



BOA[®] Group

**Corporate Social
Responsibility- Report 2020**

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 (SOP mid 2020)

Europe:

- Germany (HQ)
- Romania

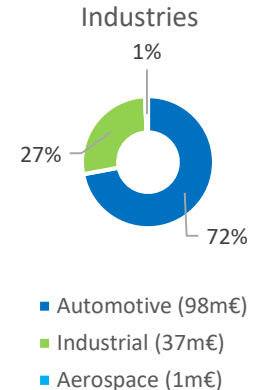
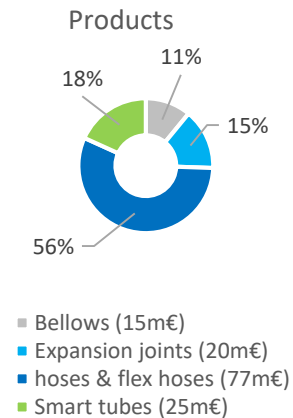
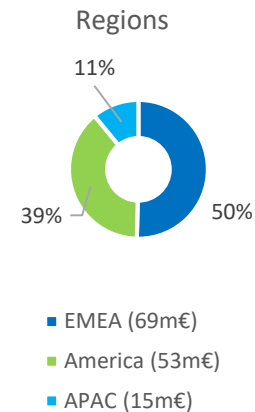
Asia:

- China



Key Facts

▶ 2019 sales of €137 mm



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 2019 have been achieved to 100 %

Waste: Reduction of waste (for eg. rinsing liquid, metal scrap,..) over 25%

- reduction of wooden packaging
- Participation of battery recycling system

Hazardous materials: reduction of hazardous materials in production of 3% p.a.

- exchange of hazardous materials

Electricity: Reduction of electricity consumption in production of 85%

- Change of LED

Emissions: Reduction of CO₂- Emissions

- significant less special freight (reduction CO₂ of 25%)
- inhouse soldering
- less company cars

Energy: reduction of heating oil consumption

Goals 2020

- 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)
- Procurement of a cardboard shredder

KPIs BMS

		2017	2018	2019
Procurement turnover				
sheets / bands / wire	%	11%	10%	8%
tools / machines	%	13%	16%	18%
Parts / components	%	63%	65%	57%
NPM / services	%	12%	9%	16%
energy / auxiliary materials	%	1%	1%	1%
Energy				
electricity	mWh	3.395	4.622	4.477
Gas consumption (heater)	mWh	3.605	3.251	3.376
Water				
Fresh water / sewage	m ³	47.935	49.122	49.347
Issue issuers				
power consumption	CO2 in t	1.647	2.163	1.795
Gas consumption (heater)	CO2 in t	793	715	743
Travel (airplane)	CO2 in t	426	233	124
Special freight [Ø 500 km/h per special freight]*	CO2 in t	49	12	10
consumption pool cars + long term rental [driven km 2018]**	CO2 in t	169	66	68
Waste				
Waste	t	993	885	752
recovery rate	%	61%	62%	73%
Separated collection rate	%	97,7%	97,4%	95,6%

Environment

KPIs SBT

		2017	2018	2019
Energy				
electricity	mWh	1.514,5	1.739,9	1.735,8
Gas consumption (heater)	m ³	/	/	713
Water				
Fresh water / sewage	m ³	2.089	1.666	1.923

KPIs ABI

		2017	2018	2019
Energy				
electricity	mWh	4880	5248	4950
Gas consumption (heater)	Mcf	3233	3259	2953
Water				
Fresh water / sewage	m ³	2244	2629	2401
Waste				
Wood Pallet Recycle	t	177	186	172
Carboard Recycle	t	73	100	63
Plastic Recycle	t	20,2	13,7	17,9
Metal Recycle	t	320	378	380
Waste				
Regulated Solid Waste	t	47,3	67,6	68,5

Goals 2020

- Recycle 100 % plastic spools from braider wire and damaged plastic pallets.
- Recycle 100% of non-contaminated cardboard.
- Achieve electrical consumption of <1.7 kWh per part.
- Reduce landfill waste by 5%.
- Reduce water consumption by 5%.
- Participate in battery recycle system.

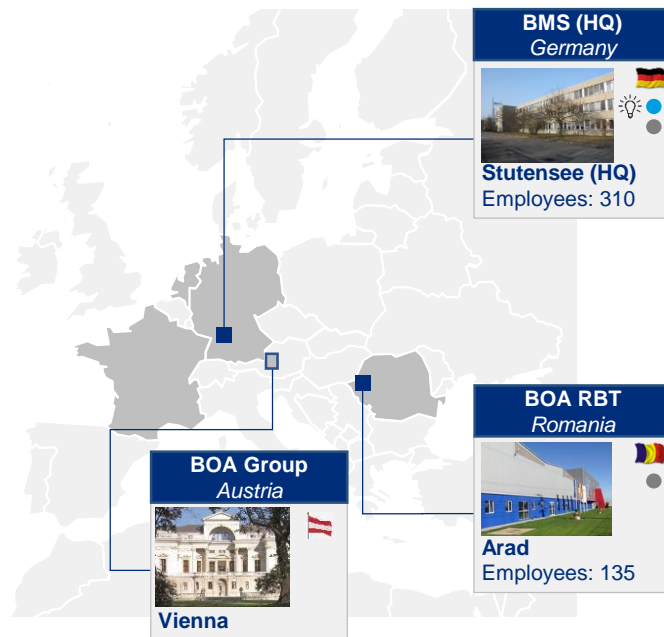


Labour practices

figures end of 2019

Extract CSR Actions

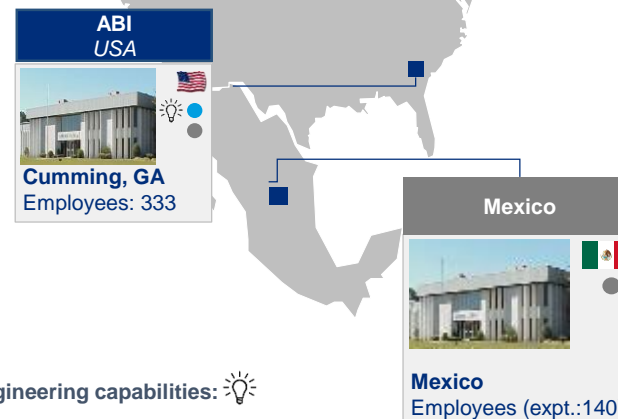
Europe



Asia



Americas



- ✓ 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**

*Relocation of LV production
ABI to Mexico by mid 2020*

Location type: ■ Manufacturing plant

Plant focus: ● Automotive ● Industrial

Engineering capabilities: 💡

Certifications and documents

- 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 (BMS)
- Designation of Environmental-, Energy- and Dangerous Goods Appointees
- Extract of Due Dilligence
- Supplier Self Assessment (BMS)
 - ... Special documents are available on request

** All documents can be provided at anytime*

