

# Sustainability Report 2020

‘ We define sustainability as combining our business activities with our economic, environmental and social responsibility. For us, sustainability is an obligation towards present and future generations ’

Dr Henrik Follmann  
Managing Partner

# Sustainability Report 2020



## Company

|                            |   |
|----------------------------|---|
| Foreword by the management | 4 |
| Follmann Chemie Group      | 6 |
| Our corporate organisation | 8 |
| Production methods         | 9 |



## Sustainability strategy

|                               |    |
|-------------------------------|----|
| Our sustainability policy     | 10 |
| Our sustainability commitment | 12 |
| Our sustainability management | 14 |
| Sustainable procurement       | 15 |



## Economics

|                        |    |
|------------------------|----|
| Fiscal year 2020       | 16 |
| Our products           | 18 |
| Our systems            | 19 |
| Product responsibility | 20 |



## Ecology

|                       |    |
|-----------------------|----|
| Emissions             | 22 |
| Water and waste water | 23 |
| Waste                 | 24 |
| Energy                | 25 |
| Milestones            | 26 |



## Social commitment

|                     |    |
|---------------------|----|
| Occupational safety | 28 |
| Work accidents      | 29 |
| Employees           | 30 |
| Education           | 31 |
| Health management   | 32 |
| Life in the region  | 33 |



## Our objectives

|                                  |    |
|----------------------------------|----|
| Overarching sustainability goals | 34 |
| Completed projects               | 36 |
| Planned projects                 | 38 |

|                 |    |
|-----------------|----|
| <b>Glossary</b> | 40 |
|-----------------|----|

|                            |    |
|----------------------------|----|
| <b>Publication details</b> | 42 |
|----------------------------|----|

|                                  |    |
|----------------------------------|----|
| <b>Communication and contact</b> | 43 |
|----------------------------------|----|



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

## Foreword by the management

### **Dear Readers,**

You are holding in your hands the 2020 Sustainability Report of the Follmann Chemie Group. We would like to thank you for your interest in our company.

For ten years now, this is where we have been reporting on our sustainability activities every year because this issue is a top priority in our Group. We follow the guidelines of the Chemie<sup>3</sup> sustainability initiative launched jointly by the German Chemical Industry Association (VCI), the Mining, Chemicals Energy Trade Union (IG BCE) and the German Federation of Chemical Employers' Associations (BAVC).

At the beginning of 2021, the quality of our sustainability commitment was recognised with the EcoVadis Silver award. This means that we are among the top 12 percent of the companies evaluated in our industry. EcoVadis is the provider of a globally recognised, cloud-based platform for holistic ratings, and it assesses companies in the areas of environmental protection, occupational safety, ethics and human rights, in their global value chain and in sustainable procurement.

This past year has been marked by the COVID-19 pandemic. We were obliged to implement extensive measures within a very short time to protect our employees and safeguard production. In addition to implementing hygiene concepts and rules of conduct, adapting facilities, for example with automatic entrance doors, and redesigning workplaces and break rooms, we also equipped a large proportion

of our office-based staff with mobile devices so that they could work from home. Naturally, working life has also changed for them, since almost all meetings have been held digitally for the past year.

We recorded losses in some business areas due to the pandemic, so we are all the more pleased that orders for chemicals products for the construction industry were so high that we even exceeded our 2019 production volume. In 2020, for the first time, all construction chemical products were manufactured and filled in the new production halls that were commissioned in 2019.

Last year, we took another step in the development of the Minden site with the laying of the foundation stone for our Technology and Knowledge Centre in October. This multifunctional building complex is set to become an important touchpoint for our customers. In the future, we'll be able to carry out practical product tests and hold training courses and events there. Although it's certainly not designed as a one-way street – we want to take these opportunities to listen to our customers and learn from them.

This investment, like the new construction chemicals production building, is a clear commitment to the Minden site and the region.

In 2020, we again implemented various measures as part of our sustainability management plan, of which we would like to mention just a few here: To enable our employees to achieve the best possible work-family balance, we have joined forces with other companies in the region and the Kinderschutzbund e. V. Minden-Bad Oeynhausen to set up the Happy Family project. Thanks to this project, a newly





built daycare centre was able to open its doors in the summer of 2020. The Follmann Chemie Group has ten childcare places at its disposal, which have been extremely well received. We were actively involved in a joint project launched in 2020 to secure and recruit skilled workers in the region. This was a joint initiative by the district of Minden-Lübbecke, the Interessengemeinschaft Standortförderung Kreis Minden-Lübbecke e.V. and various employers. The goal of the project is to make the region more attractive to its current and future residents and to show what the area has to offer.

Just in time before the first lockdown, we organised our first blood donation session in cooperation with the local German Red Cross. This took place in the blood donation bus parked on the company premises, and more than ten percent of our workforce at the Minden site rolled up their sleeves.

As part of our environmental and safety campaigns, we have, for example, built a silo system for our hot-melt adhesive production that reduces the amount of powdered raw materials moved manually by 25 percent. At the same time, this effectively cut the amount of packaging waste in this area by 20 percent. For the other raw materials, lifting aids were installed to ensure ergonomically safe handling. As an environmental measure, we have installed and commissioned a photovoltaic system on the roof of our central office building to utilise solar energy for generating electricity. We have also installed five groundwater measuring points which enable us to perform qualitative and quantitative monitoring of the groundwater at the company location.

We are conscious that we can only achieve our goals by working closely with our customers, suppliers, staff and the authorities, and always seeking dialogue, especially with our neighbours. Therefore, in this sustainability report, our aim is to give you an insight into our activities in 2020.

We look forward to continuing our dialogue with you.

Dr Henrik Follmann  
*Managing Director*

Dr Thomas Damerau  
*Managing Director*



## Follmann Chemie Group

The Follmann Chemie Group is an owner-managed, internationally operating and successful company group headquartered in Minden, where it has roots dating back to 1905.

It comprises the Follmann and Triflex divisions. Today, the family-owned company focuses on the production of construction chemicals, adhesives and printing and coating materials for various types of end product. By founding the two divisions Triflex and Follmann, expertise was bundled and successfully advanced. The many international subsidiaries and sales offices are an impressive reflection of this dynamic development. For more than ten years, the Group has been headed up by managing partner Dr Henrik Follmann.

The key competencies of the Group are the development, manufacture and sale of specialty chemicals. We produce printing inks, adhesives and coatings for manufacturing industry, and waterproofing systems, marking materials and infrastructure products for the construction chemistry industry.

Our innovative capacity, excellent product quality as well as customised solutions and services are key factors in our company's success. This is supplemented by extensive expertise and a great deal of experience in the field of sustainability.

A modern organisational structure and efficient processes enable us to respond quickly and flexibly to customer requirements, and to identify trends and implement them systematically. Today, the company is an important player in the speciality chemicals sector in Europe.

Internationally, Follmann and Triflex have a local presence in important markets with a total of 15 companies in other countries. In addition to our headquarters in Minden, the company has further production sites in the United Kingdom, Poland, China and Russia.

All functions required for the development, manufacture and sale of our products are represented at these locations. This helps us boost our performance locally for our customers, something that we see as an important building block for our continued international success.

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





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

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

**DE** | Follmann Germany  
**RU** | Follmann Russia  
**CN** | Follmann China  
**PL** | Follmann Chemie Poland  
**RU** | Chemical Alliance  
**UK** | Sealock UK  
**RU** | AO Intermelt

**Innovation**

In our company group, innovation is an important component of corporate philosophy. Together with our customers, we develop individual, high-quality solutions for the construction industry and trades as well as manufacturing industry. To achieve this, we invest heavily in the development of new products and technologies every year. Comprising more than 10 percent of all employees, the R&D and New Business Development departments form a significant group within the company. Hi-tech testing facilities and state-of-the-art laboratories underline the importance and value of these departments, in which the company will continue to invest going forward.

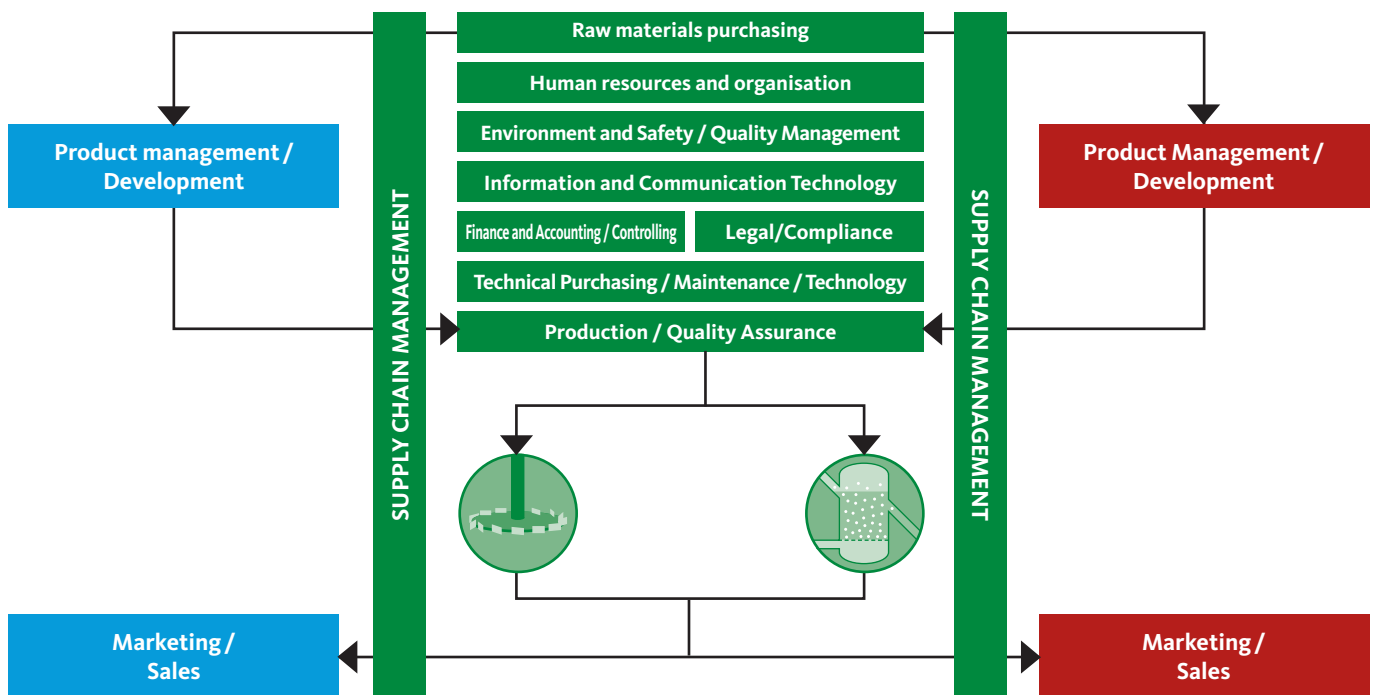
**Appreciation**

Appreciation and respect for our employees are essential components of our corporate culture. We value diversity, and promote equal treatment of all employees and equal opportunities in employment. We have established these principles in our Code of Conduct. The great importance of the region for our company group is reflected not only in our support of public and social institutions, but above all in the high level of investment. In the past ten years alone, almost 100 million euros have been spent at the Minden site.

**Sustainability**

Sustainability has always shaped our corporate philosophy, as the basis for business decisions and actions. Our principle of sustainability is founded on the three pillars of ecology, economy and social responsibility. In all three areas, we are aware of our responsibility as a company in the chemical industry and we act in accordance with our sustainability policy.





## Our corporate organisation

The clearly structured corporate organisation of the Follmann Chemie Group at the Minden location is exemplified by the sales and development companies Triflex and Follmann. Our main focus is to provide our customers with high-quality, customised solutions with real added value for users. The scope of activities of the Follmann Chemie Group means that the subsidiaries Follmann and Triflex can concentrate fully on developing and selling their respective products.

A key player at Follmann Chemie is the Supply Chain Management department, which coordinates all goods movements, from the ordering of raw materials and intralogistics to the delivery of the products.

In addition, Follmann Chemie is responsible for raw material purchasing and, with six production departments, it manufactures the products developed by the subsidiaries. Quality at all stages from raw materials to finished product is ensured by the Quality Assurance department, which also incorporates provision of training for chemical laboratory technicians. The Technology, Technical

Purchasing and Maintenance departments are responsible for the provision, servicing and upkeep of plant and equipment for the production and supply areas.

In addition to occupational safety, the Environment and Safety department is responsible for product safety and also environmental, quality and energy management. The Information and Communication Technology, Human Resources and Organisation, Legal and Compliance, Finance and Accounting (FRW) and Controlling departments support all the business processes of the Follmann Chemie Group as central points of contact.

The newly acquired companies in the UK, Poland and Russia do not form part of this organisational structure. They each combine all the functions necessary for the development, manufacture and sale of adhesives.





## Production methods

*Follmann Chemie operates six different production areas at its Minden site. The production processes can be divided into mixing (homogenising and dispersing) and polymerising. The procedure deployed is batch production.*

### Mixing

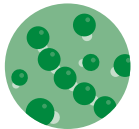
The physical processes used in our production are mixing processes. These can be divided into homogenising and dispersing, which are performed with different types of agitator and different machines. The low shear forces in the homogenisation process produce uniform distribution of the different components in a mixture. Dispersing is the mixing of substances which do not form a chemical bond and dissolve into each other only slightly, if at all. Here, a substance (disperse phase, e.g. pigments) is distributed as finely as possible in another substance (dispersion medium, e.g. printing ink resin) under high shear. The aim is for all the particles of the disperse phase to be wetted as fully as possible with the dispersant. Products: printing inks, liquid plastics, wallpaper coatings, functional coatings, hot-melt adhesives.



### Polymerisation

Polymerisation is characterised by a chemical reaction which transforms small molecules (monomers) into macromolecules (polymers). The manufacturing process takes place in closed systems (heatable and coolable) with continuous dosing of the various reactants. The chemical reaction is triggered by heating (via steam) and the addition of catalysts. The heat produced by the reaction (exothermic reaction) is dissipated by cooling the reaction vessels. Agitators ensure the necessary distribution and homogenisation.

Products: dispersion adhesives, binders as intermediate products for our printing ink and coating production, microencapsulations





## Our sustainability policy

*We regard sustainability as our obligation towards present and future generations, and we have made the principle of sustainability an integral part of our corporate strategy. Financial success has to be allied to awareness of economic, environmental and social responsibility. We therefore adhere to the sustainability guidelines of the chemical industry in Germany and follow the Responsible Care guidelines of the German Chemical Industry Association (VCI).*

Within our company, we employ an integrated management system conforming to the applicable ISO standards to ensure we comply with the laws, official regulations and requirements for plant and product safety.

We set ourselves binding targets as part of a continuous improvement process. We check on an annual basis whether we are on course to meet these targets and make adjustments where necessary. We provide the information and resources needed to achieve these targets. It is the duty of each and every member of staff to do their utmost in their area and their role to help us implement our sustainability policy.

### Economics

As a family-owned SME, the Group pursues a long-term corporate strategy on which all stakeholders can rely. Two fundamental elements of our strategy are to maintain and improve competitiveness and to safeguard jobs. We are a reliable partner to our customers and suppliers.

We invest heavily in research and development, and this creates added value for the economy and society. We promote a long-term approach to success. We are not under any obligation to optimise returns in the short term.

### Environment

Environmental protection is a high priority in our company. Our goal is to improve our in-house environmental protection activities constantly in the interests of achieving environmentally responsible corporate development. We operate a comprehensive in-house environmental management system, which is certified to ISO 14001.

### Energy

We use energy responsibly and are increasing our energy efficiency through a process of continuous improvement, with the aid of an energy management system compliant with the ISO 50001 standard. We invest in modern and energy-efficient technologies.

### Products

With our products, we also support the sustainability goals of our customers and users. When developing products, we take into consideration aspects such as resource conservation, energy savings and reduction of environmental impacts during manufacture and throughout the entire product life cycle.





We are as sparing as possible with raw materials, water and other resources.

### Safety

The health and safety of our staff are very important to us. Thus occupational safety forms an integral part of our management system and we place emphasis on a high level of safety in the operation of our plants.

To avoid incidents with a detrimental effect on the environment, we have put in place preventive measures at organisational, personnel and technical levels as part of our internal alarm and hazard prevention plan. Their purpose is to reduce or prevent risks and, in the event of an incident, to effectively limit the impact on humans and the environment.

We set the highest standards for the safety of our products and we support our customers and users in their safe and environmentally friendly handling. We also inform customers of the risks associated with their use.

### Communication

We engender trust in our business activities by communicating openly and respectfully with our customers, staff, shareholders and suppliers as well as with the authorities, our neighbours and the wider public.

We inform all our staff about sustainability measures and energy-related matters; we motivate them to be responsible at work and we nurture awareness for the environment, energy and safety.

We publish a sustainability report each year, informing staff, customers, authorities and the general public on many different related topics.

### Social commitment

We value diversity within our staff, and our HR decisions are free from bias or prejudice regarding background, religion, gender, age or disability.

We offer young people a wide variety of training opportunities, with an appropriate scope, to help them take their first step on the career ladder.

We offer our employees development opportunities in the form of general and specific training courses.

We provide various models of working hours where possible in operational terms, and thereby support the family commitments of our staff.

Our Code of Conduct is a comprehensive, binding rulebook governing the behaviour of our employees both inside and outside the company.

We see ourselves as part of society and willingly assume the associated responsibilities and obligations. As a medium-sized family business, we focus our social commitment on education and sport in our region. We support kindergartens, schools, colleges and educational institutions through personal commitment, funding and other activities.





## Our sustainability commitment

### Ecology

Even in the Follmann Chemie Group's early days, ecological aspects were central to our corporate philosophy. For example, we have developed a number of solvent-free products and have twice received awards for environmental awareness in company management from the 'Arbeitsgemeinschaft Selbständiger Unternehmer' (Working Group of Independent Entrepreneurs). Furthermore, in 1986 the medium-sized business association 'future' was established with Dr Rainer Follmann as one of its co-founders, who went on to introduce environmental management systems in their respective companies long before these could even be certified. At the end of the 1990s, we decided to integrate environmental and health and safety issues in our existing quality management system. Since 2014, environmental issues have been augmented and complemented by the site-specific energy management system.

As a member company of the German Chemical Industry Association, we support the initiative for responsible action for a secure future. We are committed to acting in line with this global 'Responsible Care' initiative, which means taking responsibility for continually improving protection of the environment and health as well as the safety of employees and the community. We also follow the guidelines of the Chemie<sup>3</sup> sustainability initiative, jointly established by the German Chemical Industry Association VCI, the Mining, Chemical and Energy Trade Union (IG BCE) and the German Federation of Chemical Employers' Associations (BAVC).

### Economics

In terms of economics, the Follmann Chemie Group has adhered to firm principles from the start, and is committed to combining financial success and environmental and social responsibility. Ever since it was founded in 1977, the Follmann Chemie Group has been a family company and intends to remain so. We feel just as responsible for our customers' success as our own. We make long-term investments at our production site in Minden rather than focusing on maximising short-term profits. We adopted a Code of Conduct in the Follmann Chemie Group to which all employees are bound. This forms the basis for regular compliance training for employees with respect to our corporate actions.

### Social responsibility

We have made a clear commitment to the Minden location and are involved in various ways in the region. Over the past years, occupational safety as well as training and development opportunities for all employees in the Group have been continuously systematised, professionally organised and enhanced. In addition to occupational safety, we have established a health management system as an umbrella for implementing a wide range of health-related activities. We offer talks, workshops and courses with external involvement. The Follmann Chemie Group provides training opportunities for an exceptionally large number of young people.





### Activities and memberships

**Working with organisations:** Our employees are involved in around 60 working groups, panels and associations in order to play our part as a medium-sized family business in shaping our industry.

**Responsible Care:** An initiative of the chemical industry which targets continuous improvement of health, environmental protection and safety in companies in the sector. We are committed to acting in the spirit of this global Responsible Care initiative.

**Chemie<sup>3</sup>:** A sustainability initiative set up by the German chemical industry. We play our part in this initiative and intend to pursue sustainability in all its facets on an ongoing basis.

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

**Energy Efficiency Networks Initiative of the Federal Government and Industry:** We joined the NRW Energy Efficiency Network of the coatings, printing inks and adhesives industries in 2020 in order to jointly address the issue of energy efficiency with greater urgency.

**Förderverein Mindener Innovations- und Technologieinitiative e. V.:** We are a member of this funding association, which primarily supports entrepreneurs and start-ups and aims to give them access to research and science.



**DGNB<sup>®</sup>**

Deutsche Gesellschaft für Nachhaltiges Bauen e.V.  
German Sustainable Building Council

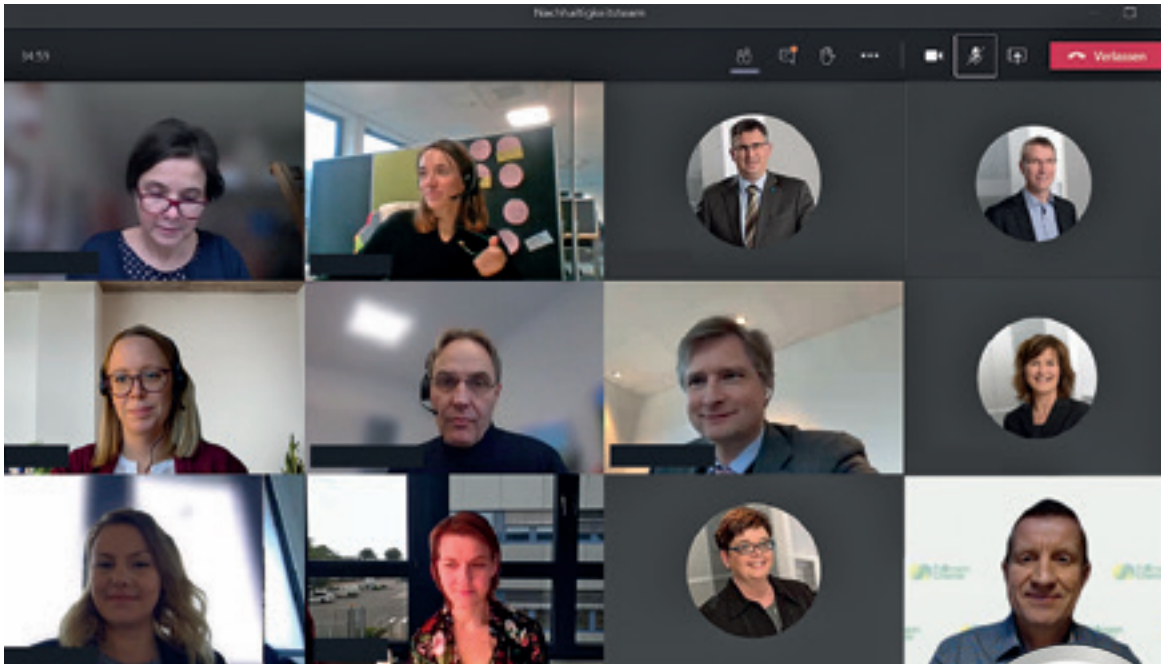


**INITIATIVE  
ENERGIEEFFIZIENZ  
NETZWERKE**



Förderverein Mindener Innovations-  
und Technologieinitiative e.V.





## Our sustainability management

### Internal sustainability working group

In order to steer the sustainable development of our corporate group, we have formed an internal sustainability working group with representatives from the three companies Follmann Chemie, Follmann and Triflex. Management, Environment and Safety, Purchasing, Quality Management, Sales, Research and Development, Human Resources, Product Management, Marketing and Works Council are represented in this body, which meets twice a year to monitor current sustainability issues related to the company group.

### Integrated management systems

We are convinced that the successful running of a company is only possible with well-organised processes, and thus efficiently functioning management systems. We therefore regard it as essential for us to continuously improve ourselves. Our quality management has been certified to ISO 9001 since 1997. Our environmental management system has been certified to EMAS since 1998, and to ISO 14001 since 2001. In 2014, our energy management was for the first time certified to ISO 50001.

### 'Germany Test' study

A study conducted by the Institute for Management and Economic Research (IMWF) and the Hamburg Institute of International Economics (HWWI) investigated the extent to which German companies are committed to sustainability. Follmann Chemie came 9th in the chemical sector and ranked top among all medium-sized companies in this study.

### EcoVadis sustainability rating

EcoVadis is the provider of the first collaborative platform for supplier evaluation in terms of sustainability. EcoVadis assesses the performance of suppliers with respect to corporate social responsibility (CSR) and sustainability criteria. Aspects evaluated were the environment, social engagement, ethics and sustainable procurement. In 2015 we joined EcoVadis and were awarded Gold status in 2019. After the points requirement for each status were tightened, we achieved Silver status in 2020. We are committed to continuous improvement in this area and we are constantly working on our sustainability performance.





## Sustainable procurement

*Our raw material portfolio is very extensive for a medium-sized company and can be divided into over 20 different raw material groups, such as monomers, binders, fillers, waxes, resins and pigments.*

As an international company, we attach great importance to transparency and sustainability in the global supply chain. Supply chains are of great importance to us. As we are a classic compounder, product sustainability is already essentially defined or determined by the intermediate products.

In 2017 and 2018, we participated in a pilot project called 'Sustainability in Supply Chains', which was initiated by the chemical industry as part of its Chemie<sup>3</sup> sustainability initiative. This meant dealing intensively with matters of environmental protection, occupational safety and social and ethical standards at our suppliers.

In the reporting year 2020, we asked our principal suppliers to undergo an assessment, which once again included sustainability. We also assessed other strategically relevant and interesting providers in terms of CSR criteria. In addition to the information obtained through the supplier self-assessment, the sustainability performance of selected suppliers, and new suppliers in particular, are also evaluated using the EcoVadis external platform solution. Suppliers with risk potential are notified of possible dangers, and together we address such matters as part of supplier management. Furthermore, the evaluated raw material suppliers are required to confirm compliance with our minimum standards, as set out in our Supplier Code of Conduct.

The EcoVadis assessment methodology and the Code of Conduct help us to manage and review sustainability along the global supply chain. In this way, EcoVadis supports us in evaluating business partners and continuously driving improvements. This enables us to make more sustainable procurement decisions in line with our ecological, social and ethical standards.

We ourselves are fully committed to safeguarding human and labour rights and we seek to have a positive impact on their implementation along the whole value chain. We expect our business partners to respect human and labour rights and to take occupational health and safety seriously. Child labour and modern slavery cannot be tolerated anywhere.

Evaluation of the various supplier assessments to date have not revealed any infringements of our Code of Conduct with regard to human or labour rights (including prohibition of modern slavery) or other requirements.

|  | 2018 | 2019 | 2020 |
|--|------|------|------|
| Suppliers evaluated on environmental criteria and CSR issues | 40   | 65   | 122  |





## Fiscal year 2020

The fiscal year 2020 was heavily impacted by the COVID-19 pandemic.

Although some business areas experienced a decline in sales due to the pandemic, the fiscal year ended successfully with a turnover of over Euro 200 million euros and a production volume in excess of 60,000 tonnes.

In 2020, we manufactured the construction chemical products for our Triflex division exclusively on the new production and filling lines in the newly built production halls. The innovative technologies, optimised digitised processes and the high degree of automation meant that a consistently high level of quality was ensured.

Construction work began in 2020 on the next major investment project at the Minden site, the Technology and Knowledge Centre. This initially involved only earthworks because 233 concrete piles had to be driven into the ground to provide a secure foundation for the planned building. The official laying of the foundation stone took place at the beginning of October in a small group and was attended by the head of the district authority and the mayor.

The Technology and Knowledge Centre will be an extremely important link to our customers, suppliers, educational institutions such as the Bielefeld University of Applied Sciences and other partners. We attach great importance to being able to offer our customers not only a product but a solution to their specific problem. In the fu-

ture, the Technology Centre will enable us to show customers these solutions in practice,

With more than 500 employees, Minden remains the Group's main location. It is also home to the central research and development departments with approximately 70 employees in total. The number of trainees and dual vocational training students has also remained high, at around 35 members of staff. Further recruitment at the Minden site and the takeover of Russian adhesive manufacturer Chemical Alliance (Moscow) increased the number of employees in the group to more than 800.

In addition to the site in Minden, our international production sites in Andover (England), Moscow and St. Petersburg are also becoming increasingly important in enabling us to offer local customers fast and targeted solutions.

These production sites abroad are the result of company acquisitions in recent years and are thus part of the Follmann Chemie Group's international growth strategy. The companies are gradually being integrated into the Follmann Chemie Group. We will also invest in the expansion of these sites in the coming years.

Another important building block in this strategy was the establishment of 'Triflex South East Asia' in 2019 to enable us to supply Triflex construction chemical products to the growing market in this region from our Singapore location.





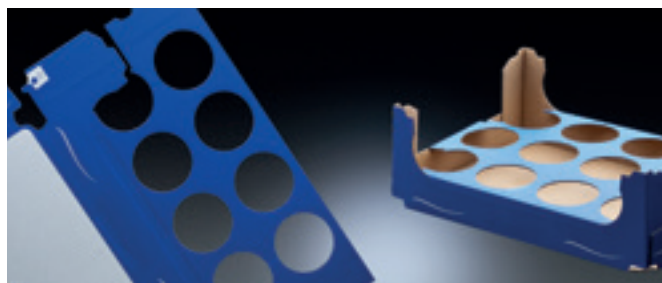
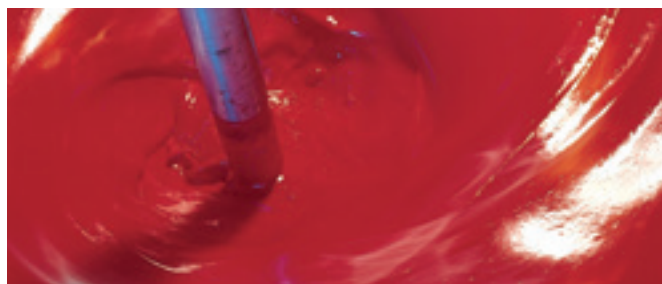


Internationalisation also means ensuring a reliable, sustainable and competitive supply of raw materials, which is a major challenge for us as a medium-sized company group. Europe is increasingly becoming an import market for chemical raw materials, especially from Asia. This also requires the Follmann Chemie Group to engage in direct purchasing activities in countries such as China or India, as this is the only way for us to assess the security and sustainability of supply first-hand, rather than relying on intermediaries.

Other digitisation projects were also vigorously pursued. Examples include the introduction of pioneering software at the interface between Triflex KG and its customers, and the automation of order and delivery processing with selected suppliers. Further digitisation milestones include the introduction of SAP S4 and the use of a cloud solution for a wide range of business processes.

#### Group data for 2020, as at: 31/12/2020

|                              |   |
|------------------------------|---|
| Production locations         | Minden (D)<br>Andover (UK)<br>St Petersburg (RU)<br>Moscow (RU)<br>China (CN) |
| Turnover                     | > Euro 200 m  |
| Employees in total           | > 800   |
| Employees at the Minden site | > 500   |
| Employees in R&D             | > 70  |
| Trainees and dual students   | approx. 35  |
| Production volume            | > 60,000 t  |



# FOLLMANN

## Our products

*The Follmann product range comprises printing inks, adhesives and microcapsules as well as coating systems for decorative and functional design of surfaces in various applications. We support our customers from initial inquiry through to the finished end product. Custom solutions are our speciality!*

### Print and packaging

#### Printing inks and coatings

##### for the printing and packaging industry

Whether napkins or high-quality food packaging – with our water-based printing inks for flexographic and gravure printing, we not only offer brilliant colours but also an environmentally friendly and low-consumption alternative to solvent-based inks. Our water-based inks are used in, for example, table decoration products such as napkins, tablecloths and place mats, and in flexible film and paper packaging.

To make mailshots, catalogues, packaging or even wrapping paper more attention-grabbing, for example, we offer high-quality scented coatings with microencapsulated fragrances.

### Design and function

#### Decorative and functional coatings

##### for a variety of applications

The product range extends from printing inks and coatings for the wallpaper and woodworking industries through to water-based coatings for digital printing media. It also includes plastisols and polymer dispersions for technical textiles and pigment preparations for industrial coatings and the colouring of plastics.

### Industrial bonding

#### Performance adhesives for many different industries

An adhesive bond should be reliable and withstand extreme conditions. Follmann has been developing and producing quality high-performance dispersion, hot-melt and pressure-sensitive adhesives for industrial use for many years. Our adhesives are used in the food and non-food sectors in the packaging industry, the cardboard and corrugated industry, end-of-line packaging, transport and shipping packaging, bookbinding as well as textile applications, labels and specialised sectors such as the mattress industry.

### Wood + furniture

#### Performance adhesives for the wood and furniture industries

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

### Specialties

#### Microencapsulation for the most diverse applications

Innovation, precision and experience are the foundations of microencapsulation – our high-tech speciality. The packaging of liquid and solid substances in microcapsules is the perfect way to selectively release or sustainably protect the contents. Enjoy long-lasting freshness for clothing with microencapsulated scents in detergents, or more efficient use of pesticides through microencapsulation.

Follmann encloses a variety of ingredients in microscopic capsules that can be opened under exactly defined conditions. We use them to enhance detergents, care products and cosmetics, but also to add functional value to paints, lubricants and adhesives.





# Triflex

Gemeinsam gelöst.

## Our systems

*As a leading European waterproofing and coatings specialist, we have learned one thing in particular over the last 40 years: having an excellent product is not enough to solve problems permanently. As a family business, we pursue a very different approach: we always solve problems as a team. From consultation and execution of projects through to application by qualified contractors.. We work closely with our specialised craftsmen, planners, architects and the housing industry to find the right solution for each job with excellent products and services.*

### Flat roofs and flashings

Triflex supplies systems with long-lasting protection for simple, detailed and complex roof structures. Whether new build or renovation, green roof or individual surfaces: Triflex offers you an optimal, individual and sustainable solution for every requirement. Fleece reinforcement, combined with the elastic material, ensures a seamless and jointless seal.

### Balconies, patios and walkways

Exposed areas, such as balconies, rooftop terraces, loggias and walkways, are continuously exposed to the elements and mechanical loads. Moisture penetration, concrete spalling and corrosion can damage the reinforcement and endanger the building fabric. Triflex systems permanently protect against moisture and dampness and offer reliable long-term solutions.

### Multistorey and underground car parks

Multistorey car parks are exposed to mechanical and chemical stresses throughout the year. Rain and condensation water, road salt and fuels additionally attack the surfaces. Triflex systems permanently seal multistorey and underground car parks and meet the highest standards of safety, cleanliness and cost-effectiveness. With the fast-curing liquid plastic, all surfaces, ramps and details are soon ready for traffic again.

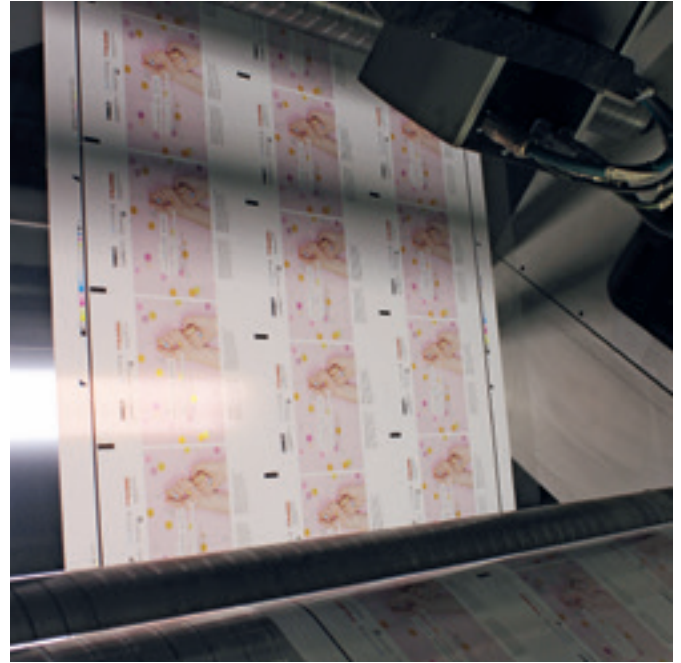
### Infrastructure

Triflex develops innovative systems for a wide range of applications. These include maintaining and operating traffic areas as well as protecting joints, wind turbines and silo systems, and surfaces in contact with liquid manure (slurry) and silage. With Triflex systems, these areas are permanently sealed and quickly returned to use and traffic.

### Markings for roads, bike paths, industrial buildings and car parks

Increasing traffic, weather conditions and mechanical stress on motorways, roads and cycle paths also place high demands on the marking systems. Triflex systems are not only durable and quick to apply, they also provide orientation at any time of day or night and in any weather, ensuring maximum safety.





## Product responsibility

### Focus on product safety

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

### Material compliance

Our products have to fulfil many different requirements, depending on where they are used. In our Material Compliance project, we have created profiles for the different combinations of product and specific application in order to formulate specifications for raw material procurement. These profiles ensure that we evaluate each product for a defined application based on the same criteria, which gives our customers the assurance that our products are right for them. In addition to regulatory demands, we already create clear specifications in the supply chain through targeted certification requirements.

### Water-based printing inks for sustainable and flexible printing

With water-based Follmann printing ink systems, we offer premium products specially developed for flexographic and gravure printing on pre-treated plastic films, such as PE, PP, PET, PA and OPP. Because these inks contain water rather than organic solvents, they are significantly lower in emissions and more environmentally friendly than traditional, conventionally used solvent systems.

### Low-emission adhesives

With our dispersion and hot-melt adhesives, we make an important contribution to a natural home environment. Our adhesives are proven to be low in emissions and comply with the most stringent European standards.

### Circular economy

We joined the European CEFLEX initiative in order to contribute to the sustainable cycle of flexible packaging with our products. We already have a solution for recycling glued paper packaging: all of our hot-melt adhesives can be separated from paper in the recycling process. Specially developed printing inks for compostable products do not inhibit the composting process and thus also contribute to the circular economy.

### PVC-free wallpaper coatings

We have developed PVC-free coatings for the production of wallpaper, which can be printed with water-based inks. The wallpapers produced in this way have a similar look and feel to vinyl wallpapers.

### Reducing the use of active ingredients through microencapsulation

The encapsulation of active ingredients and fragrances offers the possibility of targeted release. Thanks to the patented Follmann technology, the use of active ingredients and fragrances can be reduced to a minimum.





### Triflex – stable and durable

Triflex liquid plastic systems permanently protect the building fabric from damp and moisture. The high-quality solutions significantly extend the renovation intervals and thus make a decisive contribution to preserving value.

Liquid plastics are single- or multi-component materials, which are seamlessly applied on-site in a liquid state. They are produced by a chemical crosslinking reaction or by physical drying. Reliable surface and detail sealing is no problem with Triflex system solutions – regardless of whether for new builds or refurbishments. Liquid plastics from Triflex are easy to apply and ensure long-term protection in a single process.

Triflex **waterproofing solutions** are certified in the highest performance categories and are proven in extensive tests and many years of actual use. According to ETAG 005, the expected life of waterproofing is 25 years.

Constant internal and external quality controls as well as the further development and optimisation of the products are a matter of course for us.

Triflex **marking materials** are characterised by high mechanical strength, long service life and dirt resistance. Production conforming to the DIN ISO 9001 standards guarantees consistent quality.

More than 100 colours are available for use in industrial buildings and multistorey car parks, where they ensure the best possible orientation and long-term safety. In addition, they are used to demarcate parking spaces, footpaths and roadways.

**Triflex**  
Gemeinsam gelöst.





## Emissions

Our production operations produce emissions of dust and volatile organic compounds (VOCs). Volatile organic compounds are created through the use of carbon-based raw materials in our production processes. To minimise VOC emissions and odours, the exhaust air from construction chemicals production, microencapsulation and polymerisation is routed via a regenerative thermal oxidiser (RTO) for the treatment of exhaust air. VOC emissions correlate, on the one hand, with the production volume (longer emission times) yet, on the other hand, also depend on the type of products produced. The emissions vary depending on the VOC content of the raw materials used. In 2020, we achieved a significant reduction in VOC emissions compared to previous years. This is primarily due to the fact that we were able to pass the exhaust air from the polymerisation plants which produce our dispersion adhesives through the RTO, to which the plants were connected in 2019, throughout the entire year. Dust emissions arise out of the use of powdered raw materials such as pigments and fillers in our production areas. In all production areas where we use powdery raw materials, we have installed powerful dust filter systems. As a result, our emitted dust levels are very low, currently below 100 kilograms per year. When we built our new construction chemicals production facility, we installed new, high-efficiency dust filters which further minimised dust emissions in 2019. In the 2020 reporting year, dust emissions were almost identical to the previous year.

At our operating site, direct CO<sub>2</sub> emissions are mainly caused by the combustion of the fossil fuel natural gas in our energy station (generation of electricity, steam, heating and cooling), in the operation of the RTO (auxiliary firing) and for heating purposes. The purchase of electricity, whose production also generates CO<sub>2</sub>, meant that indirect CO<sub>2</sub> emissions were also produced. The prolonged outage of one of our two CHP units due to a technical defect reduced

our capacity to produce our own electricity, so we had to purchase more electricity in 2020, which increased indirect CO<sub>2</sub> emissions. Nevertheless, our CO<sub>2</sub> emissions are seven percent lower overall than in the previous year, which can be attributed to the following measures in particular: Minimisation of natural gas consumption by optimising our steam network and by feeding higher-loaded waste gas streams to the RTO (concentrated extraction in the new construction chemicals production facility and connection of waste gas streams from the polymerisation production), so that less energy is required for auxiliary firing.

| Emissions [ t ]            |       |       |       |
|----------------------------|-------|-------|-------|
|                            | 2018  | 2019  | 2020  |
| Volatile organic compounds | 6.0   | 5.8   | 5.1   |
| Dust emissions             | 0.096 | 0.081 | 0.082 |

| CO <sub>2</sub> emissions                                  |              |              |              |
|--|--------------|--------------|--------------|
| From primary energy sources (scope 1) [ t ]                |              |              |              |
| Natural gas  | 4,454        | 4,323        | 3,721        |
| Diesel / heating oil                                       | 63           | 57           | 38           |
| LPG  | 146          | 128          | 120          |
| From secondary energy sources (scope 2) <sup>1</sup> [ t ] |              |              |              |
| Electricity  | 2,466        | 2,722        | 2,817        |
| <b>Total</b>   | <b>7,220</b> | <b>7,230</b> | <b>6,696</b> |

<sup>1</sup> indirect greenhouse gas emissions from the purchase of electricity. Source of CO<sub>2</sub> factors: Federal Environmental Agency, electricity mix





## Water and waste water

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

For the third time in a row, our fresh water demand fell in 2020; compared to the previous year, the reduction amounts to approximately 17 percent. This was due, in particular, to optimisation measures introduced in our steam supply system. In addition, due to lower production volumes of water-based products (lower sales volumes due to the COVID-19 pandemic), less fresh water was required as a raw material and for cleaning purposes.

We aim to minimise the use of fresh water for processes, including steam generation, cooling and cleaning operations as far as possible. In 2020, we were able to reduce the amount of process water by 25 percent compared to the previous year as a result of extensive modification and improvement measures in our condensate recirculation systems.

The volume of waste water that we discharge into the city sewer system, correlates with our use of water. It is made up of three fractions. Firstly operational waste water, which is mainly produced by cleaning processes in production and during treatment tank and container cleaning. Then there is sanitary sewage from toilets, showers and kitchens as well as waste water from the steam plant. The operational waste water first passes through a separate sewer system to our in-house waste water treatment plant. There it is pre-cleaned by means of precipitation and flocculation, and we feed it

as an 'indirect discharge' into the municipal sewerage system, which takes it to the Minden municipal waste water treatment plant.

Our indirect discharge approval specifies limit values for certain hazardous substances in the operational waste water discharged into the municipal sewerage system. These levels are regularly monitored both internally and externally.

| Water volumes [ m <sup>3</sup> ]    |        |        |        |
|-------------------------------------|--------|--------|--------|
|                                     | 2018   | 2019   | 2020   |
| Fresh water purchased               | 37,758 | 32,619 | 27,113 |
| Process water                       | 21,068 | 21,528 | 16,058 |
| Cooling water                       | 576    | 399    | 584    |
| Cooling water as a % of fresh water | 1.5%   | 1.2%   | 2.2%   |





## Waste

Reflecting our product diversity, our company creates over 60 different types of waste, which are collected and disposed of separately. We regularly review the disposal options and give preference to recycling (where economically feasible).

In the 2020 reporting year, the total volume of waste decreased slightly compared to the previous year. We are delighted to have achieved a reduction (18%) in the volume of sewage sludge to be disposed of. By taking measures to separate rinsing water containing adhesives, we were able to ensure permanently stable operation of the precipitation, thereby significantly reducing the amount of ferric chloride precipitant used. We disposed of larger quantities of scrap metal than in previous years, which resulted from the dismantling of old facilities in the course of clearing the former construction chemicals production site. This year five percent of the waste generated was scrap. In 2019 we found a company which would take the non-marketable hot-melt adhesives produced during start-up of the plant for use as a raw material. Consequently, we again recorded only small amounts of waste from this area in 2020.

In accordance with European waste management regulations, waste is generally classified according to whether it contains a certain proportion of hazardous substances. As we cannot avoid using hazardous substances in our production processes, the generation of waste classified as hazardous is unavoidable. However, through our development processes, we ensure at an early stage that the use of hazardous substances in our production is minimised, thus reducing the proportion of hazardous waste to the lowest possible level. It has been well below 40 percent, especially in the last two years.

Our waste recycling rate decreased a little in 2020. Our current measures to reduce waste volumes have had a particular impact on recyclable waste fractions, and therefore the ratio has shifted towards disposal.

| Waste [ t ]           |       |       |       |
|-----------------------|-------|-------|-------|
|                       | 2018  | 2019  | 2020  |
| Total waste           | 2,589 | 3,021 | 2,927 |
| Waste for recycling   | 1,560 | 1,928 | 1,760 |
| Waste for disposal    | 1,029 | 1,093 | 1,167 |
| Hazardous waste [ % ] |       |       |       |
|                       | 38    | 33    | 34    |
| Recycling rate [ % ]  |       |       |       |
| Waste for recycling   | 60    | 64    | 60    |







## Energy

The energies we use on site are natural gas, electricity, diesel and LPG. Natural gas is used for operating our energy station, heating and auxiliary firing of the thermal exhaust air cleaning system (RTO). The energy station, which we put into operation six years ago, is a high-efficiency plant consisting of two combined heat and power plants (CHP) with steam boilers and a refrigeration system. The purpose of this system is to cover our basic steam, electricity, heat and refrigeration requirements at our site in the most resource-efficient way possible. Diesel is needed for the emergency generators and for internal swap body transporters. Heating oil is used for operating the high-pressure cleaning devices, and liquid gas as fuel for the forklift trucks.

Of the electricity used in 2020, 31 percent came from our own heat-regulated combined heat and power plants (2019: 38 percent). The significant drop in own power generation in 2020 was due to a prolonged outage of one of our CHP units, caused by a technical defect, and subsequent operation at 50 percent capacity. This is one of the reasons why our natural gas consumption fell by 14 percent. Further significant gas savings were achieved in the operation of the waste gas purification system (RTO) and in steam generation. By contrast, the volume of purchased electricity increased slightly.

We have decided to evaluate our energy consumption based on the level of carbon dioxide emissions caused by the combustion of fossil fuels on site and by the production of the electricity which we purchased. In 2019, we made a major change by commissioning our new construction chemical production facility, which has fundamentally changed our energy requirements. After a full year of production in the new facility, we have set 2020 as the energy base-

line year. Therefore, the figures for 2020 are not comparable with previous years. Nevertheless, we are sticking to this metric and will continue to track it in order to clearly show the impact of our energy efficiency measures.

| Energy sources           |             |             |             |
|--------------------------|-------------|-------------|-------------|
|                          | 2018        | 2019        | 2020        |
| Natural gas [GWh]        | 22.5        | 21.4        | 18.4        |
| Diesel/heating oil [GWh] | 0.2         | 0.2         | 0.1         |
| LPG [GWh]                | 0.6         | 0.6         | 0.5         |
| Electricity [GWh]        | 4.6         | 5.6         | 6.0         |
| <b>Total [GWh]</b>       | <b>27.9</b> | <b>27.8</b> | <b>25.1</b> |

| Tonnes of CO <sub>2</sub> produced per tonne of product [ t/t ] |       |
|---|-------|
|   | 2020  |
| Quantity  | 0.123 |





## Milestones

*Ever since the company was established, ecological goals and innovations have been an integral part of our corporate philosophy. The following timeline provides an overview of many different activities of the company.*

**1984**

Development of solvent-free tissue printing inks

**1985**

Elimination of use of chlorinated hydrocarbons

**1986**

Founding member of the Förderkreis Umwelt future e.V. environmental association

**1988**

Establishment of the Environment and Safety department and appointment of the first Environmental Protection Officer

**1990**

Introduction of solvent-free printing inks in the European wallpaper industry

**1991**

Founding member of the industry and commerce environmental initiative in the Minden-Lübbecke district

**1992**

Development of the world's first chlorine-free plastisol for wallpaper coating

**1994**

Implementation of a new concept to increase sales in reusable containers

**1997**

Setting up an environmental management system conforming to DIN EN ISO 14001 and integration into the existing quality management system

**1998**

Recycling instead of disposal of waste PVC paste and films

**1998/99**

Award for environmental awareness in company management from the Arbeitsgemeinschaft Selbständiger Unternehmer (Working Group of Independent Entrepreneurs)

**2000**

Development of VOC-free printing inks for tissue printing

**2002**

Recycling of more than 50 percent of all waste



**2003**

Development of a new reaction process for adhesives in order to minimise residual monomer content

**2004**

Participation in a research project of the German Federal Environmental Foundation (DBU) for the development of VOC-free film printing inks for flexible packagings (2004–2006)

**2006**

Sound insulation: installation of a housing for an extraction fan and the associated dust extraction system as well as a sound insulation pipe

**2007**

Installation of a new dust extraction system to reduce dust emissions from construction chemicals production and WBC production (cutting dust emissions from 4 tonnes to 150 kilograms per year)

**2008**

Installation of an exhaust air cleaning system (RTO) to reduce emissions of volatile organic compounds (VOC) by 20 tonnes per year

**2009**

Installation of caustic treatment to eliminate the use of organic solvents for container cleaning and significantly reduce emissions of volatile organic compounds (VOC)

**2010**

Reduction of VOC emissions by more than 10 tonnes per year through decommissioning of solvent container washing plant

**2011**

Development and market launch of water-based inks for flexible packaging (e.g. carrier bags and plastic films)

**2013**

Introduction of an energy management system conforming to ISO 50001

**2014**

Installation and commissioning of an energy station comprising a combined heat and power plant with a steam boiler and refrigerating plant

**2016**

Installation of a housing and sound insulation for our water chillers in the polymerisation plant in order to minimise ambient noise emissions

**2017**

Implementation of various noise control measures in hot-melt adhesive production to reduce noise to below the level for high-noise areas

**2018**

The new construction chemical production facility is heated using only waste heat from our combined heat and power plants

**2019**

Awarded GOLD status by the sustainability platform ECOVADIS

**2020**

Installation of a photovoltaic system on the roof of the central office building to capture renewable energy for generating electricity.





## Occupational safety

It is part of our corporate philosophy that occupational safety and the safe use of our products are top priorities for us. This is reflected in numerous measures and projects across the entire Group and the involvement of many employees.

Occupational safety has been integrated in our management system for more than 20 years. It is professionally organised and forms an integral part of our everyday activities. In our employee survey, the question of whether enough is done in the company for occupational safety ranks among the top five questions with the most positive feedback, at an approval rate of 87 percent.

We appointed three qualified occupational safety specialists from the fields of Technology, and Environment and Safety. In addition to these specialists, we currently also have 19 safety officers and a large number of first-aiders and fire safety assistants. These officers undergo continuous further training after completion of their basic training.

Knowledge of the various aspects of occupational safety and hazard prevention are refreshed in regular internal and external training sessions, tailored to the requirements of the specific employee's job. Three years ago, we started to switch our internal training courses to an electronic training system in order to assign the numerous (legally required) elements of safety training to individual workplaces and activities. In 2020, some 6,601 training sessions on safety-related topics such as operating instructions or personal protective equipment were completed by 223 employees in the Production, Logistics and Technology departments. The employees can choose when to do their training within a specified timeframe. Clearly structured training documents, regular comprehension

tests and a system for feedback from employees to training document authors together serve to continuously improve the transfer of knowledge. The training module is also used to familiarise all employees at the site on overarching topics such as the operational alarm and hazard prevention plan, energy management, IT security, data protection and compliance.

With regard to possible incidents, we have anchored preventive safety measures in our management system at the organisational, personnel and technical levels. If an incident occurs, these safety measures are effective in limiting the impact on people and the environment. They are laid down in our operational alarm and hazard prevention plan. In the year under report, we began to optimise our instructions for the staff who are responsible to taking action in the event of an alarm, a process that will be completed this process this year.





## Work accidents

We have been systematically recording work accidents for over 30 years, and now that occupational safety has been incorporated into our management system, a thorough analysis of each accident is conducted. We record both reportable (to the German employer's liability insurance association) and non-reportable accidents. For each one, an accident report is generated on our intranet, which serves as the basis for accident analysis and processing. The results of the accident analysis and any necessary countermeasures taken are documented there.

The number of recorded work accidents fell by almost half (-44 percent) in 2020 compared with the previous year. The decrease in 'trips, sprains, falls' at the workplace was particularly significant, with a reduction of almost 60% compared to the previous year. There were also far fewer 'bruising, contusion, compression' accidents in the year under review than in 2019. Consequently, our ratio of recorded and reportable accidents per 1,000 employees also fell sharply. The number of commuting accidents decreased by 80 percent. The decline in the number of work accidents can be attributed in small part to the pandemic-related reduction in working hours last year. However, since the production team worked only slightly less overall than in 2019, and the logistics and engineering departments even worked slightly more, reduced working hours are only a minor factor. We believe that the significant reduction in commuting accidents can be attributed to the change in working conditions due to the pandemic.

Despite the significantly lower accident figures, the number of days lost due to workplace accidents did not decrease to the same extent. This can be explained by the fact that a particularly serious accident occurred during troubleshooting in the new construction chemical production facility, which was responsible for around 35 percent of all days lost. A comprehensive accident analysis was carried out, also involving our employers' liability insurance association, and extensive measures were swiftly implemented. These comprised technical measures, such as plant modifications to enable safe troubleshooting, and organizational measures to progressively qualify employees for different types of troubleshooting.

| Work accidents                           |      |      |      |
|--|------|------|------|
|  | 2018 | 2019 | 2020 |
| <b>Recorded work accidents</b>           | 23   | 27   | 15   |
| <b>Reportable work accidents</b>         | 13   | 14   | 9    |
| Recorded accidents per 1,000 employees   | 46   | 50   | 27   |
| Reportable accidents per 1,000 employees | 26   | 26   | 16   |





## Employees

*In 2020, the number of employees in the Follmann Chemie Group remained fairly constant at over 800, of whom over 500 work at our site in Minden. The growth of our business has led to changes concerning the location, the working environment and the way we collaborate. As a company, we want to and must adapt to these changes appropriately, implementing and shaping them together with our employees.*

### COVID-19 management / flexible working

COVID-19 has turned the world of work, at the Follmann Chemie Group as elsewhere, upside down. Working from home was already quite common in some areas of the company but had to be extended to a large part of the workforce within a very short space of time. However, the Group was able to quickly equip the majority of employees with the necessary hardware, thereby enabling flexible working. Many measures were also taken at the company site to adapt everyday working life to the new situation, for example by installing hand sanitiser dispensers and automatic entrance doors or providing masks for colleagues who still go about their work on site.

### #Überlandflieger

The district of Minden-Lübbecke and the Interessengemeinschaft Standortförderung Kreis Minden-Lübbecke e. V. (IGS), in cooperation with employers in the region, have launched a project to secure and recruit skilled workers. The goal is to make the region more attractive to its current and future residents and to show what the area has to offer.

The Follmann Chemie Group was actively involved in this project and made a video for the #Überlandflieger campaign, which shines the spotlight on employees from the region and tells their story. Here, the Follmann Chemie Group presents itself as a family company that enables employees to enjoy a great balance of work, friendships and family life.

### 'Happy Family' childcare

Families and companies alike face the challenge of providing children with age-appropriate care in the region. As a family company, the Follmann Chemie Group is particularly keen to provide an attractive work-life balance, which is why the Follmann Chemie Group has partnered with other companies from the region and the child protection association Kinderschutzbund e. V. Minden-Bad Oeynhausen to build the new Marienkäfer day-care centre. The Follmann Chemie Group has ten childcare places at its disposal, which have been extremely well received. The daycare centre opened its doors in the summer of 2020. In collaboration with the child protection association, we are also able to support the placement of qualified childminders and babysitters.





## Education

In addition to the classic company-based training for industrial clerks, chemical laboratory technicians, chemists and warehouse logistics specialists, the Follmann Chemie Group has also successfully established dual vocational courses in business administration, mechatronics, industrial engineering and business informatics. At present, 34 young people are completing a traineeship or an integrated dual course at our company. Here they benefit not only from the experience of working in our numerous departments but also from various training courses in MS Office, presentation techniques and communication.

The year 2020, in particular, has shown that training is another field that is undergoing constant change. Both the range and types of training are changing, and digital learning, whether in the classroom or in a company, is gaining in importance.

### Follmann Chemie GmbH hits Instagram

At the beginning of 2020, the Follmann Chemie Group launched its own trainee account on Instagram. Our trainees and dual students are responsible for organising and running this page, which aims to speak to potential trainees and attract them as applicants to the Group. For this reason, the Follmann Chemie Group launched a Digital Recruiting Week in August 2020. This is a project run entirely by trainees, with support from various employees of the company. Through creative contributions, videos and question rounds, the Follmann Chemie Group offers young applicants interesting insights into the organisation. To date, the posts put up by our train-

ees and dual students have been very well received. The creativity that goes into the content has also led to positive follower reactions. Unfortunately, our Traineeship Day could not take place in 2020, but we created a suitable alternative in the form of the Digital Recruiting Week.

### Welcome Week for our new 2020 trainees

In August 2020, a total of nine new trainees started at the Follmann Chemie Group. Their first week was dominated by the new Welcome Week, a comprehensive trainee project organised and planned by our trainees in close consultation with the training management. This week offered a variety of activities, from company presentations and tours to get to know the company better, to an exciting social programme including a keynote speech by Sebastian Dietz (a Paralympics champion), who encouraged the trainees to always be positive and forward-thinking, even during difficult phases in life. As the coronavirus pandemic meant that our annual trainee outing could not take place this year, all our trainees got to know each other better during an action-packed laser tag game and lunch.





## Occupational health management

The 'occupational health management' concept comprises initiatives such as company cycle leasing, massages and cooking events. In addition to the ongoing services, the Follmann Chemie Group runs rotating campaigns, such as blood donation and the annual flu vaccination. The COVID-19 pandemic poses new challenges, especially to the field of health management, so our offering in this area will also have to change and become more digital in the future.

### Flu protection

The flu shot has been offered free of charge to all employees for several years now and is provided by our company physician. In 2020, take-up was very good, with around 60 staff being vaccinated.

### Blood donations

In early 2020, we organised our first blood donation event in cooperation with the local German Red Cross. Around 50 employees took part in the campaign in a specially provided blood donation bus. In this way, our employees not only helped other people but were also able to review their own state of health at the same time.

### Company cycle leasing

Company cycle leasing has been offered to our employees since 2018 and has become more popular in 2020, especially in the spring during the first lockdown. The opportunity to do something for your own health and fitness both on the way to work and in your leisure time has been very well received. By the end of 2020, a total of 120 employees had leased at least one company bicycle, with the number steadily rising.

### Sport-Navi

In February 2019, the Follmann Chemie Group teamed up with a provider of corporate fitness in the East Westphalia-Lippe region. Sportnavi.de is a network of service providers from the areas of sport, fitness and well-being. Our employees can put together their own personal fitness programme, without being tied to fixed times or sports facilities. Gym sessions, fitness classes, swimming, massages and dance classes are just a few of the offers included in the membership. We want to give our employees the flexibility to balance health, leisure and work, and we support each membership with a financial contribution and a monthly termination option. The Sportnavi offer is continually being supplemented and expanded, with employee suggestions also being taken on board. In December 2020, we recorded a slight decrease in users, as many sports facilities in the community could not be used due to the pandemic. Sportnavi.de, however, has added more online options to its programme.







## Life in the region

*'Social commitment has been a firm component of our corporate culture for many years.'*

*(Dr Henrik Follmann)*

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

We give young people the opportunity to do internships, to write BA and MA theses and do vocational training whilst studying. For years now, we have participated in the 'Vocational Exploration Day' scheme to give children and teenagers a taster of career opportunities at the company.

We encourage communication with our neighbours, interested citizens and politicians by inviting them to various events held in our company. Communicating with local authorities is also very important to us, and we are open to providing insight into relevant environmental issues affecting our business. For example, we gave a trainee environmental officer from the Detmold district government the opportunity to spend five weeks shadowing as part of his preparation for higher service in environmental administration.

### Examples of our social commitment in the region

- Every year, we support the work of the **Rehburg-Loccum workshops for the blind** by purchasing large quantities of brooms and hand brushes for our product sets.
- Financial support of the **Minden Museum**
- Financial support of the **Weserlieder Kultur e.V.**
- **Sports club sponsorships:**
  - e.g. JSG Landesbergen; JSG Meissen / Röcke
- Participation in a rowing cup and in various **company and charity runs**
- Sponsor and league partner of the Bessel rowing club as part of organising the Rowing Bundesliga (07/2019)
- Promotion of **GWD Minden**
- Annual endowment of a prize for students in recognition of excellent performance at the **Minden Bessel Grammar School**
- Sponsor of the **OWL Study Fund**
- Support of the **parent and child ward of the Johannes Wesling Clinic Minden**
- Member of the **Förderverein Operative Kliniken am Johannes Wesling Klinikum Minden e.V.**
- Support of the **Weserhafen day-care centre**
- **Minden child protection association**
- **Schulsternwarte Minden (school astronomical observatory)**





## Overarching sustainability goals

As part of our sustainability management, we set quantitative targets in the areas of safety, environmental conservation and health protection by means of key figures and their target values, and we monitor our performance on an annual basis.

| Overall target  | Key figure and target  | 2020 result          |
|---|--|----------------------|
| <b>Raw materials</b>  |  |                      |
| We aim to avoid as far as possible the use of raw materials classified as toxic or CMR. | <b>Proportion of toxic substances purchased</b><br>[Volume of 'toxic/cmr' raw materials purchased] / [Total volume of raw materials purchased]<br><b>&lt; 1%</b> | Comfortably achieved |
| <b>Water consumption</b>  |  |                      |
| We aim to minimise the use of fresh water for production as far as possible.            | <b>Key figure for water</b><br>[Fresh water consumption for processes (m³) / Production volume (t)]<br><b>≤ 0.39 m³/t</b>  | Comfortably achieved |

### Raw materials

As part of our management system, our voluntary commitment to the sustainability strategy, and our Material Compliance System, the Development departments of the Follmann and Triflex divisions ensure that particularly hazardous substances are only used in exceptional cases. We ensure that hazardous substances are handled safely and responsibly within our company group. We have set ourselves the goal of eliminating the use of all acutely toxic substances or substances with cmr properties (i.e. carcinogenic, mutagenic or toxic for reproduction) in our intermediate products. In doing so, we aim to minimise handling of these substances by our employees and by our customers, and make a significant contribution to a clean environment.

### Water consumption

We aim to use as little fresh water as possible for process purposes (i.e. steam generation, cooling and cleaning). To this end, we have set ourselves a target value for our water consumption, which we want to remain below as far as possible. Last year, our consumption was well below this target value, as we were able to significantly minimise the amount of process water compared to the previous year through extensive modifications and improvements to our steam system.





| Overall target   | Key figure and target   | 2020 result |
|--|---|-------------|
| <b>Waste quantity</b>  |   |             |
| We aim to keep the volume of waste produced to a minimum on a permanent basis. | <b>Waste indicator</b><br>[Total waste (t) / Production volume (t)]<br>$\leq 0.035$ | Missed      |
| <b>Waste treatment</b>   |   |             |
| We aim to keep the volume of waste produced to a minimum.                      | <b>Disposal ratio</b><br>[Waste disposal volume / Total waste volume]<br>$< 40\%$   | Achieved    |

### Waste quantity

Our total waste volume decreased slightly compared to the previous year. However, we recorded a lower production volume, so we in fact missed our waste target, and we are not satisfied with this result. Despite a significant reduction in the volume of our sewage sludge, we produced a significant volume of waste through the disposal of raw materials and products past their shelf life as well as the dismantling of old facilities from our former construction chemicals production (mainly scrap). We are taking the very disappointing failure to meet our targets as an opportunity to re-analyse our waste streams and completely restructure our Group's inventory management. In particular, we are taking advantage of the opportunities presented by the digitisation of business processes. For the next few years, we have taken a number of measures to significantly minimise the quantities of raw materials and finished products disposed of.

### Waste treatment

Over 60 different types of waste are produced by our company. We regularly review how they are disposed of and give priority to recycling. It is our goal to keep the amount of waste sent for disposal below 40 percent of our total waste. Just over 60 percent of our waste was recycled or incinerated to generate energy in the 2020 reporting year. The disposal ratio was thus just below our target, which means we have once again achieved our goal here.





## Completed projects: Safety, Health, Environment and Energy Management 2020

In our programmes for safety, health and environmental protection and energy, we document and track the projects for greater optimisation potential. The following are the results of some projects implemented in 2020:

| Initiated by                | Department                       | Measure, goal and result  |
|-----------------------------|----------------------------------|---|
| <b>Occupational safety</b>  |                                  |   |
| Technology                  | Construction chemical production | Installation of additional point exhaust ventilation systems for individual areas in which additional cleaning work is carried out.   |
| Health and safety committee | Company-wide                     | Expansion of the internal electronic instruction system to provide training for external companies and service providers with regard to the (safety-relevant) rules of conduct on the factory premises. |
| Health and safety committee | Company-wide                     | Expansion of the internal electronic instruction system to provide training for truck drivers in different languages regarding the rules of conduct on the company premises.                            |
| Production                  | Production of hot-melt adhesives | Commissioning of a silo system for the automatic dosing of a main raw material. This measure reduces the manually moved mass by more than 25 percent.   |
| <b>Waste</b>                |                                  |   |
| Production                  | Waste water pre-treatment plant  | Reduction of waste by cutting sewage sludge quantities by 18 percent with optimised precipitation.  |
| Production                  | Production of hot-melt adhesives | Reduction of packaging waste from the hot-melt adhesives segment by 20 percent by commissioning the silo system.  |





| Initiated by | Department | Measure, goal and result |
|--------------|------------|--------------------------|
|--------------|------------|--------------------------|

### Noise emissions

|            |              |  |
|------------|--------------|--|
| Production | All areas    | Minimisation of noise emissions from polymerisation production by enclosing the cold water generation system and optimising the ventilation system. This produces to a significant reduction in noise emissions in the neighbouring residential areas. |
| Technology | Company-wide | Procurement of a sound level meter for control measurements and guide measurements of the noise level.   |

### Water pollution prevention

|                        |                           |  |
|------------------------|---------------------------|--|
| Environment and Safety | Company-wide              | Establishment of five groundwater measuring points to enable qualitative and quantitative monitoring of the properties of the groundwater at the company location. |
| Production             | Production polymerisation | Optimisation of precipitation and the amount of precipitant used by separating adhesive-containing rinse water.  |
| Technology             | Company-wide              | Renovation of the underground drainage system for rainwater, based on the digital inventory.   |

### Operational safety

|            |                                  |  |
|------------|----------------------------------|--|
| Inspection | Warehouse areas                  | Introduction of temperature-monitoring data loggers to ensure the optimal storage temperature for temperature-sensitive products.                          |
| Production | Construction chemical production | Procurement of two temperature-controlled climatic chambers for optimal temperature control of raw materials to ensure simplified handling and processing. |

### Energy

|            |                      |   |
|------------|----------------------|---|
| Technology | Plastisol production | Modernisation of the raw material pre-cooling plant for plastisol production.   |
| Management | Company-wide         | Commissioning of a photovoltaic system on the roof of the central office building to utilise solar energy for electricity generation. |
| Technology | Company-wide         | Identification and replacement of defective steam traps in our steam network.   |





## Planned projects: Health, Safety, Environment and Energy Management 2021

Various health, safety, environment and energy management measures and projects have also been included in our programmes for the current year 2021. Some of the projects from various areas of the firm which we aim to realise this year are listed below:

| Initiated by              | Department                                  | Measure and goal  |
|---------------------------|---|---|
| <b>Energy</b>             |   |   |
| Technology                | Company-wide                                | Installation of volume flow measurement points on our air compressors to better track energy efficiency measures.                   |
| Technology                | Energy Station                              | Reduction of natural gas consumption for steam generation by optimising waste heat utilisation and minimising feedwater quantities. |
| Management                | Technology Centre (new)                     | Installation of an additional photovoltaic system for renewable power supply.   |
| Management                | Technology Centre (new)                     | Installation of a high-efficiency gas engine heat pump that both heats and cools the building as needed.                            |
| Management                | Technology Centre (new)                     | Creation of a green roofscape on parts of the building roof.  |
| <b>Operational safety</b> |   |   |
| Logistics                 | Company-wide                                | Optimisation of Gate 4 lorry entrance by erecting a traffic light system to prevent accidents.                                      |
| Logistics                 | Company-wide                                | Markings for lorry driveways and parking areas on the plant site.   |
| Risk analysis             | Silo system in hot-melt adhesive production | Installation of a call button and additional lighting on the silo system to increase operational safety.                            |





| Initiated by                      | Department                        | Measure and goal  |
|-----------------------------------|-----------------------------------|---|
| <b>Waste</b>                      |                                   |   |
| Management                        | Company-wide                      | Introduction of structured extended labelling / marking in the waste management system to create greater transparency regarding the quantities of raw materials and finished products disposed of, and thereby detect material losses and identify avoidance potential at an early stage. |
| Supply chain management           | Company-wide                      | Avoidance of additional film packaging by using a combination of cardboard lid and four-fold strapping for full pallets for direct shipping.  |
| Environment and Safety            | Waste water pre-treatment plant   | Reduction of sewage sludge volumes by further testing of alternative precipitation and flocculation aids to optimise precipitation results.   |
| <b>Occupational safety</b>        |                                   |   |
| Risk analysis                     | Construction chemical production  | Installation of lifting aids for raw material infeed and ergonomic handling of containers.  |
| Environment and Safety            | Logistics, Technology, Production | Campaign day for employees with forklift driver's licence: show truck with various simulation devices to raise safety awareness when operating industrial trucks.   |
| Health and safety committee       | Company-wide                      | Extension of the Sharepoint-based reporting system for occupational accidents to include recording of near misses as a means of introducing preventive measures in good time.   |
| Inspection                        | Logistics                         | Redesign (including ergonomics, protection against drafts) of the office workspace in raw materials hall 53 to improve working conditions for logistics employees when working at a PC.   |
| <b>Water pollution prevention</b> |                                   |   |
| Technology                        | Energy station                    | Optimisation of steam plant water treatment to reduce fresh water volumes for boiler feed water and recooling.  |





## Glossary

### **CHP**

A combined heat and power plant (CHP) is a modular system for generating electrical energy and heat. We use a gas-powered internal combustion engine to power the generator.

### **BU**

Business Unit. Follmann GmbH & Co. KG Vertrieb is divided into five strategic business units: Print and Packaging, Design and Function, Industrial Bonding, Wood and Furniture, Specialities.

### **CEFLEX**

CEFLEX is the joint initiative of a European consortium of companies which represent the entire value chain of flexible packaging and develop solutions for recycling flexible plastic packaging.

### **Chemie<sup>3</sup>**

Chemie<sup>3</sup> is an initiative of the German Chemical Industry Association VCI, the Mining, Chemical and Energy Trade Union (IG BCE) and the German Federation of Chemical Employers' Associations (BAVC), and is dedicated to sustainable development in the chemical industry.

### **Circular economy**

In contrast to the linear economy, material cycles in the circular economy are a closed loop through reuse and recycling, and waste is reduced.

### **DGNB e.V.**

The German Sustainable Building Council (DGNB e.V.) is a non-profit and non-governmental organisation whose mission is to develop and promote approaches and solutions for sustainable planning, construction and use of structures.

### **EcoVadis**

EcoVadis operates the first collaborative platform designed to enable companies to measure the sustainability performance of their suppliers. EcoVadis has set itself the goal of improving environmental and social practices through the consistent use of global supply chains.

### **EMAS**

Eco-Management and Audit Scheme: general name for Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation of organisations in a community eco-management and audit scheme.

### **Emissions**

Solid, liquid or gaseous substances as well as noise, heat and radiation released into the environment.

### **End-of-line packaging**

Packaging process at the end of the production process.

### **ETAG 005**

European Technical Approval Guidelines 005 Liquid-applied roof waterproofing.







### **Food applications**

Applications in the food industry.

### **ISO**

The International Organization for Standardization – ISO for short (from Greek: isos, meaning "equal") – is the international association of standardisation organisations, which develops international standards.

### **PE, PP, PET, PA, OPP, PVC**

Materials for plastic films: polyethylene, polypropylene, polyethylene terephthalate, polyamide, oriented polypropylene, polyvinyl chloride

### **Sustainability**

The idea originally came from forestry: In order to implement sustainability, only as much should be cut down in a forest as can regrow in the foreseeable future. Today, it is considered a development that aims to ensure that future generations will not be worse off than those living today. Sustainability focuses on ecological, economic and social considerations.

### **Non-food applications**

Applications in areas without any contact with food.

### **RC – Responsible Care**

Responsible Care is an initiative of the chemical industry with the objective of striving for continuous improvement of companies in terms of environment, health and safety, independently of statutory requirements, and making this progress public on a regular basis.

### **RTO**

Regenerative thermal oxidation is a waste gas purification process. This preferred method of reducing hydrocarbon emissions involves adding natural gas to the waste gas. In the regenerative afterburning process, the treated exhaust gas transfers its heat to a regenerator, which in turn heats up the untreated exhaust gas, thus reducing the energy requirement for combustion.

### **Stakeholders**

Groups or individuals who are significantly affected by the company's activities, products and/or services or who, conversely, can significantly influence the company's business.

Internal stakeholders:

- Employees
- Works council
- Management

Examples of external stakeholders:

- Customers
- Suppliers
- Neighbours/public
- Politicians/authorities
- Competitors

### **VOC**

Volatile organic compound

### **WBC-PR**

Our water-based compounds production





## Publication details

### Publisher

Follmann Chemie GmbH  
Heinrich-Follmann-Strasse 1  
32423 Minden, Germany  
Germany  
Phone: +49 (0)571 93390  
Fax: +49 (0)571 9339 300  
Email: [info@follmann-chemie.de](mailto:info@follmann-chemie.de)

### Editorial team

Nadine Frank  
Ina Schnelle  
Sonja Stephens  
Julia Szincsak  
Jacqueline Wardowski

### Photography

Jens Fricke Photography, Bielefeld  
Christian Schanze, Minden  
Follmann Chemie Archive

### Design

etage eins  
Alte Kirchstrasse 11  
32423 Minden, Germany  
Phone: +49 (0)571 9730 490  
Fax: +49 (0)571 9733 9647  
Email: [info@etageeins.de](mailto:info@etageeins.de)

### Text and image credits

Follmann Chemie GmbH has all credits on file.  
No part of this publication may be reprinted or otherwise reproduced without the express consent of the publisher.

### Production

Bruns Druckwelt GmbH & Co. KG  
Trippeldamm 20  
32429 Minden, Germany  
Phone: +49 (0)571 8820  
Fax: +49 (0)571 882335  
Email: [info@bruns-druckwelt.de](mailto:info@bruns-druckwelt.de)





## Communication and contact

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

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

### Your contact person:

Julia Szincsak  
Head of Environment and Safety

Follmann Chemie GmbH  
Heinrich-Follmann-Strasse 1  
32423 Minden  
Germany

Phone: +49 (0)571 9339 176  
Fax: +49 (0)571 9339 8176  
Email: [Julia.Szincsak@follmann-chemie.de](mailto:Julia.Szincsak@follmann-chemie.de)  
Website: [www.follmann-chemie.de](http://www.follmann-chemie.de)





Follmann Chemie GmbH  
Heinrich-Follmann-Strasse 1  
32423 Minden, Germany



Follmann GmbH & Co. KG  
Heinrich-Follmann-Strasse 1  
32423 Minden, Germany



Triflex GmbH & Co. KG  
Karlstrasse 59  
32423 Minden, Germany