



# 2023 **ESG REPORT**

BrightView 





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## ABOUT THIS REPORT

This second ESG Report covers BrightView's environmental, social, and governance (ESG) strategies, activities, and achievements for FY2022 (October 1, 2021 - September 30, 2022). The report was informed by the Sustainability Accounting Standards Board (SASB) Professional and Commercial Services Sector Standard. We will continue to evaluate evolving ESG reporting regulations and adapt our reporting methods to ensure compliance with current standards and guidelines.

This report may contain forward-looking statements. 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 projected results. Our projected future results, and specifically our ability to meet goals we identify in this report, may be impacted by multiple factors including, but not limited to, our results of operations and cash flows, supply chain disruption and delays, and other factors, some of which are beyond our control. Such factors may impact our ability to meet goals stated herein and/or cause us to adjust goals.





## THE NATION'S LEADING COMMERCIAL LANDSCAPE COMPANY

- Committed to achieving carbon neutrality by 2035
- Headquartered in Blue Bell, Pennsylvania
- Founded in 1939
- IPO in 2018
- 290+ locations in 34 states
- 21,000+ team members
- \$2.8 billion FY22 revenue

# About BrightView

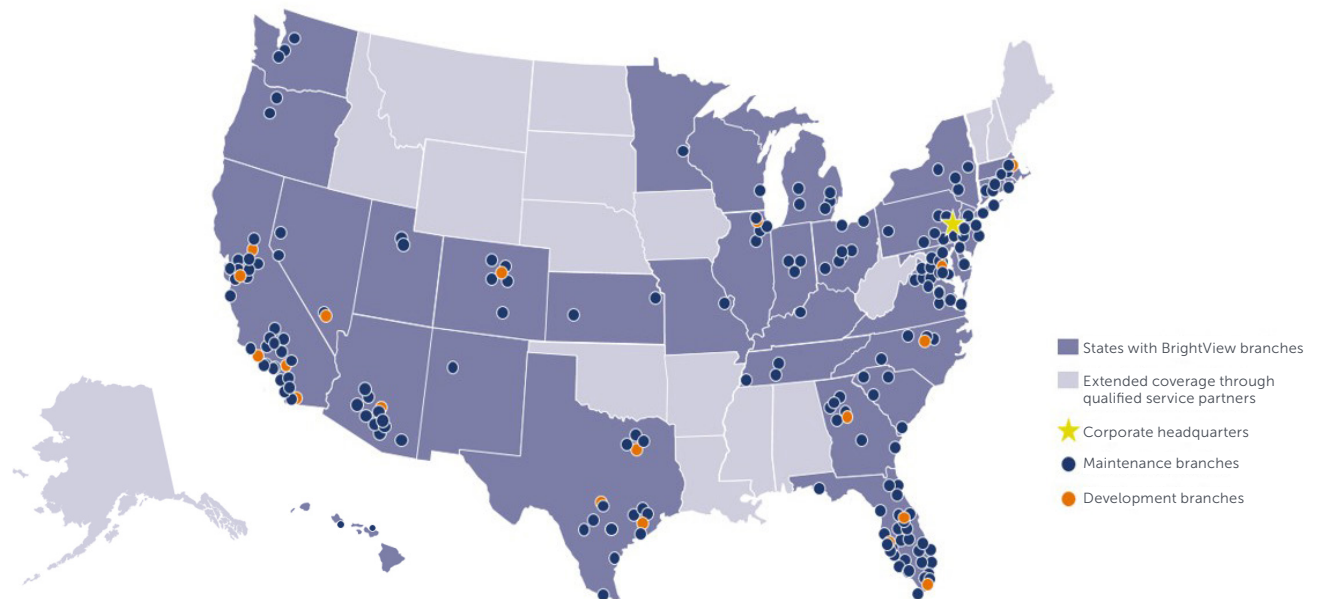
**Our people create and maintain the best landscapes on Earth.**

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

We design, install, enhance, and maintain properties and provide the most efficient and comprehensive snow and ice removal services. We also serve as the Official Field Consultant to Major League Baseball.

With a team of more than 21,000, we have the expertise and experience to provide complete care for landscapes throughout their entire lifecycles at premier properties across the United States.

Together with our legacy companies, BrightView has been in operation for more than 80 years. Through industry-leading best practices and sustainable solutions, we are invested in taking care of our team members, engaging our clients, inspiring our communities, and preserving our planet.



# Our Commitment to ESG

Dear Stakeholders:

As a company dedicated to designing, developing, and maintaining the best landscapes on Earth, prioritizing sustainable solutions is core to who we are. We're invested not only in making a difference in the communities where we work, live and play, but also in promoting a healthy planet.

Reflecting on fiscal year 2022, I am extremely proud of our team's progress amid an increasingly challenging and dynamic environment. We've taken important steps on our journey to becoming carbon neutral by 2035, building a diverse and engaged workforce, and continuing to operate with integrity.

While embracing our role as good stewards of our planet, our communities and our people, this past year we commissioned a materiality assessment to identify topics that matter most to our customers, vendors, investors, community partners, and team members. Moving forward, these insights will further inform and focus our environmental, social, and governance (ESG) strategy.

ESG is not only integral to our business strategy and deeply rooted throughout all aspects of our operations, but also a key component of our value proposition.

## AMONG OUR FISCAL 2022 ESG PROGRAM HIGHLIGHTS:

**Environmental** — We continued to make progress against reducing our carbon footprint through investing in a cleaner fleet and converting our two-cycle gas-powered equipment to rechargeable electric models. With many parts of the U.S. facing water restrictions, water conservation — including the use of xeriscaping — continues to be a key component of our customer value proposition.

**Social** — We continued to diversify our workforce and saw growth at the manager level among female and Hispanic/Latino team members. We accelerated our commitment to foster inclusion and belonging by launching a formal Diversity, Equity & Inclusion strategy. Protecting our employees continues to be a top priority and, once again, our industry-leading safety record remains below the OSHA landscaping services industry average.

**Governance** — Our Board of Directors continues to exercise oversight of our ESG efforts. Our adherence to sound business principles and maintaining the highest standards of business integrity and ethics is unwavering.

Inspiring people and nurturing landscapes is at the heart of what we do every single day at BrightView. Looking ahead, I believe our purposeful ESG strategy positions us for continued success, while supporting our clients' sustainability objectives.

As the commercial landscaping industry leader, we're proud to pave the way and look forward to continuing to make a positive impact on the environment and the communities in which we operate.



**ANDREW MASTERMAN**

*President and  
Chief Executive Officer*



## A MESSAGE FROM OUR TEAM MEMBERS

BrightView team members have a long history of investing in the communities where we live, work, and play. From building community gardens and organizing local clean-ups to promoting waste reduction alternatives and utilizing zero-emission equipment, our culture is rooted in sustainable environmental and social programming. Every day, we strive to make a difference, knowing our efforts will positively impact our community and neighbors. We are proud to be an industry leader where ESG is not only integral to our business strategy, it is at the forefront of our commitment to create an enduring legacy.

**KELLY KRAEMER**, *Marketing Manager / Sustainability Special Interest Group Lead*



# 2022 ESG Highlights and Progress



## ENVIRONMENTAL

Deployed ~1,000 battery powered, zero-emission handheld equipment units

Converted ~400 vehicles to hybrid or electric

Partnered with Arbor Day Foundation to plant nearly 300,000 trees



## SOCIAL

Conducted BrightView's first team member engagement survey

Continued to diversify our workforce by increasing the percentage of women and Hispanic/Latino team members in manager level roles

Sustained total recordable injury rate below the landscaping services industry average



## GOVERNANCE

BrightView's Board maintains oversight of societal and other matters affecting the Company's stakeholders and the environments in which we operate

Seven of eight Board members remain independent, with the average tenure of directors under five years

Continued to use E-Verify to confirm the identity and employment eligibility of newly hired team members





# Materiality Assessment

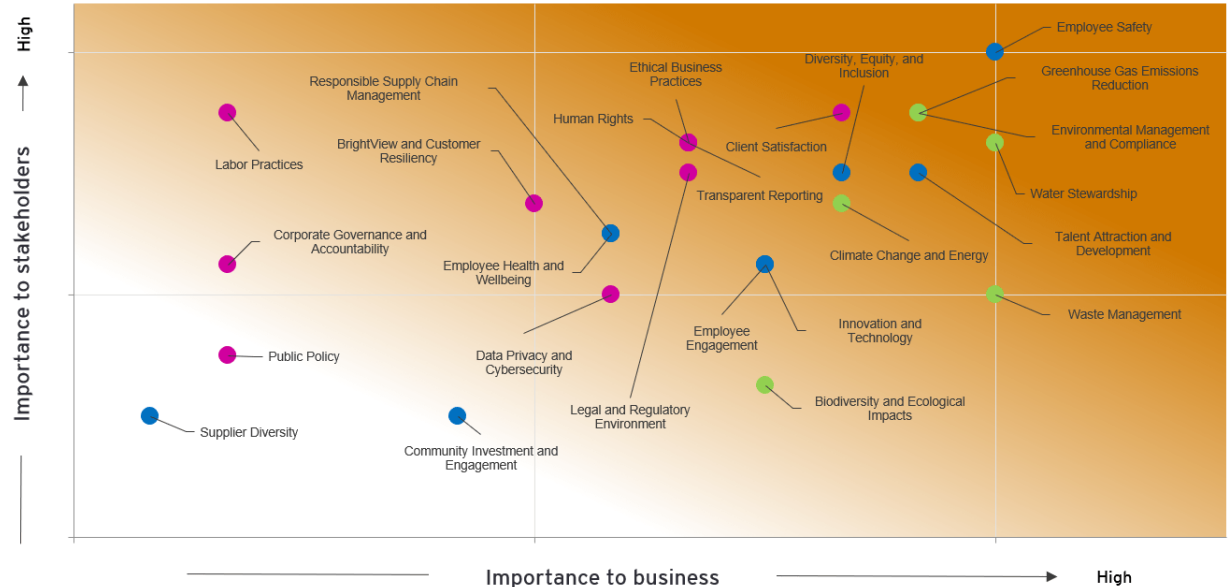
To identify ESG topics of the greatest importance to BrightView's customers, vendors, team members, and investors, we partnered with a third party to complete our first ESG materiality assessment in September 2022.

The assessment highlighted areas that are critical to the long-term sustainability of our business and will help inform BrightView's ESG priorities and strategy. Furthermore, it guides the focus of disclosures in this ESG Report and reports in the future.

## THE MATERIALITY ASSESSMENT PROCESS INVOLVED:

1. Benchmarking peers and sustainability leaders;
2. Analyzing current and emerging ESG trends; and
3. Examining leading reporting standards and guidance from Global Reporting Initiative (GRI), MSCI, and the Sustainability Accounting Standards Board (SASB).

BrightView's ESG Materiality Matrix



Category Key: ● Environmental topic ● Social topic ● Governance topic



In the end, we identified ESG topics deemed most relevant to BrightView stakeholders summarized as follows:

## ENVIRONMENTAL

- **Environmental management and compliance** – reducing waste and avoiding harmful pesticides in routine maintenance or when developing a new property
- **Greenhouse gas emissions** – reducing carbon emissions through equipment and fleet electrification, energy efficient buildings, and tree planting
- **Water stewardship** – enabling clients to save water through design and strategic technological innovations, particularly in areas of extreme water stress
- **Climate change and energy** – focusing on renewables as BrightView shifts to a more electric-powered company

## SOCIAL

- **Team member safety** – recognizing our people are our highest priority since work involves heavy machinery, dangerous tools, and physical activities

- **Talent attraction and development** – including compensation, benefits, training, and team member retention strategies
- **Diversity, equity, and inclusion** – building an inclusive culture where everyone is valued

## GOVERNANCE

- **Client satisfaction** – ensuring we provide a quality product and service directly affects BrightView's reputation, customer base, and financial performance
- **Ethical business practices and human rights** – remaining ahead of evolving compliance with laws and regulations
- **Transparent reporting** – including disclosure of Scope 1, Scope 2, and Scope 3 emissions, metrics on team member diversity by rank and age, and waste disposal methods

The materiality assessment aligned with BrightView's ESG goals and strategy.

We remain committed and dedicated to our carbon neutrality goals, primarily through the electrification of our equipment and fleet.

Water stewardship remains a key pillar of our environmental strategy and we continue to work with our customers to help them save on water usage.

We also are engaged with a leading sustainability consultant to review our greenhouse gas emissions inventory and to advise on data collection and management process improvements. We expect that this engagement will enable us to disclose Scope 1 and Scope 2 emissions in the near future.

We expanded our disclosure on team member safety in this report and will continue to focus and enhance our operations and policies to ensure safety. We accelerated our commitment to foster inclusion and belonging by engaging with a third-party consultant to help launch a formal DEI strategy.

We remain dedicated to maintaining the highest standards of ethical business practices. In addition, we are committed to enhanced reporting and transparency.

Moving forward, we plan to leverage the foundation laid by the materiality assessment to improve proactive engagement with all our stakeholder groups.





As the commercial landscaping industry leader, our focus is – and has always been – working toward a greener future. From our management fleet and service equipment to our service applications, we are committed to pursuing initiatives and implementing programs that positively affect the entire spectrum for being a good environmental steward.

**HOLGER ARNOLD**

*Senior Vice President of Operational Excellence*

# Environmental Sustainability

## FOCUSED ON A GREENER FUTURE

BrightView designs, builds, maintains, and enhances landscapes that improve communities and the environment. That's why environmental sustainability has been a driving force at BrightView since the company's inception. We use environmentally responsible equipment and methods, including zero-emission commercial lawn mowers and vehicles, state-of-the-art water conservation technology, and innovative landscape design to meet our standards and our customers' demands.

## FY22 ENVIRONMENTAL SUSTAINABILITY HIGHLIGHTS

### Investments Toward a Cleaner Fleet:

- Added ~400 hybrid/electric vehicles
- Installing charging stations to accommodate growing EV fleet
- Piloting the conversion of a F-250 from internal combustion engine to battery power

### Greener Equipment:

- Deployed ~1,000 handheld battery-powered equipment
- Continued to add electric mowers
- Designed and began concept-testing an electric power tool mobile charging trailer

### Efficient Buildings:

- Received preliminary zoning approval for a concept branch of the future

### Sustainability:

- Planted nearly 300,000 trees in conjunction with the Arbor Day Foundation



## ENVIRONMENTAL GOALS/COMMITMENTS

Achieve carbon neutrality by 2035

Replace outdated equipment and appliances with energy-efficient alternatives and, where possible, convert electrical power to our buildings with alternative energy sources

Convert our two-cycle gas powered equipment to rechargeable energy sources

Convert our management vehicle fleet to electric or hybrid

Engage in incremental initiatives to plant two million trees

## CONSIDERATIONS

We continue to make progress against our aspirational carbon neutral goals and remain committed to achieving carbon neutrality by 2035; however, there are certain factors that may impact key milestones.

<b>PRODUCTION DELAYS</b>	Car and truck manufacturers are experiencing delays fulfilling orders for electric and hybrid vehicles.
<b>SUPPLY CHAIN DISRUPTIONS</b>	Equipment manufacturers are challenged with acquiring production parts for electric commercial-grade equipment.
<b>TECHNOLOGY ADVANCEMENTS</b>	The development of battery-powered and clean energy technology continues to evolve and improve, helping expedite the conversion to more efficient and reliable “green” equipment.
<b>REGULATORY ENVIRONMENT</b>	The regulatory environment is changing rapidly, which may accelerate progress on certain initiatives, and, in some instances, may impede progress.







## Greener Fleet and Equipment

### REDUCING ENERGY AND EMISSIONS

We are laser-focused on a sustainable future with carbon neutrality that can benefit everyone. Our commitment to this vision can be seen through the expansion of our electric fleet and zero-emission landscaping equipment.

### ELECTRIC AND HYBRID VEHICLES

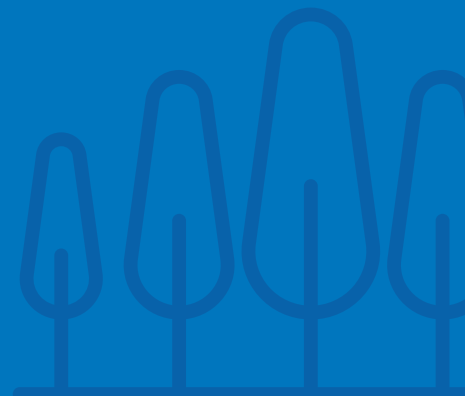
The migration to electric and hybrid power for our entire fleet of 11,000 vehicles is part of our multi-year plan. Since 2009, we've purchased nearly 1,000 electric and hybrid vehicles. This year, alone, we added approximately 400 electric and hybrid vehicles. We expect 90 percent of our entire management fleet to be hybrid or electric by 2030.



### RESTORING FORESTS AND ECOSYSTEMS

BrightView partnered with the Arbor Day Foundation to plant nearly 300,000 trees in fiscal year 2022. The project, supported by BrightView, will help restore forests and ecosystems impacted by wildfire, deforestation, and invasive species across nine states. As the trees planted by the Arbor Day Foundation mature, they will help to clean the air, filter water, sequester carbon, and support vital forest ecosystems.

These trees are in addition to the tens of thousands of trees, shrubs, greenery, and grass BrightView plants annually as part of its best-in-class landscaping work.







## DRIVING A GREENER FUTURE

This year, we unveiled a new logo to clearly identify equipment, vehicles, and other aspects of our operations that are designed to reduce greenhouse gas emissions.



**DRIVING  
A GREENER FUTURE**

## CARBON NEUTRAL LANDSCAPING EQUIPMENT

BrightView continues to be a trailblazer within the landscape maintenance industry, deploying even more electric mowers, blowers, trimmers, and edgers this year.

We anticipate this conversion will make us less susceptible to fluctuations in fuel prices as well as decrease equipment maintenance costs.

This drive to convert to electric equipment not only benefits the environment, but our teammates, too. Our operators benefit as the electric equipment is lighter, quieter, and emission-free.

We have been testing a mobile electric trailer designed to charge batteries and “green” equipment while traveling from one site to another. The customized trailer, equipped with solar panels and a self-contained charging system, is hitched to a heavy-duty truck that has been converted to electric power.

## CLIMATE-FRIENDLY BUILDINGS

As part of our effort to reduce greenhouse gas emissions at all stages of our operations, we are working to modify our buildings to run on green energy and improve their energy efficiency, this includes continuing to pursue a branch of the future that integrates various eco-friendly and LEED certified elements. Preliminary zoning approval has been secured for this concept facility and we continue to make progress on the engineering and permitting phases.





### DID YOU KNOW?

Xeriscaping is a landscaping technique that uses plants appropriate to the local climate, reducing the need for supplemental water. Xeriscaping can reduce water use by 60 percent or more and decrease maintenance, waste, energy consumption, and the use of fertilizers and other chemicals. BrightView has installed xeriscapes for many years, minimizing water use for our customers.

## Conserving Water

From smart irrigation controllers to xeriscaping, BrightView prides itself on offering superior irrigation management services to our clients, a partnership that has led to a large focus on water efficiency and conservation every year.

### SMART IRRIGATION SYSTEMS

BrightView offers sophisticated irrigation solutions using smart technology, including smart controllers and sensors, to provide clients with efficient water management systems. Smart irrigation management systems save clients money, while protecting water resources and assuring healthy and vibrant landscapes.

## Reducing Waste and Pollution

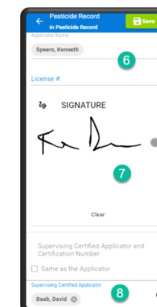
Year-round, BrightView arranges for excess green debris to be ground and composted into organic mulch, which reduces fertilizer use, improves overall plant health, and reduces the volume of waste sent to landfills.

### MULCHING MOWERS

BrightView team members use mulching mowers to finely chop grass, fallen leaves, and shrub clippings that decompose in the soil, which creates richer, greener lawns and landscapes that require reduced fertilizer to maintain. BrightView also offers organic compost top-dressing services to clients which improves the health and appearance of their properties and adds nutrients back into the landscape.

### APPLICATION TRACKING APP

In an effort to track the frequency and type of applications being used in the field, our pesticide management system is aided by a mobile app that provides a consistent, company-wide process to meet state and federal laws. Use of the app standardizes BrightView's system to track, record, and share pesticide applications through a dashboard and automated report generator.





# Social Responsibility

## NURTURING PEOPLE AND COMMUNITIES

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.

## WORKPLACE DIVERSITY

Over the past five years (2018-2022\*) we have continued to diversify our workforce, creating a more inclusive work environment and dynamic culture, expanding expertise, and growing our pool of talent.

- Women now comprise 8% of our total workforce, including 18% of managers, which is more than a 60% increase since 2018
- Among managers, team members identifying as Hispanic/Latino has more than doubled in five years
- As seen by our increase in managers under 30, we're committed to being a place where younger team members can learn the business and establish a career path

		2018			2019			2020			2021			2022		
		All Other	Manager	Total	All Other	Manager	Total	All Other	Manager	Total	All Other	Manager	Total	All Other	Manager	Total
Gender	Male	94%	89%	93%	93%	86%	93%	93%	80%	93%	93%	81%	93%	93%	82%	92%
	Female	6%	11%	7%	7%	14%	7%	7%	20%	7%	7%	19%	7%	7%	18%	8%
Race & Ethnicity	Asian	1%	1%	1%	1%	1%	1%	1%	2%	1%	1%	2%	1%	1%	2%	1%
	Black/African American	9%	2%	9%	8%	3%	8%	8%	3%	8%	7%	3%	7%	7%	3%	7%
	Hispanic or Latino	63%	8%	62%	65%	8%	64%	65%	10%	63%	66%	10%	64%	67%	17%	64%
	White	25%	87%	26%	23%	87%	24%	24%	83%	26%	22%	81%	24%	22%	75%	24%
	Other	1%	1%	1%	1%	0%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
	Did Not Self-identify	2%	2%	2%	2%	1%	2%	2%	2%	2%	3%	2%	3%	3%	2%	3%
Age	Under 30	18%	0%	18%	20%	0%	20%	23%	2%	22%	24%	2%	23%	24%	4%	23%
	Age 30-50	49%	52%	49%	48%	56%	48%	46%	61%	47%	46%	62%	46%	45%	60%	46%
	Over 50	32%	48%	32%	32%	44%	32%	31%	37%	31%	30%	36%	31%	30%	36%	31%

\* - As of September 30, 2022. Workplace diversity data is based on EEO-1 designations. Employee base is subject to change due to seasonality of workforce.



# Our Team Members

## TEAM MEMBER ENGAGEMENT

As a growing company, a key area of focus for us is fostering a positive, inclusive company culture where everyone's voice is heard. This year, as part of our ongoing commitment to strengthen BrightView's team member experience, we conducted our first team member engagement survey. The survey feedback will help inform our People Strategy and enable us to continue to build a positive and productive environment that makes BrightView an employer of choice.



## TEAM MEMBER LEARNING, DEVELOPMENT, AND ADVANCEMENT

Our success as a company is directly linked to the high engagement of our team members. BrightView is focused on recruiting and retaining best-in-class leaders and professionals and providing team members with opportunities to advance their career at BrightView.

- In 2020, we launched BrightView University, which offers five levels of leadership courses tailor-made for different positions in our company from landscapers to business development professionals. All team members can receive relevant and accessible training to build their skills



- BrightView formed a partnership with the University of Arizona Global Campus (UAGC) in 2021, providing team members with the opportunity to further their education while working full-time. Eligible BrightView team members can use the Full Tuition Grant or Tuition Benefit to receive savings on tuition and other education-related fees



Global Campus

- We continue to refine and enhance the new hire orientation experience. This year we launched a new onboarding and orientation online portal that utilizes Jobvite to automate and standardize the process



I consider myself a life-long learner, and I'm constantly looking to improve my skillset. The University of Arizona Global Campus program worked around my schedule and each course was an asset to both my education and job position.

**BRIAN CORCORAN**

*Account Manager*

### TEAM MEMBER COMPENSATION AND BENEFITS

BrightView believes in supporting the physical, mental, emotional, and financial wellness of its team members and their families. We provide market-competitive compensation packages, flexible medical, EAP, dental, and vision coverages, a variety of voluntary and supplemental benefits, and a matching 401(k) retirement plan, as well as continuing education programs. BrightView, also, offers an Employee Stock Purchase Plan to eligible team members.

### TEAM MEMBER RELATIONS

As the landscaping industry leader, BrightView aims to be an employer of choice that attracts, develops, and retains the best talent based on merit and job-related competencies.

BrightView is an Equal Opportunity Employer. Discrimination on the basis of race, religion, color, age, gender, sexual orientation, national origin, citizenship, marital status, disability, handicap, veteran status, or any other category or characteristic protected by applicable law is prohibited and is not tolerated under any circumstances.

Approximately 4% of our team members are covered by collective bargaining agreements. We have not experienced any material interruptions of operations due to disputes with our team members and generally consider ourselves to have good relations with our team members.

### ASSISTING TEAM MEMBERS IN NEED

The BrightView Landscapes Foundation, funded by our team members and the Company, is dedicated to team members and their families who are facing financial hardship. Since its inception in 2017, the Foundation has raised nearly \$500,000 to aid team members in critical need.



Following a car accident that seriously injured members of my family, I applied for and received aid through the BrightView Landscapes Foundation. I am so grateful for the assistance the Foundation provided for their recovery and the overwhelming support we received from my BrightView family.

**OLIVER HERRERA-MERCADO**, *Associate Branch Manager*



# Building a Diverse and Inclusive Culture

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

We recognize the most important things we can do are listen and learn. As such, leaders from BrightView's Diversity, Equity & Inclusion (DE&I) team regularly conduct roundtable listening sessions with team members from across our company with the intent of supporting ongoing training efforts related to DE&I. To continue to strengthen our DE&I strategy, we conducted a series of third-party facilitator-led focus groups in 2022 to learn more about team members' experiences at BrightView.

In 2023, we plan to formalize an internal Diversity Committee to oversee and implement our DE&I strategy. We're also in the process of developing and launching DE&I training courses through BrightView University.

## TEAM MEMBER SUPPORT GROUPS

We nurture a more inclusive workplace culture through our employee-led, -driven, and -organized employee resource groups (ERGs), through which team members build meaningful connections with fellow team members around shared experiences, cultures, and interests.

### We currently have two ERGs:

- **GROW** provides professional development, mentorship, networking, and community service programs for women at BrightView



- **BRAVO** is 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



To foster collaboration and share best practices, this year we established three Special Interest Groups (SIGs) comprising team members with similar interests, roles, and responsibilities.



*Design Group*

*Talent Acquisition*

*Sustainability*

# Keeping Our Team Members Safe

Nothing is more important than the safety of our team members, customers, and the communities we serve.

- We actively strive for continuous improvement of our safety performance in pursuit of our vision of creating a workplace where **No One Gets Hurt**
- We instill a sense of ownership and responsibility in our team members. Everyone has the right to stop and question any work activity that causes concern about their personal safety and to report hazards or unsafe conditions in our branches or on job sites that may impact the safety of others or the safety of our services
- We provide a safe work environment that places significant value on the health and welfare of our team members and integrates safety into our management decisions and operating practices
- We hold ourselves accountable to be a leader in business performance, which includes safety performance as a top priority

## HEALTH AND SAFETY PRACTICES

Our rate of injuries per employee hours worked has continued to fall over the last several years. According to published U.S. Bureau of Labor Statistics (BLS) data, BrightView has consistently outperformed our industry on total recordable injury rate (TRIR) since 2017.

- We take steps to further prevent injuries through our injury and illness management program, including the use of our Take 2 Pre-job Safety Briefing to raise awareness around workplace hazards and reduce team member exposure to hazardous conditions
- We provide safety training throughout the employee lifecycle using our BrightPath Landscaper Development Program to ensure team members can perform their jobs safely, efficiently, and with a focus on quality
- Weekly tailgate meetings are held to include initiatives tied to seasonal risks, including heat illness prevention in the summer and avoiding slips and falls in the winter

- Monthly driver meetings are held to discuss accident avoidance and defensive driving techniques
- Incidents are investigated and a root cause analysis (RCA) is conducted with participation from both team members and leadership. Learnings from these RCAs are shared on a local and national level
- We are committed to complying with OSHA regulations and have adopted OSHA's Voluntary Protection Program (VPP) safety and health management system model to help protect our people from known workplace hazards

At BrightView, ensuring workplace safety is the responsibility of every leader and team member. We empower and expect everyone at BrightView to Take Pride in their role of providing safe services and to Take Care of ourselves, each other, and our clients. Through this shared commitment, we live our safety promise every day to provide the highest quality services in the safest manner.



## SAFETY AND PRODUCTIVITY

Telematics is a GPS solution that helps ensure the safety and productivity of our team members. Over the last two years, BrightView Landscape Development has deployed telematics across its fleet of more than 1,000 vehicles and more than 1,200 pieces of equipment.



Safety isn't just a top priority at BrightView, it's a strategic imperative. For the third year in a row, the Delaware branch had zero total recordable incidents.



The daily morning pre-assignment "stretch-and-flex" helps prevent soft-tissue injuries and serves as an ideal time for discussing potential hazards and for rewarding team members who exemplify safe behaviors. As part of the daily morning stretch-and-flex routine, branch leadership shares a safety message with their teams.

## SAFETY RECORD

At BrightView, we've created a culture that prioritizes safety. Inclusive of the past five years, our OSHA total recordable injury rate continues to fall significantly below the landscaping services industry average of 3.2.



Our focus on safety is a necessity to help ensure every team member goes home in the same condition in which they arrived that morning.

### HOLLY WOONTON

*Vice President, Environmental, Health, and Safety*



Our branches are deeply connected to their communities, so when a need surfaces, we feel it keenly and are drawn to action.

#### AMANDA ORDERS

*Executive Vice President and  
Chief Human Resources Officer*

## SAVE ELLIS ISLAND

Members of BrightView's Hillside (N.J.) Branch donated time and services to the nonprofit Save Ellis Island, Inc., to help clean up and beautify the grounds of historic Ellis Island Hospital.

# Serving Our Communities

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

This year, we introduced a Volunteer Time Off Day for eligible, full-time team members to give back to their local communities.

#### COMMUNITY SUPPORT

The BrightView Fund for Social Justice supports organizations and initiatives that promote equality and inclusion in our local communities. We actively engage the field in social giving by encouraging them to participate in nominating social justice-focused organizations in their communities that are reviewed by a committee of individuals from across the company.



#### COMMUNITY PARTNERSHIPS

BrightView also actively supports national organizations, such as the National Park Service, Homes for Our Troops, Saluting Branches, Boys and Girls Clubs, and Tent Partnership for Refugees, in addition to numerous local organizations selected by the teams at our branches.





# Corporate Governance

## CONDUCTING BUSINESS WITH HONESTY AND INTEGRITY

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 our 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](#). This core set of guiding standards, policies, and practices informs our choices and empowers us to face potential challenges we may encounter in conducting our business.

### Code of Conduct Training

Our Code applies to everyone at BrightView — from directors and officers to temporary, part-time, and seasonal 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 team members are required to complete an online Code of Conduct training course, which includes all aspects of business ethics, including anti-bribery and corruption, conflicts of interest, fair competition, and fair dealing. Our annual training is part of our control environment and subject to audit.



## BUSINESS ETHICS



- Team members must disclose and seek approval before proceeding in situations where there is a potential conflict of interest
- We strongly support fair competition and adhere to the laws set to preserve it
- BrightView prohibits giving, accepting, or authorizing bribes in exchange for business
- The exchange of gifts or entertainment must not influence business decisions or be used to influence the business decisions of our partners
- Team members must conduct business with government entities with strict adherence to the unique rules and regulations required by those entities and applicable law
- BrightView does not make political contributions to candidates, PACs, or political parties. Our former Political Action Committee (PAC) was dissolved in 2017

### Employee Hotline

Through our Code of Conduct training, team members are reminded of their ability to report any Code violations anonymously and confidentially by calling our Concerns Line or reporting online and without fear of retaliation.

### Employment Verification

We rely on a large number of seasonal workers. Therefore, ensuring team members are eligible to work in the United States legally is important to us and to our customers. We have used E-Verify company-wide since 2016 to confirm 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, we are proud to utilize the program enterprise-wide.



### 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, made up of members

who are independent under New York Stock Exchange rules, 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 and responsibility in overseeing ESG matters at the company.

We recognize 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.

## 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 delegated oversight of the Company's programs, practices, and initiatives related to diversity and inclusion to the Compensation Committee. The Board has determined that each member of each committee is independent pursuant to NYSE regulations. The Board Chair is considered independent under NYSE rules.

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

7 of 8 Board members are independent



Average tenure of less than 5 years



37% Board diversity



25% of Board members are women





