



# 2022 ESG REPORT



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## ABOUT THIS REPORT

This inaugural ESG Report covers BrightView's environmental, social, and governance (ESG) strategies, activities, and achievements.

The report was informed by the Sustainability Accounting Standards Board (SASB)

[Professional and Commercial Services](#) Sector Standard. This document may contain forward-looking statements as defined in the Private Securities Litigation Reform Act of 1995. When we use words such as "believes", "expects", "anticipates", "estimates", "may", "plan", "will", "goal", or similar expressions, we are making forward-looking statements. Forward-looking statements are prospective in nature and are not based on historical facts, but rather on current expectations and projections about future events and are therefore subject to risks and uncertainties, which could cause actual results to differ materially from the future results expressed.



# About BrightView

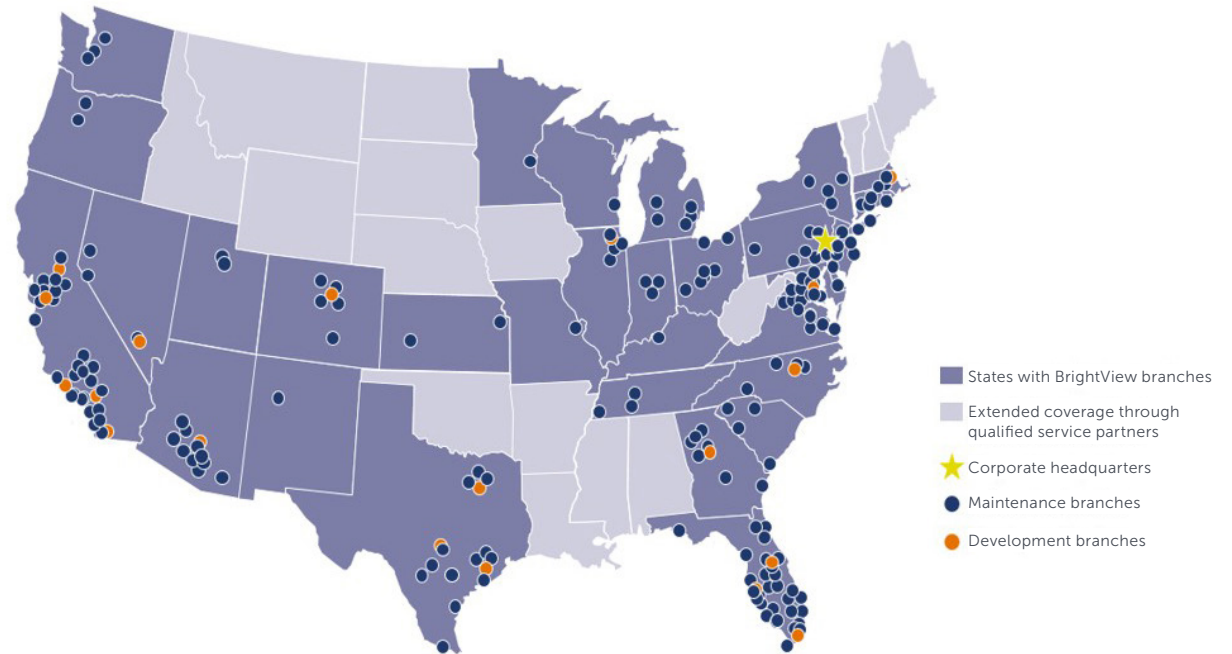
**Our people create and maintain the best landscapes on Earth.**

At BrightView, we're on a mission to create customer value through engaged local teams, providing industry-leading landscaping services in the United States.

We design, install, enhance, and maintain corporate and commercial properties nationwide.

With a team of 20,000+, we have the expertise and experience to provide comprehensive care for landscapes throughout their entire lifecycles.

Together with our legacy companies, BrightView has been in operation for more than 80 years. Our commitment to ESG and to positively impacting the communities in which we operate has always remained core to our brand and operations.



**THE NATION'S LEADING  
COMMERCIAL LANDSCAPE  
COMPANY**

Headquartered in  
Blue Bell, Pennsylvania

Founded in 1939

IPO in 2018

280+ locations in 32 states

20,000+ employees

\$2,553.6 million  
in FY21 revenue

## Our Commitment to ESG

As a company that designs, maintains, and enhances commercial landscapes across the country, sustainability is central to BrightView's brand and corporate purpose. In fact, environmental stewardship, social responsibility, and corporate governance have been integral to our company since our founding.

Our commitment to environmental, social, and governance (ESG) practices and progress starts at the top with our Board of Directors and executive team. And it's a source of pride for every member of our team who brings our commitment to life each and every day.

### AT BRIGHTVIEW, WE'RE COMMITTED TO:

- Embracing environmentally responsible practices and making progress toward carbon neutrality
- Striving to take care of all team members by providing a safe, inclusive, diverse, and engaging work environment
- Dedicating time and resources to improve the communities where we live and work
- Maintaining the highest standard of ethics and values

### Andrew Masterman

*President and Chief Executive Officer*



### A MESSAGE FROM OUR EMPLOYEES

ESG is not new for us. Work completed by our teams decades ago, such as shrubs and trees planted across the country, continues to help curb pollution and makes our environment a better place. Our culture, however, is one of continuous improvement; a culture that starts and ends with our people. Our 20,000 employees have made ESG part of our fabric. Our employees make it happen every day, with an intense focus on customers, safety, respect and inclusion, and support for our communities.

### Karine Stuimer

*Group Vice President, Pacific Region*



# 2021 ESG Highlights and Progress



## ENVIRONMENTAL

Continue to electrify our fleet of 11,000 vehicles to reduce emissions

Utilized smart technology in irrigation systems to reduce water use

Beginning conversion to battery pack equipment from gas powered 2-cycle equipment

Real estate infrastructure moving to green and sustainable energy

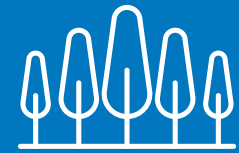


## SOCIAL

Continued focus on our employees' health and wellbeing through our industry-leading safety programs

Expanded our company-wide professional development focus through BrightView University

Encouraged an inclusive workplace culture through our employee resource groups (ERGs), focusing on development, networking, and mentoring



## GOVERNANCE

Established Board oversight of ESG at BrightView

Seven of our eight Board members remain independent



BrightView plants more than 80,000 trees annually. BrightView plans to engage in incremental initiatives to plant some two million trees by 2030, which would offset the CO<sub>2</sub> produced by approximately 7,000 vehicles.

## Environmental Sustainability

BrightView designs, builds, maintains, and enhances landscapes that improve communities and the environment. We use environmentally responsible equipment and methods, including zero-emission commercial lawn mowers, state-of-the-art water conservation technology, and innovative landscape design.

### REDUCING ENERGY AND EMISSIONS

To reduce our energy and emissions, we're expanding our fleet of energy-efficient vehicles, adopting next-generation fuel tracking technology


and offering the use of alternative fertilizers. We're also adopting advanced strategies and equipment that help our clients reduce their carbon footprints and meet LEED certification standards.

### Our commitment to carbon neutrality

Eliminating carbon from our own operations represents our biggest opportunity to reduce corporate risk, contribute to a healthy environment, and be a leader in our industry. Our goal is to reduce our carbon emissions by 90 percent and become carbon neutral by 2035.

#### 5-PRONGED APPROACH TO ACHIEVING OUR CARBON NEUTRALITY GOAL

- 1. STEWARDSHIP:** We're actively engaging with industry partners and suppliers to lead a transformation towards our environmental goals.
- 2. SUSTAINABILITY:** We're helping to sequester carbon by planting trees and through the sustainable design and maintenance of landscapes.
- 3. A CLEANER FLEET:** We're converting our fleet of 11,000 vehicles to electric and hybrid alternatives.
- 4. GREENER EQUIPMENT:** We plan to rapidly convert approximately 35,000 pieces of 2-cycle gas powered equipment to rechargeable energy sources by 2025, resulting in a greater than 50 percent reduction in BrightView's carbon footprint.
- 5. EFFICIENT BUILDINGS:** In the 300 properties we currently own or lease, we're replacing outdated equipment and appliances with energy-efficient alternatives. Where possible, we intend to convert electrical power to our buildings with alternative energy sources and we are planning to pilot these measures at one of our branches in 2022.



Not only will this be significant for our company and for the environment, but by integrating green energy into our operations, we anticipate decreasing our equipment maintenance costs by upwards of 50 percent annually.

#### Electrifying our vehicles and equipment

BrightView began introducing hybrid vehicles to our fleet 10 years ago and we intend to expand those efforts by deploying over 500 electric vehicles over the coming twelve to 24 months. By 2027, we expect to convert 100 percent of our management vehicle fleet and approximately 30 percent of our total fleet to electric or hybrid. BrightView was the first commercial landscaping company to adopt electric mowers on a broad scale.

#### Additionally, we are:

- Piloting our own company-designed telematics platform that monitors vehicle location, maintenance, and idle time, helping to maximize fleet efficiency and minimize emissions.
- Monitoring and analyzing fuel consumption and driver behavior through a fuel dashboard.
- Converting our gas and 2-cycle landscaping equipment to sustainable electric power.

#### CONSERVING WATER

BrightView provides water-efficient landscaping services and partners with our clients to reduce their water and energy use. Our mix of smart irrigation strategy and technologies—along with client education—contribute to our overall water efficient practices.

Our sophisticated irrigation solutions rely on smart technology—including controllers and sensors—that save clients' money while protecting water resources and contributing to healthy landscapes. This smart technology has been installed at hundreds of properties across the United States, including large homeowner associations, universities, hospitals, and corporate campuses.

In addition to smart technology, BrightView has been installing xeriscapes—landscapes adapted to local climactic conditions—which help to save millions of gallons in water annually.





**REDUCING WASTE AND POLLUTION**

Committing to minimizing waste is key to our stewardship approach, both in our lawncare services and throughout our corporate operations.

**To reduce waste, we:**

- Recycle or repurpose green debris, converting it into organic mulch
- Use mulching mowers that finely chop grass, fallen leaves, and shrub clippings
- Offer organic compost top-dressing
- Use Ellepots or RootStepper tray systems for annual flowers, which reduce the use of plastic. These systems enable planting of multiple plants using reusable trays, thereby avoiding use of individual pots. In the Northeast region alone, we have eliminated the use of some six million individual plastic pots over the last ten years

We're also shifting toward a paperless future. To achieve this, BrightView uses paperless billing, digital employee timesheets, digital records, and inspection reports. We save more than a million sheets of paper annually by avoiding 710,000 paper timesheets, 302,000 paper sheets for customer invoices, and 150,000 sheets for quality inspections.

As part of efforts to prevent pollution, in late 2020 we started using a recordkeeping app that helps the user identify chemicals contained within fertilizers and the rate of fertilizer application at a specific site.







Our success as a company is directly linked to the high engagement of our employees. As such, we plan to launch an employee engagement survey in 2022-2023.

## Social Responsibility

We are committed to promoting the wellbeing of our team members and the communities in which we operate, and to fostering a workplace culture of inclusivity and respect.

### CREATING A GREAT PLACE TO WORK

At BrightView, we strive to provide a safe, inclusive, and engaging workplace where talented people come to work and advance their careers. Guided by our People Strategy, we're working to attract, hire, engage, develop, reward, and retain top talent.

With an emphasis on ongoing improvement, we continue to assess our programs and meet the evolving needs of our teams and the organization. In 2021, for example, we invested in the Jobvite platform to help us streamline our recruitment process for roles across the enterprise. The platform also gives us bilingual and text-to-apply capabilities, which helps us meet candidates where they are. Looking ahead, we plan to launch the platform's onboarding tool.

### Company culture

As a growing company, a key area of focus for us is fostering a positive, inclusive company culture in

which everyone's voice is heard. With this in mind, we established our regional Culture Councils to help us implement our "For the Field, By the Field" approach, which in turn helps us collect feedback from field employees on potential solutions to issues they encounter. This approach has not only helped us make better business decisions but has also increased employee engagement.

**To help crew-level team members grow their careers at BrightView, we launched the BrightPath program. BrightPath enables team members to learn new skills on the job and then demonstrate their progress. Training is available via an app in English and Spanish on topics such as management and core skills, horticulture basics, core business processes, and accounting foundations.**

### Employee learning, development, and advancement

BrightView is committed to attracting, developing, and retaining best-in-class leaders and professionals in the industry. In 2020, we launched BrightView University, our employee development program, which offers courses tailor-made for different



BrightView is a proud member of the Tent Partnership for Refugees, an organization made up of more than 200 companies worldwide. Through the Tent Partnership, BrightView helps refugees integrate more fully into their local business communities.

positions within our company, from landscapers to business development professionals. Through this program, all team members can receive relevant and accessible training to build their skills. In 2021, we began providing additional management, technical, and leadership development courses to our employees through the BizLibrary Online Learning program.

**Employee compensation and benefits**

BrightView believes in supporting the wellness of its team members and their families on multiple levels, including physically, mentally, emotionally,

and financially. We provide comprehensive and flexible medical, dental, and vision benefits and a variety of voluntary and supplemental benefits, as well as tuition reimbursement. We encourage all team members to participate in our 401(k) plan to ensure financial wellbeing, too.

**The BrightView Landscapes Foundation, funded by BrightView and our employees, is dedicated to team members and their families facing financial hardship. Since 2017, BrightView has raised over \$300,000 to aid team members in critical need.**



## BUILDING A DIVERSE AND INCLUSIVE CULTURE

To make all team members feel welcome and valued, we are working to increase the diversity of our workforce and investing in initiatives that provide equal opportunities to employees and candidates of all backgrounds.

While we continue to strengthen our diversity and inclusion (D&I) strategy, we recognize the most important things we can do are listen and learn. As such, leaders from BrightView's D&I team have established roundtable listening sessions with employees from across our company with the intent of supporting ongoing training efforts related to D&I. We're also in the process of developing and launching D&I training courses through BrightView University.



We're also developing an inclusive workplace culture through our employee resource groups (ERGs). BrightView's ERGs are employee led, driven, and organized groups with the purpose of building meaningful connections with fellow employees around shared experiences, culture, and interests. We currently have two ERGs:

- **GROW**, which provides professional development, mentorship, networking, and community service programs for the women of BrightView. Since its establishment, more than 1,000 women have participated in GROW programs, from regional events and webinars to networking opportunities.
- **BRAVO**, an employee-led advocacy program dedicated to the mentorship and advancement of the many veterans who work at BrightView, and to foster their growth in the business world as they settle into post-military careers.



At BrightView, we take pride in our industry-leading safety programs. Our OSHA recordable injury rate is lower than the commercial landscaping industry average of 3.0. In 2021, our total recordable injury rate (TRIR) was 2.03, which represents a 60 percent decrease since 2013, and over half of our branches went without a single injury.

### KEEPING OUR EMPLOYEES SAFE

BrightView prides itself on its industry-leading safety programs. All BrightView employees take the BrightView Safety Pledge and are expected to adhere to the Safety Code of Conduct and participate in daily and weekly safety updates.

We take our team members' safety seriously and continually update our trainings, communications, and assessments to ensure that our team is prepared to perform their jobs with minimal risk to themselves or others. Among the most important features of our health and safety practices are:

- Safety training at points throughout the employee lifecycle
- Coaching and feedback sessions to facilitate compliance with safety policies
- Continuous communication from branch safety leaders
- Weekly "Tailgate Topics" to ensure new safety procedures are discussed and adopted
- Monthly and yearly safety audits
- Root cause analyses following an incident

### SERVING OUR COMMUNITIES

BrightView is committed to supporting the wellbeing of the communities in which our employees live and work. We empower our employees to identify opportunities where the company can donate time, expertise, materials, and financial support to worthy causes.

In 2020, BrightView launched the [BrightView Fund for Social Justice](#) to help communities address problems associated with social, economic, and racial inequality. All team members are encouraged to identify and nominate social justice-focused organizations in their communities. Once nominated, a committee of individuals from across the company review and decide whether to approve the nominee's application. We're proud to have awarded 26 grants to date.



BrightView also actively supports organizations such as the National Park Service, Homes for Our Troops, Saluting Branches, the Boys and Girls Club, and the Gary Sinise Foundation, in addition to numerous local organizations selected by the teams at our branches.

# Corporate Governance

We are dedicated to maintaining the highest standards of business integrity and ethical conduct. Adherence to sound principles of corporate governance through a system of checks, balances, and personal accountability is vital to protecting BrightView's reputation, assets, investor confidence, and customer loyalty.

## MAINTAINING HIGH ETHICAL STANDARDS

Our commitment to operating with honesty and integrity is reflected in our [Code of Conduct](#), which includes core standards, policies, and practices that assist us in maintaining the high standards we've set for our company. This Code informs our choices and empowers us to face potential challenges we may encounter in conducting our business.

Our Code applies to everyone at BrightView, including directors, officers, and team members. We also expect our partners, service providers, customers, suppliers, vendors, and contractors to work ethically and in a manner consistent with the standards outlined in our Code and our policies.

Each year, all BrightView new hires and existing employees are required to complete an online Code of Conduct training course.

Because BrightView relies on a large number of seasonal workers, ensuring that our employees are able to work in the United States legally is important both to us and our customers. E-Verify is a web-based system that allows BrightView to confirm the eligibility of our employees to work in the United States. As an E-Verify employer, BrightView can verify the identity and employment eligibility of newly hired employees by electronically matching information provided by employees against records available to the Department of Homeland Security. While E-Verify is a voluntary program, BrightView is proud to be the only landscaping company that utilizes the program across all 50 states.

**BOARD SNAPSHOT**

The Board is currently composed of eight members, seven of whom are independent. As required by the New York Stock Exchange, the Board has established three standing committees: Audit, Compensation, and Nominating & Corporate Governance. The Board has determined that each member of each committee is independent pursuant to NYSE regulations.

The average Board member tenure is less than four years, and 25 percent of Board members are women.

BrightView recognizes the importance of having a Board that includes different backgrounds and experiences and is committed to furthering diversity efforts.

**7 of 8 Board members are independent**



**Average tenure of less than 4 years**



**25% of Board members are women**



**LEADING WITH INTEGRITY**

Our Board of Directors serves as the company’s governing body and is responsible for assuring that the long-term interests of our stakeholders are served. The Board has adopted [Corporate Governance Guidelines](#), which describe the qualifications and responsibilities of our directors and director candidates as well as corporate governance policies. These guidelines also outline the Board’s role in overseeing ESG matters at the company.

BrightView recognizes that prioritizing ESG is an essential component to meeting the needs of all our stakeholders. Our Board, in collaboration with the leadership teams, directs and oversees ESG strategies, establishes relevant policies and practices, and monitors progress and performance.



