## Corporate Sustainability Report 2025





### **CEO INTRODUCTION**



MARK PORTMAN, Evergreen Garden Care CEO

The past two years since our 2023 CSR report have been marked by significant learning and growth. Evergreen Garden Care celebrated its 7-year anniversary and expanded its team to over 1,100 employees from more than 20 nationalities across seven global regions. Our team has also engaged with broader groups and industries, sharing our expertise in sustainable gardening and business practices with our supply chain.

From 2025 to 2027, we will continue to enhance our product portfolio and accelerate our transformation with a new family of brands and products in the Scandinavian region from our recent acquisition. This initiative will help us better understand the European market, from sourcing to gardeners, significantly expanding our range, increasing market share, and entering new gardening models and market segments that we have not yet fully capitalized on.

We are also deepening our understanding of the supply chain's impact on the carbon footprint of our materials and finished products. The coming years will see increased knowledge and research on this topic. As part of our commitment to environmental preservation, we are on track with our Evergreen Garden Care Net Zero carbon emission reduction program.

In line with the future European Community Corporate Sustainability Reporting Directive (EU CSRD), we have implemented new measurements and key performance indicators (KPIs). These cover carbon emissions reduction as well as social, environmental, ethics, and procurement practices, which must adhere to the highest standards and comply with legislation. We are gaining a deeper understanding of our supply chain's sustainability performance and carbon footprint reduction, enabling us to set a broader supply chain strategy.

Our goal is to be the most trusted garden care manufacturer and supplier of choice, doing the right thing for customers and gardeners, with quality products at the core of everything we do. Corporate sustainability efforts and programs are under intense scrutiny from consumers, employees, investors, and governments, demanding greater transparency and accountability throughout organizations' supply chains.

To stay focused on this goal, we ensure that every interaction with our customers is an opportunity to raise awareness and challenge the status quo. This is supported by pragmatic and actionable roadmaps that we review with our suppliers and customers to drive progress on environmental, social, ethics, procurement, and governance issues.

Our heritage of exceptional quality brands is delivered through our deep partnerships with suppliers and customers, and the quality standards we uphold for ourselves and our supply chain.

Behind each of our business accomplishments and sustainability progress lies the passion, dedication, and creativity of the Evergreen Garden Care teams and supply chain partners who have made them possible. As in previous editions, our Sustainability Report aims to highlight these achievements and the people behind them.

I hope this report provides you with insight into the purposeful and sustainable growth that defines Evergreen Garden Care.

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#### THIS IS EVERGREEN GARDEN CARE

### Our purpose

#### **Evergreen Garden Care Products and Brands.**

Our Purpose is to help create greener, better spaces for happier, healthier lives. This purpose is central to everything we do. The impact of our purpose is evidenced through the passion and commitment of our colleagues to building a better future. It represents the collective voice of our colleagues, bringing to life and reinforcing our strategy. It underpins our culture and is deeply embedded across our business. It is reflected in the decisions we make, in how we innovate and grow, how we nurture and develop our colleagues, how we leverage our deep science, technical expertise and our industry-leading capabilities to make gardening a place to feel well - solving our gardeners' challenges with differentiated sustainable solutions whilst upholding our commitments to protecting the planet.

#### Who we are





N°1 Garden Care worldwide

**30+** Market Countries operating worldwide outside Americas



600+ **Millions Euros sales** 

#### **Market-leading brands**

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



1100+ employees

**15+** manufacturing plants



Founded in 2017

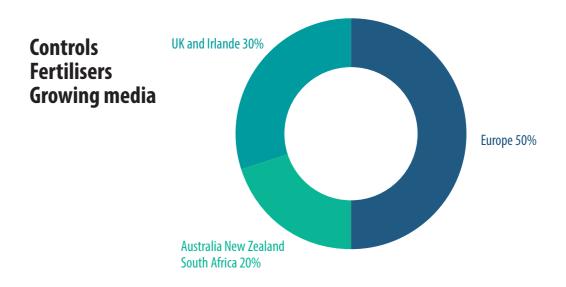
Headquarters in Frimley, UK Privately Held

**7** reporting Business Units

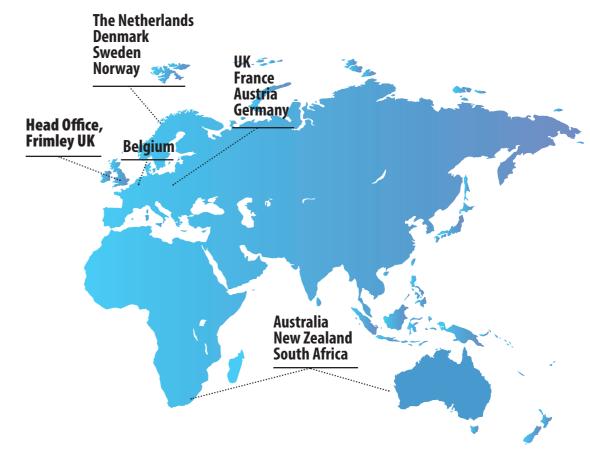
**2** R&D

**3** Research stations

#### **Our global reach with a localised network**



#### **Manufacturing sites and Markets**



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#### THIS IS EVERGREEN GARDEN CARE



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	History		Sustainability actions
2017	Exponent acquinternational k Scotts' Miracle "Evergreen Gal created.	ousiness of -Gro Company.	Scotts' Miracle Gro programme
2018	Acquisition of Roundup Hom business.		We set our Sustainability Strategy and plans.
2019	Acquisition of (NL)	Pokon Naturado	We became the first business to become Certified for its Circular Economy systems by AFNOR. We were certified between 2019 and 2023 at the final level of Silver. Publication of our first Corporate Sustainability Report (CSR).
2020	Acquisition of Acquisition of	Tui (NZ) Patio Magic (UK)	We started the calculation of our Scope 1 & 2 carbon emissions (direct and indirect EGC 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 Acquisition of		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 (FR)	Certification Level 1 for your Responsible Digital by Institut du Numérique Responsable (INR). 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		the assets of The ning Company on of Searles	Publication of our third CSR report Commitment to the Science Based Target initiative (SBTi). First Certification by Eco Vadis at Bronze level.
2024	Acquisition of Acquisition of		Calculation of our first Scope 3 (supply chain emissions, upstream and downstream). Certification by Eco Vadis at Silver level. First audit by Lloyd's Register Quality Assurance Inc (LRQA) for preparation of the mandatory European Union (EU) Corporate Sustainability Reporting Directive (CSRD). Start of audits by LRQA of all our Manufacturing site for H&S.
2025			First publication of our carbon data in the Science Based Target initiative database (SBTi) submitted for approval CSRD preparation finalised and data is audited. Publication of our fourth CSR report.

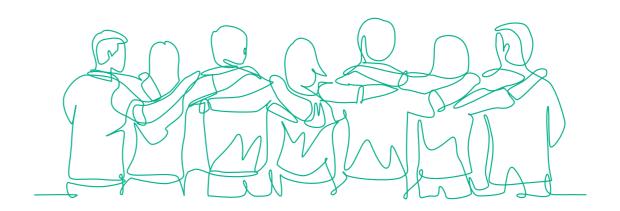


Helping create better, greener spaces for happier, healthier lives

### **Our Values create our Culture**

Our values are rooted in our purpose, which grounds us and keeps us connected to what makes Evergreen a great place to work. Setting out our values has been essential, but living by them makes the difference. Our colleagues took part in a workshop detailing where our values came from, what they mean and how they set the standard for how we interact with each other at work.





## The context which is shaping our industry

## Highly regulated gardening products – Fulfilling our Commitments

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

Many Evergreen Garden Care products such as Plant Protection Products, Biocides, Fertilisers require registration prior to their sale. These products undergo strict evaluation by authorities for each country to ensure that they are safe for gardeners and pets 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 products and advocates the move to safer, low risk and natural active ingredients.

Naturally, compliance with all local, European and international regulations is a non-negotiable obligation and an integral part of all our operations. However, we strive to go above and beyond the legal requirements, always ensuring the highest standards.

To this end, we can rely on our worldwide network of regulatory and safety experts. Our commitment to product quality and safety is reflected in the more >15 in-house experts devoted to ensuring the environmental and human safety of all our ingredients and products before they go to market, as well as ensuring that they comply with laws and regulations in each of the markets where they are sold.

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.

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:

- Active engagement with regulators, trade associations and other relevant stakeholders to foster and promote efficient and effective safety, environmental and sustainable laws and regulations;
- Support of internationally recognised standards and voluntary initiatives designed to ensure safety of our products and protect the environment;
- Favouring the harmonisation of laws, regulations and standards to develop trade and help consumer understanding.

## We lead the industry towards science-based innovation

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 European Green Deal, there are a number of new initiatives and revisions of current legislation such as the Chemical Strategy for Sustainability (CSS) revising the Classification, Packaging and Labelling Regulation (CLP) and REACH.

Monitoring and early understanding of the impact of new and revised legislation as well as actively lobbying for better legislation, allow Evergreen Garden Care to be proactive and plan for the regulatory change requirements, to ensure minimal business impact.

Evergreen Garden Care supports the vision for a modern, science-based approach to Chemicals Regulation. To continue to support sustainable innovation, it is essential that, as regulations governing chemical safety continue to evolve, they maximise the use of the scientific advances.

## **Our Regulatory Engagements** and 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:

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

### **Looking ahead**

The hard work we have put since 2017, positions us to meet our objectives for the years ahead. We continue to meaningfully improve our operations' sustainability, while engaging with gardeners for a move to more responsible solutions, for products and packaging. We are doing all of this while staying true to our values and building our brand strength aligned to our key focus areas of gardening efficacy, safety, sustainability and enjoyment.

Our Net Zero 2050 plan, our Science Based Target initiative (SBTi) commitments and Corporate Sustainability Reporting Directive (CSRD) compliance, are embedded in our strategic outlook when managing our own Operations, products portfolio, Brands image and business partners. We ensure we deliver beyond compliance by maintaining Social, Environmental and Communities impactful actions.





### **Structure and Leadership**

Our governance structure serves as the framework against which we make decisions, distribute responsibilities and drive accountability. It ensures ethical conduct, risk management and strategic direction, encouraging transparency and sustainability.





Corporate Governance	Key responsibilities in the area of sustainability		
CEO, CFO	They are responsible for the Company's strategy and organisation, including financial and non-financial reporting, risk assessment and double materiality assessment. This comprises identifying and enforcing both statutory and internal disclosure rules on ESG matters, particularly where ESG risks may affect the Company's performance.		
Business Units Managers and Head of Group Functions	They are responsible for the Business Units strategy and organisation, plans and local KPIS.		
Head of Sustainability	Responsible for proposal of Strategy, organisation, goals, roadmaps, action plan, progress, KPIS, double materiality assessment and risk assessment & reporting.		
Social impacts, Colleagues, Career	Within each Business Unit, Human Resources (HR) oversees plans related to team member career development, health and wellness, and engagement.		

For all aspects for Governance, we use a multi-disciplinary governance approach to support our business and teams. The Senior Management Team is responsible for reviewing and overseeing our strategies, plans and Business Culture and Values.

#### **Business Units and Group functions**

As each or our region has its own technologies and challenges, Business Units work on their specific carbon reduction, environmental and social projects. They report with full accountability for our Global ESG targets

This is a straightforward way of working that is embedded into the business, led by the respective Managing Directors. The Group Sustainability both support the business units and hold them to account for performance and reporting.

Joint work done by the Group and the Business Units includes:

- Setting Sustainability target and strategy for the Net Zero delivery;
- Tracking performance and sharing best practices between regions;
- Liaising with Group and regional Marketing for their Brand Building, Engagement and Sustainability actions;
- Establish risks and lead the Double materiality assessment for in and outside risks;
- Focus on the years ahead and prepare for Mandatory legal reporting.

Group Functions are responsible for the execution of the Company's sustainability strategy, which includes the handling of national regulatory and legal requirement as well as mandatory reporting obligations.

They are responsible for ensuring the provision of relevant data for the Group non-financial reporting, and for complying with the non-financial reporting obligations at local level.

## Code of conduct and business ethics

The governing internal document hierarchy starts with Evergreen Garden Care Code of Conduct, which contains a set of binding rules and quidance regarding responsible behaviours for all Group employees.

The Code of Conduct stipulates the expected ethical behaviour of our employees, when interacting with each other, with customers, with suppliers, with other stakeholders, or with society at large. It covers a broad range of topics, such as discrimination and respect for human rights, and situations, such as use of company assets, insider trading, compliance with local laws and regulations and environmental preservation.

Specifically, the Evergreen Garden Care Group prescribes certain values and principles which Evergreen Garden Care has committed to, worldwide. Our Code of Conduct specifies and helps the continued implementation of those values and principles by establishing certain non-negotiable minimum standards of behaviour in key areas.

Our Business Partners Code of Conduct specifies minimum standards expected of all suppliers with focus on social, environmental, procurement and ethics responsible behaviour.

Our Responsible Procurement Policy (internal document) reflects our corporate principles and values, states that employees should focus on socially responsible suppliers and stimulates them to promote the awareness of environmentally responsible and ethical purchasing.

As a standard, team members are regularly reminded of our Code of Conduct that sets out expectations of professional integrity in the workplace. Evergreen Garden Care is also vigilant to other operational risks that can be influenced by team member behaviour. Risk assessments are conducted annually on all our departments to map out potential ethical risks in our business conduct.

Our Code of Conduct supports the United Nations Sustainable Development Goals and reflects global values and guidelines. We recognise that conducting responsible business is good for the continued profitability of our company. Where possible, we collaborate with stakeholders and advocate positive change in our industry.

### **Health and Safety**

Evergreen Garden Care vision for zero accidents recognise that every employee aims to create a culture that places a top priority on maintaining safety in all areas, and focusses on mutual courtesy and safety, as well as turning workspaces into great places to work.

In line with our Code of Conduct we create a safe, healthy working environment for all. We consider that health and safety are a responsibility shared between leaders and employees. Leaders should provide a safe physical and psychological environment to create a safety culture. Employees are responsible to follow safety quidelines and take proactive steps to ensure safety for themselves and their colleagues.

Each of our factories' local health and safety policies consolidate the specific national laws and local context. Developing and adopting a health and safety policy at factory level is a basic requirement to be'Occupational Health and Safety, ISO 45001 certified. Our UK sites are audited and certified.

H&S awareness and training is developed according to roles, sites and risks, for all Evergreen Garden Care employees.



We are implementing in our sites a Safety reporting Application SAFe to enable faster, more systematic of any safety risk, near miss or incidents on any of our sites. This is very effective and we are monitoring our KPIS more effectively through it.

## **External validations and Internal audits**

### **Internal audits**

Our Internal Audit intends to be an independent, objective assurance and consulting activity, designed to add value and improve our operations. The various processes are established to provide oversight of the audit process, the company's system of internal controls and compliance with laws and regulations. We favour cross departments and functions audits for independence.

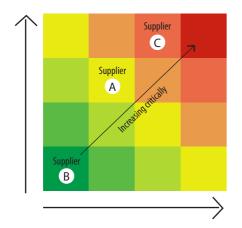
## **Eco Vadis and other external verification**

EcoVadis evaluates businesses on four issues: Environmental Management, Labour Practices, Ethics and Responsible Purchasing. The Ethics rating looks at the performance in areas covered on pages of this report: management structure, corporate governance, leadership, compliance, bribery and corruption, risk management etc.

Our global operations have been assessed by EcoVadis for the 2nd time resulting in a Silver level. We do consider this a first step towards an independent external assessment of our sustainability governance in line with European Union Standards.

Other external certifications: It is key for Evergreen Garden Care to endorse organisations with credible authority to assess and rate businesses' sustainability performance.

The work of these organisations supports transparent reporting and knowledge exchange which is essential to make well-informed investment decisions and to drive policymaking.





Reduction of our carbon footprint.
Improving Social, Environmental, Ethics and Procurement practices













- We are member of the United Nations Global compact and we report our progresses annually.
- We have made our first reporting in SBTi in January 2025.
- 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.
- AFNOR certified our Circular Economy Systems from 2019 until 2023 which brought us from a bronze to a silver level. 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.

## **Setting Metrics, Targets** and **KPIs**

Adopting a comprehensive approach to business management, we rely on a balanced set of financial and non-financial key performance indicators (KPIs). Non-financial indicators encompass critical aspects such as Health and Safety, Quality, Carbon footprints, Operational efficiency and all Social & Environmental impacts. They are managed at each site, then at Business Units level, then at Group level ensuring sustainability practices and best practices are shared throughout Evergreen Garden Care. Our remuneration strategy is characterised by a pay-for-performance model, aligning incentives with the company's overall success.

Since the business creation in 2017, we have set ESG commitments for our company. We regularly measure and disclose our performance against these objectives. We will continue to monitor disclosure requirements in line with upcoming regulations such as EU Corporate Sustainability Reporting Directive and best market practices. We refine and regularly update the scenario analysis (approximately every two years) and develop 2050 hypothesis.

### **Advocacy**

We continuously participate to virtual roundtable events to gain external perspectives from other Industries, Regulatory bodies and Sustainability experts.

A concerted effort by the public and private sectors together is necessary to radically decarbonize economies. We engage in climate-related advocacy to encourage government policies and private sector leadership that enable rapid and sustained reductions in greenhouse gas (GHG) emissions. Some examples of areas for our advocacy activities, designed to support delivery of most emissions savings necessary to hit our targets, are:

- encouraging more recyclable and refill packaging options,
- enabling more sustainable logistics,
- supporting the rollout of renewable electricity and energy,
- improving consumer communications and claims, and
- leading by example for best compliance to ensure higher ambitions from countries and companies and fair and clear rules for target setting and reporting progress.

We welcome the progress made at international level, led by the United Nations, on how best to adapt to the consequences of climate change. We also recognize there is much more work needed to fully realize the potential of supply chain systems to help address climate change and related impacts, including biodiversity loss.

### Policies to support our **Group Business principles**

#### **Policies and guidelines**

Products we offer to our gardeners are highly regulated and controlled by National, European and The Evergreen Garden Care Group policies reflect our commitment to a strong ethical culture as a non-negotiable foundation of how we do business. Therefore, it is crucial for our company to have a robust reporting system that enables us to listen to anyone along our value chain about any noncompliance concern: Evergreen Garden Care has therefore established policies and guidelines to set internal standards, which leads to a harmonised way of working.

Policies are mandatory, guidelines give space for local implementation. Central policies and guidelines are issued for relevant business areas. Our Business Units adopt them to their local languages where

#### **Ouality and Safety of our Brands**

As the lead manufacturer in the garden care industry in many countries, Evergreen Garden Care must always quarantee the safety and quality of its products and services to gardeners and customers.

Globally, the Quality and Safety strategy is defined, implemented and shared by the Group and Local Quality, Regulatory, R&D departments who are accountable for:

- establishing, maintaining and managing the Quality protocols, procedures and KPIS.
- anticipating risks and defining preventive actions and mitigation options;
- delivering scientific and regulatory evaluations to enable informed business decisions;
- assessing the compliance and effectiveness of the manufacturing processes for existing products as well as from NPD to launch.
- strengthening Evergreen Garden Care's culture of quality across the organization.



#### Our policies describe our commitment to:

- Build trust by offering products and services that match consumer expectation and preference;
- Comply with all internal and external safety, regulatory and quality requirements;
- Gain a zero-defect, no-waste attitude by everyone in our business.
- Make quality a group-wide objective.

### **Digital and data**



#### **Cybersecurity**

As digitalisation becomes a pillar of new business strategies, we experience an increase in the number of customers that require information security management systems in place to securely handle data from their employees and customers.

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.

Rigorous control procedures, adequate software and responsible team member behaviour are the fundamental ingredients of our information security policy. Our teams are aware of the external threats to our information systems. As a medium sized global organisation, we organise our systems to ensure we communicate threats quickly and efficiently. All employees receive annual training on cybersecurity risks and best practices.

#### Data Privacy & Information Security

The European Union's General Data Protection Regulation (GDPR) continues to set the standard for how standards are developed and implemented.

For the handling or transfer of personal data within Evergreen Garden Care, Business Units primarily rely on our data privacy policies which are funded on the European and UK data protection regulations. This comprises a set of internationally recognized privacy principles and is designed to evolve and adapt to an ever-changing regulatory background.

It is overseen by our Legal Counsel. We ensure our program keeps pace with the fast-moving nature of technology and developments in data protection, artificial intelligence, data ethics and e-commerce.

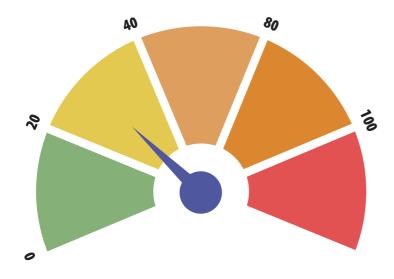
Data privacy is embedded in our business principles. Our approach to data security is tied to our respect for the fundamental right to privacy, as set by the United Nations' Universal Declaration of Human Rights. We value and protect the personal data of everyone who interacts with our business or our supply chain. We encourage anyone who has concerns about data security or privacy to report and use our whistleblowing protocol.

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Every year, an end-user IT Policy training is rolled out as a part of our training programme to improve awareness of cyber-attacks and fraud attempts and deploy secure behaviours in their everyday activities and when faced with cyberattacks.

Training across computer users is mandatory. Our online training and software tracker enables us to assess the business risk and individual risk based on this training compliance.



Ilnnovation in digital technology is crucial for our organisation efficiency as it allows us to gain efficiency and accuracy in our data management and reporting. It also helps us to effectively manage our business with our customers and supply chain and become a customer of choice.

## Our approach to Sustainability

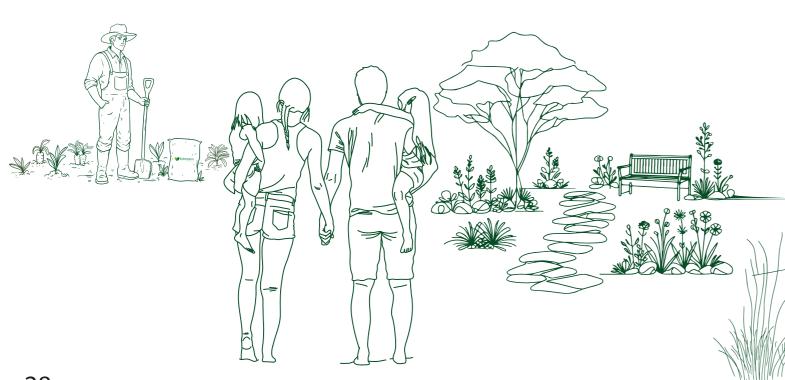
Evergreen Garden Care is committed to developing gardening products that are giving satisfaction to gardeners and good for the planet. Our purpose is to unlock the power of gardening to enhance quality of life for everyone, today and for generations to come.











### **The Function**

The Sustainability Function provides strategic leadership and execution support and drives the implementation of Evergreen Garden Care sustainability strategy, including our 2050 Net Zero Roadmap, ensuring focus and alignment.

It also ensures execution, monitors external developments, and defines KPIs in support of Evergreen Garden Care sustainability strategy.

It coordinates sustainability activities and has the oversight of internal ESG data and external disclosures.

## How we build our Sustainability commitment

We start with what our gardeners are expecting.



### Establishing solid and healthy roots

Sustainable policies and practices for our sourcing, manufacturing and general supply chain. Continuous improvement plan to reduce carbon emissions to Net Zero in 2050. SBTI targets improvement.



### **Growing sustainably:**Our products and offers for a

responsible gardening

We do not only provide home gardening solution that also protect people and pets in their garden, we also work hard to protect the planet we live on.

We aim to become pioneers in protecting gardens and the planet by working towards net zero, embracing the circular economy and improving people's lives.



### Your green oasis for joy and peace of mind:

Enjoying the crop and sharing the benefits

Gardening is a life pleasure and is very personal. This is also a way of a healthy lifestyle and enjoyment. That is why Evergreen Garden Care want to make life easier and help the gardener save time, to enable joy and peace of mind.

#### Overview of our value chain efforts

continents from which we source. We opt for local and natural sustainable options when we can

We compare ingredients carbon footprint as well as efficacy

Sourcing

300+

suppliers engaged by EGC with Sedex

**Over 75** 

projects to improve, harmonise our packaging and reduce environmental impact

trusted brands in our main markets



We work to maintain long term relationships with suppliers working collaboratively to support them for quality, safety and sustainable standards.

**Packaging** 

We innovate packaging that keeps our products efficient, easy to use, safe and protected while reducing environmental impact.



We develop products that meet gardeners and climate needs while strengthening our market position as a leader in gardening care products

### **Over 15**

close relationship with logistic partners

**Over 500** 

customers with continuous and sustained relationship

countries reached with gardening care products adapted to local needs and demand

95%

of our packaging are fully recyclable

RECICLE 📽



We work with transporter, logistic partners, customers to optimise transport carbon footprint and become supplier of choice

**Customers** 

We share our Sustainability progress, experience and carbon footprint reduction plans to enable the supply chain progress and support customers in their own efforts

**Gardeners** 

We thrive to give gardeners the best experience to create their own green oasis

Recycling Circular **Economy** 

We work with national recycling programms and trial new options locally to improve the circular economy of our packaging.

#### **Engaging with our people and stakeholders**

We rely on a resilient, consistent ingredient and packaging supply. To ensure this, we maintain responsible sourcing partnerships with thousands of suppliers globally

**Engagement on values,** engagement surveys employee benefits, sports and team building activities

We engage retailers, garden centres and their sales teams, to maximise market reach. We also partner to understand their needs and how our products can support their sustainability ambitions.

**Customers** 

Gardeners are the lead behind every product development; we invest significantly in understanding needs and preferences across markets, categories and socio-economic groups.

**Gardeners** 

**Suppliers** 

Led by Procurement with Quality and Sustainability Led by People and Culture Dept and local Champions

Evergreen

**Garden Care** 

**Colleagues** 

Led by Sales with contribution from all, including Marketing,

R&D, consumer and customers Services, Digital, Training Academies, Sustainability

Led by Consumer Insight and Marketing

We want to be good corporate and garden citizen and encourage colleagues to participate in community action through our volunteering guidance, volunteer leave and ad hoc support efforts.

We work with relevant government agencies for better regulated products and sustainable systems.

We support charities, academies, research institutions to lead continuous improvement as part of our industry corporate citizenship efforts.

We partner with other industries and technologies, trade associations to champion supply chain improvement and transformation. We also look to strategic benchmarks to ensure alignment with the industry's best ESG practices.

Communities

Led by Marketing, Digital, Internal Communications and People & Organisation

Regulatory

Governments

Led by Group and Local

Garden industry

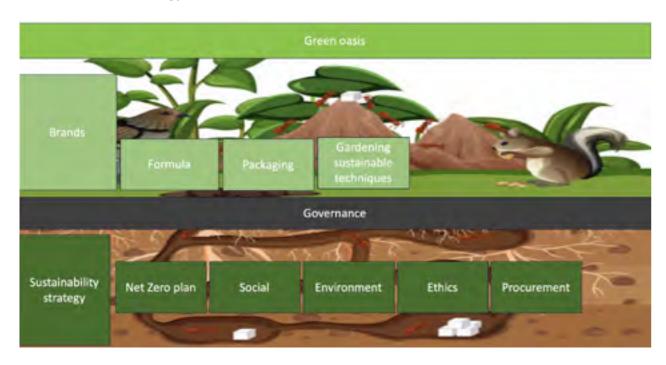
Led by Marketing, Digital with contribution from all volunteers colleagues

Wellfare

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They are supported and enhanced by our Corporate Sustainability Strategy.



## Corporate Sustainability Reporting Directive (CSRD)

As part of the European Green Deal, which consists of a package of policies and laws aimed at enhancing sustainability in environmental, social, and governance (ESG) aspects, Directives have been published.

Two of these directives are the Corporate Sustainability Reporting Directive (CSRD) and the Corporate Sustainability Due Diligence Directive (CSDDD) (Directive 2024/1760).

The aim of the CSDDD is to foster sustainable and responsible corporate behaviour in companies' operations and across their global value chains. The new rules ensure that companies in scope identify and address adverse human rights and environmental impacts of their actions inside and outside Europe.

The CSRD's aim is to improve and broaden sustainability reporting among companies operating in the EU. Companies need to disclose their social and environmental impacts by following the EU's sustainability standards, with robust auditing to ensure credibility.

Evergreen Garden Care has welcomed the initiatives and has always ensured transparency and reporting on all aspects.

Evergreen Garden Care is ready to report in 2027. We have conducted our due diligence on the European Sustainability Reporting Standards (ESRS).

# How we measure and manage climate-related risks and opportunities

Risks are associated with all business operations. Evergreen Garden Care works in a structured way to continuously identify, assess, and manage risks that may affect our financial targets and strategic objectives and that might also impact environment or society.

## We take guidance from our Double materiality assessment

During 2023, we initiated our first double materiality assessment, enhanced for the European Sustainability Reporting Standards' double materiality requirements, in preparation for disclosure under the Corporate Sustainability Reporting Directive (CSRD).

Double materiality has two dimensions, namely: impact materiality and financial materiality. Impact materiality relates to the impact Evergreen Garden Care has on Environment, Social and Governance (ESG) issues (inside-out), while financial materiality relates to the impact that ESG issues have on Evergreen Garden Care (outside-in).

Input was gathered throughout the organisation via the Head of functions and Business Units, resulting in a comprehensive overview of risks in the organisation.

For sustainability and general risks, the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) are followed and an assessment is done annually.

This list of topics formed the basis of our stakeholder interviews. We drew on the expertise of key internal stakeholders, in each business function and region to deep dive into how these topics. Key external stakeholders were brought in to bring insight and benchmark from our and other industries.

Stakeholders shared their views on issues that Evergreen Garden Care needs to prioritize as a business today, and over the next two to five years.

The outputs from these assessments have confirmed the low materiality of a range of topics for Evergreen Garden Care and helped us focus on product and market related to inform the continued evolution of our Net Zero Plan, as well as providing the basis for future sustainability-related disclosures.

#### **Double Materiality Assessment 2024** System and Information — Ingredients choice and Performance Market context Product stewardship Climate change: **Financial Impact** Emissions and Energy - EGC Scope 3 and general ment of our supply Packaging circularity Manufacturing and **Supply Chaine** stewardship - GM Circularity — Supply chaine ESG: Social for EGC and S/C: code of conduct, ethics, diversity....

**Social and Environnmental Impact** 

## **W** How we measure and manage climate-related risks and opportunities

In addition to our existing metrics and targets, we continue to explore how best to disclose progress, implementing our Net Zero plan. We are improving our ability to identify and measure emissions, working with suppliers and customers, and exploring new ways to use analytics, publicly available data base as well as licenced ones to enhance decision making and transparency.

In line with TCFD Guidance on Metrics, Targets, and Transition Plans we disclose the climate-related metrics and calculate our GHG metrics based on the Greenhouse Gas Protocol.

## We have a climate-centered approach

We aim to reduce our carbon emissions intensity year on year. To achieve that, we're monitoring every aspect of our business – from converting to renewable electricity in our factories to introducing packaging that uses less plastic and can be more easily recycled and reused.

Our approach is holistic and interconnected, built on our commitment to achieving net zero greenhouse gas emissions by 2050 at the latest, while supporting human rights and putting people at the center of everything we do.

## Restoring nature, protecting biodiversity

Supporting nature is central to gardening practices and essential for addressing climate change. We are working to help safeguard natural resources, including for our raw materials and ingredients to support the planet's biodiversity. We are working on rewilding our remaining peat land, we work on ensuring compliance to the deforestation legislations as well as initiatives dedicated to water, air and soil quality. As part of CSRD requirement, we also monitor biodiversity impacts on and around our sites.

### Partnerships for change

Advancing sustainable gardening is about co-creating, with our supply chain partners, a resilient future for our planet and its people, working toward a sustainable sourcing, improving gardening practices for our gardeners, and revitalizing natural ecosystems. The effort requires understanding and support from all actors involved, from governments, academia and NGOs to peer companies and competitors, financial institutions and commodity traders. We all have a part to play in helping make sustainable garden-care industry a reality. We use tools such as Sedex and Eco Vadis to liaise and monitor our supply chain efforts and endeavour for best practices sharing.

### Our efforts support the United Nations 2030 Agenda for Sustainable Development.

In 2015, the UN launched 17 Sustainable Development Goals (SDGs) to address global challenges, including poverty, inequality, climate change, environmental degradation, peace and justice.

We continue to work hard so that our business contributes to these goals. We monitor and report transparently on our progress.

As well as advancing our own efforts, we want Evergreen Garden Care strategy to contribute to wider progress. To this end, we have aligned with the SDGs where we have the greatest opportunity to positively impact.

## Projects supporting the United Nations Global Compact (UNGC) principles



Goal 17 'Partnership for the Goals' is the single most important of all the SDG's, as no organisation can achieve a sustainable future on its own. Throughout the report we focus on examples of how we partner with our customers, suppliers, employees, industry bodies, institutions, universities and local communities.



Through our business and responsible value chain practices, we create decent employment opportunities and support economic growth.



We continue to advocate for more natural gardening care practices that are proven to be an environmentally sustainable option.



We have committed to science-based targets and to improve the Gardening industry supply chain to deliver a lower climate impact.

We view climate action as the defining challenge. We embed this mindset in everything we do in our operations and supply chain. We do our best to be part of the low carbon future we promote via gardening practices.

This goal is delivered through our continuous improvement, carbon emissions reduction and offsetting as well as application of circular economy principles.



As a garden care business, efficient and sustainable gardening solutions represent a key lever in efforts to help protect nature and biodiversity. We pursue our Peatland restoration in the UK. See the details on www. lovethegarden.com



We work with our supply chain, partners, trade association. We build a resilient network that delivers on its goals and targets.



We do not use significant amount of water in our industry, but we monitor impact and usage by site.



We apply Eco Design and general circular economy methods and principles. Our Life Cycle analysis tool for our Growing media footprint assessment contributes to better understanding and monitoring of our impacts.







These goals are all integrated in our Human Resources (HR) management in each region in our activities and charities programs.



## **United Nations Global Compact**

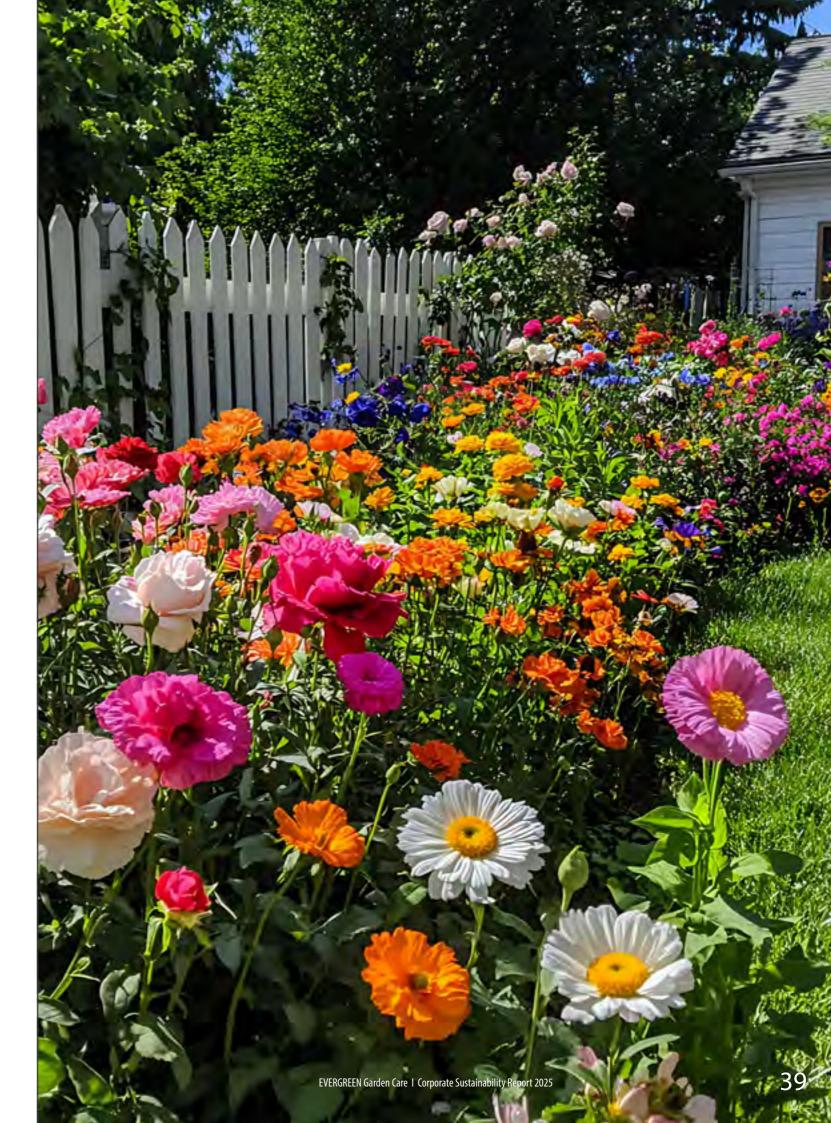
Evergreen Garden Care became a signatory to the United Nations Global Compact (UNGC) in 2023, when we submitted our first Communication of Progress.

The United Nations Global Compact (UNGC) is a strategic policy initiative for businesses committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labour, environment and anti-corruption. Our own Corporate Business Principles incorporate the 10 UNGC Principles and we reflect the basic concepts of fairness, honesty and respect for people and the environment in our business actions.

As a participant in the UNGC, we disclose our progress on the implementation of the 10 Principles and the activities we are carrying out in support of the 2030 development agenda.

Our Communication on Progress increases transparency and accountability, pushes us to continue to improve on our performance and ensures that UNGC signatory companies live up to the expectations set by the Compact and the United Nations.









# Our ambition: Preventing climate change by reducing emissions

Our biggest environmental commitment and challenge is to become a net zero business across our entire value chain by 2050 and to drive emissions reductions consistent with the 1.5°C temperature goal of the Paris Agreement.

The focus of our efforts between now and 2050 is to deliver absolute GHG reductions, even as we grow our business. We continuously seek out opportunities to reduce emissions and encourage carbon removals within our value chain through a range of actions described in this report.

### **Greenhouse gas emissions**

Evergreen Garden Care measures the greenhouse gas emissions of its entire value chain (scopes 1, 2 and 3) based on the international GHG Protocol developed by the World Resources Institute and the World Business Council for Sustainable Development. As per protocol, we measure location and market-based emissions.

Evergreen Garden Care set its scope 1 and 2 energy and industrial emissions targets according to the GHG Protocol «market-based» method in order to reflect the share of renewables in its energy mix (Greenhouse Gas Environment scope, see section 5.8 Methodology note).

## We are committed to the Science Based Target initiative (SBTi)

If the world is to keep global warming below 1.5°C, we all need to take significant action immediately. At Evergreen Garden Care, we are working to reduce carbon emissions from our operations and supply chain and, in January 2023, we committed to the SBTi.

We have submitted for validation, in January 2025, our medium-term emissions target and our long-term net zero target, to SBTi, taking into consideration our achievements so far and our current action plans.

We submitted for validation by SBTi the following:

Evergreen Garden Care commits to reduce absolute scope 1 and 2 GHG emissions 50.00% by 2030 from a 2019 base year.

Evergreen Garden Care commits to reduce scope 3 GHG emissions 20.00% per million SKUs Produced by 2030 from a 2022 base year.

84% of our scope 3 emissions are related to Category 1 Purchased Goods and Services and 12% is related to Category 11, Use of sold products.

## Action plan: Neutralizing residual emissions and mitigating emissions beyond the value chain

The targets set for SBTi require residual emissions to be neutralized by 2050.

Evergreen Garden Care will follow SBTi guidelines regarding:

- abatement within the value chain to residual emission levels in line with a 1.5°C world by no later than 2050:
- mitigation beyond the value chain to contribute to global decarbonization during the transition period;
- neutralization of all residual emissions (or «removals») from 2050 onwards.

The EGC Group already takes part in forest protection, reforestation programs and United Nations carbon offsets projects. Our records of the past 6 years show we are on track for further carbon emissions reduction progress.

Throughout our supply chain we continue to focus on improving how we collect and report on emissions as well as prioritise innovation and collaboration to identify further emissions reduction opportunities.

## Our Net Zero operational 2050 map

Our Net Zero Road map for Scope 1,2 and 3

Our baseline 17000

tonnes of carbon emitted in 2019

Near term
35%
reduction by
2030
17000 tonnes of
carbon emitted in

2019

**70%** reduction by 2040

2040 17000 tonnes of carbon emitted in Target
Net Zero
by
2050
Across the entire
value chain

Our Net Zero plan covers the GHG emissions from our operations (Scope 1 & 2) as well as key GHG emissions categories in our wider value chain (Scope 3) including raw materials and ingredients, packaging materials, logistics, and our gardening products' end of life.

One per cent of our emissions are Scope 1 & 2 emissions coming from our own operations. Our operational efficiencies section outlines how we are reducing these emissions.

The remaining 99% are Scope 3 emissions and sit within our supply chain. To reduce these emissions, we will need to change the way we operate our business, how we source and how we make our products. We set out the challenges and actions in our supply chains as we remain clear that Evergreen Garden Care cannot achieve its targets alone. In our upstream or downstream supply chain, we seek to influence, but cannot control, the pace of change. For this reason, we also include our actions to influence wider systemic change, working with peers, regulators, policymakers, gardeners, customers and other stakeholders to support an accelerated transition.

## **ENVIRONMENT** > Our journey to Net Zero 2050

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.





## 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

#### **CLIMATE AND OUR NET ZERO PLAN**

## How we reduce carbon emissions (so far and future)

The priority for our climate philosophy is to reduce emissions towards zero, year on year across our operations and supply chain. How we achieve this is described in the sections below.

As we still have remaining carbon emissions, we purchase carbon offsets, only as an additional and voluntary actions to compensate our current residual emissions. Our purchase of carbon credits since 2019 to be carbon neutral is not a tool to meet our near-term GHG reduction targets and is kept outside the carbon emissions calculation. Evergreen Garden Care will continue to balance any unabated emissions within the scope of our Net Zero ambition for the near future. We are complying with the requirement of the Carbon Neutral Protocol 2024 standard.

### **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. Every year we review our investment option.

To see which one we are currently supporting, see our page on www.lovethegarden.com

## Challenges we face on our journey to Net Zero: Measuring carbon emissions reduction

We are improving how we gather data to calculate our overall emissions.

For our Scope 1 & 2 emissions, we use direct information from our sites. For our Scope 3 emissions, we use our SAP data, external databases, supplier data and generally public data, so we can have a better understanding of our emissions hotspots.

As we build on our emissions methodology, we will continue to encounter challenges in having a comparable baseline year for setting targets. We will be transparent on how changes impact our targets.

This report provides an update on our activity and progress on our journey to net zero, including:

- **Responsible sourcing:** sourcing responsibly to mitigate our impact on the environment and protecting biodiversity and nature (Scope 3 emissions).
- **Sustainable manufacturing:** collaborating with supply chain partners to tackle environmental issues (Scope 3 emissions).
- **Waste & circularity:** eco designing gardening care products to reduce waste and using innovation to improve resource use (Scope 3 emissions).
- **Operational efficiencies:** investing to reduce energy usage in our factories and logistics network (Scope 1 & 2 emissions).

## Response / actions for our emissions reduction plan



Supplier sustainability improvement

Reformulating products

Forest-risk commodities

Sustainable ingredients

Chemical ingredients



Packaging

Our operations

Logistics

Recyclable packaging

Recycled packaging

Our emissions reduction plan covers all the emissions within the scopes 1, 2 and 3 of our supply chain and is detailed in our Net Zero by 2050 ambition.

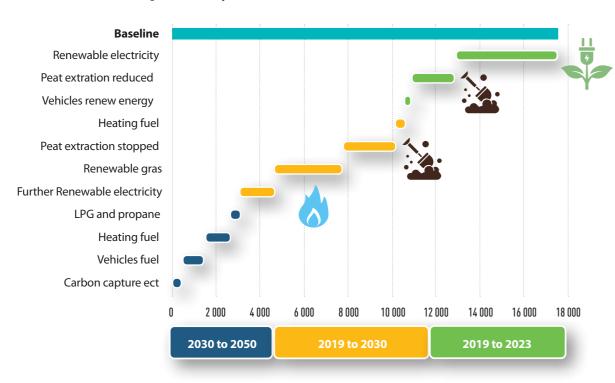
For our emissions of Scope 1 and 2, each of our sites in their Business Units has different challenges to face and is monitoring their local operational efficiencies and KPIS. Each site identifies appropriate and priority action areas towards delivering the group targets.

For our emissions of scope 3, the whole upstream and downstream supply chain, our actions are focused on key phases of the lifecycle of our products, including the raw materials we purchase, their production and distribution, packaging, direct emissions in the consumer-use phase, and finally, their end of life. Some action areas are relevant to all Business Units (such as Sourcing, Packaging, and Logistics). Others are specific to one or more Business Units such as renewable energy availability in the supply chain.



#### **Our emissions reduction plan**

#### Carbon emissions reduction done since 2019, and expected by 2050



#### **Evergreen Garden Care sites**

Our operational emissions are within our direct control. We aim to reduce all operational emissions in line with our SBTi commitments, and in the longer term to Net Zero in 2050 as set by the Paris Climate

We have achieved 4% year on year emissions reduction since our first emission measurement in 2019, primarily through our transition to renewable electricity, coupled with energy efficiency programmes.

Key actions over the next years, when appropriate and possible

- Decarbonise fully our electrical energy
- Improving thermal efficiency (e.g. by reusing waste heat)
- Improving electrical efficiency (e.g. by installing more efficient equipment and controls)
- Introducing more solar thermal technology
- Electrifying thermal processes
- Transitioning to sustainably sourced biofuels
- Increase our use of renewable power
- Improving our operational efficiency
- · Reducing waste year on year

### Factories and energy - Our direct **operations**

- Energy efficiency: we aim for improvement year on year through automation, addition of controls and meters, digital innovation and leveraging supply chain harmonisation potential as well as engineering expertise.
- Renewable electricity: we have committed to 100% renewable electricity by 2030, aligning with the RE100 initiative - a global coalition of businesses committed to 100% renewable electricity. This involves increasing the use of renewable electricity and installation of solar panels when possible. We have already reached an interim milestone of 80% renewable electricity in 2024.

#### Intensified climate actions: Lower carbon natural products

Evergreen Garden Care strategy to introduce natural ingredients and solutions, is a continued way of ensuring the use of safe and sustainable ingredients, meet evolving consumer expectations, ensure regulatory requirements and also contributes to mitigating transition risks. Year on year, we continue our rollout of natural alternatives launches and we are reformulating products to natural options. We will continue to scale these products globally.

In changing to natural options, our dependencies appears as follows:

• We are facing important deviations in raw material quality and availability. To ensure product consistency and continuous supply, we are redefining our specifications and updating our quality procedures, whilst lobbying for specific tolerances for natural and hence crop-variable, materials.

#### IT equipments and Systems

For all our IT equipment in offices, factories and for our logistic, we are conscious of the lifespan of these products and any other furniture we own. We procure equipment that is known to be durable and created with low environmental and social impact.

#### **Other industries**

It is clear that for the world to keep global warming close to 1.5°C in line with the Paris Agreement, emissions must continue to reduce as fast as possible to the minimum level that is technically feasible

This will require further systemic change in manufacturing and transport industry, agriculture and consumption, driven by innovation and policy. Evergreen Garden Care is committed to playing a leading role in enabling this long-term transformation.

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## Employee and supply chain awareness

Evergreen Garden Care raises awareness and trains its employees on sustainability issues through information sessions usually twice a year and multiple local initiatives, like the Climate Fresk in our South Europe Business unit.

The Evergreen Garden Care Training Academies, in each Business Unit, are built around a general products, ingredients module directed at all employees and more technical modules aimed at sales teams responsible for presenting brands and their sustainability credentials.



# A Circular Economy in our Operations to ensure the plan's success: our responses & actions

Next to climate change, the circular economy is a second major focus of the EU Green Deal, with the aim to reduce emissions, stimulate employment, reduce dependency on imported materials and human rights issues in raw material supply chains.

Also here, disruptive new regulations will provide many opportunities for business model innovation. Our customers increasingly expect information on our Supply Chain performance. Part of the challenge is that customers have different expectations on what standards should be used. Evergreen Garden Care and a number of our supply chain partners and customers have chosen EcoVadis for sustainability monitoring and auditing.

Between 2019 and 2023, Evergreen Garden Care group was certified by AFNOR for its Circular Economy Systems. This has helped the business to establish strong ways of thinking and doing, in all steps of the supply chain. This will be reflected in our CSRD performance reporting.

## Understanding our whole value chain and setting improvement targets beyond EGC

At Evergreen Garden Care Sustainability is as important as product Quality and Safety. We aim to be pioneers in protecting people and the planet by working towards net zero greenhouse gas emissions, embracing the circular economy, and conducting business responsibly.

We believe doing this, in partnership with others, ensures we help address global sustainable development challenges and support our profitable growth. Sustainability is central to our business and, quite simply, key to our future success.

## Value chain actions: Missions guiding our execution for establishing solid roots

Value chain  key activitie and ambitions  RAW MATERIEL TIER-N TIER-1 UPSTREAM SUPPLIERS SUPPLIERS TRANSPORTATION & DISTRIBUTION	OWN OPERATIONS  DOWNS  TRANSPO & DISTRI	RTATION PARTNERS MAINTENANCE TREATMENT
UPSTREAM	OWN OPERATIONS	DOWNSTREAM
Climate action Efficient logistic Sourcing efficiency and quality	Equipment efficiency Carbon emissions per sku	Efficient logistic Renewable energy for vehicles Recycling systems
Circular economy		
Renewable energy for vehicles	Renewable energy Carbon emissions intensity Electric vehicles CSRD year on year improvement	Durability of packaging Better recycling of packaging
Responsible business		
Audit of suppliers	H&S incidents reduction	Improved used of our products Better eductated gardeners and customers
Monitoring of risk on ingredients and packaging	Quality continuous improvement	
Double materiality		

#### **CLIMATE AND OUR NET ZERO PLAN**



Our journey to renewable energy is fundamental to meeting our net zero commitment as it is an efficient way to reduce our carbon footprint.

Since we started measuring our carbon emissions for scope 1 and 2, we have reduced our carbon footprint linked to energy, due to move of our contracts to renewable electricity, globally.

For other energies, such as natural gas and energy for transport, we also engage a wide and diverse group of organisations and experts, including supply chain partners, investors, policymakers and campaigners. The rich mix of feedback and views helps us aim higher in balancing different and sometimes competing expectations.

### **Technology and innovation**

Technology: We know a lot of natural resources consumption reductions across our supply chain are reliant on improved technology and innovation in other industries, notably the chemical, food, transport industries as well as general carbon capture industrial tools. We keep an active surveillance of progress in all domains to see how they can be applicable and transferred to our gardening industry, especially to our Growing Media operations.

Our journey to transform our fertilizers to Naturals has not only allowed to reduce our dependency on energy-inefficient Nitrogen sources, but has also allowed to reduce the use of mined nutrients such as Potassium. Both plant nutrients are being replaced by fully renewable organic sources.

**Policies and incentives:** Reaching net zero requires the right support and policy frameworks from governments. We want to see a net zero pathway published, that shifts away from the sole focus on reporting and assists with making investment decisions and includes specific strategies for transitioning to a more sustainable logistics network, supporting more circular products and greener energy. We advocate, when we can, for this.

**Improving traceability:** We are working towards comprehensive traceability throughout our complex supply chains, especially in the agricultural and chemical supply chain. Improved traceability will help us map our emissions in more detail and target emissions reduction activities.

Partnerships are essential to progress towards better circularity. We work closely with suppliers, distributors, independent experts or consultants in all fields of industry to improve our individual and collective understanding of the key technologies today, in order to support good decision-making. This is done by working with a large network of experts.

### Actions for Scope 3

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Evergreen Garden Care is leading a range of actions to reduce carbon emissions.

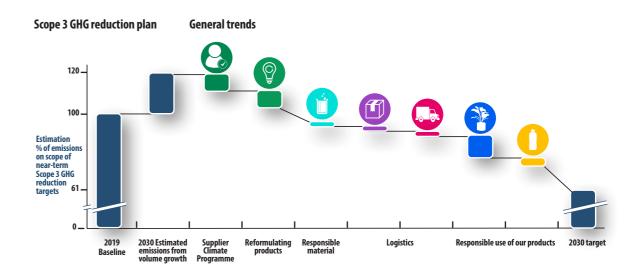
Decarbonization of our raw material suppliers: Evergreen Garden Care is working with its supply chain and suppliers to ensure measurement of Scope 1 and 2 as well as decarbonization programs are put in place. This is done via Code of conducts and contracts as well as direct communication and synergies with our long-term suppliers as well as new approved ones.

Packaging: Evergreen Garden Care works to reduce packaging carbon emissions year on year, keeping in line with technologies developed in the food industry, notably. The R&D packaging program focus on shifting to lower-carbon materials, optimizing packaging design, improving end-of-life treatment and enhancing value chain engagement with suppliers and recycling solutions. We have made progress across Scope 3 emissions in our supply chain, driven by thickness reductions, recycled packaging increases and changes in the mix of our portfolio since 2019.

We continue to assess our portfolio and actively engage suppliers to understand the impact of ingredients, packaging and operation and how we can make lower impact choices. We are conscious that we need to maintain our footprint while we grow our business, and we expect future improvements to gradually become more challenging.

Logistic: Evergreen Garden Care is collaborating with its business units to optimise logistics roadmaps, adapted to local markets' features.

**Co manufacturing:** Evergreen Garden Care is also working on plans involving supplier engagement as well as low-carbon by design and portfolio management.



### **Digitalisation**

As we are committing ourselves to clean growth and continuously implementing stronger circular economy actions, we increasingly consider 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
- targeted digital communications to better meet consumer needs whilst utilising 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
- influencer engagement and social media activation
- extending our SAP (NYSE: SAP) network to improve business and inventory management
- emerging technologies (AI, Virtual Reality, Augmented Reality, Algorithm, Blockchain).

# Our efforts for a better recycling post-consumer use

Our strategy aims to create a circular economy for our packaging, from how bottles, bags and cartons are designed and manufactured, to how they're recycled and reused.

We are leveraging our scale and reach across markets to reach our sustainability goals, suppress waste pollution and reduce our carbon footprint.

We work with retailers, garden centres, logistic partners and plastic processors to find practical and efficient recycling solutions.

### **©** Circularity and waste management

As global resources are limited, the Evergreen Garden Care approach is to prevent, remove, reduce and recycle and across our entire supply chain.

Packaging plays a key role across all Evergreen Garden Care products categories as gardening products and their packaging are approved and then registered by national government bodies. We make all efforts to reduce packaging with our Safe and Sustainable by Design principles and minimise all forms of waste, including overuse of products by our gardeners.

We are constantly thinking of ways to reduce plastic as well as being efficient and minimising the waste we produce. We are also cognisant of forthcoming regulations which will have an impact on what we choose to do as a business, versus what we do as part of our regulatory requirements.

#### **Circular Economy Systems**

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 all along our supply chain.

In order to validate our best practices and ensure continuous improvement, we had opted between 2019 and 2023 for an annual Certification of our Circular Economy Systems by AFNOR, on the standard XP X 30 901. At our last certification in 2023 we were confirmed at silver level and we were the only Garden Care business worldwide to be certified. We continue to use and apply the principles which have been successfully implemented.

### **Quality and Circularity by Design**

We understand and adhere to the roles and responsibilities that are required of us as the leading Garden Care company. 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.

We ensure the Quality, Efficacy and Safety of our products and packages, for our employees, consumers and the environment. We consider this to be a requirement for conducting responsible business, and an essential element of building and maintaining public trust in our products.

We carefully evaluate the efficacy and the safety of all products and ingredients during the development stage using well-established Stage & Gate process from the early stages of a product's design to the retail shelves. We have upgraded our new product development process to systemically integrate Safeand-Sustainable Eco-design principles into each stage.

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 are constantly looking for ways to strengthen competencies and leverage lessons learned. Our product safety and compliance models consist of internal and external independent assessments.



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 understand our scope 3 emissions and minimize them through comparative assessment of our options when designing a new Product.

### Managing Climate and General risks and assessing our impacts

Evergreen Garden Care make annual risks assessments (1). We make every effort to avoid risks in safety, quality, compliance and sustainability. The underlying aim is to protect the Employees, the Business, the Brands and our Communities.

The Task Force on Climate-related Financial Disclosures (TCFD) report serves as Evergreen Garden Care analysis and disclosure of the climate-related risks and opportunities to our business. It describes how climate change scenarios may impact our business and outlines our strategy to mitigate those potential impacts while ensuring our resilience, based on our understanding of evolving challenges.

We recognize that garden care ingredients and packaging supply chain are deeply connected to the planet's health, and that a changing climate has profound implications for business and society.

Therefore, this strategy concerns not only mitigating the transition and physical risks of climate change to our business, but also our actions to tackle climate change at source to help future proof our business. For example, we continue to implement our Net Zero Plan, which aims to reduce in-scope emissions to zero by 2050, even as our business grows. This helps both to reduce our impact on the planet but also accelerate our adaptation to a changing world, thus mitigating risks on our business.

We have taken significant steps in building climate-based thinking across our business when we formally incorporated climate assessments in our Double Materiality Assessment. Each Business Unit considers how climate-related risks may impact their strategy and future business projections and we will continue to do so annually.

## How we conduct the climate risk assessment

Climate-related risks are treated the same way as other risks at Evergreen Garden Care and are fully embedded in our plans, which encompasses multiple complementary processes:

- A top-down assessment is performed at Group level to create a good understanding of the organization's key risks.
- A bottom-up assessment occurs in parallel, resulting in the aggregation of individual markets' assessments
- A double materiality assessment is carried out, where Evergreen Garden Care assess impact on external stakeholders to better understand the issues of most concern to them. For each issue, the assessment rates the degree of stakeholder concern and potential business impact.

The outcomes of these assessments are considered in the Group's annual enterprise risk assessment

(1) The process of scenario analysis for climate change assessments is rapidly evolving and it is iterative. We expect the approaches, tools and data quality available to mature over time. Modeling the future is inherently uncertain and this increases over longer time horizons. We used hypothetical scenarios — actual events may be significantly different. The statements and results summarized in this report do not represent forecasts of expected risk and outcomes. The transition risk outlook relates to a Syear rolling horizon related to the current reporting year.

and double materiality assessment. For the latter, we considered how climate risks may impact business forecasts prepared for testing our goodwill and indefinite life intangible assets such as our well-known Brands.

	Transition risks					
Time horizon	5 year horizon					
Scenarios	Emission trajectory	high	Intermediate	Low		
	Temperature inc	4 to 5oC	+2 to 3oC	+1.5oC		
	Global action against climate change	Few of no steps taken to limit emissions.	Reliance on existing planned policies (not commitments)	Immeidate and coordinated action to curb emissions		
Business scope	Upstream, direct operations and downstream.					
Modeling simulation	Net zero reached by 2050.					
Modeling metric	Business model under the three different scenarios and impacts net zero.					
Risks categories	Policy risks Action to limit climate emissions include carbon tax, regulation linked to land and water use, restriction and/or bans on specific materials, enhanced emissions-reporting obligations, etc.					
	Technology risks Cost related to decarbonisation of the value chain, including replacement and substitution of emission-intensive assets, materials and services.					
	Market risks Shifts in supply and demand as consumers switch to more sustainable products or shun specific categories, brand or materials due to environmental credentials. The scenario analysis modelled the proportion of consumers adopting more sustainable choices as proxy for market risks					

The output of this modeling shows that in the short to medium term, transition risks may become increasingly material depending on the global action taken to address climate change.

Our plan fosters our business's transition to a low-carbon economy. It involves accelerating the transformation of our natural product portfolio, as well as the work to reduce emissions from our sourcing, manufacturing, packaging and distribution.

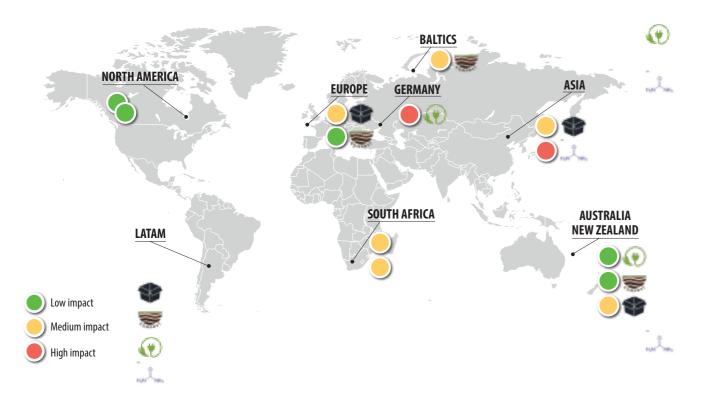
#### **CLIMATE AND OUR NET ZERO PLAN**

## Impact of climate and physical risks on Evergreen Garden Care key materials and supply chain partners

Climate-related risks such as heatwaves, drought and water stress may impact raw materials availability and quality through lower yields and greater yield variability.

Using the most likely 1.5°C scenario by 2050, from publicly available data, we investigate the evolution of climate across our sourcing and supply chain regions, globally to evaluate if there are any physical risks related to sourcing raw materials. No significant risk has been identified at the time of writing this report.

We mapped our sourcing locations and volumes for our key commodities representing 90% of our total spend. These commodities were selected based on their materiality to our business as well as their potential vulnerability to climate change. No significant risk has been identified.



These initial results confirm that we are likely to see changes and shifts across commodities by 2050, driven by changes in growing conditions. This may impact raw material availability, quality and cost. It may also impact the communities we source from, requiring adaption of labor to new practices, crops and/or locations, as well as shortages of labor, depending on the speed of these shifts.

We use our EGC suppliers' assessment as well as our Sedex and Eco Vadis tools.



To define its approach to sustainability, Evergreen Garden Care considers the complementary nature of its risk and materiality analysis processes. This enables the Group to identify the issues facing its operations and value chain, on the one hand, and the expectations of its stakeholders regarding its sustainability ambitions, on the other.

In 2023, we started our double materiality assessment, a recognised stakeholder process for identifying and prioritising ESG risks, impacts and opportunities, to ensure that our activities and resources focus on the areas where we can maximise our positive impacts and minimise our negative impacts. These issues support the development of our strategy and commitments.

**SEE ABOVE SECTION FOR DETAILS** 

## The Corporate Sustainability Reporting Directive

In 2023, Evergreen Garden Care launched a major project to prepare for the application of the EU Corporate Sustainability Reporting Directive (CSRD) in January 2026. We are consolidating our actions plans to comply with the ESRS standards and to ensure our year on year improvement plans. As this report is issued, we have successfully finalised our first preparation audit of the non financial reporting. This was done with LRQA (Lloyds Register Quality Assurance).







# All along our supply chain, we are pioneering solutions that are better for the planet

We are targeting significant reductions in direct (Scope 1) and indirect (Scope 2 and 3) emissions: this includes energy type and usage, waste in production, ingredients and packaging.

We are also pursuing action in our wider value chain, engaging suppliers on reducing their emissions while committing to increasingly responsible sourcing.

And, to engage consumers in our actions, we communicate better practices on our trade website and Love the Garden pages, online, on social media, via training in person and online, on pack and in the stores.

## Responsibly sourced and Quality materials

We aim to source ingredients that are traceable and which have been produced using methods that foster practices detailed in our responsible sourcing principles. Theses are part of our Sustainability procurement standard and questionnaire, and of the Code of Conduct we require our suppliers to sign and comply with

We use a combination of suppliers' statement and self assessment, supplier's audit, certification and verification and where these mechanisms do not support the best path forward, we will either engage with them directly and help them to reach required levels or decide not to work with them.

The standards we require, cover Environmental as well as Social matters, including expectations on Human Rights and the treatment of workers and local communities.

## Circular and low carbon packaging systems

We believe delivering a sustainable value proposition is not just about the gardening products we offer, but about how we package them too. We want to be part of the global solution to reduce, remove, recycle and re-use packaging and we are heavily investing in research and development to deliver the best options for our gardeners.

As packaging is the first interaction with our gardeners and customers, it has to be appealing and convenient; it must keep products safe, so it has to be durable; and it should be created with the planet in mind, designed for lower impact during and after use. Our packaging goals are intended

to reduce environmental impact without compromising quality and performance. We deliver year on year various packaging updates, including removing plastic from bottles: We maintain high levels of recyclability for our packaging format (up to 100%) and have continued to increase our recycled content every time it is possible.

In order to step up the transition to a circular and low-carbon economy, Evergreen Garden Care works with many value chain stakeholders to explore different solutions and business models with a view to reducing its packaging use, improving the circulation of packaging that cannot be eliminated, recovering what is not circulated.

#### **Our packaging impact**





### **Water Management**

With an increasingly extreme weather patterns, water management is firmly in the gardening industry. Our own manufacturing does not significant quantities of water but we target reduction of water used per production unit.

We use for example recycled coir, which help to reduce the use of water in our processes by not having to humidify the material. Also mulch products help reduce surface evaporation of water and keep water around plant roots. It contributes to reduce temperature variation in the soil.

For our gardeners in various regions in the globe, our product range includes constantly improved natural formulations that help water retention for drier climates.

We continue to place a focus on areas of water risk and ensure that we protect water resources through an ongoing focus on the quality of water leaving our sites. We now centrally monitor key water metrics across all sites on an annual basis, to gauge progress, reviewing water usage volumes and the quality of discharged water.

### **Waste management**

Globally, we are committed to maintain a zero to landfill for our sites in Europe and to support local and national solutions to divert waste from landfill in countries where facilities are not available yet. We encourage our development and production teams to consider how they approach waste differently, with a principle of Reduce, Reuse, Repurpose and Recycle.

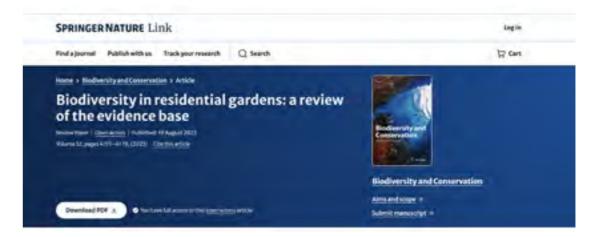
Our proprietary process technologies allow us to maximise value from our raw materials, helping us to valorise what might typically be considered as a waste stream. At our production sites, our teams are encouraged to minimise waste volumes and ensure any waste that is generated is correctly managed and disposed of using approved contractors, with all waste disposal taking place in accordance with relevant legislation. We ensure from our waste management supplier that the waste is correctly treated as per legislation and best practices.

## Biodiversity, air and soil protection

Evergreen Garden Care's perspective on biodiversity is developing as we strive to gain a deeper understanding of our material impact areas, given the inherent complexity involved. The identification, measurement and reporting of this issue remains challenging and much of recent years was spent exploring emerging best practices and relevant reporting mechanisms to refine our approach. We continue to evaluate ways to influence positive impact across important biodiversity impact areas in relevant commodities, such as emissions, deforestation and water stewardship.

We funded in 2022 an academic research on the impact of Home gardening and Biodiversity. The research was conducted by Exeter University, for all regions where we operate. The Publication has been issued in Springer Link.

We ensure for our sites that air and soil are protected and appropriate periodic measurements are carried out internally and externally. These are included in our Environmental KPIs.







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Diversity
Equity
&
Inclusion



### **Keeping our colleagues healthy and safe**

Evergreen Garden Care takes Health and Safety seriously, setting it as the first topic of conversation. We have clear aligned KPIS across our sites and we are producing a global report every month to enable to track overall performance. This is additional to the daily, weekly and monthly H&S talks, actions and KPIs per site. The health and safety of agency workers, engineering contractors, service providers and all those who visit our sites is also paramount.

We are developing a Zero Harm H&S culture across sites, enabling knowledge and best practices sharing, across regions and languages. The Safety culture goes beyond legal compliance, maintaining occupational health and safety management system requirements that apply to every factory and office. These requirements, which cover all workers, activities and workplaces, are set up as standards and updated with any best practices identified by our colleagues.

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.

A Reporting Application, SAFe, is being rolled out to all sites to enable an easier and faster reporting, tracking and closing of corrective actions as well as enabling preventative actions. The module is designed to help them identify and prevent potential hazards, and to respond appropriately to any safety-related situations. The result is visible and more reporting is done year on year.

We display on our site the Zero accident number of days. Some of our sites have reached over 3 years without incidents in 2024.

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 policies, 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.

To validate the robustness of our efforts, we are getting our sites externally audited with aimed to have all our sites audited by mid 2025.



#### **Values and Behaviour**

We have, in 2024, relaunched our Values and Behaviours in 2024. We have defined a set of behavioural Core Competencies that apply to all our employees – drives results, collaborates, builds trust and self-development. Our new values are defined as:









Our values, which underpin our culture, translate into behaviours which reflect how our people interact and collaborate with each other to achieve our vision. In living our values, our people bring stability, authenticity, and success to our business, by being fully aligned with who we are and what we stand for, reinforcing our purpose and why we exist in the world.

Good leadership is essential in creating meaningful and rewarding time at work for all our people. The most important capability of our leaders is the ability to build trust and help their teams to be their best. Within supportive teams, our employees develop, share their skills, and accept responsibility in a safe environment.

Leading the way in ethical and responsible business is fundamental to us and we strive to improve and protect the lives of colleagues, customers, partners, and the most vulnerable members of society. Taking an ethical approach to business is not only the right thing to do, but it also makes sense for our business.

## **Diversity Equity and Inclusion (D,E & I)**

By fostering inclusivity and equality of opportunity, we empower all employees to thrive and improve the performance of our teams.

We recruit people who live our values, we provide equal opportunities for all, and we protect everyone's privacy. We do not tolerate any form of harassment or discrimination. Our aim is to create workplaces where everyone feels included and able to bring their whole selves to work. Each of our markets has a diversity, equity & inclusion action plan designed to provide equal opportunities for everyone to contribute, grow and feel valued.

As part of our continuous improvement, we reinforce training to better equip our leaders across the business to take ownership of driving an inclusive workplace. Our new DE&I framework has targets and KPIs to support our ESG commitments.

### **Safeguarding Human Right**

We aim to ensure responsible business conduct throughout the value chain. We perform risk-based human rights due diligence processes in our value chain to trace, identify, assess and address human rights risks. We aim to source responsibly by tracing raw materials of concern to their origins and perform basic and enhanced due diligence on our suppliers. This is done via our Code of Conduct and Sedex

### **Engagement surveys**

We believe that growth is a collective process; therefore, we hold engagement surveys to hear from team members. By listening to our employees we are able to focus our attention on areas that will make the biggest difference to how it feels to work for Evergreen

In the last surveys, we had on average a 91% participation rate, with the last survey scoring a 73% satisfaction rate. After each engagement survey, we present the findings along with an action plan to the entire team. We scored very strongly in the last survey on Empowerment, job satisfaction, and diversity — with our focus area being wellbeing, and since then we have applied our efforts in this area across all regions. The results showed that over three quarters of our colleagues are proud to work for Evergreen Garden Care.

## **Colleagues : Quality of life** and Wellbeing programmes

### **Work-life integration**

Evergreen Garden Care continues to invest in the wellbeing of its colleagues and their families. 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.

While the office is our primary workplace, we have improved online collaboration between our worldwide employees to increase flexibility. Our hybrid working policy enables colleagues two days to work from home if they choose to and we continuously invest in the wellbeing of our employees and support their overall health.

We celebrate our long service colleagues, monitor engagement and continually review culture and operating processes to ensure everyone at Evergreen Garden Care feels welcome.

We regularly review our benefits offering, working closely with our Business Units and listening to our colleagues' priorities so that our benefits reflect our colleagues' needs. Our wellbeing benefits are grouped under core themes, supported by external partners, specialists and charities.



#### **Colleagues Well-Being on our sites**

As a gardening company, where gardening mental health benefits are an asset, we understand the responsibility we have towards our team members' and well-being is high in our list of priorities. The wellbeing of our team not only affects us as an organisation; happy colleagues also do the best work and thus make the biggest impact on the quality of the products we put on the market.

In our Business Units new initiatives are launched every year to equip managers to better support their teams and enhance healthy lifestyles. We also focus on financial wellbeing, running focused events on managing finances and the importance of investing in pension for the future.

Our offices are comfortable and relaxed environments where our team members can cultivate their mental and physical well-being. We have lots of natural light, we decided to integrate more plants and set up meeting rooms with coworking areas to allow our team members to have a suitable space for dialogue and concentration when needed. As per local organisations, we also provide fresh fruits and snacks, organise outdoor sessions, to enjoy all the benefits of movement and a healthy diet. Team building events are organised, usually at the end of the sales season.

### **Careers – Growing with Evergreen Garden Care**

#### Recruitment

As a global Garden Care business, we work every day help create greener, better spaces for happier, healthier lives. 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 strategies, such as Linked-In, our Love the garden portals, social media platforms or apprenticeship programs, referral programmes and talent attraction from non-traditional

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

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.

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### **SOCIAL RESPONSIBILITY**

### **Charities**

### **Giving back to our communities**

We believe in being a responsible corporate citizen, using our scale and resources to uplift gardening communities. Our Business Units support their local charities of choice and we organise and participate to fund raising sport events.

Each of our Business Unit focus on the appropriate communities, locally, as we feel it is important to play our part in societal development by working with the communities we are a part of. We do this in several ways, including partnerships and donations to local organizations and charities. In some regions colleagues have the opportunity to spend one day per year with their team supporting a charity of their choice, giving back to local communities.

### Mental health and happier gardeners

Gardens are special spaces. They can improve wellbeing in many ways, and at Evergreen Garden Care we are proud we can contribute.

The future of gardening needs to work for everyone. Just as important as meeting gardeners' needs in all regions where are our Brands are available, is delivering positive outcomes for other stakeholders — namely, our supply chain, producers, suppliers, customers and communities.

We seek to uplift each one through advancing diversity, equity and inclusion, protecting livelihoods and empowering everyone to be a garden industry ambassador. Our People and Culture teams provide wellbeing programmes across our regions, ensuring that mental and physical health is supported throughout the business. We have run mindfulness sessions, garden specific crafting workshops and in some regions colleagues share their mental health challenges openly in curated sessions to promote a culture of openness and inclusivity.









### NURTURING A MORE RESPONSIBLE SOURCING AND PROCUREMENT APPROACH

## Supply chain & Procurement and their Ethics practices

The global transition to net zero is as much a social transition as an environmental one. Evergreen Garden Care recognises the importance of a just and equitable transition, which puts, industries, supply chain, people and communities at the centre of a sustainable future.

### Suppliers and supply chain performance

Our procurement policy 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.

### Suppliers' Climate action: carbon emissions reductions

We are enhancing our efforts to accelerate the transition of key suppliers to a carbon reduction program. We define this as suppliers having:

- 1. Their scope 1 and 2 emissions measured,
- 2. the capacity and capability to provide us with a Product Carbon Footprint (PCF) for the materials we buy,
- 3. their scope 3 emissions calculation started,
- 4. their own science-based GHG reduction targets set and publicly reporting progress against their targets.

By end 2026, we aim to have reached 60% of our most emissions-intensive suppliers (who account for approximately 75% of our Scope 3 GHG emissions related to raw materials, ingredients and packaging), building their climate capabilities in support of these goals. These suppliers include third-party manufacturers who produce finished goods for Evergreen Garden Care.



We have a long history of working closely with our supply chain partners to help them improve their manufacturing quality and rreliability, adopt sustainability practices or acelerate their progress to achieve them. To ensure we maintain these high standards, we rely on audits or assessments of our suppliers and co-manufacturers. This enables Evergreen Garden Care to work on the principle of Quality Assurance, with focus on upstream risk prevention.

### Supply Chain & Environment

### **Objective Deforestation Regulation**

In line with the European Union Deforestation Regulation Directive, we ensure that our suppliers and materials that fall under the legislation comply with the requirements and that due diligence is carried out for souring from verified deforestation-free supply chains. As the Directive, Legislation and Decree develop, Evergreen Garden Care ensure that its supply chain is making timely steps towards compliance.

### **Sustainable Manufacturing**

We focus on improving our understanding of assessment metrics among our suppliers through engagement and partnering through common reporting platforms such as Eco Vadis. We provide support and information to our suppliers. We engage directly with key supply chain partners to evaluate their responses, check data accuracy and use the assessment insights to develop facility improvement plans.

Also, to drive supply chain decarbonisation, we network with other brands and industry partners to understand what technological progress could benefit our industry. It involves reviews in-depth carbon assessment, identifying carbon reduction opportunities and undertaking carbon reduction target setting. Action plans focus on applying technical solutions to accelerate decarbonisation through engineering works, which improve energy efficiency, reduce heat loss and promote heat recovery. Supply chain partners will also gain a better understanding of where it is feasible to convert to lower carbon fuels and access renewable energy.

### **NURTURING A MORE RESPONSIBLE SOURCING** AND PROCUREMENT APPROACH



While the transport industry is expanding net zero emission capabilities for smaller goods vehicles, the larger Heavy Goods Vehicle category is at an exploratory phase, challenged by a lack of range and supporting charging infrastructure.

We are working with our logistic providers to use the best sustainable options they can offer, either on greener vehicles or optimisation of transport routes and vehicles loading charges.

Due to the security situation in the Red Sea in 2023/24 and other areas, international freight has become increasingly difficult, with ships unable to pass through the Suez Canal and taking several weeks longer via the Cape of Good Hope. Instead of increasing air-freight volumes we are incorporating the shipping delays into our processes and we are not relying on more air freight.

### **Supply chain & Social**



### **Ethical Trade: our commitment**

Our mission to deliver Quality gardening products as a trusted brand goes together with doing the right thing. This means treating everyone fairly and with respect and taking a zero tolerance stance on discrimination and unacceptable behaviour. We have responsibilities to identify, prevent, mitigate and remediate human rights risks, ensuring we treat supply chain partners fairly and as partners in

We are committed to respecting internationally recognised human rights and the principles and guidance of the United Nations Guiding Principles on Business and Human Rights (UNGPs).

We ask our supplier chain partners to register on Sedex and make recommendation for Sedex audit when required.

### **W** Human rights

Evergreen Garden Care recognises its responsibility to respect and promote human rights. We acknowledge that, as part of constructing a sustainable gardening industry, we must ensure our operations and supply chain implement the highest integrity and ethics practices following internationally recognised human rights standards.

As part of our ESG commitment, we have extended our Sedex monitoring as well as enhanced our recommendation to suppliers to register on Sedex and/or Eco Vadis, as well as generally raising our due diligence strategy across our operations and supply chain. It includes actions for identifying if any of our supply chain is presenting a risk and mitigating this risk.

We follow the UN Guiding Principles on Business and Human Rights, the OECD Due Diligence Guidance for Responsible Business Conduct, the Corporate Sustainability Reporting Directive (CSRD) and other relevant international instruments that regulate business and human rights matters in the jurisdictions where we and our supply chain operate.





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### OUR VISION AND ACTIONS FOR OUR BRANDS, GARDENERS AND COMMUNITIES

### A garden world in rapid transformation

In the fast-changing chemical, agricultural and gardening world, three powerful trends are shaping the way forward:

The all-encompassing call for sustainability, combined with the regulatory transformation to more natural options, as well as technical and communication evolution. These simultaneous shifts define a landscape marked by complexity, product evolution and changes in how we interact with our gardeners. As the world around us is changing, so we are, and we are managing some of the biggest transformation our company has ever seen.

However, there are some things that will never change — our commitment to doing business in a responsible and ethical way. By staying true to our purpose, values and culture in everything that we do, we create the foundation needed to meet those challenges.

# More natural and more sustainable options in our portfolio - Increased complexity on product compliance

We are continuously transitioning our product portfolio and brands towards ever more responsible alternatives. Development of natural formulations comes with strict regulatory dossier submission, new supplier approvals and a wide range of research trials in one of our 3 research stations, which are each specialised in a type of ingredient and application.

### Research & Development (R&D) is a critical asset to make a difference

R&D investments	More than 10M Euro
Number of R&D centres	2
Number of research stations	3 field stations across UK, France and Australia
Number of chemistry labs	3 internal labs across UK and France
Number of R&D associates	50 + Formulators, Biologists, Packaging Engineers, Field Technicians & Regulatory officers

### **Peat free Growing Media**

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. UK peat extraction stopped in 2023 and we launch new peat free options, every year in every market.

### Reducing carbon emissions in our materials supply chain

Life Cycle Assessment (LCA) environmental metrics are adopted for our Growing media ingredients. It ensures that impacts are not simply displaced to another phase of the life cycle. We monitor product carbon emissions from our suppliers, to ensure reduction of carbon emissions in our supply chain, as part of our Scope 3 reduction's commitments.

### Campaigns that inform and inspire

Through targeted consumer campaigns, customers and gardener engagement, as well as garden care Training Academies, we work to increase public knowledge of how Evergreen Garden Care brands and products can contribute to better and more sustainable gardening.

### **OUR VISION AND ACTIONS FOR OUR BRANDS, GARDENERS AND COMMUNITIES**



### **Teaming up to inspire the shift**

We know we have quality brands that meet gardeners' and climate needs; we ensure gardeners know those products exist. We regularly launch exciting partnerships to spread awareness about our iconic brands in each of our markets. We continue to engage consumers on digital platforms in all our regions.

### Encouraging gardeners and customers to embrace responsible gardening care products and peat free composts.

We look to a future of sustainable gardening, where gardeners are offered sustainable choices, without compromising on performance and quality. We work for a future where gardeners produce in harmony with nature, employing practices that help protect biodiversity, store carbon, regenerate soils and grow better, a future where all companies produce and consume while respecting the principles of the circular economy. This sustainability strategy is guided by our purpose to inspire sustainable gardening, helping to shape a sustainable future for everyone, everywhere.

### We make sure our products answer gardeners' needs: Consumer Insight

Our Consumer Insight function is responsible for looking at macro trends, competitive landscape and leveraging the "why" across studies, research and external data, enabling the development of concepts for new product development, identifying the most effective touch points to reach shoppers and 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.

### **Education of colleagues and** gardeners for sustainable gardening practices

If we want to ensure that the best gardening practices are implemented, then training is indispensable and we are ensuring upskilling of colleagues through our Gardening Academies. In the last 7 years, we have invested our own extensive expertise, in all our Business Units: this consists of targeted sessions for Customers and Gardeners, as well as for our own Sales force and colleagues, for new applications and new formulas. For this, we use our Training Academies and our Trade websites. We ensure users get the best advice and recommendation and understand the products. This is our responsibility to ensure products and packaging are used efficiently and responsibly.

### Minimising emissions in our **Packaging: ensuring more** circularity

Our ambition is to use less and better packaging and to help build a better system for collection and materials recovery.

#### Our policies include:

- Raw materials and manufacture: Adopting, innovating and investing in more sustainable materials and resource efficient manufacturing.
- Product design: Applying circular design principles from concept to production and in use.
- Remove, reduce, recycle: Removing single-use plastic, reducing non-essential packaging and optimising all products for recycling.
- Reuse: Giving ideas and opportunities to Gardeners to reuse and recycle packaging bottles, bags and repair sprayers.

We are working with value chain partners, industry associations and gardeners to explore different packaging concepts to shape a waste-free future. Such system-wide change takes time, but we are committed to creating a world without waste and delivering on the commitments we have made to

Improving consumer information is also vital, and we are committed to helping improve it by labelling our product packaging with recycling information, to help ensure it is disposed-of in the right way. We are determined to look at every option to solve these complex challenges and embrace multiple solutions that can have an impact now and in the future.

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

Plastics offer a unique combination of malleability, availability, hygiene and safety, making them ideal packaging materials for environment such as outdoor garden shed. We use the minimum adequate amount of plastic packaging to pack products safely and aim to support the recovery of plastic at the end of its useful life.

### Removing packaging – the refill options

We are piloting reusable and refillable dispensers as part of our efforts to reduce single-use packaging. The in-store dispensers offer gardeners a shopping experience that is free of single-use packaging, along with flexibility and variety of product choice.

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### OUR VISION AND ACTIONS FOR OUR BRANDS, GARDENERS AND COMMUNITIES

### **Looking ahead for a Net Zero future**

Evergreen Garden Care is uniquely positioned to accelerate the transition to a low carbon economy. We have direct access to regional, natural & renewable ingredients from the circular economy, through our suppliers, from a large range of sources. This connects us with nature-based solutions, which will not only achieve climate impact mitigation, but also enable new product offerings.

We will also continue to work toward our Net Zero plan, though this is strongly influenced by external parameters, including evolving industry norms, alliances, regulations and government actions. Looking ahead, we believe our strategic response to climate change related risks, will continue to be influenced by the:

- Pace of transforming the home gardening industry: we carry-on lobbying for viable, consumer friendly, effective options and timely registration processes.
- Policy changes at United Nations and European Community levels: Evergreen Garden Care support actions that enable to decarbonise the gardening industry.
- Increased formulas flexibility: Evergreen Garden Care continues to create formulas that allow for more sourcing flexibility, realistic tolerances and material substitution.
- Crop adaptation: Using more natural products means understanding better climate impact and variabilities of crops as well as areas with ideal growing conditions. This is a work we carry out with the support and expertise of our suppliers.









### **Benelux**



### Reduction of our carbon emissions for Scope 1 and 2:

All diesel cars have been phased out and have been replaced by electric cars. For the last years, we've contracted a green energy supply for our offices, factories, and warehouse. The remaining carbon emissions in scope 1 and 2 are offset as part of the corporate offset scheme.

### Reductions in carbon emissions of Scope 3:

Much of our scope 3 emissions comes from inbound and outbound transport and the raw materials we use for the production of our growing media. Therefore, we calculate our transport related emissions on an annual basis and discuss with our suppliers how we can reduce emissions. An important part of the reductions is the constant improvement of the loading factor, which is already close to 80%.

For our raw materials we implemented the Life Cycle Analysis Tool as developed by Blonk in cooperation with Growing Media Europe. The main driver is peat reduction, replacing this raw material with renewable and circular raw materials. The peat we still use is from 2022 onwards 100% RPP (Responsibly Produced Peat) certified.

#### Peat reduction

The ambitious goal as stated in the Dutch Covenant Sustainable Substrates is 60% Peat reduction by 2025 for packed substrates for the consumer market. We exceeded this already in 2024, being ahead of the realistic and ambitious goals, which makes us a frontrunner in our markets. For 2030 the peat reduction will be at least 85%, aiming for 100%.







### Social and community:

### **We promote Climate Proof Gardening:**

We support activities and programs to help consumers to create their own green oasis, especially in urban areas. We cooperate with the Dutch Garden Trade organization, to promote this "Climate Proof Gardening" by installing so called "Climate Squares" in garden centers all over the country. This contributes to less heat-stress, improved biodiversity, and better water management in urban areas.

We have a contract with a supplier of fresh fruits who brings-in fruit trays on a weekly basis making healthy fruits available for all our

### **Economy and Products**

We focus on products that are made with natural raw materials instead of synthetics in fertilisers, control products, potting soils, and soil

Together with Wageningen University and Research we participate in programs to find and develop new raw materials to incorporate in our future substrates.

After the successful introduction of flexible packaging for potting soils made from at least 50% mixed recycled materials, we aim to start using at least 30% Post Consumer Recycled (PCR) inputs in combination with at least 20% Post Industrial Recycled inputs (PIR).

### Household plastic waste finds new use as compost bag

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E-test the Life Convert to the royal government and the result

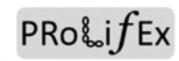




























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Inhoud

### **UK and Ireland**

### **Environment**

As one of the largest growing media manufacturers in the UK market, we are committed to leading the way, helping gardeners transition to more sustainable solutions. We are seeing a shift in consumer buying habits across all categories. Consumers are actively thinking about their impact on the environment, which is reflected in more conscious product and brand choices. Evergreen is at the forefront of this shift.

In 2023 we marked a major milestone when the biggest brand in gardening - Miracle-GroR manufactured the very last bag of peat compost. With £12m investment in our factories we're proud to be 100% peat free for Miracle-GroR and LevingtonR.

Evergreen is a supporter of setting quality standards within the industry and launched an open letter to the government stating our belief that consumers shouldn't have to accept poor quality substitutes. Our local MP met with the UK Managing Director who emphasised "We know that not all peat free compost is created equal and gardeners deserve to be better informed. Enforcing the Responsible Sourcing Scheme will create further transparency in the industry and ensure that customers are able to purchase top quality, responsibly sourced peat free compost with confidence."

Within our weedkiller portfolio we are committed to answering the demand for more natural products. WeedolR has been at the heart of weed control since 1905 and is now 100% glyphosate free. We have also taken the step to remove clopyralid from our Weedol Lawn range.

Within our pest control range, 2024 saw the launch of pesticide free formulas under our Clear Plant Shield range. Gardeners are looking for products that effectively deal with problems, in ways that are kinder to nature. Most of our offerings have moved to plant-based ingredients and many have been approved for use in organic gardening are bee friendly or pesticide free.













### **Social and Community**

Over several years Evergreen Garden Care has been supporting a wonderful charity "Greenfingers" who create beautiful green spaces for children with life limiting diseases and their families. We have raised over £100k, with £30k raised by 15 people who attempted to climb the 3 tallest peaks in Scotland, England, and Wales in just 24 hours.









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### **Southern Europe**

### The climate fresk for all South European employees

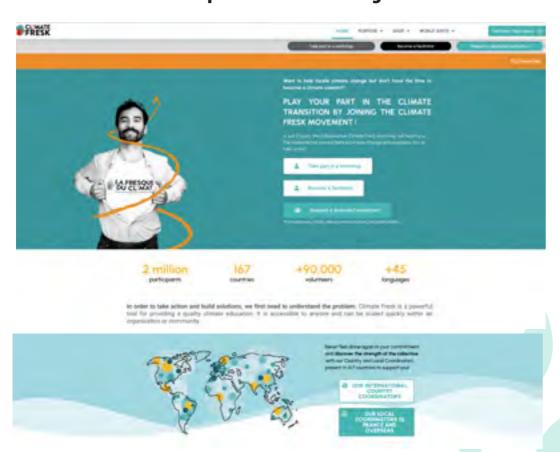
Evergreen Garden Care Southern Europe is committed to training all its employees in the Climate Fresk by the end of 2025. Through a fun and collaborative 3-hours workshop, employees will be able to:

- Understand and become aware of climate issues and their complexity
- Assimilate knowledge and skills
- Explore actions to take
- Create a collective and contributory dynamic

These workshops are aimed at all types of audience: novice or expert. Novices will be able to discover the subject and deconstruct prejudices together. Experts will be able to deepen and structure their knowledge. The joint participation of varied profiles helps to strengthen cohesion, encourage initiatives and strengthen reflection.

The first workshop took place in March 2024, the 6 volunteer trainers (collaborators of Evergreen Garden Care Southern Europe) were trained between April and September. We are now in the deployment phase with the establishment of a calendar for all employees and the in-depth work of trainers on their training support.

### More informations: https://climatefresk.org/world/



### The 1st 100% natural mulch that uses the superpowers of hair

For several years, periods of drought have occurred earlier and earlier in the year and their intensity continues to increase. Water management in garden maintenance is becoming a major and sensitive issue for companies in the sector. The innovative, 100% natural anti-drought Capinea x Fertiligène mulch uses the superpowers of hair to provide a concrete response to the problems linked to global warming and the need to control water consumption. It is part of an approach to respect the environment and more sustainable consumption.

Hair represents more than 4,000 tons of household waste per year, it is 60% of the waste from a hair salon: waste that is not recycled even though it is an inexhaustible resource. Made up of 50% sheep hair and 50% wool, this innovative 100% natural mulch is a concrete example of a virtuous circular economy: transforming waste into an efficient resource!





### **Central Europe**

### This year, Central Europe made further significant strides towards sustainability.

**In the Growing sector**, the focus remains on sustainable packaging made from recycled materials, while efforts are made to source regional and renewable raw materials for product ingredients.

**In plant protection**, CE continues to focus on natural ingredients, with an even stronger commitment this year. The decision to phase out the synthetic active ingredient Metaldehyde, despite its continued approval, highlights CE's commitment to environmentally friendly alternatives, opting instead for an effective natural solution.

**In the biocide sector**, the focus is on repellent products to promote preventive pest control. CE consistently prioritizes sustainable packaging materials for both new and existing products.



As an official partner of the award-winning educational program «GemüseAckerdemie», CE is dedicated to raising awareness of sustainability, healthy eating, and climate protection among children and young people. In early 2024, a vegetable garden was inaugurated at Mittelschule Liefering in Austria, where students learn about the origins of their food and how their actions impact the environment through hands-on gardening. The goal is for every child to have the opportunity to grow their own vegetables by 2030. The four-year program also includes further initiatives, such as support for a learning center in Mainz, Germany.

Additionally, **CE employees actively participated in the Wings for Life World Run to support spinal cord research and in the Charity Challenge**, where every kilometer contributed to donations for a children's aid project.





### **Eastern Europe**



In the office we are using special water distributor to reduce amount of plastic bottles.

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 have plants in every space in the office.

We continue to recycle and collect electronic equipment and batteries from our employees to recycle

While we worked for 1.5 months in a temporary smaller office during the office's technical sustainable upgrade, most people worked from home without using cars for transport. The office was moved using boxes that were used multiple times.

#### **Active May**

Promotion physical activity by walking, cycling, and using stairs.

#### **International Earth Day**

Plants purify the air by absorbing carbon dioxide and releasing oxygen.

Education employees about sustainable development and the benefits of environmental protection.

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.

#### **Improvements in products:**

#### A number of actions are led in our portfolio:

- Reduction of peat content in substrates.
- Replacement of Polysect range (acetamipird) with natural products Polysect Naturen (PYR + RSO).
- Cessation of trading in glyphosate-based products.
- Introduction of a new product for fungi and insect control based on natural active ingredients (fatty
- In 2024 our category changed from flat Bram to new concentrate bottles which are more sustainable.
- Synthetics range of insecticide products (5 skus) based on acetamiprid were replaced by natural formulation. The new range of Growing Media has a reduced amount of peat.
- In 2025, 100% natural fertiliser category will be launched (7 skus).

All these activities come down to reducing emissions, which is a step towards sustainable development.







#### 100% BIO and peat-free













### **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 International Earth Day, World Environment Day at Work and Photo Competition- My Green Oasis.



Transition to digital documentation and communication to minimize paper use, utilizing tools for digital signatures and document sharing.

Using video conferencing (Teams) tools to reduce the carbon footprint associated with commuting for

Employees do not need to fill out leave forms, as they can do it online using the Calamari app.

### **Australia and New Zealand**

ANZ Key Initiatives and Achievements include investment in Solar Energy at the Tui site NZ. Installation of 630 solar panels at the Mt Maunganui warehouse will generate 359 MWh annually, covering 35% of the site's power needs. The carbon offset equivalent to 35,074 kg annually.

Circular packaging initiative at Mt Maunganui has diverted some 10 Tonnes of soft plastics and other materials from landfill. As part of this project, white plastic waste (offcuts & end of line growing media and fertiliser film) is collected, baled, and sent back to the supplier to be made into rubbish bags, reducing the need for virgin materials. Clear plastic packaging is captured separately and recirculated for use in further film production.

Advancements in the areas of sustainable packaging include Tui's Liquid Fertilisers packaged in 100% recycled HDPE bottles. This removes the equivalent of 15,000 2L milk bottles from waste annually. Australia launched Scotts Organics Plant Food, an eco-friendly certified organic input formula with a friendlier packaging solution. Refilling the 'forever' bottle with the Refill Pouch is better value for the customer and reduces plastic by 65% compared to buying another bottle! Scotts Organics Potting Mix and Baileys Brilliance, 3.1.1. Plus and 4.1.1. bags contain 30% Post-Consumer Recycled (PCR) materials.

Our refillable 'forever' bottle solution also saw our Scotts Lawn Builder Weed, Feed & Green Up bottle awarded the Gold Trophy at the prestigious National Association of Container Distributors (NACD) Awards. The annual NACD Packaging Awards are a renowned international industry competition featuring the top packaging in innovation, sustainability, and design. Our supplier, PB Packaging, designed a 2.8 litre refillable bottle based on our brief for a more sustainable packaging option. The only refillable bottle in the AU DIY market in this category, the second neck feature allows customers to purchase refill pouches to easily refill their 'forever' bottle. As the refill pouches use 70% less plastic than the bottle, the result is a design that is both easy to use and more environmentally friendly.

The ANZ Sustainable Working Group, consisting of 12 volunteer employees from Australia and New Zealand, meets monthly to advance four key initiatives in our 2030 Sustainability Roadmap aligned with our core values and vision. Enhancing awareness and understanding of sustainability practices is one of the key initiatives of the SWG and we conduct 'Lunch & Learn' sessions designed at educating and engaging employees. Several times a year staff from Tui also donate their time and product to build gardens for schools to start participating in Garden to Table, teaching Kiwi kids to grow and harvest fresh food. The AU Culture Club donated their time beautifying the 'Community Hub' at the Secret Garden. Our Teams participated in and acknowledged R U OK? Day a national suicide prevention charity that inspires and empowers people with the tools to meaningfully connect with those in their world and lend support when they are struggling with life.











### **Scandinavia**



### The Sustainability Year in Brief

#### **Preparations for CSRD**

With new legislation from the EU, there are stricter requirements on how companies present their sustainability reports, aiming to make them more comparable and transparent. We think this is great! Econova will be subject to this legislation in a few years, but preparations are already underway. This year, we began work to establish our most significant sustainability issues, included much of the value chain in our analyses, and continued to improve the quality of the sustainability data we collect. It's a journey we are undertaking together with all actors within and outside our value chain!

### **Increased Use of Recycled Plastic**

Two years ago, we changed the inside of our soil bags from black to gray to improve recyclability. This year, we've taken another step towards our goal of using 100% recycled plastic by closely collaborating with our packaging suppliers. We have now increased the recycled plastic content from 30% to 50%, and the new bags are being gradually implemented as the older ones run out.

### **Conversations on Sustainability with Customers and Partners**

As expectations and requirements for corporate sustainability efforts grow, we see a rising interest in collaboration and dialogue from our customers and partners. Throughout the year, we've continued to discuss shared goals and gained a better understanding of each other's challenges and ambitions. When we sit down together and delve into these issues, it accelerates the transition work both for us and the rest of the value chain.

### **Inspiration from Sustainability-Minded Students**

Twice this year, we had the honor of hosting a large group of sustainability-focused students from Linköping University and Sustainergies. After a brief introduction to Econova, the students were able to dive into some of the challenges we face, with a focus on circular business models, sustainability communication, materiality analysis, and local community collaboration. Following several hours of case-solving, we listened to presentations full of thoughtful insights and inspiring ideas—valuable input that we will carry forward in our work!

### Launch of a Knowledge Bank for Circular Urban Gardening

Urban gardening isn't new, nor is reuse and circular processes. However, combining these concepts creates something fresh: circular urban gardening, which emphasizes local collaborations and waste utilization. In partnership with our collaborators, we launched a new website this year filled with practical tips. Through cirkularstadsodling.se, we hope to support property owners, municipal representatives, individuals, or anyone considering starting similar projects, with the ambition that gardening joy and greenery will continue to spread across the country!

### **Expanded Climate Report**

By learning more, we can also do more! Over the past year, we worked with external sustainability consultants to expand and refine our climate emissions mapping and calculations within our operations and value chain. With the help of our climate report, we can prioritize the right actions and track year-over-year progress to ensure that our efforts make an impact.

### **See our Nordics CSRD report:** https://www.lovethegarden.com/se-sv



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### Net Zero 2050

### Carbon emissions of our Sites (Scope 1 and 2)

Our global carbon emissions are reducing, year on year, per production unit. The data is summarised in our internal Qualifying Explanatory Statement (QES). Data include new sites which have joined the Evergreen Garden Care family.

### Total Tonnes of CO2 produced in the Group, with annual business acquisitions (rounded figures).

Emission year	2019	2020	2021	2022	2023	2030
Direct emission	s from operati	ions (Scope 1)				
	14 200	12 200	11 800	11 300	10 900	
Location based	indirect emiss	ions (Scope 2)				
	3 000	2 800	2 700	2 600	2 300	Will depend
Total Scope 1 &	2					acquisitions
	17 200	15 000	14 500	13 900	13 200	
Total Scope 3 GI	HG emissions					
	-	-	-	- 133000	00	

### **Carbon emissions by energy type**

Emission year	2019	2020	2021	2022	2023	2024	2030
Peat extraction							
	30%	20%	30%	20%	10%	0%	0%
Electricity							
	30%	25%	15%	12%	7%	6%	0%
Natural Gas							
	22%	25%	23%	31%	33%	36%	Will depend on business
Others (Fuel for vehicles & heating,)							
	18%	30%	32%	37%	50%	58%	development of alternative technologies

### Group electricity use (KWh) - Climate neutral energy in our operations

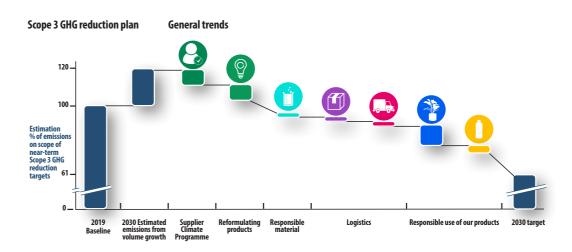
	2019	2020	2021	2022	2023	2030		
KWH electricity usage								
	11 458 235	5 729 539	13 414 298	7 079 889	10 424 131	on business acquisitions		
KWH electricity	y usage, not fro	m renewable s	source					
	10 841 576	1 947 464	7 372 020	2 451 421	894 331			
Group electrici	ty that is renew	rable (%)						
	5%	34%	45%	65%	85%	100%		
Group electricity that is generated (%) in Australia								
					3%			

### **Carbon capture**

Year	2021 - 2023	2024 - 2025
Carbon capture in	vestment	
	Hynet North West https://hynet.co.uk/	Rock Weathering UNDO https://un-do.com/

### **Greenhouse gas emissions on scope 3**

Evergreen Garden Care measures indirect emissions from the following scope 3 categories:



### **OUR ESG PROGRESS IN NUMBERS**

GHG Protocol Description	Total tCO2e	Reportable tCO2e	Biogenic tCO2e	% Contribution
Purchased goods and services	1,114,850.22	1,114,850.22	-	84.0%
Capital goods	421.46	421.46	-	0.0%
Fuel-and-energy- related activities (non Scope 1 & 2)	2,425.42	2,425.42	-	0.2%
Upstream transportation and distribution	30,138.80	30,138.80	-	2.3%
Waste generated in operations	1,221.90	1,221.90	-	0.1%
Business travel	1,438.06 1,438.06	1,438.06	-	0.1%
Employee commuting	636.15	636.15	-	0.0%
Upstream leased assets			-	0.0%
Downstream transportation and distribution	-	-	-	0.0%
Processing of sold products			-	0.0%
Use of sold products	157,546.02	157,546.02	-	11.9%
End of life treatment of sold products	4,348.64	4,348.64	-	0.3%
Downstream leased assets		-	-	0.0%
Franchises	-	-	-	0.0%
Investments	-	-	-	0.0%

1,313,026.68

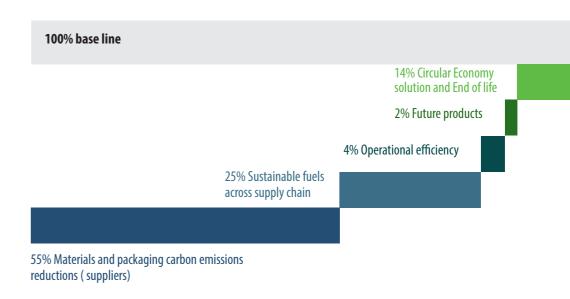
### Reference scenario(s) on which our decarbonization strategy is based

Our science-based decarbonization targets to 2030 are aligned with a 1.5°C scenario on scopes 1, 2, 3, both for energy and industry emissions and will be validated by SBTi (as this document is printed). Similarly, our science-based net-zero emissions targets for 2050 are aligned with a 1.5°C scenario for scopes 1, 2, 3, both for energy and industrial emissions and will be validated by SBTi.



### **Net Zero overall plan in numbers**

Evergreen Garden Care's emissions reduction strategy to achieve these scientific objectives in the short term is based this overall program:



## Actions taken in our Sourcing supply chain to reduce carbon footprint

### **Nature based solutions**

% of skus covered by responsible gardening alternatives	2018	2022	2023	2024				
Controls and Fertilisers with natural ingredients								
	40%	55%	65%	75%				
Pest control with natural options								
	20%	60%	70%	75%				
Natural Brand positioning								
	N/a	Range of 100% natural Fertilisers & Controls launched						
Ingredients used in Plant Protection	on and Hom	e Protection are from re	newable sour	ces				
	N/a	14 500	95%	Up to 100%, market depending				

### **Peat alternatives**

Year	2018	2019	2020	2021	2022	2023	2024	2025		
Peat usag	Peat usage as % of total raw material use									
	60%	60%	60%	50%	30%	20%	20%	20%		
Formulat	ions with pe	at								
	100%	90%	60%	50%	40%	25%	25%	20%		
Peat free	Peat free in formulation % UK									
	N/a	N/a	3%	13%	44%	69%	100%	100%		

(Note: Peat in formulation in AU &NZ = 0%)

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

### Supply Chain Partners (Upstream) with carbon neutral status\*

% of suppliers	2019	2020	2021	2022	2023	2024	2025
Peat extraction							
	0,5%	0,5%	1%	2%	4%	5%	Switch to absolute carbon emissions reduction tracking

\*Estimation based on data available online and other benchmarks

	2019	2020 - 2024	2030
Suppliers measuring scope 1&2	2		
	5%	10%	30%
Supplier measuring scope 3			
	N/a	3%	20%
SBTI commitment			
	N/a	3%	10%
Eco Vadis or Sedex			
		25%	60%

### **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

### **OUR ESG PROGRESS IN NUMBERS**



At Evergreen Garden Care, and for the moment, we do not specifically disclose the amounts invested in sustainability, particularly in decarbonization initiatives. Our ESG approach is intrinsically linked to our business activities, and therefore, we do not distinguish investment envelopes in this context. As our sustainability efforts are closely tied to the strategies of our brands and operations, we develop integrated plans.

For manufacturing of natural options in our portfolio, any investments related to this approach, both opex and capex allow us to enhance the perception of our category and brands. Additionally, they contribute to advancing our decarbonization efforts across our activities, including the deployment of sustainable sourcing practices, to name just one example.

However, there is one exception to this rule. We disclosed that Evergreen Garden Care UK has invested over 230,000 euros in rewilding peat bog area in the UK in the past years. This funding has been allocated to several key initiatives around replanting and wildlife protection around our sites.

## Actions taken by our Operations to become carbon neutral in energy

### **Energy usage / production unit**

Emission year	2019	2020	2021	2022	2023	2030		
Grams of CO2 per production unit.								
	187	176	162	155	138	93*		

Adjusted data with more reporting every year. \*Based on SBTi commitment and will depend on future business acquisitions.

### Renewable energy per production unit

Emission year	2019	2020	2021	2022	2023	2030
Renewable Kwł	n per productio	on unit				
	0.006	0.039	0.042	0.065	0.121	0.18*

Adjusted data with more reporting every year. \*Will depend on future business acquisitions



2023 2024 2030 Production year 2019-2022 **Reduction by production unit** Not tracked at Group Tracked at Group level Not material to EGC Decreasing trend of level. Tracked at sites. and by sites but tracking according megalitre of water per to ESRS format. total production volume

### **Environment waste and circularity**

### **Waste tracking**

Reporting year	2019 - 2022	2023	2024	2027	2030
Action					
	Reporting by site as per local KPIS	Alignment of KPIS for all sites ESRS compliance started	Waste is not material to EGC but tracked as per ESRS format.	First reporting for CSR	Decreasing trend in waste by production unit.

### **Circularity: EUDR – Deforestation regulation**

Reporting year	2019-2023	2024 (Q1- Q3)	2025 (Q1-Q3)	2025 (Q4)	2027
Action					
	PEFC and FSC requirement from our suppliers	Preparation for EUDR requirement: due diligence, risk assessment, risk mitigation. Policies, statement and KPI	Preparation with supply chain of routine request and logging of information	Ready for reporting in NT Trace	Accuracy increase from suppliers, year on year

### **Carbon Border Adjustment Mechanism**

Reporting year	2023	2024 (Q1)	2025	2027
Reduction by pr	oduction unit			
	reparation for eporting	First reporting completed by all our EU BUs	Increase in accuracy	Data accurate and live

### **Waste to landfill**

Reporting year	2019-2024	2035
EU		
	Zero waste to landfill	
Australia and Ne	ew Zealand	
	National recycling systems not in place	National environmental measures to avoid landfill

### Actions for a Circular Economy in our Industry – reduction of our Scope 3 emissions

### Remove – All packaging

Incremental reductions by range of skus*	2018	2019	2020	2021	2022	2023	2024	2030
Plastic reduced in bottle	es and fil	ms						
	N/a	N/a	1%	1.5%	1%	1%	1%	
Carton weight reduced								Yoy
	N/a	N/a	3%	1%	1%	2%	1%	reduction
All other packaging red	uction							
	N/a	N/a	N/a	2%	1%	1%	2%	

<sup>\*</sup>Harmonisation, rationalisation, number of individual pieces of plastic (units) that have been removed from the EGC portfolio

### **Recyclable Plastic**

	2018	2019	2020	2021	2022	2023	2024	2030
30% of red	cycled plast	ic as minim	um in packa	ging: % of s	kus in comp	liance		
	10%	20%	30%	45%	60%	70%	80%	100%
100% of re	ecycled plas	tic in the pa	ackaging: %	of skus in c	ompliance			
	N/a	N/a	5%	10%	15%	20%	30%	50%
Compost 8	& lawn bags	: % of recyc	led content	achieved				
	N/a	N/a	30%	30%	50%	55%	60%	80%
Bottles: %	of recycled	l content ac	hieved					
	<5%	10%	30%	35%	50%	52%	55%	100%

### **Other Packaging**

	2018	2019	2020	2021	2022	2023	2024	2030
Cardboar	d: % recycle	d content a	chieved					
	30%	35%	40%	45%	45%	50%	60%	70%
Virgin ma	aterial across	s all our pac	kaging					
						<50%	<40%	<25%

### **Refill formats**

2018	2019	2020	2021	2022	2023	2024	2030
Refill formats							
N/a	N/a	Pilot trials in NL	Customer trials in NL and NZ	Customer trials geographical expansion (NL, NZ, UK)	Customer trials geographical expansion (NL, NZ, UK, FR, Nordics)	Trials continuity in the same countries, customer expansion	Refill options in all the key markets

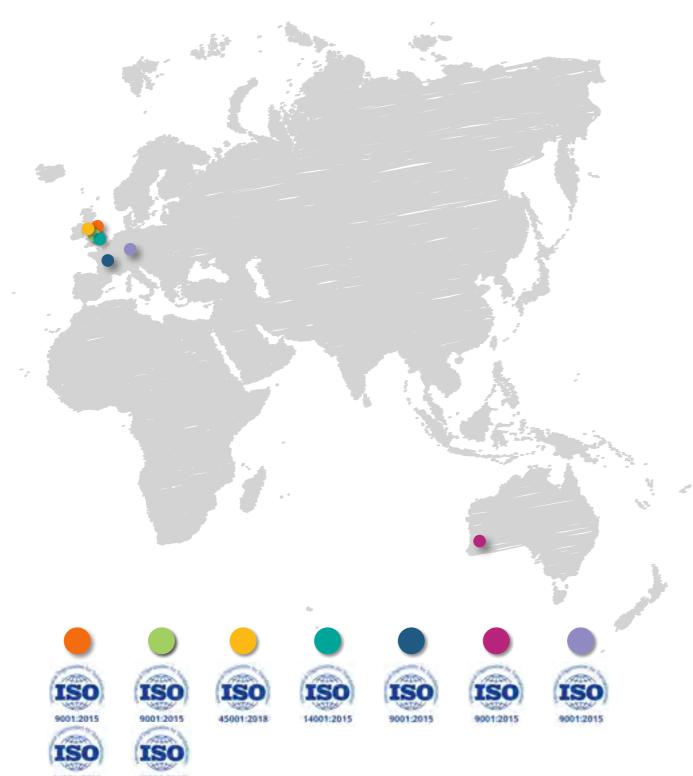
### **Regulatory Affairs Capability**

Expertise	15+ dedicated staff with a mix of expertise - regulatory, environmental, toxicology, registrations, QSAR modelling and advocacy.
Pesticides and Biocides marketed in 30+ countries	Management of active ingredient registrations and task force participation e.g. Pelargonic Acid and 500+ Product Registrations.
Fertilisers and growing media	Expertise in growing media and both local and European Fertiliser Product legislation.
Chemical Regulation Expertise	REACH, Classification, Packaging and labelling, General Product Safety, MSDSs, Detergents Regulation etc. In addition, local country requirements and laws by experts located in region.
Trade Association Members	Actively representing Evergreen Garden Care in both Local and European Trade Associations for all product categories.

### **OUR ESG PROGRESS IN NUMBERS**

45001:2018





# Social and Ethics responsibility and actions: making the garden world a better place



### **Code of conduct**

eporting year	2018	2020-2022	2023	2024	2025 Target
Code of conduc	t read / signed by	employee			
	Ad hoc teams	Targeted teams and induction	All employees and online for targeted teams	All employees and online	Tracking live
Code of conduc	t received / signe	d by our supply ch	ain partners		
	Major suppliers and trade partners	Tracking of signature	All suppliers receive our Code of conduct	Tracking of signature	Tracking live
GDPR					
	In place in all Business Units	Training updated and implemented in all Business Units	Training updated	Fully compliant in all Business Units	Tracking live

Supply chain Ethics	2019	2020-2024	2025	2030					
Code of conduct signed with sustainability engagement for major suppliers									
	30%	75%	90%	100%					
Code of conduct signe	d with sustainabil	lity engagement for all	suppliers						
	10%	30%	50%	100%					
SBTI commitment									
	N/a	3%	5%	10%					
Eco vadis or Sedex									
		25%	27%	30%					
Risk assessment on suppliers + audit									
	N/a	30%	75%	100%					





### The following are organised across all Business Units

Healthy lifestyles	Healthy finances	Supporting our colleagues
Private health, medical insurance Private dental health (by BUs) Cycling to work schemes Fruit at work Company holiday entitlement	Pensions Savings schemes, Life insurance	Free expert support, counselling, and therapies for colleagues and their families Employee assistance program
		Practical, emotional, and financial support through our industry charity partners



### Other initiatives, varying per Business Unit

n alphabetical order	2018	2020-2022	2023	2025 Target
Access to flexible work	ing arrangemen	ts (% of employees, sub	ject to their job profil	e)
	Ad hoc	50%	75%	100%
Awareness days (LBTG,	Women, Menop	ause, Earth day,)		
	Ad hoc	Ad hoc	In some regions	Across regions
Balancing home worki	ng and childcare			
		Launched with covid period	Hybrid working in place for all office locations	
Benefits Platform - acc	ess to discounts	& offers from retailers		
		Launched in 2022 in some regions	Expanded	
Discounted gym memb	oerships			
			In some regions	
Mental Health First aid	lers			
	N/a		Over 50 employees trained	
Mental Health support				
			In some regions	
Physical Health suppor	rt			
			In some regions	All regions
Townhalls (Group and	local)			
	Quarterly	Weekly during covid	Quarterly	Quarterly
Working from home gu	ıidance			
	N/a	Launched with covid period	Yes	Yes
Working lunch training	g - knowledge sh	aring		
			In some regions	

<sup>\*</sup> may vary across regions.

### **OUR ESG PROGRESS IN NUMBERS**



### **Communities'** welfare

### **Suppliers' performance tracking in SEDEX and Living Wage**

Target	Risk	2017	2018	2019	2020	2021	2022	2023	2024	2030
Living w	Living wage reported issues									
0	low	0	0	0	0	0	0	0	0	0
% of sup	% of suppliers registered on Sedex									
50%	low	N/a	N/a	N/a	N/a	N/a	15%	30%	32%	100%
% of EG	C sites re	gistered o	n Sedex							
100%	low	15%	15%	15%	15%	15%	100%	100%	100%	100%
% of site	es audite	d by Sede	X							
N/a	low	15%	15%	15%	15%	14%	13%	12%	12%	15%
% of EG	% of EGC employees earning a living wage									
100%	low	100%	100%	100%	100%	100%	100%	100%	100%	100%

### **Objective Diversity Equity and Inclusion**

Target	Risk	2017	2018	2019	2020	2021	2022	2023	2024	2030
Discrimination, Diversity Issue										
0	low	0	0	0	0	0	0	0	0	0
% Female employees										
50%	low	N/a	N/a	N/a	N/a	N/a	40%	44%	46%	50%
% fema	% females in leadership positions									
50%	low	N/a	N/a	N/a	N/a	N/a	20%	21%	32%	50%
Discrimi	Discrimination reporting issue									
0	low	0	0	0	0	0	0	0	0	0
Training of teams in % of employees										
100%	low	N/a	2%	5%	5%	7%	8%	10%	12%	100%



201	9 2020	2021	2022	2023	2024	2025	2030		
Phishing tests conducted on average per month									
N/a	N/a	Not tracked	600	600	700				
Training hours p	er employees	for cybersecu	rity						
N/a	N/a	Not tracked	1h15	1h14	1h20				
Training hours p	er employees	for cybersecui	rity						
N/a	N/a	Existing under other policies	Existing under other policies	Drafted	4 policies Share official Informa Security - User I Information Sec Policy Securi Manaement Po Technical Dom Policies	ation Policy curity ty licies			
Cyber accreditati	on								
N/a	N/a	Existing under other policies	Existing under other policies	Drafted	Cyber Essential certification renewal and scope increase	Cyber Essentials Accreditation For Evergreen UK, Evergreen Poland, Evergreen Netherlands, Evergreen Austria, Evergreen Belgium	Cyber Essentials For Entire Europe 2025		

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#### **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 2024 (October 2023 to September 2024).

#### **Disclaimers**

Evergreen Garden Care data have not been externally assessed for overall adherence to reporting principles or the preparation of the report in line with future CSRD requirements. Therefore, no conclusions should be drawn regarding the reporting organization's compliance with reporting principles or the quality of the overall report.

Frimley, UK: 5 February 2025

### **Find us**

### Linkedin

www.linkedin.com/company/evergreengardencare/

### Our trade websites:

#### - UK and Ireland

Consumer: www.lovethegarden.co.uk Trade: www.evergreentrade.co.uk

#### - Benelux

#### The Netherlands

Consumer: www.pokon.nl Consumer: www.roundup-tuin.nl <u>Trade: www.pokonev</u>ergreen.nl

#### **Belaium**

Consumer: www.lovethegarden.com/be-nl / www.lovethegarden.com/be-fr

### - Southern Europe

#### France

Consumer: www.lapausejardin.fr (www..lovethegarden.

com/fr-fr)

Consumer: www.roundup-jardin.com

Trade: Evergreen Store France | Ecommerce B2B Evergreen Garden Care

### Central Europe

#### Germany

Consumer: www.liebedeinengarten.de (www.lovethegarden.com/de-de) Trade: www.meinevergreen.de GPI: www.g-p-i.de/startseite

#### **Austria**

Consumer: www.liebedeinengarten.at (www.lovethegarden.com/at-de) Trade: www.meinevergreen.at

### - Eastern Europe

#### **Poland**

Consumer: www.lovethegarden.pl Trade: www.evergreengardenacademy.pl/

#### - ANZ

#### Australia

Consumer: www.lovethegarden.com.au, www. baileysfertiliser.com.au, www.searlesgardening.com.au, www.roundup.com.au, www.abouthegarden.com.au

#### **New Zealand**

Consumer: www.tuigarden.co.nz, www.lovethegarden.com/ nz-en, www.roundup-garden.co.nz

#### - Scandinavia

#### Sweden

Corporate: www.Econova.se Consumer: www.Weibulls.com

Consumer: https://www.lovethegarden.com/se-sv

#### Denmark

Consumer: www.Weibulls.dk

Consumer: https://www.lovethegarden.com/dk-da

#### Norway

Corporate: https://www.gronn-industri.no/ Consumer: https://www.lovethegarden.com/no-no

Links of our Twitter, Facebook, Instagram, YouTube and other social media accounts can be found on our consumer websites.

