



# Committed to Excellence

2021 Corporate  
Responsibility Report





# BOXLEY

## Mission

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 diverse talent to sustain it.

## Company Core Beliefs

- Work safely
- Hire, train, retain and promote the best people
- Involve our employees in the decision-making process
- Maintain an inclusive and supportive workplace
- Respect differing opinions and encourage healthy debate
- Provide equitable opportunities for personal growth and professional development
- Reward outstanding contributions throughout the organization
- Be honest
- Build long-term relationships
- Deliver quality from the ground up
- Be active participants in improving the quality of life 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

## Our Commitment to Diversity, Equity, and Inclusion.

Boxley's culture will be inclusive where all employees are valued for their diversity of abilities, backgrounds, and perspectives with equitable opportunities for growth and advancement. We will recruit, retain, foster and reward diverse talent that enables Boxley to deliver the highest quality, innovative products and services that make us an industry leader.

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 reports from past years, can be found at: [boxley.com/corporate-responsibility-reports](https://boxley.com/corporate-responsibility-reports).



**BOXLEY** *More than ever, Boxley's Mission, Vision and Core Beliefs served as our north star to guide us through the challenges of these past two years and keep us on a course of excellence.*

As the pandemic relentlessly ground on throughout 2021, Boxley employees stayed focused and committed to serving our customers, helping our communities and supporting one another. We couldn't be prouder of what our team achieved, and are pleased to share the **2021 Boxley 360 Corporate Responsibility Report**. We share this report to be accountable for our actions, and hope that some of our experiences and learnings may be useful to you and your organization.

**Andy Vassar**  
Support Center – Safety Director

**Brian Pieklik**  
Lynchburg Asphalt – Operations Manager

**Holly Yungwirth**  
Support Center- Marketing Coordinator/  
Safety Technician

**Jim Covington**  
Buckingham Slate – Sales

**Joseph Pinkard**  
Lynchburg Aggregate Sales

**Lori Baisden**  
Support Center – Director of HR,  
Team 360 Leadership Team Liaison

**Mac McWane**  
Lynchburg Block – Sales Operations,  
Team 360 Chair

**Manisha Hall**  
Support Center – Human Resources

**Sherry Foutz**  
Support Center-Executive Assistant

**Stacey Tyler**  
Support Center – Equipment

**Tom Miles**  
Support Center - Engineer

**Torri St. Clair**  
Support Center – PO Admin

**Tyler Daughtery**  
Management Trainee

**Wayland Bond**  
Blue Ridge Quarry –  
Assistant Plant Manager



# Committed to Our Communities

Corporate Giving and Community Outreach



**United Way Recognizes Boxley with Spirit of the Community Award**  
Boxley was honored to receive the Spirit of the Community Award in recognition of our 96-year support of the United Way and the communities we serve.

*"It's an honor to be a part of a company that not only makes promises to the community, but sticks to them and delivers. We would not have achieved this recognition without the efforts of our employees"*  
– Sherry Foutz, Boxley United Way Campaign Chair



**2021 United Way Campaign**  
Boxley employees supported another record year of giving during our 2021 United Way campaign.

**With the company match, Boxley raised \$80,974 in 2022 pledges.**

## VMNH Virtual STEM programs have big impact



Boxley's partnership with the Virginia Museum of Natural History continued Virtual Programming Partnership with Boxley, the Virginia Museum of Natural History's scientists and educators

*reached over*  
**49,699**  
*individuals through STEM-based education program delivered in a variety of formats over the past year.*



**Feeding America**  
Addressing food insecurity was a key focus for Team 360 and our employees last year. Boxley partnered with Feeding America and ran a company-wide food drive, provided volunteers, and sponsored food collection bins and a mobile food pantry in Dillwyn, VA:

**providing a total of 7,800 meals.**

# 2021 Community Giving

*Boxley donated*  
**\$299,771**  
*and an additional*  
**\$17,528**  
*worth of products*

to community organizations throughout Southwest and Central Virginia.



## 2021 Local Volunteer Projects

- Food for Kids** – Boxley Support Center
- Salvation Army Bell Ringers** – Block, Brick & Hardscapes-Lynchburg
- Gran Fondo** – Company-wide
- Toys for Tots** – Block, Brick & Hardscapes-Roanoke
- Smith River Cleanup** –Fieldale Quarry
- Mustaches for Kids** – Lynchburg
- School Supply Drive** – Piney River Quarry
- Adopt-A-Spot** – Arvonja Quarry



# Committed to Employees

## Employee Health & Wellness

Moving into a post-pandemic reality, the Team 360 health and wellness committee brought on introduced stand-up desks, puzzles in the breakroom, and even *Bring Your Dog to Work Days* to promote healthy behaviors.



“Healthy employees make for safe and happy employees. As a company, we want to do what we can to encourage healthy behaviors that can have a positive impact on our employees while they’re on and off the clock.”

– Lori Baisden,  
Human Resource Director



The Gran Fondo was back in action on the roads of Blue Ridge, Va. Team Boxley performed well with 13 riders taking top spots overall as well as 1st in men and women and 1st, 2nd, or 3rd specific age group categories.

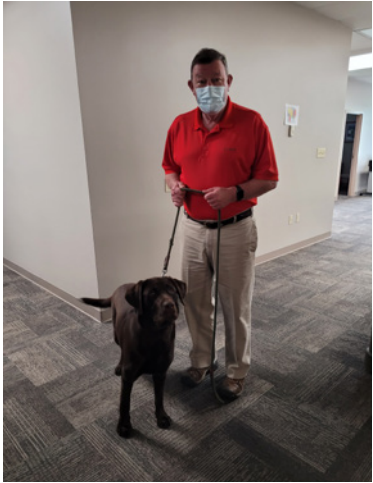


Left to Right: Mark Watts, Tom Johnson, Ed Loevenguth, Emily Cassola, Randy Dickey, Patton Coles (back), Chris Moore, Emily Mountcastle, Bobby Mountcastle, Claire Farr, Bo Farr, Leigh Ann Hamlin, Bill Hamlin

## Bring Your Dog to Work Day



Top photo left to right: Tiffany Durham, Andy Vassar, Bo Farr, Mike French, Torri St. Clair, Melissa Wood;  
Photo top right: Bill Hamlin; Photo bottom right:



## Employee Benefits

In 2021, we added a voluntary optional employee stock purchase program through our parent company, Summit Materials, as part of our suite of employee benefits.

Visit  
**[boxley.com/careers/](https://boxley.com/careers/)**  
to learn more.



## Employee Communication

Keeping employees informed and connected is an important priority. The Team 360 Employee Communication committee employs a variety of tools to make it easy for employees to access industry and internal news, career advancement opportunities, company-wide challenges, quizzes, and safety topics.



In 2021,  
**325 employees**  
utilized the TeamApp  
– a **48% increase**  
from 2020.

Employees also use Boxley’s Weekly Blast, social media platforms, and boxley.com to keep up to date.

To increase employee use of these tools, the Communications committed launched the The Stone-Cold Cash Quiz and the Social Media Scavenger Hunt with prize drawings for employees submitting correct answers to questions found on boxley.com and our social media platforms.



Committed to Environmental Stewardship

Greener. Smarter. Better.®

Reduce. Reuse. Recycle.



2021 Recycling Report Card

Used Oil <b>3,760</b> gallons	Steel <b>123</b> tons	Paper <b>2.7</b> tons
Absorbent <b>1</b> ton	Cardboard <b>.47</b> tons	Plastic <b>.10</b> tons
Barrier Block made from waste concrete <b>5,101</b> tons	Return Concrete <b>34</b> tons	Recycled Asphalt Pavement <b>100,223</b> tons

2021 Water Stewardship Report

Water Conservation

Water stewardship is an important operational priority. Boxley reduces its use of fresh water resources by capturing rainwater and stormwater runoff as well as recycling process water to meet the water needs of our operations. Last year, we recycled 1,419,430 million gallons of process water in our operations.

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 the production and clean-up process.

Block

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

Slate

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





# Committed to Safety

*Safety is a value, it's our first job and how we work*



Each year, we set safety goals and track our performance, emphasizing continuous improvement year over year through our safety mindset and practices. The numbers speak for themselves—our employees take safety seriously.

In 2021, Boxley employees worked an outstanding 950,700 hours, during which

**our fleet drivers drove  
2,763,465 miles  
without a single accident.**

In addition, our locations underwent their regular inspections, 20 of which were citation-free.



Our work was recently recognized by our parent company, Summit Materials. We're thrilled to add 2021 Top Safety Performer, 2021 World Class Preventable Vehicle Accidents, and 2021 Top 55 Performance to our award collection from previous years.

Visit [boxley.com/safety/](https://boxley.com/safety/) to learn more about Boxley's commitment to safety.

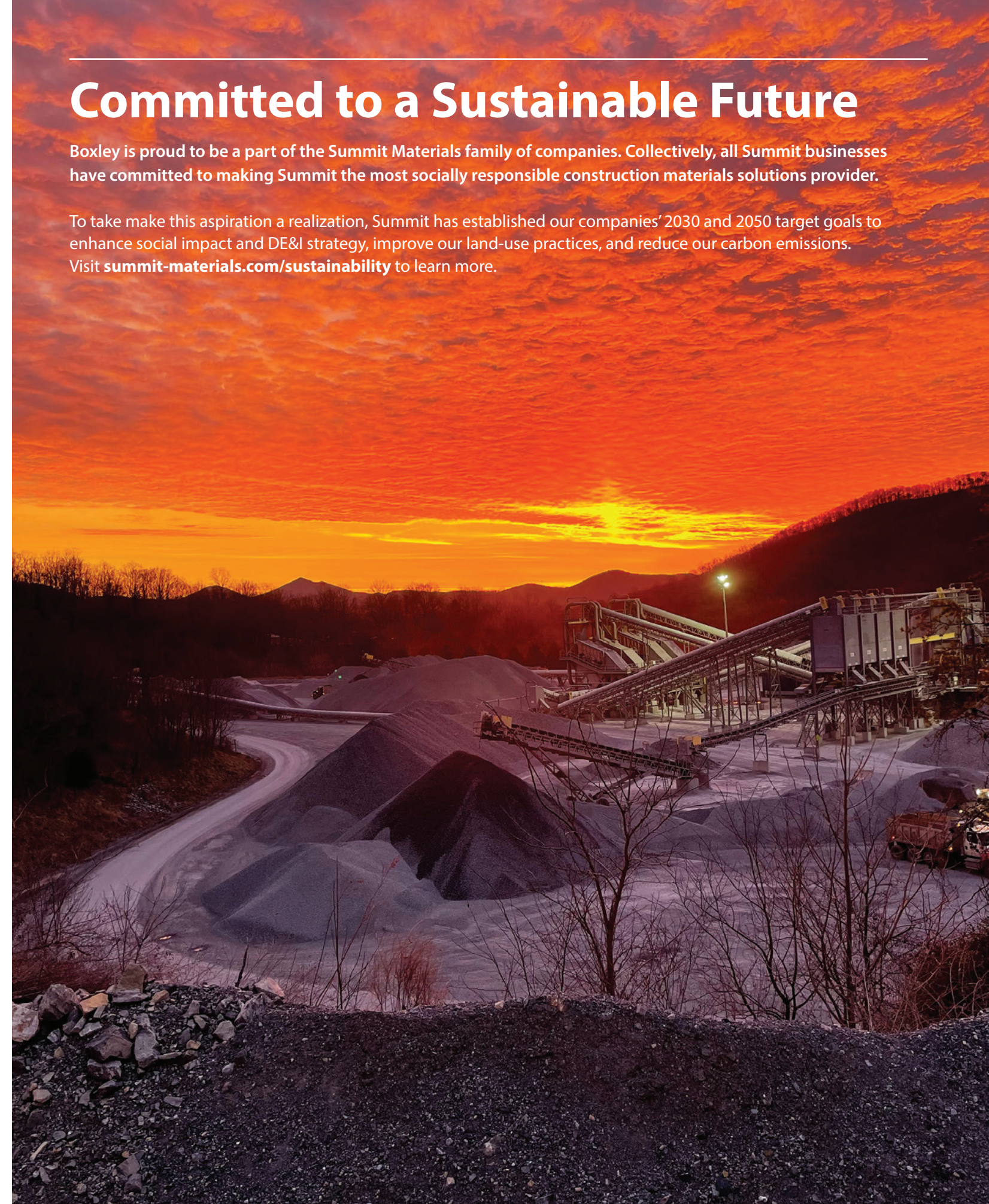
"Our employees show up every day and put in 100%. We know this isn't the time to let off the gas; we're looking at 2022 as another year to maintain and improve our safety performance."  
— Boxley Safety Director Andy Vassar



# Committed to a Sustainable Future

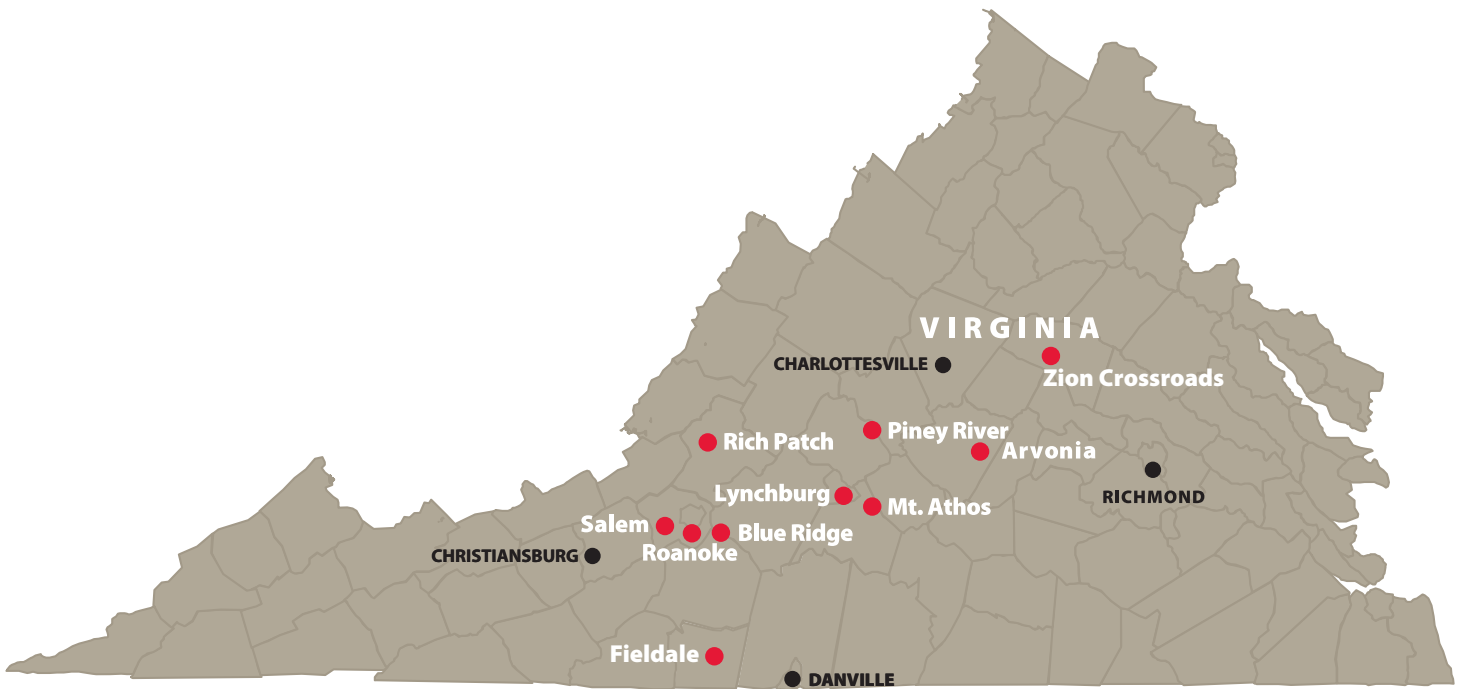
Boxley is proud to be a part of the Summit Materials family of companies. Collectively, all Summit businesses have committed to making Summit the most socially responsible construction materials solutions provider.

To take make this aspiration a realization, Summit has established our companies' 2030 and 2050 target goals to enhance social impact and DE&I strategy, improve our land-use practices, and reduce our carbon emissions. Visit [summit-materials.com/sustainability](https://summit-materials.com/sustainability) to learn more.





## Serving you from these locations



### Aggregate

#### **Arvonion**

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

#### **Blue Ridge**

15415 West Lynchburg  
Salem Tpke.  
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**

1993 Salem Industrial Drive  
Salem, VA 24153-3141  
**(540) 389-2768**  
*Plant located in Salem*

#### **Lynchburg**

1678 Lawyers Road  
Lynchburg, VA 24502  
**(434) 239-0383**  
*Plants located in Lynchburg,  
and Piney River*

#### **Zion Crossroads**

535 Midway Lane  
Louisa, VA 23093  
**(540) 603-5001**

### Block

#### **Lynchburg**

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

#### **Roanoke**

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

# BOXLEY®

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