

H. & J. Brügggen KG

Our Responsibility

Brügggen

Stand 2019

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Safety & Quality



„Quality Without Compromise“

We have been dealing with high quality cereal products for more than 150 years now. Steady expansion and a high level of dynamics have characterised the development of our company in the recent years. Our whole attention concentrates on the production of secure and legally flawless cereal products for human and animal consumption, which fulfil the European as well as the German legislation and standards, meet the demands of our national and international clients as well as meeting the requirements of SMETA.

Quality Management & Requirements

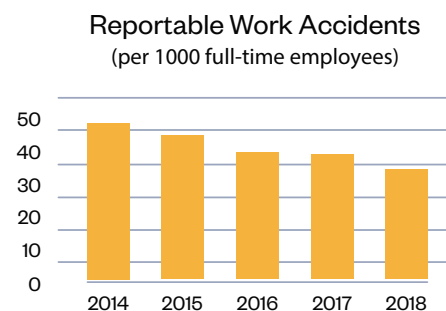
The base for the production of secure products is the purchasing of raw materials complying with our complex specifications by a well-educated and very critical purchasing team.

Our laboratory collects samples, analyses them or sends them to our external accredited laboratories before being released at the receiving department to make sure that they meet our high standards.

Multi-stage quality tests are also carried out continuously during the processing. In addition, we commission external accredited laboratories to analyse our samples. We guarantee the safety of our products with the following quality standards: IFS, BRC, HACCP, QS and with the organic seal (DE-ÖKO-005).

Health & Safety

A critical focus is on people’s safety and health. Our safety engineer ensures that our systems, the equipment and the processes themselves meet the company’s requirements and legal standards. The safety regulations for the work place and the staff’s safety education together resulted in a continuously decreasing number of accidents within the last years.



Subjects of Our Safety Engineer

The area of responsibility of our safety engineer reaches beyond the production area. He coordinates a significant amount of requirements to facilitate our everyday work routine and to make our workplace safer:

- conducting regular plant inspections referred to work safety
- annual evacuation exercise for all employees
- inspection of fire extinguisher (twice as often as legally required)
- coordination of first aiders trainings (about 140 first aiders in Lübeck)
- coordination of the training for the fire protection assistants (118 in Lübeck)
- analysis and adjustment of every employee's workstation

Our Health Manager

One year ago (May 2018) Brügggen employed a health manager who is responsible for planning, coordination and direction of health services at work.

These tasks include amongst others:

- operational integration management (BEM)
- member benefits in the "Betriebssportverband"
- supporting "Healthy Leadership"
- planning to establish a health day
- supporting employees' concerns (like hot tea in winter / cold refreshments in summer)

Workplace & Culture



Brügggen has a total of 1909 employees in four countries. Creating the right working environment is one of the main topics with regard to our employees. The training of each employee as well as the continuation of everyone's education has a very high priority in our company. Our well-qualified employees are diligent to support individual interest as well as the company's development. This constellation results in a steadily growth of expertise, potentials and talents.

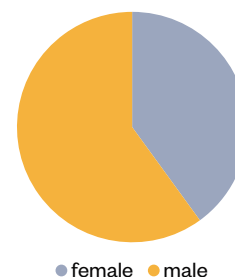
Our Employees

The Brüggem workforce is quite diverse: we have sites in three different European countries and Chile, all with employees of different nationalities. This offers an extensive pool of skills and experience for us with a lot of different perspectives and great ideas. To improve the intra- as well as the inter-company-communication Brüggem also offers individual language courses.

Closing the Gender Gap

In recent years we have worked a lot in closing the gender gap: about 39 % of our department heads are female – with an increasing tendency. We are encouraging both men and women to climb up the ranks for equal opportunities within the company's management.

Department Heads (%)



Benefits for Our Staff

The company is very family-friendly and offers flexible working hours to maintain a healthy balance between work and life / family life. This enables our employees to pursue a career and not be affected by different life events.

To promote and maintain high levels of employees satisfaction Brüggem grants amongst others:

- regular training courses
- 25 % extra holiday than statutory required
- voluntary additional payments
- payment of capital-forming benefits as well as supporting employees payments currently with 10 % extra
- annual family summer-festival
- corporate benefits "Mitarbeiter-Rabatte"

Promoting the New Generation

Every year about 30 trainees start their career at Brüggem: the offer includes more than 10 apprenticed professions. About 75 % of the trainees are subsequently hired after their successful qualification.

The Brüggem Group supports a twin school where young academics are awarded scholarships for the study course "food processing" at the Lübeck University of Applied Sciences. The so-called "Deutschlandstipendium" provides support (financial and non-material) to very ambitious students. With this assistance we gain well-educated alumni and with their help we optimize production processes.

We Support

- Girls/Boys Day, Sozialer Tag
Supporting students with short internships (the earned money of the day is donated)
- P.I.S.A. für Lübeck
Cooperation between schools and different local companies
- Stadtwerke Lübeck Marathon
- Deutschland Stipendium

Sustainability



Manufacturing and related businesses have significant impacts on the environment. Therefore preserving the environment and sustainability are important parts of our corporate philosophy.

Our Environmental Guidelines

- Constant improvement of the conservation with the help of an environmental management system
- Environmental awareness as part of the daily business
- Training and further education in environmentally relevant departments
- Environmental compliance as well as future-oriented actions
- Development of rational devices for an effective in-house collaboration
- Advisory function of the “working group of environment” concerning conservation of natural resources, energy saving and eco friendliness as a part of planning new equipment or construction schemes
- Respect of environmental influences with utmost care by obtaining supplies

To fulfil these guidelines it is necessary to start at the beginning: the whole supply chain is monitored and sustainability is one of the main criteria we work with. We employ as much recycled cardboard as possible. Another example is palm oil: the expansion of the production causes a lot of damage in the tropics and becomes a major concern for the environment in this area. For example Brügggen joined the Roundtable on Sustainable Palm Oil (www.rspo.org) which promotes the sustainable production of palm oil. Furthermore we try to replace that critical raw material by alternatives.

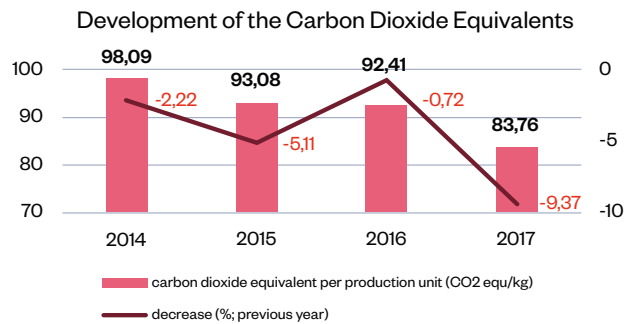
ISO 50001 – Energy Management

We are DIN ISO 50001:2011 certified since 2014. This means that Brügggen follows a systematic approach in achieving continuous improvement of energy performance including energy efficiency, energy security, energy use and consumption.

Using energy efficiently is helping to conserve resources and tackle climate change. With the development of the energy management system, ISO 50001 supports us in all sectors to use energy more efficiently.

Reducing CO₂ Emissions and Energy Consumption

During the last years the CO₂ emissions per production unit consequently decreased. The new building in Hafenstraße includes not only increased production capacity but also reductions in energy consumption. Thanks to modern science and state-of-the-art technology, the building is especially energy-efficient. Waste heat from production processes is used for heating offices, exhaust air is fed into the hot-water supply system, and LED lighting offers additional reductions in electricity use. Further cost reductions, environmental protection and significantly reduced CO₂ emissions are achieved through additional insulation and asophisticated ventilation system.



Our Certifications



RSPO

Roundtable on Sustainable Palm oil, minimizing the negative impact of palm oil cultivation on the environment and communities in palm oil-producing regions. (RSPO)



Fairtrade

Improving social, economic and environmental conditions in producing countries. (FT/FTS)



UTZ

Enables farmers to learn better farming methods, improve working conditions and take better care of their children and the environment. (UTZ)



FSC

Global not-for-profit organization that sets the standards for what is a responsibly managed forest, both environmentally and socially. (FSC)

Communication with Our customers



“It is only through the feedback from our consumers that we can continue to meet and improve our high quality standards.”

We need your feedback!

What do you like?
What don't you like?
We are ready to listen!

We always love to hear from our customers. Please get in touch via info@brueggen.com and let us know what we can do for you. We'll get back to you as soon as possible!

Presence at Trade Fairs

For us, trade fairs are the ideal place to get in touch with our customers and business partners, to discover new ideas, to present our products and to examine the market. We hope to meet you there too!

