

RESILIENCE IN ACTION

2020 Boxley 360
Corporate Responsibility Report



BOXLEY®

President's Letter



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

As a company with more than 100 years of history, it's fair to say that resilience is a key attribute of Boxley's success. Through world wars, the Great Depression, recessions, good times and bad, Boxley employees always have risen to the challenge with strong leadership, ingenuity, determination, teamwork and big hearts. We call this, *The Boxley Way*.

The Boxley Way proved itself again last March as COVID-19 presented a trial like no other to our communities, business, employees and families. Yet, like those who came before us, we were resilient, leaning into the adversity by adopting a solutions-oriented mindset to getting our jobs done while supporting one another and our communities even during the darkest hours of this global pandemic.

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Corporate responsibility took on a new mantle of commitment with the onset of COVID-19. Deemed an essential business, the Boxley team was tasked to alter the way we conduct every facet of our business to safeguard the health of our employees and customers. While COVID-19 changed how we do business, our commitment

to serving our customers and supporting our communities never wavered.

2020 was transformational in other important ways. As our nation began to confront social justice issues, Boxley began a formal process to determine how our company can be more intentional about our diversity, equity and inclusion (DE&I) efforts. We convened an employee-led committee supported by a DE&I consultant to review and make recommendations to assure Boxley maintains an inclusive culture where employees are valued for their diversity of abilities, backgrounds and perspectives and have equitable opportunities for growth and advancement. This is a vital component of *The Boxley Way*.

Indeed, 2020 was a year like no other and our annual 360 Corporate Responsibility Report is reflective of the year that defined resilience in all we did and continue to do. This year, perhaps more than any other, our leadership team proudly shares a summary of these efforts through the 2020 Boxley 360 Corporate Responsibility Report. As always, we provide this report to be accountable as a company and a corporate citizen. We hope that some of our experiences and learnings may be useful to you and your organization.

Jeffrey N. Perkins

Hats Off to our 2020 Boxley Team 360



Like so many other deferred traditions, we had to settle for a screenshot in lieu of our annual Team 360 photo. This was one of many ways the team demonstrated its resilience as they carried on the Boxley 360 corporate responsibility effort.



- 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 – Buckingham Slate – 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 Daugherty – Management Trainee
- Wayland Bond – Blue Ridge Quarry – Assistant Plant Manager

Resilience In Action

Open for business. Just in a different way.

As an essential business, the Boxley team found alternative ways of operating to safeguard the health of our employees and customers. We are proud of their dedication and perseverance.

Use of Personal Protective Equipment (PPE) is a standard operating procedure, but COVID-19 added a few more elements to our standard gear.

Clean keys avoid touching surfaces shared by others.



Persistence paid off as Andy Vassar, Safety Director, secured 2, 55-gallon drums of hand sanitizer distributed to Boxley's operations in southwest and central Virginia.



Disposable hand washing stations.



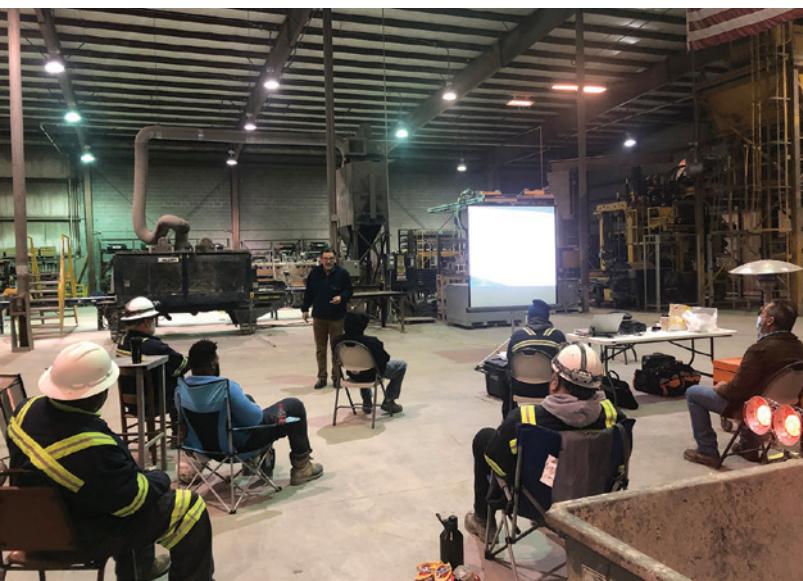
Wear your mask. Wash your hands. Social distance.



7,000 disposable face masks for employees and customers.



Hand sanitizer and washable Boxley face mask for all employees.



Annual safety training meeting was retooled and held in smaller, socially distanced groups at each Boxley operation.



Technology played a significant role in our customer communication efforts.



A repurposed school bus enables social distancing and safer transport of Boxley asphalt crews to job sites.

Operational Safety Report Card

While COVID-19 added an additional component to our safety program, operational safety remained a top value. Learn more about our world-class safety management system:

boxley.com/safety

Hours Worked: 859,175

Miles Traveled: 2,847,893

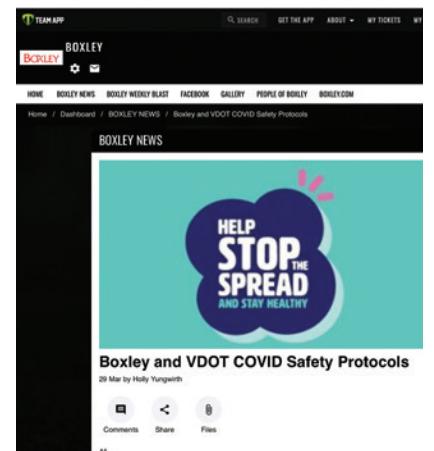
Lost Time Incidents: 0



Distanced. But Not Distant

Proactive communication was essential to keep our employees and customers informed and connected.

Boxley's TeamApp proved an essential communication tool for our deskless employees.



Boxley President Jeff Perkins filmed a weekly Town Hall video to update employees on COVID-19 response and business activities. This video was sent out via e-mail to employees, as well as available on Boxley's TeamApp, reaching those employees without access to the company email.



Virtual meetings kept employees safely distanced, yet connected, and our business moving forward.



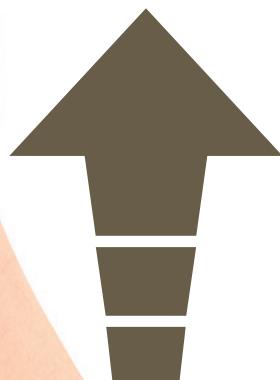
TeamApp Employee Engagement

56%

Team 360 Communications committee saw a **56%** increase in employee signups on the TeamApp last year.



32,000
post views
Average of
2,681
views/month



KEEPING HEALTHY

Team 360 Health & Wellness committee coordinated the virtual version of the annual Reach the Peak Challenge sponsored by our parent company, Summit Materials.

Participate for a chance to win an Amazon gift card. Make it fun, connect online, and make it your own.

Boxley Quarry Dogs Team earned a Top 10 finish among operating companies with nearly 3 million steps in a month.

Team: Jack McCarthy, Team Captain (Lynchburg Area), Bo Farr (VA Agg), Amy Mayo (Mt. Athos), Mike Ferrell, (Mt. Athos), Chuckie Laverty (Piney River), and William Burch (Piney River).

Diversity, Equity & Inclusion

Special thanks to the Boxley DE&I committee for their great work:

Stacy Barbour (chair) – Fieldale Quarry Operations Manager
Isaiah Christian – Lynchburg Asphalt Safety Manager/Estimator
Chuckie Laverty – Piney River Quarry Operations Manager
Latisha Mabins – Lynchburg Asphalt Slurry Superintendent
Sarah Paterson – Lynchburg Block, Brick & Hardscapes
Jennifer Reeves – Roanoke Ready Mix Plant Manager
Tom Roller – Support Center Director of Technical Services
Holly Yungwirth – Support Center Marketing Coordinator/Safety Technician



Jeff Perkins receives the DE&I committee recommendations as one of his final acts before assuming his new role as South Region President of Boxley's parent company, Summit Materials.

Based on the committee's recommendations, Boxley adopted a DE&I statement and updated our Vision and Core Beliefs to clarify our commitment. Our DE&I work is ongoing as part of our continuous improvement process and will be an integral part of Team 360.

Our Commitment to Diversity, Equity & Inclusion.

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.

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.

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

Corporate Giving and Community Outreach

In January and February, the Team 360 Community Outreach committee was on track for another outstanding volunteerism year. Then COVID hit. Resilient as always, they found ways to keep the volunteer spirit alive and support our communities.



United Way – 95 Years of Pledges

In a year when the needs of many in our communities were overwhelming, Boxley employees supported another record year of giving during our 2020 United Way campaign. With the company match, Boxley raised a total of

\$117,416 in 2021 pledges.

Community Outreach

Boxley partnered with Feed America and donated \$3,000 to help provide 500 new food donation boxes across our operating area in Virginia. Feeding Southwest Virginia and Blue Ridge Area Food Bank serve over 217,000 individuals each month across 51 counties and 17 cities.

**Donated \$3,000
to help provide
500 food donation boxes**



Answering a Neighbor's Call

Boxley and other community businesses were there to assist when 25 families became stranded after the bridge that provided the only access to their homes collapsed after a severe summer storm. Boxley helped install a temporary logging bridge and then donated three, 20-foot pieces of 87-inch high opening culvert; two coupling bands and 200 tons of stone and rip-rap valued at \$18,000 as well as labor to help install the new bridge. The neighborhood has a sturdy structure that will withstand the varying Southwest Virginia storms to come.



Boxley Helps Habitat for Humanity Family Move Home for Good

In July, with COVID safety precautions in place, Boxley employees spent the first volunteer day finishing up the framing work for the Warren family home in Roanoke. The team returned two months later for another volunteer day to complete the job. Boxley also made a \$5,000 donation to support Habitat for Humanity.

Boxley Employees in the Community



Support Center

Montvale Elementary School

FOOD FOR KIDS
Weekend Pack-A-Sack

Piney River Quarry



Lynchburg employees – Aggregate, Asphalt, Block, Brick & Hardscapes



Lynchburg Daily Bread
Helping Those in Need ~ One Meal at a Time

Daily Bread – food servers, yard clean-up, asphalt paving, food drive
Timberlake Dixie Youth Athletic Field Maintenance
Salvation Army Bell Ringers

Fieldale Quarry and Martinsville Ready Mix Concrete



Food drive for Red Cross supporting retired and active military and Southern Area Agency on Aging

Roanoke employees – All business lines and Support Center



Wytheville employees
Adopt-a-Spot Litter Clean Up



Boxley employees are active in their communities beyond the volunteer projects we take on at work. When asked about volunteer activities, here's just a sampling of how they are making a difference:

- Coach youth sports
- Baby Rocker in the NICU unit at a local hospital
- Special Olympics Ski Instructor
- Sea Cadets Mentor
- Salvation Army Bell Ringer
- Community Kitchen Volunteer



Team 360 Environmental Committee kept Boxley's recycling and water stewardship initiatives moving forward.

Environmental Excellence

2020 Recycling Report Card

Reduce. Reuse. Recycle.

Oil (gallons)	4,986
Metals	133.8 tons
Single Stream Recycling (Plastic, Absorbent and Cardboard)	2.48 tons
Mixed Paper	3 tons
Recycled Asphalt Pavement	82,987 tons
Recycled Concrete (concrete and recycled block).....	10,746 tons

Greener. Smarter. Better.[®]



Water Conservation

Being good water stewards is an important operational priority. From capturing rainwater to recycling gray water, Boxley dramatically minimizes the amount of freshwater used in our operations. Last year, **we recycled 1.28 million gallons of water** for use 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 gets used in the production and clean-up process.

BLOCK

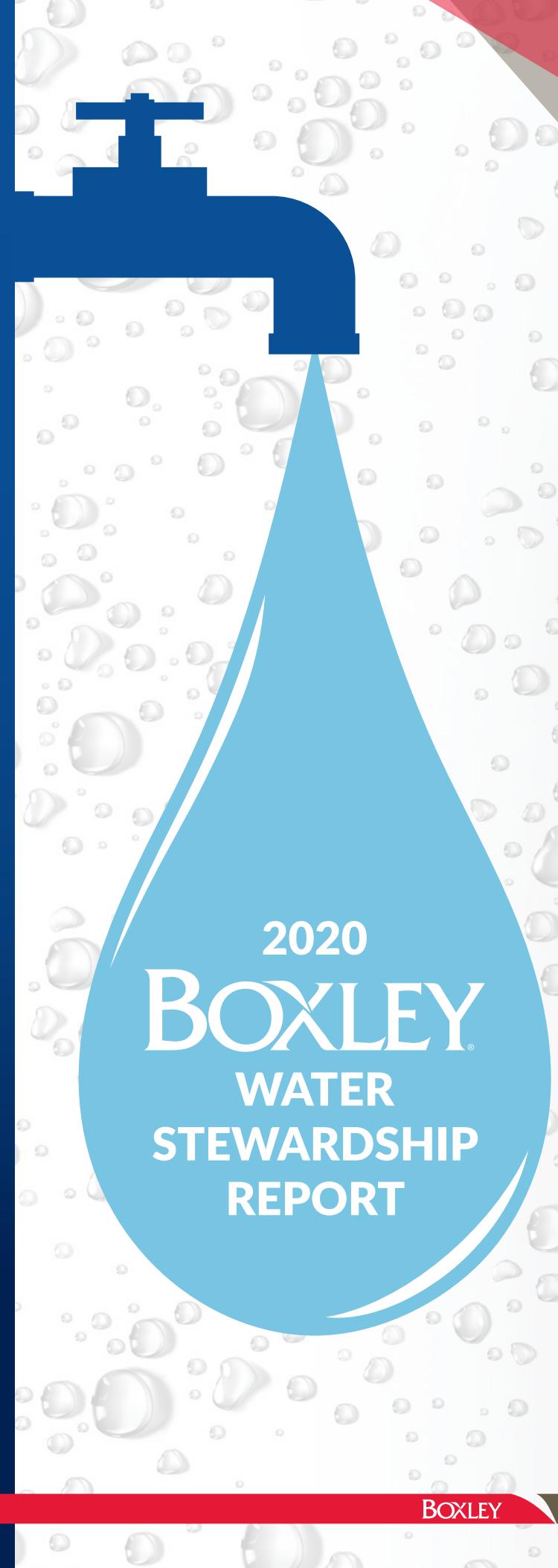
Zero wastewater gets generated in the block production process. Water used to wash out mixers is recycled and used for the production process.

CONCRETE

Recycled water is used to wash out the mixers and for production. Gray water gets sent to retaining ponds where concrete sediment settles out and gets 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 gets cycled back into the same quarries, which act like settling/sediment ponds, and then water gets used again.



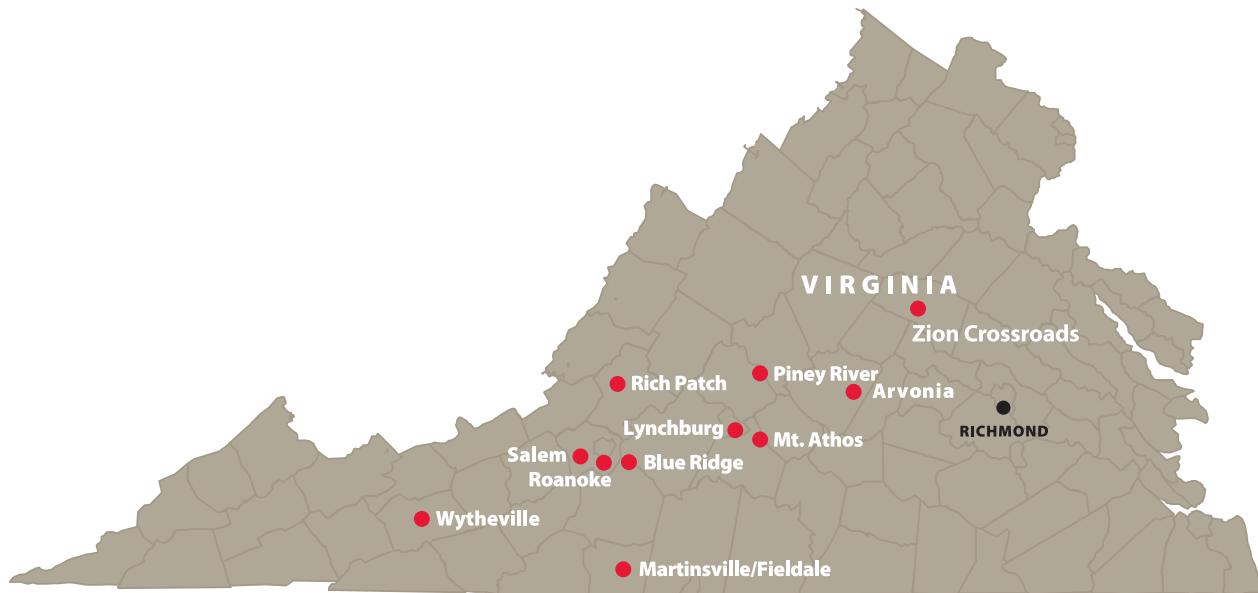


Serving you from these locations

Support Center

15418 West Lynchburg Salem Tpke.
Blue Ridge, VA 24064

(800) 442-8878



Aggregate

Arvonia	715 Arvon Road Arvonia, 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

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 at Piney River Quarry	

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

Block

Lynchburg	110 Lynchpin Ln. Lynchburg, VA 24501 (800) 422-2565
Roanoke	3830 Blue Ridge Dr. Roanoke, VA 24018 (800) 982-8028