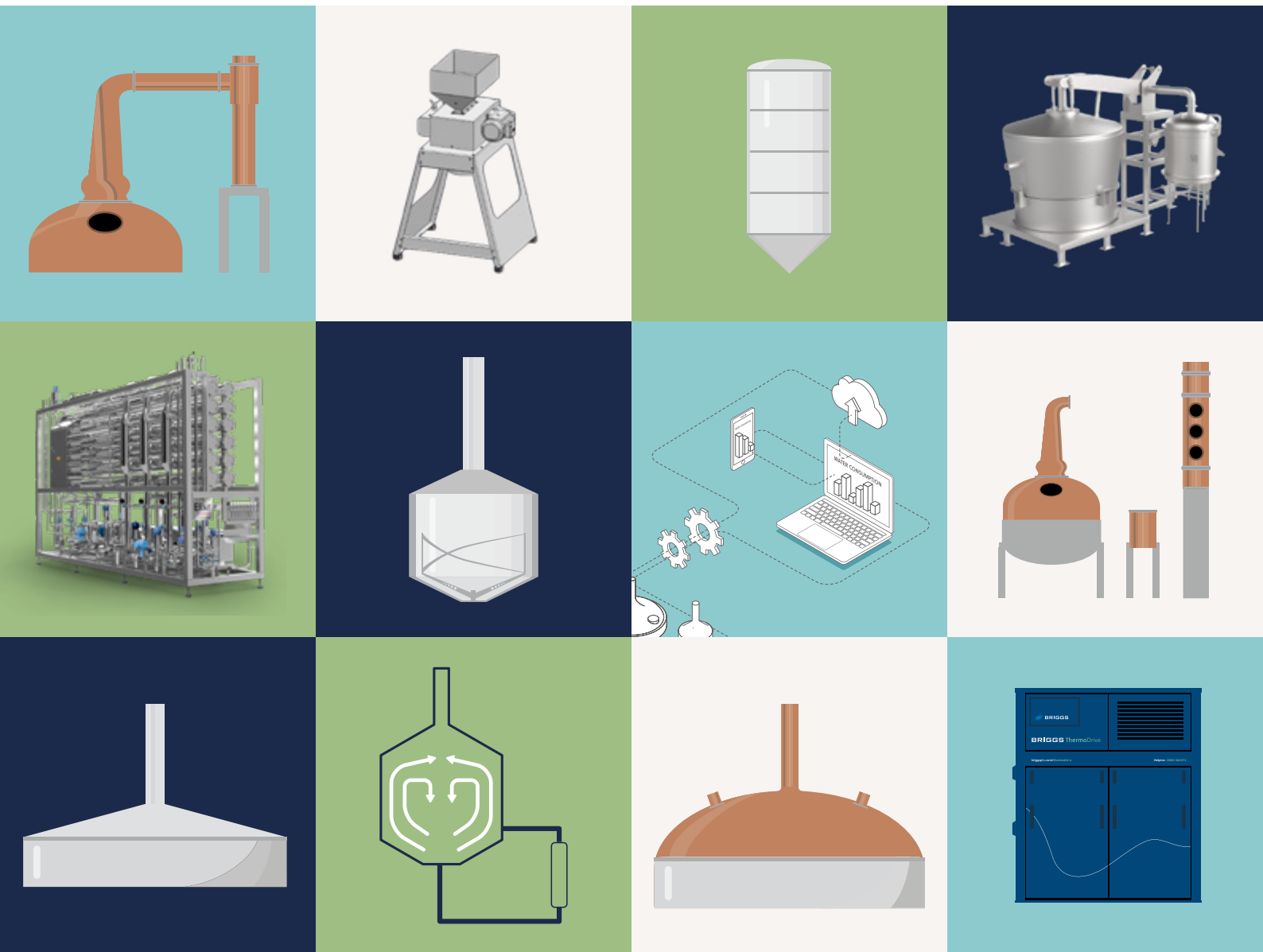


# Sustainability Yearbook 2026

Collaboration in Action



**clpt** CIMC Liquid  
Process Technology

Ziemann  
Holvrieka

BRIGGS

DME

Künzel

McMILLAN  
COPPERSMITHS



We deliver for our customers around the clock – from when the sun rises over the Yangtze in Nantong, to the moment it sets beyond the Sierra Madre Mountains in Saltillo.



## Introduction

"The opening of a state-of-the-art production facility in Mexico, in early 2025, really confirmed for me that we deliver for our customers around the clock – from when the sun rises over the Yangtze in Nantong, to the moment it sets beyond the Sierra Madre Mountains in Saltillo. Reflecting this spirit of global connection and collaboration, I'm delighted to share the stories in the pages that follow, which have emerged from across the world.

This year, we celebrate relationships and the ways we're reaching out to shape the world we live and operate in. From the development of young talent to the progression of ideas and launch of new products, I'm sure you'll find much to applaud here, just as I have.

Naturally, we're continuing to focus on our operations and CO<sub>2</sub> emissions, and we're making strides in our understanding of the impact we have when delivering for our customers. It's these insights that help us design and engineer new and fruitful products, and to communicate our knowledge effectively with our customers.

Yet our responsibility goes beyond climate and the environment, as we maintain a shared focus on our social responsibilities, as an employer, as well as a supply chain leader. Our workforce remains the backbone of our organisation too and I recognise the efforts that you, our dedicated staff, make to deliver both our solutions and our values on the ground, every day, under sometimes challenging circumstances. I want to thank you all – everyone working for and with us, in whichever time zone you're in – for your ongoing endeavours and collegiate approach."

**Klaus Gehrig**, CLPT Group President



# CLPT Sustainability Framework Themes



## Resource & Climate Solutions

Sustainability is fast becoming an integrated element of our engagement with customers, especially through the products and solutions we offer. But we must work as partners, because open-minded collaboration, across different fields of expertise, will be key to making the changes needed throughout our value chains.

It's worth reminding ourselves that, with our collective size and expertise, we can contribute to the global shift towards a low-carbon circular economy. Listening to and engaging with our customers and other experts will see us better able to create the step changes required to make a difference. But fundamentally, we are ready - ready to build future-focused, resilient and ever more efficient systems and solutions.



## Sustainable Innovations

Many of our customers have ambitious goals to reduce their CO<sub>2</sub> footprints. In some cases they'll be pursuing these targets while operating assets we've designed and commissioned for them, equipment they'll be relying on around the clock and for many years to come. So our products and solutions should recognise both the opportunity and the obligation we have to support them with their sustainability ambitions, now and in the future.

Standing still is not an option. The continuous innovation of our products and services enables our customers to conserve more resources at both existing facilities and new-build sites in the near-term future. Our commitment to research and development spans the globe and allows us to collaborate with some of the world's most respected academic institutions, including exciting early-stage research that has the potential to influence our sector for decades.



## Clean Operations

Because we're serious about sustainability, cutting down on the CO<sub>2</sub> emissions of our own operations is one of our top priorities. We're focused on achieving CO<sub>2</sub> neutrality in our offices and production environments, as well as helping our customers to lower their emissions.

We continue to implement the CO<sub>2</sub> reduction plans developed for our places of work, which focus on gains in energy efficiency, lowering energy consumption and transitioning away from fossil fuels. We also recognise the importance of delivering reductions in water usage and waste. And by achieving great 'clean' results from our own efforts to operate more responsibly, we build a stronger platform to promote the amazing technologies we can supply to clients with the same aspirations.



## Responsible Business Conduct

A company can only be as successful as the culture it creates, guides and nurtures. So we strive to maintain high standards of corporate governance, standards that help grow our business as a responsible and trusted partner. As part of this, we welcome the scrutiny of others and always expect wrongdoing to be highlighted and addressed.

Acting with integrity is a core value for our business. Our culture and attitude, which seek to go beyond what's expected, are communicated and practised both top-down and bottom-up. And we'll keep pushing to educate and empower our teams, so that professionalism and good business conduct come as standard with our people.



## Safe & Healthy Workplace

Safe working practices and healthy staff aren't just a positive contributor to our business, they're a crucial factor in our ability to deliver what our clients want. Indeed they help us to make sure that our customers can count on the talent and commitment of dedicated professionals.

A key principle for us is our commitment to ensuring the occupational health, safety and wellbeing of our employees, contractors and visitors. Whether it's at our offices, fabrication shops or construction sites, our goal remains zero harm to all affected by our actions and decisions - a standard that runs through our design and innovation programmes too. And by continuously improving our H&S performance, we'll find ever safer ways to manufacture and distribute our products and services.



## Future Workforce

Our teams span four continents, many countries and several time zones. But while different languages and local characteristics are found at each of our locations, it is our people - the endeavours they share, the connections they form - that bind us together.

It stands to reason, then, that the success of our business relies on the people we employ. Which means we need to understand and anticipate the impacts of outside influences on our businesses, and ensure our teams meet our present and future needs. Training, retaining and growing our people, with skills, capacity and diversity in mind, will continue to be at the heart of our initiatives.



# Together for change: engineering practical solutions

## Resource & Climate Solutions

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# Tank configuration goes digital

Have you tried Ziemann Holvrieka's MyTank Configurator tool? A powerful browser-based solution, it's made the online planning and design of tanks quicker, more precise and more convenient than ever before. Richard Glattfelder, a Process Designer at the business, originated and developed the concept, and kindly took the time to explain how it all came about.

"In the past, tank enquiries were often handled using pen and paper, email or simple Excel sheets. We wanted to take the process to the next level by creating a digital tool that truly reflects our innovation and industry leadership. This led to the idea of a web-based, best-in-class tool that enables fast, intuitive and visually appealing tank concept designs, without the need for external software or specialised expertise."

MyTank Configurator puts an end to potentially tedious technical coordination, with geometry, volume, pressure, material type and design among the criteria that can now be defined in a few clicks, in real time. The end results of these capabilities include speedier project starts and clearer data for enquiries, plus greater early transparency for interested parties from the beverage, new food and pharmaceutical sectors, as well as from brewers and distillers.

Richard, who plays a role supporting the CLPT Sustainability Team too, also commented on the tool's usability. "The interface is intuitive, interactive and highly engaging. By experimenting with tank layouts, customers can quickly test their initial ideas and discuss them within their teams, while the 2D and 3D visualisations are particularly helpful in supporting the creative process. In turn, the quality of the entire sales process is enhanced. And on top of that, the tool enhances sustainability, because the greater clarity reduces waste, with less wasted effort, time, money – and hopefully resources too." You can find the MyTank Configurator on the Ziemann Holvrieka website.



# Brewing knowhow shared in Bangkok

"It wouldn't be wrong to say that I had no experience at all, it was quite intimidating at first." Suteera Prombandankul is talking about a major professional moment. When joining Ziemann Holvrieka's team in Bangkok in 2022, she had very limited knowledge of the brewing process or programming, as work had previously meant jobs as an Electrical Project Engineer.

Despite this, that August Suteera made a big change, switching focus from hardware to software. Thankfully, it worked. "I feel I've developed quite fast, because of the people and environment, and the continuous learning here that's encouraged me and my curiosity."

The spur came from her talks with a colleague who'd previously worked at Ziemann Holvrieka's base in the Thai capital. This, coupled with a long-held interest in programming, saw Suteera apply for a Process Automation Software position at the company. "My first project was for Tawandang and there was a lot of on-the-job training, taking me right through the engineering and commissioning phases," Suteera continues. "I learned a lot from my incredible team. They were really supportive and willing to share their knowledge – I've loved working with them, they make you feel valued, so every work day is exciting."

Tawandang is now one of the biggest breweries in Thailand. Having worked on-site there for five months in 2023, watching equipment and vessels arriving and being installed, Suteera recognises the benefits that a proper presence in Bangkok brings to local customers.

"I think Ziemann Holvrieka has been here in Thailand for around 20 years now. Taking Tawandang as an example, they're very happy that we have the Bangkok office here, because we're in the same time zone and speak in the same language, so we can discuss whatever support they need and respond quickly."



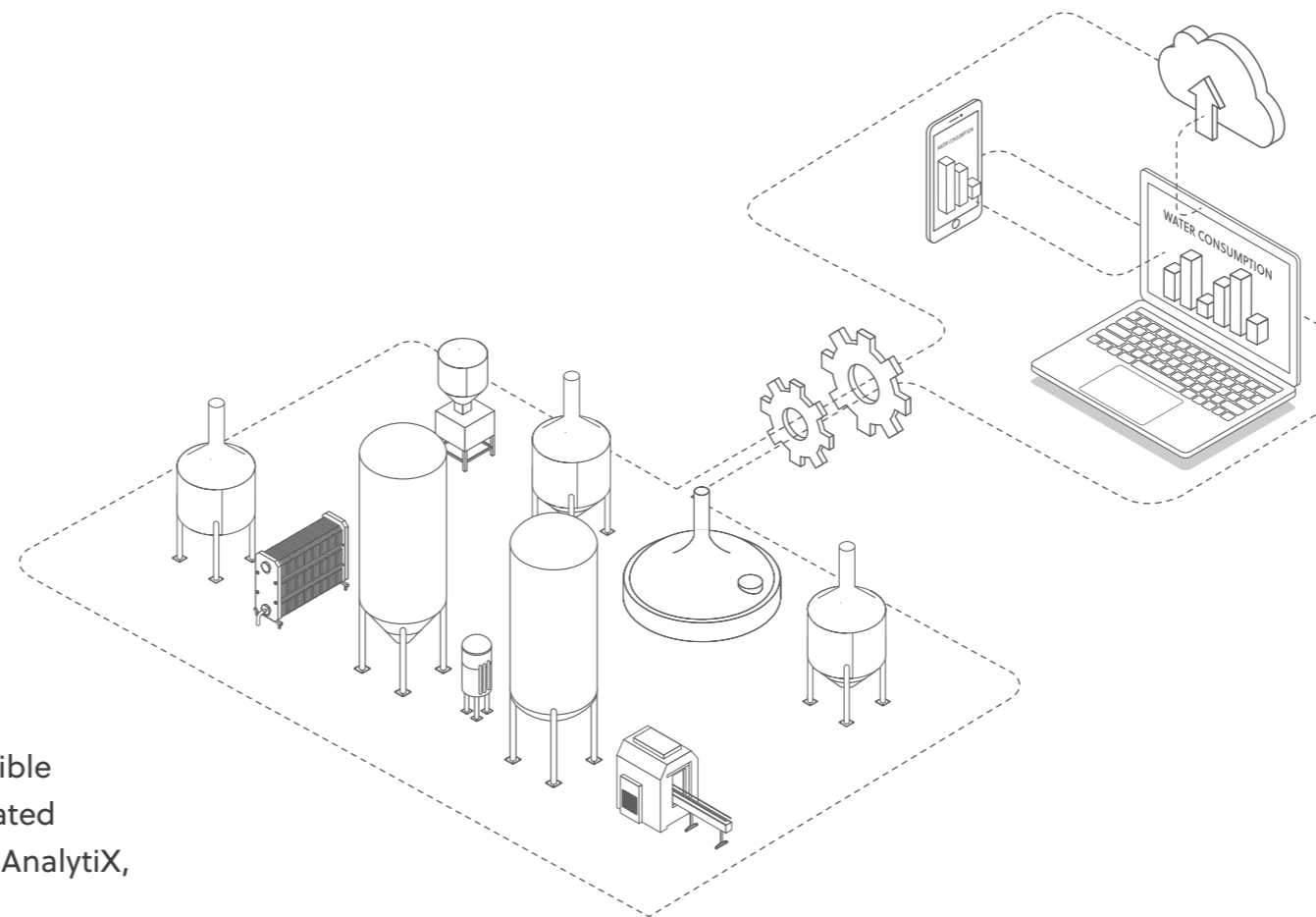
## Sustainability Voices

**Alain Landuyt,**  
Brewmaster at Tawandang German Breweries

"At Tawandang, we're famous for producing authentic German-style beers. All the work has to be done meticulously in our brewery under the direction of our German Brewmasters, so it's a great help to have engineers and experts from Ziemann Holvrieka close by, here in Bangkok. We're reassured to know that there are always people on hand who understand our brewery and processes so well."

# Shining a light on brewery data

In every brewery, data is produced continually. Whether or not that data is seen or harnessed, however, is another matter. Now Ziemann AnalytiX, a new digital data analysis platform, lets brewers find patterns and value in the mass of data they generate, by bringing it all into the light. Previously, such structured analysis was only possible through the likes of cumbersome Excel sheets, or self-built isolated solutions which were overly complex and limited in scope. With AnalytiX, however, the gap has been properly closed.



Marc Kritz, Ziemann Holvrieka's Digital Project Manager, summarises its purpose. **"Ziemann AnalytiX is like an overlay for your normal production data. It connects all your information, structures and visualises it, puts it into a helpful system and allows you to access and act on it in useful ways."**

Marc, who's focused on the deployment of digital tools at the business, was one member of the product's development team. Laura Grotenhoff, in its R&D department, was another. **"With Ziemann AnalytiX you can easily see, for example, the brew from two weeks ago and what was happening with it,"** she explains. **"And you can click on, say, the wort boiling kettle at a particular time, to show you the temperature, or flow, or whatever you're measuring there. Having that kind of information, and being able to compare it, lets you quickly identify important insights and trends."**

The tool's AI component interprets data so that, for instance, brewery teams can be alerted to possible problems or assisted with the generation of forecasts. To complement the software, Ziemann Holvrieka also provides a combined product and service approach, offering consulting expertise that helps breweries make better use of their data and gain deeper insights.

Its strength is therefore about more than looking at data in the moment. Because while the gathering of baseline data is important, the platform's ability to combine a vast array of data points, assemble them into a coherent form and enable the analysis of developments, means that projections about end products are also possible.

As a Product Service Combination, Ziemann AnalytiX was developed in collaboration with the IT experts at Indeex, in Greece. Before entering into partnership with Ziemann Holvrieka, Indeex had already been operating and refining the platform with several smaller breweries, bringing valuable practical experience into the joint development process. But while the software itself was created entirely by Indeex, Ziemann Holvrieka contributed brewing expertise, industry knowhow and real-world operational requirements. Together, both parties continue to enhance the platform, ensuring that it reflects actual production needs and delivers meaningful value to breweries.

Ziemann AnalytiX is a powerful tool in the quest for more sustainable production too, as it offers extremely effective optimisation for brewing processes, by reducing raw material wastage, energy usage and so on. It also needs practically nothing in the way of new kit, as it simply works via a small gateway device and some software adjustments. All of which makes Ziemann AnalytiX an exciting new technology to keep an eye on.

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Examples from the last year include:

Working across the world:  
our people travelled to  
**79 countries**

Local delivery worldwide:  
working out of  
**15 offices**

Bringing solutions:  
for **new projects**  
and **existing sites**

# Empowering energy expertise

When Johanna Krappel finished her Master's degree in Brewing Technology, she initially thought a position in the quality department of a brewery would be a likely outcome. However, in a move few of us would take, Johanna opted to use her final year internship to step outside her comfort zone and really understand why she'd been taught so much about thermodynamics. The decision to embrace this fresh opportunity soon ignited her latent interest in all things energy.



## Sustainability Voices

**Johanna Krappel,**  
Ziemann Holvrieka Project Engineer

"I'm really looking forward to implementing my new skills on customer sites. My training has given me a solid grounding in the principles of energy efficiency and auditing, and included aspects such as the calculation of CO<sub>2</sub> impacts. I was surprised to discover that the principles are mostly applied to buildings, so it'll be great to be able to fill a gap and apply the knowledge to process systems, and I'm starting on familiar ground, with my first official audit being of a brewery here in Germany.

The development of my capabilities wouldn't have been possible without the support of Ziemann Holvrieka as a business, who made the process very easy. But I need to give a really big 'thank you' to my team too, who supported me throughout the period and particularly before my exams."



Joining the Ziemann Holvrieka R&D department in 2023, Johanna extended her knowledge by spending two years undertaking energy calculations to demonstrate the benefits of the products and solutions the company creates. Recognising the limits of her previous studies, Johanna also identified training from the Deutsches Energieberater-Netzwerk (DEN) that would allow her to qualify as an Energy Efficiency Expert – the specific qualification that's required in Germany to implement the EU Energy Efficiency Directive.

The course demanded a commitment of 160 hours over six months, but recognising a win-win situation, Ziemann Holvrieka were happy to support her ambitions, pay the fees and provide the time needed to attend the courses and study for her exams. Johanna's hard work paid off and her success acted as a further stepping stone – she soon undertook additional training to become an Energy Auditor. Now qualified to make assessments against relevant national and international standards, it's another impressive skill she's acquired.

# New ideas for historic spaces

In the rolling German countryside of Franconia, by the River Tauber, the Distelhäuser Brewery has been making beer since 1811. The family-owned establishment produces around 20 different types of quality brews these days, but recently had to contend with a significant technical issue in order to keep its products flowing as planned.

An old lauter tun, which had already been refurbished and become thin-walled, needed to be replaced. Distelhäuser appointed Ziemann Holvrieka as a key contractor in order to provide a solution, which entailed new made-to-measure stainless steel vessels being designed and installed. But as Timo Herkert – Distelhäuser’s Master Brewer – reveals, this was no easy task. “The special feature of the project was that we did not build on a greenfield site, but had to work with an existing system. You have to imagine that the space was incredibly tight. Our colleagues had to fight for every millimetre at every corner, and that was very difficult, but they did a great job.”

Ziemann Holvrieka’s efforts sought to ensure strong dialogue between all parties from the start, and take account of sustainability considerations, particularly energy efficiency. Moritz Bauer, the seventh-generation Managing Director of the brewery, was very positive about the company’s contributions. “Together with our technical team, we decided to go with Ziemann Holvrieka because we wanted a complete package that was tailored to our needs. They also helped us a lot in linking the individual trades together and fitting them into a really tight schedule. From today’s perspective, I would choose Ziemann Holvrieka again, because the cooperation was really very good at all levels. We always had a contact person, and anyone who’s ever implemented a major project on this scale knows that complications can arise from time to time, and it’s important to be very transparent about this. And that was really very good in this case.”





# Innovating together: turning ideas into action

## Sustainable Innovations

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# Lessons beyond the lectures

CLPT Group businesses are well known for their technical partnerships with universities, which support research and teaching in brewing, distilling and engineering. But for Thomas Rutka, General Manager at Künzel, the connection is personal. That's because he's a guest speaker on project management – and he's not afraid to get real.

*"I think I'm a little unusual," he says with a smile. "My focus isn't technical, it's tactical." For Thomas, a key goal is to prepare students for the moment when things don't go to plan. "They need to know that it's okay to ask for help," he explains. "For example, using an escalation strategy isn't a failure – it's just the right process at the right time, to get the right input."*

Thomas can draw on decades of experience to bring his lessons to life, sharing examples of what worked, what didn't, as well as what he might do differently today. And by applying the same mindset at Künzel and across the CLPT Group, Thomas is helping teams to turn everyday challenges into learning and improvement opportunities.



# Learning the Brew Day way

There's been some excitement at Briggs of Burton, with the announcement of a collaboration with The University of Nottingham's International Centre for Brewing Science (ICBS). BRIGGS, a long-standing supporter of the University, was thrilled to be given access to their Research Pilot Brewery (RPB), opening up fantastic opportunities for its team and customers to engage in hands-on 'Brew Days'.

Designed and built by BRIGGS, the RPB offers unique insights into hygienic process engineering. Participants have access to training and meeting rooms, making it an ideal setting for in-person educational sessions – as well as for showcasing BRIGGS' equipment and engineering knowhow!

One key objective of Brew Days is to bring people together and teach the 'BRIGGS way' across the business. They also provide a safe, controlled environment in which a blend of theoretical and practical activities allow people to see first-hand what BRIGGS can do. With access to award-winning trainers and facilities just a short drive from the company's own Global Technical Centre, it's an initiative that really highlights its commitment to high-quality learning and development opportunities.



"I was very happy with how the brewery was set up, I learned a good amount there, running through the process beginning-to-end on a smaller scale."

The first 'Brew Day', held in February 2025, covered the likes of raw material handling, mash separation, wort boiling and fermenter filling, plus an overview of 'the cold side', before ending on the all-important topic of product finishing and packaging.

Tony Witmeier, a Design Engineer from Briggs Inc. in the USA, who attended the first Brew Day, recalled his experience. "I happened to be due in the UK for training and the first of the Brew Days was during that trip, so it seemed like a perfect fit. I wasn't entirely sure what to expect, other than to pick up on some things that I'd seen in drawings and models, but never implemented in reality. And I was very happy with how the brewery was set up, I learned a good amount there, running through the process beginning-to-end on a smaller scale. It was also enjoyable to be able to ask questions while physically present around all of the equipment, and to hear the amount of first-hand experience the guys had. I'd always recommend an opportunity like this – if someone has the chance to go, I think they should do so."



# Forging academic alliances

Right around the world, CLPT Group continues to maintain existing links, and build new relationships, with prestigious educational institutes and universities. With R&D and the relentless drive for innovation key to the fabric of the business, it stands to reason that strong links with seats of higher learning are viewed as a prized asset. In fact, they're a vital way to bolster the ongoing search for pioneering solutions that can meet industry's ever-evolving demands.

In China, for instance, collaborations have occurred with JiangNan University. The Group has worked with the establishment on several projects since 2014, involving scholarship agreements, biotech-focused research, storage management system design, and more. Across the Pacific in North America, connections with academic strongholds are just as robust. Briggs of Burton's stateside presence – Briggs Incorporated – has seen the business support the Rochester Institute of Technology (RIT) with co-op placements for engineering students, while team members have also been involved with lectures, guest seminars and careers fairs at the universities of Kentucky and Louisville.

European examples are numerous too. For instance, Ziemann Holvrieka maintains close ties with the scientific campus for Brewing and Beverage Technology in Freising, near Munich. It also fosters an active exchange with the Technical University of Berlin and the Technical University of Applied Sciences Ostwestfalen-Lippe. These collaborative relationships see ideas take root and move swiftly into practical application. Over in the UK, BRIGGS finds great value in its work with the University of Nottingham – such as the pilot brewery collaboration – and Heriot-Watt University, which has been a partner on projects related to the distilling sector.

## Sustainability Voices

**Tobias Becher,**  
CLPT Head of R&D Liquid Process Technology

“University collaborations are often key to the first stages of product development. But there’s more to it than that, because they give us an opportunity to feed in issues facing our industry and to shape the research agenda on behalf of our customers. Early stage research is often a hit and miss affair, but by working in partnership to test processes, recipes, software and other technologies, it allows us to look at problems that might arise when scaling-up to full capacity production. It’s mutually beneficial as well, as we teach students too, sharing our expertise through lectures, site visits and internships. So we’re helping to prepare future generations of brewers, distillers, engineers and project managers, who’ll serve our industry in the long run.”

**Ben Connolly,**  
BRIGGS R&D Manager

“We really recognise the benefits of collaboration and knowledge transfer, drawing in expertise to drive step changes, and sharing our knowhow to turn state-of-the-art into business-as-usual. And sharing knowledge with our peers is an opportunity, not a threat, because once we’ve done the research, we’re keen to see it applied on customer sites so that they, and the wider industry, can benefit. So you might see us presenting the results of our work at conferences and in academic journals. After all, applied research and innovation have always been part of what brewers and distillers do, and it’s keeping the industry just as busy today as it did centuries ago – but for a wider range of topics, across a greater diversity of sectors!”

## Sustainable Innovations

Our commitment to research and development spans the globe and allows us to collaborate with some of the world’s most respected academic institutions, including exciting early-stage research that has the potential to influence our sector for decades.

Working with academia:  
relationships with more than  
**10 universities**

Delivering first-of-a-kind solutions:  
**three breakthrough**  
technologies implemented at  
customer sites

Creating opportunities to learn:  
**54 individuals**  
trained through Brew Days

Launching low-heat technologies:  
two products launched that  
reduce heat demand by  
**up to 90%**

# Bringing ideas to the boil

Uncontrollable foam. It's not a problem that many people face at their work, but for a while it was a real headache for Laura Grotenhoff in Ziemann Holvrieka's Research and Development (R&D) department. Having joined the company in 2023, Laura was tasked with developing a product from an idea which was first raised, and began with a patent application, back in 2015. 'BubbleBoil' involved a new approach to wort-boiling systems and the elimination of unwanted off-flavours in the liquids being brewed. Yet its initial appearance was a case of a good idea at the wrong time, occurring as it did in a period of low energy prices.

BubbleBoil's moment did arrive, however, as more and more customers started to seek ways to reduce their operating costs, as the price of energy spiked. With the boiling of wort usually the most energy-intensive part of the brewing process, it was an obvious area to look at, which led the R&D team back to BubbleBoil. "Typically with brewing, you might have to evaporate 4% of the whole liquid to remove the flavours you don't want," Laura explains. "BubbleBoil does the same thing, but with a small installation and slight adjustment we reduce the thermal energy required and see more like a 1-2% evaporation rate, which translates to around 30% less energy consumption."



Such figures show why there's been great interest in the recently launched product. But making a solution like BubbleBoil isn't easy. There have been months of dedicated development work at the company's base in Ludwigsburg, within a stage-by-stage process. "The first idea came some years ago, of course, then the patent and an IP application, before we moved to feasibility trials in our pilot brewery," Laura recalls. "Next we had to transfer our work from there to an industrial scale, using a prototype at a customer's brewery, and get enough information to be confident that it'd work well for other breweries too."

"Once we felt good about that, it was onto the final steps. As with all development, you're going from trials to product status – there's still a bit of fine-tuning happening, but you're basically moving towards selling the solution, and another team takes over the product management and launch." In other words, it's quite a journey, with various problems along the way – including the foam, which Laura clearly remembers. "BubbleBoil creates steam bubbles that help remove the off-flavours in a more efficient way, but in the early trials there was an awful lot of foam and it was really hard to control it!" Like the bubbles themselves though, Laura and the team met the challenge.

## Sustainability Voices

**Laura Grotenhoff,**  
Ziemann Holvrieka R&D Project Manager

"For the development of new products and solutions, we hold different workshops and get-togethers on a fairly regular basis. That includes a twice yearly R&D team meeting to go through all the incredible ideas that have been suggested, most of which come from colleagues and departments elsewhere in the business. Also, in R&D we don't frequently speak with customers directly, so we need our customers' feedback to know what they're asking for, whether that comes to us from a trade fair or event, or through direct contact that's been had with a brewer or client.

Looking back, at the very beginning of the BubbleBoil trials it was hard to reproduce certain results and figure out some of the problems. But then when you get the outcomes you're looking for and start to see things getting better and better, that's quite cool, I would say."



# BRIGGS ThermoDrive accelerates change

The year 2025 saw several significant moments in the life of The GlenAllachie Distillery. Not only was its 12-year-old expression named the World's Best Single Malt at the World Whiskies Awards, a ground-breaking expansion project, undertaken together with Briggs of Burton, also was completed.

BRIGGS' partnership with the team at GlenAllachie has delivered a cutting-edge production set-up that's enabled incredible energy savings within the wash distillation process.

The project integrated a BRIGGS ThermoDrive unit to each of the two large (21,000 litre) wash stills at The GlenAllachie, which, importantly for the BRIGGS Group, were originally crafted by McMillan Coppersmiths (now owned by BRIGGS). This high-tech mechanical vapour recompression (MVR) system is letting The GlenAllachie slash its energy usage, by recycling heat that would otherwise be wasted during distillation. The technology was retrofitted to an existing stillhouse which first produced whisky in 1968, making the scheme's realisation all the more notable.

It's anticipated that the system will save 367 tCO<sub>2</sub>e per year, equivalent to the annual use of 183 diesel cars. In short, it maximises stillhouse efficiency, providing 90%+ energy savings during wash distillation. On average, it's estimated that such efficiency translates to system payback in three years, depending on certain variables. ThermoDrive is just one solution within BRIGGS' Thermo energy recovery systems range, which are helping the Scotch whisky industry's efforts to decarbonise through fresh, sustainability-focused innovations.

The GlenAllachie and BRIGGS have both appreciated the partnership that's allowed this success story to develop. Alan McConnachie, GlenAllachie's Distillery Manager, actually came out of retirement to run the project, and it seems the outcome has justified his choice.

"It's great to see BRIGGS ThermoDrive working and achieving the efficiency we hoped it would," Alan commented. "Every day now, we're making significant savings in our energy consumption and to our CO<sub>2</sub> emissions, so it's really driving us towards our sustainability targets. The project was supported by the Scottish Industrial Energy Transformation Fund (SIETF) and, as you might expect with next-generation technology, getting the system up and running hasn't been easy. But the results speak for themselves, it's definitely been worth it."





# Engineering smarter: reducing our impact

## Clean Operations

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We continue to implement the CO<sub>2</sub> reduction plans developed for our places of work, which focus on gains in energy efficiency, lowering energy consumption and transitioning away from fossil fuels. We also recognise the importance of delivering reductions in water usage and waste. And by achieving great 'clean' results from our own efforts to operate more responsibly, we build a stronger platform to promote the amazing technologies we can supply to clients with the same aspirations.

# A refreshing change

In autumn 2025, CLPT became a supply chain participant in the REfresh Alliance, extending the company's commitment to renewable energy. The REfresh Alliance was formed in 2024 as a partnership between some of CLPT's major customers.

REfresh Alliance is an industry-wide collaboration that aims to combine the expertise and resources of its members to create impactful solutions to shared energy challenges across the beverage supply chain. CLPT's businesses already use significant quantities of renewable energy, including renewable electricity, renewable gas and heat pumps. But there's always more to do, so the company greatly values the support of its customers and the Alliance to help with further progress towards its goal of climate neutrality by 2030.

## Talking 3D with DME

“Measure twice, cut once.” A phrase that’s long been used in engineering circles to advocate for getting things right first time, it holds as true today as it did in the 16th century.

Given the never-ending rise of new technology, however, a 3D surface scanner is now more common than a tape measure, and according to those in the know, you don’t even have to be on site any more to get your dimensions spot on. Morgan McIntosh, DME’s Drafting Engineer, took some time to describe what 3D scanning has added to the Canadian company’s offering.

“We use 3D scanning to build a model of the environment and then design and manufacture to fit that space. For one thing, making a scan minimises the number of site visits that we have to make, lowering our projects’ CO<sub>2</sub> footprints. It keeps costs down too, which customers are naturally happy about,” Morgan enthused. “In fact, it’s easy to see how we might reduce site visits to only one or two, perhaps even none. The technology is just so easy to use, and customers can make and upload scans themselves, so it’s possible that we could engineer custom solutions remotely, in future.”

Mike Hall, Managing Director of DME, also shared his views on the use of this technical advancement. “3D scanning isn’t just enhancing the sustainability of our business by lowering our travel emissions, it allows us to pre-fabricate more solutions in our workshop, rather than on site. It’s well known that pre-made process equipment is quicker and easier to install on site, plus the scanning technology allows us to make much larger assemblies that will fit perfectly and connect seamlessly, because of the detail we have before design and fabrication. So there’s less waste, fewer on-site issues, a speedier process and cost savings for all – what’s not to like?”

## Laser-focused on efficiency

Metal is a vital resource which is used by all CLPT Group businesses. Of course, the Group already recycles its metal waste and is proud to have achieved a recovery rate of well over 95% for all of its waste over the past three years.

True efficiency, however, must consider how well the metal that’s bought gets used. At Künzel, laser cutting has been speeding up production and simultaneously making the process safer. But it’s also helping with the more efficient use of materials.

Computerised design and precision cutting mean Künzel can now get an optimal number of parts from every metal sheet. Furthermore, any leftover sections aren’t scrapped, with operators instead setting useful pieces aside to reuse them, including for smaller parts. Sometimes designers code these pieces in advance, but often it’s the operators themselves who spot the opportunities. Thankfully, they hate waste as much as the wider Group does.

# Green from shore to store

The CLPT port at Nantong has made a multi-million investment to transform how it transports goods from the waterside, a move which will also reduce the site's fossil fuel emissions.

The port has already cut its emissions by around 90% through the use of renewable electricity. However, a significant change in operations was needed to lower the dependency on fossil fuels being used to move goods from the riverside to storage.

The introduction of electrical conveyors, to take goods from the port to new silos and existing warehouses, is now reducing the need for materials to be driven around. The port has also started using an electrically-powered loading shovel to manage stocks, when necessary. Getting to a 90% reduction in CO<sub>2</sub> emissions isn't easy, but is another sign of how proud and determined CLPT is to be investing in the infrastructure that will help it meet its 2030 climate neutrality goals.



# Declaring CO<sub>2</sub> footprints

In recognition of the increasing emphasis being placed on sustainability reporting, the need for greater understanding of value chain emissions, plus the importance of avoiding greenwashing, Ziemann Holvrieka has developed a new tool to give its customers transparent and measurable information.

By providing an embodied CO<sub>2</sub> footprint, it allows customers to better understand the products they're set to purchase. The new tool enables the company to determine CO<sub>2</sub> emissions along the entire tank supply chain, right up to the delivery point – and to do so precisely and comprehensibly. **"We want to help our customers to identify their value chain emissions, thereby supporting them to achieve their net zero targets within the supply chain – and to communicate progress about this,"** explains Rebecca Hooper, Group Sustainability Manager at CLPT Group.

The tool records detailed data, from the CO<sub>2</sub> footprint of the supply of raw materials and the emissions generated during production, to the transportation of tanks to

the end customer. Its comprehensive analysis enables consistent calculation, allowing Ziemann Holvrieka to provide the values in the form of a certificate that meets international standards. Among other uses, companies can present this proof during sustainability audits, and can include the data in whole-project environmental assessments. **"We already have solutions to quantify the energy, water, waste and CO<sub>2</sub> savings for our new products, and to estimate the CO<sub>2</sub> footprint for complete systems,"** continues Rebecca. **"With this tool, we're ensuring that accurate information is available to our customers, whether for their own benchmarking or for wider ESG reporting."** Her team is currently looking at ways to use the tool for other CLPT products, like customised skids and copper stills.

## Sustainability Voices

**Axel Zügel**, Ziemann Holvrieka Chief Operating Officer

**"This new tank tool fits in very well with our sustainability framework, which we're driving forward with many ideas, technologies and products that deliver measurable benefits. Our aim is to achieve half of our turnover with CO<sub>2</sub>-reducing solutions by 2030 – and we want to reach 100% by 2040."**



# Planting for our future

There's a space in Nantong that's getting greener every year. Driven initially by considerations around environmental protection, the local CLPT team decided to use an open area, by their waste water treatment facility, as an opportunity to literally put down roots. In other words, they've taken to planting trees in what was once a bare patch of land.

Each year since 2023, in the tree-planting season around March and April, 20 to 30 young trees have been put in the earth. And far from being a chore, the task has been a source of pride, with local department leaders and employees taking the time to plant trees. The honour has also been extended to a handful of international visitors, including CLPT Group President, Klaus Gehrig, who attended the first tree-planting event.

Each tree has a label – with the name of the person who planted it and the date it happened – hung on a branch. They're all native Chinese species too, including maple saplings, and their appearance has become one more way to raise environmental awareness for staff. Indeed, international visitors from the Group's sister companies had already commented on the birdsong heard at the Nantong site. Now the new trees' growth will add to the notion that contact with green spaces and nature helps to generate positive emotions.

## Clean Operations

By achieving great 'clean' results from our own efforts to operate more responsibly, we build a stronger platform to promote the amazing technologies we can supply to clients with the same aspirations.


Highlights of 2025 include:

Cutting CO<sub>2</sub> emissions:  
**73% lower**  
than 2021

Powered by the sun:  
**more than 1.3 GW**  
of solar energy generated

Operating on renewable electricity:  
**90% of electricity**  
comes from renewable sources

Using resources wisely:  
**97%** of our waste is  
recycled and recovered

 Sustainability profile

## A safe pair of hands on site

John McGrane began his career as a sheet metal worker. Perhaps that gave him the steely edge he needed to work his way up in the industry, through a range of engineering jobs. He joined Briggs of Burton in late 2015, eventually taking on his current position as EPC Construction Manager for the company's Field Services department. It's a role that sees him lean on the vast experience he's acquired operating in nearly every continent around the world. "My main focus at BRIGGS now is to set the standards for each and every project we do. In other words, whether you went to a site in Munich, Manila or Montevideo, it'd be like walking on to one in the UK, because the set-up should basically be the same," John states.

"When working on Engineering, Procurement and Construction (EPC) projects, our role is often focused on the installation of all the process equipment and the associated services needed," he continues. "We're also usually working alongside civil engineering contractors with different priorities and problems. And these sites, where we operate, they're a bit like you're setting up a mini town. That's one way I think about it, because the scope is absolutely massive and you're almost like a mayor who's responsible for making everything run smoothly, so there is this element of town planning. I mean, there's the likes of compliance with explosive atmosphere regulations, there's hazardous substance concerns, then you might have to switch from the detailed planning of giant

vessels' transportation to your knowledge of the optimal conditions for welding. There's just so much to be aware of and to manage well on site."

Of all the themes that crop up in conversation with John, safety is the most common. Health and Safety (H&S), after all, is of paramount importance when you're key to the wellbeing of an on-site community. "One thing we definitely bring to the table is great health and safety standards, we have to be all over it," John asserts. "And of course, it's also a top priority for major companies – they want to look at our health and safety record early on, not just for the good of people and the place, but because it's a great indicator of our ability to deliver on the ground. In fact, good practice in health and safety is really the foundation block for setting a site up right."



John's also found that his role offers opportunities to introduce new and better ways of working, both for BRIGGS and the businesses they partner with.

"We actually introduced a project meeting with an accompanying form – the Weekly Work Front, we called it – that happens on a Friday, uses a whole site map and looks at all upcoming interactions, to show who'll be working in which places and what that means for others. So you might have vessels moving in, cranes over here, welders over there, ground-workers with diggers, roof action up top, and so on. And that doesn't just help us to deliver the project, it gives a voice to the people out on site, to raise concerns and spot issues, plus it makes things so much more efficient. It was a BRIGGS idea, but we know it's now used by others who've worked with us." It's also just one example of fresh H&S thinking to have emerged under John's watch.

If safety is a key concern for John, sustainability is another, although they're far from mutually exclusive in his eyes. "For me, sustainability goes hand-in-hand with safety," he says. "When we set up a site, it's not just about keeping people safe – it's about doing things in a way that reduces waste and avoids unnecessary impacts on the environment. We look at everything, from how we move equipment around to how we plan the work, so we're not burning fuel or wasting time. And tools like our Weekly Work Front meetings help us stay organised and cut down on delays, which means less resource use and fewer emissions. Basically, the aim is simple: leave every site better than we found it – safe, efficient and ready for the future."

To talk to John about his work is to be struck by just how complicated his remit is. But there's one simple word he emphasises when explaining why BRIGGS excels at safe site management. "Experience. That's it, put simply. It's passion, it's being safety-minded and it's experience, with a deep understanding of the kit that we're putting in. I think that's one of BRIGGS' best selling points."



# Leading responsibly: from insight to action

## Responsible Business Conduct

A company can only be as successful as the culture it creates, guides and nurtures. So we strive to maintain high standards of corporate governance, standards that help grow our business as a responsible and trusted partner. As part of this, we welcome the scrutiny of others and always expect wrongdoing to be highlighted and addressed.

Acting with integrity is a core value for our business. Our culture and attitude, which seek to go beyond what's expected, are communicated and practised both top-down and bottom-up. And we'll keep pushing to educate and empower our teams, so that professionalism and good business conduct come as standard with our people.

## Surveys that give staff a voice

When it comes to understanding its people, an organisation should have its finger on the pulse. At Briggs of Burton, this ambition was backed up in early 2024, when the business introduced Pulse Surveys.

Part of a broader commitment to employee engagement and continuous improvement, the surveys have become a regular touchpoint for listening to the company's employees and guiding meaningful change across the business.

The Pulse Surveys run quarterly and are designed to regularly capture employee sentiment across engagement, wellbeing, communication and culture. They help with the understanding of what's working, where things need to be better, as well as how people are experiencing change. A core set of questions are used to track sentiment over time, but topical themes also reflect current priorities.

Several tangible improvements have come directly from Pulse Survey feedback, including progress in the areas of: flexible working (refinement of the hybrid working policy); internal communication (enhanced comms channels, such as the now monthly Town Hall meetings); and learning and development (a review of the Learning Management System). These examples show how employee voices have directly informed real, measurable change at BRIGGS.

### Sustainability Voices

**Claire Eason,**  
BRIGGS Head of HR

"Pulse Surveys give us a valuable window into our people's experience of change, in real time. They're more than just a check-in, they let us understand what's working, where we need to listen more closely, and help us shape an organisation that works for our teams in practice. As we continue to evolve, these insights are becoming more important, and aid the design of agile, people-centred ways of working that can adapt to changing needs."

"The surveys have become a regular touchpoint for listening to the company's employees and guiding meaningful change across the business."



# Developing a strong corporate culture

What comes to mind when you hear the phrase 'corporate culture'? You'd be forgiven if your first thoughts weren't particularly thrilling. Yet at CLPT Nantong, Snowy Xue has been part of a team that's injected energy, education and excitement into the company's culture – and she has the pictures to prove it. Snowy, who joined the business in 2017, works within the HR department and is in charge of corporate culture and training.

As part of her role, she runs a number of different initiatives that involve communications, events, sustainability awareness, training and language skills, and even sports sessions and contests. As Snowy explains: **"Every year we have a lot of activities and celebrations, to help employees embrace the business, be proud members of the CLPT Group and to make good progress here."**

A major part of the push to develop the internal culture has been the publication of the in-house 酿刻 magazine (the name involves a cute piece of Chinese wordplay on fermentation technology – 酿科 – by swapping a character concerning technology – 科 – for one about the permanent inscription of words – 刻). The original idea came from CLPT Nantong's General Manager, Mr Xiaojun Pan, who wished to move away from the simple news stories previously shared with staff, which occasionally appeared on the CIMC intranet.

The highly professional editions of 酿刻, which feature twenty articles or more, are a big undertaking for which the work never stops (in the year of its inception, six high-quality issues of the internal journal were successfully planned, edited and promoted). But it's been worth the effort because the magazine, produced both digitally and in print, has been warmly embraced by the facility's sizeable team. Its distinctive features and profound cultural connotations have won acclaim further afield, too.



At the CIMC Group 2025 Brand, Culture & Public Welfare Function Conference, 酿刻 was awarded the Best Corporate Culture Communication Award. Providing authoritative recognition of the journal's quality, the prize has also inspired its editorial team to delve deeper into strong content creation and to continue the production of high-impact work.

**"The magazine includes key news, marketing features, pieces about leading on workplace improvements, and interviews with team members from our European sister companies,"** Snowy continues. **"It also lets us put out a range of stories, from the progress of our products to people's experiences as tourists. So it's not just about providing business or technology news, it allows us to share other parts of our lives as well."** And that attempt, to make corporate culture at CLPT Nantong about much more than business matters, is shown by the other activities Snowy and her team have been pursuing.

For example, there's the inspiration taken from Mr Pan's love of sports, which has seen a thriving running club established with over 70 employee members. Cycling and swimming events have also been organised, with families and children sometimes joining in.

As for the badminton and basketball contests that have been arranged, Snowy mentions that while these are held primarily for enjoyment, they also involve a competitive edge – particularly the basketball matches, which are played out between six local companies. The tree-planting initiative that you can read about elsewhere in these pages was also jointly planned by Snowy's team.

Providing social and learning opportunities for young people at the business is another motivating factor. On the one hand, this has involved setting up singles parties for young people from different companies, who'd like to make friends, find partners and possibly think of marriage. But it also covers training for new employees, about safety and corporate culture, as well as the business's processes and products. English language learning has proved popular too, especially through the English Salon classes, which give staff the chance to practice their English by preparing talks about pre-determined topics. All in all, the hard work of Snowy and her colleagues is showing that a strong corporate culture should be anything but dull.

## Sustainability Voices

**Snowy Xue,**  
CLPT Nantong Corporate Culture  
& Training Supervisor

**"Our magazine uses articles from employees in different departments, so staff really like the content because some of it comes from them and it offers a lot of learning for the whole workforce. As for our events, they have improved staff cohesion – and the sense of belonging to a company where you can enjoy what you do. I think this all fits well with our culture, which is about striving for a better future at work and in our daily lives."**

**"At the CIMC Group 2025 Brand, Culture & Public Welfare Function Conference, 酿刻 was awarded the Best Corporate Culture Communication Award. Providing authoritative recognition of the journal's quality."**

# Calculating resource consumption

Like any business, CLPT Group must buy goods, services and materials in order to do its work. But the company has recently asked itself a couple of important questions about this: how to measure the CO<sub>2</sub> emissions bound up with everything it purchases, and how to record this in a way that clearly and usefully shows that data for future reference?

The answers have come in the form of a calculator and an auditable system. Firstly, a new value chain CO<sub>2</sub> calculator for resource consumption will provide a simple, time-efficient and consistent method for working out the upstream embodied CO<sub>2</sub> emissions associated with all Group purchases. Offering an avoidance of emissions underreporting, it will help the business to baseline and reduce its 'Scope 3' value chain emissions.

In conjunction with this, a resource calculator audit trail document was produced, aimed at giving the company a record of the process followed for the calculator's creation. Any future audits can therefore be shown a clear basis for the facts and figures presented.

The outcome demonstrates the value of collaboration, as CLPT worked closely with the sustainability consultancy 2BHonest, in order to grasp the vision and deliver a workable solution. Merijn Doornink from 2BHonest shared his thoughts on this cooperative approach and its benefits. "It was a great project and it was rewarding to marry my knowledge of CO<sub>2</sub> assessment with CLPT's understanding of process equipment. I now know far more about the composition and use of valves, pumps, compressors and heat exchangers, than I would ever have thought possible before!"

## Responsible Business Conduct

A company can only be as successful as the culture it creates, guides and nurtures. So we strive to maintain high standards of corporate governance, standards that help grow our business as a responsible and trusted partner.

Partnerships that deliver:  
**around 2,000 suppliers**  
aligned with Code of Conduct

We stay informed together:  
**150+**  
internal news articles published

Our stories resonate:  
**25,000+ total views**  
across our internal news



# Elixir proves its full-flavoured point

CLPT Group can undoubtedly call on great talent and ideas within its ranks already, but the business also knows that collaborative work offers fresh and invaluable opportunities. Whether that's linking up with customers, universities, suppliers, start-ups, or some other knowledgeable party, joining forces with others to achieve new objectives has proved to be a fruitful pathway for years.

Michael Schif, Ziemann Holvrieka's R&D Project Manager, has experienced the benefits of broader teamwork as part of the company's pursuit of excellence in non-alcoholic beers. "I'm a Mechanical Engineer with a background in membrane and water purification systems," he states. "When I first encountered the Elixir project, it came with the goal of producing high-quality non-alcoholic beers, based on membrane technology."

Originally linked to a once-booming hard seltzer market, Elixir's focus had shifted as drinking habits changed. When Michael got involved, he started by reviewing the relevant system and its membrane set-up. "Initially, we didn't have a partner for membrane processes, but then we brought in Wafilin Systems from the Netherlands, with over 50 years of specialised experience in membrane filtration for food and beverage applications." A defining element of the collaboration was the speed and alignment with which both parties moved forward. "Our first meeting took place in April 2025," Michael recalls. "The technical fit and shared vision were immediately clear, and by mid-July we had formalised our cooperation." After that, the project's road had highs, lows and learning points, like any other, but the latest results have been hugely positive.

"A highlight was the successful product launch at drinktec in Munich, showcasing a comprehensive Elixir system exhibit alongside a 0.0-beer (<0.05% ABV) produced at our pilot brewery. We got the feedback that we were offering the best alcohol-free beer there," Michael enthuses. "And for me, the connection with Wafilin Systems has been perfect, bringing together brewing expertise and strong membrane application capabilities." The Dutch business's Managing Director, Jos van Dalfsen, also recognises the significance of the companies' reciprocal relationship. "The collaboration with Ziemann Holvrieka has been very rewarding for us. By working closely with them, from concept to validation, we were able to translate membrane knowhow into a robust brewing solution. Elixir shows that when process technology and brewing expertise come together, you can achieve a product quality that genuinely stands out in the alcohol-free beer market."

"Elixir shows that when process technology and brewing expertise come together, you can achieve a product quality that genuinely stands out in the alcohol-free beer market."





# Building trust through safety: on every customer site

## Safe & Healthy Workplace

Safe working practices and healthy staff aren't just a positive contributor to our business, they're a crucial factor in our ability to deliver what our clients want. Because they help us to make sure that our customers can count on the talent and commitment of dedicated professionals.

A key principle for us is our commitment to ensuring the occupational health, safety and wellbeing of our employees, contractors and visitors. Whether it's at our offices, fabrication shops or construction sites, our goal remains Zero Harm to all affected by our actions and decisions – a standard that runs through our design and innovation programmes too. And by continuously improving our H&S performance, we'll find ever safer ways to manufacture and distribute our products and services.

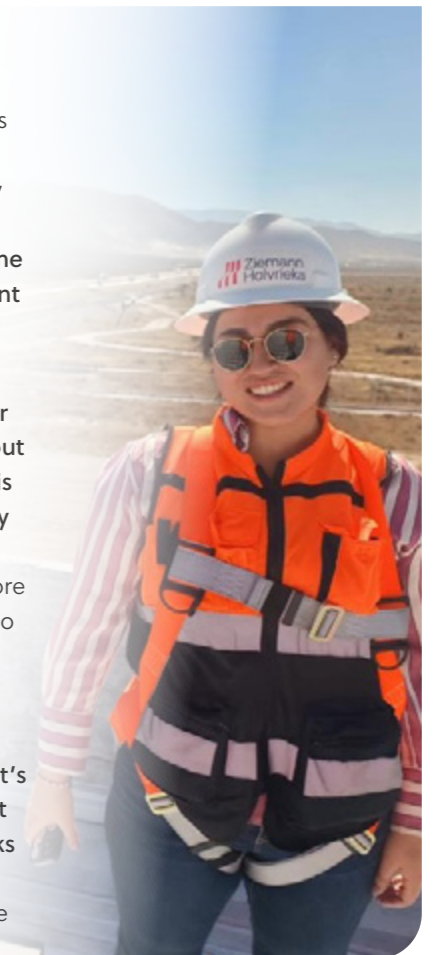
# Building safety from the ground up

"Things are good, they've gone very quickly. We've grown a lot since the last time we spoke." Alondra Jimenez began work with Ziemann Holvrieka in Mexico in September 2024, sharing her initial experiences for our inaugural yearbook a short time after that. Back then she was in the thick of the construction phase, which ended in January 2025. "I feel good with the safety learning and culture we've started building. I mean, we've had a lot of new employees over this time and as our production facility began operating, but we're proud to be celebrating one year without accidents or lost time incidents."

The transition from construction to ongoing production presented fresh challenges for Alondra, who's been busy standardising safety practices now that the facility is functioning as planned. At the time of speaking, three contractor companies were working at the site, so establishing solid procedures for the likes of work permits has been essential. "The first thing new employees do is take a safety induction, in which we explain the basic rules, so they know what they need to comply with when starting their activities. It's so important because, for example, it's challenging when you do the same thing every day in the same way, as you think you know everything, but that's when you can get complacent and accidents can happen."

Alondra's quest to create and embed a strong safety culture has not been a solo mission. "One of the things I like most is the support I've had from my Director and Site Manager – Fernando Canales Fernandez and Michael Hizmetci – to put safety first, so that everybody's trained in what they're doing. For example, this week we had new employees who needed to do confined space work, but they didn't have the training for that, so they had to have it first, no question." The leadership team have also sought to make it clear that safety on site is about more than Alondra and her laudable work – it's something that everyone is expected to take ownership of.

As a result, there's a feeling that the H&S regime in place now stands out. "Our new employees have been very compliant with all our measures, so that's a great benefit from the direction our business has chosen to take. But it's something that never stops and when we have our inductions, I like to say that as the tanks we make grow, we grow with them – from the manufacturing tasks we first do at floor level, to when hot work is required, or to working safely at height as the tanks get taller." It's a fitting end to a fresh account from someone who's helped to build a safety culture from the ground up.



# Strength in numbers

Three million hours without a lost time incident (LTI). It's a seemingly impressive figure, reached in 2025 by Ziemann Holvrieka at a major site in Veracruz, and the kind of number that you might expect to be shouted from the rooftops. But you won't hear Chris Wright, the company's Director of HSE and Process Safety Management Compliance, raise his voice too loudly about it. "Measurement of success can look at incident rates to some extent, but to be honest, it's very superficial."

Chris spends most of his time located on Engineering, Procurement and Construction (EPC) projects, undertaking 'boots on the ground' work and making sure that they're functioning as expected from a Health and Safety (H&S) point of view. In late 2025, he was handling 14 very different jobs across Asia, Europe and the Americas. With that big picture in mind, he's pleased with how the business's management control system, which changed significantly across 2024-25, has enabled greater effectiveness and sustainability.

"We have a defined set of HSE standards applied to each project, but it's been hard to oversee these globally without a large CO<sub>2</sub> footprint. So we've leveraged technology to develop an internal H&S management software programme, which is now operating in every Ziemann Holvrieka project around the world. It lets our team visualise project performance live from anywhere globally, to be alert and react to any changes. It also avoids me taking unnecessary flights, because I can see everything I need to from one place and only need to make a trip if it's helpful for a site."

As a result, Chris can now track at least 20 different indicators, measuring them against industry benchmarks, making project-to-project comparisons, and looking at annual improvements in terms of leading and lagging data indicators. The data therefore helps to drive the overall culture forward, as well as providing insights for specific sites. "Overall execution performance across the globe is fantastic," continues Chris. "While impressive LTI stats are one thing, the company's HSE management record stands up to scrutiny more broadly, and we're also making strides to be more sustainable as an organisation safety-wise. It's a win-win situation for us and our customers, as safety is everyone's top priority."

## Sustainability Voices

**Pieter Vanoverschelde,**  
Ziemann Holvrieka Menen H&S Adviser

"Health and Safety has always been a top priority at our production site and the recent CLPT Group programme has given our existing safety culture an additional boost. It's helping us to reinvigorate our efforts and our learning, and to make adjustments where needed. The regular consultations with HSE Advisers within the Group, for instance, provide great learning opportunities, as each entity faces its own issues. By sharing experiences, we can learn from one another and exchange examples of best practice.

In addition, the support I receive from the management in Menen remains a major source of motivation. Their involvement enables us to grow together and makes the implementation of uniform procedures across the entire Group more credible and impactful. Of course, safety is a continuous process – every day brings new challenges – but I'm proud to be part of a programme that places our employees and our way of working at the centre of everything we do."



## Safe & Healthy Workplace

'People first' is a core value for CLPT, because people are truly our most valuable asset. The safety of our employees and all the people we influence is therefore always our first priority.

Focusing on safety:  
**over 4,000 safety observations**  
recorded

Shaping safer behaviours:  
**around 1,650 audits**  
and inspections completed

Engaging in safety:  
**nearly 1,600 safety conversations**  
captured

Delivering safely:  
**less than one**  
lost time injury per 1 million hours on site

Safe work worldwide:  
**more than 5.5 million**  
hours worked on site

# CIMC VIPs back Nantong's Safety 100

Right across CIMC Group's Chinese manufacturing companies, a safe-working initiative called Safety 100 has become a traditional annual occasion. Its name comes from the '1', which highlights the individual and the difference they can make, being combined with the '00', which stands for zero accidents and zero harm. Organised to occur on the first business day after the Chinese New Year holidays, the event itself is a celebration and reminder of, and commitment to, good health and safety practices. But the importance of a campaign mobilised on factory floors has not gone unnoticed at boardroom level.

The Nantong facility's HSE Manager, Cheney Wu, continues the story. "Every year now, facilities' general managers lead all their employees to participate in the Safety 100 activities. Managers will make a speech and everyone has to pass through a Green Safety Arch, one by one, and leave their signatures on a safety commitment banner. So it's a collective activity, aimed at strengthening the 'safety first' awareness of all staff, and it also symbolises that this year's production will be both safe and smooth."



At the 2025 event, CLPT Group's Nantong base enjoyed the unprecedented attendance of two very important guests. "We had invited CIMC's President Gao Xiang and Vice President Li Yinhui to join us. But you must realise that CLPT is one organisation within the CIMC Group and there are many, many CIMC manufacturing entities in China, all of which send out invitations," continues Cheney. "It turned out that ours was the only invitation that was accepted, which made all our staff in Nantong feel very happy and lucky, and was a great way to reinforce the importance of safety at Nantong. It was Mr Gao's first attendance at a Safety 100 event since he became CIMC President a few years ago, which made it particularly special for us. They are the leaders of a company worth over EUR 20 billion, so the acceptance of our invitation shows their commitment to safety at work."

Although they usually lead proceedings, Mr Lars Roed and Mr Xiaojun Pan, the General Managers at CLPT China and CLPT Nantong, welcomed the CIMC leaders. On the day, Mr Li made a safety speech and, along with Mr Gao, awarded prizes to outstanding employees who'd demonstrated excellent safety contributions during the preceding year. The site's safety commitment banner was updated too, from a fairly small one which had previously hung in the canteen, to a much bigger version that was then displayed in the main workshop, where it could be seen by all clients, visitors and employees. Anyone looking carefully at the banner would also have seen a clear sign of Safety 100's executive support, thanks to the notable signatures of CIMC's President and Vice President.

## Sustainability Voices

**John McGrane,**  
BRIGGS EPC Construction Manager

"I remember when I started work in the UK in the early 1980s, as an apprentice, I thought nothing about Health and Safety. You went to work, it was worth your spending money and that was it. Now, it's a completely different mindset, and the UK's Health and Safety law is probably amongst the best in the world. Luckily enough, I've been part of that transition period.

And that's huge for my role, as Health and Safety really is the foundation for setting up a site properly. Because as long as you've got that foundation in place, anybody that comes onto your site knows about it – and knows what you want from them, regarding how they should behave themselves."



# Future-ready: cultivating sustainable talent

## Future Workforce

Our teams span four continents, many countries and several time zones. But while different languages and local characteristics are found at each of our locations, it is our people – the endeavours they share, the connections they form – that bind us together.

It stands to reason, then, that the success of our business relies on the people we employ. Which means we need to understand and anticipate the impacts of outside influences on our businesses, and ensure our teams meet our present and future needs. Training, retaining and growing our people, with skills, capacity and diversity in mind, will continue to be at the heart of our initiatives.

## Progressing our young people

In August 2025, the Briggs of Burton team said a fond farewell to Han Xuanfeng at the end of a seven-week internship. During his time with the business Han worked on several key initiatives, including collaborating with Pritpal Singh, BRIGGS Asia Operations Manager, on various process engineering tasks, as well as assisting Rebecca Hooper, CLPT Sustainability Manager, with the inaugural CLPT Sustainability Yearbook.

He also gained valuable exposure to distilling and brewing operations, not least through a tour of The Glenlivet Distillery and visits to several distillery project sites elsewhere in Scotland. There was also a day's training in brewing at the University of Nottingham.

Originally from Hangzhou in China, Han spent two years studying in the UK before his time with BRIGGS, returning to the University of Manchester to begin his third year of Environmental Science studies in autumn 2025. Prior to his time with BRIGGS, Han's academic projects included the analysis of data to help identify options for transport decarbonisation. This no doubt aided his notable creation of advanced calculation tools that readily quantify CO<sub>2</sub> emissions from air travel right across all of CLPT's companies. Thanks for all of your help, Han!

## Sustainability Voices

**Han Xuanfeng,**  
BRIGGS Engineering & Sustainability Intern

"I'm truly grateful for the opportunities BRIGGS gave me to work on meaningful projects, like developing the flight emissions calculator and contributing to the Sustainability Yearbook. The feedback and advice have taught me so much about both technical work and professional communications. I'm really happy that I could make some contributions. Thank you for trusting me with responsibilities that helped me grow. I have genuinely enjoyed working and learning with everyone."

"I'm truly grateful for the opportunities BRIGGS gave me to work on meaningful projects, like developing the flight emissions calculator and contributing to the Sustainability Yearbook."



# Mara makes her mark

When Mara Mall was at school, maths and physics were subjects that really piqued her interest. Fast-forward several years and she's immersed in studies for the Brewing and Beverage Technology programme at the Technical University Berlin (TU Berlin), where the draw of digits and equations remains a source of great intrigue. Mathematics, after all, can become even more interesting when it's allied to new technology.

"I've always liked numbers and calculations above chemical processes," Mara states. "And in my studies, it's the technology and the ability to make modifications through the equipment that's interested me most." Within a few months of her course starting, Mara had heard various brewing sector businesses mentioned repeatedly, none more so than 'Ziemann Holvrieka'. "We had guest lecturers from the business and I knew it had a strong link with TU Berlin, so it all made me think about an internship with the company."

Sure enough, Mara secured a 6-month spell as an intern at Ziemann Holvrieka, double the length of the course's required internship timeframe. Within that period, however, there was the task of writing a Bachelor's thesis

on the optimisation of the mashing process for rice beer. At the time of speaking, Mara's involvement had also covered help at the pilot brewery (where she'll test the ideas in her thesis via trials), work with the R&D team, as well as travel to events like drinktec 2025.

With an eye on a future Master's degree in Brewing and Beverage Technology too, Mara looks set to further her interests in the industry for many years to come. Which makes it all the more pleasing to report that her good feeling for Ziemann Holvrieka appears to have been justified. "I'm really happy here, the people are all super-nice, they include me in everything and give me many ways to help, so I've experienced a lot already."



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4% of talent dedicated to R&D



Developing new talent:

3% of people are apprentices or interns

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is dedicated to R&D

Developing new talent:

3% of people

are apprentices or interns

# Tackling sustainability together

“When three people work together, each can be the teacher in some aspects.” This old adage, sometimes attributed to Confucius, reflects on the nature of collaborative learning.

In late 2024, CLPT Group acknowledged the value of teamwork within its drive towards greater sustainability, by appointing four part-time Sustainability Coordinators to work alongside Rebecca Hooper, Group Sustainability Manager. The new quartet – Richard Glattfelder from Ziemann Holvrieka, Dale Rutter and Edward Heath from Briggs of Burton, and Richard Liu from CLPT China – have since spent time on a variety of activities. These have included work on the company’s site decarbonisation plans, analysing the embodied CO<sub>2</sub> in its projects, managing its data collection systems, and more besides, with all of their contributions part of the broader push to further the business’s sustainability ambitions.

Summer 2025 saw the first face-to-face gathering of the team, with Rebecca and the Sustainability Coordinators meeting in the UK and packing a lot into a fast-paced, four-day itinerary. They were also accompanied by Johanna Krappel from the Ziemann

Holvrieka R&D department and Merijn Doornink from sustainability service provider 2BHonest, which made for an interesting and valuable mix of internal and external expertise, which spanned different departments, companies and standpoints. First up, they visited several notable Scottish distilling and manufacturing sites together, to explore sustainability challenges and opportunities in the whisky sector. The group took the famous Glenlivet tour, before donning their hardhats and safety boots to see the sites of two distillery projects – one from the past, as well as a current undertaking. All proved stimulating learning experiences, as did a trip to McMillan Coppersmiths just outside Edinburgh. Members of the team then travelled south to the Global Technical Centre at BRIGGS, before taking the short journey to a local Materials Recovery Facility (MRF) run by Wilshee’s, who provide the Burton-based business with recycling and waste services.



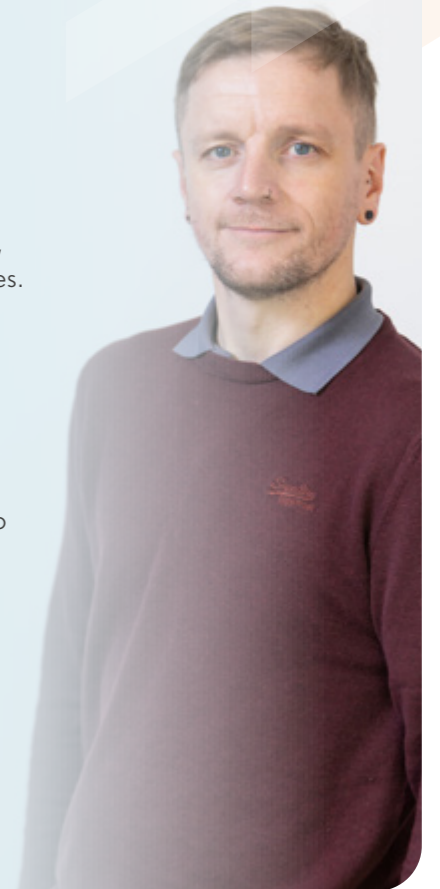
## Sustainability Voices

Dale Rutter, BRIGGS Facilities Manager

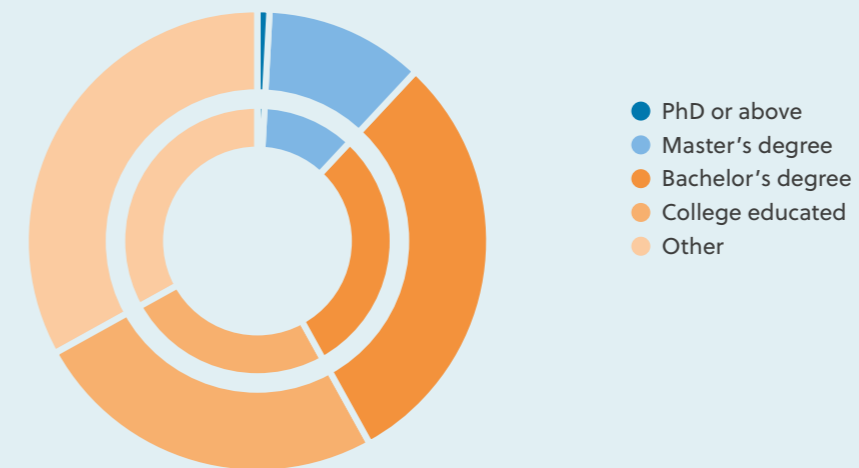
“As a Sustainability Coordinator, I’ve really enjoyed working on the CLPT decarbonisation plans. It’s allowed me to do a ‘deep dive’ into the possibilities at Burton-on-Trent and at the McMillan site in Prestonpans, and it was great to visit other locations and pick up on their best practices. I learned a lot from pulling the information and data together, then by working with Rebecca to determine the operational CO<sub>2</sub> footprints and decarbonisation trajectories for the sites too.

Meeting colleagues from across CLPT was also good and it was nice to step into the engineering world and engage with the projects that we’re delivering in Scotland. But I was delighted to be able to organise the trip to the MRF as well, so the group could learn some new things there.”

“The group took the famous Glenlivet tour, before donning their hardhats and safety boots to see the sites of two distillery projects – one from the past, as well as a current undertaking.”



## Employee academic backgrounds/qualifications:



# Listening, learning, improving

In 2025, Künzel recognised an opportunity to fulfil its duty to evaluate workplace stress – and promote staff health and wellbeing at the same time. Wishing to understand how employees felt about their workplace experiences, the business launched a survey which used a consistent set of questions to gather input from people-focused leaders, as well as a group of randomly selected staff members.

The feedback gained was encouraging. Many responses mentioned the positive workplace atmosphere, but others highlighted areas for improvement, especially around flexible working and a desire to have more space for socialising.

The company responded quickly and just a few weeks on, it had introduced a new flexible working policy. Staff can now 'bank' up to 37 extra hours and use them at a later date, for example, to attend a school play, visit the doctor, or do a weekly shop during an extended lunch break. By the end of the year, Künzel had also opened a new 'bistro space'. This extended its kitchen area and added tables and chairs for lunch, informal meetings and the welcoming of visitors. While there are still topics to work on, Künzel has shown a clear commitment to listening and responding to its people's feedback.



# The power of varied perspectives

As an influencer and disruptor in the world of process engineering, Ziemann Holvrieka has recognised that diversity of thinking is hugely important. Marc Kritz joined the company as a Junior Sales Manager in 2024, but his drive and digital awareness soon saw him attain the role of Digital Project Manager.

It's been a rapid journey for someone whose career started in retail and who thought he'd be unsuited to an office job, which would mean working with computers.

When joining the business in Ludwigsburg, Marc knew he'd have a steep learning curve, not least as he didn't have an engineering background. But the spark the company saw in him has helped to change it for the better. A voracious learner, he studied far more about brewing than the taste of beer, even seeking advice from the sustainability team about the assessment of water stress. He also sought ways to better absorb new and often technical information, not least as he wanted to share his findings with colleagues and customers.

Having identified some incredibly useful Artificial Intelligence (AI) tools, it wasn't long before Marc was presenting his ideas to senior management as fully-formed business proposals. Encouraged to keep investigating AI, he's now seen as a bit of an expert on the topic. In fact, the whole of CLPT Group is benefiting from Marc's digital insights and his ability to pinpoint the advantages that new technologies offer. His advancement is also a reminder that opportunities always exist for those who wish to take them – and make them their own.

## Sustainability Voices

**Marc Kritz,**  
Ziemann Holvrieka Digital Project Manager

"I'm not a brewer. I'm not an engineer. I'm an economics guy. And this allowed me to bring a new perspective to my team. At first, I got to know the people here, got to know the processes and learn more about brewing. But I think there was a recognition that, in addition to working with customers, I could provide value by looking at how we organise things – for example, by reviewing how we use AI tools to help our business.

But although I like the digital world, I had no real clue about AI to begin with, to be honest. So I started reading from scratch, my learning went well, and towards the end of 2025 I got this official role of Digital Project Manager. Which means if you're thinking about digital things in the business and you have a new idea, come to me and we'll investigate what's possible! I also have to say that I'm really grateful for the opportunities that the business has offered me, from the moment they first opened the door."





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