



BOA[®] Group

**Corporate Social
Responsibility- Report 2020**

Status: 16.04.2021

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

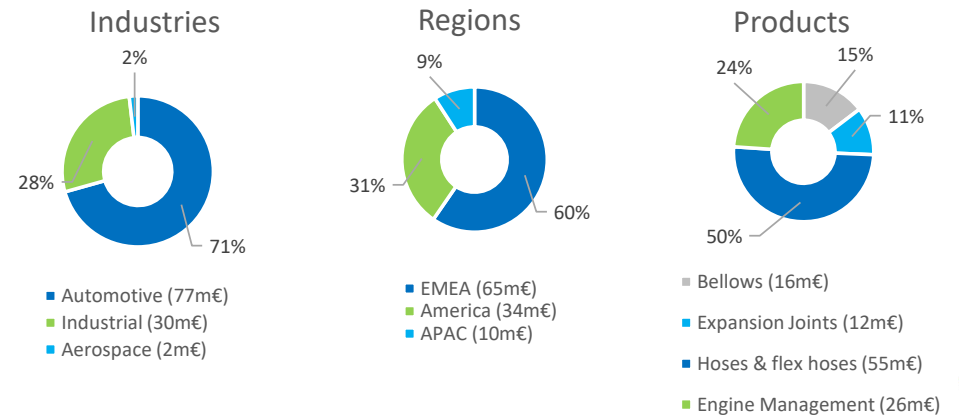
Asia:

- China



Key Facts

▶ 2020 sales of €109 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 2020 have been achieved to 100 %

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

- Packaging reduction of 10%
- Scrap reduction of 20%
- Emulsion reduction of 20%

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

- exchange of hazardous materials

Electricity: Reduction of electricity consumption in production of 10%

Emissions: Reduction of CO₂- Emissions

- significant less special freight (reduction CO₂ of 25%)
- less company cars
- less gas consumption

Energy: Reduction of heating oil consumption

Goals 2021

- Further reduction of hazardous materials for 3% p.a.
- Further reduction of special freight (CIP measures)
- Reduction of forming and washing water
- New company policy regarding company cars (defined CO₂ limit)

KPIs BMS

	2018	2019	2020
Procurement turnover	37,3	32,2	23,9
Sheets / bands / wire	% 10	8	9
Tools / machines	% 16	18	10
Parts / components	% 65	57	60
NPM / services	% 9	16	20
Energy / auxiliary materials	% 1	1	1
Energy			
Electricity	mWh 4.622	4.477	3.825
Gas consumption (heater)	mWh 3.251	3.376	3.091
Water			
Fresh water / sewage	m ³ 49.122	49.347	49.372
Issue issuers			
Power consumption	t CO ₂ 2.163	1.795	1.436
Gas consumption (heater)	t CO ₂ 715	743	680
Travel (airplane)	t CO ₂ 233	124	33
Special freight [Ø 500 km/h per special freight]*	t CO ₂ 12	10	3
Consumption pool cars + long term rental [driven km 2020]**	t CO ₂ 66	68	50
Waste			
Waste	t 885	752	725
Recovery rate	% 62	73	55
Separated collection rate	% 97,4	95,6	95,7

ENVIRONMENT

KPIs SBT

		2018	2019	2020
Energy				
Electricity	mWh	1.735,8	1.685,2	1.363
Gas consumption (heater)	m ³	713	1.958	2.166
Water				
Fresh water / sewage	m ³	1.923	1.999	1.209

Achieved Goals 2020

- Electricity consumption reduced by 19%
- Water consumption reduced by 40%



KPIs ABI

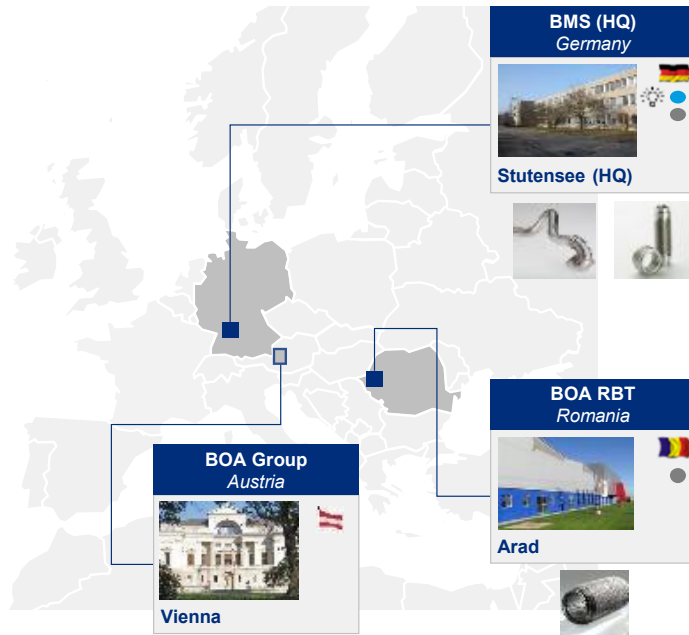
		2018	2019	2020
Energy				
Electricity	mWh	5.248	4.950	2376
Gas consumption (heater)	Mcf	3.259	2.953	3.000
Water				
Fresh water / sewage	m ³	2.629	2.401	568
Recycling				
Wood Pallet Recycle	t	186	172	55
Carboard Recycle	t	100	63	48
Plastic Recycle	t	13,7	17,9	9
Metal Recycle	t	378	380	262
Waste				
Regulated Solid Waste	t	67,6	68,5	40

Achieved Goals 2020

- Electricity consumption reduced by 50%
- Water consumption reduced by 76%
- Solid Waste Reduced by 40%

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 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**

Certifications and documents

- ISO 9001 (all)
- Certification of Environmental Audit acc. ISO 14001 (BMS, SBT, ABI)
- 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)
- 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*

