
EVERGREEN
Garden Care
CREATING A
BETTER SPACE
Corporate Sustainability Report
April 2023

Our CHAIRMAN and CEO INTRODUCTION

KARL KAHOFER, CHAIRMAN **MARK PORTMAN,** CEO



Evergreen Garden Care and our gardeners are on a journey to create a better, more sustainable gardening future. With a focus on People, Planet and our practices as a Responsible Business, we're building on years of work, to transform our business and we are pleased to share our latest achievements.

Being a performing company committed to sustainability

Despite the global pandemic's impacts and the difficulties of the supply chain worldwide, we've made significant progress, with several major milestones in the last years. We have not diverted our attention away from the climate emergency and our responsibility to society and we have furthered our long-standing commitment to decarbonisation. Governments and Corporate businesses worldwide have set up long-term strategies for climate action which calls for net-zero greenhouse gas emissions by 2050. In line with our strategic plan, we have continued to ensure that we follow the best practice in terms of conducting our business in line with Circular Economy principles, focussed on reducing our carbon emissions, and offsetting these to ensure that we remain carbon neutral for these emissions directly within our control.

Setting a new path

Unprecedented links between the Carbon emissions reduction and digitalisation have been identified, set in writing by the European Commission in September 2018, via the European Green Deal.
As such, at Evergreen Garden Care, we have strengthened the connections between our digital and our Corporate Sustainability' objectives, plans and strategies. We consequently engaged in our first Digital and IT commitment and we received in 2022 our first Responsible Digital Certification from INR (Institut du Numérique Responsable).

Looking ahead

Our aim is to continue to grow profitably, by supporting our suppliers in the management of their supply chain, while minimising our environmental impact. Concretely, this means we are engaged to reduce our overall carbon footprint by taking into account scope 1, 2 and 3. We know that the road to Global Zero Emissions Net by 2050 - which is the ultimate goal - is difficult, but as leaders of a gardening company, we want to be a significant contributor to finding solutions for our industry to mitigate global warming.
To achieve this, we know we can count on the professionalism and the dedication of our teams around the world. We wish to thank them all, for the hard work and commitment that, once again, they have demonstrated in the last years.
Our success as a company is directly tied to the engagement of our employees, to deliver excellence in their day-to-day jobs. This engagement is measured in employee satisfaction surveys. We are glad to report that 80% of our employees confirm that they are satisfied with Evergreen Garden Care as an employer, creating diverse teams around the world, with good practices and sustainability at heart.
We are pleased to share our third Corporate Sustainability Report, the first report incorporating our Responsible Digital commitments.

We come to our most important gardening journey yet.

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ABOUT EVERGREEN GARDEN CARE

Evergreen Garden Care is the leading garden care company outside North America. We produce high quality products under well-known brands. Our purpose is to “Help everyone to create a better space”. Established in 2017, Evergreen Garden Care is a passionate, strong team, dedicated to ensuring that gardeners of all experience levels, can easily grow and protect their plants, lawn, fruits or vegetables outdoors or indoors.

ABOUT EVERGREEN GARDEN CARE

Our business

Business

EVERGREEN Garden Care

Founded in 2017
Headquarters in Frimley, UK
Privately Held
Almost **€500 million** revenue

Market-leading brands

Miracle-Gro®, Roundup®, Fertiligene®, Substral®, Tui®, Pokon®, Baileys®, Scotts®

Size



Over 15 sites world-wide, operating worldwide outside Americas
Over 1000 employees

Websites



www.linkedin.com/company/evergreengardencare/

Business Units and main markets websites



UK and Ireland
UK - www.lovethegarden.co.uk

Benelux
The Netherlands - www.pokon.nl
Belgium - www.ilovemygarden.be

Southern Europe
France- www.lapausejardin.fr - www.aquiland.fr/

Central Europe
Germany - www.liebedeinengarten.de - www.g-p-i.de/startseite/
Austria - www.liebedeinengarten.at

Eastern Europe
Poland - www.lovethegarden.pl

ANZ
Australia - www.lovethegarden.com.au - www.baileysfertiliser.com.au/
New Zealand - www.tuigarden.co.nz

Our history

2017 Exponent acquires the international business of Scott's Miracle-Gro Company. "Evergreen Garden Care" is created.

2018 Acquisition of International Roundup Home & Garden business,Pokon Naturado and Tui.

We set our Sustainability Strategy and plans.

2019 Circular Economy system Certification

We became the first business to become Certified for its Circular Economy systems by AFNOR. We have now been certified for 4 consecutive years and we have achieved the silver level.
Publication of our first Corporate Sustainability Report (CSR).

2020 Acquisition of Tui
Acquisition of Patio Magic
Calculation Carbon emissions

We started the calculation of our Scope 1 & 2 carbon emissions (direct emissions) for the year 2019 which we offset for the first time. 2019 became our first carbon neutral production year. We have been Carbon Neutral since then, choosing our carbon offsets in tree planting, forest protection and United Nations projects.
Registration on Circulytics

2021 Acquisition of Baileys
Acquisition of GPI

We received our Certification for our Responsible Plastic Management, acknowledging the outstanding work of our R&D and Procurement as well as our Operations plastic management.
We published our second Corporate Sustainability Report.

2022 Acquisition of Aquiland

Certification Level 1 for your Responsible Digital by Institut du Numérique Responsable (INR).
Certification for Our Circular Economy Systems (first audit of a new 3 year cycle) at Silver Level.
Sedex registration of all our sites.
We started to invest and support research in carbon capture and chemical recycling.
We invested in a Life Cycle Analysis tool to enable a science-based decision on our ingredients' carbon footprints.

2023 Acquisition of the assets of The Greener Gardening Company

Publication of our third CSR report



Our certifcations and validations

Environment

We are carbon neutral for the emissions directly linked to our manufacturing and offices (This is called scope 1 and 2).

Evergreen Garden Care has officially become a supporter of Terra Carta, a green recovery charter for businesses, launched by HRH King Charles III. www.sustainable-markets.org/terra-carta/

We are certified for our responsible plastic management, demonstrating
- a strong programme of plastic reduction, removal, replacement, reuse and recycle
- a strong engagement and work programme with our suppliers and the whole supply chain.
www.https://rpmprogram.com/

Evergreen Garden Care has the opportunity to contribute to tackling climate change by removing greenhouse gases (GGR) and helping the early stage development of engineered GGR projects as part of HyNet and Progressive Energy' Research.

Evergreen Garden Care obtained in February 2023 the Eco Vadis Sustainability Certification at Bronze level. Eco Vadis is an international ratings platform to assess corporate social responsibility and sustainable procurement.

Economy

We are certified for our Circular Economy Systems by AFNOR on a standard that will become an ISO standard in years to come. The audit looks at how Environmental, Economic and Social impact are taken into consideration in each of our decisions, for each business function, all along the supply chain.

Circulytics is the Circular Economy tool developed by the Ellen McArthur Foundation (EMF) to measure the circular economy performance of a company in a comprehensive way. We have entered our data for two consecutive years and will continue to do so to assess our improvements over time.

Evergreen Garden Care is supporting Low Sulphur Fuels' Research for plastic chemical recycling as part of its circular economy actions and step changes towards 2050 Net Zero.
LSF is the Royal Society of Chemistry's winner for the 2022 Emerging Technologies Competition.

EGC has invested in a Life Cycle Analysis approved and scientific tool to assess the carbon footprint of its growing media ingredients. The tool has been developed by Growing Media Europe and enables us to manage our scope 3 emissions.

Since October 2022, Evergreen Garden Care is Certified for its Responsible Digital and Sustainable IT by INR (Institut du Numérique Responsable)

Social

All our sites are registered on SEDEX, the ethical trade membership organisation. Becoming a member in all regions where we operate, enables us to demonstrate our ethical HR, Procurement and Trade practices. We have been SEDEX registered and audited in the UK for more than 10 years.

An engagement survey is carried out every 3 years at group and Business unit level. The last 2 years results were outstanding. Follow up actions are carried out in each Business Unit (BU) and at group level.

Evergreen Garden Care has completed, in 2021, its first B Impact Assessment (BIA). It is an internal audit and self-assessment, using the B Lab Organisation's online tool. We use it to manage our impact performance for environmental, economic and social aspects for all our stakeholders.

Our vision and values

As the leading garden care business, we want to inspire anyone, anywhere, to be able to create and maintain their own green oasis.
Our values are set in our LEAD behaviours: Leadership, Execution, Ambition and Drive for Results.









SUSTAINABILITY FRAMEWORK & COMMITMENTS

Strategy and Principles

As the leading garden care business, we want to inspire anyone, anywhere, to be able to create and maintain their own green oasis.

Our strategy is, for each aspect of Environmental, Social and Economic impacts to

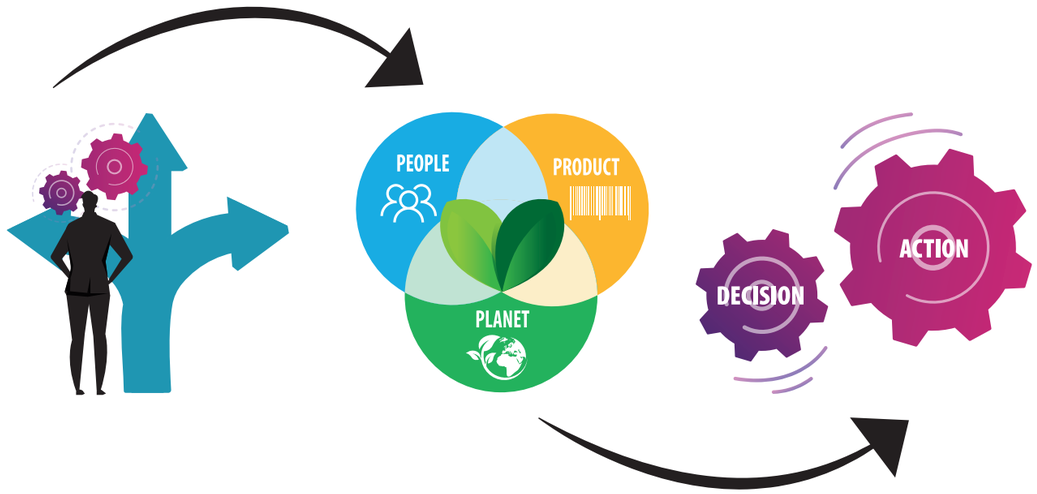
- Lead the gardening industry and raise the bar in sustainability principles, while complying or going beyond national standards' requirements;
- Maintain a competitive advantage by implementing best in class practices and enable consumers to make their own contribution towards Climate change, as set by the 2016 Paris agreement.
- Create value for our employees, business and society

Sustainability is a core ingredient of our business strategy and it matters, at all levels of the organisation. Our Sustainability actions are based on the principle that for the whole life cycle our business and products, we assess, at every step and in every business function, the environmental, economic and social impacts of every decision we make.

When we propose a change (project, initiative,..)

We review the 3 Impacts

We then make a final informed Decision and Action



In order to monitor our performance, we map our objectives to the United Nations' Sustainable Development Goals (SDG's), specifically the 10 (out of 17) that are directly relevant to what ourselves and our supply chain partners are aiming to achieve. These are the SDGs Evergreen Garden Care contributes to the most.

SUSTAINABLE DEVELOPMENT GOALS



Integrating Responsible Digital in our principles

As described and set by the European Green Deal, digital technologies and the digitalization of industrial processes have a fundamental role to play to help deliver carbon zero in 2050.
As our Evergreen Garden Care business grows and our environmental context changes, we have formalised our Responsible Digital and Sustainable IT strategy as a mirror image of our Environmental, Social and Economic sustainability actions.



We think of our Corporate and Digital Sustainability in those terms :

- Sustainable IT* means implementing circular economy and environmental principles in the use of hardware, software and infrastructure, while
- Responsible digital means engaging with technology ethically, safety and respectfully while understanding and reducing the environmental impact.
- We look at future digital technologies and how they can be used for a low carbon economy, either by our supply chain partners or in industry in general, and thus benefit us.

*IT: Information and Technology. For Evergreen Garden Care, it includes Operational Technology (OT), also called «IT in the non-carpeted areas".

Our immediate and long term Sustainability commitments

Transforming our business — 2019 — 2022 — 2025 — 2030

Environment / Planet

Scope 1 and 2 carbon neutrality	100 %	100 %	Trials to become carbon positive for some of our activities or sites.
Use of renewable energy on all our sites	40 %	75 %	100 %

Economy / Products

All our formulas will have a natural alternative	70 %	85 %
All our packaging will contain recycled content	85 %	100 %
Our bottles and cartons are technically recyclable and contains recycled materials when made possible by local collection systems (this is different per country or region)	95 %	100 %
Our fertilisers, growing media and Natural Active ingredients used in Plant Protection and Home Protection will be from renewable sources	90 %	100 %

Social / People

All sites registered on Sedex for Ethics and Compliance	100 %	Extend charity activities to our local communities
Improvements from our Employee Satisfaction surveys	Completed in full for 2018, 2021	Continuous improvement on our Employee satisfaction surveys
Deployment of employee wellbeing actions	Implemented 2021	Consolidation across regions

Our detailed plan is presented in our policy: Net Zero, the EGC contribution to stopping global warming. Updated March 2023.

Actions and KPIs

Our targets and KPIs result in a set of validated priority issues, ranked according to relative impact on society and impact on our business. To set those KPIs, we assessed:

- What matters for gardeners, consumers, employees, customers, regulatory bodies, media, our stakeholders;
- The potential impact of the issue on our business;
- Our ability to influence the issue.

We welcome feedback on these KPIs, goals and actions, and how they may be improved, to communicate more effectively and to drive progress against our sustainability strategy.

Social Responsibility	Environmental Protection		Economic Responsibility	
Compliance	Production	R&D	Quality	
Annually by BU	Annually for EGC	Every 6 months	Annually by BU	Every 6 months
• GDPR • Slavery Act • Bribery Act • Gender Policy • Corporate Criminal Offence Policy & Procedure	• Carbon emissions reduction /Carbon Neutral • Zero to landfill • Continuous improvement projects • Plastic Management	• R&D Packaging • R&D Formulation	• QESH compliance • Cost of non-quality, Write-offs, customers fines, scraps, returns • Risk Management	• Suppliers performance • Third party performance • Escalated major non conformances • Consumer complaints Customer complaints
100% compliance	Targets – YoY improvements			
Certifications & Assessments				
• Sedex registration • ISO 26000 Social Responsibility – self assessment • ISO 37701 Ethics and compliance – self assessment • B Impact Assessment – self assessment	• Responsible Plastic Management (RPM) • Carbon neutrality • ISO 20400 Sustainable procurement — Guidance – Self assessment	• Circular Economy System XP X30-901 • Responsible Digital certification NR Level 1		
Communication				
By project, functions and by BU				
Documentation				
ISO9001 as standard – self assessment Business process management ISO 37301:2021 Compliance management systems ISO/IEC 27701:2019 Security techniques — Privacy information management				
Sustainability Tax & Risks				
Due diligence exercise Risk assessment (TCFD)				

Methodological note on our voluntary data reporting: Data is consolidated for all Evergreen Garden Care companies worldwide, that are fully consolidated for financial reporting purposes, regardless of their activity; In the case of an acquisition, the new site reports in the month when it joins the Evergreen Garden Care scope of consolidation.

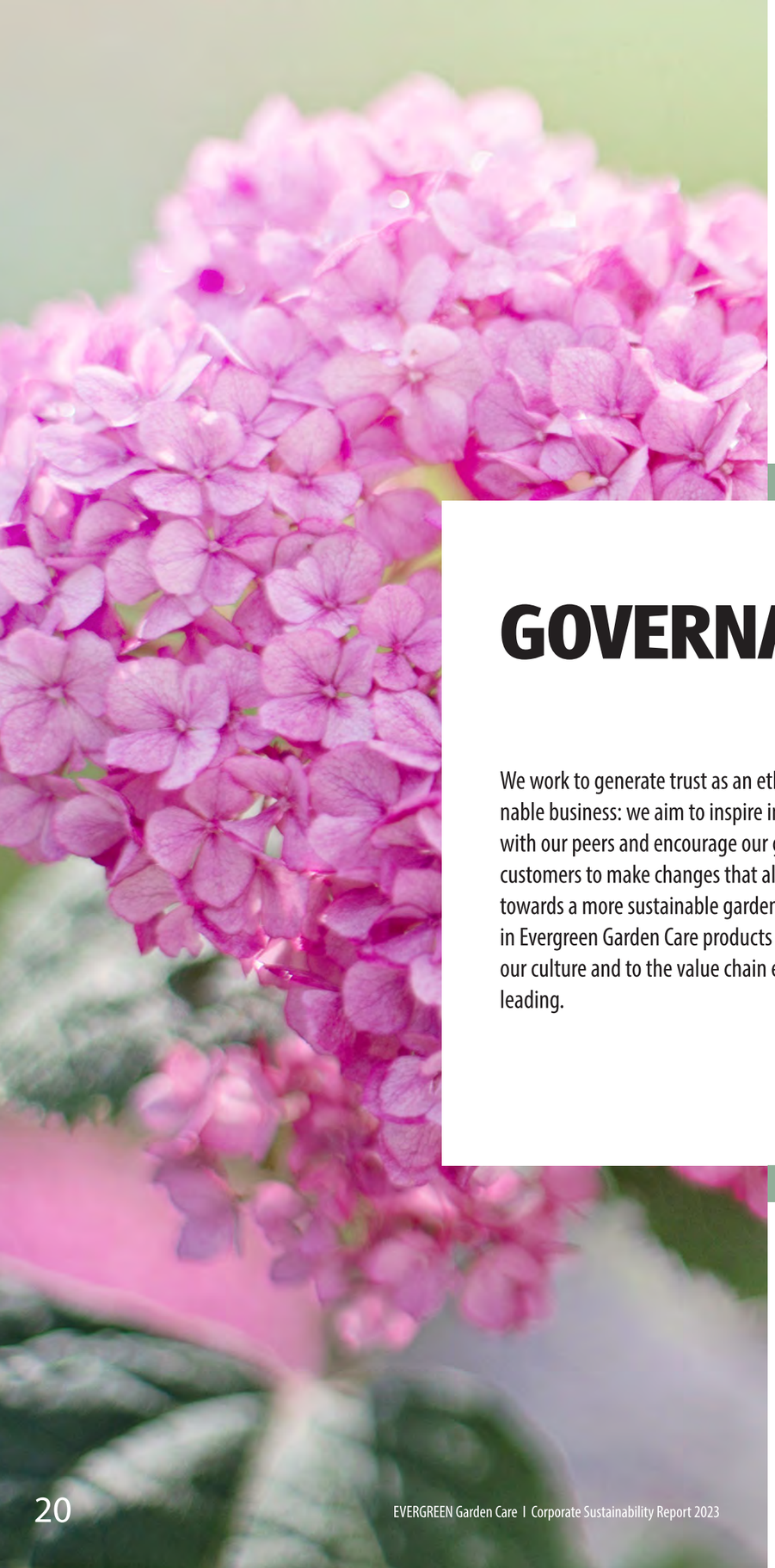
Sustainability and engagement

Evergreen Garden Care's Corporate Sustainability actions and progress are regularly cascaded to all employees via a range of communication tools, from live video, short conferences, to intranet updates and on occasions, emails. Communication is also ad-hoc and tailored to the audience, region and business gardening season.
Keeping everyone engaged and informed is critical to our success.

Evergreen Garden Care is made up of 1000 talented people who also take initiatives and implement ideas for a more sustainable business. These initiatives are reflected in this report.

Additional Sustainability goals and activities are managed locally with targets and KPIs adapted to regions and markets.

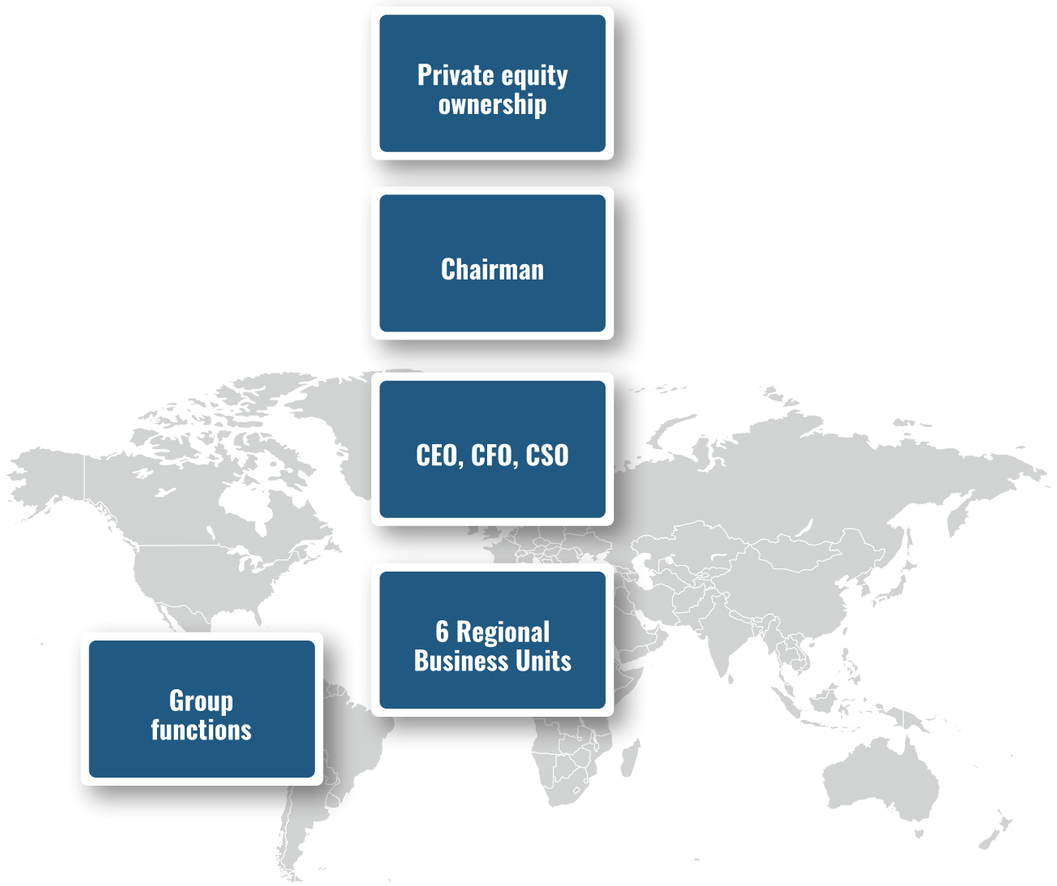




GOVERNANCE

We work to generate trust as an ethical and sustainable business: we aim to inspire industry, collaborate with our peers and encourage our gardeners and customers to make changes that all help in the shift towards a more sustainable gardening industry. Trust in Evergreen Garden Care products is fundamental to our culture and to the value chain evolution we are leading.

Organisation



Evergreen Garden Care is managed by geographies, organised in Business Units (BUs).
Our broader leadership team, includes the heads of those BUs, who ensure that the group's strategy is implemented in every part of the business. They meet at monthly (virtual) reviews during which policies are debated and finance, strategy and action plans are assessed.
Board activities and business reviews can be found in monthly and annual reports. These include how the Board considered Evergreen Garden Care' purpose, strategy, markets, employees and talent management framework, strategic "deep dives" on performance and culture.

Stakeholders

We engage with, listen to and respond to, a wide range of stakeholders on a regular basis. Through meaningful engagement, our stakeholders have helped us improve and set the priorities for our sustainability strategy. This network includes people we regularly engage with through our operations and those in public positions, who influence our activities. They include employees, consumers, customers, suppliers, communities, governments, non-governmental organisations (NGOs), shareholders, trade associations and academia.
We engage with, listen to and respond to, a wide range of stakeholders on a regular basis. Through meaningful engagement, our stakeholders have helped us improve and set the priorities for our sustainability strate

Regulation and policy engagement, advocacy

We have a strong interest in public policy and issues that affect the global economy, our business, and our customers. We engage routinely and systematically with regulators, policymakers and non-governmental organisations, as part of conducting our business. We are committed to conducting all engagement activities with transparency, openness and integrity. Our Code of Business Conduct sets out the overall standards and commitments toward our policy engagements.

Over the past two years, the lobbying activities we have carried out have included the following topics (not exhaustive):

- Sustainable Use of Plant Protection Products Regulation
- Chemical Strategy for Sustainability
- Supporting circular economy
- Plant Protection Products and Biocide Products Regulation
- Classification, Packaging and Labelling Regulation
- Packaging / plastics recycling infrastructure and tax
- Brexit

Management system

Our Management system follows the principles of ISO 9001:2015. Our objectives, targets and associated management plans are established during monthly and annual strategy plans, using the trends revealed by KPIS on environmental, economic and social criteria.

Ethics and Business Integrity

Our commitment to behave ethically and with integrity extends beyond mere compliance with laws and regulations. We have adopted relevant tools and implemented training to continuously raise our employees' awareness to identify risks and manage difficult situations appropriately. As a business with a wide range of activities, spread across many countries and involving a large number of partners, we pay the closest attention to ethical standards in the way we conduct our operations, especially in our interactions with our supply chain.
We have operations across the globe. Robust corporate and local governance structures are in place to ensure we deliver on our commitments, supported by clear rules and policies.



Duty of care – the New EU Directive

Following the proposal by the European Commission on 23 February 2022 of the Corporate Sustainability Due Diligence and amending Directive (EU) 2019/1937, we have reframed our Corporate reporting to include Digital Responsibility.

Code of Business conduct - Ethics & Business Integrity (E&BI)

Our Code of Conduct defines the standards of ethical conduct that employees must apply when working for Evergreen Garden Care. It is both a reference manual and a practical tool, providing each employee with guidance about the attitudes to adopt in interactions within and outside the company. It includes our Values and Leadership Behaviours.
Our policies are listed in appendix.



Anti-Bribery & Anti-Corruption (ABAC)

Our anti-corruption and anti-tax evasion policy lays down guidance for employees on how to interact with third parties on behalf of Evergreen Garden Care, to help them comply with laws and regulations and to promote a culture of ethics and integrity. Training for employees is implemented and delivered regularly. We align our existing data management practices with internationally-recognized standards.

Whistle-blowing

The procedure is set up for Evergreen Garden Care employees and is guaranteed to be independent and to protect anonymity, in accordance with local regulations and practices. Any employee who encounters a problem or who believes in good faith that a breach has occurred or is about to occur of any law, regulation, industry code of conduct, Evergreen Garden Care standard or policy, or of any principle contained in the Code of Ethics, can use this system to report it by whatever means he or she sees fit.

Digital Ethics and Responsibility

While Digitalization opens up an almost unlimited range of communication, advances knowledge sharing and general progress in the business, as well as improving our corporate efficiency and sustainability, it also raises new social and environmental problems that require solutions. These include matters of personal data protection, issues linked to business cyber security and environmental impact of Information, Communication and Information tools.

Our Corporate Digital Responsibility is not just about ensuring compliance with laws such as the GDPR when handling customer data. It means educating our teams on digital citizenship and responsible practices. The first formalised learning about Responsible Digital and Sustainable IT started in 2022 and information is documented in our Intranet.

Data privacy

We continue to strengthen our capabilities to protect personal data belonging to individuals, such as our employees, partners and consumers, and commercially sensitive data. Our systems and protocols enable us to effectively protect personal data and manage privacy risks to our business services, functions, information systems, assets, and people.

Cybersecurity

We have articulated clear requirements for cybersecurity through incident response procedures to help prevent interruptions and cyberattacks. We have implemented data breach procedures and a complaints procedure for employees, customers and third parties. A training is provided to employees via KnowBe4.



ENVIRONMENT

On the matter of Carbon and the Environment, we take full accountability for our emissions. Our goal line is clear: we aim to remain the garden market leader in sustainability and drive positive change in the gardening industry, by reducing our emissions and assisting our gardeners and supply chain in their own sustainability journey.

ENVIRONMENT > Our journey to Net Zero 2040

As the leader in the garden care industry, we recognise our role in helping to enable the net zero carbon economy through developing and deploying new and existing technologies.
We have evaluated our net zero roadmap and defined our long-term targets.

Our path to sustainability for future generations of gardeners

Solving the problem means identifying the problem:
we have set KPIs and Targets

Continuous improvement: Moving faster

We are accelerating our work in manufacturing, packaging and carbon-neutral options.

EVERGREEN Garden Care

carbon neutral

New technologies and Scaling up

Further down the greener path, we will invest in new technologies and fundamental changes to our products and businesses in all our Business Units

EGC Net Zero as pledged by the UK

New technologies will deliver regenerative supply chain systems at scale, supported by zero emissions logistic and business operations. We will balance any remaining emissions.

2050, Paris Agreement Global

net zero

2018 2019 2025 2040 2050



Continuous Improvement

In 2018, we announced our ambitious goal to achieve carbon neutral operations across our global operations' Scope 1 and 2 emissions and to assess our Scope 3. This was delivered in 2019 and since then we are investing in R&D and in operations to support bold action in key areas: sustainable energy and reduction of carbon emissions.
Through our continuous improvement programs, in all manufacturing and central functions, we track and reduce our carbon emissions level. This enables us to assess where we should focus our efforts and where to reduce our carbon emissions in priority.

Energy Efficiency

Our factories and operations round the world are working on a range of efficiency projects which are key to delivering carbon emissions reductions. We have adopted an approach that combines energy efficiency (consume less, consume smarter) with decarbonisation of our energy supplies (consume differently). Our energy efficiency approach extends to all our activities, buildings, processes and utilities.

An energy saving program is in place at all of our sites. Local projects include:

- optimised planning forecast and inventory management;
- renewable power purchase for our sites, offices and warehouses including a proportion from small-scale renewable sources;
- work with our local energy providers on energy usage reduction and possibilities for more renewable or low carbon energies in our sourcing mix;
- utilise new technologies when replacing old equipment to assist in optimising machine performance and energy efficiency;
- production of renewable energy on site (we have solar panels in Australia and in the UK);
- bio-energies options: some of the gas we use comes from certified bio-methane sources;
- LED lighting;
- training and skills improvement. We also apply the 4R to our work principles in operational as well as digital worlds: remove, reduce, repair, recycle;
- optimisation of our heating, ventilation, compressed air and air-conditioning equipment;
- implementation of energy saving practices;
- reduction of travels and use of video conferences.

Clean Energy

We've made it a top priority to become more energy efficient and to match 100% of the annual electricity consumption of our global operations with purchases of renewable energy by 2030. Currently 75% of our global electricity sourcing is from renewables.

Electric vehicles on sites

We continue to decarbonise of our in-house fleet of vehicles with a mix of fully electric and hybrid vehicles including forklifts, as well as other non-road vehicles across our operating companies. Through our phased approach, we are reducing fuel and maintenance costs and anticipate improving our efficiency even further as new technologies develop.

Zero waste to landfill

We are committed to our EU Zero Waste to Landfill policy. We constantly work to reduce the amount of waste we generate and to find better disposal options. When remaining waste leaves our sites, it is diverted to more sustainable pathways, with no more than 10% going to a waste-to-energy facility, unless waste to energy can be proved more valuable than alternative diversion paths.
Everything that comes into our factories around the world is reduced, reused or recycled.

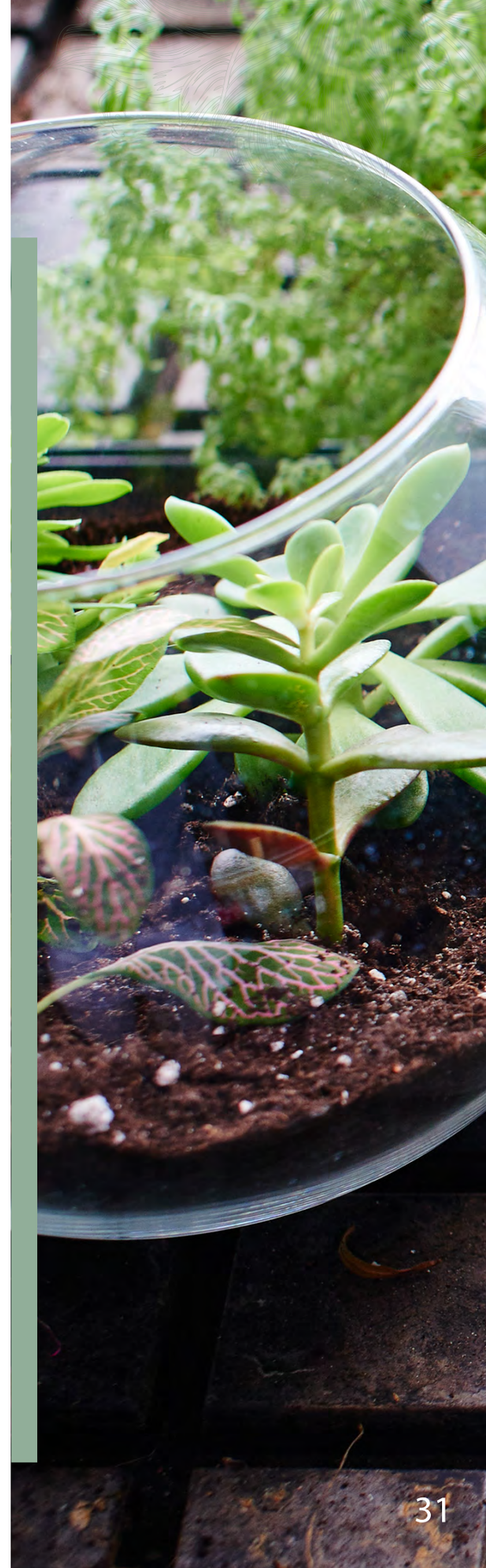
Buildings and offices

With the joint effort and action of all Evergreen Garden Care employees, as well as constant education on new technologies and opportunities, fighting climate change through more carbon-neutral buildings and offices is possible. We bring changes to existing sites and if we build new ones, we adopt energy efficiency options. This includes lighting, optimising heating and air conditioning, new insulation material, leaks and waste reduction. We are expanding the number of sites which have electric vehicles charging points.

Protecting biodiversity

Whether for material sourcing or manufacturing, we seek to protect biodiversity and ensure that natural resources are used fairly and sustainably.
We carry on our work for peatland restoration in the UK, with nature experts and conservation bodies, to create wildlife havens for a wide range of species. We have donated almost 3000 hectares of peatland over the last 30 years. https://www.lovethegarden.com/uk-en/sustainability

Because we promote an environment-friendly culture across our entire business, we engage all our employees in supporting our environmental ambitions and in helping us to achieve our objectives through the work they do every day. An example of this is the installation of beehives in our Research stations.





Local manufacturing

By increasing manufacturing of our garden care products in regions where they are sold, we significantly reduce the distance our products have to travel between us and our customers, reducing the impact of unnecessary transport on our planet. One of the main reasons for us to find local sites internationally is to be able to make our products far closer to our customers.

Clean transportation and alternatives

A key part of our 2050 ambition is a cleaner, leaner logistics network. With our logistic partners we are optimising routes, filling vehicles more efficiently. We work to reduce the weight of our products, to reduce the number of trucks. We organise backloads to avoid empty return trucks. We are planning trials, when possible, to switch to low emission fuels, green electricity, green hydrogen, liquified natural gas and biofuels made from waste rather than virgin crops.
Throughout the period, COVID-19 led to a significant reduction in travel, including business trips and employee commuting. Though our activity has resumed, we have introduced travels' recommendations (including for vehicle fleets) that enable us to raise awareness of carbon footprint, and reduce the number of journeys.
We have increased skills in the use of video conferences and remote working for our employees. This enables us to make step changes in travels and offers alternative choices for our office based employees.

Ecommerce transport carbon footprint

As the e-business is developing worldwide, we are also taking action to reduce packaging and make unavoidable packaging more sustainable whilst switching to shipping solutions with the least carbon impact.

Scope 1 and 2 Carbon emissions measurement

Our business's carbon footprint is determined by the total amount of energy it uses and the associated emissions created by its activities. This is our Scope 1 and 2. We started to measure our carbon emissions for the year 2019. We found EGC emitted 15000 tonnes of greenhouse gas emissions in 2019.
EGC and its emissions can grow over time as our company grows. That's why we're promising to be net zero by 2040 (aligned with the UK pledge) based on our 2019 baseline, no matter how much our company grows.
Our emissions per volume unit are reducing year on year and our data analysis helps us to focus on the sectors which have the most impact.

Our energy management systems and processes in the UK, where our Head Office is located, are subject to regulatory audit through the Energy Saving Opportunity Scheme and the Streamlined Energy & Carbon Reporting (SECR), in accordance with UK Government and international corporate greenhouse gas reporting guidelines. This data is independently assured and submitted annually to the Carbon Disclosure Project.

Scope 1 and 2 Carbon Neutrality

Carbon neutrality is one of the key metrics to measure the global response to the climate crisis. We annually offset our Scope 1 and 2 remaining carbon emissions and we are committed to counter-balancing our carbon generation to remain carbon neutral.
By becoming carbon neutral we are not only doing our part to help improve the health of the planet, but we'll also be helping our gardeners and supply chain partners achieve their green goals too.
Our carbon neutrality is audited and achieved via an accredited third party. We buy Verified Carbon Standard (VCS), either for forestry protection or tree planting or from United Nations' projects.
We summarise our data and results in an internal Qualifying Explanatory Statement (QES). Our carbon offset is managed by Redshaw Advisors Ltd.





Scope 3 carbon emissions estimation and reductions

Our Scope 3 is estimated for the 15 categories listed in the Greenhouse Gas (GHG) protocol. Our Scope 3 estimations are based on a wide range of outsourced data, so there is typically a degree of uncertainty. We are keen to improve the quality of our Scope 3 data year by year.
We view all categories as important and analyse them with the relevant functions and supply chain partners. We estimate that Scope 3 emissions in 2023 made up 80% of our overall emissions. We are targeting projects from 2019 which contribute to reducing our Scope 3 emissions. Amongst those projects:

Suppliers

The majority of our CO2 emissions are in our manufacturing supply chain, and we are working closely with our suppliers to encourage them to become carbon neutral and reduce our gardening supply chain value chain emissions. As part of our communication with third parties we request sustainability information to assess their momentum towards carbon neutrality and we offer virtual information sessions to encourage measurement of carbon emission and then offset.

Tools to measure carbon footprints

We have invested in a EU recognised Life Cycle Analysis (LCA) tool, set up by the Growing Media Europe organisation, to compare and assess our Growing Media materials. We already do in-house assessments for our other products categories and packaging.

Information and technology

IT is part of our Scope 3. Our first steps have to been to:

• set up a baseline and establish the sustainability benefits and impacts of our digital world.
• evaluate our maturity in the management of quantitative aspects (such as potential cost or carbon savings) and qualitative aspects (such as employee awareness of their digital responsibility).
• register for our first cyber world clean-up day in 2022 to establish our time baseline.

Start to offset some of our scope 3 carbon emissions

We have hired a third party agency to establish our carbon footprint for our trade websites and our intranet. The carbon emissions generated from our consumer websites were measured over a 12 month period with clear recommendations being made, and followed, to reduce our environmental footprint and ensure we follow low carbon website design principles across our digital teams worldwide.

Encourage our Marketing and Digital partners to supply carbon neutral services to us

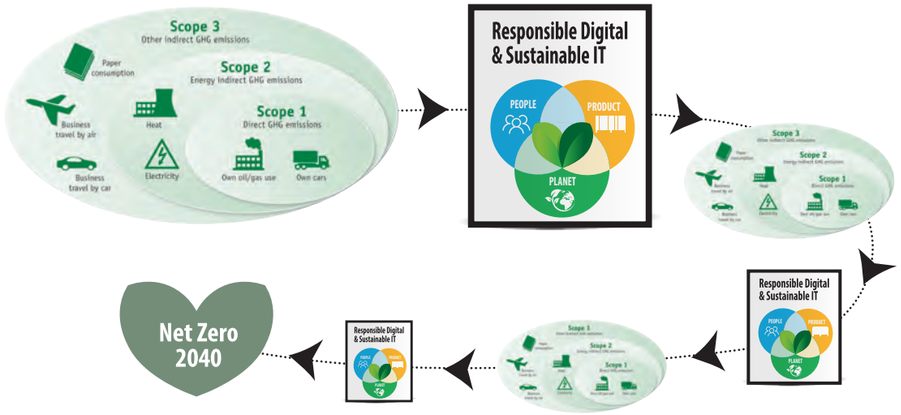
We have started to monitor and track the sustainability programmes of our external partners and their carbon footprint assessments. 30% of our partners are currently providing to us a carbon neutral digital service.

Emerging technologies we are embracing

Digital tools

As stated by the European Green Deal, a low carbon future is relying on the use of more digital technologies. We integrate digital tools and their responsible use in our internal practices, policies and procedures, as we acknowledge that smart and connected technologies are a key enabler for a low carbon economy. Creative technologies which are making a difference in our facilities towards an industry 4.0 are for example:
• smart meters or other analytic tools and information systems that support decisions with a focus on energy consumption reduction;
• implementation of new data analysis and forecasting algorithms tools for example for logistic efficiency
• visual tools for operational efficiency such as drone, virtual reality and enhanced reality tools, use of RFID (Radio-Frequency Identification).
With global digitalization, the quantity of data Evergreen Garden Care has to process, continues to grow either from our own systems or by access to external information, such as:
• consumer insight data;
• forecast and market insight;
• business management and reporting;
• communication with consumers.
The clarity and visibility of digital systems can help make us leaner and more efficient with less stock, less waste, and better timely use of resources.

Use of digital enables to reduce all carbon emissions
A good use of digital will reduce its own footprint



It is also our ambition to invest in new and pioneering technologies to support our carbon reduction plan. As an industry leader, we're proud to support carbon capture technology and chemical recycling.

Carbon capture

Our path toward carbon neutral operations requires new strategies for removing and storing the atmosphere's excess carbon.
In 2022, we pledged a financial support to Carbon Capture research projects. This commitment encourages interdisciplinary research to create natural solutions for sequestering CO2 from the atmosphere. Development of these solutions falls into three major categories: biological, geological, and industrial. Once these methods are proven, it will help to accelerate the adoption and implementation of natural carbon capture solutions around the world.

Chemical Recycling

Evergreen Garden Care continues to explore new ways to both recycle packaging and increase recycled content within it. Chemical recycling technology offers both a sustainable solution for hard-to-recycle plastic packaging that would otherwise go to landfill or incineration, and an innovative source of high quality recycled material, to use in new packaging or other garden items.
Evergreen Garden Care supports LSF (Low Sulphur Fuels) which has developed a unique chemical recycling process to convert used plastics into new plastics and other industrial products. LSF was awarded in 2022 as the winner of the Emerging Technologies Competition by The Royal Society of Chemistry in the UK.

Keeping alert

We are continuously looking into investment in research which will help our supply chain to reduce its carbon footprint. As a matter of routine, we improve our individual and collective understanding of the state of play on key technologies today, including digital and hydrogen, in order to support good decision-making. This is done by working with a large network of experts, in all fields of industry. Our strategy is fluid and adapted to our local market needs.

ECONOMY

EVERGREEN Garden Care



Circular Economy Systems Certification

Evergreen Garden Care endeavours to implement Circular Economy Systems principles in order to raise awareness of alternative options, create a favourable context and ensure the best appropriate choices are made.
In order to validate our best practices and ensure continuous improvement, we have opted since 2019 for an annual Certification of our Circular Economy Systems by AFNOR, on the standard XP X 30 901. This referential will be the foundation of the future ISO standard. We are now certified at Silver (confirmed) level and we are still the first Garden Care business worldwide to be certified.

The audit assesses how the Environmental, Economic and Social impacts are taken into account in all steps of our entire global supply chain. We are making progress, year on year, which contributes to raising garden industry standards.

We have also accessed Circulytics, a Circularity self-assessment tool developed by the Ellen MacArthur Foundation (EMF). We submitted our data in the last two consecutive years and this helps us track our progress.

Risks and opportunities' management

Climate and non-Climate related risk Management

Evergreen Garden Care has in place an annual risk management process, which is applied across the enterprise, designed

- to identify potential events that may affect the company,
- to manage risk and opportunities, and assess impact
- to provide reasonable assurance regarding the achievement of objectives.

An assessment according to the TCFD (Task Force on Climate-related Financial Disclosures) format is carried out. The assessment aims at identifying & quantifying

- tangible (financial, operational, physical, human assets, etc.) risks ;
- intangible (reputation, human rights, brand image, intellectual property, etc.) risks and opportunities ;
- major social, economic and environmental events' impacts ;
- regulatory, markets and consumer behaviour changes.

Risks and opportunities are assessed at a company level in this manner:
- The risk assessment is applied systematically top-down in each Business Unit;
- We apply a bottom-up approach for strategic planning, projects in innovation & renovation, Merger & Acquisitions, divestiture, major capital spending, restructuring;
- Finally, on an ad hoc basis in many other areas.

In light of our annually updated carbon footprint, climate-related risks and opportunities are increasingly integrated into the business's financial planning, including capital investments in renewable electricity equipments, regulatory and legislative changes and operational efficiencies.
We monitor upcoming financial reportings such as the EU taxonomy.
with third parties on behalf of Evergreen Garden Care, to help them comply with laws and regulations and to promote a culture of ethics and integrity. Training for employees is implemented and delivered regularly. We align our existing data management practices with internationally-recognized standards.

Supply chain continuity

In the difficult geo-political and financial context, we work with our suppliers to keep supply chains moving, while managing the increase of raw material cost. Our policy is to ensure our procurement choices don't put at risk any part of the supply chain or individual manufacturer. All of our suppliers are expected to adhere to the principles set forth in our Code of Conduct and we seek their endeavour to meet our Environmental, Social and Governance (ESG) commitments.

Regulatory

Evergreen Garden Care is committed to meet or exceed all legal and regulatory requirements, through the rigorous application of our New Product Development processes, Regulatory processes and Quality Management Systems.
Many Evergreen Garden Care products such as Plant Protection Products and Biocides require registration prior to their sale. These products undergo strict evaluation by authorities for each country to ensure that they are safe for humans and have no unacceptable effects on the environment. To ensure the best use of resources, speed to market and continuous supply of product Evergreen Garden Care ensures a registration strategy for all active ingredients and registered products and advocates the move to natural and low risk active ingredients.

The European Green Deal has the overarching aim of reducing the environmental impact in Europe, increasing the protection of citizens and the environment against dangerous chemicals and encouraging the development of sustainable alternatives. Through the Green Deal there are a number of new initiatives and revisions of current legislation such as the Chemical Strategy for Sustainability (CSS) and Draft Sustainable Use of Plant Protection Products Regulation. Monitoring, early understanding the impact of new and revised legislation and actively lobbying allows Evergreen Garden Care to be proactive and plan ahead of the regulatory change requirements to ensure minimal business impact.



Cyber Risks, Data privacy and Security

We recognize the importance of protecting the privacy of our customers, vendors and team members. We deliver on this commitment by proactively ensuring a safe and secure online environment.

Educating our team members is critical to our cybersecurity process. All our employees are certified with KbowBe4 and the training is part of the on-boarding. We provide annual information security and data privacy training. These online tuitions address a range of topics, including awareness regarding social cybercrimes and data protection.

We follow technology progress and the recommendation of the Legislation such as the Directive on security of network and information systems (the NIS Directive), the first piece of EU-wide legislation on cybersecurity.

Consumer Insight

Applying circular economy principles is about understanding consumers and anticipating their needs by offering not only the relevant product, but also tapping into the type of behaviour that can influence decisions upstream (the type of packaging and design of the products) and downstream (how the packaging can be recycled or reused).
Our consumer insight function is responsible for looking at macro trends, competitive landscape and leveraging the "why" across studies and external data, enabling for instance the development of concepts for new product development, identifying the most effective touch points to reach consumers and to guide the business strategy. We are also working to convert shoppers by identifying solutions that work as effectively and offer value in a sustainable way (for example dispenser trial, eco-refills) as part of our value matter principles.

Procurement & Subcontracting

Our procurement policy, which applies to all our employees, is based not only on economic principles but also on ethical, environmental and social principles.
Our suppliers follow strict approval and performance management systems. Depending on our risks' assessment, we either audit ourselves, request self-assessment or rely on third party audits, in order to validate our supply chain partners. Our suppliers sign our Code of Conduct and we follow International Standardisation (ISO) 20400 guidance for Sustainable Procurement.

Evergreen Garden Care has partnership with a range of co-manufacturers around the world.
The environmental benefit of our co manufacturing choices is our product quality, as well as a local logistic and distribution, which reduces transport's carbon footprint.

Regulatory

Products we offer to our gardeners are highly regulated and controlled by local, European and International authorities. Our products go through complex and thorough approval processes for both safety and efficiency.

Naturally, compliance with all local, European and international regulations is a permanent obligation and an integral part of all our operations. However we strive to go above and beyond the legal requirements, ensuring the highest standards at all times. To this end, we can rely on our worldwide network of regulatory and safety experts.

We proactively monitor, evaluate and communicate regulatory developments and reflect them in our strategies. Some of our key focuses to promote effective regulatory, product safety and environmental sustainability, are:

- Actively engage with regulators, trade associations and other relevant stakeholders to foster and promote efficient and effective safety, environmental and sustainable laws and regulations;
- Support internationally recognised standards and voluntary initiatives designed to ensure safety of our products and protect the environment;
- Oppose discriminatory measures;
- Favour the harmonisation of laws, regulations and standards in order to develop trade and help consumers' understanding.

Research and Development

How to turn innovation into a source of value for our customers

Evergreen Garden Care's capacity for innovation continues to be a source of competitive differentiation, a means to create value for its customers and a key driver of the company's growth.

Renovation of Evergreen Garden Care's portfolio, also ensures our Brands keep close to consumers evolving needs and provide relevant responses to growing demand for more sustainable gardening solutions, at an affordable cost.

All our teams, from R&D through to Marketing, are working

- to ensure natural formulation and eco-designed packaging of all new products' launches and
- to consolidate the sustainability credentials of our currently marketed products, while retaining as our absolute priority, the premium quality and efficacy for which our brands are known around the world.

As the leader in the gardening industry, we drive industry standard changes towards increasingly more sustainable products, adapted to potentially changing climates and towards post-covid gardening habits.

Evergreen Garden Care uses a Stage Gate method to enable product launches, formalise processes and accelerate time-to-market. The method has sustainability requirements embedded at each major step, for every business function.

Also, Evergreen Garden Care operates a large science and innovation network, way outside the gardening industry. Working closely with external experts, universities, private institutes and partner companies, our scientists and engineers scout and screen technologies that will enable us to prepare the next generation of products, anticipating consumers' needs and market requirements.

Natural ingredients

We are transitioning all our product portfolio and brands towards natural alternatives. Development of natural formulations comes with strict regulatory dossier submission, new supplier approvals and a wide range of research stations trials. Our 3 research stations are each specialised in a type of ingredients and applications. We use our extensive expertise to train employees and sales forces, as well as customers and gardeners, on new applications and new formulas. For this we use our Training Academies and our Trade websites.

Peat and Peat alternatives

Sustainable sourcing is an important consideration for the choice of any peat-free alternative growing media. The Responsible Sourcing Scheme (RSS), to which we contribute, aims to address this issue through an appropriate labelling system.

Evergreen Garden Care has adopted the Life Cycle Assessment (LCA) environmental metric for its Growing media ingredients. The tool has been developed by the Growing Media Association Europe. It ensures that impacts are not simply displaced to another phase of the life cycle. We also use LCA for our packaging and products on ad-hoc needs.

Packaging Eco-design

Our eco-designs' remove, reuse, recycle, replace (4R) principles are systematically applied and tracked on brands and products, over years. Our strategy provides a working structure for our entire packaging team.
Packaging plays an important role in safely delivering high-quality gardening products, which are stored in outdoors conditions by our gardeners and in ensuring the right amount of product is used and not wasted. We need to carefully consider alternatives before making changes to packaging, whether recycled plastic, cartons or other materials.

For all registered products (plant protection and biocidal products), the material and packaging is part of the registration. For all non-registered products, we have implemented safe and sustainable alternatives.

Responsible Plastic Management Certification (RPM)

In 2021 we got our first RPM certification which demonstrated our commitment and systematic use of best practices for our

- sourcing of new material
- work with plastic manufacturer
- application of the 4R principles
- knowledge and best-practices sharing in manufacturing and offices.

Refill options

We are scaling up reusable and refillable alternatives where possible. Refill stations trial schemes are ongoing in New Zealand, the Netherlands and the UK and we are assessing the performances of these schemes with our customers and the users. We've appointed dedicated teams to accelerate our work on these new formats. We are learning along the way and refining various models to find out what works for consumers – and for us as a business.











Quality Assurance

Evergreen Garden Care's reputation is founded on its product quality, reliability, efficacy and safety. This remains our absolute priority. Evergreen Garden Care quality is managed on the principles of Quality Assurance and ISO9001.

KPIs as well as the detailed statistical analyses of the performance, are tailor-made to business functions, to enable regional and departmental performance management in real time.

We have a long history of working closely with our supply chain partners to help them improve their manufacturing quality and reliability and also adopt sustainability practices or are working actively to achieve them. To ensure we maintain these high standards, we rely on audits or assessments of our suppliers and co-manufacturers.
Quality is built-in during our product development Stage & Gate process, according to the requirements of the consumers and following all quality, safety and regulatory requirements. This ensures all Quality checks, trials and approval are embedded in the development process.

Post-consumer use - Advocacy for better recycling

To help build a better system for collection and materials recovery, we have joined trade associations and we organise trials with retailers, garden centres, logistic partners and plastic processors for collection of our compost bags and finding sustainable solutions to recycling.
We are also supporting the development of well-functioning collection, sorting and recycling schemes wherever we operate. We are members of national packaging associations, locally, to support lobbying actions and trials of new options.

Digitalisation

As we are committing ourselves to clean growth and continuously implementing stronger circular economy actions, we increasingly take into account the opportunities presented by digital technologies and we revisit the question of how a use of responsible digital models is giving our business a competitive edge.

We are focusing our digitalisation efforts in the following areas:

- consumer and markets insights, growth of our e-commerce
- digital communication, real-time data across all business functions
- digital to better serve consumers : quality reporting from warehouse to shelves and gardens
- paperless finance (new invoicing tools) and administration
- increased accountancy visibility
- influencers and presence on social media
- extending our SAP (NYSE: SAP) network to improve business and inventory management
- emerging technologies (AI, Virtual Reality, Augmented Reality, Algorithm, Blockchain)

SOCIAL

Our commitments to employees and communities wellbeing



As a global Garden Care business, we work every day to enable gardeners to create their own oasis of wellbeing.

Finding and attracting the right people who embrace this goal, is fundamental to our ability to influence the garden industry and move to advancing sustainable solutions at scale. We do this through a number of creative strategies, such as social media platforms, structured internship or apprenticeship programs, and talent attraction from non-traditional pathways.

We are then dedicated to retaining, and developing our team members across the enterprise.

We strive to make our business a great place to work, now and in the future. Open communication, health and well-being are a priority, along with our LEAD behaviours.

Social governance structure

We use a multi-disciplinary governance approach to support our people. The Senior Management Team is responsible for reviewing and overseeing our culture and evaluating management's efforts to align our corporate culture with our LEAD behaviours and long-term strategy. We also incorporate social-based performance objectives, such as support of Diversity, Equity and Inclusion (DEI) initiatives and safety, into performance evaluations.

Within each Business Unit, Human Resources (HR) oversees plans related to team member career development, health and wellness, and engagement.

During the COVID-19 pandemic, Evergreen Garden Care has continued to operate in impacted areas, hiring and connecting people around the world. We took the opportunity to implement more automated processes and access to information, as well as developing stronger virtual employee communities and social internal networks.

Cross functional career paths

Evergreen Garden Care has created new channels of cross functional career paths to enable individuals to progress in different business functions. This proves invaluable for business understanding and management as well as creating wider attractive career opportunities.

Health and safety

There's nothing more important to us than the quality and safety of our garden products, along with the safety of our colleagues and supply chain partners.

As a global manufacturer, we are committed to providing a safe and healthy workplace for all employees and contractors working at our sites, while minimising the environmental footprint of our activities and products.

Our policy, with ISO 45001 and ISO14001 as driving management systems, is established by our H&S Manager, validated by our senior management, and signed off by our CEO.

KPIs, statistical analysis and continuous improvements are shared between our sites, worldwide. This helps guide the implementation of specific local or global preventive programs involving technical, organisational and people-based measures, learnings and training.

Employee survey

Team member feedback is extremely valuable, and we provide several engagement methods, such as employees surveys, employee networks, and direct feedback, which help us understand and act upon employee concerns and expectations.

We conduct global satisfaction surveys every 3 years to measure employee perspectives on culture, engagement, sustainability and wellbeing. The results of the last years were outstandingly positive showing progress in all areas and strong communication in a business that shows it can attract and retain employees. We also do run specific «pulse surveys» to understand employee views on specific issues - for instance in 2022 we ran two, one on employee well-being, one on communication to employees. Senior leaders and each Business Units review these results and set up immediate actions plans which result in improvement in areas highlighted by our employees.

Diversity, Equity & Inclusion (D,E&I)

We know increased diversity enhances our business and strengthens our ability to prepare for a net zero carbon economy. Having a diverse workforce stretches us through the power of differing opinions, viewpoints, knowledge, skills and cultural perspectives.
By fostering inclusivity and equality of opportunity, we empower all employees to thrive and improve the performance of our teams. Metrics are continuously reviewed at Evergreen Garden Care in all aspects of D,E&I and we are continuing our progress in this aspect of social sustainability.

Quality of life and Wellbeing programms

We provide all eligible full- and part-time team members and their eligible dependents with a competitive benefits package consisting of holistic health care. Our benefits packages not only support team members and their families, but also contribute to stronger communities where our team members live and work.
A well-balanced, flexible workplace helps everyone feel more included because it shows that Evergreen Garden Care acknowledges and caters to individual needs and working styles.



Social Business Cohesion

Evergreen Garden Care has developed its internal communication tool, to connect its employees across Business Units and better serve customers and gardeners. As we are limiting business travel as a good practice, to reduce costs and environmental impact, we have adopted measures to deliver all communications virtually.

Quality and efficient virtual communication tools, events and live streaming are making a difference. Internal engagement is higher and responses faster. People are experimenting and collaborating more, as well as sharing information and ideas, smoothing language differences across countries.

Our response to the pandemic with our IT and digital infrastructure

This extraordinary period has also been a time of growth. We were deeply impressed by the solidarity we felt between our employees, customers and partners. Our drive to stay up and running during these most challenging of times, received an extra boost through the motivation to help keep our customers going as well.
This was done through the fast delivery of required IT infrastructure, the installation of and training in collaboration solutions, the upgrading of needed security concepts, so that people could work from their homes in a secure and stable environment and the business as a whole could continue operating.

Charities initiatives

Our employees conduct charity initiatives to help make a difference in the wider community. Fundraising activities included quizzes, games, walks, sport events, food events. We also organise employee volunteering days.
Over 80KEuros has been invested in over 10 charity projects across Business Units for better lives in communities and we contributed to over 100 days of volunteering.

Training and education for sustainable gardening

Each one of our Business Unit offers Training Academies for employees, customers and also tuition for gardeners. The training is delivered either in person, virtually, online or via podcasts. Each year we increase our technology and resources' investments, to offer more of our expertise to a more connected audience. Our French and German Academies are certified or validated by a third party.

Our Training Academies present a competitive advantage as they enable products to be professionally presented to customers and consumers. They helps our Sales teams to provide appropriate answers to gardeners' increasing interest in sustainable benefits of our product range.

The expansion of our digital tools with more material available and more online tuitions is an undeniable success for our customers around the world

Responsible Digital Certified business

We made a mission to raise awareness on this topic across the business and to embed our green mission for our Digital and IT usage, at work and at home. To improve our ways of working and embed Responsible Digital Citizenship in our practices, we decided to get certified, globally by INR (Responsible Digital Organisation - Institut du Numérique Responsable).

To prepare for the certification, we launched a Responsible Digital learning program, to educate our employees about our digital impact on the planet, as well as our responsibility as Digital Citizens.

The aim is to develop a responsible mindset concerning:

• the environmental impact of hardware, software and infrastructures and best practices to reduce these impacts.

• our Digital Responsibility in the sense of its social and economic impacts and expected behaviours from Digital Citizens. Adopting a code of good digital conduct, developing strong personal digital-security habits, exercising new data subject rights fairly and engaging responsibly with consumers, customers and general public are the expected right behaviours on which we will not compromise.

Ethical data management is critical in this emerging world of the digital economy. It is about acting responsibly and sustainably with data, by doing not only what is legal, but also what is right.
Our best practices are established in our Responsible Digital and Sustainable IT policy and set out as part of Sustainability awareness, ongoing learning and KPIS. Our Evergreen Garden Care Code of Ethics includes data privacy and ethical data management.



SUSTAINABILITY IN OUR BUSINESS UNITS





UK and Ireland

Environment

Evergreen Garden Care UK approaches sustainability holistically; from packaging to products and general supply chain carbon footprint reduction.
Our factories are constantly reviewing their energy usage and efficiency. Solar panels have been installed on some of our locations.

Evergreen Garden Care UK has revisited all of its packaging formats to accelerate use of recycled plastic and harmonisation of formats. The on-pack recycling communication has been improved and labels show what action our customers should take to recycle responsibly.

For compost bags, Evergreen Garden Care UK is trialling recycling schemes where consumers can bring back their compost bags to selected garden centres so they can be recycled.
90% of the UK packaging contains at least 30% recycled material. The recycled material is collected from consumers' homes. Consumers are encouraged to use concentrate bottle solutions instead of ready-to-use, hence significantly reducing the amount of packaging used.













Economy and carbon footprint

In addition to our verified international carbon offset, 4,000 trees were also planted in 2021 near our manufacturing sites, through a partnership with a local charity which provides day service and horticultural work experience to adults with learning disabilities and the Plant A Tree Today Foundation.

Peat and launching new alternatives
A comprehensive peat-free range under Miracle-Gro and Levington brands has been launched, and the amount of peat we use in our compost overall is reduced.
We have worked in partnership with DEFRA (the Government Department for Environment, Food & Rural Affairs) and NGOs to develop the Responsible Sourcing Scheme.

3,000 hectares of peatland have been donated back to Natural England over the last 30 years and we are working in partnership with conservation bodies and nature experts to restore the land to a natural state. We have spent over £250k funding research projects with the Institute of Hydrology and local Universities.

ACCREDITED MEMBER
RESPONSIBLE SOURCING SCHEME

Social and Community

Over the last 3 years Evergreen has donated almost 100k£ to Greenfingers charity, which creates green spaces for children with life limiting diseases. Funds were raised from a variety of sport and work events organised by our employees.
More can be found on **www.lovethegarden.com**







Australia and New Zealand

In the past year, under Evergreen Garden Care's sustainability pillars of "Friendlier Footprint, Kinder To Nature and Nurturing Our Community", Evergreen Garden Care ANZ has made progress on many projects, engaging with both retailers and consumers with communications around these initiatives.

Environmental - Kinder to Nature

We are actively working to improve the sustainable profile of our product packaging:

- Approximately 46 tonnes of virgin plastic has been removed from ANZ growing media packaging and replaced with recycled content.
- 96% of Tui branded bags are now made from at least 50% recycled plastic, the carbon footprint is offset, and the bags are recyclable through the soft plastics scheme.
- Tui Enrich fertiliser containers are now made from 100% recycled content, this will save up to 40,000 containers of virgin plastic each year.
- Hard to recycle woven plastic bags were replaced with easily recycled paper or LDPE 4 plastic bags for several products in our pet, firewood and garden range.











Economy

- The Seaweed Refill Station is now in 13 stores, enabling the reuse of bottles for our popular seaweed products.
- The Australian businesses' commitment to more sustainable packaging was recognised at the end of 2021 when we were awarded the Australian Packaging Covenant Organisation (APCO) Award for the Agriculture & Nurseries sector and are nominated for the 2022 award.





Social and Community

Garden to Table Partnership
We continue to nurture our Garden To Table (GTT) community partnership - a New Zealand charity that provides curriculum-based gardening and cooking classes to 219+ primary schools in NZ. We have partnered with the GTT team for over 7 years. This partnership includes financial support to help fund the charity, free products for participating schools and working bees at school to create new garden beds.





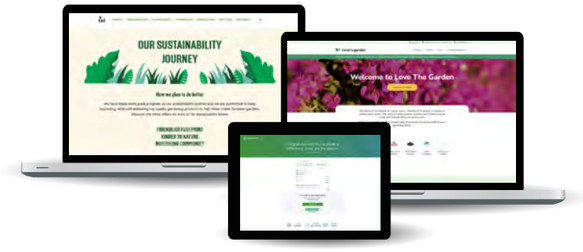
Greening Australia
As part of our continued commitment to reduce our carbon footprint, we support Greening Australia through donations and participation in planting days. This contributes to Greening Australia's Vision 2030 to plant over 500,000,000 native trees and shrubs, restore over 330,000 hectares of Australian habitat, and store over 3.3 million tonnes of carbon each year.



The Giant Steps Greenhouse Project
This is another charity partner we support through product donations. They provide much needed services for young people with autism. We support a program that allows the students to learn to nurture and harvest, to pot and propagate. The Greenhouse Project is much more than a simple backyard or community garden, the produce grown is utilised in cooking lessons or sold by the students at the local markets. Native trees are also grown and given back to the council to help regenerate bushland.



Sharing our journey
To share the ANZ sustainability journey with our customers we have updated our sustainability sections on both the Tui and Love the Garden website platforms. This enables us to communicate about our goals, progress and future projects in the sustainability space.





Southern Europe

Over the past 12 months, the French business has invested to develop CSR at every level and strives to give more visibility to what is done.
We have the ambition to stay ahead of other companies industry, in terms of CSR strategy, as well as showing the way to our clients, leading to brand preference for our final consumers.
80% of French people say they would prefer a brand for the values they are sharing.

Environment

On the different sites and buildings we are investing at different levels to improve energy savings and improve our energy footprint:

- We have invested in electric or hybrid company cars, adding electrical outlets to the office parking at Limonest,
- We have implemented green electricity in our factories,
- We have introduced Faucet water savers to reduce water consumption,
- We have removed TV screens in the corridors where it wasn't strategic places for sharing information,
- We have created separated lighting zones in Limonest so as not to light a whole floor at once,
- We have stopped the use of plastic bottles for meetings, replacing them by water carafes,
- We keep on improving our waste sorting on every site including formulas composant in our factories.

New site of Landiras

The new site of compost production in France is entirely in line with our CSR strategy.

With Landiras, 100% of our compost offer is made in France which has a great impact for employment and French savoir-faire valorisation. Also it reduces the environmental impact by being closer to our clients. Indeed, the localisation eases the supply in terms of raw material and for clients' deliveries. Less kilometres to drive, means less fuel, and a transportation of our products that is more respectful of the environment.



Economy and Product

During the year we have pushed the % of PCR in our compost bags up to 80%.

Our liquid plant food bottles and caps are now 100% made in recycled materials.

We have continued to develop our peat-free range of compost and integrated a new peat alternative ingredient, miscanthus, which is a perennial grass that helps to stabilise light soils while locking away carbon. Miscanthus provides an economical alternative to intensive arable farming and it thrives without the addition of irrigation, fertiliser or pesticide. Miscanthus will allow us to avoid the supply of approximately 6000m2 of peat.



Peat free compost represents today about 30% of our portfolio.

We are continuously developing our natural product range with innovation such as the mosquito repellent plug launched in 2022.

Today our range of natural products represent 60% of our global product range.

All our bottles for plant care and weed killers are composed at least of 50% PCR (Post Consumer Recycling); weed killers Fertiligène and KB are up to 100% PCR. All our compost bags and organic liquid plant food bottles are recyclable.

We keep our CSR strategy ahead of the garden industry.



As a key participant with a great advance in terms of CSR strategy, we participate and contribute to initiatives across the industry.



This year we have shown our position of pioneer to the professional journalists, with a press trip to one of our sites, focusing on the "Made in France", the products supply and the use of recycled material.
We aim to lead the way to other actors, bringing CSR at the heart of their company strategy such as it is for Evergreen Garden Care.





Social and Community

Feel Good Programme

We strive to create a better workplace for all employees in every French site. In this objective, we have set up in 2021 the « Feel Good Program » to boost the energy and wellbeing of our employees, with a focus on 2 main topics: « Well in my mind » and « Well in my working environment ».

During the year, it represents 16 « Feel Good Breaks » with sessions about « stress and anxiety management », « emotion understanding », « ergonomics » or « Digital Detox ».

Results are great: over 120 people participated in the last « Feel Good Breaks » with 91% positive satisfaction feedback.

Beyond the workshops, we have also trained our first group of mental health first aiders and we have organised training sessions for safe and sustainable driving.
For this « Feel Good Program » we are proud to have won the Golden Trophy in the category "Quality Life at Work" during the ceremony that recognizes the most efficient and innovative midsize company Human Resources actions.


Feel Good Break : S'initier à la méditation !



Social Dialogue

During the year, we work together with the Work Council to implement best practices in terms of Social Dialogue. We have been rewarded by the Direction of the Employment, Work and Solidarity Department of the Rhône for the quality of this dialogue.
Those dialogues, for example, enabled the signature of an agreement regarding remuneration.
This is a great way to put into practice the values of respect, open mindedness and pragmatism that we all share at Evergreen Garden Care France SAS.





Digital

As we all know, digital is a huge source of carbon emission. We started by the challenge to divide by two our storage space, which represents the potential economy of circa 25 world tour by car!
In this objective we have cleaned our mail boxes, empty drives and computer desk files… set up new habits to act durably to lower our digital carbon emissions.

Benelux

Environment

We focus our efforts on the reduction of emissions in Scope 1, 2

All diesel cars have been phased out and have been replaced by mainly electric cars. A Green energy contract has been set up for our offices, factories and warehouses. All remaining carbon emissions in Scope 1 and 2 are offset as part of the Corporate offset scheme.

Scope 3 reductions

We are getting a better insight into our Scope 3 emissions. One of the tools we implemented in 2022 is a Life Cycle Analysis tool, as facilitated by Growing Media Europe. The main drivers are peat reduction, optimising loading rates and encouraging our logistic suppliers to reduce their emissions in the years ahead.

Peat reduction

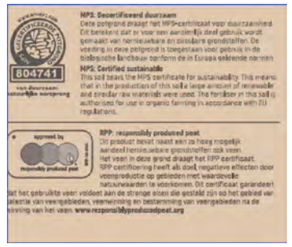
We are implementing a program to reduce peat in potting soils, by at least 60% by 2025. We reduce the peat quantity in all our formulations year on year and we add new peat-free formulations and products to our consumers' offer, every year.

The peat used is 100% Responsibly Produced Peat (RPP) certified from January 2022 onwards as Home Responsibly Produced Peat or Responsibly Produced Peat.

The More Profitable Sustainability (MPS) Certified potting soils' range is becoming a more important part of our turnover every year.

All soil improvers will be peat-free from 2023 onwards, finalising the project during Q4 2022.







Economy and Products

Natural products & Recycled packing materials
We are working on reducing synthetics and we successfully replace these components by natural ingredients, in control products, fertilisers, potting soils and soil improvers.
In 2022 we switched to 50% recycled content for our flexible film packaging of growing media, reducing approximately 500 tonnes of virgin plastics.
We participated in a successful Joint Investigation Project, in order to finalise a pilot project with a circular case of recycled (post-consumer) packaging, with a 100% circular compost originating from household waste. This Prolifex project was also nominated by Plastic Recyclers Europe for their annual award.

Household plastic waste finds new use as compost bag

APRIL 14, 2022

Project PRoLiFEx converts hard-to-recycle plastic film into high-quality flexible packaging.



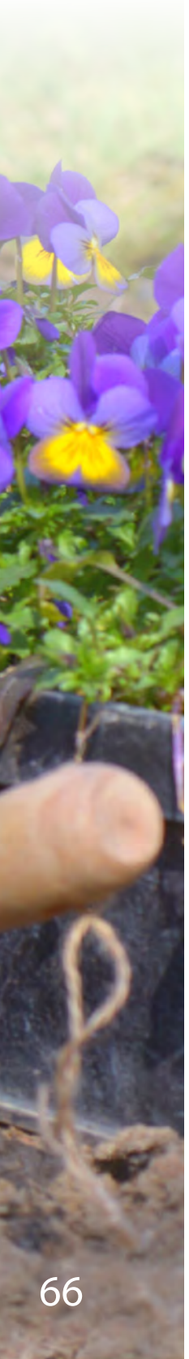
Jaap den Doelder (left) presents the special compost bag to dean Fausto Gallucci (right) of the Chemical Engineering & Chemistry department.











Central Europe

The CE business over the past 12 months has invested in developing its CSR agenda with the focus on the following main banners: Environment/Health, Product, Customers and Charity.

Economy and Product

Development and launch of products are based on thorough market studies, to ensure the use of resources for products that really matter for the gardeners.

Alongside the 100% organic Substral Naturen brand and the new offer of high Performance Organic products, a range of urban products for small spaces has also been launched.

A long-term fertilizer was launched under Substral. Due to its rich formulation, only one use per year is needed. It is resource-saving and it only gives that amount of nutrients the plants need. The packaging is of 100% recycled paper.
We are reducing year on year the use of virgin plastics and including an increased percentage of recycled plastics up to 100% in some formats.













Customers

For the point of sale display, recyclable materials such as metal and wood are now used. Promotional materials are also made of recyclable and recycled materials.







Social and Community

The Business Unit (BU) has introduced remote working practice (8 days per month) to reduce commuting and has started the development of alternative commuting concepts like e-bikes. Customer training and seminars are now also offered online. To support employee well-being, Shiatsu is available in the office on a regular basis.





Charity

The BU organised a stock sale for Ukraine.
The revenue was fully donated to organisations which care for the Ukrainian people.

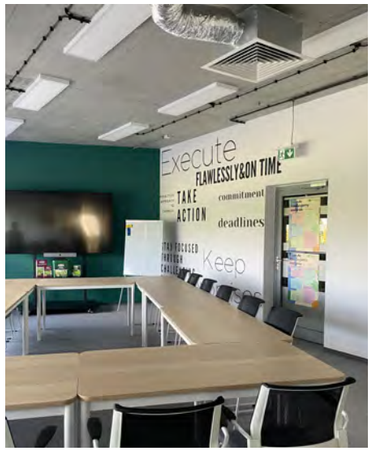


Eastern Europe

Environment

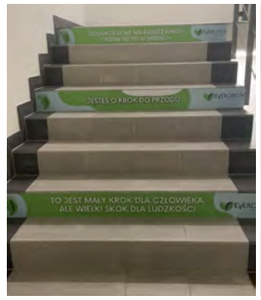
We have moved to a new office and while choosing and designing it we focused on sustainable practices:

- We hired movers that borrowed their reusable card boxes instead of us buying and wasting new ones;
- We have plants in every space in the new office;
- All employees have a reusable cup with their name hence we save water by not using and washing multiple cups per person during the day;
- We grow our own herbs in the kitchen for people to consume.



We have organised a National Walking Month, encouraging our employees to use stairs instead of an elevator. In addition we had a competition for the maximum number of steps during the month, contributing at the same time to sustainable practices of saving energy, gas and gasoline







Mass consumption and mass production have negative impact on sustainable development. While creating our stand for the Brico Trade Fair, we used the materials already available at our office. We also borrowed used furniture that we returned to the supplier after the trade.



Economic sustainability

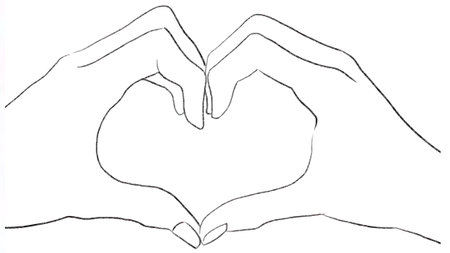
SEDEX ADVANCE
Evergreen Garden Care

We focus on supply chain sustainability in our efforts to consider the environmental and human impact of our products' journey. In this context we have registered our site in Poland with SEDEX, a global platform designed to exchange information on ethical manufacturing standards along the supply chain.
In addition, within the framework of SAP processes, we created a stock shelf life tracking that helps us to assess, quickly and on time, whether the product's shelf life is due to expire soon and organise promotions or discount strategies instead of disposing of them, thus saving ingredients, material, energy and costs.

Social sustainability

Building sustainability into the business begins and ends with our people. In order to build an integrated, resilient team, healthy both mentally and physically, we have created an engagement plan that includes monthly events related to both wellbeing and team integration, such as National Walking Month, International Happiness Week at Work and Stress Awareness Week.





SUSTAINABILITY IN OUR BUSINESS UNITS

After the outbreak of Russian War in Ukraine and the massive refugee crisis we organised a donation campaign #Stand4Ukraine. Donations received as a result were used to buy products of first necessity, that were later on driven to the Polish-Ukrainian border by our employees, as well as to the local train and bus stations, in order to directly deliver the aid. Evergreen Garden Care EE contributes to building strong and healthy communities in times of crisis.





Digital

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Fruits	Team	Energetic	Productive	Chill Online

A hybrid working mode helps us to reduce our Energy consumption, making commuting to and from work more environmentally friendly, reducing waste. Online digital tools such as Zoom make it possible.

We took significant actions to reduce our paper waste by introducing electronic invoices and by negotiating that with our supply partners.
We continue to recycle and collect electronic equipment and batteries from our employees to recycle those further.



DATA APPENDIX

GENERAL COMPANY INFORMATION

No1 Garden Care worldwide	30+ Market Countries
1100 employees	17 manufacturing plants
500+ Millions Euros sales	More than 140 million consumer units shipped per year
More than 15,000 customer locations serviced	More than 2 million m^3 of growing media shipped per year
Our products	We offer a complete Garden Care range of products without over –reliance on any category, region or channel.

Research & Development (R&D)

R&D investments	30+ Market Countries
More than 12M Euro	2
Number of research stations	3 accredited field research stations (plus lab support)
Number of R&D associates	30 + Formulators, Biologists, Packaging Engineers, Field Technicians
R&D Capability	Formulation Development Scale-Up Field Biology: Efficacy, Testing and Crop Safety Packaging & Applicators Development & Industrialization
Annual range of activities formulations	> More than 300 field trials performed > 15 new formulations introduced > 50 active research programs Partnering with universities, start-ups, agro-chemical companies and other technology providers
Annual range of activities for packaging	Over 70 trials conducted to assess new alternative recycled plastic material 150 suppliers assessed for new alternative packaging materials Over 50 redesigned eco packaging

Governance, Compliance and Non-Financial KPIs

Standard self-assessment (corrective action plan in place)

Year	2018	2022
Data protection training	50%	100% of targeted population
Anti-corruption and anti-tax evasion training		100% of targeted population
Competition law training		100% of targeted population
ISO26001 Guidance on social responsibility	N/a	Self-assessment completed (corrective action plan in place)
ISO 27701:2019 Security techniques — Extension to ISO/IEC 27001 and ISO/IEC 27002 for privacy information management — Requirements and guidelines	N/a	Self-assessment completed (corrective action plan in place
ISO37301 Compliance management systems	N/a	Self-assessment completed (corrective action plan in place)
ISO 20400 Sustainable procurement	N/a	Self-assessment completed (corrective action plan in place)
ISO 27001 Security techniques — Extension to ISO/IEC 27001 and ISO/IEC 27002 for privacy information management	N/a	Self-assessment completed (corrective action plan in place)



Projects supporting the United Nations Global Compact (UNGC) principles

UN principles	Recent or ongoing initiatives mentioned in this report
Social	Review of our compliance governance and policy by ISO 37701 and ISO 26000 self-assessment. EDI (Equality, Diversity and Inclusion) included in our policies.
Environment	Acquisition of access to a Life Cycle analysis tool for our Growing media footprint assessment.
Economy	Applying Eco design and general circular economy methods and principles with RPM and Circular Economy tools.
3 GOOD HEALTH AND WELL-BEING; 4 QUALITY EDUCATION; 5 GENDER EQUALITY; 10 REDUCED INEQUALITIES	Integrated in HR management in each region for employees and supply chain or via our charities.
13 CLIMATE ACTION; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 8 DECENT WORK AND ECONOMIC GROWTH	Delivered through our continuous improvement and carbon emissions reduction and offsetting as well as application of circular economy principles.
15 LIFE ON LAND	Peatland restoration
17 PARTNERSHIPS FOR THE GOALS; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Work with our supply chain, partners, trade association. We build a resilient network that delivers on its goals and targets.

Materiality, Legal Policies and the Sustainable Development Goals

Principles	Example of on-going initiatives (Non exhaustive list and in alphabetical order)
4 QUALITY EDUCATION	EGC Academies Legal Training
5 GENDER EQUALITY	Diversity and inclusion Equal opportunity Diversity and inclusion
8 DECENT WORK AND ECONOMIC GROWTH	Anti-Bribery & anti-tax evasion Code of conduct Carbon off setting and climate change Climate and general financial risk assessment Data breach security policy Data privacy executive document Data retention Data subject right policy Disciplinary policy ISO 27701 Security techniques — Extension for privacy information management ISO20400 Sustainable procurement — Guidance IT policy Stranded assets' risk assessment Risk Mapping
10 REDUCED INEQUALITIES	General Data Protection Regulation Grievance Health and Safety ISO 26000 - Guidance on social responsibility Modern Slavery Act Personal data Speak Up procedure
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Collection, processing, use, retention and disposal policy Compliance Management Review Continuous Improvement Due diligence on mandatory sustainability reporting EGC's Governance structure Industry bodies ISO 37301 - Compliance management systems



International standards we use as framework

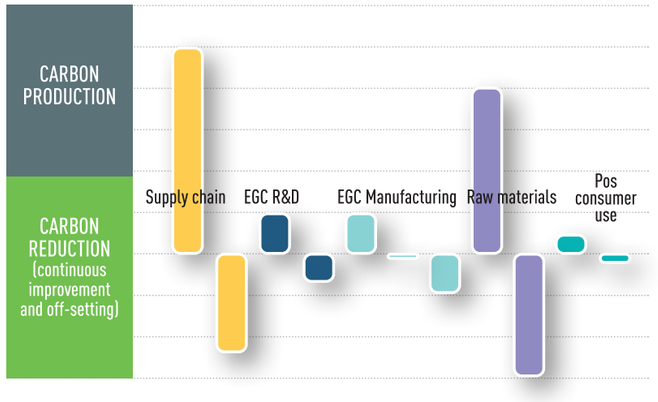
Environment	**ISO 9001, 14001, 45001**	**Sites audited for external accreditation through BSI or self-assessment**
	GHG Protocol	Reference
	Energy Savings Opportunity Scheme ESOS (UK)	Certification (UK)
	ISO 14040:2006 Environmental management — Life cycle assessment — Principles and framework	Reference
	RE100 Reporting Guidance	Reference
Economy	**Circular Economy Systems Standard AFNOR XP X 30 901**	**Annual Certification**
	Responsible Plastic Management	Periodic Certification
	Circulytics	Self-assessment
Social	**SEDEX**	**Registration of all our sites**
	B Impact Assessment	Self-assessment
	Laudato si' encyclical published in 2015 «on care for our common home».	Reference
	Social Value Portal	Self-assessment

ENVIRONMENT

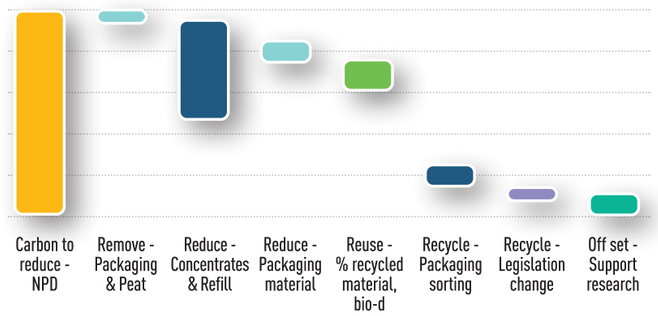
Environmental Profit and Loss (E P&L)

The Environmental P&L overview, is a tool developed by the Kering Group, to help enhance visibility of environmental impact across supply chains. Our E P&L estimations give us an idea of where to put our efforts and also improves our specificity for environmental risk management. Ultimately, it will help us to test and compare scenarios.

Environmental profit and loss



Estimated plan for reducing plastic and packaging carbon foot print by 2030





Scope 1 and 2

Carbon footprint

Our carbon reduction over the last years. Data is summarised in our internal Qualifying Explanatory Statement (QES).

Total with business acquisitions (Tonnes of CO2)

Emission year	2019	2020	2021
Scope 1	12000	13500	15000
Scope 2	3000	3500	3000
Total Scope 1 & 2	**15000**	**17000**	**18000**
Scope 3	Assumptions calculated	Actions with supply chain	Actions with supply chain

Without acquisitions (Tonnes of GHG of CO2eq = CO2 equivalent) and for equivalent production volumes

Emission year	2019 (baseline year)	2020	2021
Scope 1 Direct emission	12000	11500	11000
Scope 2 Indirect emissions	3000	2800	2400

Carbon emissions by energy type,with business acquisitions

Emission year	2019	2020	2021
Peat extraction	30%	20%	30%
Electricity	30%	25%	15%
Gas	25%	25%	20%
Others (diesel, LPG,..)	25%	30%	35%

Renewable Electricity of our sites

Emission year	2019	2020	2022	2030
% Renewable	5%	35%	75%	100%

Carbon offsets strategy

- Evergreen Garden Care holds a portfolio of carbon instruments in excess of the Group's predicted footprint for the period.
- Redshaw Advisors Ltd (third party) manages this portfolio on behalf of EGC.
- Annually, EGC advises the third-party on the volume of carbon instruments that need to be retired to cover the operational emissions for that period.
- 100% of these carbon credits are verified to the Voluntary Carbon Standard (VCS), Gold Standard or Clean Development Mechanisms (CDM).

Emissions year	Type of offset
2019 & 2020	International Forestry Verified Carbon Standard (VCS) approved Carbon Credits Forest protection in Mongolia
2021 & 2022	International Forestry Verified Carbon Standard (VCS) approved Carbon Credits Tree planting in China
2023 & 2024	United Nations Project – Hydroelectric project in China

Scope 3

Peat alternatives

Year	2018	2019	2020	2021	2025
Peat % UK	47.4%	48%	48.6%	40.4%	0%
Peat % EU	75%	60%	40%	30%	0%
Peat % AU and NZ	0%	0%	0%	0%	0%

UK Data from annual monitoring of growing media only - values not including soil improvers which are all 0% peat.

Over 90 new ingredients and ingredient sources studied as replacements for peat.



Digital and IT carbon impacts*

Year	2022	2030
IT and ICT	8%	10%
Manufacturing	76%	85%
Peat extraction	19%	0%

Digital carbon emissions

Year	2023	2027
Consumer websites	100% carbon neutral by buying offsets	100%
Marketing third parties	30% carbon neutral	100%
EGC Intranet	100% carbon neutral (from service provider)	100%

Supply Chain getting to carbon neutral*

Our scope 3 towards carbon neutral	2019	2020	2021	2022
	10%	15%	20%	25%

*Estimation based on data available online and other benchmarks

ECONOMY

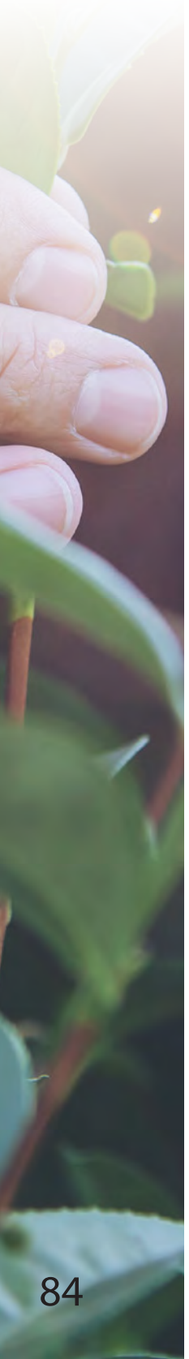
R&D

Plastic

	2018	2023	2030
Recyclable	50%	80%	100% of plastics packaging to be reusable, technically recyclable or compostable.
Recycled content	10%	30% minimum recycled content across all plastic packaging. Up to 100% in 20% of our skus	Up to 100% in 50% of our skus.
Refill options	Not started	100% project completion for investigation and trial of a range of Concentrates and refill options. Trials in UK, NL and ANZ.	Trial expanded to all major markets.

Recycled content

	2018	2023	2030
Compost & lawn bags	No recycled content	Up to 80% recycled plastic to enable gardeners a circular economy	Increase number of skus ready for 100%
Bottles	< 5%	Up to 100% recycled plastic.	100% skus ready for switch to 100%.
Cardboard	30%	50%	70%



Packaging

	2018 - 2023	2025
Removed	Plastic reduced by 1500 Tonnes Carton reduced by 1000 Tonnes	Plastic to reduce by 1000 T Carton to reduced by 500 T
	Systematic reduction of the weight of all packaging 3500 tonnes to date.	Total further reduction 2500T
Reused	Less than 50% virgin material across all our packaging	Less than 25% virgin material
Recycled	Recycled cardboard 50%	Recycled cardboard 70%

Nature based solutions

Portfolio covered by natural gardening alternatives to all our skus	2018	2023	2025
Controls and Fertilisers	40%	65%	100%
Pest control	20%	70%	100%

Other facts

Suppliers	Over 70 Suppliers visited annually or audited for sourcing of new raw materials
Launches	30 million bottles of natural fertilisers and controls were launched on the markets as commitment of our brand to natural options

Growing Media

	2018	2023	2025
Peat free Blends	30 (10 in UK)	Over 80 (33 in the UK)	100% of our range
Number of alternative ingredients to peat	25	Over 50	Over 75

*Growing media only - does not include soil improvers that are 0% peat
Over 90 New ingredients studied annually as replacement for peat.

Climate and non-climate risk assessments

Category	Type	Risk
Social	Resources	Changing context post covid in fast changing and highly-competitive environment to attract new people with new skills
Social	Human Capital	Changing context post covid to integrate and retain people with necessary profiles and skillsets in a working from home environment
Environmental	Energy	Availability of renewable energies. Vehicles renewable fuel options
Economic	Supply	Geo political context and supply chain risks. Single sourcing and single customer postures

Quality Certifications



Howden UK
Controls & Fertilisers
9001:2015
14001:2015
45001:2018

Hatfield UK
Growing Media
9001:2015
45001:2018

Gretna UK
Growing Media
45001:2018

Quattro UK
Warehouse
14001:2015

Bourth France
Controls & Fertilisers
9001:2015
(in December)

Baileys Australia
Growing Media
9001:2015
Other certifications see https://www.baileysfertiliser.com.au/

Rest of the world
All sites
9001:2015
The best practices at sites are aligned with principles of ISO 9001



SOCIAL

Creating value for employees and Society

Employee satisfaction surveys

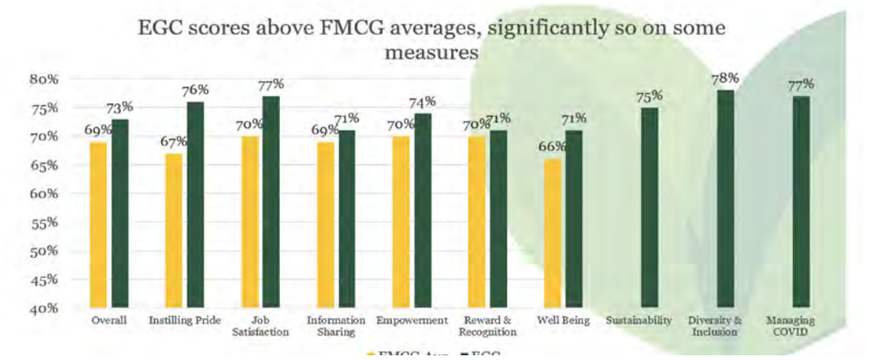
Emission year	2018	2021	2022
Participation Rate	54	86	68
Number of questions asked	15	20	7

2021 results versus 2018

Human Resources information



Benchmark versus FMCG average



Human Resources information

	2018	2023
Number of employees	900	1000
HR on intranet	N/a	100%
HR global coordination	Partial	Full

Employee benefits* Sustainable Development Goals 3.8

In alphabetical order	2018	2020	2022
Access to flexible working arrangements		100% of employees, subject to their job profile.	100% of employees, subject to their job profile.
Awareness days (LBTG, Women, Menopause, Earth,…)			In some regions
Balancing home working and childcare		Launched with covid period	Hybrid working in place for all office locations
Benefits Platform - access to discounts & offers from retailers			Launched 2022 in some regions
Company holiday entitlement	Y	Y	Y
Employee assistance program	Y	Y	Y
Life assurance	Y	Y	Y
Medical insurance	Y	Y	Y
Mental Health First aiders	N/a		Over 50 employees trained
Mental Health support			Intranet tools Support provided by income protection insurer
Pension	Y	Y	Y
Physical Health			Support provided by income protection insurer Cycle2Work scheme introduced in 2022
Townhalls (Group and local)	Quarterly	Weekly during covid	Quarterly
Working from home guidance		Launched with covid period	Yes
Working lunch training - knowledge sharing			In some regions

* may vary across regions.



DATA APPENDIX



Training Academies

	2018	2023
Training academies in each BU	30%	100%
Number of employee trained	Over 200	Over 500
Sales force and customers trained	Over 300	Over 500
Ratio Visio versus In person	20 - 80	70 - 30
Certified training	France, since 2011, Certiphyto certification to enable the Trade to sell our phyto-pharmaceutical products. Germany: Local regulatory validation	France : Qualiopi-Afnor certification. Germany: Local regulatory validation. UK : validation on going as this document goes to print.

Compliance

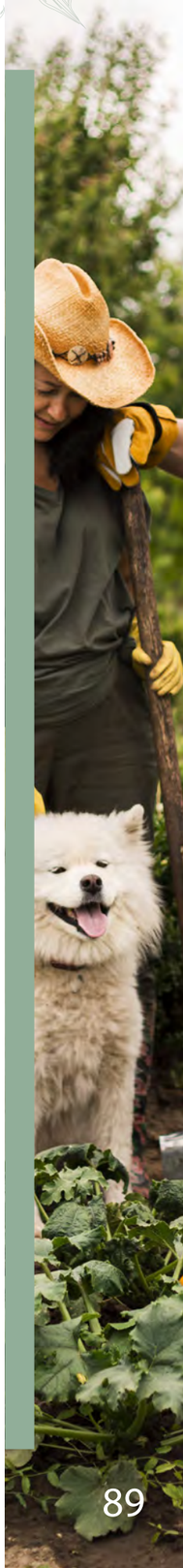
Regulatory Affairs Capability

Expertise	15+ dedicated staff with a mix of expertise - regulatory, environmental and toxicology.
Pesticides and Biocides marketed in 30+ countries	Managing a number of active ingredient registrations e.g. Pelargonic Acid and 500+ Product Registrations.
Fertilisers and growing media	Expertise in both local and European Fertiliser legislation.
Chemical Regulation Expertise	REACH, Classification, Packaging and labelling, General Product Safety, MSDSs, Explosive Precursor, Detergents Regulation etc. In addition, local country requirements and laws.
Trade Association Members	Actively representing Evergreen Garden Care in both Local and European Trade Associations.

Legal & Compliance

	2018	2023
Training modules	1	14
Employees trained on Ethics & Compliance - annually or as part of the on-boarding programm	5% (Management)	+70%
Live in person/zoom versus access online anytime	100 - 0	10 - 90
Breach of code of Ethics	0	0
Whistle blowing reporting	0	0
Notifiable personal data breach	0	0

EVERGREEN Garden Care



Data source

The main quantitative and qualitative information in the report is based on answers and information provided by our heads of Business Units, Central Functions and Head of Departments as well as Subject Matter experts. Additional information was based on consolidated data information where available. Unless stated otherwise, figures given relate to the Fiscal year 2022 (October 2021 to September 2022).

Linkedin

www.linkedin.com/company/evergreengardencare/

Our trade websites :

www.liebedeinengarten.de
www.g-p-i.de/startseite/
www.liebedeinengarten.at
www.lovethegarden.com.au
https://www.baileysfertiliser.com.au/
www.ilovemygarden.be
www.lapausejardin.fr
www.aquiland.fr/
www.pokon.nl
www.tuigarden.co.nz
www.lovethegarden.pl

www.lovethegarden.co.uk Links of our twitter, facebook, instagram, YOUTube and other social media accounts can be found from our trade websites.

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