



BOSKA®

SINCE 1896

Food tools for life

Impact Progress Report 2021

[BOSKA.com/pages/impact](https://boska.com/pages/impact)

BOSKA®

SINCE 1896

Since 1896

At BOSKA we make Food Tools for Life and we believe quality is sustainability. Our goal is to design products that last a lifetime. It all began in Holland, where blacksmith Willem Bos made his first professional cheese tools. From that day on it's been our family's tradition to create smart tools so you can enjoy food to the fullest. We love it! So whether you're cutting, slicing, grating, grilling or melting, we'll help you create mouthwatering food and a party on your table. Enjoy!

1896 Blacksmith Willem Bos.
Picture by Willem Bos.



1983 - Joop Bos,
Wim Bos & Martijn Bos



Fourth generation owner of Boska,

Martijn Bos

Food Tools for Life!

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The logo for BOSKA, featuring the word "BOSKA" in a bold, white, sans-serif font with a registered trademark symbol (®) to its upper right. The text is centered on a solid black rectangular background.

SINCE 1896

Together we make an impact

BOSKA Food Tools makes Food Tools for life and believes that quality goes hand in hand with sustainability. This is achieved first and foremost by designing products with a timeless design that last a lifetime, though also through our partnership with JustdiggIt, an organization that fights global warming by greening Africa, and by becoming a B Corp™. This certification shows that BOSKA prioritizes people, the environment and society. Becoming a B Corp™ is just the beginning because, as a company, we work hard every day to help make positive, lasting changes. Each and every day, we endeavor to improve ourselves, which is why this philosophy is reflected in everything we do, from our employment policy to the initiatives we join that contribute to a sustainable society.

Reducing our environmental impact

At BOSKA, we always aspire to carry out environmentally friendly improvements that help make the future a more sustainable one. We believe that "Quality is Sustainability" and prioritize this mission: a continuous journey that never ends – from our products and people to the world around us. We will continue to work hard as we progress in this important journey in which we create quality products in line with a continual pursuit of sustainable improvements.

ENVIRONMENTAL IMPACT HIGHLIGHTS 2021

18% of supply chain energy is from renewable sources



We're cooling down the world with *JustDiggIt*

We compensate 100% of our carbon footprint

All our suppliers signed our new code of conduct



>90% of products have a third-party verified carbon footprint

HYBRID LEASE programme



Eliminated plastic parts in 40% of packagings

>80% recycled

Cast Iron & Aluminium

Our leather products are *LWG certified*



BOSKA's facilities are

Climate neutral



BOSKA's offices run on green energy



Our facilities are now separating 7 waste streams

ENVIRONMENTAL IMPACT LOOK AHEAD

Our wooden products will be *FSC certified* in 2022



100% carbon neutral products in

2030

Supply chain will use **25% renewable energy** in 2022

SOCIAL IMPACT 2021

BOSKA
SINCE 1896

2 paid volunteering days to touch over 500 lives



WE DONATE 0,1% PERCENT OF OUR REVENUE TO ORGANISATIONS LIKE BAKE FOR LIFE



ALL OUR SUPPLIERS SIGNED OUR NEW CODE OF CONDUCT



72% of our staff received professional training in 2021



19,000 BOSKA FRIENDS INVOLVED IN OUR MISSION

Renewed Ethics and Whistleblowing systems & policies

We work to become a B-corp



We match staff donations up to €100

Foreword

The past year has been a special year for BOSKA in terms of its social and environmental progress. The past year, we've used the B impact assessment for measuring our social and environmental performance with the goal to become a B-corp. To make this happen, we've teamed up and took action to make BOSKA a better company for our local communities, a better workplace, and better for the planet.

For the first time, a complete Life Cycle Analysis has been conducted across our entire product portfolio, and these results have been made public in this report. Besides product direct carbon impact, this is the first year we have assessed our impact on a broader scope and set targets for reduction of most material resources, including waste, water and heating.

On the social front, we've updated both our supplier contracts and employee handbook to be more inclusive and structurally give back to the communities we are active in.

Most importantly, we made everyone at BOSKA and beyond more aware of our Social and Environmental impact at our quarterly updates, visual presence throughout our facilities, and training for both new and current employees.

Our payoff, 'Food Tools for Life' has never been more relevant for the impact we want to make as BOSKA.

Cedric van de Geer,
Impact evangelist

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- results
- our race to Zero

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- impact on local communities
- charitable giving



ENVIRONMENTAL IMPACT

Strategy

INSIGHT IN OUR ENVIRONMENTAL IMPACT

Our strategy is based on science-based innovation and is fed by data. Our comprehensive carbon footprint analysis informs the work we do to address our climate impact, including our roadmap to carbon neutrality.

REDUCING THROUGH INNOVATION

We see innovation at the product and manufacturing level as the way forwards to reduce our carbon footprint. By making clever use of materials that last a lifetime, and investing in cleaner forms of energy, we expect to reduce our carbon footprint in the coming years.

NATURE RESTORATION

We do not believe the carbon credit market will have the desired effect on direct climate change and therefore, we

do not offset our carbon emissions by purchasing them. Instead, we focus on direct nature restoration.

This year for the first time, we partnered with JustDiggIt to offset our entire carbon footprint of 2020. This offsetting programme means that over 20 years, restored vegetation will take in as much carbon from the atmosphere as we put in it with our activities in 2020. This is a first step towards full carbon neutrality, aimed for 2030. From 2030 onwards, we will yearly take the same amount of emissions from the atmosphere as we emit.



Our Goals

We believe now is the time for changing our business for the better of people & planet.

ENVIRONMENTAL IMPACT LOOK AHEAD

Our wooden products will be
FSC certified
in 2022



100% carbon neutral products in



Corporate electricity use
100% Renewable

Corporate greenhouse gas emissions
7,5% reduction Year-over-Year

Supply chain will use
25% renewable energy
in 2022

Supply chain solid waste
5% reduction Year-over-Year

Supply chain emissions
5% reduction Year-over-Year

Corporate
Zero waste Target

Looking ahead to the new year, we see exciting challenges in the way we approach carbon neutrality, resource reduction, and efficiency.

Offset programme

in 2022, our carbon offsetting programme kicks off in Singida, Tanzania. Partnering with JustDiggIt, the amount of CO2 offset in our first annual programme equals our annual carbon emissions of 2020. Read more about the programme on

<https://justdiggit.org/nl/werk/tanzania-singida/>

Energy & water efficiency

We work with our landlords worldwide to make the switch to green electricity and made energy-saving efforts across our facilities. We aim to reduce 7.5% of carbon emissions in our corporate facilities, achieved by using less energy and start generating green energy on-site. We aim to make water-saving measures in our corporate facilities to reduce 5% water use in 2022 by installing water-saving faucets & toilets where replacements are needed.

Supplier responsibility

In 2021, we started looking into ways to help our suppliers reach our sustainability goals. Since a large majority of BOSKA's emissions are in scope 3, suppliers play a key part in reducing BOSKA's overall emissions.

In 2022, we will help our suppliers switch to green energy where possible and look into using more reclaimed materials. The initial results of our Supplier Survey showed that of our significant suppliers, 18% is using renewable energy for our production.

Reduction of waste

We will start separating plastic waste from our main waste streams, avoiding costly separation processes downstream the waste processing. We now separate nine waste streams in our offices!

Sustainable origin of Wood & Paper

We aim for 100% FSC certified wood & paper. By the end of 2022, we aim to have 80% of wood and paper FSC certified.

Approach

How we calculate our carbon footprint

To model the manufacturing phase, we use part-by-part measurements of the entire product along with data on part production. The measurements help us accurately determine the size and weight of the components and materials in the product, while data on manufacturing processes and yield loss during production allows us to account for the impact of manufacturing. The LCA includes accessories and packaging, as well as decreased emissions through BOSKA's Supplier Clean Energy Program.

To model transportation, we use data collected on shipments of single products and multipack units by land, sea, and air. We account for transporting parts and materials from manufacturing sites to assembly lines; transporting products from manufacturing sites to regional distribution hubs; transporting products from regional distribution hubs to our warehouses. For transport from our warehouse to our customers, we use transporters that invest in zero-carbon transportation.

Read more about the GHG protocol on www.ghgprotocol.org

End of life, to Lifetime Guarantee

BOSKA's products are designed to last a lifetime. In fact, on over 48% of our products we offer lifetime guarantee. On all other products that are heavy in carbon emissions, we offer a 10-year guarantee. In our current LCA, end of life is therefore not included yet.

After we collect data about manufacturing, use, transportation, and end of life, we combine it with detailed greenhouse gas emission data. This emission data is based on a combination of BOSKA-specific and industry-average datasets for material production, manufacturing processes, electricity generation, and transportation. Renewable energy used in the supply chain, initiated by suppliers

independently or through the BOSKA Supplier Clean Energy Program, is also accounted for within the LCA model. Combining product specific information with emission data in our LCA allows us to compile detailed results for greenhouse gas emissions as they relate to each product. The data and modeling approaches are checked for quality and accuracy by CE Delft.

There is inherent uncertainty in modeling carbon emissions due primarily to data limitations. For the top component contributors to BOSKA's carbon emissions, BOSKA addresses this uncertainty by developing detailed process-based environmental models with BOSKA-specific parameters. For the remaining elements of BOSKA's carbon footprint, we rely on industry average data and assumptions.

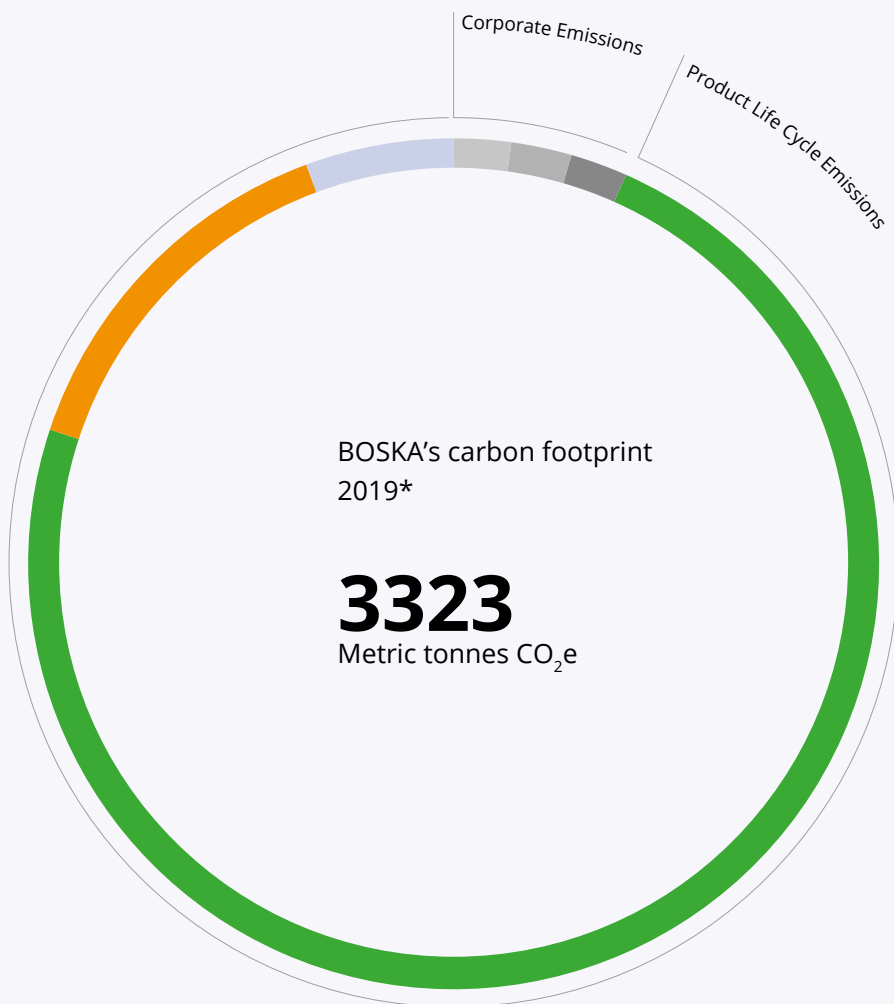
HOW WE PLAN TO INCLUDE END OF LIFE IN OUR LCA

To model end of life, we use material composition data on our products and estimate the ratio of products that are sent to recycling or disposal. For products sent to recycling, we capture the initial processing by the recycler to prepare the product for recovery of electronic, metal, plastic, and glass material streams. Subsequent downstream recycling processes are not included, as these are considered stages of production and not end-of-life processing. For products sent to disposal, we capture the emissions associated with landfilling or incineration of each type of material.

Results

To achieve our goal of carbon neutrality by 2030, we must first understand our carbon footprint today. So we meticulously model emissions from our entire value chain, including both our corporate operations and our product life cycle. That includes emissions from manufacturing & transporting our products. This data defines our strategy to reduce emissions by 40 percent and reach neutrality across our product life cycle.

2019



Scope 1

● Direct emissions 2%

Scope 2

● Emissions from electricity 2%

Scope 3

● Business travel and commute 2%

● Product manufacturing 73%

● Packaging manufacturing 14%

● Product transport 6%

*This total represents our gross emissions in fiscal year 2019, and does not account for emissions offset.

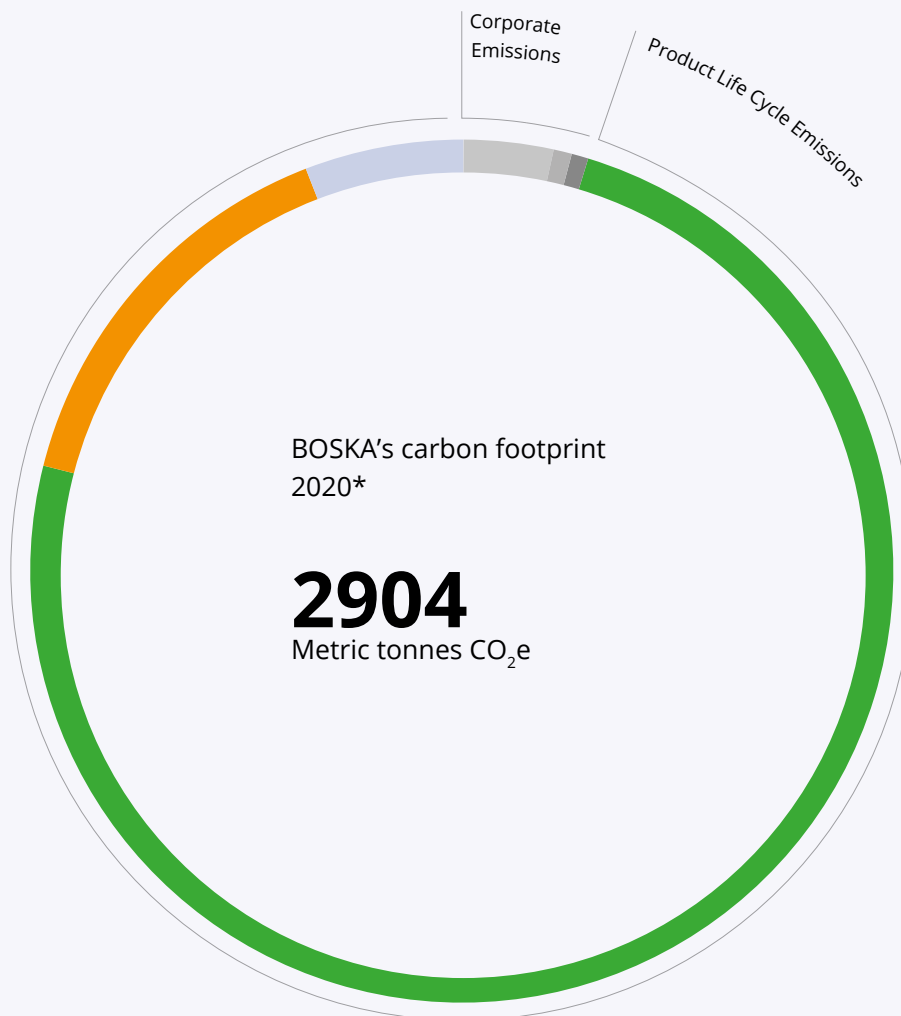
The WRI Greenhouse Gas Protocol defines the methodology for classifying GHG emissions.

Scope 1 emissions are those greenhouse gases resulting from fuel combustion from sources we own or operate—like vehicles or natural gas for heating.

Scope 2 emissions refer to those resulting from the use of electricity. Renewable energy generates minimal Scope 2 emissions, whereas burning coal, oil, or natural gas to produce electricity releases carbon dioxide and other greenhouse gases into the atmosphere.

Scope 3 emissions refer to all other indirect emissions that occur in a company's value chain, including upstream and downstream activities.

2020



Scope 1

● Direct emissions 3%

Scope 2

● Emissions from electricity 1%

Scope 3

● Business travel and commute 1%

● Product manufacturing 74%

● Packaging manufacturing 15%

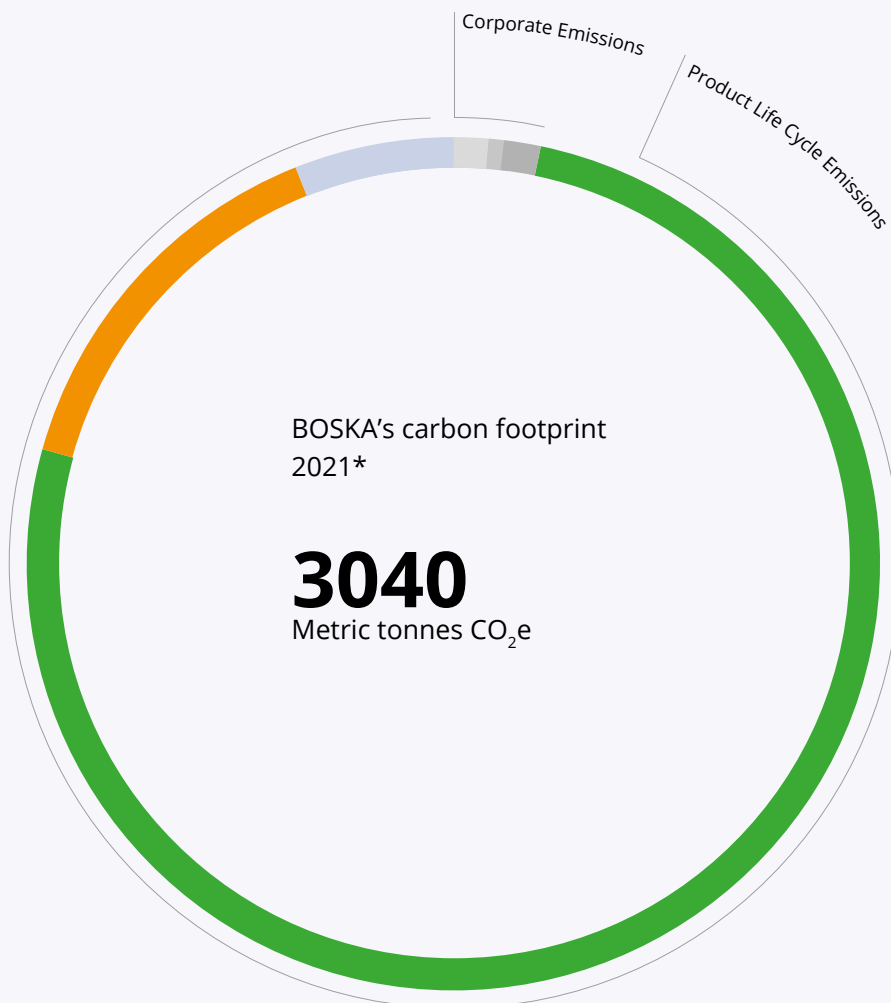
● Product transport 6%

BOSKA X JUSTDIGGIT

In 2021, we kicked off our offsetting programme in cooperation with JustdiggIt. We started by compensating our 2020 footprint, which means we re-green an area of 2km² over the course of the coming years.

However, to become truly carbon neutral, we invest in an area measuring 37.7km², to become Carbon Net Zero in 2030.

2021



Scope 1

● Direct emissions 3%

Scope 2

● Emissions from electricity 1%

Scope 3

● Business travel and commute 1%

● Product manufacturing 74%

● Packaging manufacturing 15%

● Product transport 6%

Our Race to Zero

The largest source of our emissions lies in our product emissions. Outlined here and below is our plan of reducing our carbon emissions to zero within the coming eight years.

Phasing out Plastics where we can

It is clear to us plastics have a large impact on our carbon emissions. Most plastics are harmful in their production and end of life scenarios. We want to focus our material choices on well-recyclable materials, such as steel and aluminium, and organic, carbon-capturing materials like Oak and Beech wood.

As little design as necessary

Since most of our emissions occur during the production of materials and parts, it is also where we can reduce the most. Therefore we are looking for ways to decrease our use of materials, while continuing to offer Lifetime Guarantee to our customers.

Green energy in our supply chain

About 35% of our product emissions are caused by the energy that is needed to cast, form, and shape materials into parts and products. By helping our suppliers switch to green energy, we can drastically decrease their (and our) impact.

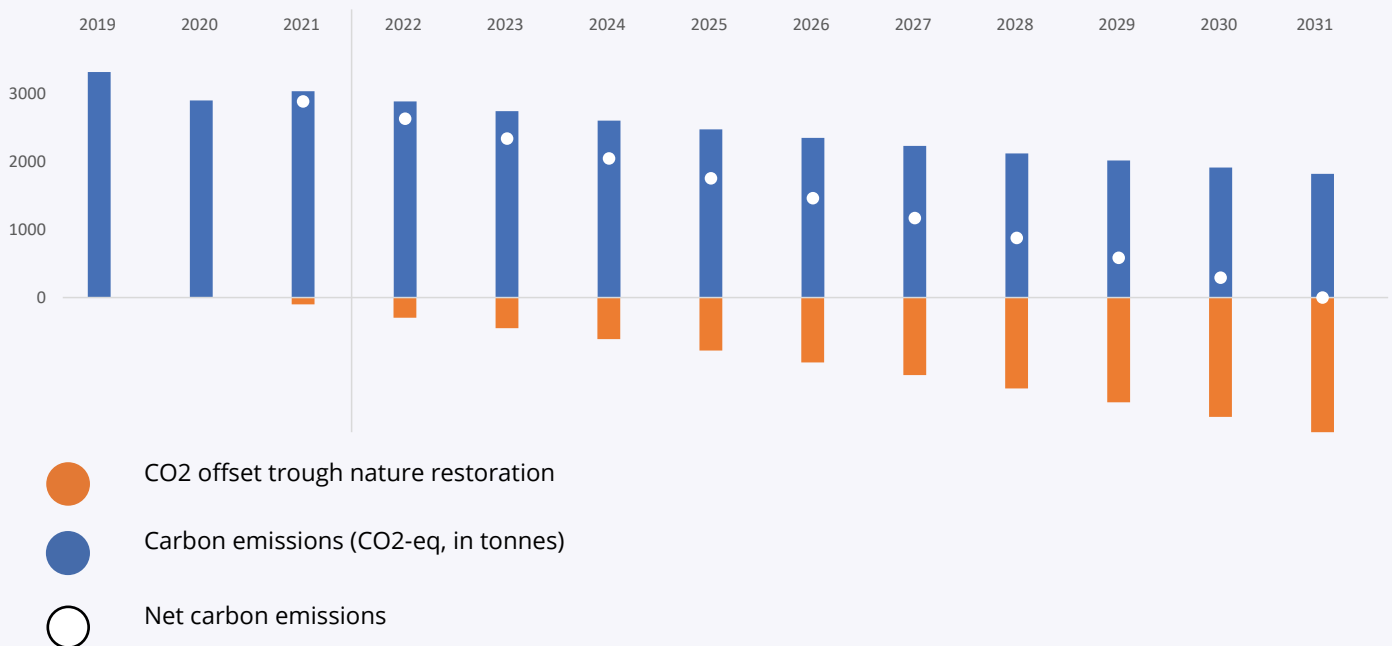
Cleaner (and less) transport

In 2021, we experimented for the first time with transport by train. Most of our products are being transported by sea, which is an energy-efficient method of shipping products to our customers globally.

Besides our wooden boards and many Professional tools, which we already produce in Europe, we are actively looking to start producing consumer foot tools in the EU to be closer to our markets and save on transport.

Offsetting emissions

A key part of our race to zero is offsetting emissions. Not by buying carbon credits, but by restoring nature in areas where climate change will hit the hardest.



SOCIAL IMPACT

It is our strong desire to make a positive impact to all people we have impact on. Our mission for many years was to 'bring the party to the table'. This effects everyone: employees, all workers in our supply chain, customers and partners.

How we involve stakeholders

We've opened our materiality assessment to our 19,000 friends, suppliers, partners and charities. This way, we receive input on our focus, mission and goals ahead of making them.

Approach

Our social impact begins with ourselves: the people behind BOSKA, our staff. We have good working conditions for all staff worldwide and provide holidays and maternity leave. We monitor employee happiness yearly with an anonymous survey.

Secondly, it is why we have good relationships with our suppliers, most of which we have been in business with for over 10 years. We require suppliers to sign a strict code of conduct and Social and Environmental impact survey. We visit our suppliers, preferably yearly, so we can monitor their social performance and improve where we can. Since Covid-19 our purchase team in Hollands has done so virtually. Our team in China was able to continue factory visits to inspect product quality and social performance.

In 2021, we updated our Code of Conduct to include examples of violations, and to prevent any forms of involuntary labour.

To further decrease the possibility of incidents, we introduced our renewed code of Ethics and anonymous whistleblowing reporting system, so potential breaches and grievances can be reported free of consequence

view our code of ethics here:
www.boska.com/pages/ethics

Thirdly, we want to give back. We do this through volunteering and sponsoring programmes. We commit to donating 0.1% of our revenue annually. We match staff donations up to a 100 euros to good causes. We offer staff time of to volunteer, and we also have annual days when teams volunteer together. We aim to reach more than 500 people yearly through our volunteering programme.

To lock our mission and as a means to improve ourselves further, we've adopted the B-lab assessment as a methodology to measure our impact.

Read more about B-lab assessment here:
www.bcorporation.net/en-us/standards

Goals

CUSTOMERS

We aim for 5 star average reviews. However, mistakes happen, so our formal target is a 4.7 star review. In 2022, we will invest in finding out more about the areas we can improve by instating a formal NPS programme.

SUPPLY CHAIN

We aim for zero incidents of labor code violations in our supply chain. No forced labour, child or adolescent labour, zero accidents of safety and harassment.

CHARITABLE GIVING

Our donations policy is to give back 0.1% of our revenue to good causes, with as ultimate goal to enrich 500 lives each year by volunteering and giving back to charitable causes. We do this through a number of charitable causes, outlined on

www.boska.com/pages/impact

We give back through the Bake for Life programme. Disabled people, orphans, child soldiers, single mothers and people who have had to leave school due to circumstances at a young age work here and learn the baker's trade.

Learning this traditional baker's craft gives these people an honest existence. By baking they earn a salary with which they provide for their own livelihood.



Since 2010, BOSKA has sponsored Bake for Life with over €5000. A fixed percentage of Toastabags™ sales is transferred to Bake for Life.

BOSKA proudly supports the American Cheese society through the sale of our specialty cheese tools in the USA. The ACS provides the cheese industry with educational resources and networking opportunities, while encouraging the highest standards of cheesemaking focused on safety and sustainability.



STAFF

We believe the employees of BOSKA are its primary ambassadors of the brand and our mission. Of course, we want everyone to feel happy in the workplace and aim for 85% employee satisfaction.

In early 2022 we started a programme that encourages our staff to take off paid time to volunteer and give back to the local communities they are a part of.

Inclusion

In 2022 we are getting to know where the needs of our employees lie to become an even more inclusive employer. We set out a survey among staff to find out more about how we can improve and transform into a inclusive workplace. And we start putting the feedback into practise.

We also become more aware of diversity in our recruitment en make sure everybody feels welcome to apply, use 'inclusive' language in our vacancies.

We implemented a hybrid working from home policy with attention for work/life balance and the need of our employees, but also attribute to less CO2 emissions.

Health and well-being

BOSKA promotes healthy living in the town of Bodegraven by sponsoring the local soccer club.

All staff members of our offices and warehouse in Bodegraven can participate in a weekly workout, which is sponsored by BOSKA.



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1896 Blacksmith Willem Bos.
Picture by Willem Bos.

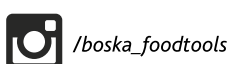
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