



**SUSTAINABILITY**

**REPORT**

**20  
24**

**B&B VERPACKUNGSTECHNIK GMBH**



# WELCOME TO THE WORLD OF

# SUSTAINABLE PACKAGING



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Note: For better readability, gendered terms are used in a gender-neutral way and apply equally to all genders.





*“Sustainability is not a trend – it’s a responsibility, now more than ever. As a company, we are clearly committed to achieving economic success in harmony with environmental and social responsibility. For us, this means using resources mindfully, promoting social equity, and creating long-term perspectives. We act with foresight – for our employees, our customers, and future generations.”*

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Jörn-Peter Bäumer  
CEO

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# ABOUT B&B

The foundation for today's globally successful B&B Verpackungstechnik GmbH was laid in 1977 with the establishment of a mechanical engineering design office by Jost Bäumer. In addition to providing design services, the company soon began implementing its own ideas. Under the name B&B, it specialized in the development and construction of pouch machines.

With the acquisition of MAF Verpackungstechnik GmbH in 2004, the company expanded its expertise to include end-of-line packaging machines.

Alongside consistently high quality and a commitment to global service, B&B is particularly characterized by a team of long-standing employees and creative young minds, as well as by its flexibility and stability. Thanks to short decision-making paths, the company can react quickly and implement customized solutions in an agile and unconventional way.

B&B Verpackungstechnik continues to rely on a healthy balance of innovation and tradition – because it is this combination of experience and creative problem-solving that drives the positive growth of this medium-sized company.



## 250 employees

Our dedicated team is the foundation of B&B. Their expertise and commitment play a vital role in the company's success.



## 18,000 m<sup>2</sup> of building space

With modern production and office facilities, we provide optimal conditions for efficient workflows and sustainable development.



## 2 locations

B&B operates from two sites: our headquarter in Hopsten, Germany, and our branch in Green Bay, USA – ensuring excellent support for customers worldwide.



# VISION & MISSION

## Vision

**As a global leader in the manufacturing of pouch and packaging machines, we create innovative solutions to protect our customers' products – with quality and sustainability in mind.**

## Mission

**We support our customers throughout the entire product life cycle as an excellent service partner. At the same time, we continue to strengthen our position as a technology leader and create a modern, attractive working environment for our employees.**



# SUSTAINABILITY STRATEGY

1

## Environment & Resources

We aim to set sustainable standards in mechanical engineering, promote resource-saving solutions, and ensure our innovations are environmentally conscious. This applies both to our own operations in Hopsten and to the machines we deliver to our customers. Our goal: efficient use of energy and materials – internally and externally.

2

## Social Responsibility

As a reliable regional employer and active part of our community, we take our social responsibility seriously. We focus on secure jobs, good working conditions, and supporting young talent through training, education, and regional partnerships – strengthening our role as an attractive employer.

3

## Corporate Governance

We are committed to transparency, integrity, and fair working conditions – within our company and throughout the supply chain. We stand for a value-based and forward-looking management approach. Our actions are defined by clarity, reliability, and a respectful relationship with employees and partners – today and tomorrow.



Kick-off event for the Ökoprofit project in November 2024

# ENVIRONMENTAL INITIATIVES

## 1. Climate Consulting

- Climate Protection starts with clarity  
The climate consulting project was an important step for B&B to systematically assess our current sustainability activities and identify opportunities for long-term, effective climate protection.
- Understanding Emissions is key  
The focus was on analyzing our direct and indirect emissions – the so-called Scope analysis. Thanks to the consultation, we were able to define and understand Scopes 1, 2, and 3 for our business.
- Climate Protection requires reliable data  
The consultation provided an important overview of the fundamental collection of specific consumption data. This data basis is essential for identifying and analyzing effective measures.
- Climate Protection needs a strong foundation  
Through our preparation, we've created a solid basis for long-term engagement in climate protection.

## 2. Ökoprofit® Program

- Climate Protection needs measurable data  
As part of the ÖKOPROFIT program, we collect concrete data on consumption, emissions, and environmental indicators. This data foundation allows us to identify potential improvements and measure progress in a targeted way.
- Climate Protection is a team effort  
Sustainability only works together. That's why we involve various departments and employees at B&B in the ÖKOPROFIT program – from technical service to administration. Every contribution counts.
- Climate Protection saves resources  
Many environmentally friendly actions also make economic sense. Whether it's energy efficiency, material savings, or waste reduction – with ÖKOPROFIT, we deliberately focus on smart solutions with double benefits.
- Climate Protection is a continuous process  
With ÖKOPROFIT, we've launched a learning process: questioning routines, improving structures, and initiating long-term change – step by step towards sustainable corporate management.

# EFFICIENT PROCESSING OF MONO-MATERIALS



# ENVIRONMENTAL RESPONSIBILITY

As a globally operating manufacturer of pouch and packaging machines, we are fully aware of the growing demand from the market and our customers for environmentally friendly solutions. Sustainability is becoming increasingly important in our industry – both in terms of the materials we use and the energy efficiency of our processes and the durability of our machine designs.

For more than 25 years, we have been setting benchmarks in sustainable packaging technologies – whether through the development of a pouch machine capable of processing recyclable mono-PE composites, or the launch of our banding solution that eliminates the need for shrink tunnels in secondary packaging applications. These innovations highlight our long-term commitment to eco-friendly production methods and materials.

Our aim is to promote sustainable solutions where they provide concrete benefits for our customers and our company - with a sense of proportion and with a view to long-term developments.

As part of the United Nations 2030 Agenda, the environmental measures we have taken can be assigned to the following Sustainable Development Goals (SDG's):



## Affordable and Clean Energy

- Since 2011, B&B has been connected to the district heating network of a local biogas plant in order to become independent of fossil gas.
- In order to make the energy supply on the company premises future-proof and more sustainable, a second combined heat and power plant was put into operation in 2023.
- In 2024, approximately 12% of our electricity needs were covered by renewable energy from photovoltaic systems – with a clear goal to increase this share in the coming years.



## Responsible Consumption and Production

- B&B has developed machine solutions that can process recyclable mono-materials into stable, high-performance pouches – especially relevant for the food and pet food industries.
- Our modular, long-lasting machines with retrofit options enable sustainable use across the entire product life cycle and help reduce resource consumption through targeted upgrades.
- Our Stretch Packer eliminates the need for energy-intensive shrink tunnels while maintaining high packaging quality and reducing material use.
- We also offer packaging solutions for paper and cardboard, providing our customers with more sustainable alternatives.





## Action for Climate Protection

- B&B began switching to energy-efficient LED lighting in its administrative and production facilities nearly ten years ago. The final phase of this transition is expected to be completed by the end of 2025. In the assembly halls alone, the LED upgrade saves around 133,000 kWh of electricity annually and avoids approximately 45 tons of CO<sub>2</sub> emissions per year.
- To further promote sustainable company mobility, five wall boxes for electric vehicles have been installed on-site, and the company is gradually converting its vehicle fleet to e-mobility.
- To support climate-friendly commuting, B&B offers a bike leasing program to all employees.



## Life on Land: protecting ecosystems

- Since 2024, B&B has been systematically tracking all waste data to optimize disposal processes and significantly increase recycling rates.
- We have documented all existing collection points across the premises and are working toward a standardized labeling system to improve waste separation in both office and production areas.



Successful completion of training



Team event



Training fair



# SOCIAL COMMITMENT

Because a company is only as strong as its people

We want to create an environment where our employees not only feel safe and respected but are also empowered to reach their full potential. Good working conditions don't happen by chance – they are the result of conscious decisions. At B&B, we are committed to ensuring that our employees feel comfortable, stay healthy, and enjoy being part of our team. This includes ergonomic and health-conscious workplaces as well as flexible working models to help balance professional and personal life.

We actively support individual growth through targeted training opportunities and foster an open, inclusive company culture where equal opportunity is a given.

Our trainees are especially close to our hearts: with personal mentoring, team-building events, and active participation at career fairs, we provide a solid foundation for their professional journey.

But our responsibility doesn't end at the factory gate. Through education partnerships, university collaborations, and support for social and regional projects – particularly in youth and amateur sports – we make a tangible contribution to a more sustainable society.

Together, we are shaping a stable, fair, and future-ready working environment – as an employer, a training provider, and a partner on equal terms.

As part of the United Nations 2030 Agenda, our activities and our commitment to social issues are reflected in the following SDGs:



### Good Health and Well-Being

- Regular safety briefings help promote a responsible working environment and ensure the protection of our employees.
- Our internal emergency hotline provides immediate and direct access to all trained first responders in the event of an emergency.
- As part of our occupational health management, we regularly offer free vaccinations to our staff.
- To protect employees in noisy areas, we provide customized hearing protection, ensuring both safety and comfort.



### Quality Education

- Every year, we offer apprenticeships and dual study programs in a variety of technical and commercial fields.
- We collaborate with Osnabrück University of Applied Sciences (Campus Lingen).
- We provide individual training opportunities tailored to our employees' development goals.
- We host company visits for local school classes to introduce them to modern manufacturing and packaging processes.
- We support the final theses of students at technical colleges.
- We regularly participate in STEM (MINT) rallies and career fairs to give young people hands-on insights into technical professions.



Visit to Osnabrück University of Applied Sciences



Girl's Day 2024 at B&B



### Gender Equality

- At B&B, we promote equal opportunities for all employees – regardless of gender, background, or other personal characteristics.
- To actively encourage women in technical fields, we participate in STEM initiatives and Girl's Day, sparking interest in technical careers at an early stage.



### Decent Work and Economic Growth

- We offer flexible working hours and remote work options to help employees balance work and family life.
- We stand for secure, long-term jobs in the region and offer our employees reliable prospects in a continuously growing company.
- Through regular employee surveys, we actively involve our workforce in change processes and continue to shape our working environment together.
- We also created an environmental team in 2024, enabling employees to actively contribute to sustainable improvements across the company.
- Our value-based corporate culture forms the basis for fair working conditions, mutual respect and open cooperation.

# STRONGER TOGETHER

As a company rooted in the region, it is especially important to us to support the local community – particularly through sports initiatives. With targeted sponsorship, we support sports clubs in Hopsten, Recke, Uffeln, and Mettingen. In 2024, this enabled us to provide new training kits for youth teams in football, handball, and volleyball. Our goal is to give children and young people access to fair opportunities, a sense of community, and healthy physical activity – an investment in a vibrant and resilient region.



## Sports Sponsorship

- SV Westfalia 07 Hopsten e.V.
- SV. Uffeln 1932 e.V.
- VfL Eintracht Mettingen 1921 e.V.
- Turn- und Sportverein Recke 1927 e.V.

# OUR MISSION STATEMENT

## Our Values

Our company mission encourages employees to take personal responsibility and strengthens teamwork and collaboration. In this way, it provides orientation and transparency regarding what B&B expects from its team – and what employees can expect in return.



# SUSTAINABLE CORPORATE GOVERNANCE

As a second-generation family business, B&B Verpackungstechnik stands for value-based, future-oriented corporate governance. Our decisions are guided by reliability, a strong sense of values, and awareness of our responsibilities – toward employees, business partners, and the region.

At the same time, we embrace innovation, flexibility, and digital resilience to proactively respond to new challenges and continually drive our sustainable development. This balance between tradition and progress is the foundation of a management approach that builds long-term trust – both internally and externally.



*„For us, sustainability is not a one-time project, but an ongoing process that we, as a company, must actively shape.*

*Expectations from the market, legislators, and society are rising – and we are stepping up to meet that responsibility.*

*By embracing our environmental, social, and corporate responsibilities, we are laying the groundwork for sustainable and future-ready business development.”*

## Business Ethics

Business ethics at B&B means acting responsibly, in compliance with the law, and in line with our values – both in day-to-day interactions and throughout our entire value chain.

We are committed to integrity, transparency, fair business practices, and the protection of human rights.

We also promote a respectful and inclusive company culture in which diversity is valued and equal opportunities are a given.

This ethical foundation builds trust – among employees, business partners, and society.

## Compliance

Compliance with legal regulations and internal company policies is a matter of course at B&B and an integral part of our daily operations.

We view compliance as the basis for proper conduct within the company and in interactions with our partners.

This helps us reduce risks, ensure the reliability of our processes, and strengthen stakeholder trust.

# DIGITAL RESPONSIBILITY

In an increasingly connected working world, protecting sensitive data and ensuring digital security are essential prerequisites for trust, stability, and sustainable business operations.

At B&B, data protection and information security are of the highest priority. We protect personal and company-related data through effective technical and organizational measures, regularly train our employees, and establish transparent structures and responsible information handling – creating the foundation for a resilient and future-ready corporate governance.



## Data Protection

- The protection of personal and business-related data is a top priority at B&B. We ensure this protection through technical and organizational measures, which are continuously updated to meet new legal requirements and technological developments.
- An external data protection officer is available to all employees as an independent point of contact and supports the consistent implementation of data protection standards throughout the company.
- To safeguard against potential legal violations, B&B has established an external, anonymous whistleblower system accessible via the data protection officer. This system ensures a responsible approach to submitted reports.
- The implementation of this whistleblower platform promotes an open and trustworthy corporate culture, allowing grievances to be identified and addressed at an early stage.

## ELO - Digital Office

With the introduction of a digital document management system (DMS) based on ELO at the end of 2024, B&B has taken a major step toward a paperless office. The system helps make administrative processes more efficient, improves internal communication, and significantly reduces paper consumption. Notable savings have already been achieved, particularly in HR and accounting.

- Lower printing costs and resource use
- Improved workflow in digital recruitment and internal communication

## eView - Digital Circuit Diagrams

Since 2024, the electrical engineering department has been working with digital circuit diagrams using the eView system. This shift has not only improved internal processes but also significantly reduced printing costs in this area. The digital availability of plans makes daily work easier and supports a more sustainable way of working.

- Up to 45% reduction in paper usage compared to 2023
- More efficient documentation and easier updates



**B&B**  
THE PACKAGING MACHINERY COMPANY

INSIGHT  
2 | 2024

Digitalization: ELO Updates

B&B First Responder Number

New Machine Renderings

Our New Apprentices

**SUSTAINABILITY**  
ÖKOPROFIT PROJECT | UN SDG'S | CLIMATE PROTECTION CONSULTING

# TRANSPARENCY & COMMUNICATION

## 1

### Employees

- We keep our employees continuously informed through internal communication channels such as the (digital) bulletin board, the intranet, and our company website.
- Our employee magazine "B&B Insight" regularly shares updates on projects, company successes, and sustainability topics.
- Our environmental team acts as a platform for employee involvement, enabling team members to help shape and advance sustainability efforts across departments.

## 2

### Business Partners

- We maintain open and cooperative communication with our business partners, especially regarding market developments and technical innovations.
- Our sales team regularly informs partners about new machine solutions, ongoing developments, and our sustainability goals – through direct dialogue, digital communication, and at trade fairs.
- Our sustainability report transparently communicates key information.

## 3

### Public & Regional Stakeholders

- As part of the ÖKOPROFIT program, we engage with other companies to promote shared progress on environmental and resource-related topics.
- Through cooperation with schools and business associations, as well as company tours for interested groups, we foster dialogue and knowledge exchange with the local community.
- We also use career fairs to connect with young talent, introduce technical career paths, and create long-term opportunities.

# SUSTAINABLE SUPPLY CHAIN

In the area of so-called "extended workbenches", we prioritize regional suppliers wherever possible in order to minimize transportation and travel distances. This not only reduces our environmental impact, but also allows for regular on-site visits to ensure quality. At the same time, we use these visits to verify that our partner suppliers uphold environmental and social standards comparable to those of B&B.



Another key element of our procurement strategy is close collaboration with established brand suppliers. These companies typically implement strict standards in their own supply chains, allowing us to benefit indirectly from high environmental and social requirements.



# WELCOME TO THE WORLD OF SUSTAINABLE PACKAGING

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*“During the development of our machines, B&B consistently ensures the use of modern and efficient components to reduce the consumption of energy and materials to the absolute minimum required.”*

Florian Epping  
Head of Design Engineering