

# 2017

## Corporate Responsibility Report



# TEAMWORK



"Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results."

– Andrew Carnegie

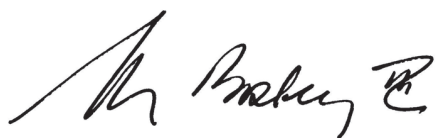
# A Letter From Leadership

As part of our company transformation, Boxley's leadership team appointed a group of employees from across all business lines to find innovative ways to take Boxley's corporate citizenship efforts to the next level. Named **Team 360**, this group has exceeded expectations by using their talents, passion, and creativity to expand our corporate responsibility program into a well-organized, employee-driven effort this past year.

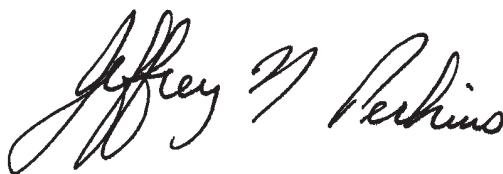
**Team 360** focuses on our four pillars of Corporate Responsibility: employee communication, employee health/wellness, community outreach, and environmental sustainability. Throughout this report, you will read about innovative ways the team used technology to connect employees and encourage healthier lifestyles. We hope you'll be as inspired as we are by the big hearts and generosity of our employees who gave of their time and resources to help others and improve the communities where they work, live and play.

Other business owners have asked why Boxley deploys employee time and resources for such a significant non-revenue generating initiative. The simple answer is that it's the right thing to do and doing the right thing is the foundation of all we do at Boxley. We call it, **The Boxley Way**. Our Corporate Responsibility Program is a reflection of who we are and underscores our ongoing commitment to be an outstanding employer, business partner and corporate citizen. It is designed to engage employees in decision-making and build pride in how the company operates. While we cannot place a dollar figure on the benefits. We do consider them priceless.

Boxley's **Team 360** efforts are published annually in this **Boxley 360: Corporate Responsibility Report**. This publication provides a complete view of our work, successes, and learning opportunities from the previous year. We share this report not only to be accountable, but with the hope that some of our experiences and learnings may be useful to you and your organization. In keeping with our sustainable practices, we largely distribute this report electronically which also makes it easier to share with others. This year's report, along with reports from past years can be found at: [www.boxley.com/CRR2017](http://www.boxley.com/CRR2017).



Ab Boxley, III  
President & CEO



Jeffrey N. Perkins  
Chief Operating Officer

## Mission Statement

We deliver quality on every project, backed by our commitment to safety, service and reliability. *It's the Boxley way.*

## Vision

We will be the industry leader in all facets of our business with the talent to sustain it.





# Boxley's Corporate Responsibility Program

Boxley's Corporate Responsibility Program (CRP) underscores Boxley's ongoing commitment to be an outstanding employer, business partner and corporate citizen. It is designed to engage employees in decision-making and build pride in how the company operates. With all our efforts, the program provides for accountability internally and externally for meeting CRP goals.

The CRP program is built on four pillars of Corporate Responsibility:



## Environmental Sustainability

Recycling, Energy, Products/Services and Operations



## Community Outreach

Community Giving, United Way, Product Donations, Employee Volunteerism, Education



## Employee Health & Wellness

Health & Wellness Initiatives



## Employee Communication

Employee communication and engagement

## 2017 Team 360



*Back row (left to right):* Pete Flora, HR-Support Center; Stacy Barbour, Aggregate; Tom Miles, Concrete; Tim Mauzy, Engineering-Support Center; Ron Dodd, Block, Brick & Hardscapes; Brent Gleason, Leadership Team Liaison; Wayland Bond, Aggregate;  
*Front row (right to left):* James Breakell, Asphalt Pavement Maintenance and Team 360 Chair; Mac McWane, Safety-Support; Sherry Foutz, Support Center; Teresa West, Aggregate; Janet McGhee, Concrete.



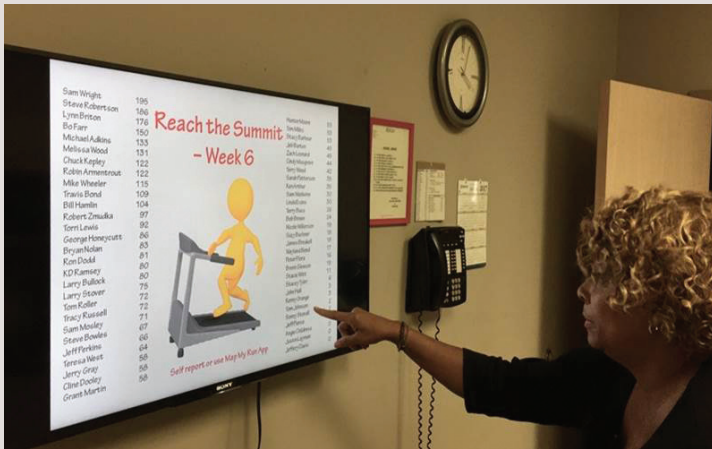
## Employee Communication

**Goal:** Improve employee communication and engagement

**Solution:** WBOX TV in every location

**Leaders:** Teresa West, Pete Flora, Wayland Bond

*With about 90 percent of Boxley employees actively working in the field, how do you communicate effectively and create a culture that helps employees feel connected to one other and the company?*



The Employee Communications Team decided to take the information to employees with the creation of WBOX TV, a Boxley employee information network. TV monitors were installed at all 15 Boxley locations in a prominent place where employees gather before, during, and after work, and networked so they could be updated remotely to ensure consistency and timeliness. WBOX covers information about how each location is performing, safety tips, health and benefits, volunteer opportunities, recognition, and Boxley's community outreach activities. News is customized by location and also includes news from around the company to create connectivity between each location. And, the best news of all, employees are using it and engaging. It doesn't stop there. For 2018, the Team is exploring the potential of going mobile with an Employee Communications App.

***"There are only three measurements that tell you nearly everything you need to know about your organization's overall performance: employee engagement, customer satisfaction, and cash flow..."***

***It goes without saying that no company, small or large, can win over the long run without energized employees who believe in the mission and understand how to achieve it..."***

***~Jack Welch***

## Team 360: Year in Review





## Employee Health & Wellness

### Goal: Promote employee fitness

Solution: The Summit Challenge

Leaders: Pete Flora, Mac McWane, Stacy Barbour



The Health and Wellness Team created the Summit Challenge to motivate employees to get moving by walking, running or cycling at least 150 miles individually and 14,440 miles as a company (which happens to be the same number as the highest summit in Colorado, home to parent company Summit Materials). Using the fitness app, Map My Run, to report their progress from June through October, each employee who reached 150 miles individually received a Boxley "Reach the Summit" t-shirt and was entered into a raffle to win a mountain bike valued at \$1,500.

<< Congratulations to Wayland Bond, winner of the Summit Challenge who logged 170 miles.

***"Those who think they have no time for bodily exercise will sooner or later have to find time for illness."***

***~Edward Stanley***

### Goal: Encourage Healthy Eating Habits

Solution: Make Healthy Snacks Available at Work

Who says healthy snacks can't be good? In 2017, Boxley HR Director Lori Baisden tested a healthy snack initiative with the goal of making healthy snacks more convenient than junk food for employees, and possibly changing junk food habits to healthier choices.

To launch the program, a selection of healthy snacks from a company called SnackNation were made available at employee enrollment meetings. Since they were free and readily available, employees tried them. The SnackNation items were so popular that Lori continues to provide these snacks at the Support Center for employees and visitors, at employee meetings and training. She hopes to expand the program in 2018. For proof of success, look no further than the empty snack basket at the end of each meeting!



*"If you want to lift yourself up, lift up someone else." – Booker T. Washington*



## Community Outreach

### Goal: Engage employees in community outreach

Solution: Sound the Alarm Program...and a whole lot more.

Leaders: Ron Dodd, Tom Miles, Sherry Foutz



Team 360's Community Outreach committee chose to work with the Red Cross and its Sound the Alarm program as part of the company's community outreach effort. Sound the Alarm is held each October during National Fire Prevention Month to increase awareness of fire hazards and install smoke detectors or replace batteries in existing detectors during the time most households are turning on their heat for the winter.

Boxley purchased 275 smoke detectors from Home Depot and employees donated them to local fire departments throughout the communities Boxley serves. In several communities, employees worked with fire personnel to install the detectors and change existing batteries.

### *...and a whole lot more.*

**Boxley employees open their hearts and gave of their time and money to help each other and their communities last year. Here's just a sampling of their generosity:**

- School Supplies Drive at Piney River: more than 120 much needed supplies for students in area schools
- Salvation Army Food Drive: 850 food items and \$160 cash from employees and customers company-wide
- Toys for Tots collected 42 toys and one bike companywide
- Hurricane Harvey Relief: \$1,500 in employee donations
- Mustaches 4 Kids in Lynchburg: Benefits Boys and Girls Club of Lynchburg, CASA of Central Virginia, Big Brothers and Big Sisters of Central Virginia, and Jubilee Family Development Center.
- Salvation Army Bell Ringers – 8 people from Lynchburg Block volunteered to ring the bell.



# Community Giving

In addition to the volunteer efforts by the Team 360 Community Outreach Team, Boxley provides significant support to help improve the quality of life in the communities we serve through our Community Giving and United Way donations.

***“We make a living by what we get, but we make a life by what we give.”***  
**— Winston Churchill**

## Community Giving Program

In 2017, Boxley donated \$360,000 in the communities we serve through our Community Giving program of which \$65,000 was in product donations. Boxley has contributed more than \$1.5 million to worthwhile projects since our Community Giving program launched in 2008.

## United Way Campaign

Boxley supports community human services through participation in United Way by matching 100% of employee pledges. In 2017, 235 Boxley employees pledged \$46,507 for a total company donation of \$92,835, bringing total United Way giving to \$1.64 million since 2006.

## Educational Outreach

Through its Explore the Earth program, Boxley leaders introduced 826 students to Earth's geologic wonders and spoke about the important role aggregate plays in our everyday lives as well as the importance of environmentally responsible operations and land reclamation processes. The program provides a great platform for teaching earth science in real-time as a quarry exposes a rare three-dimensional view of rock formations.

# BOXLEY®

**Aggregate • Asphalt • Block • Concrete**

## Company Core Beliefs

- Work safely.
- Hire and train the best people.
- Involve our employees in the decision-making process.
- Provide opportunities for personal growth.
- Reward outstanding contributions.
- Be honest.
- Build long-term relationships.
- Deliver quality from the ground up.
- Be active participants in our communities.
- Be responsible stewards of the environment.
- Commit to be a little better at what we do each and every day.
- Earn profits to support our corporate growth and beliefs.



## Environmental Sustainability

**Goal:** Be responsible stewards of the environment

**Solution:** Establish a Wildlife Habitat Council Certified Site

**Team:** Tim Mauzy, Janet McGhee, James Breakell



**WILDLIFE  
HABITAT  
COUNCIL<sup>SM</sup>**

The Environmental Sustainability Team chose to embark on a multi-year project to develop a Wildlife Habitat Council (WHC) certified site at one of Boxley's locations.

**The Program:**

- Recognizes meaningful wildlife habitat management and conservation education programs
- Provides third-party credibility and an objective evaluation
- Helps companies demonstrate a long-term commitment to managing quality habitat for wildlife, conservation education and community outreach initiatives

The Team has chosen to move forward with a stream bed restoration project at Boxley's Lawyers Road operation, and efforts in 2018 will focus on building trails, interpretive signage and other key elements required to earn this prestigious and important certification.

*"Volunteering is the ultimate exercise in democracy.  
You vote in elections once a year,  
but when you volunteer,  
you vote every day about the kind of  
community you want to live in."  
– Author Unknown*

The  
**BOXLEY** Way  
**360**





# Community Clean-Ups



## Environmental sustainability efforts

also expanded into other communities in 2017 with employees participating in a variety of clean-up events throughout Virginia, including:

- Smith River Clean up-Martinsville
- Adopt-a-Spot-Wytheville
- Deschutes/Tinker Creek Clean up-Roanoke
- Clean Valley Day-Roanoke



# Cleaner: **Greener.** Smarter. Better.®

## 2017 Recycling Report Card

Boxley is committed to minimizing the amount of waste generated by its operations that is sent to landfills.

Recycled Material	2017	2016
Oil (in gallons)	6,805	7,640
Antifreeze (in gallons)	55	110
Absorbent (in tons)	1.6	3.2
Vehicle Batteries	0	0
Tires (Retreads)	0	14
Washer Fluid (gal)	32	58
Grease (gal)	0	110
Metals (in tons)	231	100
Paper-Plastic Combined (in tons)	5.7	6.8
Cardboard (in tons)	2.2	0.64
Wood Pallets-Block (in tons/pallets)	40/1,600	45/1,800
Waste Concrete made into barrier blocks (in tons)	2,223	1,337
* Waste Block made into CMU (in tons)	3,500	3,405
Recycled Asphalt Pavement (in tons)	94,105	103,700
Recycled Concrete (in tons)	1,283	583





Boxley's production processes require millions of gallons of water annually across our various business lines. From capturing rainwater to recycling gray water, the ingenuity of our employees has helped Boxley dramatically reduce the amount of fresh water it uses. Here's how...

# Water Conservation

## AGGREGATE

Recycle millions of gallons of water annually by **capturing rainwater and runoff in the quarries** and utilizing closed-loop water recycling systems for stone washing, washout, dust suppression and wheel washing.

## CONCRETE

**Used 1,153,586 gallons of recycled water**

for mixer drum rinse and washout. Gray water is sent to retaining ponds where concrete sediment settles out and is then reused in the production process.

## BLOCK

**Zero wastewater is generated**

in the block production process. In 2017, block operations used **342,645 gallons of recycled water** for the production process and to wash out mixers.

## ASPHALT

There is **minimal water used** in asphalt production and clean up.





## Aggregate

### **Blue Ridge**

15415 W Lynchburg  
Salem Turnpike  
Blue Ridge, Virginia 24064  
**(866) 676-2466**

### **Fieldale**

3785 Carver Rd  
Martinsville, Virginia 24112  
**(866) 676-2466**

### **Lawyers Road**

762 Lawyers Rd  
Lynchburg, VA 24501  
**(800) 269-5392**

### **Mt. Athos**

1299 Stage Road  
Concord, VA 24538  
**(800) 269-5392**

### **Piney River**

739 Warrick Barn Rd  
Arrington, VA 22922  
**(800) 269-5392**

### **Rich Patch**

7612 Rich Patch Rd  
Low Moor, Virginia 24457  
**(866) 676-2466**

## Asphalt

### **Lynchburg**

3535 John Capron Rd  
Lynchburg, VA 24502  
**(800) 289-4982**

### **Piney River**

739 Warrick Barn Rd  
Arrington, VA 22922  
**(800) 289-4982**

### **Salem**

496 Glenmore Dr.  
Salem, VA 24153-5495  
**(540) 389-2768**

## Block, Brick & Hardscapes

### **Lynchburg**

110 Lynchpin Lane  
Lynchburg, VA 24501  
**(800) 422-2565**

### **Roanoke**

3830 Blue Ridge Dr.  
Roanoke, VA 24018  
**(800) 982-8028**

## Concrete

### **Blue Ridge**

139 Healing Springs Road  
Blue Ridge, VA 24064  
**(888) 832-0003**

### **Martinsville**

201 Koehler Rd  
Martinsville, Virginia 24112  
**(866) 216-0601**

### **Roanoke**

3830 Blue Ridge Dr.  
Roanoke, VA 24018  
**(888) 832-0003**

### **Wytheville**

1050 Church St  
Wytheville, Virginia 24382  
**(877) 854-2939**

# BOXLEY®

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