



BOA[®] Group

**Corporate Social
Responsibility- Report 2022**

Status: 19.04.2023

COMPANY OVERVIEW

BOA is a leading global provider of flexible fluid and gas handling components, primarily made of stainless steel

Business Overview

- ▶ Designs, manufactures and sells bellows, expansion joints, hoses, decouplers and metal tubes systems in industrial, energy, heavy vehicle, automotive and aerospace markets
- ▶ Six manufacturing locations across the globe with ~800 employees
- ▶ Founded in 1872 and headquartered in Karlsruhe, Germany
- ▶ Business highlights:
 - Leading positions in core markets
 - Diversified business by geography, application as well as end markets
 - Broad blue-chip customer base
 - Technology leadership built on engineering, design, simulation and validation process excellence

Locations

North America:

- Cumming, GA
- Mexico

Europe:

- Germany (HQ)
- Romania

Asia:

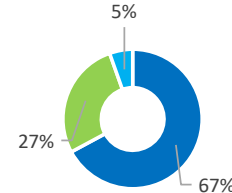
- China



Key Facts

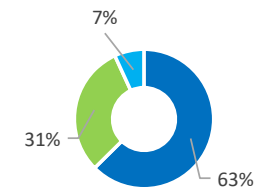
▶ 2022 sales of €131 mm

INDUSTRIES



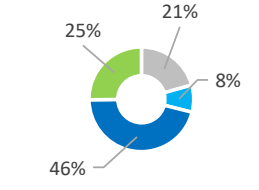
- Automotive (88m€)
- Industrial (36m€)
- Aerospace (7m€)

REGIONS



- EMEA (82m€)
- America (40m€)
- APAC (9m€)

PRODUCTS



- Bellows (27m€)
- Expansion Joints (11m€)
- Hoses & flex hoses (60m€)
- Engine Management (33m€)



LEADING PRINCIPLES

The companies of BOA Group affirm **their Corporate Social Responsibility as a part of their global business activities.**

Code of Conduct

BOA Group assumes responsibility by bearing in min the consequences of its business decisions and actions on economic, technological, social and environmental levels and brings about an appropriate balance of interests. The BOA Group voluntarily contributes to the well being and long-term development of a global society at every point it can at the locations where it is in business. It is geared towards **universally held ethical values and principles, especially integrity, honesty and respect of human dignity.**

This CoC is **in effect for all companies, company's branches and business units of BOA Group worldwide.** BOA commits to promoting adherence to the content of this CoC at every point it can for its suppliers and in other parts of the value chain.

Integrity and Organizational Governance

Human Rights

Hours of Work

Environmental Protection



Consumer Interests

Adherence to law

Communication

Civic Commitment

Working Conditions

➡ Internal processes ensure compliance of the code of conduct

ENVIRONMENT

The fulfilment of the requirements for a management system according to **ISO 14001** thus forms the ideal platform for us to **ensure a sustainable and ecological management to conservation our livelihood, through the continuous improvement of our environmental performance.**

The products of our company provide in the application the customer a high contribution to environmental protection, whether when used in the context of reducing fuel consumption and emission system or renewable energy.

In addition, **the responsible use of resources throughout the entire product realization, already fixed in functional and requirement specifications for development of our products and processes, has always been a high priority. Therefore environmental KPIs has been developed and strictly monitored.**

Achieved Goals 2022

Waste:

- Packaging paper waste reduction of 50%
- Wood packaging reduction of 5%
- all over waste reduction of 12%

Hazardous materials:

- all over hazardous materials reduction of 14%

Water:

- Reduction process water of 12%
- Reduction emulsions of 38%

Goals 2023

- Further reduction of hazardous materials for 3% p.a.
- Reduction of forming and washing water
- Reduction energy CO₂ in kg 10%
- New company policy regarding company cars (defined CO₂ limit)

KPIs BMS

		2020	2021	2022
Procurement turnover		23,9	27,3	31,1
Sheets / bands / wire	%	9	14	16
Tools / machines	%	10	13	7
Parts / components	%	60	59	64
NPM / services	%	20	11	9
Energy / auxiliary materials	%	1	3	4
Energy				
Electricity	mWh	3.825	4.929	4.655
Gas consumption (heater)	mWh	3.091	4.190	2.795
Water				
Fresh water / sewage	m ³	8.824	5.829	7.106
Issue issuers				
Power consumption	t CO ₂	1.436	1.735	2.290
Gas consumption (heater)	t CO ₂	680	922	615
Travel (airplane)	t CO ₂	33	5,3	125
Special freight [Ø 500 km/h per special freight]*	t CO ₂	3	2	3
Consumption pool cars + long term rental [driven km 2021]**	t CO ₂	50	54	68
Waste				
Waste	t	725	827	726
Separated collection rate	%	95,7	97,5	97,5

ENVIRONMENT

KPIs SBT

		2020	2021	2022
Energy				
Electricity	mWh	1.363	1.535	1.332
Gas consumption (heater)	m³	2.166	1.828	718
Water				
Fresh water / sewage	m³	1.209	2.272	1.549

Achieved Goals 2022

- Waste gas emissions standard met
- Waste water discharge standard met

KPIs ABI

		2020	2021	2022
Energy				
Electricity	mWh	2.376	2.996	2.962
Gas consumption (heater)	Mcf	3.000	3.100	3.570
Water				
Fresh water / sewage	m³	568	1.320	1.093
Recycling				
Wood Pallet Recycle	t	55	130	148
Carboard Recycle	t	48	62	15
Plastic Recycle	t	9	13	14
Metal Recycle	t	262	325	119
Waste				
Regulated Solid Waste	t	40	55	35

Achieved Goals 2022

- Increased wood and plastic recycling share
- Increased water and energy consumption efficiency



KPIs MEXICO

		2021	2022
Energy			
Electricity	mWh	1.922	1.689
Water			
Fresh water / sewage	m³	1.316	1.282
Waste			
Waste	t	3	8
Steel	t	24	10

Achieved Goals 2022

- Participation in creation of natural water collectors

KPIs RBT

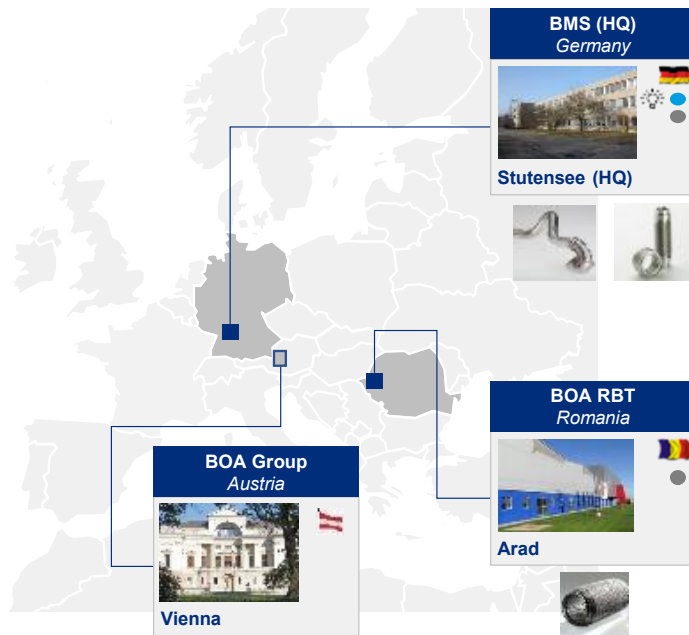
		2021	2022
Energy			
Parts produced / Electrical energy consumption	No. / KW	4,8	5,4
Environmental Incidents or near misses			
Number of environmental incidents and near misses	No.	0	0
Waste			
Parts produced / produced waste	No./ t	34,52	37,8

Achieved Goals 2022

- Exceeded the environmental legislative target regarding recycling amounts for all major material categories.
- ISO 14001 certification.

LABOUR PRACTICES

Europe



Asia



Americas



Extract CSR Actions

- ✓ We **“educate” our employees**: we are committed to inform and educate our employees, to connect them to what is happening around them (city life, events, concerts, volunteer opportunities, campaigns and charitable projects); community memberships, corporate benefits are offered as well
- ✓ Every year every employee can redirect 2% from his taxes to **charitable organizations**; the employer can conduct a campaign within the organization to encourage people to do so, organized **“donation” projects** (especially Romania)
- ✓ **Scholarships / gifts** granted to **employees' children**, based on competitions of projects / talents (especially Romania)
- ✓ Purchase of **small items sold by charitable organizations** to be used as incentives for the employees
- ✓ Activity type of fundraising competition for proposed projects; charitable sports competitions;
- ✓ **Volunteer hours bonus program**

Certifications and documents

- ISO 9001 (all)
- Certification of Environmental Audit acc. ISO 14001 (all)
- IATF (all)
- Certification of Energy Audit acc. DIN EN 16247-1 (BMS)
- Environmental, Health and Safety Policy (all)
- NQC Supplier assessment (BMS, RBT)
- ECOVADIS Score “Silver”
- Code of Conduct (all)
- Flyer of the Environmental-Management-System incl. Environmental Policy (BMS, ABI, RBT)
- Conformity of REACH & RoHs (all)
- Supplier Performance Determination conc. ISO 14001 or EMAS (BMS)
- Designation of Environmental-, Energy- and Dangerous Goods Appointees
- Extract of Due Diligence
- Supplier Self Assessment (BMS)
 - ... Special documents are available on request

** All documents can be provided at anytime*

