

B+T Group

**For a
greener
tomorrow.**

Table of Contents

<u>Word of greeting</u>	<u>05</u>
The B+T Group	06
Our Corporate Social Responsibility	07
Our Sustainability Strategy	08
UN Sustainable Development Goals	12
“Sustainability is our Core Business” – an interview with Reemt Bernert	14
<u>Our Traditional and Family Business</u>	<u>16</u>
Our Members	16
<u>The Workplace: Special Features of Our Environment</u>	<u>20</u>
From Berlin to Alsfeld – an interview with Christian Paul	22
<u>Our Services</u>	<u>24</u>
<u>The Chalampé Power Plant – a pioneer Project</u>	<u>26</u>
Our Environment	30
Our Impact	31
Climate Protection at B+T Group	33
Natural Resources	33
Society: For Our Togetherness	34
Our Values	34

<u>Our Employees: Our Qualifications</u>	<u>38</u>
Training Occupations and Dual Studies Programs	38
Our Personnel Development	38
Diversity at all levels – an interview with Simone Kornmann	40
Employee Rights and Benefits at B+T Group	42
From training to managing B+T Logistic – an interview with Marco Schössler	44
<u>Equal Opportunities</u>	<u>46</u>
<u>Sustainable, Regional Waste Management as a Contribution to the Respect of Human Rights</u>	<u>47</u>
<u>Our Social Engagement: Community Orientation of the B+T Group</u>	<u>58</u>
For more Solidarity – an interview with Tanja Bohn	52
Our Corporate Governance	54
Responsibility for Sustainability Tasks	54
Responsible Corporate Governance	56
“Collaboration is essential for us.” – an interview with Ralf Bohn	58
<u>B+T Group’s Compliance with Laws and Regulations</u>	<u>60</u>
<u>Stakeholder Management – Our Partners</u>	<u>62</u>
Imprint	64





Together. For our environment. For a greener tomorrow.

The word "sustainability" must not be absent in our present time. It is used in various contexts and in various ways. For both companies and individuals, it is important to clearly define the meaning of this now socially central term. And so it is for us:

For us at B+T Group, sustainable action is one of our cornerstones and has been a significant part of our activities since the establishment of the company. We focus our efforts on environmental and climate protection as well as long-term thinking – that is, on preserving our planet for future generations.

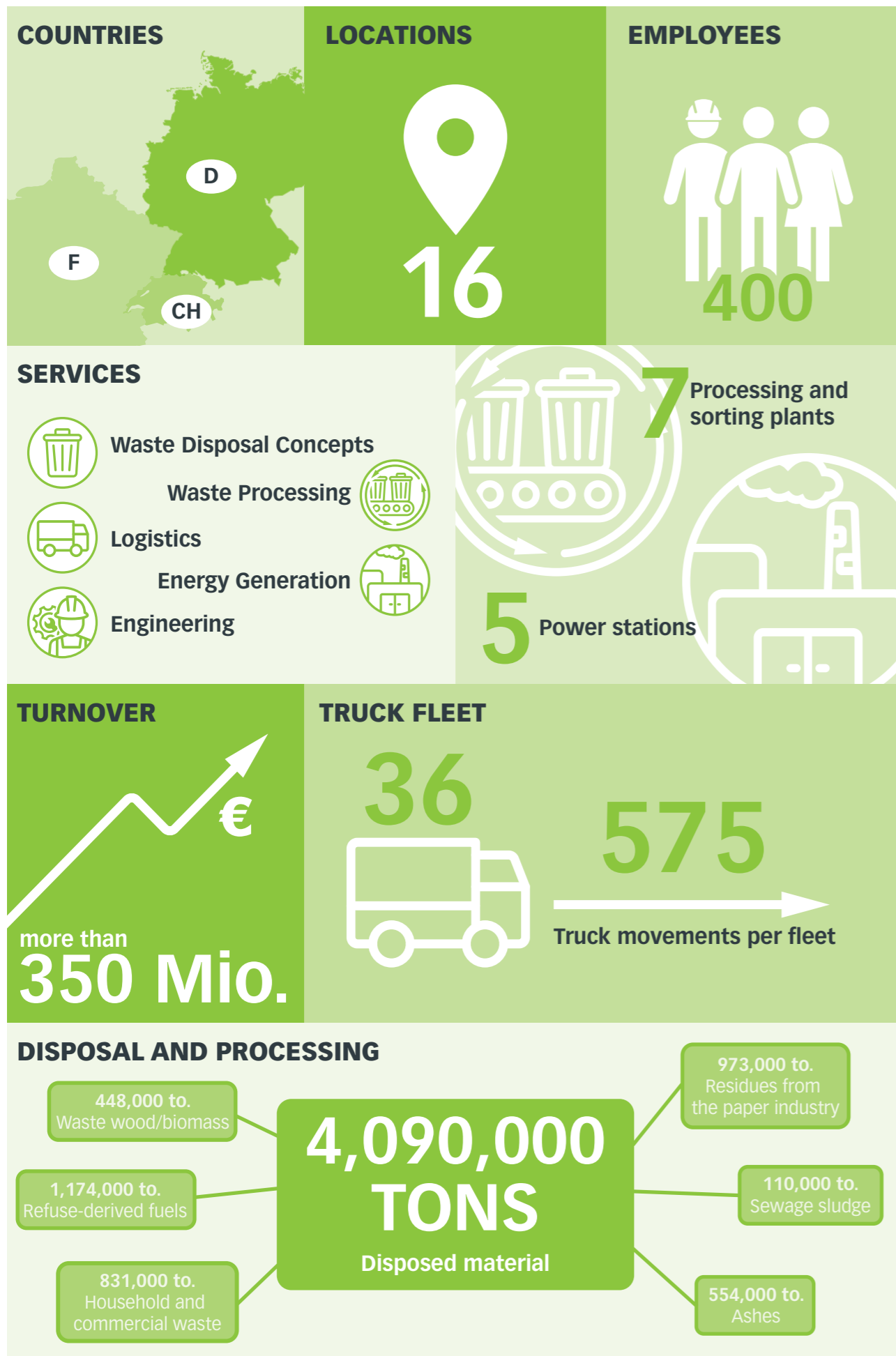
Being sustainable for us means constantly staying engaged: with our disposal and processing concepts, with our corporate goals. Staying engaged with the understanding that people and the environment are at least as important for a company as its economic viability. And staying engaged for cooperation.

But sustainability for us also means not resting on our laurels. Or thinking that everything runs by itself. It means being open – to changes and developments that make our actions even better, more sustainable, and more future-oriented.

With this booklet, we want to bring you closer to our understanding of the term sustainability. And show you as a corporate group how we work together – for our environment, for our cooperation, and for a greener tomorrow.

Ralf Bohn
Managing Director





The B+T Group

At the heart of B+T Group's waste management and recycling concepts has always been and will continue to be sustainability. Our corporate group offers the complete service chain for waste disposal and recycling. With our highly qualified employees and within our powerful network of facilities, we guarantee our customers a seamless process from the moment waste is generated to its ecological and economic utilization.

Our Corporate Social Responsibility

While we have not explicitly defined a comprehensive sustainability strategy for the B+T Group, this principle has always been the foundation of our business processes: generating energy from waste and recycling are inherently sustainable practices. And this has been and continues to be the driving force behind all our actions – the DNA of our company.

The corporate group takes care of the non-recyclable portion of waste and harnesses its energy and material potentials. In our waste management concepts, we focus on the quality-assured processing of non-hazardous waste, the separation and material recycling of raw and valuable materials, as well as the energy recovery from the fuels generated at the end of the processing process. In our sorting, processing, and recycling plants, we utilize the material properties of waste and residual materials. By producing high- and medium-calorific fuels of the highest, secured quality, we generate energy. In doing so, we and our customers actively reduce the global consumption and use of fossil fuels such as coal and gas. Non-metals, metals, and mineral residues are reintroduced into the material cycle.


82%
agree, that they are doing something meaningful with their work



Our sustainability strategy – a holistic contribution to our environment

With our waste management and processing concepts, we actively contribute to environmental and climate protection and conserve natural resources. Our sustainability focus encompasses the dimensions of social, economic, and ecological aspects. With our prior to the statutory obligation to do so already published sustainability report in accordance with the German Sustainability Code we are emphasizing our efforts for a greener tomorrow.

Dimensions of sustainable development



The sustainability report is based on various sustainability-related standards: **the German Sustainability Code (Deutscher Nachhaltigkeitskodex)** for sustainability reporting, the UN Sustainable Development Goals, the **Waste Management Specialist Company Certification (Entsorgungsfachbetriebszertifizierung or Efb)**, and the various certificates of the companies are accessible in the download area of our website.

i The German Sustainability Code – abbreviated as DNK – is a cross-sectoral standard for reporting on corporate sustainability performance. With the help of the DNK, ecological, economic, social, and corporate governance aspects can be included in the corporate analysis and transparently disclosed.

i The Waste Management Specialist Company Certification (Efb) is an independent proof – regardless of an environmental management system. The certification includes requirements for companies that collect, transport, store, treat, recycle, dispose of, and trade in waste. The organization itself, equipment and activities, as well as the reliability and expertise of the business owner and employees, are among the aspects examined.

In developing our sustainability strategy, we have applied various elements. In an introductory materiality analysis – which considers the UN Sustainable Development Goals, the value chain, and stakeholders – we identified our sustainability-related action areas. Our sustainability team ensures that sustainability-related rules, processes, and indicators are established and integrated into the company's daily operations.

Employee involvement in sustainability management

A specially selected, further-educated team actively involves employees in sustainability management. We also pragmatically examine how we can further integrate everyone – even given the numerous locations – to firmly anchor sustainability management throughout the entire company. Our newly established occupational safety department will continuously optimize our advanced occupational safety. Additionally, we implement the Whistleblower Protection Act (see p.56).

► Here you can download the DNK Sustainability Report:



► All files for download can be found here:





In establishing our sustainability strategy, we adhere to selected sustainability-related rules and processes:



With our strategy, we pursue various medium- and long-term goals, which are monitored and reinforced by the management, executives, and sustainability team. These include:

- Annual DNK Declaration
- Ongoing internal sustainability management
- Regular exchange within the sustainability team
- Further materiality and stakeholder analysis



The UN Sustainable Development Goals

The Sustainable Development Goals were adopted by the United Nations (UN) in 2015. Together with ten universal principles, they form the United Nations Global Compact – an initiative advocating for a more inclusive and sustainable economy for the benefit of all people, societies, and markets. The goals provide a comprehensive framework for sustainable development and implementation. They enable reflection on existing measures and highlight potentials. Thus, the economic, environmental, and social impacts can be systematically recognized and categorized into the five “P’s”: people, planet, prosperity, peace, and partnership.



The twelve key UN sustainability goals for the B+T Group



“Sustainability is our Core Business”

“For a greener tomorrow” – the motto of the B+T Group speaks for itself. Sustainability – socially, ecologically, and economically – is ingrained in the company’s DNA. In the interview, **Reemt Bernert**, Head of the team sustainability, shows us how this is lived at all levels.



What does this mean for your everyday operations: How do you live sustainability?

Reemt Bernert: We rely on clear goals, guidelines, mandatory rules, and regulations. This may sound rigid at first. However, this way, we also influence our social interactions. Training sessions, workshops, and informational events play a crucial role: through these, we aim to promote awareness among our colleagues towards greater sustainability. For example, we have established an internal working group: it consists of employees from various company areas and aims to develop sustainability-related processes. And they have been trained as so-called sustainability officers to professionally promote these processes.

To start off: What are the central objectives of the B+T Group regarding sustainability?

Reemt Bernert: We aim to establish a sustainable corporate culture and continually develop it. It forms the foundation of our success and enables us to holistically consider social, economic, and ecological aspects in waste management and disposal concepts. And we want to have a positive impact on our employees and position ourselves for the future – for example, through strengthened innovation capabilities.

Have there been any successes you’ve already celebrated?

Reemt Bernert: Yes. We have firmly embedded the idea of sustainability in our corporate culture – and not just because our business is inherently sustainable. With our 2022 report – in line with the guidelines of the German Sustainability Code – we transparently documented our efforts for the first time, even before legal obligations. This is how we see it: Every step is a small success on the path to integrated, lived sustainability.

What challenges do you anticipate in the coming years?

Reemt Bernert: Sustainability is becoming increasingly important – naturally, for us too. And it brings quite a few challenges: new laws, environmental regulations, technical updates, but also the struggle against the shortage of skilled workers. We need to adapt and progress. Our main goal is to establish and integrate our sustainability strategy within the company, meeting the requirements and involving our entire workforce.

And do you already have specific measures planned for this?

Reemt Bernert: For 2024, the publication of our sustainability report is scheduled for the first time. In it, we transparently present our vision, strategy, and goals, the planned measures, and our previous successes. The report will be our starting point in the coming years to introduce further sustainability-related rules and processes. We also pay special attention to identifying, analyzing, and continuing to find ways for open communication and active participation from our stakeholders.

Including stakeholders is an important aspect – not just of reporting but generally on the path to greater sustainability. How do you ensure that the interests of your stakeholders are taken into account?

Reemt Bernert: Our stakeholders are very important to us, and we value a good relationship with them. Through various communication channels – for example, personal but also social media – we can

better understand the requirements of relevant stakeholders and appropriately consider them in our decision-making processes. For example, the site managers are in contact with the relevant authorities regarding the commissioning of a measuring frame to detect radioactively contaminated waste. To continually improve relationships, we actively involve them through a clear communication concept.

Can you mention specific activities of the corporate group that promote sustainability?

Reemt Bernert: We engage in various ways to implement sustainability at all levels. This includes various measures: the introduction of a new environmental management system, to continuously improve operational environmental protection and save resources, the review and redesign of our core processes, the implementation of a whistleblower reporting portal, or the expansion of photovoltaic systems and charging stations.

Only lived sustainability demonstrates the actual impacts – also beyond the company. How can your employees support a sustainable future for the B+T Group?

Reemt Bernert: They can actively shape our corporate culture – for example, by communicating openly and promoting collaboration – internally and externally. We support them in developing new ideas, initiating and implementing change processes, and developing an awareness of sustainable actions. The corporate group creates the framework for this – such as an innovation-friendly climate and the necessary opportunities for employee development.

Our tradition and family business



About

68%

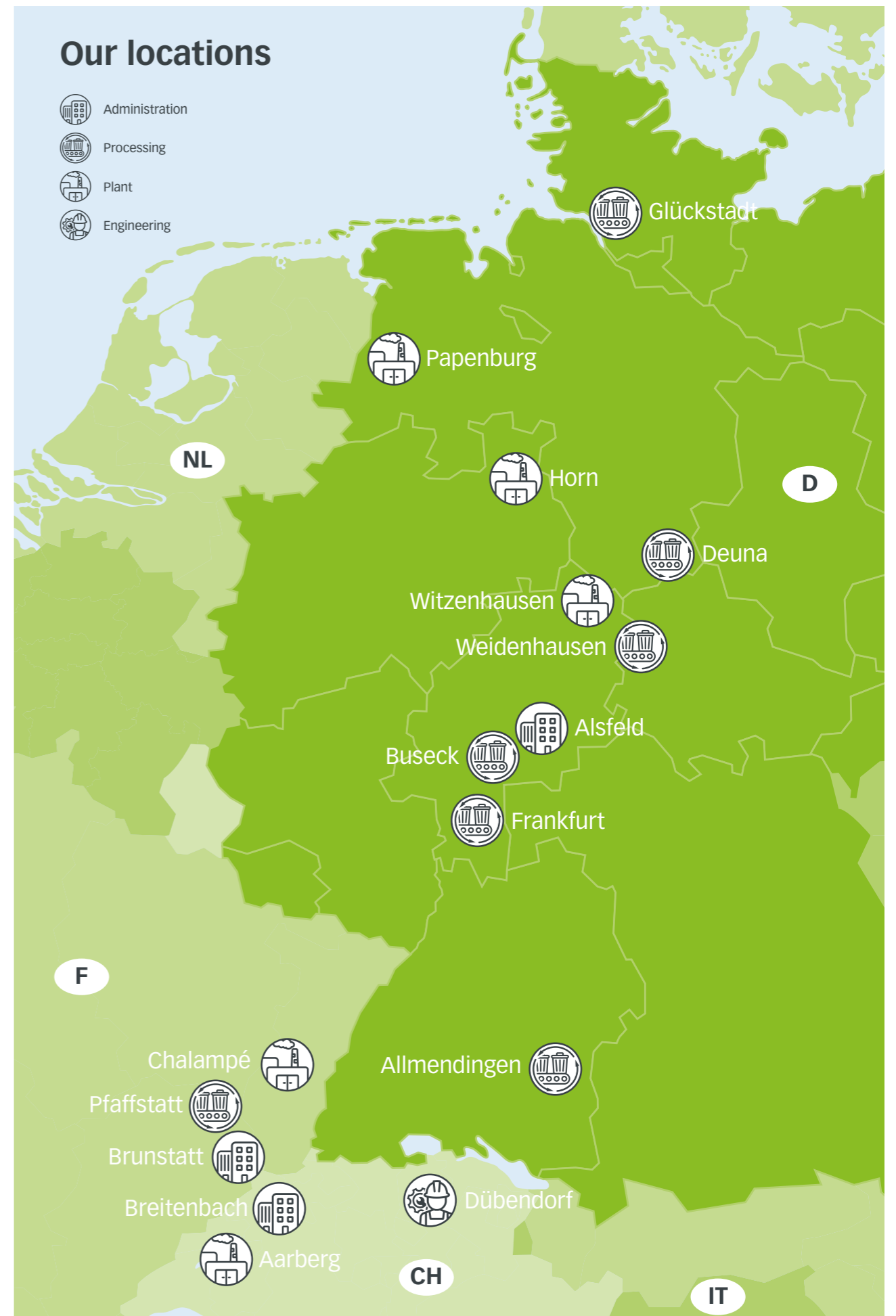
of employees enjoy working in a team and rate the atmosphere positive.

Our family enterprise was established in 1854. Over seven generations, under family ownership and management, we have evolved from a transportation company specializing in energy carriers to an energy provider and full-service waste management provider, always with a strong customer orientation. Since 1993, we have been in the waste management business, and since 2008, we have been providing energy supply services to customers from industry, municipalities, and commerce for electricity, heat, and process steam. Our facilities are continuously expanding: In addition to our longstanding logistics operations, we operate several processing plants and power plants, with more in the planning stages.

Our members

The B+T Group is an amalgamation of individual companies in the waste management and energy generation sectors. This consolidation brings together all specialists under one roof. We engage in the trade and transport of waste from the paper industry and operate a variety of facilities for waste processing, refuse-derived fuel production, recycling, and energy generation. This includes seven processing and recycling plants as well as five for energy generation. Furthermore, we also manage residual materials such as ashes and slag that arise at the end of the recovery process, thus closing the value-added cycle by 100%.

► The Animannual can be found on our YouTube channel:



1854

The transportation company **Bohn Transporte** is founded.

1998

Umweltdienste Bohn GmbH specializes in the disposal of residues from the paper industry, commercial waste and municipal waste, waste processing in its own processing plants, production of refuse-derived fuels, as well as handling and logistics solutions.

2008

The first RDF power plant in Witzenhausen serves as a model for energy supply to industrial customers, in collaboration with DS Smith.

B+T Cineris GmbH becomes the partner for the disposal of power plant residues and minerals.

B+T Biopower GmbH focuses on the energy recovery of biogas from the anaerobic treatment of industrial wastewater.

2003

The first recycling plant to produce customized refuse-derived fuels opens in Buseck.

1996

Terra Nova GmbH becomes the partner in Switzerland for the disposal of residues from the paper industry, commercial waste, municipal waste.

2001

B+T Umwelt GmbH ensures the disposal of residues from the paper industry and municipal waste, as well as waste processing, handling, and logistics.

2005

B+T Energie GmbH takes over the energy supply for industrial customers with its own refuse-derived fuel (RDF) power plant in Witzenhausen.

B+T Brennstoff GmbH markets our refuse-derived fuels produced from waste processing in Germany and European countries.

1993

First waste disposal contract from the paper industry.

2009

Allbrennstoff GmbH produces refuse-derived fuels from pre-sorted commercial waste tailored to the requirements of the cement plant at the Schwenk Zement site in Allmendingen, which are used directly on-site.

2013

B+M Recycling GmbH operates a modern processing plant for mixed construction site waste and similar waste mixtures in Frankfurt.

2017

B+S Papenburg Energie GmbH B+S Papenburg Energie GmbH operates a biomass power plant in Papenburg, Lower Saxony.

2019

B+T Horn Energie GmbH operates a biomass power plant with connected sewage sludge drying in Horn-Bad Meinberg.

2020

B+T Energie France SAS plans, realizes, and operates refuse-derived fuel plants for industrial customers.

2021

B+S Recycling SAS sorts residues in France for the production of refuse-derived fuels.

2011

B+T Engineering AG becomes the partner for the planning and project management of environmental plants and energy generation in Dübendorf in Switzerland.

2018

B+T Deuna GmbH produces refuse-derived fuels from pre-sorted commercial waste tailored to the requirements of the cement plant, which are used on-site by Deuna Zement GmbH.

B+T Environment SAS provides waste disposal and energy supply services to industrial customers in France.

2010

EBS Concept GmbH produces refuse-derived fuels in Glückstadt, which are energetically utilized on-site by Steinbeis Energie GmbH.

2023

B+T Energie France put the Energy Production Center Chalampé (EPCC) into operation – the first privately constructed refuse-derived fuels power plant in France.

The workplace: Special features of our environment

The headquarters of the B+T Group is located in **Alsfeld, Hesse**. The Chamber of Industry and Commerce (IHK) certifies the city with a quality seal as an excellent place of residence for specialists and executives. To obtain this certification, high standards must be demonstrated in various areas: strategic objectives, facilitating relocation, balancing work and family life, attracting foreign specialists and executives, promoting culture and leisure activities, as well as so-called hard location factors. Since 2014, Alsfeld has been continuously nominated for the Grand Prize of German Medium-Sized Enterprises in the category of Municipality of the Year. This award is given to cities, municipalities, and districts that have achieved outstanding performance and success in building and developing medium-sized economic structures.

i Strong regional connections: the family business B+T Group.

The city of Alsfeld in the Vogelsberg district is rich in history. Its origins date back to the 12th century. This history is reflected in the many well-preserved medieval buildings, such as the famous town hall, the beautiful marketplace, and its historic churches. The cityscape of Alsfeld clearly demonstrates the intention to preserve and maintain this traditional core. In 1975, it was awarded the title of European Model City for Monument Protection due to its approximately 400 half-timbered houses. The city is surrounded by nature: Many hiking trails lead through the Vogelsberg, an extinct volcano. This unique combination of history, culture, and nature makes the city an attractive place for both visitors and residents.



From Berlin to Alsfeld

Christian Paul relocated from the German capital to Alsfeld – the main location of the consortium – for the B+T Group. In the interview, he tells us about this change and gives us insider tips – on both cities.

Mr. Paul, you moved a few months ago. What are the biggest differences between the two cities – besides the clear difference in size?

Christian Paul: People here greet each other when going for a walk and even when taking out the trash – that’s great. Of course, it’s hard to compare Alsfeld with other places in terms of culinary offerings, shopping opportunities, and public transportation. But the city stands out due to its pleasant size: Many things can be easily reached on foot, and in the picturesque old town, there are numerous small, lovingly run shops.

Did you have any expectations for your new place of residence?

Christian Paul: Well, short distances significantly enhance the quality of life. And in Berlin, I commuted at least an hour and a half daily. Now I need less than a third of that time. And also, the infrastructure has everything my family desires – schools, leisure activities, grocery stores, and fast internet.

Did anything surprise you?

Christian Paul: Alsfeld is fast and pragmatic. For example, craftsmen are readily available and impress with their competence. Appointments with authorities don’t need to be planned months in advance, and the old freight yards are inviting for celebrations. And not to forget: My children love the swimming pool with the climbing wall, which you can climb from the pool and jump back into the water.



What would you say: How has your life changed since the move?

Christian Paul: A smaller town also means more nature. The air quality is better and invites you to spend more time outdoors. Many groceries can be obtained directly from the producer. We have already tried and enjoyed numerous variations of the region’s characteristic sausage specialties such as the “Ahle Wurst” and the potato sausage.

How do you perceive the community and social environment here in Alsfeld?

Christian Paul: So far, we have only gathered positive experiences: in our neighborhood, at school, and in clubs. People here have an eye for each other and treat each other with respect.

Now let’s talk about your work at B+T Group: What are your tasks?

Christian Paul: I am part of the Project Coordination team. For example, we are responsible for the roll-out of the new software solution for goods and financial management in all subsidiaries. We train employees, develop solutions, and simultaneously assess and optimize business processes.

You have traveled a long way for your new employer. What do you particularly appreciate about your workplace now?

Christian Paul: I am fascinated by the software projects and the associated analyses and optimizations of processes. At B+T Group, the size and diversity of the group provide numerous interesting tasks. Of course, the great colleagues, modern office equipment, and flat hierarchies that make everyday life easier are also worth mentioning.

How do you experience the teamwork and camaraderie here at B+T?

Christian Paul: I meet many people here who don’t get lost in discussions – but actively tackle things. This creates a positive atmosphere. And it’s remarkable, considering the volumes that are moved daily

Let’s go back to the city of Alsfeld: What should one definitely not miss when visiting?

Christian Paul: A night watchman tour through the alleys of the old town – an absolute must.

And do you already have a new favorite place?

Christian Paul: I am still exploring the city with its many beautiful corners – so it’s hard to choose one place. One highlight is definitely the scenic Villa Raab and the adjoining Erlenpark.

Finally: Do you have a tip for us for the next visit to Berlin?

Christian Paul: The Berlin Wall Memorial is an impressive destination – and well combined with a visit to the Kulturbrauerei. Especially if you like small concerts and street art. I consider the parliamentary quarter and especially the evening film and light presentation a must. And everything around Savignyplatz in Charlottenburg: There’s a lot of culinary delights, and sometimes you might encounter a celebrity.

Our services

We offer a complete range of services from a single source: As specialists, we take over the entire process, from the moment waste is generated to its economic and ecological utilization. We dispose of waste, process it, and supply customers with low-carbon energy, recycle materials, manage logistics, develop innovative technologies, and provide planning and consulting services.

B+T Waste Disposal Concepts



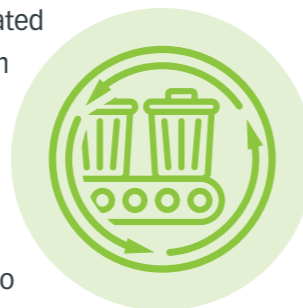
Comprehensive and highly efficient: We guarantee high-quality disposal through short pathways – either in our own disposal facilities or in collaboration with our partners. The focus here is on safe, ecologically sensible, and cost-effective waste utilization. Our concepts are individually tailored to our customers – whether they are from the industrial sector, commerce, or municipalities.

B+T Waste Processing

In our facilities, we mechanically process packaging, commercial, industrial, and municipal waste.

This process generates low, medium, and high-calorific value refuse-derived fuels (RDF) of assured quality. Non-recyclable waste and residues are energetically utilized in a high-quality manner through this method.

We have our own integrated chain of operations with central sorting, processing, and utilization facilities, as well as environmentally friendly utilization concepts. This enables us to offer various advantages in the supply of refuse-derived fuels: quality assurance, supply guarantee, long-term viability, innovation, and continuous development. In our RDF plants, we can produce tailor-made refuse-derived fuels for various applications, such as the cement and brick industry.



B+T Energy Generation



As an energy service provider, we ensure supply for industrial customers and municipalities regardless of primary energy sources. We utilize alternative raw materials such as refuse-derived fuels and biomass – including, for example, old wood or biogas. Thanks to the energetic utilization of various types of waste and residues, we actively contribute to environmental and climate protection while reducing the consumption of fossil fuels.

In the construction or refurbishment of facilities, we plan the individual and site-specific energy requirements. We design, plan, finance, build, and operate energy generation facilities. At the same time, we guarantee long-term energy cost advantages, stable energy supply, innovation for the industrial site, and CO₂ savings for increased environmental and climate protection.

B+T Logistics



As a specialized provider, we have our own powerful, modern fleet and a selected, proven partner network. This allows us to implement logistical concepts individually and according to customer requirements. Additionally, we ensure various benefits: punctual delivery and collection, reliable contacts, dependable structures, environmentally friendly transportation thanks to planned vehicle utilization, and cost reductions.

B+T Engineering



High competencies are required for the planning and implementation of technically complex facilities for thermal waste disposal and energy generation. Our B+T engineers are experts in energy generation from waste and biomass, as well as in the processing and utilization of residues. This enables us to optimize and realign existing facilities and to plan and accompany new projects – from conception to hand-over. This includes feasibility and economic viability studies, facility optimizations, process evaluations, technical concepts, as well as energy and operational analyses.

The Energy Production Centre Chalampé – from initial contact to production

The Energy Production Centre Chalampé (EPCC) is the first privately run power plant for refuse-derived fuels in France. We, the B+T Group thereby pursue our strategy and corporate philosophy of not disposing waste in landfill sites. Instead we are producing high-quality refuse-derived fuels (RDF) using the non-recyclable part of the regionally collected waste. These refuse-derived fuels then are getting thermally processed at the EPCC and provided to the local Alsachimie industrial park as sustainable process steam. In this way, we actively contribute to the climate and environmental protection – and also create jobs and forego fossil fuels.



2015

2016

2017

January 2016

Alsachimie visits the B+T Group's processing plant in Buseck, the power plant in Witzenhausen and the administration in Alsfeld – the course is set: Solvay is convinced by the running plants!

End of 2015

Solvay – now Alsachimie – is looking for an alternative energy source for its gas-fired power plants.

October and December 2015

The B+T Group visits the Chalampé site and checks if RDF can be used. The result: It is not technically possible to use the existing gas plants. The B+T Group proposes to build a new large power plant.



2018

June 07, 2018

The first preliminary contract is getting signed.

2019

2020

March 2020

BASF and DOMO are the new owners of Solvay, which now trades as Alsachimie. New negotiations begin and B+T Energie France receives the construction permit and operating licence.

October 30, 2020

The first major milestone of the project has been reached: the contracts are signed, and the project has officially been launched.

2021

Start of construction in Chalampé: Urban Dumez begins with construction work.

March 2021

The buildings are being constructed using so-called sliding forms. This allows a first impression of the imposing power plant.

June 2021

The first boiler support is installed, marking the start of the installation of the EPCC's plant technology.

August 09, 2021

The power plant takes shape. The steel structure is growing high and the colour concept is becoming visible.

December 2021

2022

January 2022

High-ranking visitor: Emmanuel Macron, the French President, visits the construction site. The EPCC -'France's first privately run refuse-derived fuel power plant, is being recognized in the highest political circles.

October 2022

Successful pressure: With the required test pressure of 159 bar, all weld seams are proving their impermeability. Another important milestone on the way to realizing the project.

2023

Start of cold commissioning: Cold means without fire – that includes the functional tests of all electrical, mechanical and other components – from scales to cranes and each motor through to the flue gas cleaning system.

April 2023

The first gas fire is burning: At this important step, the masonry is getting dry, the first steam can be blown out and the boiler tubes are prepared for the regular operation.

June 2023

Just in time for the French national holidays, the first RDF fire is being lit at the EPCC. It is the first time in Chalampé that energy is being generated from waste – seven years after the initial idea.

July 14, 2023

Successful commissioning: From now on, the chemical company Alsachimie is using the generated process steam and can significantly reduce their use of natural gas.

August 2023

2024

March 2024

Trial operation is nearing completion: The production has already been running at 100 percent for months. To date, almost 100.000 tonnes of alternative fuels have already been converted into sustainable energy in Chalampé.



Our Environment

Climate



Water



Circular economy



Ecosystems

Our Impact

In recent years, sustainability has become increasingly important. Waste disposal and energy generation are therefore under significant pressure to transform – both nationally and internationally. Supportively, the **Green Deal** at the EU level plays a crucial role. The focus here is on resource and climate protection. The environment should be protected by minimizing climate-damaging methane and CO₂ emissions and by replacing fossil fuels. This is aimed at combating global warming. Particularly in waste management processes, this means conserving natural resources and reducing pollutant emissions. With energetic waste utilization, pollutants are reduced. Either they are eliminated or removed from the material cycle through concentration (e.g., heavy metals like lead or mercury). During concentration, solids remain after the evaporation of liquids, which can then be disposed of or reused. With energetic waste utilization, we reduce both the total volume and avoid their climate-damaging deposition. One thing is clear: This is the only way to achieve the European goal that organic waste should not end up in landfills. In order to fully transition to a circular economy in Europe, we need both new technical and societal solutions. On the other hand, targeted guidelines and laws are necessary, for example regarding filtration techniques.

i **The Green Deal** is an ambitious European project: Europe aims to be the first climate-neutral continent. The President of the European Commission, Ursula von der Leyen, launched it in 2019. Its goals are climate neutrality by 2050 and a 55 percent reduction in carbon dioxide emissions by 2030 compared to 1990.



With our actions and the fields of activity of the B+T Group, we actively contribute to climate protection and sustainable resource use. We reduce CO₂ emissions and protect the environment through extensive recycling processes, among other measures. We also engage socially. We place great importance on comprehensive training for our employees and respect their workers' rights. Equality of opportunity for better coexistence is important to us – also beyond our company. We will continue to develop the B+T Group sustainably for the long term. Digitalization is of course important and significant, as is responsible and compliant management of the company.



Key sustainability topics of the B+T Group

Climate Protection at B+T Group

We all agree: Climate change is currently one of the greatest global challenges. As a corporate group, we support the reduction of climate-damaging gases through our business activities. State-of-the-art waste incineration is significantly safer and more sensible than conventional disposal in a landfill. B+T Group reduces the generation of climate-damaging gases by a factor of thirty. The waste is economically and, above all, ecologically sensibly utilized. They are carefully sorted and processed further. Even the ash generated during energy generation is examined for recycling possibilities and utilized accordingly. Large quantities of fossil fuels are replaced by alternatives that we produce from waste. Thanks to our refuse-derived fuels, numerous industrial customers have already succeeded in phasing out coal. Additionally, we make – mostly imported – gas redundant with energy from waste.

Climate protection measures aim to counteract or reduce the consequences of human-induced global warming. With diverse actions, we actively combat climate change: Whenever possible, we plan and install photovoltaic systems at all our locations, the electricity from which we use for our own, and charging stations for electric cars.

We plan to establish a comprehensive environmental management system. And we aim to engage in further greenhouse gas accounting, where we determine and systematize various scopes across the group.

Natural Resources

Resource Management at B+T Group

Every company consumes natural resources, including the B+T Group. We have identified natural resources throughout the business process and in the further course of our services: Air, Soil, Water, Raw materials, Energy, Plant and animal life

With the core business of our corporate group, we already contribute to reducing the environmental impact. All our efforts are focused on saving resources. We focus mainly on environmental aspects and impacts, associated opportunities and risks, as well as environmental policies and objectives.

Society: For Our Together

Our Values

Our group's orientation is also manifested in our mission statements and corporate values. They form the ethical framework of our daily interactions, collaborations with customers and partners, as well as in decision-making processes.

Our **purpose** describes our aspirations and the goals of the group. It is the cornerstone of our activities:

"We are specialists in waste disposal and energy supply. We process waste into energy in an environmentally friendly and resource-efficient manner. In Germany and Europe, we convert waste from the bin to the socket. Our performance is environmental and climate protection. With our essential infrastructure, we also ensure the regional supply of society – without dependence on global fossil fuels. This simultaneously reduces the CO₂ emissions of local industry and households. Our family business stands for continuous development, technological innovation, and guaranteed performance. The foundation of our actions is sustainability. For us, this includes handling all resources, securing and creating attractive jobs, as well as comprehensive social engagement. Our employees have been and are our greatest asset. They have enabled our successful development. Thanks to them, we will achieve our future goals."

In short, this means: **"B+T Group – For a greener tomorrow!"** This is our **slogan**.

Our **vision** defines our professional outlook into the future:

"We are driven by our ideas and technological innovation. Through waste processing and recycling, as well as the use of refuse-derived fuels, we protect

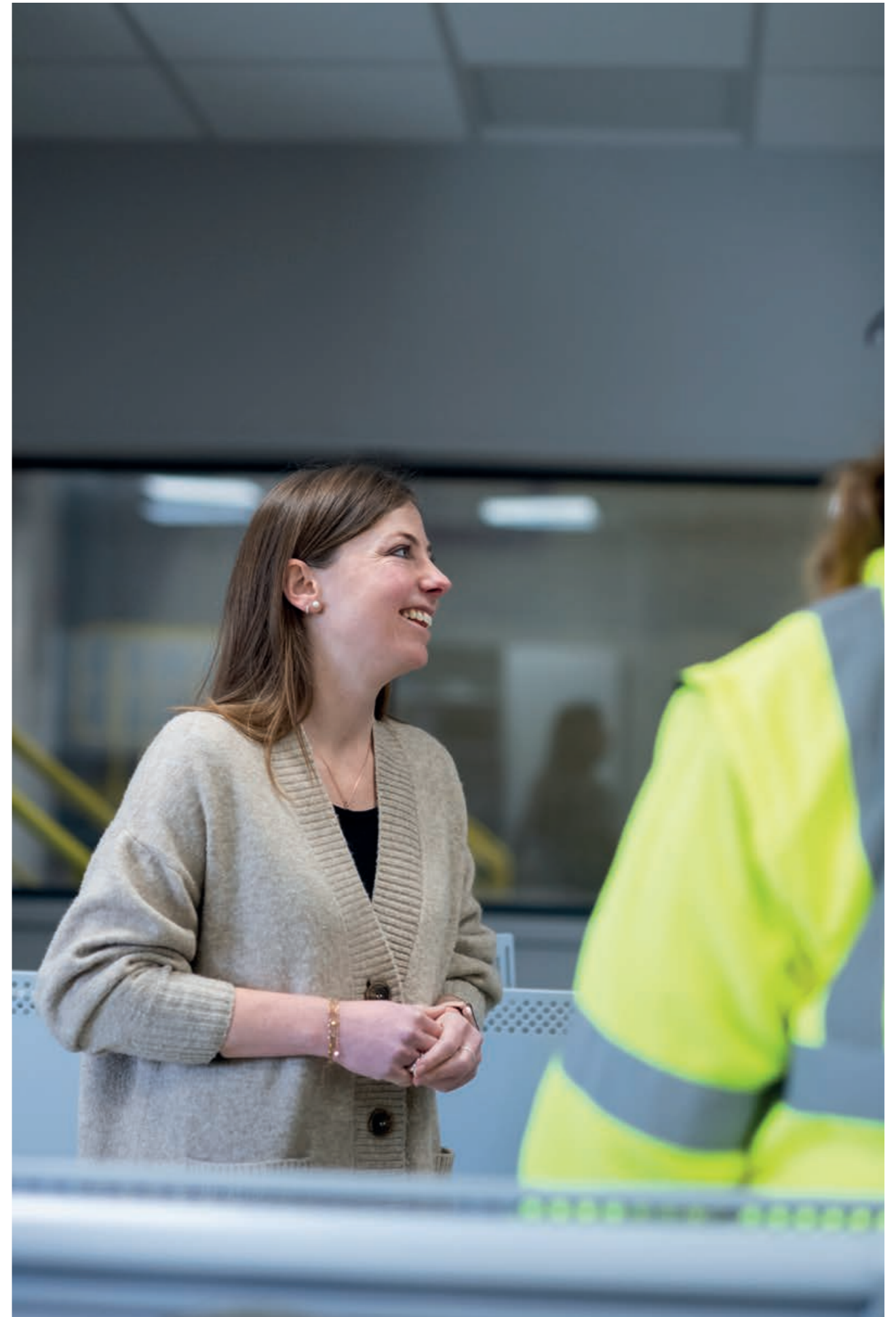
the climate and secure a greener future. For people. For the environment. As a reliable employer. As a successful and responsible company. Count on us tomorrow, too."

In one sentence, it means: "For people and the environment: Inventive, we engage in more recycling and CO₂ reduction – thanks to energy from alternative fuels and waste." This is our **vision statement**.

And our **mission** identifies our core activities, how we will achieve our goals in the long term:

"As a competent and responsible team, we are able to achieve our sustainable corporate goals. We are courageous to pursue technologically new sensible paths. We deliver innovation without prompting, to always enable the most environmentally friendly disposal and conversion of waste into energy. We align our actions with economic criteria. We are economically sound. Workplace and environmental safety are always a top priority. Thus, we are a secure employer and supplier for customers, municipalities, and society in many respects."

Or, briefly as a **mission statement**: "Together, we always act economically, responsibly, courageously, and competently. In doing so, we create technological innovations, secure jobs, and protect the environment."





Our **brand promise** is for our customers and makes us tangible as a company for them:

“You can always rely on us and our expertise. Independently, we provide everything from a single source and have short decision-making paths. This enables us to develop 100 percent individual solutions for you, even at very short notice and with a clear focus. Always factual, open, clear, and honest. We are a certified waste management company and turn waste into energy and a variety of alternative fuels. With qualities precisely tailored to your needs. Make yourself independent of the energy market and save your budget with us, your long-term partner. Partnership is also our essence as a family business: respectful, appreciative, reliable, and helpful.”

Our three **company values** are principles, behavioral norms, and principles that guide us and influence our interactions and decisions. They not only provide a clear framework for our actions but also ensure a common understanding of our company.

Respect

We act and communicate openly, friendly, appreciatively, and with respect. Our commitments and promises are always factual and reliable.

Courage

We are inventive. We openly and honestly face challenges. In this way, we learn together and find better solutions.

Health

Safety and health are of the utmost importance to us. This applies to our employees, our environment, and our planet.



About
70%
of employees
stand behind the
values and vision
of the company.

Our Employees: Our Qualifications

Competent and trained employees are the foundation of our entrepreneurial success. They contribute to sustainable waste management according to their profession and qualifications at the locations. We distinguish between training, further education, and ongoing training as well as instructions in our qualification offerings.

We offer training in the following areas:

- Training as a management assistant for office management
- Training as a management assistant for forwarding and logistics services
- Dual studies in business administration (BWL) with a focus on forwarding, transport, and logistics

Our staff development

We support and promote our employees in their individual development within the company. We are open to their ideas and suggestions. Employees can also submit suggestions or feedback via a suggestion box. Through our Employee Referral Program, they can recommend us as an employer to friends and acquaintances – and receive a bonus after successful hiring and probationary period.



Diversity on all levels

In this interview, **Simone Kornmann**, Human Resources Manager of the B+T Group, gives us an insight into their multi-faceted corporate culture, and the company's measures to promote diversity, employee development and a healthy work-life balance.

How would you describe the corporate culture at B+T?

Simone Kornmann: Our corporate culture is characterized by a down-to-earth and collegial cooperation. As a traditional company, we maintain a family-like atmosphere – with hierarchies as flat as possible. This allows us to make quick and targeted decisions, and to maintain an open and honest communication with all stakeholders – both internally and externally.

What characterizes the employees of the B+T Group?

Simone Kornmann: Our colleagues are very reliable and conscientious. Thanks to our family atmosphere, we have a strong feeling of togetherness. We particularly value our hands-on mentality and goal-oriented work. Everyone is always ready to take action, pursue clear goals together, and move the company forward. This is very special.

What is the human resources department's role in promoting equal opportunities within the company?

Simone Kornmann: When it comes to equal opportunities, the human resources department obviously plays a crucial role. During the recruiting process, for example, we evaluate our candidates exclusively based on their technical and social skills. Factors such as language, ethnic origin or gender are in no way relevant to the decision-making process. This is how we ensure that everyone gets the chance they deserve.

And how do you live or promote diversity in your day-to-day work?

Simone Kornmann: Here as well, we rely on an objective and professional handling of the processes and cooperation. We support individual development and offer the opportunity to participate in staff trainings. This is how we guarantee equal opportunities for everyone and prevent any unfair discrimination.

Which measures do you use to support your employees' career development?

Simone Kornmann: To support our employee development, we use a variety of methods and measures. Our annual Employee-Dialogues – for example – allow us to get a clear picture of performance and development in all the areas. Based on conversations and evaluations – involving employees such as supervisors – we can actively create and promote individual measures.

How can your employees give feedback and actively shape the everyday work?

Simone Kornmann: All employees can express concerns and requests for improvement at any time through our anonymous Suggestion-Box – which works like an idea box. We make sure that individual suggestions are heard. And we maintain a consistent open-door policy and are always open to all issues and concerns.

How do you support the compatibility of work and family?

Simone Kornmann: The B+T Group offers a hybrid working model whenever possible. In this way our people can flexibly find a mix of presence hours and working from home. Working hours can also be arranged individually in order to balance the needs of work, family and dog.

What does social responsibility mean to the B+T Group?

Simone Kornmann: At B+T we are fully committed to a greener tomorrow – on all levels. This is why we support various regional social institutions, (sports) clubs and fire departments. Of course we also actively support our environment, plant trees and organize waste collection campaigns – to name a few.

What challenges will you increasingly face in the future as a human resources manager at the B+T Group?

Simone Kornmann: We are facing many challenges now and in the future that we need to master. In addition to the shortage of skilled labor, this also includes a secure long-term employee retention, digitalization and the further development of our HR processes. All require active solutions that we are working on. Our goal is to involve and to take along all our employees as best as possible. No one should be left behind.

From your perspective, how can a company like the B+T Group be successful on the labor market in the long term?

Simone Kornmann: The success of a family business like the B+T Group is influenced by many factors: an attractive employer brand, lean and fast decision-making processes as well as a worthwhile working culture. In addition to exciting projects and activities, a modern management culture and flexible working models are always crucial. I would say that we at the B+T Group offer our colleagues a little bit of everything and are always open for change and development.



Employee Rights and Benefits at B+T Group

The companies of B+T Group operate in Germany, Switzerland, and the EU, where they are subject to labor law regulations. The representation of employees is organized through the works council and regular employee meetings. A respectful and appreciative approach complements compliance with laws. We promote collaboration and a sensitive corporate culture, supported by various benefits.



Company Pension Scheme

B+T Group contributes to the company pension scheme of its employees with a subsidy after a six-month period of employment.

Flextime Account

A flextime account is used to balance periods of higher or lower workloads. Overtime is compensated with time off during periods of lower workload. Our goal is to ensure that no excessive working hours accumulate – achieved through appropriate work organization and sufficient staffing. Each month, the management, HR, and department heads jointly discuss the workload balancing of each department.

Special Leave

In accordance with our duty of care as an employer, our employees are entitled to special leave – for example, for weddings, relocations, or bereavements.

Computer Eyewear

If an employee requires computer eyewear, we contribute to the costs. Computer eyewear is part of our duty of care as an employer and serves occupational health and safety.

Home Office

B+T Group follows state regulations regarding home office arrangements and implements them according to the spatial conditions at the locations. Working hours are recorded as in-office work.

Corporate Benefits

Through the Corporate Benefits advantage portal, our employees have access to numerous attractive special price conditions and purchase discounts from various well-known companies.

Company Bicycles

Through the Business Bike program, our employees can lease bicycles for environmentally conscious commuting and leisure use. Additionally, bicycles are available for rides during breaks.

Ideas

Employees can submit suggestions or feedback through an idea box. Ideas can also be submitted anonymously through the B+T employee app. Some ideas that have been submitted and selected by us include: electric vehicles in the fleet, subsidies and recognition for voluntary work in a social organization, participation in the ADFC campaign “Cycle to Work”. We engage in personal discussions with employees about ideas.

Employee Recognition

During events such as summer parties and Christmas celebrations, employees with long-term tenure are regularly honored.

Group Accident Insurance

The company’s group accident insurance protects our employees both in the workplace and in their private lives.

Health Promotion

We promote employee health with health campaigns and a company health management program in cooperation with health insurance companies. It offers one health measure per quarter and regular support and advice.



From Training to Leading B+T Logistics

Marco Schössler began his career with B+T Group during his training. He now heads logistics. In the interview, he discusses his most important experiences and challenges – and how sustainability is implemented and promoted in all B+T logistics processes.

Why did you choose to train with B+T Group back then?

Marco Schössler: I wanted to complete a commercial education alongside technical training. I was given this opportunity at B+T Group. This allowed me to combine both areas from the beginning and develop a more comprehensive understanding of the industry's processes.

What were the most important milestones on the path to leading logistics for you?

Marco Schössler: Great trust was placed in me even during my training: I had the opportunity to take over fleet management including personnel responsibility. This trust and the associated responsibility shaped my professional career and supported my personal development. Another crucial milestone was undoubtedly taking on the diverse logistics tasks. Here, it's not just about coordinating logistical processes, but also about personnel responsibility in the commercial sector.

And your biggest challenges?

Marco Schössler: There were certainly some. Back then, I was able to shorten my training period by skipping the first year and abbreviating the third. That was a huge opportunity for me – but at the same time, very challenging. Taking over both fleet management and all logistics tasks posed new challenges for me. Both areas of responsibility not only offer opportunities for professional deepening but also challenge my skills as a leader: I must network the commercial and industrial colleagues and guide them together in a team.



Which skills and experiences from your training have proven to be particularly valuable?

Marco Schössler: I entered operational business early on and took on responsibility – I still benefit from that today: from the beginning, I gained insights into the company's processes and challenges and developed a solid understanding of the operational processes, problems, and values of the company.

And how did your employer support you on your career path?

Marco Schössler: B+T Group supported me in every way from the beginning. I was always encouraged and, of course, challenged with demanding tasks. All of this has propelled my personal development.

How are sustainability aspects also integrated into logistics processes, and what role do you play as head of logistics?

Marco Schössler: We employ various measures to make our logistics processes more sustainable. A key approach is, of course, the purchase of new, more efficient trucks. They have lower fuel consumption and reduce our CO₂ emissions. Furthermore, we continuously optimize our transport processes: routes and resources are planned as efficiently as possible: empty runs are minimized, waiting times reduced, and routes selected in an environmentally friendly manner. We aim not only for economically efficient but also for ecologically sustainable logistics. Another focus is on training our drivers. They undergo professional driver training including eco-training. This way, we raise awareness among colleagues for fuel-efficient driving and environmentally friendly behavior.

What principles and values do you emphasize in your daily work?

Marco Schössler: I was given extensive opportunities early on. I try to pass on this approach as a supervisor: continuously promote and challenge my employees. This is not only about completing tasks but also about the individual development of each team member. Through targeted challenges and supportive measures, I try to create an environment

in which everyone can unfold their potential. Another crucial aspect is the continuous optimization of logistics processes. This requires an ongoing evaluation process: we seek innovative solutions to work efficiently while becoming more sustainable.

What are you particularly proud of?

Marco Schössler: That's easy: My team.

Equality of Opportunity at B+T Group



73%
of employees enjoy
their job and they
like going to work.

Equality of opportunity is a fundamental prerequisite in the daily interactions at B+T Group. We strive to provide an open and respectful environment for all employees – regardless of nationality, ethnic origin, religion and belief, age, and disability. We promote each individual in our company to unfold their full potential. This ensures equality of opportunity at all levels – from personnel management to training and development, to participation and occupational safety. In a comprehensive assessment, we examine what new goals we can set for ourselves, such as signing the **Diversity Charter**.

i The **Diversity Charter** is a commitment to diversity, fairness, and appreciation. By signing, the company commits to creating a working environment without exclusion and prejudice. Every company can thus declare that it lives up to the defined standards. The goal is an open corporate culture that promotes individual and societal diversity and appreciation.

Sustainable, Regional Waste Management as a Contribution to the Respect of Human Rights

Respecting and upholding human rights is, of course, our utmost priority. By disposing of waste regionally – in Germany or locally in the EU – and upgrading it, we actively prevent it from being exported and disposed of abroad under human rights-problematic conditions. We adhere to the labor law regulations applicable in Germany and the EU. Given the globalized economy and complex supply chains, respecting human rights is becoming increasingly important in this context as well. As a company, we are responsible for protecting these rights in our own activities and in our value chains. We carefully monitor and ensure their implementation continuously.

B+T Group is preparing for the **Supply Chain Due Diligence Act**, although the corporate group is only indirectly affected, or only to a limited extent, as a supplier to large companies. For this purpose, a procurement department was formed in 2023. It ensures that we procure and organize products and services in a way that considers social, ecological, and economic aspects at all times. That they are sustainable and have minimal environmental impact – from production to disposal.

i The **Supply Chain Due Diligence Act** has been in effect since 2023 for companies with over 3,000 employees and since 2024 for those with more than 1,000 employees. The goal is to prevent environmental and human rights violations in supply chains through targeted risk management. For example, the law prohibits child labor, protects against slavery, and mandates minimum wages. It formulates the due diligence obligation to ensure that human rights and environmental concerns are adhered to at all points in a company's supply chain. And in case of a complaint or a problem, a detailed risk analysis is required.

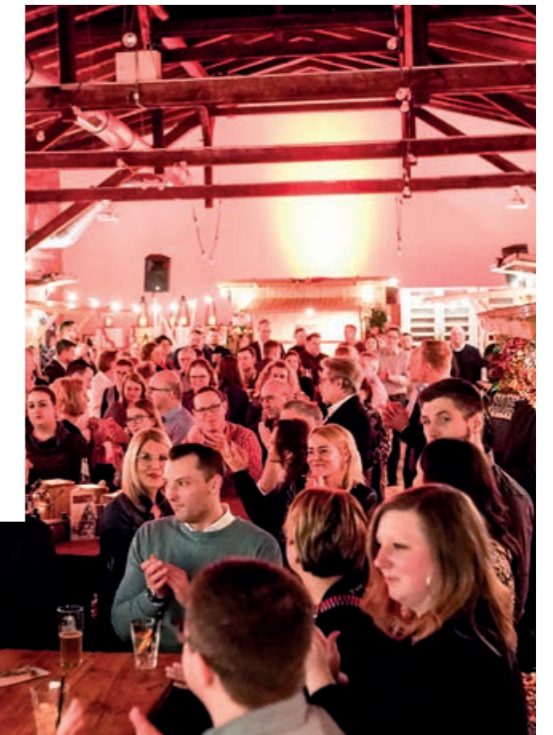


Our Corporate Social Responsibility: Community Engagement by B+T Group

Our core business is sustainable waste disposal and treatment, which directly contributes to community orientation. Furthermore, we strengthen our local community through various activities and actively promote the diversity of the region. In doing so, we give back to our environment in the medium and long term. We actively implement concrete measures:

Christmas Initiatives

Every year, B+T Group engages in activities during the Christmas season. We support projects and initiatives dedicated to social, cultural, and ecological causes. In 2021, we planted 1,000 trees in collaboration with the climate-fair organization Oberhesen as a gift to the region and the people living here now and in the future. In 2022, we supported the Blue Awareness organization, which advocates for ocean protection, ecosystem liberation from plastic waste, and environmental education with fun. This reflects their courage to achieve great things with small steps. In 2023, the focus was on intercultural exchange: Being present across Europe with waste disposal facilities, we funded a joint project with the local Max-Eyth-Schule in Alsfeld and the French high school Lycée Lavoisier in Mulhouse. Young people came together for a week to discuss topics such as sustainability and environmental protection. The program also included an educational visit to a B+T facility.



Waste Collection Campaign

During the 800th anniversary of the city of Alsfeld, a waste collection campaign was organized, involving nearly 200 citizens who collected a total of two tons of waste. How is the non-recyclable portion of the collected waste converted into regional energy?



We provided detailed and understandable information about what happens to the collected waste in our facilities.



Lecture Series at Secondary Schools in the Vogelsberg District



In 2023, in collaboration with the Blue Awareness organization, we organized a lecture series titled "From Knowledge to Action" at ten secondary schools in the Vogelsberg district. Lectures on the current state of the seas and on sustainability in waste processing and disposal introduced the topic. This was followed by discussions and question rounds before the students became active.



On Clean-up Day, they collected waste in the school environment. All materials used, such as gloves and garbage bags, were made from 100% recycled materials, and the grabbers were provided by companies in Alsfeld. The lecture series with Clean-up Days and the disposal of the collected waste is sponsored by B+T Group.



For more Solidarity

Whether it's a waste collection campaign, collaboration with the "Blue Awareness" association, or their lecture series at schools in the region, sustainability at B+T Group is not just a vision; it's actually lived and reflected in their social engagement. **Tanja Bohn** tells us how in this interview.



Ms. Bohn, what does social engagement mean to you?

Tanja Bohn: For me, social engagement is extremely important, indeed, it's actually essential for companies that are economically well-positioned and connected to people and the region – just like B+T Group here in Vogelsbergkreis.

How long has B+T Group been involved in social causes?

Tanja Bohn: This has been a tradition in our family business for a long time. My mother-in-law was already involved in supporting clubs and aid organizations back in the early 80s. And now, it's also a matter of the heart for us.

Can you give us an example project?

Tanja Bohn: Our 2023 mission in schools was very special to me. It involved educating students about environmental protection, encouraging them to engage in volunteer work, and fostering social interactions among them. The goal of the project was also to show young people that every individual matters and that they can actively do something for the environment – like participating in Clean-Up Days.

How would you describe your role within the company group – but also for the region?

Tanja Bohn: I see my role very clearly as being responsible for the well-being of all our employees. As a shareholder and the boss's wife, I slipped into this role very early on. I always had an open ear for everyone, took care of celebrations, outings, gifts, or our health management. Due to our local ties here in Vogelsberg, it is also very important to me that we are perceived in the region as a company that actively engages in society and does good. Finding and retaining new employees is also directly related to providing the right environment. Therefore, I see it as our duty to get involved.

Do you receive feedback for your engagement, both internally and externally?

Tanja Bohn: Yes, the feedback is consistently positive. And of course, I am also very pleased when our employees are grateful for the appreciation, we show them. Our visibility in the region is gradually

increasing through our stronger external communication. We have been flying under the radar for a long time, but gradually, everyone is starting to know who we are and what we do.

Can you tell us about any planned actions and projects for the future?

Tanja Bohn: We will certainly organize another local Clean-Up Day, which is called the "Alsfelder Butzdaach." And we will continue to advance our engagement with regional schools. In 2024, we will also be co-organizing the Alsfeld company run "Alsfeld bewegt" again. The proceeds from the run will go 100% to selected projects for children.

Imagine you had three wishes – what would they be?

Tanja Bohn: 1. More togetherness than division
2. More support than opposition
3. More joy than sadness

Donation and Sponsorship Allocation

When allocating donations and sponsorship funds, we adhere to our established guidelines, which clearly define the objectives, criteria, responsibilities, and procedures for sponsorship. Funding is generally only granted upon request, usually for the following areas and projects:

- Regional or otherwise company-related cultural projects
- Science projects related to the company's interests

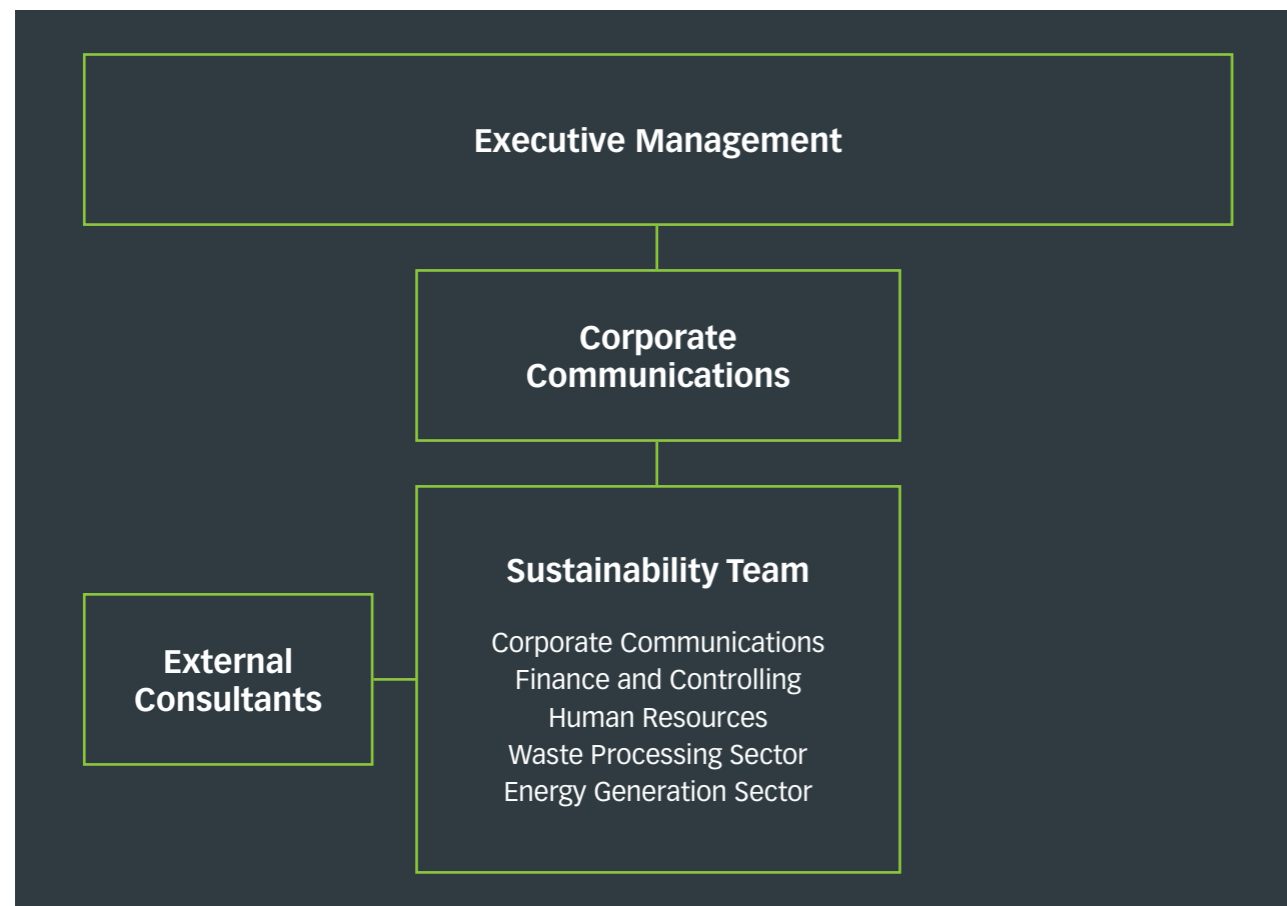
- Regional or company-related school and education support
- Charitable purposes
- Organizations and projects in which employees are involved voluntarily or otherwise.

Political parties, their affiliated organizations, and extremist groups do not receive funding from B+T Group.

Our Corporate Leadership

Responsibility for sustainability topics

The responsibility for sustainability matters lies with the management board and the sustainability team, consisting of employees from various business areas, the human resources department, and the management board. The head of corporate communications is tasked with leading the sustainability team. They coordinate the sustainability strategy and are responsible for producing the sustainability report.



The team members were trained as sustainability officers by the Institute for Sustainability Education in 2023 to further develop the sustainability-related processes of the B+T Group. The training included sustainability criteria, indicators, goals, rules, and processes, as well as recommendations for further development of sustainability management and an initial introduction to CSRD-relevant aspects. Further integration of employees and intensification of internal sustainability communication are being planned in detail.



Responsible Corporate Governance

For the B+T Group, all legislative processes related to energy and waste management are relevant. Submissions to current legislative processes are made through the mentioned associations (see p.61).

Selected laws and regulations relevant to the B+T Group include:

The **Fuel Emissions Trading Act (BEHG)** which provides the legal framework for the **national emissions trading system (nEHS)**. It requires companies that introduce fuels into circulation to allocate one certificate for each ton of CO₂ emitted during combustion. The law aims to reduce greenhouse gas emissions from fossil and biogenic fuels and support the achievement of climate goals.

Against the backdrop of disruptions in energy markets due to the war in Ukraine, the **Electricity Price Braking Act (StromPBG)** aims to reduce the financial burden resulting from the significantly increased and rising electricity costs.

The **Critical Infrastructure Ordinance** defines the thresholds determining whether and when an operator is considered critical infrastructure. It specifies the requirements of the Federal Office for Information Security (BSI). If services of critical infrastructures – such as finance, food, electricity, and water supply – are impaired or fail, this would have dramatic consequences for the economy, state, and society in Germany.

The **Whistleblower Protection Act** obliges companies with more than 50 employees to have an internal reporting channel. This law protects individuals who report violations of legal regulations in the course of their professional activities.

The **Supply Chain Due Diligence Act** aims to prevent and minimize environmental and human rights violations in supply chains through targeted risk management (see p. 47).



“Collaboration is essential for us.”

In this interview, **Ralph Bohn**, Managing Director of the B+T Group, tells us about responsible corporate governance and what it means to him. We are also talking about how he will take the family business forward.



Mr. Bohn, you are one of the managing directors of the B+T Group. Which milestones in the development of B+T have been most important to you?

Ralf Bohn: After founding the company – the first registration was 1854 – Umweltdienste Bohn was established on January First in 1998. A little later, we met Terra Nova – our long-term partner and co-name giver of B+T – that was in the summer of 1999. We have cooperated and founded the first joint B+T corporation together. Our first own combined heat and power plant in Witzenhausen was an important milestone for us. This was our biggest single investment and has completed the Group’s range of services for the first time. On June First in 2005, just in time for the closure of the landfill site for waste with residual organic content, the B+T Group’s first waste processing plant was put into operation – and is still in production today. The headquarters in Alsfeld plays another crucial part in the growth of our group of companies. Since we have made many further investments in power plants and waste processing facilities, Chalampé, Pfastatt and Didenheim are certainly milestones just as big as Witzenhausen was back then.

How has the fact that the B+T Group is a family business influenced this development?

Ralf Bohn: As a family business, we don’t just make decisions quickly, but with a long-term focus for the Group. A sustainable approach and cooperation are essential for us. And our aim is to keep the growth process as family orientated as ever.

How are the company values – respect, courage and health – being manifested in the everyday working life?

Ralf Bohn: As a family business, we have a tradition. Our actions are still being shaped by that. The word family lies at the heart of our company and stands for a close community such as our company’s clear direction. All of our values are reflected both in our everyday work and in our corporate strategy. And it remains that progress is defined by working together, which, if everyone does, will be marked by success.

And for you personally: When it comes to the company’s direction, which factors are particularly important to you as the Managing Director?

Ralf Bohn: The B+T Group is characterized by commitment and reliability. We must preserve those qualities. For me personally, it is important to call a spade a spade, regardless of whether it is about something positive or negative: Nothing is better than the truth. In addition, I highly value the reliability of our colleagues and the way we work together – both internally and with our long-standing customers and suppliers.

Speaking of reliability and responsibility – what does responsible corporate management mean to you?

Ralf Bohn: Responsible corporate management means having a clear view of the future at all times and making forward-looking decisions – in the full interests of the B+T Group. The development of the company must always be clearly focused on maintaining and expanding activities rather than any personal interests. At B+T, we try to always live by this basic premise and place all those with responsibility at the center of their actions. To me it is important

to emphasize our clear line of corporate development and to make it accessible to everyone at the right time for the prospects of the next stage.

Sustainability is comprehensive. In addition to ecological responsibility, it also includes economic and social responsibility. What does this mean for you – and also for the entire B+T Group?

Ralf Bohn: I could say a lot here. But basically, it’s already in our slogan: For a greener tomorrow! All of the B+T Group’s activities are in line with this and are absolutely in support of climate and environmental protection. We can proudly say and show what the B+T Group stands for. We don’t need to waste our time saying what we are against. It is becoming increasingly important to make clear what we stand for – as people and as a company – and to put this into practice – at all levels.

What are your plans for the future of the B+T Group?

Ralf Bohn: To continue guiding the way for the future and steady growth of the B+T Group. And to inspire people who walk this path with us and making very careful decisions in these changeable times.

Involvement in associations – Our Memberships

Through political advocacy, experts from our corporate group contribute their expertise to the political process. We are active members of associations, where we take responsibility by shaping the sustainable development of our industry. Additionally, we participate in professional dialogue.



ASA

As a member of the Working Group for Substance-Specific Waste Treatment (ASA), we are constantly informed about the latest insights into waste treatment through substance-specific solutions. We continuously exchange experiences and knowledge in this area with other members.

► www.asa-ev.de



bvse

The Federal Association of Secondary Raw Materials and Waste Management, abbreviated as bvse, is one of the largest associations in Germany. As a member and certified waste management company, we not only adhere to legal minimum standards but also establish our own quality criteria. This demonstrates a clear profile with excellent value for money, flexibility, and a clear preference for quality, ecology, and customer proximity.

► www.bvse.de



ITAD

The ITAD – Interessengemeinschaft der Thermischen Abfallbehandlungsanlagen in Deutschland (Interest Group of Thermal Waste Treatment Plants in Germany) – represents the interests of operators and owners of such infrastructures: traditional domestic waste incineration plants, sewage sludge incineration plants, and refuse-derived fuel power plants. It promotes the benefits of thermal waste treatment plants through public relations and research projects.

► www.itad.de



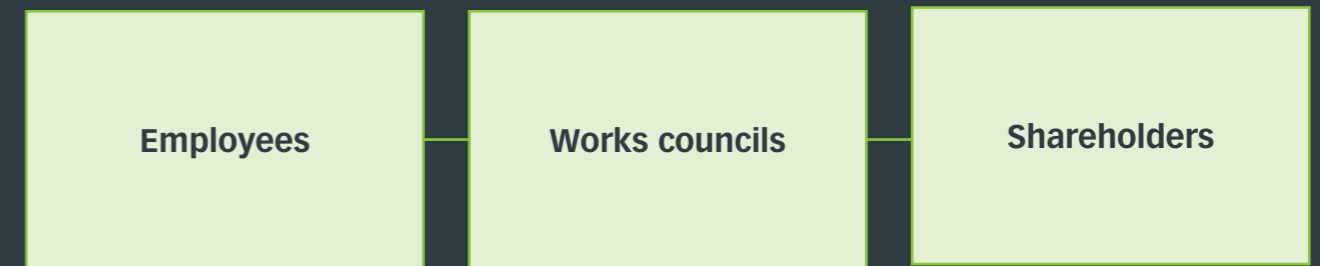
Stakeholder Management – Our Partners

Our partners play a central role in our company’s development. We value their input and the exchange of ideas. Both internally and externally, they provide us with new perspectives and support our sustainable business practices. The B+T Group engages with various internal and external stakeholder groups:

As a family-owned business, the companies within the B+T Group foster long-standing and cooperative relationships. One example of engaging with stakeholders is through our participation in trade fairs. We alternate between participating in IFAT in Munich – the world’s leading trade fair for water, wastewater, waste, and raw materials management – and the Kassel Waste and Resource Forum. Since 2014, B+T Group has had a stand at IFAT for five days each year. We have been utilizing the Kassel Waste Forum as a platform for exchange since 2007. Additional formats, on an ad-hoc or regular basis, include:

- **Personal discussions and shareholder meetings**
- **Annual discussions with banks, insurance companies, and customers**
- **Visits to suppliers, supplier and customer audits**
- **Committee meetings, e.g., with authorities and citizen initiatives**
- **Audits, e.g., the Waste Management Facility Certification (Efb), internal audits, audit appointments with auditors**
- **Association activities: e.g., ITAD, including sustainability, climate protection, and technology working groups**
- **Press releases and interviews**
- **Factory tours and visitor groups**
- **Social media and website**

Internal Stakeholder Groups:



External Stakeholder Groups:



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