

**TOMORROW WILL BE
HERE SOON ENOUGH!**
Sustainability 2022

Reporting period 2022

Contents

Sustainability 2022



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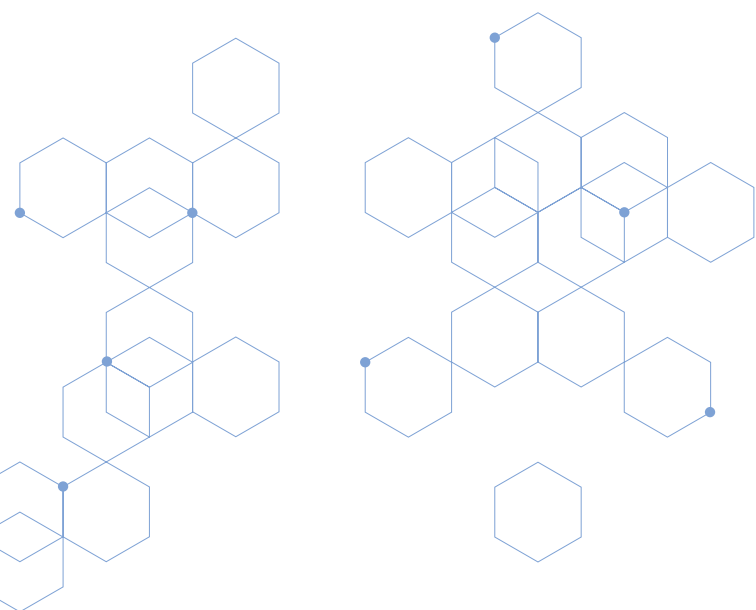
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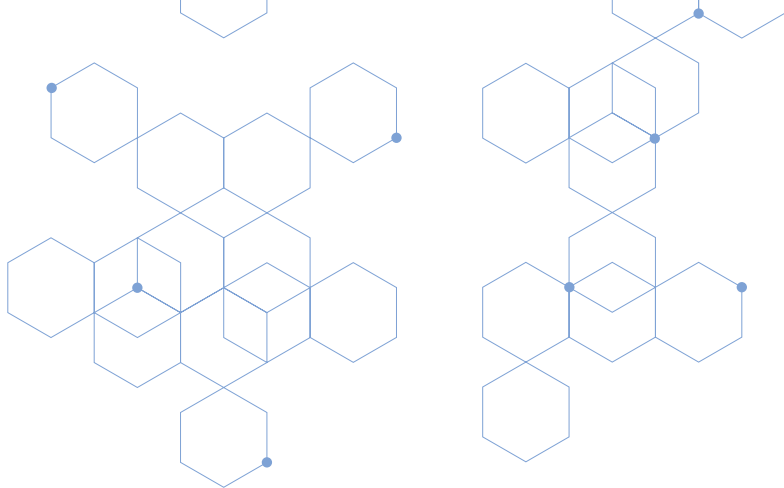


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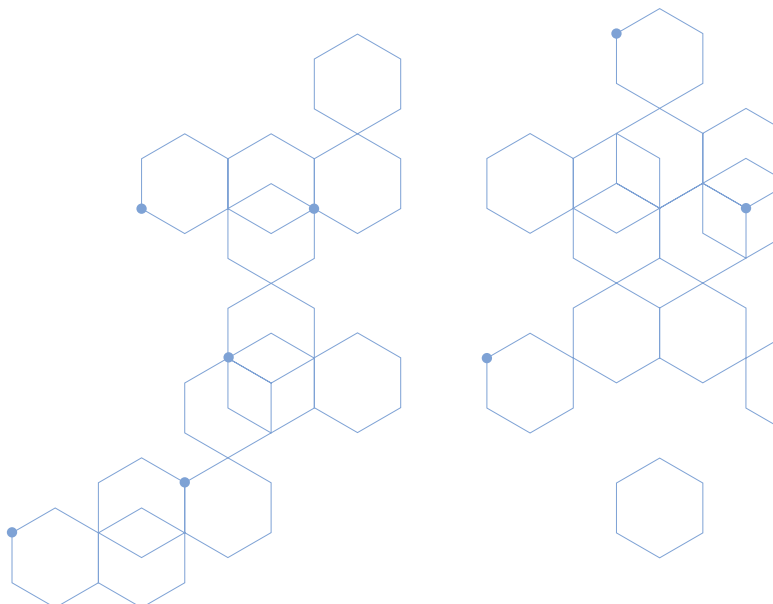
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Reporting structure

(GRI 2-2, 2-3)

The sustainability report published by the BÜFA Group refers primarily to the year 2022.

It reports on non-financial topics that were completed, processed, and/or begun in 2022. Topics of longer-term relevance may also extend beyond 2022.

With regard to figures, data, and facts, the corresponding comparative figures from previous years are also shown.

Detailed information regarding the company's financial situation can be found in the BÜFA GmbH & Co. KG consolidated financial statement, which can be accessed through the Bundesanzeiger Federal Gazette (publication covering the 2022 financial year expected in July 2023).

For several years, the BÜFA Group has issued an annual report regarding environmental, economic, and social sustainability. This year, for the first time, we are reporting in accordance with the GRI standard for sustainability reporting (Global Reporting Initiative). The GRI Content Index at the end of this report shows where the corresponding information can be found.

In accordance with the GRI reporting standard, the BÜFA Group sustainability strategy is oriented around the 17 Sustainable Development Goals (SDG) of the United Nations.

Unless otherwise expressed, the reported figures and information comply with the GRI standard for the BÜFA Group, whereby company or location-specific data is marked accordingly. The business divisions of the BÜFA Group include:

-  BÜFA Holding
-  BÜFA Chemicals
-  BÜFA Cleaning
-  BÜFA Composites



The sustainability report is drawn up by the Corporate Marketing & Communication and Sustainability Management divisions, in close cooperation with employees from the operational units.

If you have any questions and/or feedback regarding the report, feel free to contact Yvonne Burmann, Sarah Klosek & Dr. Anette Koch-Wegener

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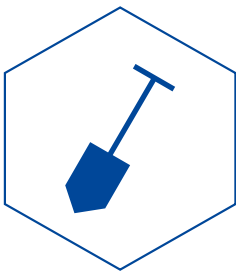
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Corporate profile

(GRI 2-1, 2-6)

Numbers, Facts & Figures



1883

Establishment



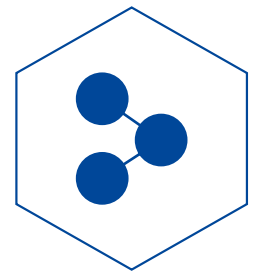
700

Employees



13

Locations



3

Business divisions

Business model

The BÜFA Group is a medium-sized, independent chemicals company that operates on an international scale in the chemicals, cleaning and composites business segments. As a company with high ethical corporate values, BÜFA maintains a fair, partnership collaboration with customers, suppliers, and the general public. In so doing, we impress with innovative, resource-efficient products and system solutions and have a strong focus on the principle of sustainability. BÜFA focuses on "new chemistry" and combines economic efficiency with societal responsibility.

BÜFA Chemicals forges its Chemicals business in collaboration with Tricura and VivoChem. To our customers, we are a supplier for specialist areas of application and industries. As such, the range of services offered now extends far beyond the chemicals trade. Today, the business model also includes warehousing as a special service for our customers. From individual filling to secure storage and the flexible picking and delivery of the chemicals and raw materials, customers receive everything from a single source.

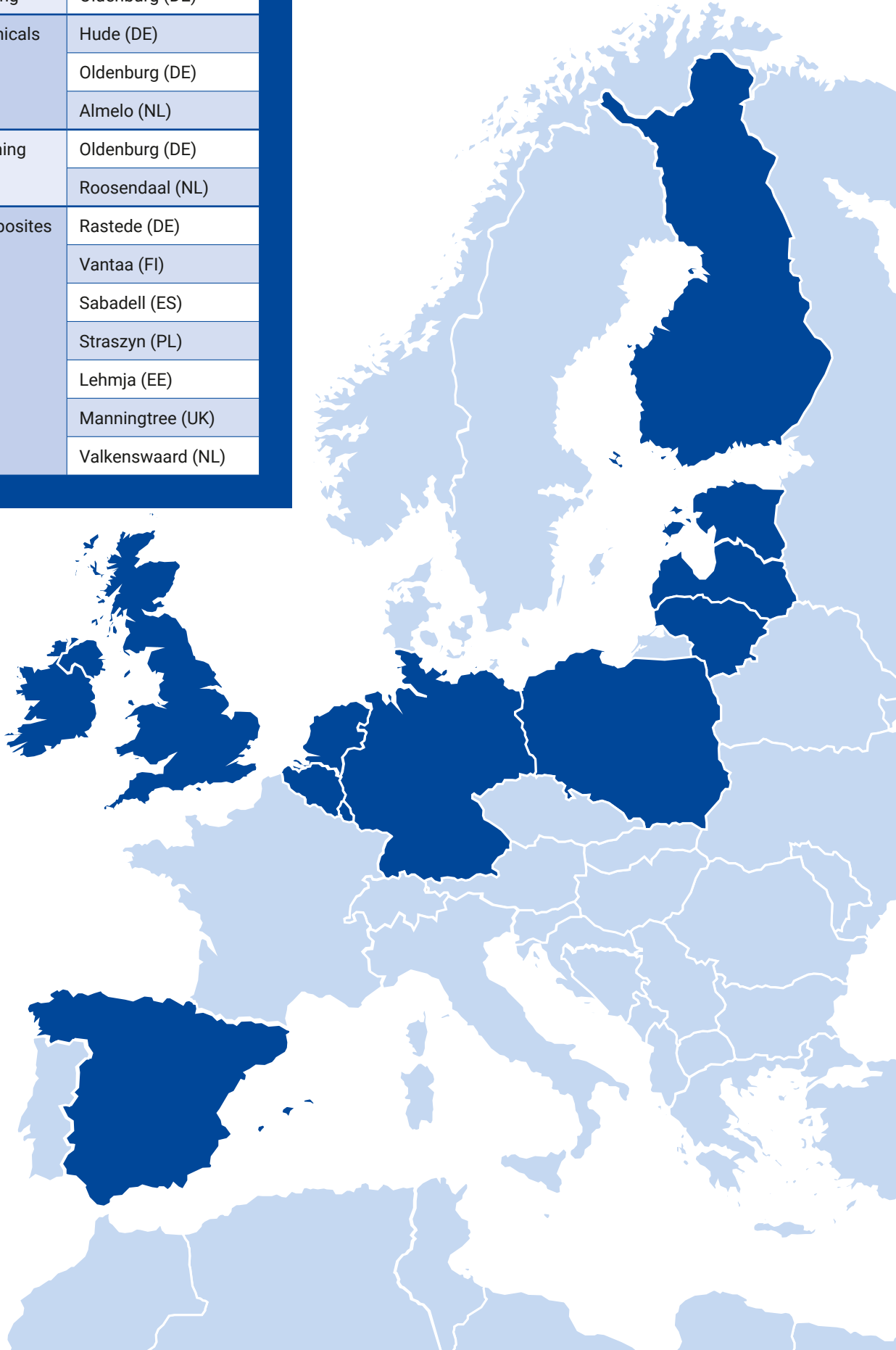
The Cleaning business division develops and produces cleaning, care, and disinfection products for textiles and

surfaces. Cleanliness, hygiene and value preservation are the pillars of all our activities in this area. Among the main target groups are the food industry, the field of industrial and vehicle cleaning, and commercial kitchen hygiene, alongside laundry services and textile cleaning.

The Composites business field develops, produces, and sells high-quality products based on unsaturated polyester resin. Our product lines include gel coats, bonding pastes, fire protection systems, pigment pastes, and special products. The product range is supplemented by the range of machine technology for processing operations within our specialist fields. On account of a comprehensive retail range, customers and processing businesses are offered a comprehensive composite product range, both for the manufacture of parts made from fibreglass-reinforced plastics and also for unreinforced applications. With Europe-wide distribution sites, BÜFA guarantees an internationally reliable service network within the Composites business field.

The BÜFA Group is active at 13 locations, distributed across 11 cities in 7 countries.

Holding	Oldenburg (DE)
Chemicals	Hude (DE)
	Oldenburg (DE)
	Almelo (NL)
Cleaning	Oldenburg (DE)
	Roosendaal (NL)
Composites	Rastede (DE)
	Vantaa (FI)
	Sabadell (ES)
	Straszyn (PL)
	Lehmja (EE)
	Manningtree (UK)
	Valkenswaard (NL)





*New
chemistry.*



BUFA

Foreword

Objectives, challenges, and highlights
in the area of sustainable development at BÜFA –
Jan Philipp Wuppermann, Chairman of the Supervisory Board, and
Felix Thalmann, CEO of the BÜFA Group in an interview.

Which objectives is BÜFA already pursuing now, and which objectives will it pursue in future in order to position the corporate group well economically, environmentally, and socially, with regard to sustainability?

Jan Philipp Wuppermann: Innovative products with high benefit to our customers lead to economic success and secure your future. Here we are continuously optimising our products and services. We are reducing our use of critical raw materials and are continuously replacing them with sustainable alternatives.

Strategically, we will in future increase our focus on “water” as a topic area. In this area, we possess competences right across the group, but especially in the Cleaning and Chemicals business units, with our subsidiary Tricura. The goal is to enable our customers to circulate process water rather than replacing it and, using environmentally-friendly measures, to clean any waste water that is still produced.

Felix Thalmann: In the start-up, Ferr-Tech, we also have a strong partner that specialises in this field by our side. Our goal is also to operate our sites using only renewable energy, which is why we are pursuing projects in the area of photovoltaics and wind power.

Jan Philipp Wuppermann: The social component of sustainability is and will remain very important for BÜFA. We maintain a relationship of close discussion with social partners and participatory involvement in all projects.

We conduct ourselves as a good employer and a good neighbour. BÜFA offers all employees appropriate remuneration schemes, a very good work/life balance, a company pension, and many other benefits. And last but not least, the work in itself at BÜFA is meaningful.

Felix Thalmann: We are also very committed to making a social contribution, both on a regional and an international level.

We are continually bringing our sites in line with the latest standards by means of a continuous improvement process,

so as to render them financially sustainable. In addition to this, we are expanding and internationalising the corporate group, so as to position ourselves diversely in numerous countries, irrespective of economic downturns.

What positive contribution are our products and services making to the three pillars of sustainability?

Jan Philipp Wuppermann: We want to be our customers’ No. 1 point of contact for a “green transformation”. For example, we offer low-styrene or styrene-free resins or CO₂-free alternatives to chemical raw materials, and are working to provide our customers with optimised waste water solutions. In so doing, we are turning our focus towards industries that are of crucial importance to an environmental transformation, such as wind energy or transport.

Felix Thalmann: In these industries, our products and services, e.g. from the areas of composites, may prove essential to the energy and mobility revolution.

Our cleaning products clean and disinfect in a gentle and environmentally-friendly manner, and thus contribute to preserving the value of textiles and surfaces.

What’s more, we make use of used containers, cleaning and preparing them before reintegrating them into the circular economy.

Through our online seminars and product training sessions, not only are we making improvements in terms of our usage, but are also cutting down on business travel. Within the Cleaning business division we even offer remote maintenance.

What mechanisms do you want to put in place, in order to promote trends for sustainable development at BÜFA?

Jan Philipp Wuppermann: The mechanisms are in place, now it is first and foremost a matter of implementing them in the most diverse of areas.

Felix Thalmann: For example, we are converting our entire business fleet to electric vehicles. We are also trialling lorries with electric engines.

Since 2023, our products within the Chemical business division have been marked with a Product Carbon Footprint, with a view to making the emissions produced by our products during their lifecycle transparent, and reducing them accordingly.

In order to reduce emissions during transport, we are bringing concentrates to the market.

We are also trialling car washing systems that work with a closed circuit and thus produce no waste water. At our site in Oldenburg-Ohmstede we also promote waste water-free production.

Alongside our own projects and measures, we are involved in the ECBF (European Circular Bioeconomy Fund) with a view to drawing on external inspiration to promote sustainable development at BÜFA.

What were you particularly proud of in 2022? What were the greatest challenges over the past year, how did we respond to them and how have they impacted the sustainability strategy?

Felix Thalmann: We can be proud of our continued growth in Europe, our involvement with the start-up Ferr-Tech, and also the development of a certified system for the calculation of the PCF (Certification 2023).

The outbreak of the war in the Ukraine was of course challenging. Associated with this was the discontinuation of our business with customers and suppliers in Russia and Belarus. The disruption to delivery chains also affected us. Transport costs have risen significantly and some of our customers, in particular those that work with energy-intensive processes, are facing major challenges or have even had to suspend their production.

Our raw materials suppliers are relocating their energy-intensive production to countries outside of Europe. This has resulted in huge price hikes for many products, as well as a drop in demand. Consequently, the topic of the "recycling of materials" will presumably be given a boost.

On account of the extreme price increases for electricity and gas, we have increased and accelerated our efforts to generate at least 100 percent of our required energy ourselves, and in a renewable manner. In addition, we have successfully implemented energy-saving programmes, such as post-combustion process improvements in the Composites division.

Jan Philipp Wuppermann: With all these measures, we have managed to reduce energy consumption on a group level by 20 percent. We are proud of our employees who, in spite of the sometimes difficult conditions, have managed to provide a comprehensive service to our customers, and also got involved in our energy-saving projects with such great enthusiasm. Our employees are the cornerstone to our success.



Felix Thalmann
Managing Director BÜFA Group (CEO)

Image: BÜFA

Jan Philipp Wuppermann
(Chairman of the Advisory Board)

Overview of the Sustainable Development Goals (SDGs)

Alongside digitalisation and innovation, sustainability is a fixed part of our strategy and a basis for our activities in all areas. Holistic, sustainable development only works if we bring economic, environmental, and social aspects into harmony with one another. In 2015, the United Nations formulated 17 global objectives for sustainable development, the Sustainable Development Goals (SDGs). They offer companies, the scientific community, and also private individuals a roadmap that plots the route to a fair world that is worth living in.

SUSTAINABLE DEVELOPMENT GOALS

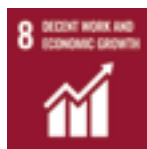


“We want to remain an independent, financially strong, and medium-sized family business.”

Strategy & Growth

Sustainable corporate development – in all its varying facets – is the benchmark for our decision-making.

We want to secure the long-term success of our company, in harmony with environmental responsibility and social acceptance. Here, sustainable action is firmly anchored as a prerequisite in all fields of business.



Topics

- Strategy
- Stakeholder Dialogue & Main Topics
- Future investments
- Transparency & Communication

5 BÜFA locations

are certified in accordance with ISO 9001 and ISO 14001

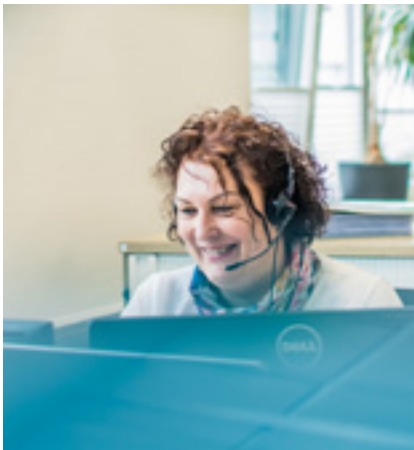
4 stakeholder surveys

were conducted within the scope of the stakeholder dialogue

1 new company

is reinforcing the BÜFA family





Strategy

ROCE

As an independent family company, it is important that we utilise our capital employed in a long-term and robust manner, with a view to achieving the required results. In conjunction with a solid equity base, it is important that we align our business models to be stable and profitable (EBIT ratio > 6%), in order that we can develop the company sustainably and on a long-term basis.

BÜFA's goal is to offer our customers high product quality, optimal service, and innovative ideas and expertise in product processing. We act sustainably and want to create a sound equity basis for our activities.

We are looking for new ways to develop products based on renewable raw materials. Other projects have been initiated to expand the product range with environmentally-friendly chemical products. Within the scope of our integrated sustainability strategy, we focus on the United Nations Sustainable Development Goals (SDGs) that are of particular relevance to our corporate group. The SDGs support us in bringing our operational business into line with the overarching strategy.

The BÜFA Group relies on "New Chemistry" and combines economic efficiency with societal responsibility. Based on our four corporate principles, we want to develop successfully in the long term:

- Acting in a customer-centric manner
- Operating successfully
- Working together
- Protecting people and the environment

Within the scope of our strategic planning, we are continuing to strive towards the continuous and permanent improvement of our position within our current market regions. Here our strategic alignment focuses on the topics of digitalisation, innovation, and sustainability.

We are convinced that, in the long term, only those companies that have found sustainable responses to the challenges of our time will be capable of remaining competitive. This means that sustainability must be anchored within the corporate strategy and within our daily operations. This is the only way that sustainability goals - as introduced at BÜFA - can be combined not only with cost savings, but also with a sense for new products and market potential.

We are of the firm opinion that sustainability should be achieved first and foremost through voluntary commitment, and less through prohibitions. This way, all those involved both jointly develop effective and quick environmental protection

measures, and also do their part to ensure that these are met with even greater acceptance.

However, we are aware that change is the only constant. As a medium-sized company, we respond innovatively, quickly and flexibly both to our customers' requirements, and to changing markets, as well as environmental challenges.



We assume responsibility for the company, and with regard to social issues. Here, it is all about utilising and promoting the commitment, knowledge and experience of our employees. This is precisely why we are successful even in times of upheaval. This fundamental attitude is represented throughout the entire group of companies, in the same way as the corporate principles developed and signed jointly with our employees are adhered to and put into practice.

As a company within the chemicals industry, we are conscious of our environmental and social responsibility. Alongside the very high standards that we adhere to when handling chemicals, we are also developing improved innovative materials, which afford our customers the ability to produce low-emission, CO₂-reduced end products, for example.

Management approaches

Product quality, competitiveness, innovative strength, occupational safety, environmental protection and sustainability are the foundations of our success, and help to preserve the jobs of our employees.

The BÜFA Group is committed to continuous improvement in all areas. In order to achieve this goal, we constantly analyse and monitor the impact of our activities on people and the environment. In addition, we carry out tests and optimisations of our products and processes with regard to quality, environmental compatibility, digitalisation, sustainability and safety.

**We are committed to an open and continuous dialogue
with our stakeholders.**

An integrated management system should ensure that all business processes that have effects on the quality of our services and products, occupational safety and the environment are thoroughly planned, managed and monitored. We thus fulfil the requirements imposed on us by customers, rules and regulations. The consideration of quality, occupational safety and the environment within a standardised structure, along with the consideration of contextual overlapping, enables the creation and maintenance of a lean management system.

HR Policy

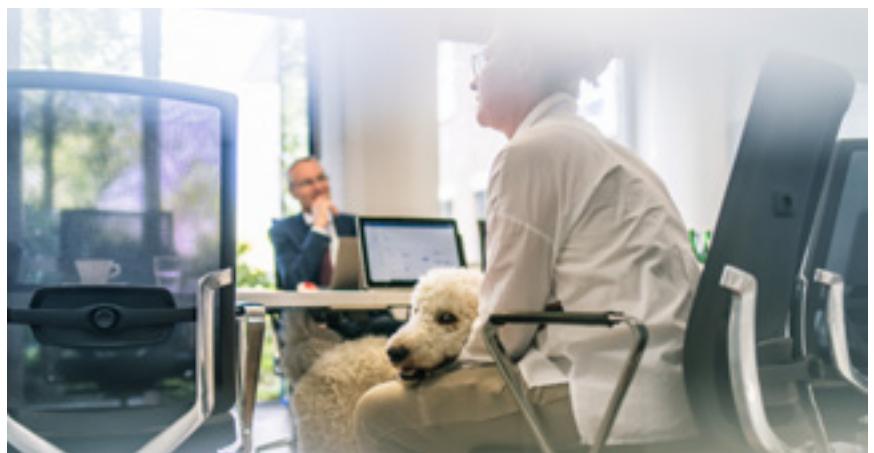
As a medium-sized family company, we feel a particular connection with Oldenburg as a location, and with our employees. Each individual employee is of great value. Operating on the basis of a team-oriented management culture, as well as an appreciation-based feedback culture, we offer our employees the opportunity to pursue their own continuous development. This is the only way that we, together with our employees, can rise to the continually changing social and economic challenges.

Against the background of lean management, it is important to us that every employee can suggest ideas for improvement and be heard. In this context, our management staff coach, assist, support, and direct their employees. We are convinced that innovative ideas and solutions are most readily produced within a team context. We thus encourage a working environment in which each employee can communicate openly and take on personal responsibility. Our management staff are characterised primarily by their management competence, and are keen to foster a high level of self-organisation and customer focus within their teams.

A team-oriented management culture, an appreciation-based feedback culture and a mutual culture of learning are important building blocks upon which our success is built. Here we rely on open communication in all areas.

The regular sharing of information and open communications are the main prerequisites to the continuous further development of our employees and the company itself. We encourage our employees to communicate actively with their superiors and to offer up their own ideas. This also includes the open addressing of errors.. It is only if we are aware of errors that we can learn, avoid the causes, and develop the company and ourselves. We promote our culture of feedback by means of an "open door" policy. We have standardised all key communication between employees and superiors within the context of employee/manager interviews, feedback, and employee welfare discussions.

The continuous development of all employees lies at the core of our HR policy. Demographic change, digitalisation and automation require that the BÜFA group can respond to changes with increasing flexibility. This can only happen if we also reinforce the skills and qualifications of our employees, and repeatedly adjust to changing circumstances. In addition to individual learning requirements (technical, methodological, social) we focus on holistic team development and promote the transfer of learned content in practice: Work areas, duties, responsibilities, processes and results are regularly discussed and modified as necessary. To this end, we utilise an intelligent mix of analogue and digital media.



Stakeholder Dialogue & Key Topics

(GRI 2-17, 2-29, 3-1, 3-2)

The BÜFA Sustainability Report, according to a recognised reporting standard

In recent years, the topic of sustainability has seen an immense increase in significance in all areas of life. Previously almost exclusively an environmental issue, nowadays sustainability incorporates three dimensions: environmental, economic, and social. However, not only has the topic become more complex in itself, the BÜFA group of companies is becoming increasingly large, increasing more international, and consequently more complex as well. In order to rise to the challenges from various stakeholder areas, and to ensure transparent, structured, and comprehensive reporting, the BÜFA sustainability report must be aligned to a recognised standard.



At the beginning of 2022, students at the University of Lüneburg, working as part of a joint project with BÜFA, identified the GRI Standard (Global Reporting Initiative) as a suitable reporting standard for our corporate group.

The charitable foundation behind this standard offers guidelines that have

been established worldwide as an aid when drawing up sustainability reports. The reporting principles, standards or implementation guidelines for the drafting of the report can be applied in any organisation – regardless of the size, industry or location. As such, the GRI standard has also become established within the chemicals industry. Ultimately, based on standardised reporting, comparisons of figures and objectives can be drawn over several years, and developments and successes demonstrated.

Identification of SDGs relevant to BÜFA, with its various stakeholder groups.

Within the scope of a workshop with the BÜFA Management Team, as a follow-up to the university project, the new structure of the sustainability report and the core topics have been revised and defined. The five sections under which the individual content is presented are now "Strategy & Growth", "People & Values", "Portfolio & Value Creation", "Climate & Resources", and "Society and Commitment". The United Nations Sustainable Development Goals (SDGs) are also allocated to all areas.

The group-wide sustainability management at BÜFA is now implementing the new benchmarks and is establishing the prerequisites for standardised reporting, with editorial support provided by Corporate Marketing & Communication and content provided by colleagues within the Business Units.

For the 2022 reporting year, the sustainability report has not yet been able to demonstrate full compliance, but has already been drafted on the basis of the GRI standard. This year, sustainability management is pursuing two objectives in particular: Firstly, the necessary requirements for the publishing of the next sustainability report in accordance with the GRI standard must be fulfilled, and secondly, a check is performed as to which additional requirements from the EU directive on sustainability reporting can be deemed applicable to BÜFA, in order that adjustments can be made if necessary.



Materiality analysis at BÜFA – important sustainability topics

What is important to us, what drives us, and what do we want to achieve? – BÜFA has considered these questions in international stakeholder surveys, with a view to establishing important topics at BÜFA within a context of open stakeholder dialogue.

The relevant stakeholders within the BÜFA Group are regularly identified within the scope of general risk management. The stakeholders that are of particular relevance with regard to sustainability were deduced during a workshop at the international management meeting.

As a first step, within the scope of online surveys conducted via Microsoft Forms, all BÜFA employees, including management staff, the advisory board, and the shareholders and suppliers have the opportunity to submit their votes and appraisals. Furthermore, all management staff were then surveyed with regard to how relevant the topics are for the economic success of BÜFA and how big an influence BÜFA actually has over these topics.

The performance of a materiality analysis not only fulfils a requirement of the GRI standard, but also offers important knowledge with regard to the further development of the sustainability strategy. Other important stakeholder groups will be involved in 2023 with a view to acquiring a comprehensive analysis of the relevant topics.

By means of an initial analysis, an intersection of existing important topics that are particularly important both from the perspective of the previously surveyed stakeholders, and also with regard to economic success on account of business activities, was deduced. The topics from the stakeholder surveys can also be assigned to SDGs, primarily in conjunction with our corporate group.

An initial evaluation of the surveys completed to date has been performed. The following key topics and focus SDGs were then identified for BÜFA:

Chapter	Topics	SDG
Strategy & Growth	Sustainable growth	8
	Transparency	8
	Compliance	8
People & Values	Occupational Safety & Health	3, 8
	Social Dialogue	3, 8
Products & Value Creation	Research & Development/Innovation	9, 12, 13
	Use of Sustainable Raw Materials	9, 12, 13
Climate & Resources	Energy Management	8, 12, 13
	Resource Efficiency	8, 12, 13
	Circular economy	8, 12, 13

An overview of all SDGs can be found on page 11.

In 2023 there will be an additional survey conducted amount BÜFA customers and other relevant stakeholders, which will then also flow into the analysis. As such, not only are we increasing awareness of sustainability within BÜFA, but also among our customers.

For the defined key topics, the GRI standard also stipulates requirements regarding information and target figures, which must be considered in the subsequent drafting of reports. These must be determined or generated. In addition, it may be necessary to determine where coverage gaps still remain.

Future investments

BÜFA invests in innovative start-up Ferr-Tech

In November 2022, the CEO of the BÜFA Group, Felix Thalmann, and the CEO of Ferr-Tech, Richard Bruins, signed the contract making their strategic partnership at the Ferr-Tech premises in Meppel (Netherlands) official. BÜFA has acquired a majority share in Ferr-Tech and is thus further developing its commitment to innovative and sustainable solutions. With the BÜFA investment of around 2 million euros over the coming years, Ferr-Tech hopes to increase the overall production capacity of FerSol® (Ferrate (VI) in liquid form), to expand its team, to build a local production site in the USA and to invest in further research and development.



With the signing of the contract, BÜFA is further establishing its commitment to sustainable solutions.

Sustainability is part of the DNA of BÜFA and Ferr-Tech. BÜFA is continually expanding its portfolio with sustainable alternatives to its traditional product portfolio. Through in-house innovations in the area of products and processes, the company is consistently pursuing the objective of a sustainable circular economy. Here, the strategy and business methods focus on the Sustainable Development Goals of the United Nations. “Both partners complement one another well – BÜFA with its experience of sales in various international markets, and Ferr-Tech as an agile start-up company with innovative technology. With the shareholding in Ferr-Tech, BÜFA is further reinforcing its position in the field of specialist chemicals,” says Natascha Fontanella, Director of BÜFA Chemicals. Ferr-Tech is the first company to offer the efficient and environmentally-friendly oxidation chemical, FerSol®, for industrial applications. The manufacture of Ferrate (VI) in a stable and ready-to-use form was not possible until the Dutch start-up developed a unique procedure. It is used for the cleaning of waste water and enables the re-use of water in industry. It thus contributes to a sustainable circular economy. Ferr-Tech’s CMO and co-owner Judith le Fèvre explains: “BÜFA is a strong strategic partner for Ferr-Tech. They enhance our company with their knowledge, their network, and their core values.”

Ferr-Tech and BÜFA began their collaboration in April 2022, when BÜFA Chemicals became the official international distribution partner for FerSol® products. “BÜFA and Ferr-Tech share the same corporate philosophy. We focus on sustainability in all our activities,” explains Richard Bruins, CEO of Ferr-Tech. “Both partners utilise their expertise to offer innovative solutions for various industries. BÜFA is investing in Ferr-Tech, and is thus investing in future-proof innovations that can be passed down to future generations,” adds Felix Thalmann, CEO of the BÜFA Group.



About Ferr-Tech

Ferr-Tech is a global market leader for Ferrate (VI) applications for industrial; (waste water) cleaning. Last September, Ferr-Tech was awarded the WIS Prize 2022. The company previously also won the 2022 CES Innovation Prize. Both awards were presented in conjunction with the water treatment product, FerSol®. By means of a patented procedure, Ferr-Tech enables the use of Ferrate (VI) products for (waste) water management. From its head office in Meppel, Ferr-Tech operates its water laboratory, conducting high-quality water tests, experiments and analyses for customers.

More information on Ferr-Tech can be found at www.ferr-tech.com.

BÜFA continues its foreign expansion in Europe, and acquires Dutch and Swedish corporations as international partners

The BÜFA Group expands further in Europe in 2022 and, for the first time, acquires international partners within the cleaning sector. The Oldenburg-based company, which operates within the chemicals industry, acquired the Dutch TriStar group and, at the same time, entered into a strategic partnership with the Swedish MacSerien group of companies.

In order to rise to the current challenges within the cleaning sector, BÜFA Cleaning (previously BÜFA Reinigungssysteme) is expanding its portfolio, its expertise in other industries, and its presence in Central and Northern Europe. Previously, the Cleaning division was focused primarily on the German market. With the merging of the three companies, production and sales in Europe have been further expanded. One major strategic advantage of the expansion lies in the fact that customers can be served internationally, since sales and technical service departments are already in place in many countries. Products from BÜFA Cleaning are thus reaching the markets within the DACH region, Benelux, the Scandinavian States and Estonia. With their sustainable corporate philosophies, the two partners are the perfect fit with the BÜFA Group, and can supplement the product range in a targeted manner, with their own innovative solutions. "With TriStar and MacSerien as partners, the BÜFA Cleaning is not only almost doubling its workforce and its sales volumes, it is also tapping into new opportunities and markets," emphasizes Sebastian Specht, member of the BÜFA Group Management Team responsible for the Cleaning division.

TriStar Industries exists since 1991 and is an established manufacturer of industrial cleaning products in the Netherlands. With locations in the Netherlands and the UK, as well as a turnover of around 10 million euros, TriStar serves various industries all over Europe. The company focuses on cleaning systems for the chemicals industry and the food industry, as well as dyes, printing inks, and adhesives. The company also specialises in job order production and private label manufacturing.

"We are convinced that sustainable solutions will define the future of the cleaning industry. As a team we have always concentrated on developing the company in such a way that we can offer our customers the best service and the best solution, against this backdrop. Merging with the BÜFA Group affords us the opportunity to pool the strengths of both companies," says Paul van den Berg, CEO of the TriStar Group.



The MacSerien Group is represented by two production locations in Sweden and Estonia, as well as other distribution sites in parts of Scandinavia. In 2021, the cleaning product manufacturer generated revenue of 12 million euros. The products are used primarily in the areas of car cleaning, water treatment, gastronomy, and various branches of industry. Among the innovations produced by MacSerien are water-free chemicals and a system for the sustainable treatment of water with a view to supporting an environmentally-friendly circular economy. "I am convinced that, together with BÜFA, we can make a positive contribution in this regard, by delivering innovative cleaning solutions that are considerate towards people and our planet. We are committed to this – just as our corporate claim suggests: "For a cleaner world", explains David Eriksson, Managing Director of MacSerien.

With the acquisition of TriStar and the partnership with MacSerien, BÜFA Cleaning is not only expanding internationally, it is also establishing its position as one of the leading suppliers of cleaning, disinfection and care products, as well as specialist services. "Having acquired locations in Europe in the area of chemicals and composites in recent years, we now also want to grow the Cleaning division and strengthen ourselves strategically with sustainability technologies," adds Felix Thalmann, Chairman of the BÜFA Group, explaining the two new partnerships.

BÜFA contributes to the fourth edition of the High-Tech Gründerfond

With BÜFA having already contributed to the third edition of the High-Tech Gründerfond (HTGF) five years ago, the Oldenburg-based chemicals company is once again investing in the fourth fund. As such, in 2022, BÜFA is continuing a successful partnership, maintaining important impetus for the technological trends of the future.

Important impetus to foster technological trends -
just one of the reasons why BÜFA will once again serve as an investor.

The HTGF is one of the most active and largest venture capital funds in Europe. Since 2005, it has been supporting the innovative ideas of young technology companies, with financial investment, advice, and access to its comprehensive network. The fund's recipe for success is the public-private partnership, i.e. the cooperation between public and private investors.

Within the first closing, the new fund has already reached a volume of more than 400 million euros. More than 40 companies contributed capital, alongside the Federal Ministry for Economic Affairs and Climate Action and KfW Capital.

"The contributions to the HTGF fund offer us the chance to detect technological developments and trends at an early stage, to enter into discussion with agile start-ups, and to be inspired," say Felix Thalmann, CEO of BÜFA explaining the investment. The mutual exchange between investors, young technology companies, and the team of experts at the HTGF was a valuable means by which to promote innovative, sustainable ideas and entrepreneurship in Germany.

Transparency & Communication

Linking academia and economics – sustainability workshop with the Leuphana University Lüneburg

When academia meets practice at BÜFA, this results in future solutions for enhanced corporate sustainability. At the beginning of 2022, a digital workshop took place in cooperation with the Leuphana University. 25 budding sustainability experts were given the tasks of working in groups to develop tailored strategies and measures for BÜFA on the basis of the United Nations' Sustainable Development Goals (SDGs).

The following four points in particular were to be considered: Which SDGs are particularly relevant for BÜFA, how can we as a company within the chemicals industry make a positive contribution, how can the SDGs be integrated into our sustainability report taking into account a recognised reporting standard, and how can the UN sustainable development goals be utilised within our internal and external sustainability communication.

BÜFA receives important external input from budding sustainability experts.

Employees from all BÜFA business fields supported the students throughout the week, providing them with all the important information regarding processes, products, services and much more, thus guaranteeing the good analysis of all aspects and the ability to submit specific recommendations for action. Through this, the students gained an intensive, highly transparent insight into the BÜFA corporate world, while BÜFA itself gained valuable input into the further development of the sustainability strategy.

At the end of the week, the students presented their approaches and recommended actions to a panel compiled of academic teaching staff and experts from various divisions:

Felix Thalmann (CEO of BÜFA), Dr. Stephan Göttke (Chief Business Development Officer at BÜFA), Dr. Karsten Hurrelmann (Research Fellow at the Carl von Ossietzky University Oldenburg and Managing Director of Network for Innovation and Start-ups in Climate Change (NIK)) and Renate Klingenberg (Deputy Managing Director of the Association of the Chemical Industry e. V., Regional Association for the North of Germany (VCI Nord)).

One of the first measures from the workshop was, for example, to restructure the BÜFA sustainability report for 2023 and integrate the SDGs that were identified here as being of importance for BÜFA.

The findings that were produced for the business divisions serve as the basis for continuing work, for example, the further development of the product range.



BÜFA Group news to go

BÜFA₂GO – An employee app for everyone

Internal communication has always been an important factor in order that we can distribute information to all employees, gather feedback, or reinforce communication between us. During the coronavirus crisis, digitalisation was given a further boost, with major effects on internal communication. For both when on the go, when carrying out mobile work at home, or even at our national and international locations, at BÜFA we want to make it possible for all employees to receive information from the BÜFA Group.



Therefore, last year we launched our employee app, BÜFA₂GO. The app can be downloaded to your smartphone free of charge from the standard Apple and Google app stores, meaning that all information is available regardless of where you are and what time it is, and what's more: it's quicker. At the same time, we are combining numerous news stories, notifications and much more on this platform - information previously communicated by email or via other channels. As such, we want to take steps to counteract the sense of overload caused by having too many digital information channels.

The app also enables BÜFA to establish international networking with colleagues at all locations, and reinforced the sense of belonging to something bigger within our group of companies. In BÜFA₂GO, colleagues can chat, comment on news stories, and also actively pose questions to the management.

Alongside the internal area for employees at BÜFA, the app also has a public area that is accessible to all interested parties who download the app onto their smartphones. Here, we make use of the opportunity to publish company news, as well as general information regarding our corporate group or career opportunities at BÜFA.

EcoVadis – Gold status for BÜFA

Environmental, economical and social sustainability has become an important factor for future-proof companies in recent years. In order to present the sustainability initiatives at BÜFA transparently, clearly, and in a structured and standardised manner, we have a ratings system managed through EcoVadis. Here, it is in particular topics in the areas of the environment, employment and human rights, ethics and sustainable procurement that are evaluated.

For as a commercial company, especially within the Chemicals industry, we typically form part of a supply chain linking the manufacturers and end consumers of chemicals. Here it is all the more important that, as a responsible chemicals company, we pass our sustainability successes along this supply chain. An increasing number of business partners, customers and institutions expect transparency and comprehensive information regarding our sustainability performance.



With the EcoVadis Ranking, BÜFA can not only demonstrate its strengths, but can also develop on a continual basis. For sustainable development is an on-going process, and one that requires continual improvement. What's more, because many companies within the chemicals industry work with the EcoVadis ranking, this offers the opportunity to establish a benchmark.

In 2022, we achieved gold status in the EcoVadis rating. This is something we are very proud of. However, with this success BÜFA is not resting on its laurels, but is rather using this result as the basis for further ratings, with a view to positioning ourselves even more strongly in the area of sustainability.

BUFA Composites UK is ISO 14001-certified

BUFA Composites UK has acquired ISO 14001 certification for its work on sustainable products and working environments.



ISO 14001 is an international standard that establishes the requirements placed on an environmental management system in order that an organisation can improve its environmental performance, fulfil statutory and other obligations, and achieve environmental objectives. Around 300,000 companies and organisations of varying sizes across the world are certified in accordance with ISO 14001.

In March 2021, a project team was set up to audit the environmental management system and implement it at BUFA Composites UK. In this process, the team worked alongside internal and external stakeholders. In April 2022, external auditors were invited to visit the site and perform a pre-audit. The auditors conducted a complete investigation, both of the site and the systems, and returned very positive feedback. The ISO certification concerns all departments, customers, suppliers and transport companies. As such, new standardised guidelines and working practices have been established on all levels.

With this certification, BUFA Composites UK holds the three important ISO certifications: ISO 9001 for quality management, ISO 45001 for occupational safety and ISO 14001 for environmental standards. The ESHQ Management at BUFA Composites UK will in future be working on the optimal combination of the three standards.

As a result, the overall cost for the maintenance of the system will be reduced, and it will be ensured that all three standards are integrated into every aspect of the business equally.

Guaranteed confidentiality for whistleblowers – a discussion with the BÜFA ombudsperson

The Hinweisgeberschutzgesetz is the German iteration of the EU Whistleblower Directive, which for the first time establishes standardised protection for whistleblowers against reprisals, throughout the EU.

Whistleblowers are people who report violations against statutory or internal regulations. In order to protect these individuals in particular, companies should set up their own whistleblowing system, with an internal reporting office. For example, this could involve the appointment of an external ombudsperson, i.e. a general counsel.

The BÜFA Group has already set up such a whistleblower system, and has appointed Dr. Caroline Jacob from Frankfurt am Main as ombudsperson. In an interview the ombudsperson introduced herself and told us what she does.

BÜFA: Thank you very much for taking the time to answer our questions. Please introduce yourself briefly to our readers.

*We stand for transparency.
BÜFA has established a whistleblower
system with the appointment of an
ombudsperson*

Dr. Caroline Jacob: My name is Caroline Jacob. I have worked as a lawyer since 2000. I am a partner at the “Buchert Jacob & Partner” law firm in Frankfurt a.M. and serve as the specialist for criminal law. We represent a wide range of companies as ombudspersons.

BÜFA: What exactly is an ombudsperson and what are their tasks?

Dr. Caroline Jacob: The ombudsperson is available to all employees and, if applicable, third parties, as a point of contact should they wish to provide confidential information if they suspect that a criminal offence or other form of misconduct has been committed.

By passing on such information to the Compliance Officer, the company has the ability to keep track of irregularities, clarify and put a stop to them, and to avoid damage to the company. Last but not least, this also serves to secure jobs.



BÜFA: Why is it of increasing importance that companies have whistleblower systems?

Dr. Caroline Jacob: Confidential information from whistleblowers makes a significant contribution to ensuring legal and proper conduct within a company. The whistleblower protection act prescribes that companies with over a certain number of employees are obliged to establish an internal reporting office. At the same time, reprisals or fines of any kind towards whistleblowers are prohibited. As such, whistleblowers are afforded reliable protection.

BÜFA: If employees are concerned that something suspicious is going on within the professional environment: What can or should he/she do?

Dr. Caroline Jacob: The employees can speak to the management or the Compliance Officer internally. If the person – for whatever reason – fears reprisals or wishes to protect his/her identity, contacting the ombudsperson is the right path to take.

BÜFA: How do you guarantee confidentiality?

Confidentiality is guaranteed via the attorney's obligation of secrecy.

Dr. Caroline Jacob: As a lawyer, I am bound by the attorney's obligation of secrecy. Only if the whistleblower expressly exempts me from the attorney's obligation of secrecy, may I report the matter to the Compliance Officer. Otherwise I would make myself liable to prosecution. The same also applies, in particular, with regard to the identity of the whistleblower: only if the whistleblower consents to the publication of his/her identity may I refer to them by name.

BÜFA: What are examples of violations that you can or should report?

Dr. Caroline Jacob: This primarily involves suspected criminal offences, such as fraud, corruption, misappropriation of funds and sexual assaults, but also other forms of misconduct. Ultimately it refers to irregularities that could result in damage to the company. The ombudsperson is not responsible for handling complaints.

BÜFA: Is the ombudsperson not abused as a means by which to make denunciations?

Dr. Caroline Jacob: Long-term experience shows that the whistleblower system is not abused. Thus far, I have never talked to a whistleblower whose information was later proven to be a denunciation. That said, sometimes this is not the case with anonymous information. Each individual case is of course carefully checked.

BÜFA: What else should whistleblowers be aware of?

Dr. Caroline Jacob: Whistleblowers should know that they will not incur any costs when contacting the ombudsperson. They can also contact me if they want some advice. Particularly in cases of doubt, the ombudsperson is the right point of contact. If whistleblowers would rather contact a male ombudsman, they can also contact my partner at the law firm, Dr. Rainer Buchert (lawyer).

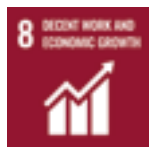


BUFA

“It’s not just in business that BÜFA relies on “New Chemistry”, but so too in its family interactions.”

People & Values

Each individual employee is held in high regard at BÜFA. We offer our employees the opportunity to pursue their own continual development. This is the only way that, together, we can rise to the continually changing social and economic challenges faced.



Topics

- Occupational Safety & Health
- Working Together
- Education & Training

42 apprentices
in 8 training professions

700 employees
at 13 locations

3 options
for employee representation

€675 per employee
was spent on external qualification courses





Occupational Safety & Health

Training for operators of industrial trucks

For BÜFA it is particularly important that employees feel safe in their work. Regular training courses ensure increased safety, as well as fewer accidents and material damage. In cooperation with DEKRA, training was provided to operators of industrial trucks in 2022. Both experienced and new employees consolidated secure working practices, e.g. with forklift trucks, through practical exercises, and received important information on the optimal use of the vehicles. Other continuous training courses, which should bring all employees to the same standard of safety are already planned.

Safety and accident prevention is an important goal at BÜFA. However, if something should nonetheless happen, this is when digital accident reporting comes into play.

Digital accident reporting

The goal at BÜFA is a total of 0 accidents. However, should employees suffer an accident at work or on their way to work, report these from 2023 using the link or QR code. Irrespective of our legal obligation, the documentation of all unsafe conduct, near misses and accidents is an important means by which to remove hazards and take preventative action against accidents. Through targeted measures derived on the basis of events that reported by the respective teams, BÜFA is continually improving safety in the workplace. The advantage of digital reporting is that accident reports can be documented and processed simply, quickly and without paper. Following a transition period, from 2024 the reporting of accidents should be 100% digital.

“Learning better from accidents” project

The “Learning better from accidents” project was initiated by “Veiligheid Voorop” (Safety First), the association of all Dutch incident companies. The cooperative’s objective is to increase safety in incident companies. A study has shown that, within most companies in the chemicals industry, unusual incidents are indeed reported and statistically recorded, however, in many cases the learning process cannot be optimised.

The BÜFA Group strives to achieve a very high level of safety and continuous improvement. For this reason, ViVoChem, a Dutch BÜFA subsidiary, signed up for this pilot project.

During the course of the project, the safety processes at ViVoChem were highlighted in individual and group interviews with the company's safety officers. The finding of the analysis is that, at ViVoChem, events and accidents are well documented. In future they will be further improved, in that employees will rank accidents according to priority, identify events that require further investigation, and decide regarding accidents for which reporting is sufficient. Another measure is that the roles within the reporting process, for example who conducts the subsequent investigation, will be more clearly defined. In addition to the persons responsible for the processes, in some cases the management team will also be actively involved in the investigation.

Modernisation of production facilities

During the modernisation of production facilities, the health of employees represents an important criterion. The production and filling of BÜFA composite systems is being gradually refurbished and modernised. This is resulting in ergonomically improved working conditions, as well as more effective production. As a result of the new InPlant system, production processes are largely automated. Lifting aids also support the handling of the finished products. These measures facilitate the work and minimise physical strain. In addition, the automated production means that customer requests can be processed more quickly. What's more, the amount of reworking required is less, and product quality is increasing.

The well-being of our employees is something that is close to our hearts.



"Stress-free, day-by-day" workshops

In cooperation with the Techniker Krankenkasse (health insurance fund), BÜFA has offered stress management and prevention workshops to all employees. During six sessions, an external health trainer provided comprehensive training to all participants. These addressed important topics, such as: Daily mindfulness, peace of mind, recovery through restful sleep, and the strengthening of personal resilience. There was also an introductory course on progressive muscle relaxation.

Over the course of the total of six sessions, employees learned how, using simple methods, they could master the art of a healthy and stress-free daily life. The backdrop to these workshops was a survey assessing the hazard posed by psychological stress. Based on the findings, the topic of stress prevention was identified as an initial measure. Further initiatives in the area of health training are already being considered.

Physiotherapy for all employees

An important component of professional health management is prevention. All BÜFA employees can choose from various offers in the areas of fitness and nutrition. Since 2022, all employees have the option to have an after-work physiotherapy session, twice a month. Alongside the treatment of acute physical complaints, there is also a focus on prevention. BÜFA is cooperating with various practices belonging to the Hansefit association. Further partner practices are to be added in future.

Working Together



BÜFA Fleece Jacket Employee Initiative

Due to the regulations prescribed by the Federal Government regarding energy conservation, BÜFA is obliged to make a contribution through various measures. Once such measure that of reduced room temperatures in all work areas.

In order to ensure the well-being of all employees in spite of reduced temperatures, BÜFA has acted early to initiate a support measure: All employees within the group of companies have received a quilted fleece jacket, which should keep them warm while also fostering a Europe-wide sense of belonging.

School trip subsidies

In the new company directive regarding the granting of subsidies and other social contributions (Sozi-BV), BÜFA has specified that families should receive a school trip subsidy in the amount of max. EUR 100 per child if the school trip is to last at least five days.

Election year at BÜFA

On 11 May 2022 the new works council was elected at BÜFA. The election committee first set to work in the BÜFA Holding in Oldenburg, before moving on to the other sites in Oldenburg, Hude and Rastede, bringing the election documentation, ballot boxes and voting booths with them. During the subsequent count, the election committee adhered to the generally valid regulations. As such, each working step was observed by at least two people. In order that everyone could also track the count live, the works council was invited to participate via video conference. The final result was announced to the candidates that evening, and on the following day all employees were informed by email.

The Youth and Apprentice Representatives (Jugend- und Auszubildendenvertretung, JAV) at BÜFA were elected by post in 2022. On 27 October 2022, the election workers counted the received votes and announced the three election winners. On 3 November 2022, the new JAV began their two-year term in office, with a constituent meeting.

In November 2022, the new representative council for employees with disabilities was elected at BÜFA. All severely disabled people and equally disabled people in accordance with SGB IX § 2 (3) who are employed within the BÜFA Group were entitled to vote. The nominations were agreed in advance in the digital election meeting, and election workers as well as the number of representative members of the representative council for employees with disabilities to be elected was determined. Following the online election meeting, the postal vote was carried out, the results of which were announced on 14 November 2022.



With the announcement of the results, both representatives began or continued their work as the representative body for severely disabled persons.

Education & Training

Employees empower employees

In 2022, express training courses on the topic of “Employees empower employees” took place at BÜFA Composite Systems, within the technical department. Working in three groups, including fitters and electricians, employees learned how they can share their knowledge in a sustainable way. The central idea behind this intensive training course for specialists is how communication can be optimised in the passing on of expert knowledge. During the training, the participants practiced this using a practical case study. Working in pairs, the employees were able to directly apply the acquired knowledge. After a few weeks, the participants then shared their experiences at follow-up workshops.

We consider “learning tandems” to be an important method of knowledge transfer.



Further training as a chemical production specialist

In 2022, after 14 months of theoretical and practical teaching, six employees from the Production department at BÜFA Chemicals successfully completed their advanced training and the subsequent Chamber of Industry and Commerce examination to become chemical production specialists. During the course of the modernisation of the site, an increasing amount of background knowledge regarding chemicals and plant technology is required. On account of their newly acquired knowledge, the employees can not only operate the new filling systems, but they also understand how they work and can therefore more readily solve problems and correct minor faults independently. Further employee advanced qualifications will soon be made available to BÜFA Group employees.



Trainer Workshop

In a workshop, BÜFA trainers, together with a coach and communication trainer, addressed the question as to how they could best support and assist newly qualified employees on their career path at BÜFA. Together they analysed Generation Z and discussed what needs and challenges the trainees may face in their daily lives. The goal of regular workshops in the area of training is that the trainers might themselves receive continuous training, and that training at BÜFA might remain at the cutting edge, in a state of continuous development.

Management training courses

BÜFA consider it important that (junior) management staff be afforded the opportunity to check and further develop their management skills. Targeted training courses support the management staff, either in growing into their management roles or familiarising themselves with management styles and methods, in order to both motivate and develop teams. Only this way can all contribute jointly to the success of the company.

One building block in this regard is the coaching approach to management, as part of the lean management style, in order that we might continually improve. The objective of having management training is to support employees as best as possible in finding solutions to the problems encountered in everyday working

life independently. This way the employees acquire a better understanding of their work and the complex interrelations in play. They recognise the causes of errors and learn to correct and prevent them. Improvement potential can be optimally utilised by means of continual reflection. In order to familiarise our management staff with this mindset and the various helpful methodologies, BÜFA offers training courses (prospective) management staff, in collaboration with the Practice for Team-Oriented Work Structuring (Praxis für teamorientierte Arbeitsgestaltung, PTA).

In addition, since 2020 employees in positions of leadership have been able to hone their management skills within the scope of six-part seminars run by the Chamber of Industry and Commerce. Among other topics, the Chamber of Industry and Commerce management training focuses on management behaviour, conflict resolution and working techniques, as well as innovation and project management. The various practical and theoretical exercises reinforce competence, for modern and sustainable management combined with positive team development.

Modern and sustainable management is vital to positive team development and the success of our company.

Interview regarding the Chamber of Industry and Commerce management training with Pascal Springer, System and Network Administration Team Leader within the IT-Team

BÜFA: How did you come to take part in the Chamber of Industry and Commerce training and how did the whole thing go?

Pascal Springer: I have been the System and Network Administration Team Leader within the IT team since October 2020. The Chamber of Industry and Commerce training has been offered to team leaders at BÜFA since 2020, and so I was part of the very first group. Over the course of a year, we team leaders from all BÜFA locations attended seminars in a six-weekly rhythm – at the time still meeting face-to-face. There was a lot of group work and an assignment to write at the end. The seminars took place during work; while the assignment had to be written after work. Following successful completion, you receive the “Chamber of Industry and Commerce Management Training Certificate”.

BÜFA: What were you able to take away from this comprehensive training course?

Pascal Springer: I had previously already acquired the Chamber of Industry and Commerce Project Manager certificate, which had also already covered management skills and methods. In the management training we were equipped with a wide range of methods to try out. Which tools you then make use of yourself will depend on what type of manager you are. What is important is that you remain authentic in terms of your own management style. We each summarised the various tools as symbols on a type of postcard, which we can make use of as an aid to memory at any time. Here I was also able to learn some lessons for my personal life, for instance, how to successfully resolve conflicts.

BÜFA: What influence has the training had on your work at BÜFA?

Pascal Springer: I have already been differently. As a team leader it is important that you can understand the different characters within the team. “He who talks a lot learns relatively little.” You should listen to the individual employees and then empower them to solve their own problems. I can highly recommend the training to any manager!

BUFA



“Innovative products and services are the starting point for sustainable transformation.”

Portfolio & Value Creation

New areas of application within our markets require innovative product characteristics – to this end, we are increasingly leaning towards application-related development work in our manufacturing business fields. In order that we can fulfil individual customer requests, we are continually developing our products. This way we generate high customer benefit, in BÜFA quality.

Topics

- Product Development & Innovation
- Production

€2.6 million

was invested in the area of Research & Development in 2022



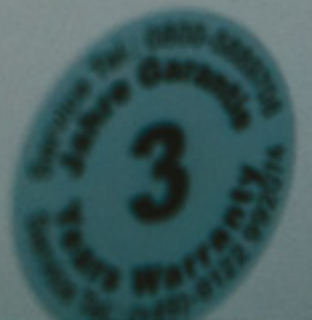
Approx. 40 employees

within the BÜFA Group work in the area of Research & Development and Application Technology

> 60% fewer

workplace measurements

with regard to monomers & solvents in the area of the new InPlant system





Product Development & Innovation

Sustainable water treatment and cleaning in industrial processes, with BÜFA and FerSol®

Since April 2022, BÜFA has been the official sales partner for the new FerSol® oxidising agent in Germany, Austria and Switzerland. The innovative product is based on the world's most powerful known oxidising agent for water treatment – Ferrate VI. In the past it was not possible to stabilise Ferrate VI and to make suitable both for storage and for transport. The start-up, Ferr-Tech, was the first company to develop a production process that now makes this possible. In contrast to many standard chemicals used for water treatment, FerSol® is environmentally friendly and ecologically beyond reproach. It thus contributes to establishing a sustainable circular economy within industrial processes. Together with customers and the strategic partner, Ferr-Tech, BÜFA is testing the product in various fields of use, with a view to optimising the processes within the company. The pilot operation is an industrial laundry, which in addition to cleaning agents and detergents from BÜFA also uses the FerSol® product for environmentally-friendly and energy-efficient waste water treatment. The approach is a holistic process philosophy, which not only includes the delivery of environmentally-friendly cleaning agents and detergents and their use, but also takes what happens to the products in the waste water into account. Further large-scale trials in other areas of application are planned for 2023.

A holistic procedural approach includes the delivery of environmentally-friendly cleaning agents and detergents as well as the consideration of what happens to them in the waste water.

Innovative analysis system for safe, durable protection equipment

The Oldenburg-based start-up InProSens develops innovative analysis systems for process analytics and quality assurance for various sectors, including the textiles industry. Since 2020, BÜFA has been involved with the spin-off from the Carl von Ossietzky University Oldenburg. Together with BÜFA and marketing partners, InProSens has developed an analytical device, the ImPreLyzer, that measures how reliably impregnation agents protect textiles against water, chemicals and oil. The innovative detector is a smart and transportable tool, and in comparison to traditional procedures for the measurement of the impregnation effect, it is easy and quick to use. What's more, it requires no harmful test substances. The dosing quantity of impregnation agents can also be optimised. The results are, for example, relevant for the optimisation and quality assurance of personal protective equipment, and are saved directly within a database, which enables and encourages knowledge transfer. Through the innovative analysis system, the product life of protective clothing can be extended, as the protective function that prevents impregnation with water and solvents is reliably and quickly tested.

With the help of the specially developed software, measurements can be controlled and the measurement results directly displayed using a mobile end device (smartphone or tablet).

In 2022, BÜFA and InProSens presented the system in Hanover at the Lower Saxony Innovation mile, before launching it on the market. InProSens, with its core team consisting of chemists, commercial computer scientists and system electronics technicians has been marketing the analysis device ever since, and provides services for the measuring procedure. BÜFA provides support with its expertise in the area of research and development.

Reduction of styrene emissions

Within the Composites division, BÜFA supplies customers from various industries. The specialist polyester resin products we produce are used, for example, in the automotive and rail industries, wind energy and shipbuilding.

Styrene is a component of many products that, due to its special reactive behaviour, is used for example as a reactive diluent for resins. In addition to its useful and versatile chemical properties, styrene has some properties that are harmful to health. For this reason, for several years BÜFA has been developing low-styrene and styrene-free products. The goal is to reduce styrene emissions in order to keep pollution during product manufacturing and processing to a minimum, to protect both people and the environment.

The legal framework conditions with regard to the processing of styrene and its emissions are also being continually tightened. A possible future tightening of the hazardous substance classification of the standard styrene reactive diluent (CAS: 100-42-5), the reclassification of the hazard potential in 2016 (H361d; H372) and the strict monitoring of the use of the raw material in large quantities (specific target organ toxicity (STOT); ChemVerbotsV 2017) are accelerating the development of new strategies regarding the handling of styrene.

During the manufacture and processing of our versatile products, the protection of people and the environment is our top priority.

For the work at the German BÜFA locations and thus some of our customers, this means the following:

- ◆ In the new TA Luft (technical guidance regarding clean air), styrene is considered a class 1 hazardous substance (h361d, h372) with a threshold value of 20 mg/m³.
- ◆ The reduction of the plant's overall emissions from 85 mg/m³ to 50 mg/m³ must be achieved within a period of eight years.

Alongside this, efforts are ongoing to introduce a maximum workplace concentration (a so-called MAK value) for styrene, set at 10 ppm, throughout Europe.

The framework conditions feed directly into our project work on the reduction of styrene. The requirement when it comes to alternative products is that they possess comparable properties with regard to processability and the processing



time. For this reason, we have set ourselves short and medium-term goals. We regularly check the findings in our laboratory and working together with customers, so that we always maintain an overview of the application characteristics. By the end of 2024 we want to have developed at least one additional styrene-free and one low-styrene product and to have already initiated their market launch.

New phosphorus-free cleaning agent

Phosphoric compounds are contained in numerous cleaning detergents used within the food industry. It is difficult to avoid the effect of phosphoric compounds in cleaning agents and disinfectants, however, high deposition rates in waste water can cause problems such as the eutrophication of bodies of water. What's more, phosphorus extraction is not harmless to people and the environment. Moreover, as a result of the global political situation, there was a shortage in 2022. For these reasons BÜFA, working together with customers, is developing phosphorus-free products that clean reliably and in a manner that is kind to the environment. The new products are compliant with the EU Ecolabel, the European eco-label, and the list of operating materials compiled by the Specialist Institute for Organic Agriculture (Fachinstitut für biologisch ökologische Landwirtschaft, FiBL) for the environmentally-friendly production and processing of organic foods. The phosphorus-free cleaning agents have already been successfully introduced to the market.



Environmentally friendly de-greasing detergent

Laundries and textile cleaning companies are among the key industries in which BÜFA cleaning agents are used. The continuous optimisation and further development of the products by the company's in-house research and development team is an important step on the path to a sustainable portfolio. Together with customers, the products are tested in terms of their effectiveness and user-friendliness. The latest product innovations are environmentally-friendly, de-greasing detergents, which are compliant with the EU Ecolabel. The detergents clean efficiently and using bio-based ingredients, which have a positive impact on waste water. The ecological products are already being put to successful use by customers from the cleaning industry.

BÜFA receives special prize from the WRP trade journal for the innovative "DIAS-OL" product solution

In 2021, BÜFA brought to market a disinfectant for the treatment of textiles that is completely effective against coronaviruses. BÜFA DIAS-OL ("Disinfection in all solvents") is the result of intensive research conducted together with other companies.

Since the market launch of BÜFA DIAS-OL a disinfectant cleaning process for textile cleaning machines is now available, which is actually a world first. During the Coronavirus pandemic, in April 2020 textile cleaning agency industry associations called for the development of a disinfectant for all standard solvents used in textile cleaning.

The research team formed by BÜFA, working in collaboration with other companies, developed the BÜFA DIAS-OL in record time. When used correctly, the product inactivates all types of enveloped virus, which also includes the SARS-CoV-2 coronavirus and its mutations. Through the use of the innovative product solution in a special bath procedure, enveloped viruses, bacteria and yeast fungi can be eradicated without damaging the colour or the fibres, even at low temperatures and with a short exposure time.

For this development, BÜFA was awarded the WRP star in 2022, within the “Innovative Solution” category. “It is a great honour to be able to accept the prize for this innovative product, which was developed within the context of an unprecedented collaboration,” comments Dr. Alexander Rohde of the Research and Development Team at BÜFA Cleaning.

The market launch of BÜFA DIAS-OL was the first step. In close collaboration with partners from the entire sector, the BÜFA research team is now working on future-proofing the product. This means performing continuous standardisation work.

Each year, the WRP Star is awarded by the WRP (Laundry + Cleaning Practice) trade journal. With the prize, WRP honours exemplary textile care plants. The winners include laundries, textile service providers, and cleaning companies that stand out in various categories.

Production



Modernisation of production in the area of composites – experiences with the new InPlant system

Reduced emissions, ergonomic operation, and customisable products with consistently high quality – with the new InPlant system at BÜFA Composite Systems, the production of coloured gel coatings and colour pastes is now much more efficient and environmentally-friendly.

Within the Composites division, as a manufacturer of specialist products, BÜFA supplies more than 3,000 products across Europe. In order that we can fulfil customer requests even faster, BÜFA has modernised the production line for dyed products. The internal processes during manufacture and filling have been largely automated. Previously, the experts from Production and Technology, Development, Product Management, and Sales redesigned the portfolio, deploying a modular system.

The system installed at the beginning of 2022 manufactures products directly in individual customer containers, and many steps are fully automated: It labels the containers, doses the basic products, and then homogenises the colour pastes and the necessary additives before sealing the packaging. The characterising feature of the system is its modern inline quality control of the ink. It is thus ensured that each individual container fulfils customer specifications. Following a short test phase, the Inplant system has been in normal operation since August 2022. One initial success is the much lower exposure of employees to monomers and solvents: this is now 66% lower than with batch production.



“Chemistry is part of the problem facing our planet, but more importantly, it is part of the solution.”

Climate & Resources

As a company operating in the chemical industry, we attach great importance to a sustainable circular economy. BÜFA follows the entire life cycle of its products and – starting from the acquisition of raw materials to the processing of the material at the customer’s site – strives to manufacture them with as little excess and emissions as possible. In order to achieve this goal, we rely on innovative solutions.

Topics

- Climate Responsibility
- Environmental Responsibility
- Circular economy

232 t CO₂
of gas consumption could be saved at the manufacturing sites



8 t of stretch wrap
could be fed back into the cycle at BÜFA Cleaning

13 electric cars
are currently deployed for BÜFA



Climate Responsibility

Green tyre print – electric mobility

The gradual conversion of the fleet at BÜFA is in full swing. Having converted from 100% combustion engine vehicles to hybrid cars as a first step, only electric vehicles were ordered in 2022.

At present there are 13 electric vehicles in use at BÜFA, with 12 new orders and a further 5 queries submitted. 17 hybrid vehicles from previous years are still in use.

BÜFA is thus signalling an intention to pursue new drive technologies, in order to be as climate-neutral as possible when driving, and to start reducing the CO₂ footprint right now. The goal is to switch all cars and trucks within the corporate group to 100% electric or hydrogen-fuelled vehicles.



CO₂ emissions and energy-efficiency at BÜFA

Thanks to the pooling together and the interplay of several individual measures, which in some cases only make a small contribution in and of themselves, a great deal of energy can be saved without major technical modification.

Consequently, in Scope 1 (direct emissions) it was possible to reduce gas consumption at the manufacturing BÜFA sites in 2022 in comparison to the previous year's value of approx. 260 t CO₂eq.

The total emissions in Scope 1 (gas consumption + fuel consumption) fell from around 2,690 (2021) to around 2,480 t CO₂eq (2022).

This saving was achieved thanks to many small and moderately-sized measures at the various BÜFA locations.

Potential savings and measures are addressed and implemented at various levels within the company. The Environmental Team at the Rastede site, for example, gathers employee findings and suggestions from all divisions, evaluating them and implementing/providing support with the implementation of suitable countermeasures with the concerned departments/process managers. Plant Management, Procurement, and Management check which opportunities exist within the plant and in Production at regular intervals, in order to initiate effective measures in the short or medium-term, and to thus determine where investments in measurement or production technology are required. Any potential risks resulting from changes or new technologies are discussed here.

In addition, 388 MWh of electricity could be saved at the manufacturing sites in comparison to the previous year. In principle, 100 percent of the electricity consumed is already sustainable, meaning that electricity consumption does not contribute to the CO₂ balance sheet. Nonetheless, the responsible handling of this resource is important.

A number of examples whereby these savings have been successfully achieved:

- Reduction of the base temperature in the production and storage halls by adjusting the heating curves and through heating control
- Adjustment of the operating hours of the flue gas post-combustion system
- Optimisation of the office layout to avoid heating less frequently used or inefficiently insulated parts of the building
- Conversion of water heating for laundry rooms to decentralised flow heaters
- Installation and optimisation of motion detectors for lighting and printers
- Discipline and responsible conduct on the part of BÜFA employees

We rely on renewable energies to sustainably and independently meet our energy requirement.

Further measures are planned in various areas for 2023. Possibilities regarding process optimisations and investments in new technologies are to be verified.



The possibility of converting to renewable energies in order to sustainably meet the energy requirement will be checked for all locations. In collaboration with energy consultants, suitable concepts will be developed in this regard.

BÜFA Cleaning at the Oldenburg-Ohmstede site is already being supplied with self-generated power from a photovoltaic system. For BÜFA Composite Systems in Rastede, the feasibility of a wind power plant is currently being tested, as is a photovoltaic system. Various other projects are currently in preparation.

In order to in future include all BÜFA locations in the balance sheet, in 2022 a determination basis was established in order to identify, assess and integrate the required data into the existing calculation and reporting process. As such, in the coming years the CO₂ emissions of the entire BÜFA Group will be able to be evaluated and prepared in accordance with the requirements of future valid reporting standards.



Environmental Responsibility

Environmental aspects within all business divisions of the BÜFA Group

Within our corporate group, we identify, record and evaluate the relevant main environmental aspects that have or could have environmental impact in each of our three business divisions.

Against this backdrop, waste, emissions and energy were identified as the three most important environmental aspects at the BÜFA Composite Systems site. In this sustainability report, we report on the waste concept of the Composites business field in the "Climate & Resources" section.

In addition, a voluntary Environmental Team has been established at the location, which consistently pursues the management's overarching environmental objectives. The Environmental Team compiles, structures, and processes environmental issues in a manner that is transparent to everyone, gets colleagues involved in the process, and is available to answer questions. As a result, numerous measures have been started or have already been fully implemented in all divisions.

Among other measures, the light sensitivity of the motion detectors has been set so as more sensitive, as a means by which to save energy. Within the Shipping department, both the waste quantity and paper consumption have been reduced by reducing the use of paper delivery notes. Based on an extrapolation, last year, in addition to reduced toner and printer costs, it was possible to save around 44,000 sheets of paper and more than 700 kilograms of wood, 11,500 kilograms of water and 3,500 kilowatts of electricity.

With regard to the environmental aspect of emissions alone, 21 measures were initiated, of which 14 could also be completed in 2022. In total, around 70 measures were implemented at the site, involving all employees, of which 41 measures were successfully seen through to completion.

In this regard, for example, we perform emissions measurement when processing saturated polyester resins with added styrene to make moulding compounds. With the tightened legislation lowering the limit values for styrene from 50 to 20 milligrams per cubic meter, measures to improve the overall emissions at the collector stack, where waste gases are released into the atmosphere. In addition, waste gas cleaning and ventilation technology are being optimised, and organisational changes have been implemented in Production. Thus, within three years, the total carbon dioxide emissions have been reduced from 46 mg/m³ to 29 mg/m³ as the maximum measurement with an allowance for measurement uncertainty.

For 2023, BÜFA Composite Systems has again set itself a number of goals. There, tests are currently being performed to ascertain the extent to which the installation of window contact switches is possible, particularly in conference rooms, in order to regulate and control heating, ventilation or air conditioning systems.

At BÜFA Cleaning, various environmental aspects were identified, which are being processed within the context of projects and measures. Here too, the reduction of waste plays a major role. In September 2022 a test was launched with an external cooperative partner, whereby all plastic cannisters are to be recycled. These measures are still currently ongoing.

There is also a focus on the product portfolio and raw materials. At BÜFA Cleaning there is a binding definition for an ecological product. From this, an environmental performance indicator was deduced for the product range – the proportion of ecological products within the entire product range – of which just under ten percent was previously sustainable. Likewise, a performance indicator for raw materials has been deduced: The proportion of sustainable raw materials in accordance with the European standard for bio-based products, CEN/TS 17035:2017, should in future be more than 55 percent.



Alongside the project regarding waste water-free production, which is described in detail in this sustainability report under “Climate & Resources”, measures are underway to reduce risks and hazards during product use. To this end, a production workspace is being set up in liquid production, which should be used for the production of small quantities and samples, taking appropriate safety precautions.

At the same time, the aspect of protecting the soil and bodies of water against contamination that can be caused as a result of the escape of material or uncontrolled chemical reactions, is of particular importance. In order to avoid this within the context of potential incidents, a disaster team has been set up and provided with the necessary equipment.

Likewise, in the Chemicals business division, environmental aspects are regularly identified and assessed at the German BÜFA Chemicals site and at the Dutch ViVoChem site, in order to analyse the risk to the environment and, if necessary, to implement suitable measures.

In order to monitor pollutant emissions, gas scrubbers and other devices are used to remove pollutants from the extracted air when filling chemicals.

In addition, measurements are taken to keep noise pollution caused by production or by heavy goods vehicles to a minimum, or at the normal level.

As with the other business divisions, the topic of waste management is important here too. In this respect, Chemicals recycles packaging by means of a deposit system, and reduces waste by means of the continuous monitoring of the waste situation and the improvement of processes, whereby the training of employees plays a significant role.

Alongside this, heavy goods vehicles with new drive technologies with lower fuel consumption are being trialled for the transportation of the chemicals. In this context, lorries with an electric drive system will also be tested in 2023. Another objective for the upcoming reporting year is the minimisation of the water requirement for the rinsing of filling systems. Here the optimal balance between the quality of the cleaning of the system and the minimisation of water consumption will be considered for each product.

Circular economy

Waste water-free production

Another essential element of our sustainability strategy is the goal of striving for waste water-free production in our Cleaning business division.

Whether it's about clean water or saving water, technical developments are required in order to conserve resources.

At BÜFA Cleaning around 70 tonnes of concentrated thermal processing waste is disposed of, which cannot be fed back into the water cycle. In addition, due to the flushing of our production lines, around 3,500 tonnes of rinsing water is accrued each year.

Together with the Swedish corporation, MacSerien, with whom BÜFA began a strategic partnership in 2022, and the company H2O, a technical solution for sustainable waste water treatment is currently being developed. To this end, both the photovoltaic (PV) system at the BÜFA Cleaning Germany site and waste heat are to be used.

With the commissioning of the system, BÜFA will henceforth release no further chemical waste water in to the municipal sewage system, which will relieve the burden on treatment plants. By reusing waste heat, we consume less gas overall: In future, the distillation of the production water will be carried out using the energy produced by the PV system. The waste heat will then be used to heat stored surfactants, which were previously tempered by means of a gas heating system. In addition, we are increasing the energy efficiency of our thermal recycling, whereby in the past water was combusted with chemicals. This actually only involves a small proportion of "extract", which has a better combustion value and can therefore be combusted using less energy.

The plant will be fully operational by the end of 2023. The quantity of waste from rinsing at BÜFA Cleaning will then be massively reduced, and its introduction into the municipal water system will officially come to an end.

Efficient use of stretch wrap

Although there does not yet exist a sustainable stretch wrap for the products that we transport, which is certified as safe for hazardous goods according to the ADR (Accord européen relatif au transport international des marchandises dangereuses par route), we have at least already been able to reduce our use of stretch wrap. Within the Cleaning business division, wrapping products in film has been reduced by half.



Alongside this, the Logistics team is working with strapping in order to guarantee a continuing high level of transport and load safety, with reduced use of film.

With this measure we are reducing the quantity of waste, both on our premises and on the customer side.

A film press is also in use, which compresses film residues. These remnants can then be sold back to the manufacturer.

However, as before, the goal is to find environmental hedging alternatives that are approved in accordance with ADR.

Solutions for sustainable waste management

In order to continually improve and consider sustainability in all areas, BÜFA is also drawing on external input. During the external environmental audit performed in accordance with ISO 14001 in 2020, it was observed that the BÜFA Composite Systems site in Rastede should be more consistent with regard to the recycling and separation of commercial municipal waste.

Essentially, due to the German Commercial Waste Act, a downstream sorting obligation applies in companies in which mixed waste is produced, should they fall below a minimum separate collection quota of 90 percent by mass. At BÜFA Composite Systems this average stood at around 77 percent.

In order to achieve a higher separate collection rate, the teams around the Materials Management and Logistics business process brought in expert knowledge from outside: Appropriate measures were discussed with the responsible disposal company and an external expert.



External and internal input is important for us in order that we can consider sustainability in all areas and continually improve.

During an initial works tour, the waste at disposal points was inspected and checks performed to determine options that would allow waste to be separated where previously everything was disposed of together in the general waste, for example, BigBags, craft paper sacks, clean films etc.

On the basis of these discussions, the quantity of mixed waste could be significantly reduced, thus increasing the recycling quota.

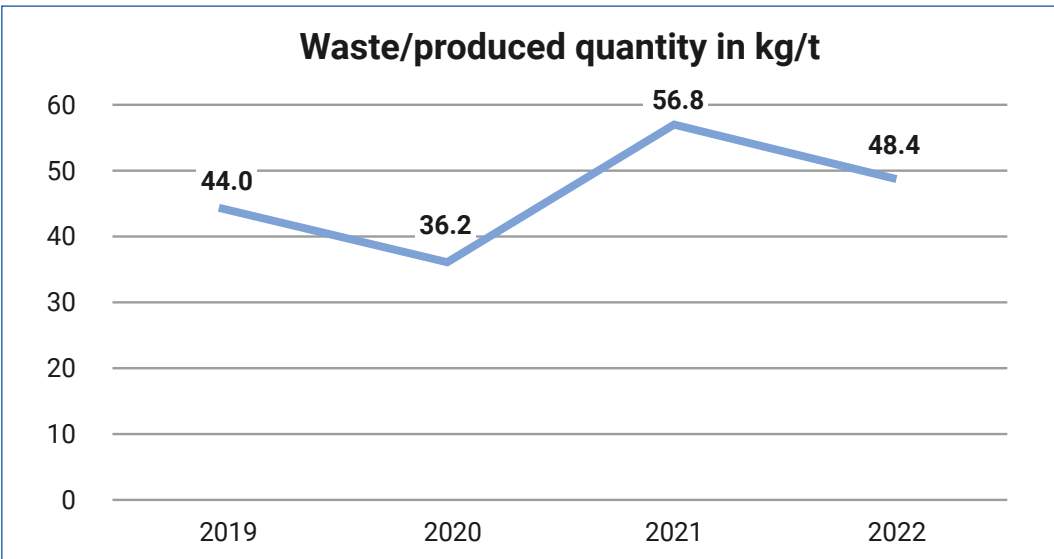
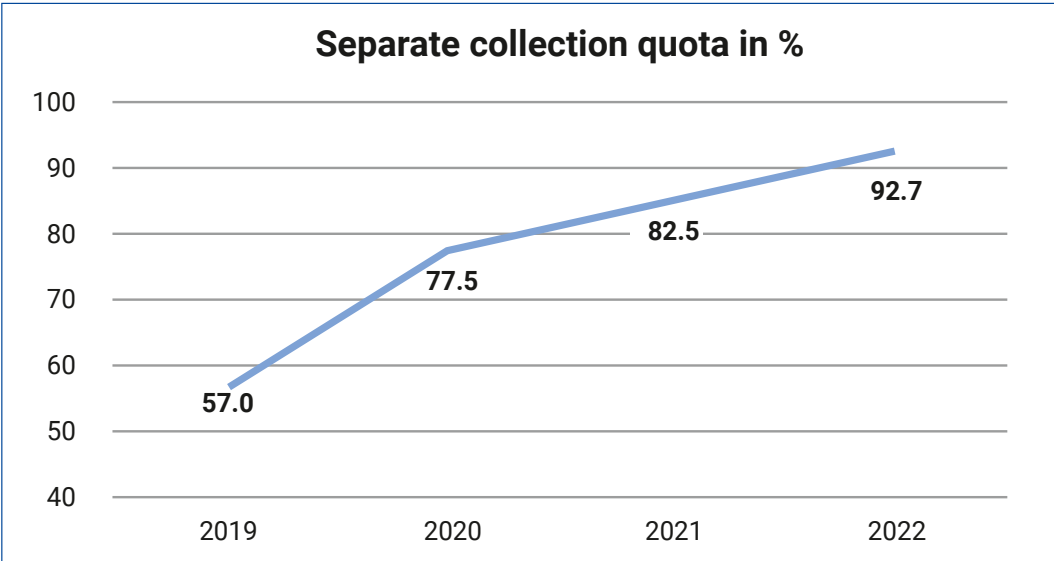
The diagrams below and the associated evaluations demonstrate the continuous positive trend through which we have been able to achieve the separate collection quota of 90 percent by mass over the past two years.



2020		total	separate	in %
2020	I	37,630	27,967	74.32
2020	II	27,256	20,954	76.88
2020	III	66,758	55,645	83.35
2020	IV	36,987	26,094	70.55
2020	total	168,631	130,660	77.48

2021		total	separate	in %
2021	I	63,151	48,838	77.34
2021	II	70,989	59,546	83.88
2021	III	65,325	51,962	79.54
2021	IV	180,003	163,097	90.61
2021	total	379,468	323,443	85.24

2022		total	separate	in %
2022	I	92,149	85,158	92.41
2022	II	135,969	129,257	95.06
2022	III	75,132	68,496	90.81
2022	IV	37,132	33,737	90.86
2022	total	340,676	316,648	92.95



“Through donations, sponsorships and support programmes, we serve as a good neighbour and contribute to creating a society that is worth living in”.

Society & Commitment

As a responsible chemicals company, BÜFA supports various institutions and projects. Economic, environmental and social sustainability are inextricably interwoven. That is why it is important to us to promote culture, education and social issues, in order to positively influence sustainable development in our region.



Topics

- Social, environmental and cultural engagement
- TOP Training Company in the region
- Membership of associations

16,361.14

kilometres cycles for a good cause

2 training exhibitions

were attended by BÜFA, with its own stands



Photo: Bjorn van den Elst



Social, environmental & cultural engagement

Cycling for a good cause, ImmerBunt floral meadows, cabaret shows to suit every taste, sports fans in football and basketball and projects in schools

The family company BÜFA feels connected to people and the environment, especially within the region, and feels obligated to fulfil its responsibility as a company. In 2022, BÜFA was also engaged in numerous initiatives, campaigns and associations.



The beginning of the year was marked by Russia's war of aggression against the Ukraine. BÜFA quickly sent donations in kind, such as disinfectants, packaging materials, and medical masks, to the Ukraine. The compassion and desire to help among BÜFA employees was also very high, which is why BÜFA Management Team launched an employee initiative to help the people in the Ukraine.

Within the scope of the "BÜFA radelt für die Ukraine" (BÜFA cycles for the Ukraine) initiative, in April and May 2022 employees took to the pedals aiming to cover countless kilometres for a good cause on their way to and from work. For each cycled kilometre, BÜFA donated 50 cents to the Ukraine. At the end of the two-month campaign period, employees at all locations in Germany and Europe had covered a total of 16,361.14 km. BÜFA more than doubled the donation total of 8,180.57 euros, rounding it up to 20,000 euros. The employees of the BÜFA Group voted on the recipients of the donations: The 20,000 euros ultimately went to the charitable organisations Oldenburg hilft der Ukraine, Voices of the Children and the Ukrainian Red Cross.

BÜFA also continued its flower sponsorship with ImmerBunt in 2022. The Oldenburg-based start-up, which was launched by two young students, converts agricultural land into blossoming paradises for insects. The environmentally-friendly wildflower meadows now span an area of more than 100,000 m² in Oldenburg, Berlin and Hamburg. The meadows make a contribution to protecting the environment and to species conservation. They create a habitat and provide nutrition for numerous animals. In addition to pollinating insects such as bees and butterflies, earthworms, field hamsters, beetles and birds also find nutrition and shelter in the floral meadows.

With the JAPZ cabaret festival, in September 2022 the Oldenburg inner city was once again transformed into a circus ring: Juggling, acrobatics, mime and magic astonished the many visitors. The festival is organised annually by Oldenburg Tourism Marketing and brings versatile and accessible cultural performances to a wide audience from Oldenburg and the surrounding region, without any admission fees.

The support of local associations with a regional, but also an inter-regional reach, is also particularly important to BÜFA on account of its capacity to foster inclusivity. In addition to a number of regional runs, since the 2022/2023 Bundesliga season BÜFA has sponsored VfB Oldenburg, which has once again been promoted to the professional league. As such, the running children of the new German third division side were given new singlets. What's more, we also receive tickets for every home match, which are raffled out to employees – for team events or family days out. We also provide a quota of tickets for the first Basketball-Bundesliga (BBL) season for employees. Since 2018, meaning it is now already in its fifth season, BÜFA has sponsored the EWE Baskets Oldenburg. Basketball and football appeal to people from different backgrounds, and bring young and old together in the spirit of sporting togetherness.



At the same time, BÜFA is also very active in education. In addition to our financial commitment to the "Klasse 2000" project, which is a teaching programme for health promotion and the prevention of addiction and violence run at primary and special schools, BÜFA is also involved in the MINT Cluster Northwest extra-curricular educational project. Numerous companies and institutions have come together here to boost the interest of children and young people in mathematics, IT, natural sciences and technology (for which the German abbreviation is MINT), through an exciting and practice-oriented programme. Experimenting, researching, puzzling, programming, or constructing should arouse a curiosity for these topic areas, which represent an important building block for future innovative and sustainable development, and not just within the Northwest region.

Engagement beyond the borders of Oldenburg and Germany – a musical in and about Almelo

"Van Katoen en Water" ("Of Cotton and Water") – a local musical from Almelo that showcases the eventful history of the region. Strong dialogue, original choreography, and catchy melodies have managed to enthuse a wide audience.



Social responsibility is of great importance within the entire BÜFA Group, and therefore this also rings true within the Dutch subsidiary ViVoChem. As one of the cornerstones of our holistic understanding of sustainability, we consider it in all of our activities. As a company based in Almelo, ViVoChem feels a strong connection to the city and considers it important that it make a contribution within the context of "Noaberschap". In the Almelo region, Noaberschap means: Looking after your neighbours.

The "water" aspect of the musical "Cotton and Water" is something that is close to our hearts, given that we offer numerous solutions aiming to address the world's water problems. The subject matter of the musical is perfectly in keeping with our current activities with regard to our new and revolutionary product,

FerSol ®. This is a waste water treatment product that cleans water in such a way that the residual water can be reused. As a commercial business, it is difficult for us to offer our own products or services as a means by which to promote the social aspect of sustainability. We therefore rely on social engagement and sponsorship. The financial support of the musical made a significant contribution to cultural life and the sense of togetherness in Almelo. Many employees also made use of the opportunity to experience their regional history in the form of a musical.

Examples of Engagement in 2022	
Oldenburg Culture Days	Cabaret Festival 2022
CORE Oldenburg	Sponsorship for 2022
Carl von Ossietzky University	Professorship endowment
Oldenburg hilft der Ukraine (Oldenburg helps the Ukraine)	Monetary and in-kind donations (packaging materials, medical masks)
Schülerforschungszentrum NordWest (Northwest student research centre)	MINT promotion (maths, information technology, natural sciences and technology)
Ohmstede Primary School	Class of 2000
Oldenburg hilft der Ukraine, Voices of Children and the Ukrainian Red Cross	BÜFA cycles for the Ukraine
Epona GmbH	Beach & Ride
Rotary Club Hude-Oldenburg	Huder Spring Run
German Police Union in the DBB Lower Saxony Regional Federation	"Children on the Roads"
Rastede Racing and Riding Club	Oldenburg county tournament
ImmerBunt	Floral meadows
VfB Oldenburg	Sponsorship for the 2022/2023 season
Oldenburg Tourism & Marketing	JAPZ small arts festival
EWE Baskets	Sponsorship for the 2022/2023 season
K & L Verlag publishing	First Aid book for primary school children in the Oldenburg district
Oldenburg Evangelical Hospital	Medical masks
Up to help	Christmas meal for the homeless
to hoop	Climbing wall in the CORE Oldenburg



TOP Training Company in the region

BÜFA as a training organisation at job fairs within the region

Training is of high priority at BÜFA. As a multifaceted company, we feel it is our responsibility to support young people as they begin their professional careers, and to share our long-term expertise. Our training programme now covers ten apprenticeship careers in the Laboratory, Production and Logistics divisions, and also in the area of (digital) commerce.

BÜFA is offering young people the opportunity to train in two new professions, including: IT specialist for system integration and process mechanic for plastic and rubber technology

As one of the largest companies in the region, in 2022 BÜFA was once again present at various vocational training fairs, with the aim of drawing attention to the diversity of activities and the many benefits enjoyed by BÜFA employees. In September we were represented at Job4U, the largest vocational training fair in the north of Germany, where we presented our corporate group, with operations all over Europe, as well as the various apprenticeship careers. This also included the two new careers of IT specialist for system integration and process mechanic for plastic and rubber technology. In addition to career prospects, visitors to the BÜFA stand also had the opportunity to make their own soap. The production of Soap2go provided initial insight into our activities in the Cleaning business division, and served as a fragrant souvenir.



Association memberships (2-28 a)				
Society/Association	Chemicals	Cleaning	Composites	Group
Responsible Care	X			
VCI (Verband Chemischer Industrie - Chemical Industry Association)		X		
Chamber of Industry and Commerce				X
ChemieNord - Arbeitgeberverband für die Chemische Industrie in Norddeutschland e. V. [Employers' Association for the Chemicals Industry in Northern Germany]		X		
Climate-neutral medium-sized company				X
ISO 14001	X	X	X	
ISO 9001	X	X	X	
ecovadis	X			
RSPO (Roundtable on Sustainable Palm Oil)	X			
TEGEWA (Association of Manufacturers of Process and Performance Chemicals)		X		
DTV (Deutscher Textilreinigungsverband) [German Textile Cleaning Association]		X		
IHO (Industrieverband Hygiene & Oberflächenschutz) [Industrial Hygiene and Surface Protection Association]		X		
AVK (Industrievereinigung Verstärkte Kunststoffe e.V.) [Industrial Cleaning of Reinforced Plastic]			X	
Niedersachsen Allianz für Nachhaltigkeit [Sustainability Alliance of Lower Saxony]				X
AGV (Arbeitgeberverband Oldenburg) [Oldenburg Employers' Association]				X
Climate-neutral location				X
Northwestern Metropolitan Region				X
VHCP (Verband Niederländischer Chemikalienhändler) [Association of Dutch Chemical Dealers]	VivoChem			
Masterclass Veiligheid Midden (MVM) (Regional Security Network for Incident Companies)	ViVoChem			
Evofenedex (Unternehmensverband für Handel und Logistik) [Business Association for Trade and Logistics]	VivoChem			
Duurzaam Netwerk Almelo (DNA) (Almelo Sustainability Association)	VivoChem			
Verband Chemiehandel e.V. [Chemical Trade Association] (VCH)	Chemicals			
Composites United e.V.			X	
NARM (National Association of Rooflight Manufacturers)			UK	
Composites UK Trade (Association for the composites Industry)			UK	

GRI Content Index

Declaration regarding use

In this GRI content index, the BÜFA Group has reported the cited information for the period from 1 January -31 December 2022 taking into account the GRI standard.

Used GRI 1

GRI 1: Fundamentals 2021

GRI Standard	Specification	Page/Reference
GRI 2: General Specifications 2021	2-1 Organisational details	6
	2-2 Companies that are involved in the drafting of the sustainability report for the organisation	5
	2-3 Reporting period, frequency and point of contact	5
	2-6 Activities, value chain and other business relationships	6
	2-13 Delegation of responsibility for the management of the effects	14; 15
	2-17 Collective knowledge of the highest governance body	18
	2-22 Declaration regarding the sustainable development strategy	9; 10
	2-26 Mechanisms for the gathering of suggestions and the reporting of concerns	25
	2-28 Membership of associations	57
	2-29 Approach to the involvement of stakeholders	18
GRI 3: Key Topics 2021	3-1 Procedure for determining key topics	18
	3-2 List of key topics	18

GRI 201: Economic Performance 2016	201-1 Directly generated and distributed economic value	BÜFA Group Management Report (www.bundesanzeiger.de)
GRI 303: Water and Waste Water 2018	303-1 Water as a shared resource	48
	303-5 Water consumption	63
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	44
	305-2 Indirect energy-related GHG emissions (Scope 2)	44
	305-4 Intensity of greenhouse gas emissions	63
	305-5 Reduction of greenhouse gas emissions	44
GRI 403: Health and Safety in the Workplace 2018	403-2 Hazard identification, risk assessment and the incident investigation	30
	403-4 Employee participation, consultation and communication regarding health and safety in the workplace	30; 31
	403-5 Training for employees regarding health and safety in the workplace	31
	403-6 Promotion of the health of employees	31
	403-9 Work-related injuries	62
GRI 404: Education and Training 2016	404-2 Programme for the improvement of employee competences and for transition assistance	33; 34

The GRI Content Index states the titles of all GRI standards that were used in the drafting of the report.

These include GRI 1: Fundamentals 2021, GRI 2: General Specifications 2021, GRI 3: Key topics 2021, and the GRI consolidated standards. The title of a GRI standard contains the number, the name, and the year of publication (e.g. GRI 303: Water and Waste Water 2018).

The year of publication indicates which version of a GRI standard has been used. The GRI standards are regularly updated, and a newer version of a GRI standard may contain information that is different to the previous version.

The year of publication of the standard does not refer to the reporting period that is covered by the reported information, nor to the year in which the reported information is published.

Numbers, Facts & Figures

BÜFA Group		2022	2021	2020
Group sales	EUR million	404	344	244
Equity ratio	%	> 40	> 40	> 40
Research and development expenses	EUR million	2.6	2.6	2.2
Investments in property, plant and equipment	EUR million	6.5	7.8	6.4
Personnel expenses	EUR million	50.2	46.6	39.9
Locations Germany (D)		5	5	5
Locations abroad		8	7	7
Employees		699	658	624
Employees ¹	FTE	625	585	557
Training costs per employee ²	€	675	553	565

Locations in Germany				
Sickness rate ³	%	6.75	4.05	4.57
Staff turnover	%	14.03	11.49	9.07
Training days	±	X	1022	957
Training days per employee	±		2.1	2
Average age, female employees	Years	40.34	40.24	41.25
Average age, employees	Years	43.24	43.07	44.56
Average company tenure, female employees	Years	11.95	9.66	12.32
Average company tenure, male employees	Years	11.81	10	12.79
Percentage of female employees	%	30.63	31.35	30.8
Apprentices		42	43	42
Apprenticeship rate	%	6.72	7.18	7.54

Locations in Germany and the Netherlands				
Accident frequency rate ⁴		7.2	22.4	11.3
1000-persons quota ⁵		9.5	32.1	10
Occupational accidents ⁶		11	21	9
Days lost		65	264	99

¹ FTE = Full-Time Equivalent

² Calculation based on costs for external courses

³ Calculation based on 126.886 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:		2022	2021	2020
BÜFA Chemicals, Hude-Altmoorhausen (/inventory turnover in tonnes)				
Waste	kg	3.92	3.65	2.81
Gas consumption	kWh	10.61	12.10	11.23
Gas consumption in CO ₂	kg	2.12	2.43	2.25
Electricity consumption	kWh	12.29	11.81	9.23
Electricity consumption in CO ₂ **	kg	0.00	0.00	0.00
Water consumption	m ³	0.10	0.11	0.11

BÜFA Cleaning, Oldenburg (/tonnes produced)

Waste	kg	25.38	40.82	33.18
Gas consumption	kWh	63.35	83.32	100.45
Gas consumption in CO ₂	kg	12.73	16.75	20.19
Electricity consumption	kWh	20.12	23.08	24.53
Electricity consumption in CO ₂ **	kg	0.00	0.00	0.00
Water consumption	m ³	0.63	0.71	0.73

BÜFA Composite Systems, Rastede-Liethe (/tonnes produced)

Waste	kg	48.72	50.22	36.22
Gas consumption	kWh	177.60	212.84	227.76
Gas consumption in CO ₂	kg	35.70	42.78	45.78
Electricity consumption	kWh	149.59	148.13	167.14
Electricity consumption in CO ₂ **	kg	0.00	0.00	0.00
Water consumption	m ³	0.18	0.16	0.16

Locations abroad

ViVoChem, Almelo (NL) (/tonnes sold)

Waste	kg	4.75	3.29	4.94
Gas consumption	kWh	5.99	4.81	5.66
Gas consumption in CO ₂	kg	1.15	0.92	1.09
Electricity consumption	kWh	6.33	5.98	8.92
Electricity consumption in CO ₂ **	kg	0.00	0.00	4.06
Water consumption	m ³	0.02	0.02	0.02

Reporting framework

This is the sixth sustainability brochure produced by the BÜFA Group. The financial year runs from 1 January to 31 December 2022. 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 2022. The editorial deadline was 15 March 2023.

** Purchase of green electricity.

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