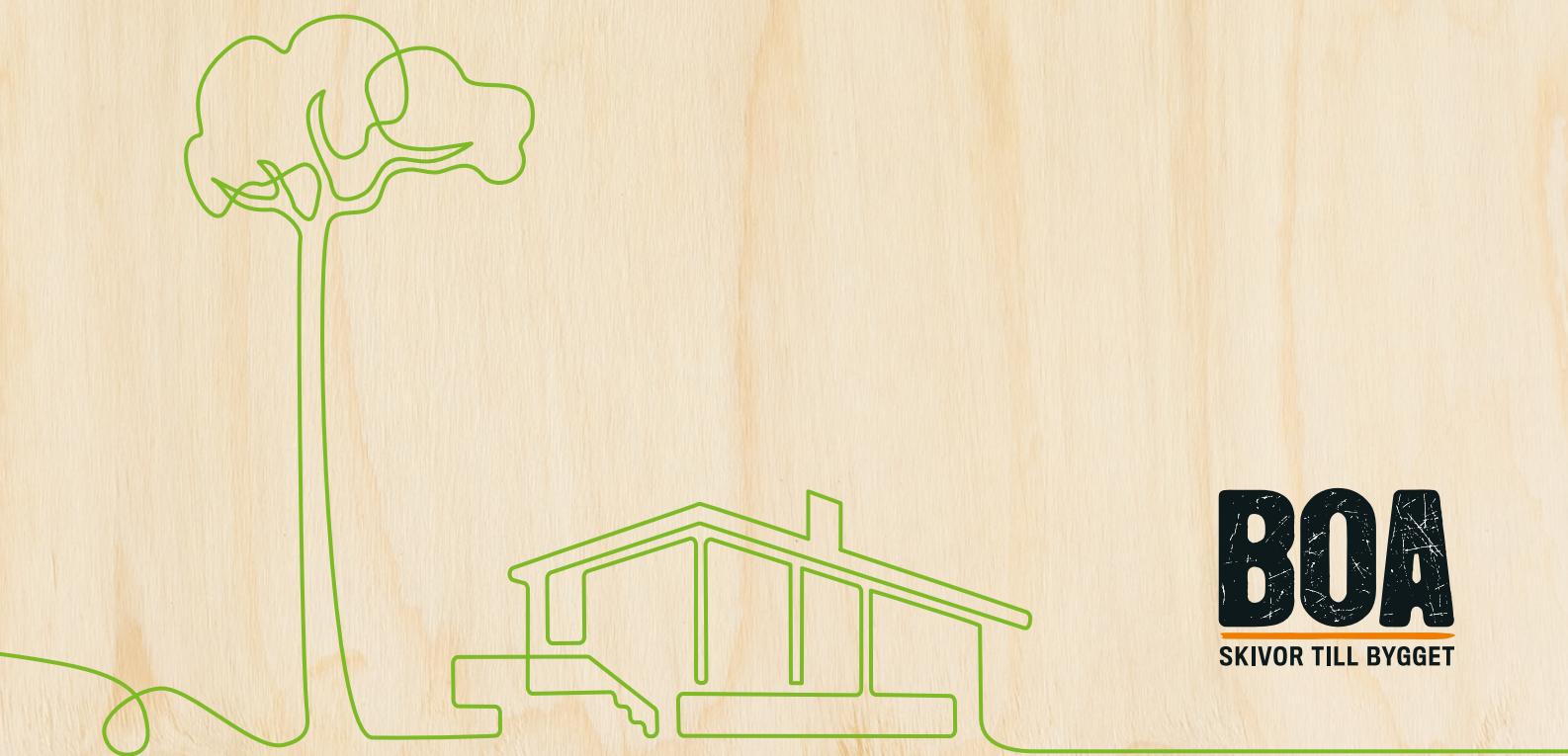
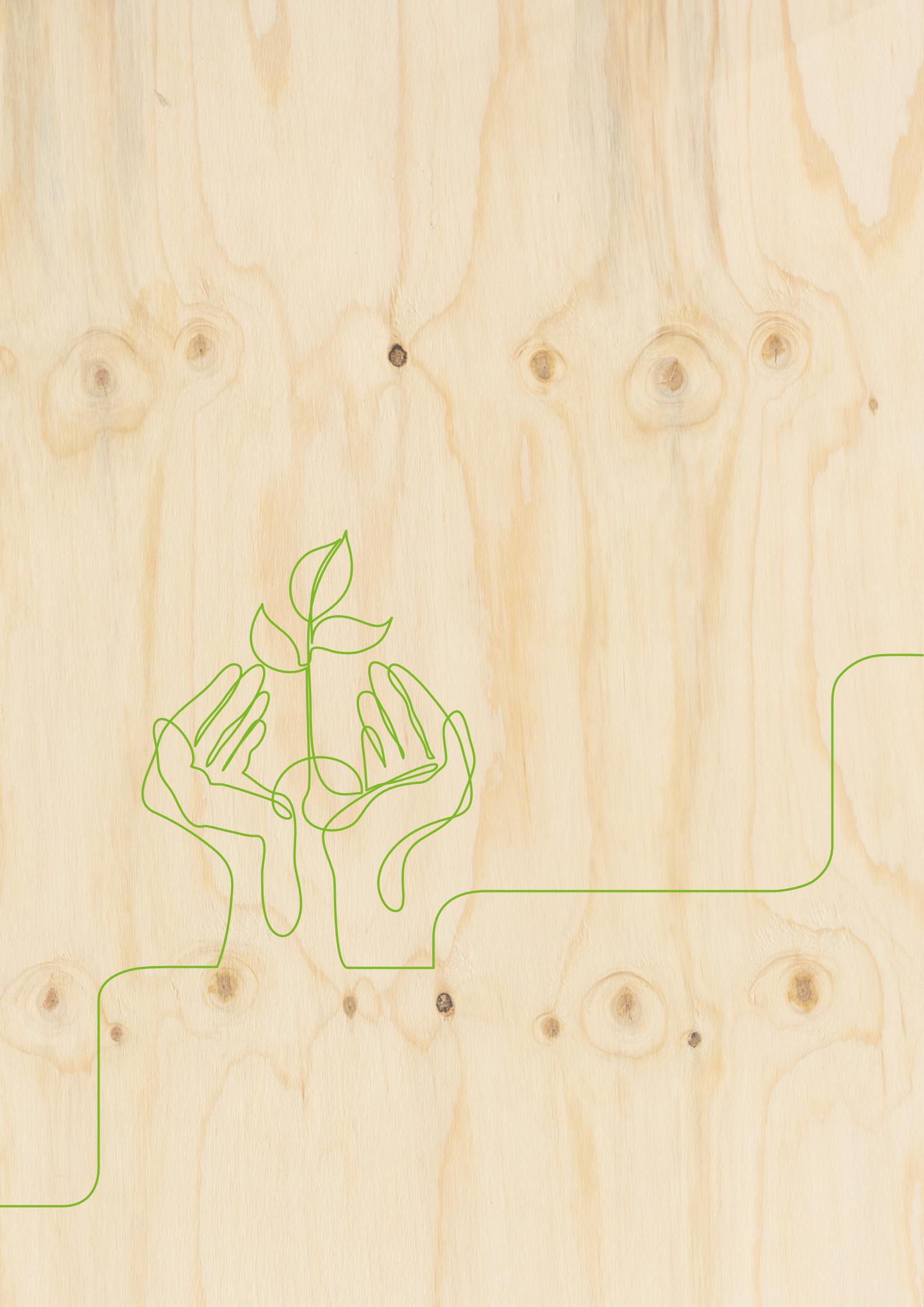


# SUSTAINABILITY REPORT 2020



**BOA**  
SKIVOR TILL BYGGET



**Bo Andrén AB (BOA) is a Swedish family business whose journey started in 1942. For over 75 years, we have been working to find the right building boards from the best manufacturers around the world. We carefully select quality products for our wide range that fit into our sustainability line for a non-toxic, responsible and sustainable construction industry. With the customer in focus and with the most up-to-date logistics, we are one of the leading board suppliers in Sweden.**

At BOA, we work actively for a more sustainable construction industry. We strive to minimise our negative impact and increase our positive impact on nature and society. Through a conscious and well thought-out selection of producers and materials, we use natural resources in a responsible way. For us, it is a matter of course to act with respect for people and the environment and to be a stable, profitable and inspiring company for our employees and society. Taking responsibility for the environment permeates our entire business, from internal work to our stakeholder relationships.

We want to communicate our sustainability efforts in as clear and easily accessible a way as possible. After 75 years as a nationwide supplier of building boards with an early sustainability effort, we have created a good picture of what our stakeholders demand. As part of our sustainability reporting, we have therefore raised eleven questions about our sustainability work. Our goal is for the answers to give a good picture of how we achieve our goal – to supply great boards from forest to home.

This sustainability report covers the company Bo Andrén AB and relates to the fiscal year 2020.

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## 11 QUESTIONS ABOUT BOA'S SUSTAINABILITY WORK

- 1** According to BOA, what is the greatest challenge concerning sustainability in the construction and real estate industry?
  - 2** What is BOA's biggest sustainability challenge?
  - 3** Which of the UN's Sustainable Development Goals does BOA prioritise?
  - 4** Where is BOA in relation to the sector as a whole in terms of sustainability?
  - 5** Does BOA report on sustainability?
  - 6** Does BOA use an environmental management system to provide structure for sustainability work?
  - 7** Does BOA plan any climate-related investments?
  - 8** Does BOA have any other community involvement outside the scope of direct activity?
  - 9** Where are BOA's profits taxed?
  - 10** What is BOA's gender distribution among employees, management and board?
  - 11** Does BOA have a sustainability manager and if so, is he/she part of management?
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## 1. ACCORDING TO BOA, WHAT IS THE GREATEST CHALLENGE CONCERNING SUSTAINABILITY IN THE CONSTRUCTION AND REAL ESTATE INDUSTRY?

BOA imports and distributes building boards to the Swedish construction industry. Sweden's construction and property sector faces several major challenges in the search for sustainable development. Perhaps the greatest of these is climate neutrality. In 2018, the construction and real estate sector accounted for domestic greenhouse gas emissions of about 17.7 million tonnes of carbon dioxide equivalents, which corresponds to 21 per cent of Sweden's total greenhouse gas emissions.<sup>1</sup> Here, imports of construction materials and services account for just under one third of these emissions. As an importer, climate neutrality is therefore also one of BOA's greatest challenges.

The Swedish Government, together with industry representatives, has developed a roadmap for how the construction industry can become climate neutral by 2045 under the Fossil Free Sweden initiative. To achieve this goal, all the operators in the industry need to take on the task. Property owners, construction companies, material suppliers, architects and

consultants are encouraged to work on active sustainability work throughout the value chain. Several climate requirements will also be introduced to achieve the target. For example, climate declarations will be introduced for buildings in 2022, where builders are required by law to account for the total climate impact of the building throughout its life cycle assessment (LCA).

As a supplier of building materials, BOA has an important role in contributing to the goal of a climate-neutral construction industry in 2045. As an importer and distributor, BOA's carbon footprint largely consists of an indirect environmental impact. Therefore, our work with sustainability is very much about finding serious and responsible producers. BOA places strict demands on traceability, product content and life cycle analysis. Equally important is that the transport from our producers and to our customers is carried out with as little climate impact as possible. BOA therefore uses sea and rail transport as much as possible.

<sup>1</sup> The National Board of Housing, Building and Planning, 2021.



## WHAT IS BOA'S BIGGEST SUSTAINABILITY CHALLENGE?

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For us, sustainability is a broad concept that deals with responsibility and includes the environment, health, quality, economy and social aspects of the entire value chain from forest to home. As an importer and distributor, this means that our greatest sustainability challenge lies in what is happening outside our plant in Rosersberg. We have a majority of producers with operations in different countries with different views on issues related to the environment, climate and society. The same applies to the carriers we use when transporting our products from our producers and from our own warehouse to our customers. The challenge lies in the fact that the operations of our producers and the transportation of the building boards they manufacture for us are carried out in accordance with BOA's sustainability values.

BOA takes on this challenge by actively working with our indirect impact on the environment and society. In 2019 BOA carried out a materiality analysis in which we identified three areas that we see as the most central to our work with our producers and carriers: Sustainable forestry, environmentally friendly transport, and conscious product choices and life cycle analyses.

### SUSTAINABLE FORESTRY

As part of BOA's sustainability strategy and policy, we place strict demands on the traceability of our products. We sell only building boards from producers with traceability certificates for sustainable forestry from either FSC (FSC® C122449) or PEFC (PEFC™ PEFC/05-37-161) (99% of our range). Through risk assessments, third-party certifications and ongoing controls, BOA can thus ensure that wood raw material comes from responsibly used forests where reforestation is an important part of production. Ongoing checks are normally carried out on a monthly basis at selected suppliers. We also have a range of non-wood building boards, where the focus is on sustainable production using documentation and certificates.

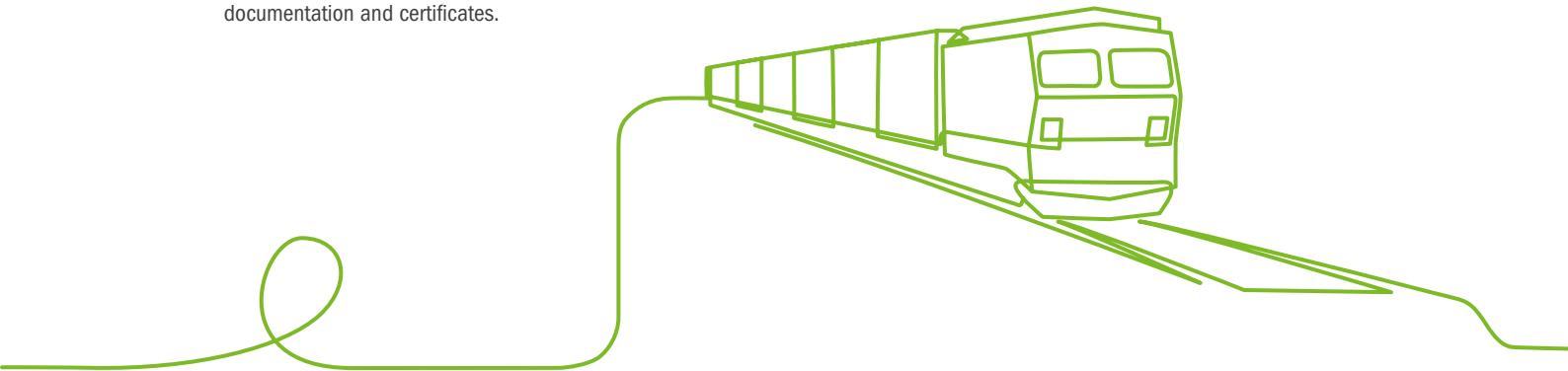
### ENVIRONMENTALLY FRIENDLY TRANSPORT

A large part of our building boards arrive by boat. Previously, the boats were in the Port of Stockholm for further transportation by truck. BOA has now redirected the boat transports to the Port of Gävle instead, from where the discs are transported by train to a terminal located next to our own facility. The boards also reach our customers by train to the maximum extent possible. The result is greener transportation and more efficient handling. We still have a lot of work to do when it comes to more environmentally friendly transport. Our next step is now to explore the possibilities of using greener fuel in our sea and road transport.

### CONSCIOUS PRODUCT SELECTION AND LIFE CYCLE ANALYSIS

BOA places high demands on reporting product content and the climate impact of the product throughout its life cycle. We do this through independent product assessments by a third party. We have recognised assessment systems review our products, such as BASTA, SundaHus, Byggvarubedöningen and the Nordic Swan Ecolabel's House Product Portal. The climate impact of our products is reported through life cycle analysis in the form of environmental product declarations (EPD). Today we can offer EPD's for all our product groups and from around half of our suppliers. Producing an EPD is a major investment for our producers and we are actively working toward the goal of soon being able to offer EPD's from all producers and for all our products.

Through active work in these three areas, BOA strives for sustainability to be present throughout our operations and at all levels.



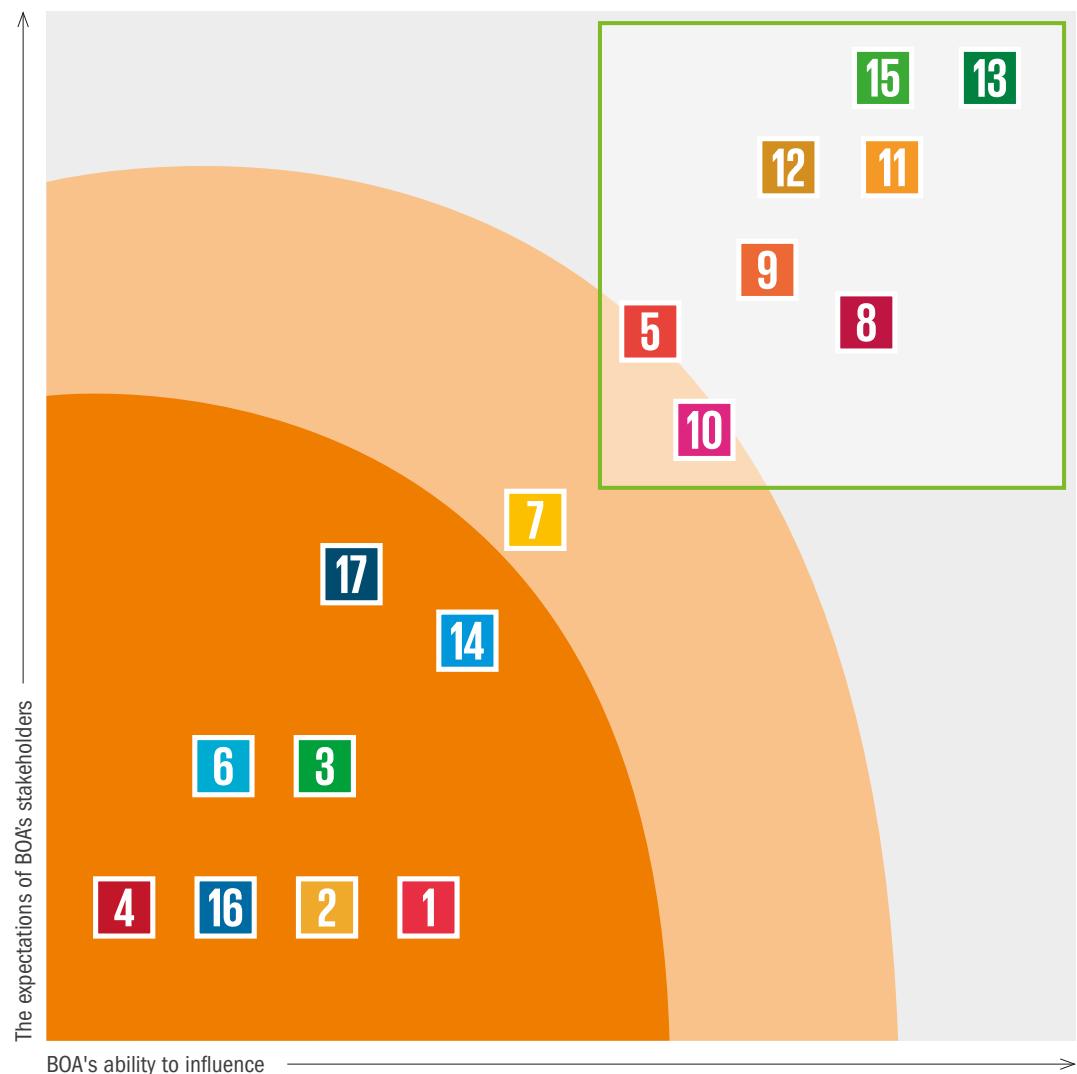
### 3. WHICH OF THE UN'S SUSTAINABLE DEVELOPMENT GOALS DOES BOA PRIORITISE?

Sustainable development is about taking care of the needs of people who live today, without destroying the opportunities for future generations to meet their needs. Agenda 2030 is the action plan agreed by the world's countries to secure freedom, prosperity and the environment for future generations. The plan is concreted with 17 global sustainability goals that together and as a whole express ambitions for a desirable development.

In the work for a sustainable future, we have chosen to focus on eight of the 17 global targets. In 2019, a stakeholder and materiality analysis was carried out to identify which areas are most important to both BOA and our stakeholders and to

what extent BOA can influence and contribute to the area. The choice of the eight objectives we prioritise is based on these analyses. In this way we can ensure that we meet the expectations of our stakeholders, that we are prepared for the requirements and demands of the future and that we can contribute to sustainable development both for society in general and for BOA as a company.





The fact that we have prioritised eight of the UN's sustainability targets does not mean that the remaining nine targets are not addressed in our operations and in our sustainability strategy. However, we are working with the strategy of putting our focus within the goals that are important to our stakeholders and where we as an organisation have the greatest opportunity to influence.

We strive to actively contribute to global goals by focusing on the goals that are most relevant to our business and strategy, and where we as a company can make the most difference.





At BOA, gender equality is a fundamental part of our values. We strive to be a company where women and men have the same opportunities, conditions and power to shape their own

career and demand the same values among our partners. BOA should be an equal company developed with the principle of equal rights and opportunities for all, regardless of gender, ethnicity, religion, disability, age and other status. Our philosophy is that inclusion and diversity contribute to growth – both for ourselves and for society as a whole.



BOA wants to offer smart and sustainable building boards that make it easier for builders to make the right choice for consumers themselves and for our planet. We spend a lot of time and resources producing documentation on the

characteristics, performance, climate impact and content of all of our products. The same applies to the training of our staff. Our goal is to be experts in our field. In this way, we can guide our customers and other stakeholders in the best use of building boards to contribute to a sustainable construction industry, infrastructure and to sustainable cities and communities in general.



BOA is committed to the most important resource we have – our employees. Attracting, engaging and developing employees is a key factor in our business. We do this through, among other things, employee surveys, health and safety representatives and development and competence discussions. We also work with our producers to ensure acceptable and fair working conditions, with active positions against black wages, bribery and corruption. All producers must sign the BOA Code of Conduct and we check working conditions during our on-site visits with selected producers. Through dialogue, we can influence companies to act to achieve the goal of equality and decent working conditions.



Goals 13 and 15 include combating climate change and protecting ecosystems and biodiversity. In terms of BOA's operations, it is in these areas that we have the greatest opportunity to influence. This is also where most of our sustainability work lies. We are committed to combating climate change, primarily by controlling and communicating the climate performance of our products through product life cycle analysis (LCA). We are also committed to more sustainable transport. We encourage our producers to give greater consideration to nature and ensure that their forestry is conducted sustainably using FSC or PEFC. The finished building panels should not adversely affect the environment during their use and recycling. Therefore, we allow independent players to assess and rate the content and life cycle aspects of all our products.

## 4. WHERE IS BOA IN RELATION TO THE SECTOR AS A WHOLE IN TERMS OF SUSTAINABILITY?

Our goal is to be the obvious choice of supplier of sustainable building boards. We carry out annual surveys in which we allow our customers and producers to evaluate our sustainability efforts, which gives us an idea of where we are. We are transparent with our sustainability performance and report it through CDP where we can be compared to other operators in the industry.

BOA chose early to prioritise and invest in our sustainability efforts and has made progress in this area for over 15 years. We are aware that we still have much of our sustainability work ahead of us. We are therefore working on continuous improvements and with the goal of being a driver for sustainability in the Swedish construction industry.

## 5. DOES BOA REPORT ON SUSTAINABILITY?

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BOA does not meet the criteria that would oblige us to report sustainability according to law. However, we see sustainability reporting as an opportunity to become more aware of our impact on the environment and society and to become more transparent with the sustainability risks and opportunities we are experiencing. We have therefore chosen to report sustainability through the Carbon Disclosure Project (CDP). CDP is an organisation and reporting platform that evaluates and points out companies' climate work and measures to counter climate crises. The score reflects how well a company measures, reports and deals with significant climate-related issues related to greenhouse gas emissions, water safety and deforestation. CDP has the world's largest record of sustainability performance and climate strategies around the world. This means that our sustainability efforts can be compared not only to our competitors but to companies worldwide.

We want to make our information about our sustainability work as accessible and understandable as possible and have therefore produced this document as part of our sustainability reporting. We have investigated what information our stakeholders (and the business community as a whole) usually require. From this we have formulated 11 questions about our sustainability efforts. Our hope is that the answers to the questions will be able to give our customers, producers and other stakeholders a clearer picture of BOA's sustainability strategy, goals and areas of improvement.

To make our sustainability reporting as credible as possible, we have developed a number of key figures that can be used to get an idea of our impact on the environment and society. The key figures can also be used to compare us with other companies.

AREA	UNIT	KEY FIGURES, 2020
<b>ENVIRONMENT</b>		
<b>Carbon footprint</b>		
BOA's facility	CO2/tonne	7
Transports	CO2/tonne	1,078
Production of products (indirect impact)	CO2/tonne	20,754
Total carbon footprint	CO2/tonne	21,840
<b>Water footprint</b>		
BOA's facility	Water/m <sup>3</sup>	772
Manufacture of products (indirect influence)	Water/m <sup>3</sup>	250,515
Total water footprint	Water/m <sup>3</sup>	251,287
Energy consumption BOA	kWh	305,751
Waste BOA	Tonne	105
<b>SOCIETY</b>		
<b>Gender distribution</b>		
Employed	Men/women (%)	65/35
Management	Men/women (%)	50/50
Board	Men/women (%)	67/33
Staff turnover	Started/ended	9/6
Workplace accidents	Qty	0
Long-term sick leave	Percentage of long-term sick leave (>14 days) (%)	2%
Increased financial contribution cooperation organisations (NGO)	Change, %	+20%

## 6. DOES BOA USE AN ENVIRONMENTAL MANAGEMENT SYSTEM TO PROVIDE STRUCTURE FOR SUSTAINABILITY WORK?

BOA is certified according to the International Standard Organisation (ISO). Our quality and sustainability efforts have been conducted in accordance with ISO 9001 and ISO 14001 since 2009. For us, the ISO 14001 environmental management system is an important tool that enables us to systematise our sustainability efforts. It helps our operations to take environmental work into account in our planning work, implementation, follow-up and improvement of our operations. Our environmental management system also ensures that we comply with the laws and requirements of our operations from an environmental perspective.

Our environmental and quality management system includes ongoing internal audits and annual external audits by competent certification bodies. As far as ISO benchmarking is concerned, we achieve the level of mature management systems in all areas and can demonstrate a very robust and clear management system that drives continuous improvement.

## 7. DOES BOA PLAN ANY CLIMATE-RELATED INVESTMENTS?

BOA has climate-related investments planned in our own premises in Rosersberg just outside Stockholm and investments whose goal is to limit our indirect climate impact. Our head office and warehouse are located in our own property. The energy we use comes from renewable energy sources in the form of hydro power and we use electric machines in our logistics facility. In 2019, charging stations were also installed outdoors to encourage the use of electric cars. To limit energy consumption, an investment in solar panels is planned. BOA also plans to increase the size of our electric machine fleet in our warehouse and as a first step we will increase the space in our maintenance and charging stations in our logistics facility.

At year-end 2021, a decision was also made to investigate the possibilities for limiting the climate impact of our transports. Long-distance transport from our producers is carried out by

sea. BOA has, together with our transport operators, started talks about the future use of biofuels or natural gas during maritime transport. Initially, biofuels will be used in a small part of transport to map the impact on greenhouse gas emissions. Our products are then delivered from our warehouse to our customers by road transport. Here too, BOA wants to invest in the increased use of more environmentally friendly fuels in the form of renewable diesel, called HVO100. Our efforts to reduce our carbon footprint from our transports are at an early stage and our opportunities for improvement are great.



## 8. DOES BOA HAVE ANY OTHER COMMUNITY INVOLVEMENT OUTSIDE THE SCOPE OF DIRECT ACTIVITY?

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BOA is trying to use its influence and opportunity to work together in the community where we and our stakeholders operate and we are determined to contribute positively to community engagement. As an importer and distributor of wood-based building boards, we have a special commitment to the source of the core content of our products – the forest. We work with serious and responsible producers around the world who can guarantee the origin of the wood through traceability certification. However, we are aware that there is unsustainable forestry in some of the countries from which we import our products. One of the most serious examples is the destruction of rainforests. Although we can certainly guarantee that no wood in our products comes from rainforests, we believe that it is our duty as a supplier of wood products to participate in the task of protecting the world's rainforests. Since 2016, BOA has therefore been a Member and has supported and contributed to the nonprofit organisation Save the Rainforest Sweden. Together with their cooperation organisations, Save

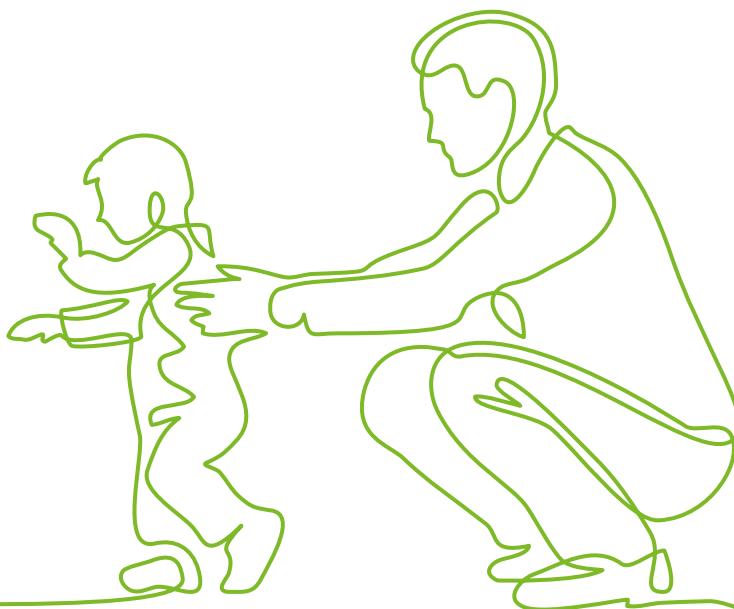
the Rainforest Sweden buys up rainforests with the help of financial contributors. In this way, the forest can remain untouched. Save the Rainforest Sweden also supports local communities in the vicinity of the forest in various ways.

BOA also has a more local community engagement, where we have been a friendly company for years and supported the important work of Stockholm City Mission. Every day, Stockholm City Mission makes a difference for people who live in vulnerability in the city. Our support contributes to urgent efforts such as food and clothing, but also to people being able to feel community and have the power and motivation to change their lives. During the COVID-19 pandemic, the work of Stockholm City Mission has been particularly important since the crisis has led to financial difficulties for many. BOA has therefore contributed support packages to families in crisis with the help of the organisation.

## 9. WHERE ARE BOA'S PROFITS TAXED?

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Bo Andrén AB has its head office in Sweden and is active in the Swedish construction industry. Our profits are thus taxed in Sweden.



## 10. WHAT IS BOA'S GENDER DISTRIBUTION AMONG EMPLOYEES, MANAGEMENT AND BOARD?

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BOA strives for an equal gender balance between men and women at all job levels. All our employees should be given the same opportunity for training and development and should be paid equal pay for work of equal value. No discriminatory treatment or discrimination shall be applied in the workplace.

In terms of our entire workforce, we currently have a gender distribution where the majority of our employees are men. At present, the proportion of women is 35%. Among white-collar workers, the gender distribution is more even, with 46% being women. BOA's management has an even distribution, with half of the management team consisting of women. The board has a poorer distribution and consists of two thirds of men.

BOA works with several measures to level out the gender distribution in our organisation. We demand that recruitment companies provide candidates of both sexes and that both men and women participate in the different phases of the recruitment process. Above all, we try to highlight women as role models in the company internally and externally, which we believe is a key to attracting women to our company.

## 11. DOES BOA HAVE A SUSTAINABILITY MANAGER AND IF SO, IS HE/SHE PART OF MANAGEMENT?

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For several years now, BOA has had a sustainability and quality manager. This full-time manager is responsible for leading and coordinating our sustainability work. The role of our sustainability manager encompasses overall responsibility for the development and implementation of our sustainability strategy, goals and agenda. It is also essential in communication with our stakeholders to ensure, for example, that producers meet our requirements and that our customers' expectations and wishes are met. Our sustainability manager also leads the ongoing work on our certifications, audits, our management system and sustainability projects, as well as monitoring and

measuring environmental performance and ensuring that we comply with laws and regulations. Sustainability issues are raised at a high level in the organisation and our sustainability manager is therefore given a position in management.

BOA invests a lot of time and resources in the sustainability of our company. For us, therefore, the role of sustainability manager is crucial to understanding how our operations affect our environment and how we can best contribute to sustainable development.

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**This is BOA's first sustainability report. The purpose of the report has been to be able to present in a credible way how we as an organisation work toward sustainable development. Through continuous improvements, we will continue to develop and improve our efforts to contribute to a prosperous planet, a developed society and a sustainable Swedish construction industry.**



**Vilhelm Broman**  
Sustainability & Quality Manager



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