

# 2018

CORPORATE RESPONSIBILITY REPORT

EXCELLENCE

THROUGH EMPOWERMENT







# 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.

## 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.

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

NOTE: 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 year's past can be found at: [boxley.com/corporateresponsibility](http://boxley.com/corporateresponsibility)



# A Letter From Leadership

Steve Jobs said, "Great things in business are never done by one person. They're done by a team of people." We couldn't agree more. If you hire and train great employees and empower them to do their jobs, excellence ensues.

This belief is the foundation for the employee-driven Boxley 360 Corporate Responsibility program. Led by Team 360, this group of high-performing employees is empowered to shape and manage Boxley's corporate responsibility program focusing on four areas of corporate responsibility: environmental sustainability, community outreach, employee health/wellness, and employee communication.

Now in its second full year, the results from Team 360 are proof positive that empowerment is a powerful tool for achieving excellence. In 2018, Team 360 developed solutions to connect and communicate with employees at all locations, motivated employees to adopt healthier habits, sought ways to make our operations more sustainable and expanded our volunteer efforts in the communities Boxley serves. Team 360 has demonstrated innovation, teamwork and a true commitment to excellence as individuals and for Boxley.

On behalf of our leadership team, we are proud to share the 2018 Boxley 360 Corporate Responsibility Report that highlights our progress this past year. We share this report to be accountable and hope that some of our experiences and learnings may be useful to you and your organization.



Jeff Perkins  
President

## 2018-2019 Team 360



*Back row (left to right): Lori Baisden, Leadership Team Liaison; Tom Miles, Concrete; Ron Dodd, Block, Brick & Hardscapes; Stacy Barbour, Aggregate; George Honeycutt, Engineering; Mac McWayne, Safety-Support; Bo Farr, Aggregate and Team 360 Chair; Front row (left to right): Brian Pieklik, Asphalt; James Breakell, Asphalt Pavement Maintenance; Sherry Foutz, Support Center; Teresa West, Aggregate; Janet McGhee, Concrete; Sarah Huddle, advisor; Wayland Bond, Aggregate. Not pictured: Tammy Hicks, Block, Brick & Hardscapes; Pete Flora, HR; Tim Mauzy, Engineering*





# Team 360

Committee Members: James Breakell, Tim Mauzy, Teresa West, Tom Roller (resource)



## ENVIRONMENTAL SUSTAINABILITY COMMITTEE

### Recycled Regatta

Boxley participated in the 2018 Recycled Regatta, a fundraiser for the Clean Valley Council of the Roanoke Valley. All competing boats had to be made of recycled materials and built by employees of the entering organization. Boxley's crew was composed of Melissa Wood (accounting), Holly Yungwirth (HR Admin), and Griffin Breakell, son of sustainability committee member James Breakell. The boat name was "Ice Ice Boxley" because it was made out of recycled refrigerators.



WILDLIFE  
HABITAT  
COUNCIL™



### Wildlife Habitat Council Certified Site Project

With help from the entire Team 360, the environmental sustainability committee completed its application to the Wildlife Habitat Council to have the streambed restoration project at Lawyers Road Aggregate be certified as a wildlife habitat. Work in 2018 focused on completing the application, designing trails and determining the key elements necessary to bring the project to life.



# Report: 2018 Highlights

Committee Members: Ron Dodd, Sherry Foutz, Tom Miles

## COMMUNITY OUTREACH COMMITTEE

*From food drives to clean up days, you could find Boxley employees across Virginia volunteering to help their communities be better and brighter in 2018. Here are just a few highlights:*



### ◀ Salvation Army Thanksgiving Food Drive

Boxley employees donated 1,152 food items and \$400 to help the Salvation Army provide Thanksgiving meals this past November.

### Yellow Branch Challengers ▶

Lawyers Road Aggregate employees treated the Yellow Branch Challengers, a group of adults and children with disabilities for a quarry tour and pizza party.



### ◀ Red Cross Blue Ridge - Smoke Detectors

Boxley employees volunteered with Roanoke County firefighters and members of the Red Cross to check smoke alarms in local neighborhoods.

### School Supplies Drive - ▶ Piney River Quarry

With 100% participation, employees at Piney River Aggregate held a school supply drive for Temperance Elementary School.



### ◀ Presbyterian Cemetery Cleanup

Employees from Lynchburg pitched in to clean up the Presbyterian cemetery.

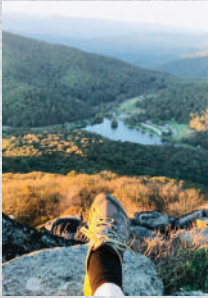
### Mustaches 4 Kids Lynchburg

Several Lynchburg area employees got a little hairy this past November to raise \$6,300 during the Mustaches 4 Kids event.





## EMPLOYEE HEALTH AND WELLNESS COMMITTEE



Danny Taylor

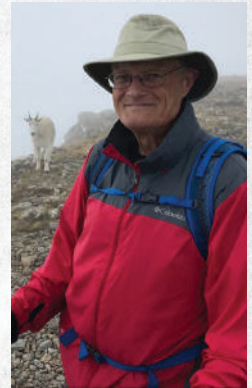


Jeff Davis



Nicole Wilkerson

◀ Boxley employees have lots of exercise interests so the committee encouraged them to submit selfies. Thanks to Danny Taylor, Jeff Davis and Nicole Wilkerson for sharing.



George Honeycutt

Hats off to George Honeycutt, our Wellness Champion, who hiked Quandary Peak near Breckenridge, Colorado, with the other Summit Wellness Champions. They hiked 6.7 miles to nearly a 14,300' elevation.

## Tobacco Toss



Three employees kicked the habit this pass year's through the company's "Tobacco Toss" program. (left to right): Thomas Marple, equipment operator, Piney River Aggregate; Tim Zola, equipment operator, Fieldale Aggregate; Mike Blackwell, operator, asphalt batch plant, Salem Asphalt.

## Boxley Team Bike Ride, part of Go Fest

Twelve Boxley employees rode in the inaugural Blue Ridge Gran Fondo in Daleville, VA in October. Participants selected from 3 route options; 30, 50, and 80 miles through the hills of Botetourt County, VA. The event started and stopped at the Ballast Point Brewery, for which Boxley supplied the concrete when it was built in 2017. It was a chilly, rainy day but that didn't deter nearly 300 riders from coming out.





Committee Members: Wayland Bond, Janet McGhee



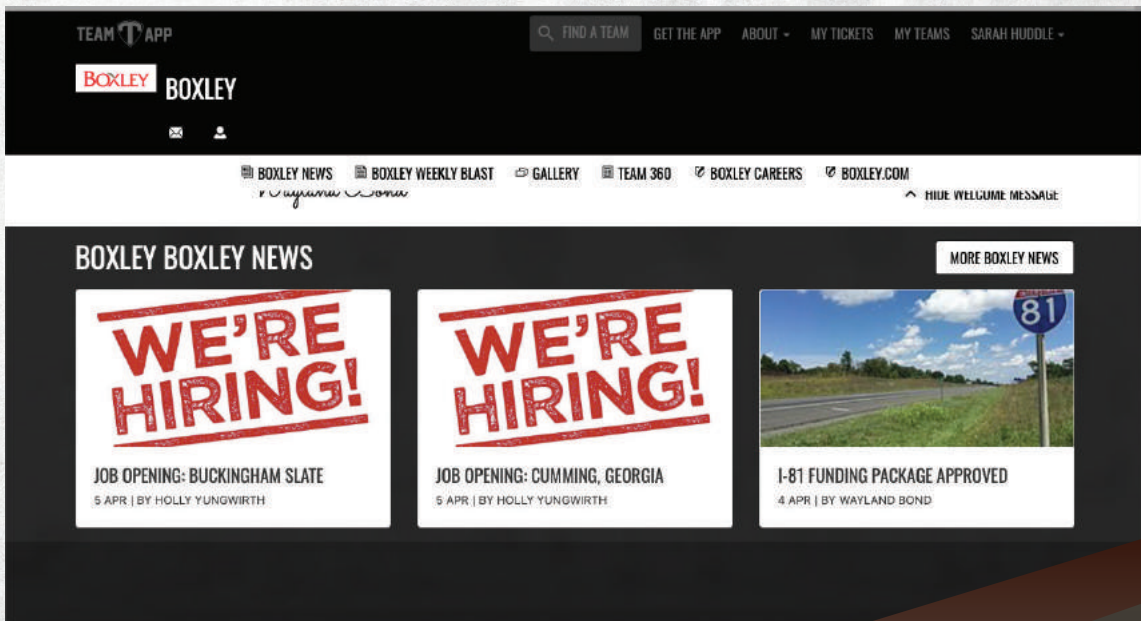
# EMPLOYEE COMMUNICATIONS COMMITTEE

## TeamApp.com



How do you maintain good communication with a largely deskless workforce? Why, an app, of course! The Team 360 Employee Communication Team put technology to work with the launch of the Boxley TeamApp at the end of 2018. The TeamApp delivers important information to employees through their smartphone or other mobile device.

The group also completed its installation of TVs in all Boxley locations and improved the quality of WBOX programming.







# Corporate Giving

## United Way increase in giving 11% over 2017

In 2018, Boxley employees pledged \$55,812.40 to the United Way to support community human services. To augment employees' generosity, Boxley matched 100% of employee pledges for a total company donation of \$111,624.80, bringing total United Way giving to \$1.759 million since 2000.



**\$55k** | Amount pledged by employees in 2018

**\$110k**

Total company donations in 2018

**\$1.759 mil**  
Total donations since 2000

**11%** increase over 2017

## We're Taking a New Approach to Corporate Giving in 2019.

*Effective 2019, Boxley will select one significant non-profit, charitable program to support with its community giving dollars each year. The organization/program chosen best fits our giving focus of supporting children's education and enrichment programs and environmental sustainability in the communities we serve.*

For 2019, Boxley is proud to partner with the Virginia Museum of Natural History on an education collaborative that includes a combination of outreach education programs in schools and field trips to Boxley quarries.

The **"From the Ground Up: Exploring Earth Science"** program will include lesson options for teachers based on Virginia Standards of Learning, with the overall collaborative to focus on environmental stewardship and protection. This collaborative and its scholarship program focus on schools in the Lynchburg, Roanoke, Wytheville and Martinsville areas.







# Greener. Smarter. Better.®

## 2018 Recycling Report Card

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

**3,645**  
gallons of  
**Oil**

6,805 gallons in 2017

**281**  
tons of  
**Metal**

231 tons in 2017

**2.6**  
tons of  
**Paper-Plastic  
combined**

5.7 tons in 2017

**5.18**  
tons of  
**Single Stream  
Recycling**

**3.0**  
tons of  
**Cardboard**  
2.2 tons in 2017

**34 tons/  
1,360 pallets**  
**Wood Pallets-Block**  
40 tons/1,600 pallets  
in 2017

**865**  
tons of  
**Waste Block  
made into CMU**  
3,500 tons in 2017

**106,213**  
tons of  
**Recycled Asphalt  
Pavement**  
94,105 tons in 2017

**8,515**  
tons of  
**Recycled  
Concrete**  
1,283 tons in 2017

**1,689**  
tons of  
**Waste Concrete  
made into barrier blocks**  
2,223 tons in 2017

**5,961**  
tons of  
**Concrete Scrap  
provided for consumers**





## Equipment Replacement Program

From the truck fleet to machines throughout the operation, Boxley invests significantly in new equipment each year to improve performance, increase efficiency, reduce fuel consumption and emissions.

Rich Patch Aggregate took delivery of a John Deere Hybrid Wheel loader with an electronic drive system that provides a fuel savings of 9-14% versus a conventional drive loader of the same size and reduces greenhouse emissions.

## Buckingham Slate/Arvonias Aggregate

**BUCKINGHAM<sup>®</sup>**  
EST. **SLATE** 1867

In 2018, Boxley acquired the iconic Buckingham Slate and aggregate operation in Arvonias, Va., and immediately began improving operational efficiency. In addition to site improvements, emissions and energy consumption have been greatly reduced through the installation of variable motor drives and a bag house.





*Recycled water dust suppression.*

## Aggregate

**Capture rainwater and runoff in the quarries** and utilize closed-loop water recycling systems for stone washing, washout, dust suppression and truck wheel washing.

## Asphalt

**Minimal water used** in production and clean-up.

## Block

**Zero wastewater is generated** in the block production process. Water used to wash out mixers is recycled and used for the production process.

## Concrete

**Recycled water is used to wash out the mixers** and for production. Gray water is sent to retaining ponds where concrete sediment settles out and is then reused in the production process.

## Slate

**Capture and store rainwater and runoff in old quarries** and use it to cool saws for cutting slate and dust suppression. Gray water is then cycled back into the same quarries which act like settling/sediment ponds and water is used again.



# Water Conservation is a top priority in our sustainability program.

From capturing rainwater to recycling gray water, the ingenuity of our employees has helped Boxley dramatically reduce the amount of fresh water it uses company-wide. Boxley's block and concrete operations utilized 1.25 million gallons of recycled water for their operations in 2018. Aggregate and slate operations capture rainwater and runoff in the quarries.





### Aggregate

**Arvonias**  
715 Arvon Road  
Arvonias, VA 23004  
**(800) 235-8921**

**Blue Ridge**  
15415 West Lynchburg  
Salem Tpk.  
Blue Ridge, VA 24064  
**(866) 676-2466**

**Fieldale**  
3785 Carver Rd.  
Martinsville, VA 24112  
**(866) 676-2466**

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

**Mt. Athos**  
1299 Stage Rd.  
Concord, VA 24538  
**(800) 269-5392**

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

**Rich Patch**  
7612 Rich Patch Rd.  
Lowmoor, VA 24457  
**(866) 676-2466**

### Asphalt

**Salem**  
496 Glenmore Drive,  
Salem, VA 24153-5495  
**(540) 389-2768**  
*Plant located in Salem*

**Lynchburg**  
1548 Lawyers Road  
Lynchburg, VA 24502  
**(434) 239-0383**  
*Plants located in Lynchburg,  
and Arrington*

### Block

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

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

### Concrete

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

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

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

**Wytheville**  
1050 Church Street  
Wytheville, VA 24382  
**(877) 854-2939**

# BOXLEY®

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