

Sustainability Report

“ We define sustainability as successfully combining our business activities with our sense of economic, environmental and social responsibility. For us, sustainability is an obligation towards the generations of today and tomorrow. ”

Dr. Henrik Follmann,
Managing Partner

Sustainability Report 2021



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

Preface by company management

Dear Readers,

You are reading the 2021 Sustainability Report of the Follmann Group. Thank you for your interest in our company.

For more than ten years now, we have been reporting on our sustainability activities in this manner because this subject enjoys a high priority within our company group. We follow the guidelines of the Chemie³ initiative, in which the Association of the Chemical Industry (Verband der Chemischen Industrie [VCI]), the Industrial Mining, Chemical and Energy Union (Industriegewerkschaft Bergbau, Chemie, Energie [IG BCE]) and the German Federation of Chemical Employers' Associations (Bundesarbeitgeberverband Chemie [BAVC]) have come together to form an alliance for sustainability.

Over the last few months, we have reformulated our sustainability policy with a stronger focus on environmental and ethical policy. Both subjects now underpin our sustainability policy in the form of independent documents.

As in 2020, this past year was heavily influenced by the COVID-19 pandemic. We have implemented further precautionary measures to protect our employees and maintain production. For long periods, our office employees have worked from home, using mobile devices, and for much of the year, meetings were conducted digitally. These critical changes to working life represent new challenges for us when it comes to ensuring that our staff can work as a team and with a sense of community in the future.

It goes without saying that we wanted to enable all our employees to be vaccinated as soon as possible. Thus, we were able to provide a total of nine vaccination dates for employees of the Follmann Chemie Group in 2021. Fortunately, the majority of our workforce took advantage of this opportunity to protect themselves.

Some business units suffered a drop in turnover the previous year due to the pandemic, but in 2021 we were able to make up these losses and even saw significant growth in both our business sectors, Follmann and Triflex. Disruptions to the international supply chains for our raw materials as a result of Covid led to bottlenecks and substantial price increases, and this proved to be one of the major challenges of 2021. Thanks to a proactive approach and the close cooperation of all our colleagues, we are emerging from this situation in a stronger position.

With regard to employee development, we have been promoting our programme for the advancement of skilled staff, and have opened the application phase. The aim of the programme is to strengthen the position of skilled staff who are currently in the first years of their career following a traineeship or after completing their studies. The company bicycle leasing programme, which is now in its third year, enjoyed particular popularity over the past year. This opportunity to improve one's health and fitness, both on the way to work and on weekends, has now been taken up by almost 30% of employees at the Minden site.

In the field of environmental protection, we have implemented var-





ious waste prevention measures, thereby reducing our total waste by more than 10% – despite an increase in our production level. We have also been able to significantly reduce the use of fresh water for process purposes, particularly by implementing optimisation measures in our power station.

Against the backdrop of climate protection, we have adopted an approach that allows us to cover the energy requirements of our operations in a carbon-neutral manner. Specifically, we have signed a letter of intent (“LOI”) with our local energy supplier in order to investigate the possibility of using green hydrogen, produced by climate-neutral technology.

The quality of our sustainability commitment has been recognised with a silver award from EcoVadis, meaning that we are among the top 12% of assessed companies in our sector. EcoVadis is the provider of a globally renowned, cloud-based platform for holistic evaluations. They assess companies in the areas of environmental protection, occupational safety, ethics and human rights, in their global value chain and in sustainable procurement.

In October of 2020, the foundation stone for our Technology and Knowledge Centre was laid at the Minden site, and the new centre was all but completed last year. This investment represents a clear commitment to the Minden location and the region.

The multifunctional building complex will be an important point of contact, especially for our customers. In the future, it will host practical product testing, training modules and various events.

Moreover, we also intend to use the versatile new centre for

meetings and communication with other business partners of the Follmann Group.

Perhaps you will soon have the opportunity to visit our Technology and Knowledge Centre and find out more about our company and what we do.

Shortly before completion of this report, the terrible news reached us of the war in Ukraine. We are following the developments and the suffering of the Ukrainian population with great concern, and are making use of our opportunities to provide help.

With this sustainability report we would like to provide you with some insight into our activities in 2021, and we look forward to entering into dialogue with you.

Dr Henrik Follmann
Managing Director

Dr Thomas Damerau
Managing Director



Follmann Chemie Group

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

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

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

Innovation, excellent product quality plus customised solutions and services are key factors in our company's success. A modern organisational structure and operational efficiency make it possible to respond quickly and flexibly to customer requirements, to sense trends and systematically implement them. Today, the company is a key market player in the speciality chemicals sector in Europe.

Follmann and Triflex are represented around the world by numerous companies in other countries. Alongside the site in Minden, the Follmann division also has its own distribution companies in Russia, Poland and China. Triflex has eight European affiliates and numerous sales offices.

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

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





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

FR | Triflex France
IT | Triflex Italy
SG | Triflex Singapore
PL | Triflex Poland
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 our corporate philosophy. Together with our customers, we develop individual, high-quality solutions for the construction sector, trades and industry. We are continually investing in the development of new products and technologies. The “Research and Development” and “New Business Development” departments account for more than ten percent of all our employees, and are thus a key group within the company. Advanced testing facilities and state-of-the-art laboratories underline the importance and value of these departments, in which we will continue to invest in the future.

Appreciation

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

The major significance of the region for the company group is not only reflected in its support of public and social institutions, but above all in its many investments. In the last 10 years, almost 100 million euros were invested at the site in Minden.

Sustainability

Sustainability has always been key in shaping our company philosophy, which guides our business decisions and actions. Our principles of sustainability are based on the three pillars of ecology, economics and social aspects.

In all three areas we are aware of our responsibility as a company in the chemicals industry, and we act in accordance with our sustainability policy.





Sustainability policy

Our business activity

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

Our ecological responsibility

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

sources. We strive to develop our products so that they cause the least possible environmental impact during their life cycle. We have detailed our efforts in the areas of environmental and climate protection in our Environmental Policy.

Our social responsibility

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

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





As an internationally operating company, we are responsible for upholding human rights throughout the world within our sphere of influence, and making sure that our business activity does not infringe them. For us, adherence to human rights is indispensable

and non-negotiable – we therefore expect all of our business partners to guarantee the upholding of human rights. We have detailed our stance in relation to social responsibility further in our Ethics Policy and our Code of Conduct.





Our sustainability commitment

Ecology

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

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

Economics

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

Social responsibility

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





Activities and memberships

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

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

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

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

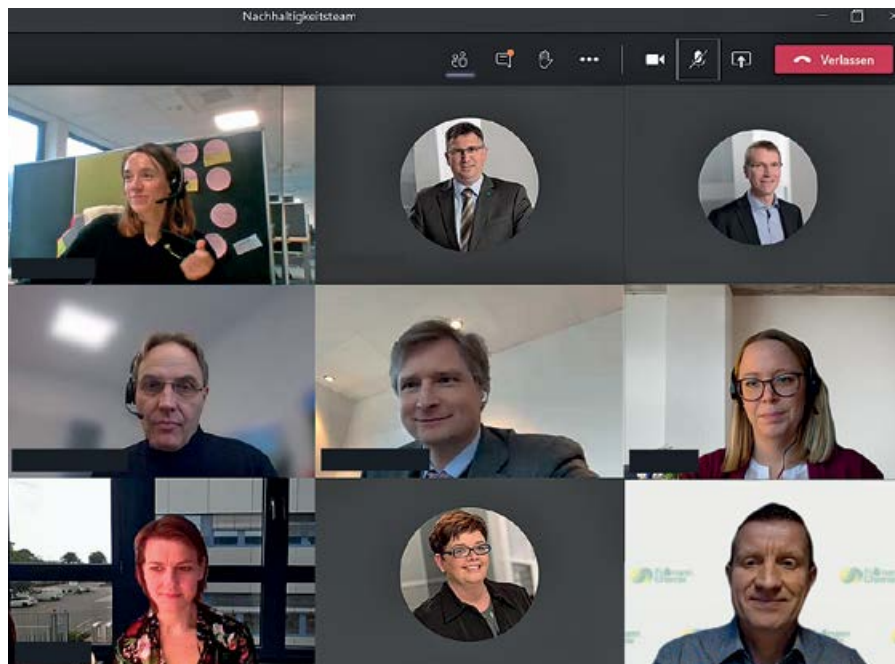
Energy efficiency networks initiative of the federal German government and businesses: We joined the NRW energy efficiency network for the paint, printing ink and adhesives industry in 2020 in order to contribute more effectively to energy efficiency initiatives.

Chemistry4Climate: In 2020 the Chemical Industry Association (VCI) and the Association of German Engineers (VDI) founded the Chemistry4Climate initiative, to which we contribute. This committee of experts develops concepts for enabling the chemicals industry and its value chains to become carbon neutral by 2050.

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

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





Our sustainability management

In-house sustainability working group

In order to manage the sustainable development of our company group, we have set up an internal working group for sustainability with representatives from the three businesses Follmann Chemie, Follmann and Triflex. Management, Environment & Safety, Purchasing, Quality Management, Sales, Research & Development, Human Resources, Product Management, Marketing and the Works Council are all represented on this body. The working group meets twice a year to monitor the latest sustainability matters in relation to the company group.

“Green Deal” steering group

The EU's sustainability strategy, the “European Green Deal”, has the aim of making Europe the first climate-neutral continent by 2050. It comprises a range of measures, including in the areas of financial market regulation, energy supply, industry, chemicals policy and circular economy. We will be directly affected by many of these areas of action. That is why, in the reporting year, we started to look closely at the issues of the Green Deal. This steering group comprises the management teams of the three businesses Follmann Chemie, Follmann and Triflex, the Sustainability Manager of the sales companies and the Procurement, Technology and Environment & Safety departments.

Sustainability core team

These two groups are supported by the sustainability core team, which meets every 14 days and is made up of the Sustainability Managers, Energy Officers and employees from the Environment & Safety department.

This team actively monitors current developments in sustainability matters, and particularly the Green Deal, assessing them in relation to their relevance for the company group.

EcoVadis sustainability rating

EcoVadis is the provider of the first collaborative platform for supplier evaluation with regard to sustainability. EcoVadis evaluates the performance of suppliers in relation to corporate social responsibility and sustainability criteria, covering the areas of environment, social matters, ethics and sustainable procurement. We have been a member of EcoVadis since 2015, and in 2021 we were awarded “silver” rating. We are working on the continuous improvement of our sustainability performance and have set ourselves the target of achieving “gold” status by the next assessment.

Integrated management systems

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





Companies assessed on the basis of environmental criteria and CSR matters

	2019	2020	2021
Number	65	122	136
Percentage of the raw materials purchasing budget			86 %

Local purchasing budget *

	2019	2020	2021
Germany			58 %
Europe			40 %

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

Responsible procurement

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

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

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

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

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

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

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

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

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

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

In 2022, we intend to review and adapt our internal procurement guidelines. We aim to survey all relevant raw material and packaging suppliers with regard to the CSR criteria by 2024.

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





2021 business year

The 2021 business year was also heavily affected by the COVID-19 pandemic and its impact on global supply chains. Following a year in which some business units recorded a drop in turnover due to the pandemic, all business units recorded positive development in 2021, and Follmann Group turnover climbed to over 220 million euros.

However, this upswing in business was accompanied by considerable disruption to international supply chains. As a result of supply shortages, we experienced bottlenecks for most of our raw materials, with longer delivery times and very significant price increases. This exceptional situation was a major challenge for all the departments involved. Nevertheless, forward thinking plus good cooperation between Sales, Logistics and Purchasing meant that we were able to largely meet customer requirements, and we are emerging from this situation in a stronger position

In the field of IT security, the number of cyber attacks has increased in industry as a whole. We, too, were targeted by this kind of attack but were able to successfully protect ourselves thanks to our high security standards.

During the reporting year, we pressed ahead with further digitisation projects. A prime example is the additional possibilities opened up by the introduction of the latest version of our inventory control system.

In order to strengthen our Minden site, two important investment projects were being implemented over the past year. Both will be completed during the course of 2022.

The Technology and Knowledge Centre (TWZ) will be an extremely important interface to our customers: We attach great importance to providing our customers with not just a product, but rather a solution for their specific problem. In future, this technology centre will enable us to demonstrate these solutions to customers from both divisions, Follmann and Triflex, under realistic conditions.

The second focus of investment was on expansion of production and storage capacities for our water-based printing inks and coatings. In terms of sustainability, we regard water-based systems as having clear benefits compared to conventional, solvent-based products. For this reason, they have been a focus of our product strategy for many years.

The “Green Deal” initiative of the European Union is now part of everyday operation for companies, setting new, binding priorities in relation to sustainability. As a company in the chemicals industry, a special focus over the past year was on activities in relation to the “EU Chemicals Strategy for Sustainability”. We welcome the EU initiative to further restrict the use of particularly harmful chemicals, particularly in consumer products.





This is a path which we have already taken proactively in the past. As part of the activities resulting from the Green Deal, the number of chemicals whose use in future will be subject to restrictions, or even prohibited, will continue to grow. We are already working proactively to identify which of our raw materials are affected so that we can exclude them from any new developments and also eliminate them from our existing products in the medium term.

Minden, with more than 550 employees, remains the main location of our company group. This is also where the central research and development departments, with a total of around 70 employees, are located. The number of trainees and dual vocational students, at around 30, also remains at its usual high level. The number of employees in the Group now stands at some 900.

Alongside the site in Minden, the international production locations in Andover (UK), Moscow and St. Petersburg are ever growing in importance as we seek to provide customers with local solutions in a speedy and targeted manner.

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

Company group data 2021

Foundation	1977 Follmann 1984 Triflex
Foundation of the company group	2015
Production locations	Minden (D) Andover (UK) St. Petersburg (RU) Moscow (RU)
Turnover	> 220 million euros
Total employees	900
Employees at the Minden site	> 550
Research and Development employees	> 70
Trainees and dual students	Approx. 35
Production quantity	> 60,000 t





FOLLMANN

Our product solutions

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

Print + Packaging

Printing inks and coatings for the printing and packaging industry

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

Design + Function

Decorative and functional coatings for various applications

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

General Assembly

Optimised adhesives for top product quality and efficient processes

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

Paper Converting

Sustainable adhesives for the paper processing industry

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

Wood + Furniture

High-performance adhesives for the wood and furniture industry

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

Specialties

Microencapsulation for a wide range of applications

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





Our system solutions

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

Flat roofs and roof flashings

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

Balconies, patios and walkways

Open-air spaces like balconies and roof terraces, galleries and walkways are constantly exposed to the elements and mechanical stress. Here, moisture penetration, concrete flaking and corrosion of reinforcements can cause damage and have an impact on the fabric of the building. Triflex systems offer lasting protection against moisture and provide durable, functional solutions and thus great reliability. They are ideal for creating attractive spaces to relax and regenerate.

We have also developed numerous high-quality solutions for barrier-free access to terraces and balconies, which is a major benefit to mobility in an ageing world, and for people with walking disabilities.

Multi-storey and underground car parks

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

Infrastructure

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

Markings for roads, cycle paths, factories, warehouses and car parks

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

Safety in all circumstances

Alongside the products, we also supply professional tools for reliable and high-quality application. This makes for lasting solutions. So as to also be the safety partner for our customers, we provide a comprehensive range of services for personal protective equipment and storage of hazardous substances.

In addition, we have introduced fully digital, automatic distribution of the safety data sheets. That way, our customers are always fully informed on the safe handling of our products. A paper-free solution to help both people and the environment.





Product responsibility

Focus on product safety

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

Material Compliance

The demands made on our products are directly linked to the area of application of the final product. For the Material Compliance project, we have created profiles for the respective combinations of product and specific application in order to derive the requirements for our raw material procurement. These profiles ensure that we evaluate each product for a defined application based on the same criteria. This enables us to give our customers the assurance that our products are perfectly tailored to their needs. Alongside the regulatory requirements, we define specific certification requirements right from the supply chain stage.

Water-based inks for sustainable and flexible printing

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

Low-emission adhesives

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

Circular economy

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

PVC-free coatings for wallpapers

We have developed PVC-free coatings for the manufacture of wallpapers which are printed with water-based printing inks. The wallpapers produced with these coatings have a comparable appearance and feel to vinyl wallpapers.

Reduction of active ingredients through microencapsulation

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





Triflex – resistant and durable

Triflex liquid plastic systems protect the building structure reliably and permanently against moisture and damp. The high-quality solutions significantly extend the renovation intervals and thus make a decisive contribution to value retention. Refurbishments instead of new builds can considerably reduce CO₂ emissions.

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

We use all the usual binder bases in order to provide the best solution for every application. The fact that only trained contractors apply Triflex products also makes for additional reliability in use.

Triflex **waterproofing solutions** are certified in the highest performance categories and are proven in extensive tests and long-term service. The expected service life of the waterproofing as per ETAG 005 is 25 years.

Continuous internal and external quality controls plus ongoing development and optimisation of our products are a matter of company policy. At the same time, we take account of the varying requirements of different areas of application:

- Visually attractive design of balconies and terraces to give an improved social environment with very creative products is entirely compatible with durability.

- The newly approved spray application of our SmartTec single-component PUs combines ergonomic working and effective application with long-lasting waterproofing. This product is VOC-free and not classed as a hazardous substance.
- In general, there is a trend towards modular construction, which solves some of the challenges of the construction industry in a new way. The number of joints created can be reliably and durably waterproofed using Triflex products. This is where our detailed expertise contributes to sustainability.
- Alongside the most efficient use of resources in the manufacture of our products, we employ 3D printing methods to produce samples efficiently.
- Optimisation on the small scale also contributes to overall improvement. Our 1 kg tin of catalyst, for example, can be used multiple times with the specially produced refill pack.

Triflex **marking materials** feature high mechanical strength, long service life and dirt resistance. Production as per the standards defined in DIN ISO 9001 guarantees consistent quality. In some countries we are also focussing on LCA (life cycle analysis) in order to analyse various aspects of sustainability professionally.

More than 100 colours are available for configuring industrial buildings, multi-storey car parks and outdoor parking areas, where they provide optimum guidance and lasting safety. Furthermore, storage areas and vehicle and pedestrian access routes can be clearly structured and marked.

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





Emissions

Our production processes cause emissions in the form of dust and volatile organic compounds (VOC), which are created by the use of carbon-based raw materials. To minimise VOC emissions and odours, the exhaust air from our construction chemicals production, microencapsulation and polymerisation area is discharged through a regenerative thermal oxidiser (RTO). Although the VOC emissions correlate with the production volume (longer emission times), they also depend on the type of product. In some areas, the emission quantities also vary depending on the VOC content in the raw materials used. In the reporting year, the quantity of VOC emissions has remained at the same scale as the previous year. This is mainly because the exhaust air streams from the areas where large quantities of VOC-containing raw materials are used, and which recorded an increase in production volume in 2021, are connected to the RTO to ensure a continuous reduction of the VOC loads.

Dust emissions arise in our production areas from the use of powdered raw materials, such as pigments and fillers. In all production areas where we use powdered raw materials, we have installed powerful dust filter systems, so our emitted dust levels are very low, and currently in a range below 100 kilograms per year. Whilst setting up the new construction chemicals production unit, we installed new, highly efficient dust filters, meaning we were able to reduce dust emissions by a further 16% in 2019. In the reporting year of 2021, dust emissions are roughly identical to those of the previous year even though we recorded a 13% increase in production volume, which demonstrates the effectiveness of our dust filters.

At our operating location, CO₂ emissions are mainly generated by the burning of natural gas as a fossil fuel in our power station (generation of electricity, steam, heat and refrigeration), operation of the RTO (auxiliary firing) and for heating purposes. What are referred to as indirect CO₂ emissions also occur when purchasing electricity whose generation involved the generation of CO₂. The prolonged outage of one of our two combined heat and power plants due to a technical fault meant that, in 2021, we produced less electricity

ourselves, and therefore had to purchase more electricity, causing indirect CO₂ emissions to increase. Both combined heat and power plants have been running at full capacity again since the autumn of 2021, and consequently our natural gas requirements and direct CO₂ emissions have increased again.

Emissions [t]			
	2019	2020	2021
Volatile organic compounds	5.8	5.1	5.1
Dust emissions	0.081	0.082	0.083

CO ₂ emissions			
From primary energy sources (scope 1) [t]			
Natural gas	4,323	3,721	4,581
Diesel/fuel oil	57	38	52
Liquefied gas	128	120	136
From secondary energy sources (scope 2) ¹ [t]			
Electricity	2,722	2,817	2,841
Total	7,230	6,696	7,610

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





Water and waste water

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

In 2021, our fresh water requirements dropped for the third year in a row. In comparison with the previous year, there was a reduction of almost four percent, due in particular to the reduced use of fresh water for our steam production in the power station. This is all the more pleasing given that in 2021 we broke the negative trend of the Covid pandemic and were able to increase our production volume, including water-based products. Consequently, in 2021 we used 6% more fresh water as a raw material for products than in the previous year.

Our aim is to keep the required quantity of fresh water for process purposes, including steam production, cooling and cleaning, as low as possible. After significantly minimising the volume of process water in 2020 as a result of comprehensive optimisation measures on the steam system, in the reporting year we were able to achieve a further reduction of almost two percent thanks to additional improvement measures.

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

passes through a separate sewerage system to the in-house waste water pretreatment system. There it is precleaned using precipitation and flocculation, before being discharged into the municipal sewerage system, as so-called indirect discharge, to be fed to the Städtische Betriebe Minden sewage treatment plant.

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

Water volumes [m³]			
	2019	2020	2021
Purchased fresh water	32,619	27,113	26,137
Process water	21,528	16,058	15,802
Cooling water	399	584	532
Proportion of fresh water used for cooling	1.2 %	2.2 %	2.0 %



Waste

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

In the 2021 reporting year, we were able to reduce our total waste volume by more than ten percent compared to the previous year, and this despite a 13% increase in production volume. This significant reduction in waste is principally due to the separation of flushing water with adhesive content. By avoiding the pretreatment of this flushing water in our sewage treatment plant, it can operate with continuously stable precipitation. As a result, there is no longer any waste water which has to be disposed of externally due to poor precipitation results. Measures designed specifically to reduce the disposal of raw materials and expired products were also successful. In the reporting year we were able to reduce the volume of raw materials and finished goods which were disposed of by around 100 t.

In accordance with the European waste management legislation, waste is generally defined by its level of danger (i.e. usually whether it contains a certain proportion of hazardous substances). Since the use of hazardous substances in our production processes is unavoidable, the generation of waste classified as hazardous is inevitable. Thanks to our development processes, we ensure at an early stage that the use of hazardous substances in our production is minimised, and we thus keep the proportion of hazardous waste to the lowest possible level. Over the last few years in particular, the proportion of hazardous waste has been significantly less than 40 per-

cent. The increased proportion of hazardous waste in the reporting year is due exclusively to the lower overall volume of waste because, in absolute figures, a lower volume (60 tonnes less) of hazardous waste was disposed of compared to the previous year.

In 2021 more than two thirds of our waste was either recycled or incinerated for energy recovery. Following a drop in our recycling rate the previous year, we were able to increase it significantly to a level of 73%. This was possible thanks to the reduction in volume of waste needing to be disposed of by almost 500 tonnes.

Waste [t]			
	2019	2020	2021
Total waste	3,021	2,927	2,595
Waste for recycling	1,928	1,760	1,896
Waste for disposal	1,093	1,167	699
Hazardous waste [%]			
	33	34	36
Recycling rate [%]			
Waste for recycling	64	60	73





Energy

The energies we use on site are natural gas, electricity, diesel and liquefied gas. Natural gas is used to operate our power station, for heating and for auxiliary firing of the regenerative thermal oxidiser (RTO). The power station, which we have now been operating for six years, is a highly efficient system, comprising two combined heat and power (CHP) plants with steam boilers and a refrigeration system. The purpose of this system is to sustainably cover the basic steam, electricity, heat and refrigeration requirements at our site. Diesel is required for the emergency generators and internal swap body transporters. Fuel oil is used for operating the high-pressure cleaning units, and liquefied gas for the fork lifts.

Following the first Covid year 2020, our energy requirement rose again as a result of the increased production volume in 2021.

Of the electrical power consumed in 2021, 34% was self-produced in our thermal CHP plants (2020: 31%). The lower proportion of self-produced electricity in 2020 was due to the prolonged outage of one of our CHP plants caused by a technical fault. In the final quarter of the reporting year, both CHP plants were running at full capacity again, which enabled us to increase the proportion of self-produced power, with a corresponding rise in natural gas consumption. A further increase in the requirement for natural gas can be put down to the cold winter. Since 2020, we have been producing climate-neutral electricity using a photovoltaic system on the roof of our administration building. With the installation of a second, larger photovoltaic system, this contribution will grow in future.

We evaluate our energy consumption based on the level of carbon dioxide emissions caused by the combustion of fossil fuels on site and by the generation of the electricity that we procure externally. The year 2020 was not representative due to Covid, but our key in-

dicator (tonne of CO₂ per tonne of product) in 2021 decreased compared to 2019 thanks to efficiency measures and an increased production volume. After factoring in the cold winter of 2021 (climate adjustment), the two years are more comparable. The climate-adjusted key indicator also reveals progress with regard to our CO₂ emissions.

Procured energy	2019	2020	2021
Natural gas [MWh]	21,263	18,385	22,500
Diesel/fuel oil [MWh]	214	146	194
Liquefied gas [MWh]	547	501	579
Electricity [MWh]	5,641	6,035	6,089
Total [MWh]	27,665	25,067	29,362
Generated energy			
Electricity from two CHP plants [MWh]	3,496	2,779	3,160
Electricity from PV system [MWh]	–	21	17
Tonnes of CO ₂ per tonne of product [t/t]			
Key indicator	0.128	0.124	0.127
Key indicator (climate-adjusted)	0.130	0.128	0.125





Occupational safety

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

For more than 20 years now, occupational safety has been integrated into our management system. It is professionally organised and an integral part of our everyday activities.

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

The various aspects of occupational safety and hazard prevention are the subject of regular internal and external training sessions; tailored to the requirements of the specific employee's job. Four years ago, we switched our internal training to an electronic system in order to assign the numerous training sessions individually to each work station and activity. In 2021 6,345 training sessions were completed by employees from the Production, Logistics and Technology departments on safety-related subjects, such as standard operating procedures and personal protective equipment. Our employees are free to select the timing for their training courses within a given period. Clear training documents, regular comprehension checks and a tool for employees to leave feedback for the creators of the training documents ensure that this system continuously improves the knowledge transfer process.

As part of the regularly implemented preventive measures for our employees, the "Show Truck" of the BGHW (German employer's

liability insurance association for trade and logistics) spent a day with us in 2021. It provided interested employees from Logistics, Production and Technology with the opportunity to demonstrate their skills and deepen their knowledge on various vehicles and exhibits. Participants were able to use the tilt simulator to experience what happens if a fork lift topples over.

In relation 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 set out in the company's alarm and hazard defence plan.

	2019	2020	2021
Number of employees (Production, Logistics, Technology)	188	223	247
Number of training sessions completed	3,911	6,054	6,345





Occupational accidents

We have systematically recorded 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 all accidents, irrespective of whether they are subject to compulsory reporting or not. An accident report is created on our intranet for each accident, which serves as the basis for accident analysis. The results of the accident analysis and any necessary countermeasures taken are documented there.

In the reporting year, the number of work accidents sadly returned to the level of 2019, following a significant reduction the previous year. The rate of recorded accidents per 1,000 employees is in fact lower than in 2019, but the number of accidents subject to compulsory reporting increased slightly. We are taking this as an opportunity to focus even more on accident prevention at all levels. As our integrated management system stipulates, we have analysed all accidents thoroughly and used the findings to design measures for prevention and avoidance. For example, in relation to the prevention of chemical accidents, new models for prescription safety glasses have been introduced, with the correct fit for each employee being checked regularly by the supplier. Given that a relevant number of accidents occurred in relation to the handling of industrial trucks, we also conducted practical training for employees in the use of hand-operated industrial trucks, in addition to the preventive measure with the "Show Truck" (see page 24 Occupational safety). To reduce accidents involving cut injuries, new safety knives have been introduced.

Alongside these measures implemented in response to specific events, we are also looking to reduce the accident rate using new-

ly introduced ways of reporting near misses. The aim is to gain understanding of near misses or critical situations in order to initiate timely remedial measures. On the intranet, in the same area as is used for accident reporting, there is now the option of generating a near-miss report. To provide personnel who do not have access to a computer with a further option for reporting near misses, reporting cards are also being introduced. They can be deposited in designated letter boxes at central locations.

Occupational accidents			
	2019	2020	2021
Recorded occupational accidents	27	15	27
Reportable occupational accidents	14	9	16
Recorded accidents per 1,000 employees	54	29	50
Reportable accidents per 1,000 employees	28	17	30





Employees

In 2021, the workforce of the Follmann Chemie Group reached around 900 employees, with more than 500 employed at our site in Minden. The growth continues to lead to changes to the site, the working environment and cooperation. We aim to, and indeed must, monitor these changes carefully as a company, shaping and living them together with our employees.

COVID management / Flexible working

As a result of COVID-19, the world of work was turned upside down, and the Follmann Chemie Group was no exception. Working from home was already standard in some business areas (sales), but it had to be extended to a large part of the company in a very short space of time. The group was fortunately in a position to quickly equip the majority of employees with the necessary hardware to facilitate flexible working at home. On site, too, many measures were taken to adapt the workplace to the new situation, e.g. installation of disinfectant dispensers, automatic entrance doors and the provision of masks for those employees who, despite everything, still had to work on the premises.

Company agreement for mobile working & thirteenth salary

To make the transition to mobile working easier for all employees, and to provide a framework for the whole situation, a new company agreement on mobile working was concluded in 2021. Moreover, the company agreement on a thirteenth salary was concluded for 2 years and, to the delight of employees, a 100 percent payment of the thirteenth salary was guaranteed for both 2021 and 2022.

F2P programme for the advancement of skilled staff

The programme for the advancement of skilled staff (F2P) is primarily aimed at those who are currently in the first years of their career after gaining their vocational qualification or completing their studies. The aim of the programme is to reinforce the position as a skilled employee by identifying motivational factors and nurturing potential. The focus of the two-year programme is on reflecting, establishing and expanding the professional experiences of the participants. In 2021, the programme was advertised and the application phase was opened. The programme then started in March 2022 with its first participants.

Employee recommendation programme

Since 2021, employees have been able to get actively involved in recruitment and help shape the future of our company group by helping us to find new members of staff for vacant positions at Follmann Chemie GmbH, Follmann GmbH & Co. KG or Triflex GmbH & Co. KG. Employees can find out about advertised positions on our careers page, and recommend them to people from their circle of friends and family who may be a good match for the position and the company.

As a reward for active help when externally filling vacancies, we offer 500 euros for each successfully recruited candidate.





Employees – facts and figures

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

Number of employees as at 31.12.	2019	2020	2021
Total	781	838	867
Germany	586	618	653
Minden site	499	520	540
International	195	220	214
International as a percentage	25 %	26 %	25 %
Training & development			
Seminar hours	11,711	2,543	5,406
Training costs*	355,213	154,875	152,710
Total costs* PD including study release costs	622,890	212,064	296,536
PD costs* per employee/Germany	1,063	343	475

Diversity	2019	2020	2021
Number of female employees	197	214	224
Number of female employees, Germany	140	150	158
Number of female employees, Group	25.2 %	25.5 %	25.8 %
Female employees as a percentage, Germany	23.9 %	24.3 %	24.2 %
Number of managers, Germany (supervisory)	50	58	67
Number of female managers, Germany	5	5	6
Female managers as a percentage, Germany	10.0 %	8.6 %	9.0 %

Inclusion			
Target positions for severely disabled (Germany)	29	31	33
Actual positions from statutory target (Germany)	20	20	23
Actual positions in relation to total workforce (Germany)	3.4 %	3.2 %	3.5 %

Part-time positions			
Number of part-time positions, Germany	51	52	58
Female	44	43	49
Male	7	9	9
Number of part-time employees, Germany	8.7 %	8.4 %	8.9 %

Staff turnover			
Staff turnover rate, Germany (adjusted)	8.4 %	4.7 %	5.0 %
Staff turnover rate, Germany (unwanted departures)	3.3 %	1.7 %	2.1 %

* in euros





Training and qualifications

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

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

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

Training goes digital

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

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

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

Welcome Week 2021 – Onboarding for new trainees

On 2 August 2021, nine trainees and dual students joined the Follmann Chemie Group. The Welcome Week; a five-week programme planned by trainees in close collaboration with the training directors, gave the new trainees a relaxed start to their working life. Alongside company presentations, product training and guided tours of the plant, there were also games and other team activities to help everyone get to know each other. The numerous activities helped the young adults to quickly find their feet in their new environment and encouraged team building. The organisation team was pleased that the varied programme was completed whilst strictly adhering to COVID rules, and the months of preparation paid off.

	2019	2020	2021
New trainees	10	9	9
Total trainees (including dual students)	27	27	34
Trainees as a percentage of employees in Germany	4.6 %	4.4 %	5.4 %





Health management 2021

In 2021, the Follmann Chemie Group's company health management was defined by the continuing Covid pandemic. The focus last year was on COVID-19 vaccination, rapid testing and flu vaccinations.

Long-term provisions, such as company bicycle leasing and Sportnavi fitness, were again offered and well received by employees.

COVID-19 vaccination & rapid tests

In 2021, a total of nine vaccination dates in the summer and three in the winter were set up for the employees of the Follmann Chemie Group. In the summer, vaccines from BioNTech and Johnson & Johnson were administered. In the winter, BioNTech was given to those under 30 years of age, whilst those over 30 received Moderna. A total of 328 employees received vaccinations in 2021. Moreover, more than 10,000 Covid rapid tests were ordered and distributed among employees.

Flu vaccination

Flu vaccinations, administered by our works doctor, have been available free of charge to all employees for several years now. Alongside the COVID-19 vaccination, the flu jab was also popular, with 55 employees receiving the vaccine.

Company bicycle leasing

Company bicycle leasing has been available since 2018, and in 2020 and 2021 it was in great demand. Many employees took this opportunity to do something for their health and improve their fitness, both on the way to work and on weekends. By the end of 2021, a total of 140 employees had leased at least one company bicycle, with the number continuing to rise.

Sportnavi

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

Technology and Knowledge Centre

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

	2019	2020	2021
Illness rate, Germany (total = with pay + without pay)	5.2 %	4.8 %	4.9 %





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Living in the region

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

(Dr Henrik Follmann)

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

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

We encourage communication with our neighbours, interested citizens and politicians by inviting them to various events held at our company. Communication and cooperation with the local authorities is also very important to us. We are open about environmental issues affecting our company. For instance, we hosted an Environmental Officer from the Detmold district government for five weeks as part of his preparations for a senior position in environmental administration.

Examples of our social commitment in the region

- At the beginning of the Covid pandemic, disinfectant was scarce. In a joint initiative with neighbouring company Siegfried PharmaChemikalien Minden GmbH, we manufactured and bottled disinfectant. It was then distributed to schools and nursery facilities free of charge.
- Financial support for the Museum of Minden

- Member of the Förderverein Operative Kliniken am Johannes Wesling Klinikum Minden e. V.
 - Support for the parents' and children' ward at the Johannes Wesling University Hospital Minden
 - Annual donation of a prize awarded to top-performing pupils at the Bessel Grammar School in Minden
 - Patron of the East-Westphalia student grants fund
 - Minden School Observatory
 - Cooperation with the Kurt-Tucholsky Comprehensive School, Minden
 - Sponsorship of the Minden Child Protection Association
- As a family business in its third generation, a good balance between family life and work is something we feel particularly strongly about. For this reason, we provide our employees with support in all aspects of childcare so that you can be sure that your children are in the best possible hands and supported in an age-appropriate manner. Given that many companies in the Minden-Lübbecke area are facing the same challenges, we have joined forces and, together with the child protection association Kinderschutzbund e.V., Minden-Bad Oeynhausen, we have created the appropriate child-care capacities, including the newly built Marienkäfer nursery. We are very pleased to have found an expert and reliable partner in the child protection association.

Sponsorship of sports clubs

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





Ethics

As a company, we are part of society, and assume the associated responsibilities and obligations. We have set out our principles in various documents and thus created a clear framework of reference for the daily work of our employees. By adhering to these principles, we aim to protect ourselves and our fellow human beings from adversities, while simultaneously ensuring our sustainable business success.

Ethics policy/code of conduct

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

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

Whistleblower system

Within the Follmann Chemie Group, employees and external parties can make use of our whistleblower system, which can be called up on the Follmann Chemie GmbH website, to report any potential or actual breaches of compliance-related rules anonymously, and communicate with us as a company using an electronically encrypted mailbox.

Training courses

Since 2020, our employees have been receiving regular online training in compliance matters via our electronic training system. The training session on the Code of Conduct is repeated every three years, and the one on data protection every two years. At the end of each year, we evaluate how many scheduled training courses have been completed.

Percentage of scheduled training courses completed [%]



	2019	2020	2021
On business ethics (corruption, human rights, child labour, discrimination)	–	98	100
Data protection (for employees with a company e-mail address)	–	95	100





Overarching sustainability goals

As part of our sustainability management, we set ourselves quantitative targets in the areas of safety and environmental and health protection, using indicators and targets which we review annually to make sure they are being met:

Overarching target	Indicator and target	2021 result
Raw materials		
We aim to avoid, as far as possible, the use of raw materials classified as toxic or CMR*.	Percentage of toxic substances purchased [Volume of “toxic/CMR” raw materials purchased] / [Total raw materials purchased] < 1%	Clearly achieved <div>  </div>
Water consumption		
We aim to reduce the use of fresh water in production as far as possible.	Water indicator [Fresh water consumption for processes (m³) / Production volume (t)] ≤ 0.32 m³/t	Clearly achieved <div>  </div>

Raw materials







Within the scope of our management system, the Development departments at Follmann KG and Triflex KG ensure that particularly hazardous substances are only used in exceptional cases. We make sure that hazardous substances are handled safely and responsibly within our company group. Our aim is to avoid the use of acutely toxic substances and substances with CMR properties (carcinogenic, mutagenic and reprotoxic) as far as possible. Our goal is to avoid these substances being handled by our employees and customers, and prevent them being released into the environment.

Water consumption

We aim to use as little fresh water as possible for processing purposes (steam generation, cooling and cleaning). Consequently, we have set a target for our water indicator which we aim to under-shoot wherever possible. Having achieved a consumption well below the 2020 target, we reduced our target for 2021 by 20%. The implementation of comprehensive optimisation measures in our steam system enabled us to once again reduce our volume of process water compared to the previous year, and also reliably meet the new target.





Overarching target	Indicator and target	2021 result
Waste volume		
We aim to minimise the volume of waste produced on a permanent basis.	Waste indicator [Total waste (t) / Production volume (t)] $\leq 3.5\%$	Failed, but major improvement on previous year <div>    </div>
Waste treatment		
We aim to minimise the volume of waste produced.	Disposal percentage [Waste disposal volume / Total waste] $< 40\%$	Achieved <div>    </div>

Waste volume

Our waste indicator shows the annual volume of waste in relation to our production volume. We have set ourselves a target of 3.5%. We were able to reduce our total waste volume by more than ten percent compared to the previous year. However, we still missed our target for waste, even though we increased our production volume by 13%. Nevertheless, in the reporting year, we made great progress towards achieving our goal. The significant reduction in our waste volume is principally due to the separation of flushing water with adhesive content, which meant that stable operation of the precipitation process in our sewage treatment plant was possible. Consequently, no waste water had to be disposed of externally. Targeted reduction of the disposal of raw materials and expired products led to a further reduction of the waste we produced.

Waste treatment

Our company generates more than 60 different types of waste. We review their disposal procedures regularly and give priority to material recycling. Our aim is to keep the volume of waste disposed of to below 40% of total waste. In 2021, slightly over 70% of our waste was either recycled or incinerated for energy recovery. With a disposal rate of 27%, we have once again clearly achieved our target in this regard.





Implemented projects: Safety, health, environmental protection and energy management 2021

In our programme of measures for safety, health and environmental protection and energy, we document and monitor our projects for greater optimisation potential. Here are the results of some of the projects completed in 2021:

Initiated by	Department	Measure, objective and result
Waste		
Management	Company-wide	Reduction of waste volume from raw materials and finished goods by means of targeted, transparent phase-out strategies.
Polymerisation production	Polymerisation Production	Separation of flushing water with adhesive content to avoid waste water which has to be disposed of externally due to poor precipitation.
Supply chain management	Company-wide	Prevention of additional film packaging by using a combination of pasteboard and 4-fold strapping for full pallets for direct dispatch.
Energy		
Employees	Batch vessel cleaning	Optimisation of cooling for solvent and alkali distillation in batch vessel cleaning to increase efficiency in relation to electricity consumption
Employees	Raw material store	Installation of LED lamps and motion detectors in a raw material store with a view to saving electricity.
Management	Technology Centre (new)	Installation of an additional photovoltaic system for renewable electricity supply.
Management	Technology Centre (new)	Installation of a highly efficient gas-engine driven heat pump (GEHP), which heats and cools the building as required.





Initiated by	Department	Measure, objective and result
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Occupational safety

Inspection	Laboratory areas and Application Technology	Upgrading of the existing personal emergency signalling system for the safety of employees when working alone, for laboratory areas and Application Technology.
Risk analysis	Construction Chemicals Production	Installation of lifting aids for raw material feed and ergonomic handling of containers.
Environment & Safety	Logistics, Technology, Production	Action day for employees with fork lift licence: "Show Truck" with various simulators for raising awareness of safe handling of industrial trucks.
Inspection	Outdoor area	Resurfacing of the roadway between the two rows of buildings to ensure it can be used safely by industrial trucks.
Occupational safety panel	Company-wide	Expansion of the SharePoint-based reporting system for occupational accidents to include recording of near misses so as to initiate preventive measures in good time.

Water pollution prevention

Technology	Power station	Reduction in the volume of fresh water required for steam generation by 20 percent by optimising the conductivity measurement, the method of operating the boiler, and replacement of the condensation lines in other steam-heated systems.
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Operational safety

Logistics	Company-wide	Optimisation of Gate 4 truck entrance by setting up a traffic light system to reliably prevent accidents.
Logistics	Company-wide	Markings for access routes for trucks and parking areas on the factory grounds.
Risk analysis	Silo system for hot-melt adhesive production	Installation of a call button and additional lighting on the silo system to increase operational safety.





Planned Projects: Safety, health, environmental protection and energy management 2022

For 2022, a programme of health, safety, environmental and energy management projects and measures are once again planned. The following is a list of some of the projects from various departments which we aim to implement this year:

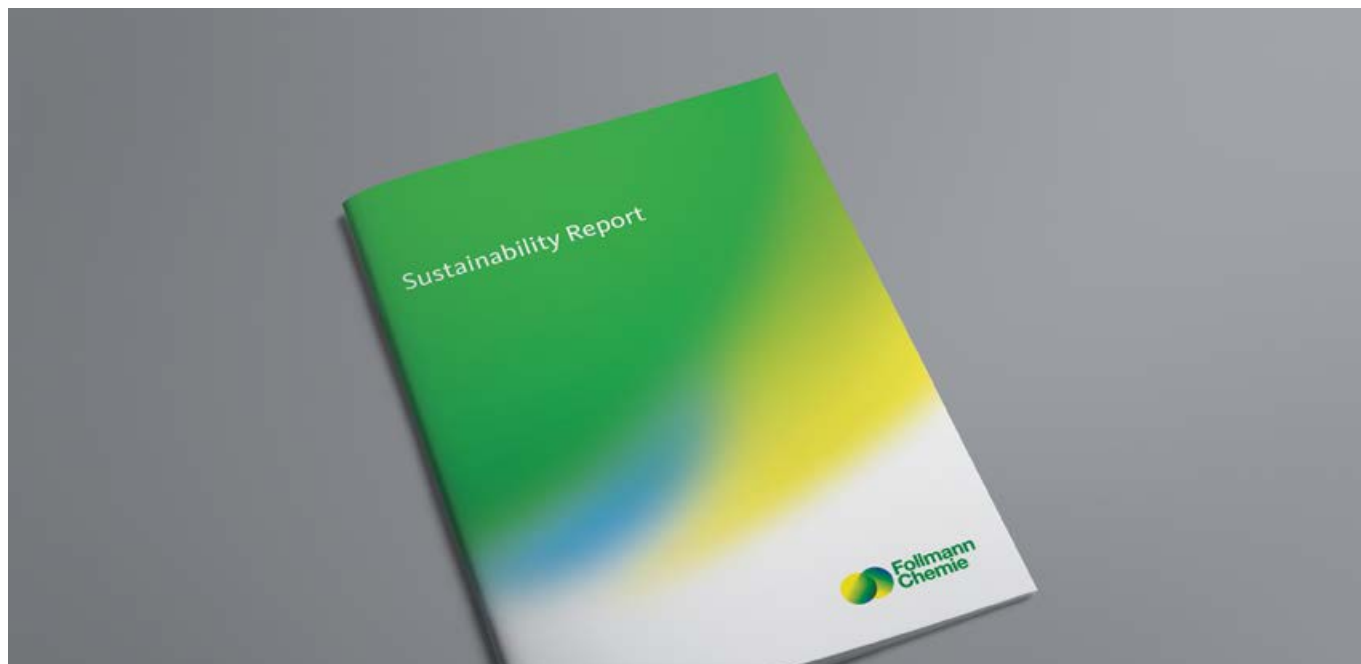
Initiated by	Department	Measure and objective
Energy		
Management	Company-wide	Purchasing of exclusively green power (electricity from renewable energies) with "North German Wind Energy" certification.
Management	Company-wide	Deep drilling to investigate the use of geothermal energy for future carbon-neutral heating of buildings
Operational safety		
Fire Safety Officer	Company-wide	Establishing of regular factory inspections with the fire service to ensure timely action in case of an emergency
Technology	Polymerisation Production, Logistics	Replacement of all gas warning sensors and upgrading of the control system with state-of-the-art technology
Logistics	Warehouses	Central recording of storage temperatures and setting up of an alarm system to warn if limit values are exceeded
Management	Company-wide	Carrying out an exercise simulating a major incident





Initiated by	Department	Measure and objective
Waste		
Management	Company-wide	Introduction of structured, upgraded markings in the waste management system to create greater transparency regarding the quantities of raw materials and finished products disposed of in order to reveal any material losses and identify prevention potential at an early stage
Environment & Safety	Waste water pretreatment plant	Trial use of alternative precipitation agents and flocculants for reducing sewage sludge volume
Occupational safety		
Risk analysis	Various production areas	Installation of lifting aids for raw material feed and ergonomic handling of containers.
Inspection	Order picking area	Installation of weight-dependent brake rollers in the roller conveyors of the picking buffer to prevent containers from becoming stuck and to eliminate the risk of accidents if someone walks on the roller conveyors.
Noise emissions		
System upgrade	Company-wide	Verification of the effectiveness of the sound insulation measures implemented the previous year to update the noise prognosis
System upgrade	Company-wide	Measurement of night-time noise pollution in the surrounding area caused by activities at the company site for further noise prognoses and determining the requirement for noise-reduction measures
Water pollution prevention		
Employees	Polymerisation Production	Reduction of the waste water volume by returning cleaning water to the pre-solution for intermediates.





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Communication and contact

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

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

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