



# BOA Group

Corporate social  
responsibility report 2019

# 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 ~1,250 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

### Europe:

- Germany (HQ)
- France \*
- Netherlands \*
- Romania

### Asia:

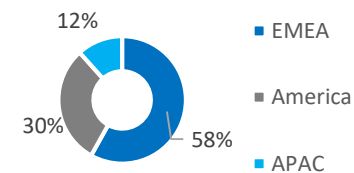
- Shanghai



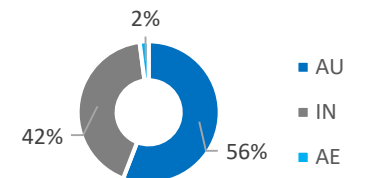
## Key Facts

- ▶ 2018 sales of €181 mm

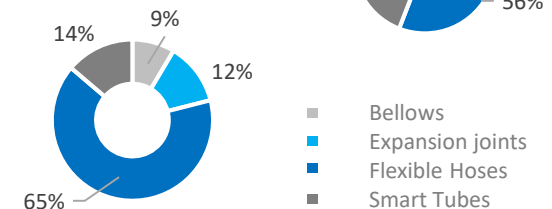
### Regions



### Industries



### Products



\* As per end of 2018, not part of the group since 09/19

# 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 mind 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.**

## Goals 2018 have been achieved to 100 %

**Waste:** Reduction of waste (f.ex. rinsing liquid, metal scrap,..) over 10%

➔ introduction of own CO2 wash system

**Hazardous materials:** reduction of hazardous materials in production of 5% p.a.

➔ exchange of hazardous materials

**Labour Security:** implementation of new maternity protection law

➔ noise measurements, operating instructions training of employees

**Emissions:** Reduction of CO2- Emissions

➔ significant less special freight (reduction CO2 of 50%)

➔ inhouse soldering

➔ less company cars

**Energy:** reduction of heating oil consumption

## Goals 2019

- Further reduction of hazardous materials for 3% p.a.
- Further Reduction of special freight (CIP measures)
- New company policy regarding company cars (defined CO2 limit)
- Reduction of electricity consumption in production (Change of LED, rd. 400 lamps) of 70%
- Participation of battery recycling system

### KPIs BMS

		2016	2017	2018
<b>Procurement turnover</b>	Mio. €	35,7	33,0	37,3
sheets / bands / wire	%	13%	11%	10%
tools / machines	%	16%	13%	16%
Parts / components	%	55%	63%	65%
NPM / services	%	16%	12%	9%
energy / auxiliary materials	%	1%	1%	1%
<b>Energy</b>				
electricity	mWh	4.198	3.395	4.622
Gas consumption (heater)	mWh	3.486	3.605	3.251
<b>Water</b>				
Fresh water / sewage	m³	49.612	47.935	49.122
<b>Issue issuers</b>				
power consumption	CO2 in t	2.195	1.650	2.191
Gas consumption (heater)	CO2 in t	767	793	715
Travel (airplane)	CO2 in t	311	426	233
Special freight [Ø 500 km/h per special freight]*	CO2 in t	114	49	12
consumption pool cars + long term rental [driven km 2018]**	CO2 in t	216	169	66
<b>Waste</b>				
Waste	t	2611	993	885
recovery rate	%	82%	61%	62%
Separated collection rate	%	-	97,7	97,4





# Environment

## KPIs SBT

		2016	2017	2018
<b>Energy</b>				
electricity	mWh	13,7	10,9	12,6
Gas consumption (heater)	m <sup>3</sup>	/	/	375
<b>Water</b>				
Fresh water / sewage	m <sup>3</sup>	2.089	1.666	1.923

## KPIs ABI

		2016	2017	2018
<b>Energy</b>				
electricity	mWh	4489	4880	5248
Gas consumption (heater)	Mcf	3031	3233	3259
<b>Water</b>				
Fresh water / sewage	m <sup>3</sup>	1900	2244	2629
<b>Recycle</b>				
Wood Pallet Recycle	t	149	177	186
Carboard Recycle	t	43	73	100
Plastic Recycle	t	8,3	20,2	11,6
Metal Recycle	t	324	320	378
<b>Waste</b>				
Regulated Solid Waste	m <sup>3</sup>	935	1328	774

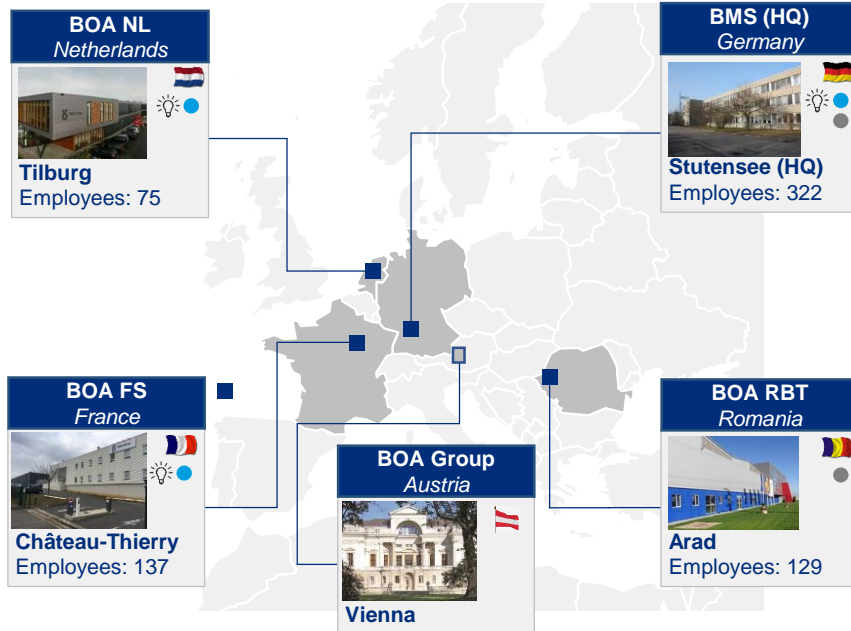
- Goals 2019**
- Recycle 100 % plastic spools from braider wire and damaged plastic pallets.
  - Recycle 100% of non-contaminated cardboard.
  - Achieve electrical consumption of <1.8 kWh per part.
  - Reduce landfill waste by 10%.
  - Reduce water consumption by 10%.
  - Participate in battery recycle system.



# Labor practices

figures end of 2018

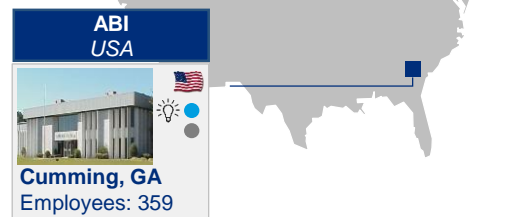
## Europe



## 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 Rumania)
- ✓ **Scholarships / gifts** granted to **employees' children**, based on competitions of projects / talents (especially Rumania)
- ✓ 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**

Location type: ■ Manufacturing plant

Plant focus: ● Automotive ● Industrial

Engineering capabilities: 💡



# Certifications and documents

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- Certification of Environmental Audit acc. ISO 14001 (BMS, ABI)
- IATF (all, ABI 2020)
- ISO 9001 (all)
- Environmental, Health and Safety Policy (all)
- NQC Supplier assessment (BMS, RBT)
- Certification of Energy Audit acc. DIN EN 16247-1 (BMS)
- Code of Conduct (all)
- Flyer of the Environmental-Management-System incl. Environmental Policy (BMS, ABI)
- Conformity of REACH - & RoHs (all)
- Supplier Performance Determination conc. ISO 14001 or EMAS
- Designation of Environmental-, Energy- and Dangerous Goods Appointees
- Extract of Due Dilligence
- Supplier Self Assessment of BOA MS
  - ... Special documents are available on request

*\* All documents can be provided at anytime*

