company presentations, product training and guided tours of the plant, there were also games and other team activities to help everyone get to know each other. The numerous activities helped the young adults to quickly find their feet in their new environment and encouraged team building. The organisation team was pleased that the varied programme was completed under relaxed COVID rules, and the months of preparation paid off.

	2020	2021	2022
New trainees	9	9	9
Total trainees (including dual students)	27	34	40
Trainees as a percentage of employees in Germany	4.4 %	5.4 %	5.2 %





Health management

In 2022, the Follmann Chemie Group's company health management was defined by the continuing Covid pandemic. This year corporate health management's focus was on rapid tests, blood donations and flu vaccinations. Long-term provisions, such as company bicycle leasing and Sportnavi fitness, were again offered and well received by employees.

COVID-19 vaccination & rapid tests

In 2021, a total of nine vaccination dates in the summer and three in the winter were set up for the employees of the Follmann Chemie Group. In the summer, vaccines from BioNTech and Johnson & Johnson were administered. In the winter, BioNTech was given to those under 30 years of age, whilst those over 30 received Moderna. A total of 328 employees received vaccinations in 2021. In January 2022 our employees also had the option of receiving a booster vaccination from us. Furthermore, in 2022 more than 17,000 Covid self-tests were ordered and distributed among employees.

Flu vaccination

Flu vaccinations, administered by our company physician, have been available free of charge to all employees for several years now. Alongside the COVID-19 vaccination, the flu jab was also popular, with 62 employees receiving the vaccine.

Company bicycle leasing

Company bicycle leasing has been available since 2018, and in 2020, 2021 and 2022 it was in great demand. Many employees took this opportunity to do something for their health and improve their fitness, both on the way to work and on weekends. By the end of 2022, a total of 134 employees had leased at least one company bicycle, with the number continuing to rise.

Sportnavi

Since February 2019, the Follmann Chemie Group has been working with a provider of company fitness services in the East Westphalia-Lippe region. Sportnavi.de is a network of service providers from the field of sport, fitness and exercise. Employees can put together their own individual fitness programmes and are not tied to fixed times or a particular fitness centre. Equipment training, fitness courses, swimming, massages and dance courses are just a few of the items on offer which are all included with membership. We aim to give our employees the flexibility to combine health and leisure harmoniously with their daily working life, so we contribute financially to every membership and provide a monthly cancellation option. The choice of Sportnavi activities is constantly being added to and expanded, with suggestions from employees also being followed up. In December 2021, we recorded a slight fall in the number of users, as the pandemic meant that many sporting activities, particularly over the winter, were not available due to closure of the facilities. Due to relaxed Covid regulations and resurgent sporting activities, in 2022 a few employees signed up for Sportnavi again.

Technology and Knowledge Centre

On the roof of the new Technology and Knowledge Centre, our employees also have access to a sports area with everything they need for playing football, basketball, volleyball or handball. There is also a sports room where they can keep fit, playing table tennis or on the rowing machines.

	2020	2021	2022
Illness rate, Germany (total = with pay + without pay)	4.8 %	4.9 %	6.5 %





Living in the region

“Social commitment has been a core component of our corporate culture for many years”

Dr Henrik Follmann

In addition to our clear commitment to the Minden region and the expansion of our local operating site, we are actively involved in a variety of ways in Minden. Amongst other things we assist local schools, the parent and child centre at the Johannes Wesling hospital and the child protection association in Minden-Bad Oeynhaus. Local sports clubs are also sponsored and the regional activities of our staff are actively encouraged and supported.

We give young people the opportunity to do internships, write BA and MA theses and study for a university degree while in employment. Our participation in the “Careers Exploration Day” initiative for children and young people with a balanced programme has been a firm fixture for years.

We encourage communication with our neighbours, interested citizens and politicians by inviting them to various events held at our company. Communication and cooperation with the local authorities is also very important to us. We are open about environmental issues affecting our company.

Examples of our social commitment in the region

- Financial support for the Museum of Minden
- Member of the Förderverein Operative Kliniken am Johannes Wesling Klinikum Minden e.V.
- Support for the parents’ and children’ ward at the Johannes Wesling University Hospital Minden
- Annual donation of a prize awarded to top-performing pupils in Chemistry at the Bessel Grammar School in Minden

- Cooperation with the Kurt-Tucholsky Comprehensive School, Minden
- Sponsorship of the Minden Child Protection Association

As a family business in its third generation, a good balance between family life and work is something we feel particularly strongly about. For this reason, we provide our employees with support in all aspects of childcare so that you can be sure that your children are in the best possible hands and supported in an age-appropriate manner. Given that many companies in the Minden-Lübbecke area are facing the same challenges, we have joined forces and, together with the child protection association Kinderschutzbund e.V., Minden-Bad Oeynhaus, we have created the appropriate child-care capacities, including the newly built Marienkäfer nursery. We are very pleased to have found an expert and reliable partner in the child protection association.

Sponsorship of sports clubs

- e.g. JSG Landesbergen; JSG Meissen/Röcke
- Participation in a rowing regatta and various sports activities, e.g. company and charity runs
- Sponsor of the Bessel rowing club within the scope of the rowing Bundesliga
- Sponsoring of the Bundesliga handball club GWD Minden
- Sponsoring of Fachhochschule Bielefeld, Campus Minden





Ethics

As a company, we are part of society, and assume the associated responsibilities and obligations. We have published our principles in various documents: Sustainability policy, Ethics policy, Environmental policy, Declaration of Principles on Human Rights, Code of Conduct for employees and suppliers (see www.follmann-chemie.de). This means we have created a clear framework of reference for the daily work of our employees. By adhering to these principles, we aim to protect ourselves and our fellow human beings from adversities, while simultaneously ensuring our sustainable business success.

Ethics policy/code of conduct

Our ethics policy, which was reformulated in 2022, describes our principles and position with regard to matters of human rights, child labour, equal opportunities, combating discrimination, leadership and communication. It is detailed in our declaration of principles on human rights, the internal Code of Conduct and our Code of Conduct for Suppliers.

In our internal Code of Conduct, we have set out comprehensive and binding rules for the conduct of our employees within and outside the company. We deal with the legal areas of competition law, corruption, foreign trade, human and labour rights, data protection, conflicts of interest and protection of commercial secrets.

Whistleblower system

In the Follmann Chemie Group, employees and external whistleblowers can report (impending) compliance violations via a whistleblower system (including anonymously) that meets legal requirements and can be called up on the websites of companies in the Follmann Chemie Group. There they can communicate with the company via an electronically encrypted mailbox.

Training

Our employees are regularly trained on compliance topics via our online training system: The training sessions must be repeated according to specified cycles. At the end of each year, we evaluate how many scheduled training courses have been completed. If the training sessions are not completed, the supervisors of the respective employees are informed, who then have to arrange for appropriate actions to be carried out.

	2020	2021	2022
Percentage of employees to be trained on business ethics	98	100	99
Percentage of employees to be trained on data protection	95	100	97
Number of incidents reported via the whistleblowing procedure	0	0	0





Overarching sustainability goals

As part of our sustainability management, we set ourselves quantitative targets using specific indicators and targets which we review annually to make sure they are being met:

Overarching target	Indicator and target	2022 result
Raw materials		
We aim to avoid, as far as possible, the use of raw materials classified as toxic or CMR (carcinogenic, mutagenic and reprotoxic).	Percentage of toxic substances purchased [Volume of "toxic/CMR" raw materials purchased] / [Total raw materials purchased] < 1 %	Clearly achieved
Water consumption		
We aim to reduce the use of fresh water in production as far as possible.	Water indicator [Fresh water consumption for processes (m³) / Production volume (t)] ≤ 0.30 m³/t	Clearly achieved

Raw materials

Within the framework of our integrated management system, the development departments of Follmann KG and Triflex KG ensure that particularly hazardous substances are only used in exceptional cases. We make sure that hazardous substances are handled safely and responsibly within our company group. Our aim is to avoid the use of acutely toxic substances and substances with CMR properties (carcinogenic, mutagenic and reprotoxic) as far as possible. Our goal is to avoid these substances being handled by our employees and customers, and prevent them being released into the environment. In 2022, the percentage of toxic raw materials we used was significantly below 1%, which means that

we have once again safely met our goal regarding our purchasing quota for toxic or CMR substances.

Water consumption

We aim to use as little fresh water as possible for processing purposes (steam generation, cooling and cleaning). Consequently, we have set a target for our water indicator which we aim to undershoot wherever possible. We achieved this goal safely again in 2022. The use of fresh water for processing purposes also fell in 2022 (by 12%), which is attributable on the one hand to decreased production quantities, but also to the effectiveness of our optimisation measures in steam generation.





Overarching target	Indicator and target	2022 result
Waste volume		
We aim to minimise the volume of waste produced on a permanent basis.	Waste indicator [Total waste (t) / Production volume (t)] ≤ 3.5 %	Failed, but major improvement on previous year
Waste treatment		
We aim to minimise the volume of waste produced.	Disposal percentage [Waste disposal volume / Total waste] < 40 %	Not reached

Waste volume

Our waste indicator shows the annual volume of waste in relation to our production volume. We have set ourselves a target of 3.5%. We were able to reduce our total waste volume by more than 20% compared to the previous year. In 2022 we fell just short of the target for our waste indicator at 3.7%. Thus, for the second year in a row we made significant progress toward reaching our goal.

Waste treatment

Our company generates more than 60 different types of waste. We review their disposal procedures regularly and give priority to material recycling. Our aim is to keep the volume of waste disposed of to below 40% of total waste. We fell slightly short of this goal for the first time in 2022. In the past year, over 56% of our

waste was either recycled or incinerated for energy recovery. This results in a disposal percentage of 44%, which means we did not reach our target of 40%. The increase of the disposal percentage compared to the previous year is because 75% of the saved waste volume in 2022 is based on fractions that are recycled. In the process, the reduced quantities of disposable pallets and the decrease of quantities of mixed metals, which were disproportionately high in 2021 due to the dismantling of systems, are critical.





Implemented projects: Safety, health, environmental protection and energy management 2022

In our programme of measures for safety, health and environmental protection and energy, we document and monitor our projects for greater optimisation potential. Here are the results of some of the projects completed in 2022:

Initiated by	Department	Measure, objective and result
Work safety		
Risk analysis	Production	Installation of lifting aids in construction chemicals production to alleviate the burden on employees
Inspection	Commissioning area	Installation of weight-dependent brake rollers in the roller conveyors of the picking buffer to prevent containers from becoming stuck and to eliminate to the greatest possible extent the risk of accidents if someone walks on the roller conveyors.
Risk analysis	Logistics	Procurement of a tank truck ladder with a protective cage for secure climbing of tank vehicles during loading processes
Employee suggestion	across the company	Action day with the Ideas Mobile from the employer's liability insurance association on the topic of safety in cycling to raise awareness among employees.
Noise emissions		
Employees	Production Polymerisation	Reduction of noise emissions by replacing the cold-water circulation pump.
Inspection	Construction chemical Production	Minimisation of noise pollution due to vibrations on various batch vessels thanks to installation of a newly constructed hand guard on the powder addition feeder.





Initiated by	Department	Measure, objective and result
--------------	------------	-------------------------------

Operational safety

Fire Safety Officer	Company-wide	Performance of site inspections with the Minden fire service to explain the fire-protection facilities and deepen their knowledge of the location so that they can act rapidly and effectively in case of an alarm.
Technology	Production Polymerisation and logistics	Replacement of all gas warning sensors and upgrading of the control system with state-of-the-art technology
Logistics	Warehouses	Central recording of storage temperatures and setting up of an alarm system to warn if limit temperatures are exceeded.
Management	Company-wide	Carrying out a large-scale exercise in cooperation with the Minden fire service, during which a major incident was simulated

Energy

Management	Company-wide	Exclusive purchase of electricity from renewable energies (green power) with certificate of origin
Energy team	Production Polymerisation	Replacement of the cold-water circulation pump with a high-efficiency pump
Energy savings suggestion	Company-wide	Replacement of existing lighting by LED technology in other areas of the company
Gas shortage: Requirement of the German Federal Government	Production Polymerisation	Changing of the shift system to allow for complete shut-off of the regenerative thermal oxidiser (RTO) to save gas for the auxiliary firing
Employees	Company-wide	Replacement of the compressed air drying by highly efficient absorption drying





Planned Projects: Safety, health, environmental protection and energy management 2023

In our programme of measures for safety, health and environmental protection and energy, we document and monitor our projects for greater optimisation potential. These are a few of the projects planned for 2023:

Initiated by	Department	Measure and objective
Work safety		
Production manager	Production	Automation of the dosing of corrosive hazardous substances to prevent manual handling by employees
Occupational safety panel	Production, logistics and maintenance	Introduction of what are referred to as functional and transit areas with specific safety rules to optimise the safety of visitors, employees and outside companies.
Employee suggestion	Company-wide	Holding of out experimental presentations for employees in R&D, Production and Logistics to raise awareness of the risks when dealing with hazardous substances.
Noise emissions		
Energy manager	Production Polymerisation	Reduction of noise emissions by replacing the cold-water generation system with new technology





Initiated by	Department	Measure and objective
Energy		
Employee energy saving suggestion	WBC production	Support cooling in WBC production with fresh-air coolers instead of covering the entire cooling capacity via the cold-water generators
Energy manager	Polymerisation Production	Replacement of the cold-water generation system by more efficient systems.
Employee energy saving suggestion	Outdoor areas and building 10	Further replacement of lighting elements by LED technology
Management	Cross-company	Deep drilling to investigate the use of geothermal energy for future carbon-neutral heating of buildings



Communication and contact

Reports and publications notwithstanding, nothing beats a face-to-face conversation. We welcome dialogue with staff, neighbours, authorities, professional and environmental associations, schools, journalists and politicians and other interest groups.

If you have any questions or would like to talk to us for any other reason, we look forward to hearing from you!

Your contacts

Follmann Chemie GmbH

Julia Szincsak
Head of Environment & Safety
Tel.: +49 (0)571 9339-176
Julia.Szincsak@follmann-chemie.de

Andreas Franke
Director Corporate Sustainability Strategy
Follmann Chemie Group
Tel. +49 571 38780-730
Andreas.Franke@follmann-chemie.de

Follmann GmbH & Co. KG

Dana Seliger
Sustainability manager
Tel.: +49 571 9339 247
Dana.Seliger@follmann.de

Triflex GmbH & Co. KG

Bettina Stolt
Sustainability manager
Tel.: +49 571 38780 627
Bettina.Stolt@triflex.de



Publication details

Publisher

Follmann Chemie GmbH
Heinrich-Follmann-Strasse 1
32423 Minden
Germany
Tel.: +49 (0)571 9339-0
Fax: +49 (0)571 9339-300
E-mail: info@follmann-chemie.de

Editors

Julia Szincsak
Dana Seliger
Bettina Stolt
Ricarda Braun
Carolina Lucht
Anne Brussig
Andreas Franke

Photographs

Jens Fricke Photography, Bielefeld
Alexander Pischke, BRC Minden
Christian Schanze, Minden
Follmann Chemie Archive

Design

etage eins
Alte Kirchstrasse 11
32423 Minden
Tel.: +49 (0)571 97304-90
Fax: +49 (0)571 973396-47
E-mail info@etageeins.de

Text and picture credits

All credits are available from Follmann Chemie GmbH.
No reproduction or other duplication, in whole or in part,
is permitted without the express permission of the publisher.

Production

Bruns Druckwelt GmbH & Co. KG
Trippeldamm 20
32429 Minden
Tel.: +49 (0)571 882-0
Fax: +49 571 882335
E-mail: info@bruns-druckwelt.de





Follmann Chemie GmbH
Heinrich-Follmann-Strasse 1
32423 Minden
www.follmann-chemie.de



Follmann GmbH & Co. KG
Heinrich-Follmann-Strasse 1
32423 Minden
www.follmann.de



Triflex GmbH & Co. KG
Karlstrasse 59
32423 Minden
www.triflex.de