

BLECKMANN

BOULEVARD

November 2023



NEW CUSTOMS REGULATIONS

AWARD WINNING PARTNER

INTEGRATED APPROACH TO HEALTH, SAFETY & SECURITY



BLECKMANN IN THE UK

141,000 SQ M OPERATIONAL SPACE



MAGNA PARK LUTTERWORTH

2 multi-client
distribution centres



SWINDON

2 multi-client
distribution centres



BURY ST EDMUNDS

1 dedicated
distribution centre



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TOGETHER WE ARE STRONG



Dear reader,

Since we opened the doors of this previously internal magazine to our more than a hundred clients, the readership group has continued to grow with every edition. As far as I'm concerned, it's nice to see that we share our efforts not only internally, but with a much broader readership. In this way, our clients and employees watch together what is happening within our company. It is literally a look behind the scenes

Growing community

Being part of an ever-growing community of professionals who want or deliver the best logistics solutions creates benefits. Together we are strong in meeting current challenges. I will mention a few: declining consumer confidence, high energy costs, the desire for increasingly faster and cheap home deliveries and the journey towards a more sustainable economy.

Together we contribute more than 5,000 to - in peak periods - 6,000 to these challenges. Jon Odams, UK Project Manager at Bleckmann, puts it this way in this edition of Boulevard: "Everyone was behind this project, from our fantastic warehouse team to the management. In situations like these, Bleckmann's entrepreneurial mentality is a great asset."

Awards as recognition

In addition to that entrepreneurial spirit, we naturally opt for a proactive approach and we notice that clients really appreciate this. Even the outside world is increasingly recognizing Bleckmann as a pioneer in the sector. This year alone we won several awards or were finalists in various competitions.

For example, Change Inc nominated us as one of the top six circular companies in the Netherlands. In the UK we were selected for the UK Multimodal Awards and for the UK's Logistics Awards 2023. Emerce100 awarded us an impressive eighth place in the Top 100 of Dutch Logistics Service Providers. In the USA we won the Reusies Award 2023 as 'Most Innovative Reuse Company'.

The awards are not only the result of the hard work of our Bleckmann team, but also the close cooperation with clients, suppliers and partners in important projects. They have certainly contributed to this success and let us continue like this. After all, this is how we achieve happy end customers, growth for everyone and, above all, sustainable business operations.

Appropriate pride

We are so proud that more and more companies rely on Bleckmann. We are therefore delighted to welcome three UK brands Built Different, HERA Clothing and FitFlop, among others. Later in this magazine, Matt Edge, co-founder of Built Different, says: "We knew Bleckmann had a track record of helping brands efficiently to scale their operations. So we were confident that they could deliver a best-in-class solution, even under time pressure. We are pleased to partner with a 3PL that can support our rapid growth trajectory and business ambitions."

Enjoy reading,

Kurt
CEO of Bleckmann

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FITFLOP TARGETS PAN-EUROPEAN EXPANSION

UK-based footwear brand FitFlop has selected us to support their rapid growth in its home market while providing scope for streamlined expansion across the EU. FitFlop's new logistics operations are based at Bleckmann's state-of-the-art distribution centre in Magna Park, Lutterworth, in the heart of the UK's 'Golden Logistics Triangle'.



A PERFECT FIT

"Bleckmann's warehouses operate seven days a week until midnight, so we can now offer UK Mainland customers next-day delivery for orders placed on our website before 9 p.m.," said Sal Billington, Global Logistics Director at FitFlop. "This promises to be a huge competitive advantage."

In line with FitFlop's commitment to delivering a superior customer experience, the changeover to the new site was achieved with zero disruption to service. This required months of planning, preparation and close collaboration. "We were all impressed with the dedication that Bleckmann showed to this project," continued Sal.



"Thanks to their short lines of communication and regular check-ins with our sales, operations and management teams, we were able to make a smooth transition that did not affect the excellent levels of service our customers have come to expect."

Sal Billington, Global Logistics Director at FitFlop



LOOKING AHEAD TO THE NEXT STEP

In the short term, the next milestone for the new partnership will be the Black Friday sales period in November. "We expect that Bleckmann will be fundamental to the success of this and future peak sales periods," said Gordon Knox, Chief Operating Officer of FitFlop. "To date, they have demonstrated an exemplary degree of professionalism, flexibility and cooperation, meeting all of our challenges with efficient, well-planned end-to-end solutions. In short, they are the ideal partners for our growth journey." ♦





HERA



“Bleckmann’s expertise in helping fast-growing labels such as Gymshark to rapidly scale their operations without ever compromising on service quality made them the ideal 3PL partner for us, offering outstanding performance and significant economies of scale,”
said Holly Beadle, CEO of HERA Clothing.

“We’ve all been impressed with the speed of the set-up and onboarding phases, the quality of service and the high level of support we’ve received.”

GROWTH JOURNEY OF HERA CLOTHING

We’re delighted to welcome the online fashion label HERA Clothing among our clients. Known for its iconic skinny jeans and high-end street style, the brand has expanded rapidly in recent years. To support this impressive growth trajectory, they needed an expert 3PL partner who would enable them to deliver an exceptional customer experience around the world.

TAILOR-MADE FASHION LOGISTICS

Bleckmann has taken over HERA Clothing’s warehousing and distribution operations for all its target markets. The brand does most of its business in the UK but is also experiencing sales growth in the USA, Australia, Ireland and the United Arab Emirates. Thanks to Bleckmann’s preferential relationships with a wide range of carriers, HERA will be able to meet and exceed its customers’ expectations wherever in the world its clothing is shipped.

“Bleckmann has been a true partner throughout the process, enabling us to build a logistics solution that meets our exact requirements,” said Holly Beadle, CEO of HERA Clothing. “For example, we wanted to ensure that operations were up and running before our peak trading period in August. Thanks to Bleckmann’s expertise, agility and short lines of communication, we were able to start fulfilling orders well ahead of that deadline.”

ON THE ROAD TOGETHER

The first HERA orders were dispatched from Bleckmann’s Swindon warehouse in early July 2023. The brand will initially occupy 1,000 square metres at the site, with additional space available to meet demand. And with operations now well underway, effective communication will continue to be crucial as HERA looks ahead to its next peak sales period.



“Our team really appreciates the close working relationship we have with Bleckmann, whether it’s our weekly meetings or the WhatsApp group that keeps us updated on a daily basis.”

Holly Beadle, CEO of HERA Clothing



“With such a great team, there’s no doubt that Black Friday will be a breeze. Bleckmann allows us to continue delivering on our promises to our customers as the HERA brand grows around the world,” concluded Holly. ♦

OTRIUM & BLECKMANN GARMENT REPAIR PARTNERSHIP



Overstocking remains a persistent problem in the fashion industry, but what happens to those piles of end-of-season clothing? Previously, the answer has often been landfill or even incineration. But Otrium founders Milan Daniels and Max Klijnstra came up with a better solution: a high-end online fashion outlet store that puts the customer experience first.

Their concept has proven to be a huge success. Launched in 2017, Otrium now has more than five million members, over 300 brand partners, and operations across Europe and the US. But throughout its rapid expansion, the Amsterdam-based company has never lost sight of its commitment to reduce fashion waste.

Read on to discover how Bleckmann's Renewal Workshop is helping Otrium ensure that more clothing gets worn with the launch of an innovative repair pilot for damaged returns.

FASHION'S MISSING LINK

Named one of Fast Company magazine's Most Innovative Companies of 2023, Otrium designed its membership-based platform to deliver exceptional value to both brands and consumers: fashion lovers get access to their favourite labels at an attractive discount, while brands gain a valuable new revenue stream. The key to making this approach work is brand experience.

"Otrium's model is based on the belief that selling at a discount shouldn't dilute the value of your brand in the consumers' eyes," explains Marlot Kiveron, the company's Head of Sustainability. "That's why we focus so much on building a well-curated shopping experience – turning unsold stock from a major inconvenience into a valuable consumer touchpoint."

There are also significant sustainability benefits. "In 2022, Otrium prevented 6,496 tonnes of carbon emissions (CO₂e) and 104 tonnes of waste by providing fashion brands with a profitable solution to clear unsold inventory, compared to an alternative scenario in which off-price businesses like Otrium do not exist.," Marlot continues.

“We’re always looking for more ways to help reduce our ecological footprint. So, when we saw *The Renewal Workshop* solution for repairing damaged returns, we knew it was the ideal next step on our sustainability journey.”
Marlot Kiveron, Head of Sustainability at Otrium

For more information on Otrium's sustainability strategy, experience the Otrium Impact Report 2022.

A TRUSTED PARTNER FOR CIRCULAR SOLUTIONS

Bleckmann's Renewal Workshop is a team of circular fashion experts, dedicated to helping clients integrate more sustainable practices into their operations. "Otrium wanted to run a three-month pilot to establish the business case for repairing damaged returns," explains Tamara Zwart, Head of Renewal at Bleckmann. "So far, the results have been very promising."

Every brand that works with Bleckmann may benefit from in-depth one-to-one consultations with Bleckmann's renewal experts. "The Renewal Workshop is well known in the industry for its work with several major brands, including New Balance and The North Face," explains Marlot. "Having their dedicated support in developing a compelling business case for repairing damaged returns was a huge help in getting this exciting project over the finish line!"

Tamara and her team worked closely with Otrium to design and implement a uniquely tailored repair programme. "With hundreds of high-end labels on the platform, we needed an efficient solution that could adapt to a wide range of products and brands," continues Marlot. "It also needed to be streamlined and scalable, so that it could grow in line with our ambitions."

DESIGNING THE IDEAL RENEWAL SOLUTION

At Bleckmann's facility in Almelo, the Netherlands, a combination of low-impact cleaning processes, industrial sewing machines, and expert tailors restore damaged Otrium returns to Grade A quality. "We were all blown away by the incredibly high standard of the repairs," says Marlot. "The renewed items were indistinguishable from brand-new garments."

The Renewal Workshop team has years of experience turning brands' circular ambitions into reality. But as Tamara explains, each project is still a learning experience.

“Throughout the planning and go-live phases, we held twice-weekly check-ins to ensure the project was fully aligned with Otrium's goals. This close collaboration is key to our process.”
Tamara Zwart, Head of Renewal at Bleckmann

During the pilot phase, the team repaired more than 1,000 garments per month. "The Renewal Workshop solution offers the ideal combination of purpose, professionalism, expertise, and agility," Marlot continues. "They have no problem adapting to the various repair requirements of our hundreds of brand partners, while always operating at the speed of e-commerce."



DATA: A KEY CATALYST FOR CIRCULARITY

To demonstrate the commercial viability of the project, getting the right data was essential. “Data is a cornerstone of Otrium’s strategy to add value to unsold inventory,” says Marlot.



“The impressive granularity of The Renewal Workshop’s data and product tracking capabilities was therefore essential to ensure that the process was aligned with our business objectives.”

Marlot Kiveron, Head of Sustainability at Otrium



For example, sell-through is a key metric. “To accurately measure the sell-through of the repaired returns, we separated them from the main stock,” explains Tamara. “Then, whenever a particular SKU was ordered, we would prioritise the repaired stock for picking. That way, we could see exactly how well it was selling. Within seven weeks, 70% had been sold.”

The data also benefits Otrium’s brand partners. “Another advantage of this data-rich approach was that we could report repair data directly back to the brands,” explains Marlot. “For example, if a zipper on a particular SKU kept breaking, we could tell the designers – in the long run, this can lead to improvements in durability, so that even less clothing ends up in landfill.”

Otrium

A SCALABLE CIRCULAR SOLUTION FOR MORE SUSTAINABLE GROWTH

Having established the business case, Otrium decided to expand the initiative beyond the pilot phase. The aim is to repair 25,000 damaged items by the end of 2023, a target that’s well within reach based on the results of the pilot.

But there’s still much more to be done. “Thanks to Bleckmann and their renewal experts, we’re well on our way to proving that this circular business model can be a valuable part of our future growth. This can be an inspiration for other players to follow to implement more sustainable solutions, so that circularity continues to drive fashion’s long-term strategy,” concludes Marlot. ♦



Matthias Vandecasteele,
Senior Sales Manager for Lifestyle



EUROPEAN
OUTDOOR
SUMMIT

BERLIN - GERMANY
28-29 SEPTEMBER 2023

NETWORKING AT THE EUROPEAN OUTDOOR SUMMIT ‘23

There’s nothing quite like spending time in the great outdoors! But it’s important to have the right equipment for the job to keep you safe and healthy when you’re hiking, climbing or mountain biking. Providing these goods, e.g. clothing, to consumers around the world is the mission of the outdoor sector, and the competitive landscape in this category is rapidly evolving.

To learn more about these changes, and share our perspective, Bleckmann recently attended the European Outdoor Summit (EOS), the sector’s premier annual conference. This year, the event was held in one of Berlin’s greenest neighbourhoods. The location was fitting for the theme of the conference: ‘The New Era: Business and Beyond.’

Through a series of keynote speeches and panel discussions, attendees explored a selection of issues facing the outdoor sector today, along with potential solutions. “The talks had a particular focus on topics such as sustainability, circularity and diversity in the outdoor sector,” explains Matthias Vandecasteele, Senior Sales Manager for Lifestyle. “Overall, it was a very inspiring conference, and I know that I’ve been given a lot to think about.”

The event brought together over 300 outdoor industry leaders from top brands. But it wasn’t just a forum for industry players. Bleckmann was given the podium when Matthias gave a very topical presentation on the theme of ‘Breaking borders and the power and resilience of omnichannel logistics’, which was much appreciated by the audience.

“The EOS is always an ideal forum for constructive debate, with many points of view represented, but there was one message that came

through loud and clear,” continues Matthias. “That was the need for increased collaboration, both within the sector and with external parties such as logistics providers. By working in close cooperation, we can help to ensure both a better customer experience and better environmental outcomes.”

Industry events such as EOS are the perfect opportunity to meet with current clients and prospects, alongside learning more about their needs. For example, the topic of circularity was high on the agenda for many, and attendees were keen to hear about Bleckmann’s Renewal Workshop solution for clothing repair and resale.

“It was reassuring to hear that we’re on the right track with our circular fashion strategy, but the event was also a reminder that the work of sustainability is never done,” concludes Matthias. “As we enter this ‘New Era’ for the outdoor sector, Bleckmann is prepared to meet the demands of clients and the market with cost-effective and integrated solutions.”

EOS 2024 will be held in Cambridge, UK, and the event will move to the Benelux region in 2025. ♦





Evert-Jan Jaspers, Customs Manager NL

Sara Ramos, Customs Manager BE/UK

NEW CUSTOMS REGULATIONS IN BELGIUM & THE NETHERLANDS

By early 2024, new customs management standards will be in place in Belgium and the Netherlands, which will have a major impact on many of Bleckmann’s clients. Fortunately, our Customs department has been working hard to make the transition as smooth as possible. To find out more, we sat down with Evert-Jan Jaspers, Customs Manager for the Netherlands, and Sara Ramos, Customs Manager for Belgium and the United Kingdom. Discover what the changes mean for our clients and how we’re streamlining the customs declaration process – so that nothing stands in the way of an exceptional customer experience.

ALIGNMENT WITH EU’S LEGAL FRAMEWORK

In line with the EU’s legal framework for customs rules and procedures, known as the Union Customs Code (UCC), the law surrounding customs declarations for imports and exports has changed. By Q1 2024, it will be mandatory for all Belgian and Dutch logistic parties to declare goods according to new standards. They will replace the existing electronic declaration system (AGS) and the application that allows customs to excise declarations to be submitted electronically (PLDA systems).

The new declaration framework in the Netherlands is called the ‘Douaneaangiften Management Systeem’, or ‘DMS (4.0 and 4.1)’. The Belgian system for imports is called Import Declaration Management System (IDMS), and the system for exports is called Automated Export System (AES). The DMS system has a hard go-live date of 31 December 2023, while the Belgian systems will go live in early 2024.

A MORE TRANSPARENT SUPPLY CHAIN

The regulatory update will require importers and exporters to provide much more detailed information about the origin of goods and the journey they took to their destination. This will make it much harder to hide any potentially unethical practices behind opaque supply chains – creating a culture of transparency and traceability across industries.

“Thanks to the update, it will now be possible for customs officials to check a particular SKU in one of our warehouses and see its point of origin – all the way back to the original seller,” explains Sara Ramos. “It’s a more comprehensive approach to customs management, involving much more detailed data collection, more regular checks, and a new IT framework.”

ENSURING FUTURE-PROOF COMPLIANCE

“Our top priority in the Customs department is to ensure that our clients’ products keep reaching their destination with the minimum of fuss, so we had to prepare well,” explains Sara. “We set up a cross-departmental working group to coordinate our activities. This included the Executive Committee, the IT and Transport departments, and the regional COOs and cluster directors. We’ve all been working hard for months to create an integrated data exchange framework that allows for streamlined compliance with the new DMS regulations.”

The new framework is currently being rolled out to all Bleckmann clients to ensure that everyone is ready for the 2024 compliance deadline. “Over the past few months, we’ve held a series of workshops with site managers and office teams at all relevant locations.” continues Evert-Jan. “The aim is to educate everyone on how Bleckmann can help clients adapt to the new regulations and thrive. We’ve also been collaborating closely with our clients’ operations and IT teams to help them prepare for the change, and we’ve thoroughly tested all our systems and workflows to ensure minimal disruption.”

SIMPLE, DIGITAL, INTEGRATED

Bleckmann’s declaration management system is integrated with our warehouse management system (WMS). This ensures that every product that passes through our warehouses has all the correct paperwork, minimising delays and streamlining the compliance process. The digital format also makes it simple to share key documents with EU customs authorities.

“One of the most important documents for us is the advanced shipping notice (ASN), which contains details of each product’s entire journey – from the original vendor to the store,” adds Evert-Jan. “The majority of these ASNs are digital and electronically linked to the goods. This reduces the need for paperwork and speeds up the approval of imports and exports.”

TOWARDS A FRICTIONLESS FUTURE

The new system and operational workflows are already up and running throughout Bleckmann’s Belgian operations. Thanks to the diligent efforts of the working group, the change requires very little extra paperwork from the client. “Once clients are set up with the new data requirements, they simply share their data with our warehouse management system,” continues Sara. “From there, we can easily upload all the correct information to the EU’s central database using Stream customs management software.”

As customs regulations continue to evolve, all 45 members of Bleckmann’s Customs department are ready to help clients navigate any customs challenges they may face. “To keep clients up to date, we often attend monthly and quarterly business reviews (MBRs and QBRs), discussing solutions that will ensure regulatory compliance while helping the business grow,” concludes Sara. “The Customs department is a valuable knowledge base and we’re committed to helping find the most efficient declaration solution.” ♦

For more information please contact

Evert-Jan Jaspers, Customs Manager for the Netherlands
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Sara Ramos, Customs Manager for Belgium and the UK
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BUILT DIFFERENT EXCEPTIONAL ONBOARDING EXPERIENCE

Built Different is a UK-based online clothing brand selling premium fitted basics for men in sizes L to 5XL. When they selected Bleckmann to handle their UK fulfilment operations, they had a specific onboarding requirement: they had to go live with next-day delivery in just four weeks, rather than the usual three months.

THE NEED FOR SPEED

So, how did we manage to complete the Built Different onboarding three times faster than the standard process? “The UK onboarding team pulled out all the stops to ensure everything was ready on time,” explains Jon Odams, UK Project Manager at Bleckmann. “This involved streamlining every step of the process. For example, we used a back-to-basics warehouse management system to enable faster integration, as well as pallet-only storage and manually filled-out advanced shipping notices.”

Another key factor was Bleckmann’s efficient reporting structure. This enabled Jon’s team to quickly secure the funds needed for the fit-out at the Bleckmann’s Vulcan warehouse in Magna Park, Lutterworth. “Everyone got behind this project, from our fantastic warehouse team to the Executive Committee,” continues Jon. “In situations like this, Bleckmann’s entrepreneurial mindset is a great asset.”



“The Bleckmann team moved mountains to get us up and running.

We knew they had a track record of helping brands scale up their operations efficiently, so we were confident that they could deliver a best-in-class solution – even within the time constraints. And they did.”

Matt Edge, Co-Founder of Built Different



IN THE LOOP

Regular communication was also crucial to the success of the onboarding. During the project phase of such deployments, the Bleckmann team stays in regular contact with the client’s operations department, sending daily progress reports. “In the last 20 months, my team has onboarded 20 new clients, and it’s all down to good communication, good planning and the dedication of all our colleagues,” says Jon. “We’re really lucky to have such excellent team players throughout the organisation.”

Finally, regular quality assurance helped us to complete the project quickly and well. “Our project management methodology allows us to prioritise tasks more effectively while managing risk and ensuring the highest level of service,” continues Jon. “We also have a number of subject matter experts in key areas such as IT, transport and operations, so we can plan for most eventualities and troubleshoot when necessary.” This proactive approach was much appreciated by the client. “Throughout the onboarding, the team were committed to addressing any potential issues before they arose,” continues Matt. “This was valuable from a business-as-usual perspective, as it meant we could continue to provide the excellent service our customers expect without interruptions. We were very impressed with how quickly Bleckmann got products out the door, as well as the quality and cost-effectiveness of their solution.”

SHIFTING GEAR(S)

Of course, the onboarding phase is just the beginning, and Built Different is already looking ahead to the next stage of the partnership. “We’re delighted to be working with a 3PL that can support our rapid growth trajectory and business ambitions,” says Matt. “This process has confirmed that the Bleckmann team are true strategic partners.” Two new projects are currently on the horizon: the relaunch of the brand’s EU website and a four-week e-commerce pilot in the US. “The journey with Built Different has only just begun,” concludes Jon. “We’re very excited to see where it takes us.” ♦

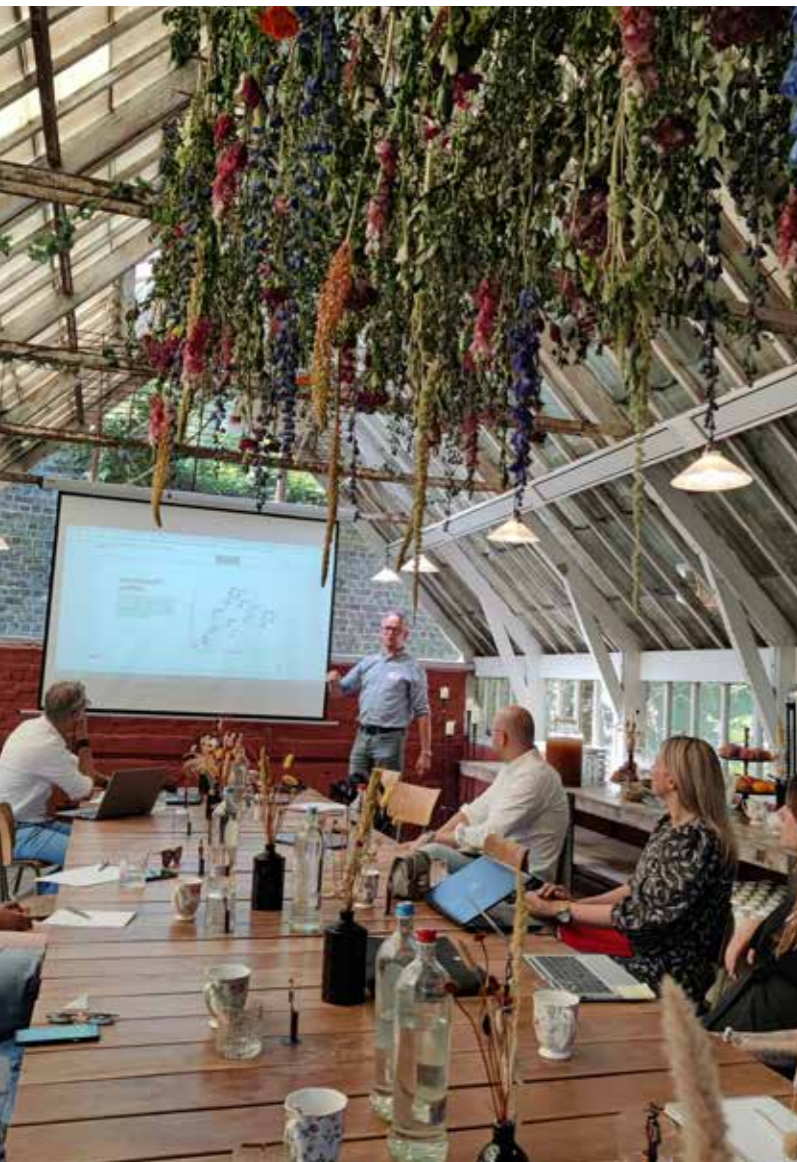


BUILT DIFFERENT



CLIENT ROUNDTABLES EXPERIENCE EXCHANGE PLATFORM

Engaging with clients on key strategic issues is essential to building strong and dynamic partnerships. That's the aim of our regular client roundtable events, which are held a few times a year in Belgium and the Netherlands. Each event attracts Bleckmann clients, bringing together internal and external expertise to provide a broad perspective on the challenges and creating a platform for discussion. "These events are a great way to keep clients up to date with the latest developments in fashion and lifestyle logistics," says Joris van de Westelaken, Client Services Director. "They're also an ideal way to network in a more informal context."



SHARING KNOWLEDGE AND MAKING CONNECTIONS

In 2023, we held roundtables in March and June. The first event focused on an increasingly relevant topic for many of our clients: "The power of data and business intelligence in fashion and logistics". Data can bring a wealth of benefits to brands if it's properly collected, analysed and interpreted. However, this requires very specific knowledge and expertise. Fortunately, our panel of experts was on hand to help. Discussions covered the latest trends in business intelligence, best practices and how brands can use logistics data to optimise their operations.



"Clients really appreciate the opportunity to ask questions specific to their business needs and get answers directly from the experts.

It also helps us to find out what logistics solutions they might find helpful in the future."

*Joris van de Westelaken
Client Services Director at Bleckmann*



"We always receive very positive feedback from attendees, particularly on the quality of the discussion and the insights on offer," Joris continues.



The theme of the June event was "Joining Forces: CSR Reporting in Fashion Logistics". This is an increasingly important topic for many brands as more and more customers demand transparency on sustainability issues. It was also noted that Bleckmann's own circular solutions experts, The Renewal Workshop team, can help brands improve their sustainability credentials through a number of initiatives. These include clothing repair and recommerce related services.

The roundtables often take place in locations that are thematically related to the topic under discussion. For example, the Dutch version of the event was held at geWoonboot, an environmentally friendly meeting venue in Amsterdam North. "We work hard to make the events both informative and memorable," explains Yang Mei Asscheman, Business Development and Marketing Specialist. "Many clients return to these events regularly because they know that there is always a relevant and interesting topic on the agenda, and it's a great experience."

LOOKING AHEAD TO 2024

Joris and Yang Mei are already looking ahead to an expanded roundtable calendar for 2024, with three new events in the pipeline. One of the upcoming topics of discussion will be international trade and customs. This event will be chaired by our very own Peter van den Heuvel, VAT Director at Bleckmann. "We're all looking forward to continuing the successful roundtable series and building closer and more collaborative relationships with our clients," concludes Joris. "The more knowledge we share, the further we can all go together." ♦



INTEGRATED APPROACH TO HEALTH, SAFETY AND SECURITY



Bleckmann's Health and Safety (H&S) and Security departments are vital for keeping our sites running smoothly. And in recent years, they've been steadily uncovering strategic synergies to help streamline both their operations. We spoke to Edwin Geerligs, Security Manager at Bleckmann, and Bert Gijsen, Global Health & Safety Manager.

HOW EXACTLY DO SECURITY AND H&S WORK TOGETHER?

Edwin: To start with, Bert and I meet every month to discuss any issues where there's an overlap between H&S and Security. You might be surprised to know that this overlap is quite significant. In fact, we have a monthly H&S/Security checklist of problems that need to be addressed, and this regular meeting allows us to come up with integrated solutions.

Bert: One example is our vest policy in the warehouses: what colour high-visibility vest should people wear depending on their role? This issue relates to both H&S and Security because vests help to identify people, and they help to keep people safe by making them more visible. This is just one of the areas of overlap that we've found over the course of our collaboration.

Edwin: That's right. We've discovered that some of the standards and regulations for H&S and Security have a similar focus. We have 31 separate sites around the world, all with H&S and security standards specific to their region and purpose. By monitoring regulatory changes together, we can help each other stay compliant, leading to better outcomes for everyone.



Bert Gijsen, Global Health & Safety Manager

WHAT OTHER SYNERGIES HAVE BEEN UNCOVERED BETWEEN H&S AND SECURITY?

Bert: Together, we're also working on a more integrated approach to reporting. We're looking at producing a joint Security and H&S report that covers several different KPIs related to both of our functions. This is useful because Security issues can often become H&S issues, and vice versa, so it's important to pool resources for increased efficiency.

Edwin: I'd certainly agree. Take the issue of access. From a Security perspective, it's essential to control who comes in and out of a site, but it's also important from an H&S perspective. Think about it: if there's a fire alarm, you need to know how many people have signed in that day to check that no one has been left behind. Controlling access is critical to both of our roles.

Bert: That's where a complementary approach can be very helpful. For example, the problem with paper-based sign-in systems is that it can take a long time to register everyone if you have larger groups arriving. That's why we're working on a digital sign-in system using the existing Bwelcome tablets. Working together on this project helps us to meet everyone's needs.

LOOKING AHEAD, WHAT OTHER JOINT INITIATIVES ARE YOU CURRENTLY WORKING ON?

Edwin: Ideally, we would also love to have a video instructions for new team members and visitors that covers both H&S and security topics. This way, you wouldn't have to go through two separate training programmes. The benefit of having one streamlined training is that people are less likely to switch off, so it's easier for them to remember the key messages when it counts.

Bert: In the future, we're also looking to develop exercises that combine security and H&S elements. At the same time, we want to improve our day-to-day communications around H&S and security best practices, using media such as narrowcasting and posters. This holistic approach gives us the best chance of getting the message across and keeping people safe.

Bert: At the end of the day, it's all about creating better outcomes for everyone who works at Bleckmann. We're incredibly fortunate to have such dedicated and collaborative teams in both our departments. Their drive, dedication and initiative are invaluable. We look forward to developing further synergies to help ensure safe and smooth operations for years to come. ♦



Edwin Geerligs, Security Manager

AWARD-WINNING PARTNER

We know that success isn't all about awards... but they are certainly a great way to recognise the hard work of our teams! In 2023, Bleckmann won no less than eight awards and was a finalist in several others.

CHANGE INC. AWARDS 2023

Bleckmann got the year off to a strong start by being nominated as one of the top six circular companies in the Netherlands. The Dutch Week of the Circular Economy started on Monday 6 February 2023. Every year, Change Inc. awards a prize to the most innovative projects and products from companies and other organisations: The Circular Award. As a company, we entered our circular solution, the Renewal Workshop, and won.



Bleckmann announced the acquisition of The Renewal Workshop in March 2022, enabling us to help customers renew and resell their products that would otherwise end up incinerated or in landfill.

"By increasing the percentage of saleable items through re-commerce channels or reuse, as well as through upcycling and recycling, we are helping to build a circular future."
Jurrie-Jan Tap, Chief Business Development Officer

UK MULTIMODAL AWARDS 2023

The UK Multimodal Awards recognise excellence in of air, road, rail, maritime and freight forwarding companies.



There are three award categories, one of which is judged and awarded by the Multimodal team. The Multimodal Awards are nominated and voted for by the attendees, exhibitors, visitors and newsletter readers. This year Bleckmann was nominated alongside companies such as CEVA Logistics, DHL, Kuehne+Nagel and Maersk.

"The votes are made for the industry, by the industry, so being shortlisted is an independent endorsement of a company or individual's excellence."
Robert Jervis, Event Director

EMERCE 100 - EDITION 2023

Bleckmann has been recognized top of the Fulfilment Warehousing category in the annual Emerce100 ranking. The Emerce100 is a listing of the best e-business suppliers.

"We did it! We have once again reached the top of our category! Bleckmann has become number 1 in the Emerce100, 2023 edition in the Fulfilment Warehousing category."
Jurrie-Jan Tap, Chief Business Development Officer

This year, 559 companies were surveyed by research experts. The annual Emerce100 ranking focuses on online service providers, divided into several categories: agencies, e-business services, media and advertising, software and venture. In this eighteenth edition of the ranking, Bleckmann scored 5.5 out of a maximum of seven stars for the fourth year in a row.



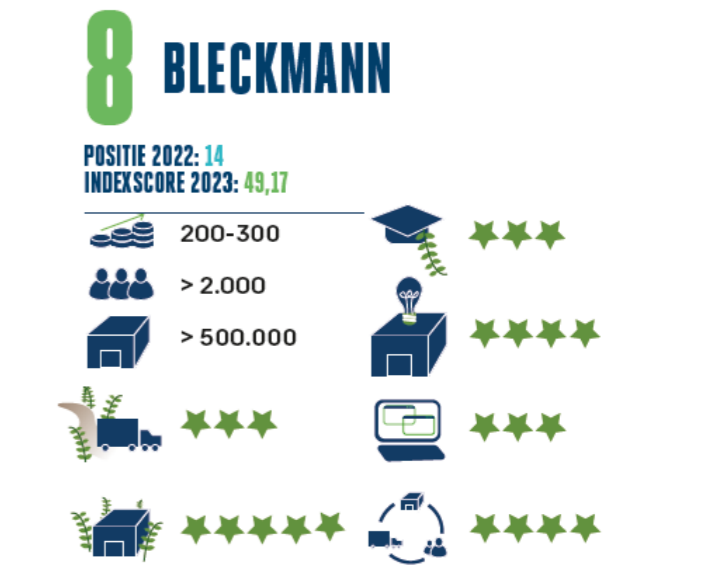
TOP 100 LOGISTICS SERVICE PROVIDERS - EDITION 2023

Bleckmann has achieved an impressive eighth place in the Top 100 of the leading Dutch Logistics Service Providers (LDV) 2023. The fact that Bleckmann holds this high position is particularly remarkable because the top 10 usually consists of generalists, while Bleckmann is a specialist among logistics players with focus on the fashion and lifestyle market segments. This is the second time that Bleckmann has been placed in the top 10 of this ranking.



The first time Bleckmann featured in the top 10 was in 2020, when we were ranked tenth. This time, we have improved our performance and moved up to eighth place. This move was partly due to Bleckmann's sustainability-related activities.

Ron Thijssen, Corporate Social Responsibility Manager at Bleckmann: "Within the logistics, fashion and lifestyle industry it is becoming increasingly important to work sustainably and to go beyond the usual business models. Good examples are the innovative developments within the supply chain and so-called 'smart warehousing'."



"Now and in the future, we will work even more closely with clients and partners who value sustainability. I believe this is necessary to enable and implement real improvements."
Ron Thijssen, Corporate Social Responsibility

US REUSIES AWARD 2023

Bleckmann won the US Reusies Award 2023 as we were recognized as the Most Innovative Reuse Company.

We are committed to continuously improving and becoming part of the solution. Our company wants to help fashion brands in their sustainability journeys.



**Most Innovative Reuse Company
Fashion & Apparel
WINNER 2023**

Bleckmann's Renewal Workshop allows for turning unsold and unsellable inventory into sellable merchandise, prolonging the lifecycle of a single product. More and more fashion brands turn towards preloved products and introduce recommerce programs. Resell of repaired and reconditioned post-consumer products generate new revenue opportunities for many brands, additionally helping brands to reduce their environmental footprint.

As a logistics solutions provider, Bleckmann was used to be part of the problem. But now, we're more and more part of the solution.



"Thank you to The Reusies and everyone who voted for Bleckmann's Renewal Workshop for this incredible award. We are honoured to be recognized as the most innovative reuse company in Fashion and Apparel category for 2023."

Nicole Bassett, Circularity Lead at Bleckmann



OVERALL LOGISTIC INNOVATION AWARDS 2023

During the summer, Bleckmann received the "Overall Logistics Innovation 2023" award from the independent market intelligence organization SupplyTech Breakthrough.

SupplyTech Breakthrough evaluates outstanding technology companies, products and services in the global supply chain technology and logistics industries. The organisation commented: "Without a doubt, Bleckmann is an expert in supply chain management (SCM) for fashion and lifestyle brands. It offers various sustainable solutions for growing businesses. Further, Bleckmann Logistics UK Limited serves several renowned brands, including Gymshark, COS, and Karl Lagerfeld. With Bleckmann's Renewal Workshop and the incorporation of the renewal services into its supply chain solutions portfolio, customers can benefit from it. Furthermore, Bleckmann enables apparel and textile brands to extend the life of post-consumer products once deemed unsellable."

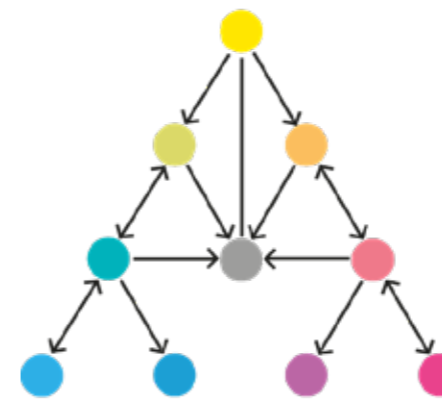


In addition, the Renewal Workshop solution helps restore items that can be resold, generating new revenue opportunities for brands. The system aims to reduce clothing waste and the associated environmental pollution by encouraging the incorporation of sustainable processes into product manufacturing to reduce carbon emissions and other negative environmental impacts.

Managing Director of SupplyTech Breakthrough Awards, Bryan Vaughn, said: "Through the acquisition and integration of the Renewal Workshop, Bleckmann has developed something that is now repeatable and scalable."

SUPPLY CHAIN EXCELLENCE AWARDS 2023

The shortlist of finalists for this year's Supply Chain Excellence Awards was officially announced in August 2023. This is a record-breaking year for the awards, with the highest number of entries ever received.



SUPPLY CHAIN EXCELLENCE AWARDS 2023

Now in its 27th year, the Supply Chain Excellence Awards promise to be the biggest and most exciting yet. For the 'Zeelo Sustainability Award - Sustainable Supply Chains' COS and Bleckmann have been nominated, alongside entrants such as British Gypsum & XPO Logistics, Coca-Cola Europacific Partners, FSEW, Green Biofuel & Howard Tenens Logistics, Green Gourmet & Avara, Maersk Logistics & Services UK&I, Signals IT, Sky with DHL, Panther Logistics & ServiceTech, Virgin Media O2 & GXO and Vodafone & Unipart Logistics.

The winner of the Sustainability Award - Sustainable Supply Chains will be announced on November 9th.



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UK LOGISTICS AWARDS 2023

In August 2023, the shortlist for UK's Logistics Awards 2023 was announced. Alongside Bleckmann, companies such as Aramex, DFDS Logistics, Kerry Logistics UK, Norfolk Logistics Ltd and ShipBob were nominated.



"Our industry has seen off a number of key challenges over the past year to continue to deliver for customers and the work of our dedicated sector is reflected in this year's awards shortlist. Narrowing down the entries from the high-quality submissions has been incredibly difficult, and I don't envy those selecting the final winners. I would like to personally thank all those who entered and congratulate all our finalists."

David Wells, Chief Executive of Logistics Awards UK



The competition is open to logistics companies nationwide and highlights the achievements of companies and individuals that have made a significant contribution to the logistics and supply chain industry over the past 12 months.

The final winners will be announced on December 7.



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