

Responsibility

Stronger Together

At SiteOne, part of our DNA is to be a great place to work for our associates and a good neighbor in our communities. That is why we are committed to social and environmental responsibility.

Thank you for taking time to learn more about Responsibility at SiteOne.



“As the largest wholesale distributor in the Green Industry, we feel a sense of responsibility to set a high bar in creating excellence for all of our stakeholders.”

- Doug Black, Chairman and Chief Executive Officer



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Our Approach: A Letter from Our CEO Doug Black

Dear Customers, Suppliers and Shareholders,

On behalf of our Board of Directors, I would like to express our sincere appreciation for your interest in our Company. At SiteOne, we are laser focused on committed to becoming a Company of Excellence. This obviously can have many interpretations, but we define this Vision using five objectives:

1. Be a great place to work for our associates
2. Deliver superior quality, service and value to our customers
3. Be the distributor of choice for our suppliers
4. Achieve industry-leading financial performance and growth for our shareholders
5. Be a good neighbor in our communities

These five objectives provide our “True North” and guide us in the people that we hire, the decisions that we make and the capabilities that we build. As the largest wholesale distributor in the Green Industry, we feel a sense of responsibility to set a high bar across all five objectives in creating excellence for all of our stakeholders. And, besides being the right thing to do, we believe that increased focus on social and environmental issues will increase our likelihood of success with these objectives and lead to a positive impact on long-term shareholder value. To accomplish our Vision, we strive to consistently practice the following seven Values across all aspects of SiteOne:

1. **Always Safe** – We take personal responsibility for our safety and for the safety of others.
2. **Customer Obsessed** – We are passionate about making our customers successful.
3. **Continuously Improving** – We quickly adopt best practices to drive growth and deliver world-class results.
4. **Team Players** – We respect and support each other and put the team first.
5. **Professional** – We do everything with quality and integrity...never cutting corners.
6. **Talent Focused** – We recruit, develop, mentor and retain the best people.
7. **Accountable** – We think and act like owners and leverage our resources to succeed.

We are pleased to share with you some of the things we are doing to advance our objectives and bring our Values to life. We are increasing our focus on how best to disclose the many good things we are doing and how we can identify ESG best practices that are relevant to our industry and business.

As you will see, safety is our top priority—for our associates and our customers. And we continue to be obsessed with making our customers successful, which requires much more than just selling them products. This is only possible if we recruit, develop and retain the best associates in the Green Industry. To do this, we have invested a tremendous amount in our associates’ safety, training and development to ensure that each associate reaches his or her highest potential. The majority of our new disclosures are related to our human capital and safety practices. We are also committed to operating our business in a way that reflects thoughtful environmental management, including decreasing the environmental impacts of our business operations and offering eco-friendly products which are beneficial for the environment and more efficient for our customers.



We believe that achieving our Vision consistently across all parts of SiteOne will ensure long-term success for all our stakeholders. We look forward to continuing to update you as we build upon our ESG efforts to date.

Sincerely,

A handwritten signature in black ink, appearing to read 'Doug Black', written in a cursive style.

Doug Black
Chairman & CEO

About This Report

Now more than ever, SiteOne Landscape Supply is committed to integrating and building upon sustainable Environmental, Social and Governance (ESG) initiatives. This year's Responsibility Report highlights the company's latest accomplishments with respect to the environmental and social issues relevant to our business and discloses, for the first time, certain metrics related to our ESG initiatives.

This report is based on the framework published by the Sustainability Accounting Standards Board (SASB), as well as feedback from our customers, shareholders and suppliers. This year's report establishes a baseline to track our progress against ESG initiatives and identify ways we can expand on our future practices and standards.

We will use the experience gained in preparing this year's report, as well as feedback from stakeholders, to expand the reporting scope and provide more insight into our company in the coming years.

SASB Disclosure Matrix

The Sustainability Accounting Standards Board (SASB) is an independent, standards-setting organization whose mission is to develop comparable sustainability metrics for public corporations to disclose material, decision-useful information to investors. We have considered the industry standards (as defined by SASB's Sustainable Industry Classification System) for Multiline and Specialty Retailers & Distributors and we have provided below the relevant data and/or the location of the applicable information in this Responsibility Report.

Unless otherwise specified, the information is as of our fiscal year end 2019. Certain information is not disclosed herein because that information (i) is not considered material for purposes of determining our ESG strategies or is privileged or confidential; (ii) could cause a competitive disadvantage to our business if publicly disseminated; or (iii) is not currently collected in a manner correlative with the related SASB metric.

Multiline and Specialty Retailers & Distributors

Table 1. Sustainability Disclosure Topics & Accounting Metrics

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA RESPONSE	REFERENCE
Data Security					
Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	CG-MR230a.1	Details can be found in the Data Security section of our Responsibility Report	Responsibility Report – Data Security
{1} Number of data breaches, {2} percentage involving personally identifiable information [PII], {3} number of customers affected	Quantitative	Number, Percentage [%]	CG-MR230a.2	{1} Zero data breaches; {2} N/A; {3} N/A	N/A
Fair Labor Practices					
{1} Voluntary and {2} involuntary employee turnover rate for in-store employees	Quantitative	Rate	CG-MR-310a.2	{1} 16.1%; {2} 6.1%	Responsibility Report – Engagement and Development
Workforce Diversity & Inclusion					
Percentage of gender and racial/ethnic group representation for {1} management and {2} all other employees	Quantitative	Percentage [%]	CG-MR330a.1	{1} Management: <ul style="list-style-type: none"> • Gender: 13.4% Female • Racial / Ethnic Minority 12.1% {2} All Other Associates: <ul style="list-style-type: none"> • Gender: 15.4% Female • Racial / Ethnic Minority 28.6% 	Responsibility Report – Initiatives
Product Sourcing, Packaging & Marketing					
Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting Currency	CG-MR410a.1	\$33.77 million of EPA WaterSense-certified products sold in fiscal 2019	Responsibility Report – Energy Conservation & Eco-Friendly Products

Table 2. Activity Metrics

ACTIVITY METRIC	Category	Unit of Measure	Code	Data Response	Reference
Number of: [1] retail locations and [2] distribution centers	Quantitative	Number	CG-MR000.A	<ul style="list-style-type: none"> • 562 branch locations • 3 distribution centers 	Responsibility Report – Environmental Sustainability – Our Footprint
Total area of: [1] retail space and [2] distribution centers	Quantitative	Square meters (m ²)	CG-MR000.B	<ul style="list-style-type: none"> • 509,296m² of branch locations • 53,317m² of distribution centers 	Responsibility Report – Environmental Sustainability – Our Footprint
Total number of employees	Quantitative	Number	N/A	<ul style="list-style-type: none"> • 4,616 	N/A

Safety at SiteOne

The safety of all our associates is our single most important priority. The most significant element of our SiteOne DNA is “Always Safe,” which means that we take personal responsibility for our own safety and for the safety of others.

COVID-19 Response

Our primary objective during this uncertain period is doing everything possible to ensure the safety of our associates and customers. To learn more about our COVID-19 response plan and safety measures, please visit www.siteone.com/covid-19.

Statistics on Safety

Our OSHA recordable incident rate is consistently below the industry averages of 4.50 for Transportation and Warehousing and 2.90 for Wholesale Trade¹. We also maintain a satisfactory motor carrier safety rating with the Federal Motor Carrier Safety Administration, and we avoid use of common carriers with a “conditional” or lower safety rating.

Workplace Safety

Our leadership, represented by our Safety Task Force, is focused on creating a culture of safety and evaluating ways to improve our operations that reduce the most common forms of on-the-job injuries.

Our safety initiatives include:

Emergency Response Plan

Our Emergency Response Plan addresses immediate on-site needs that may arise during an incident. The plan enables our associates to prepare for emergencies and handle the duties assigned to them including initial emergency response and any immediate response requirements at the affected location in accordance with established emergency response plans, procedures and processes.

We also maintain a database of all hazardous materials that are present in our branches, including the applicable safety data sheets for these products. In the unlikely event of a spill of hazardous or chemical products, we maintain a policy on proper clean-up and disposal to ensure the safety and well-being of our associates and customers as well as proper handling of products in compliance with all laws. We have also engaged a third-party vendor to be “on-call” to perform any necessary cleanups as a result of hazardous materials spills.

Branch Safety Champion

We have a designated Safety Champion in each of our branches. Our Safety Champions are high potential, well-respected associates who help demonstrate and influence our culture of safety. Our goal is a robust culture of safety with all associates committed to working safely, every task, every day, 100 percent of the time.

The Branch Safety Champion partners with the Branch Manager to:

ASSOCIATE SAFETY

YEAR	LOST TIME INCIDENT RATE	OSHA RECORDABLE INCIDENT RATE	WORK-RELATED FATALITIES
2017	0.32	2.26	1
2018	0.29	2.38	1
2019	0.55	2.40	0

- Craft a safety strategy specific to the branch, including the training and engagement of all associates and the elimination of all safety hazards;
- Augment the Branch Manager's efforts by serving as an additional safety proponent and local expert; and
- Provide a fresh perspective to identify opportunities to make the branch safer.

Safety Task Force

The Safety Task Force, led by members of our executive management, focuses on continuous improvement of safe workplace operations, especially the most common types of injuries incurred by our associates. As a result, we invested in safety equipment and practices at all branches with the goal of eliminating workplace injuries. These initiatives include:

- Pre-shift warmup and stretching program for our associates
- Rolling stair ladders instead of step ladders
- A pilot program to utilize lifting technology to unload flatbed trucks
- Stationary platforms for safe entry/exit of storage and straw trailers
- Loading docks and portable ramps for safe loading/unloading of trucks
- Wheel chocks for vehicles and equipment

Safety Training and Investment

We are constantly investing in the safety of our associates by improving our fleet of vehicles and material-handling equipment with newer, safer, more fuel-efficient vehicles and equipment. Recent safety investments and initiatives include:









- Loading Ramps – Improved loading ramps at our branches will drive safer loading/unloading, as well as reduce dwell/idle time for carriers, further lowering our carbon footprint.
- CPR Certification Reimbursement – All associates who receive CPR certification are reimbursed for all certification fees.
- Enhanced Fleet Safety – SiteOne is evaluating the installation of forward-facing camera technology on fleet vehicles, as well as adding vehicles to our fleet that include enhanced safety features, such as crash avoidance and other safety technologies.
- Biweekly Safety Newsletter – These emails remind all associates of safety training, wellness best practices and statistics on recent incidents. We also recognize associates for exemplary safe workplace behaviors.

Associate Health and Wellbeing

At SiteOne, our associates are our greatest asset and the health and wellness of our associates and their families is a top priority. The benefits that we offer to our associates are an important part of our vision to be a great place to work.

Benefits

We offer a competitive benefits package to enable our associates to get the most out of work and life. Some of these benefits include:

 Competitive Compensation	 Paid Holidays	 Opportunities for Advancement	 Retirement Savings with Company Match
 Paid Time Off	 Medical, Dental, and Life Insurance	 Tuition Reimbursement	 Product Discounts

Learn More:

For more information, check out our perks, career paths, and resource groups on our [careers website](#).

Engagement and Development

We aspire to be a great place to work for all of our associates. Periodically, we administer Associate Engagement surveys to determine how we are doing in that mission. We review the survey results with all of our associates and seek their involvement in developing and executing action plans to continue our work place improvements.

We monitor associate satisfaction and aim to strengthen our pipeline of top talent by conducting talent reviews and succession planning for all critical roles in the organization.

We identify, communicate and utilize career development paths for key roles. This includes not only a path up for associates, but exposure to parallel roles across the organization.

Over 70 percent of our management level associates [grade 6 and above] were included in our annual Talent Review process where development plans and career growth opportunities are discussed with the highest levels of leadership.

IN-BRANCH ASSOCIATE TURNOVER**

YEAR	TOTAL TERMINATIONS	TOTAL TURNOVER %	VOLUNTARY TERMINATIONS	VOLUNTARY TURNOVER %	INVOLUNTARY TERMINATIONS	INVOLUNTARY TURNOVER %
2017	716	23.0%	464	14.9%	252	8.1%
2018	884	24.7%	646	18.1%	238	6.7%
2019	904	22.2%	655	16.1%	249	6.1%

***Turnover for In-branch associates only, field support associates in Roswell and Troy excluded for purposes of disclosure.*

Development

Targeted Skill Development Training is designed around an associate’s development and career interests. Each certification program includes instructor-led training, online learning, in-field work and exit exams. Associates earn a base pay increase and other rewards when they earn these certifications:

- SiteOne Irrigation Certification Program: Four-tier certification program to teach the core principles of irrigation up to mastery level.
- SiteOne Agronomics Certification Program: Four-tier certification program to teach the core principles of Irrigation up to mastery level.
- SiteOne Lighting Certification Program: Single tier certification program including instructor-led training, online learning, in-field demo set up and exit exam.

Additional Learning Opportunities for Associates

Leadership training to help leaders understand their workplace style, the style of others and applying methods that align with our values.

360 assessments with coaching on strengths and development needs.

Online learning licenses granted to associates with content including working on a new team, essential business software, becoming a new manager, project management, working remote and a host of other topics.

Leadership Academy

SiteOne Leadership Academy has been designed by SiteOne for SiteOne and incorporates the very best practices across all industries. Leadership Academy is comprised of three, three-day modules:

- Building and Sustaining a Winning Team
- Achieving Customer Service Excellence and World-Class Sales Growth
- Achieving Operational and Financial Excellence

SiteOne University

We are proud to offer professional contractors and associates access to substantive training and informational seminars that will add directly to their bottom line. SiteOne University can help customers steer their business in the right – and profitable – direction.



On-Campus Recruiting

Thirty percent of graduating high school students do not attend college directly after high school. At SiteOne, we strive to build relationships with vocational and traditional high schools to hire students upon graduation. New graduates can grow a career and gain experience with SiteOne, providing for opportunities to cross train into different areas including operations, sales and management.

Workforce Diversity and Inclusion

Initiatives

We believe in the power of teamwork and in creating a great place to work for all our associates, no matter their race, age, gender, sexual orientation or military status. At SiteOne, a culture in which all our associates are respected and valued is critical. Our diversity and inclusion efforts focus on creating a work environment that is respectful and supportive of each of our associates and which places the team first.

WORKFORCE DIVERSITY AND INCLUSION

		GENDER		RACE/ETHNICITY						AGE				
YEAR	EMPLOYEE CATEGORY	MALE	FEMALE	WHITE	BLACK / AFRICAN AMERICAN	HISPANIC / LATINO	ASIAN	OTHER	DIDN'T SELF-IDENTIFY	29 AND UNDER	30-39	40-49	50-59	60 AND OVER
2017	Management*	89.9%	10.1%	85.8%	1.4%	8.3%	1.0%	1.4%	2.1%	2.5%	25.8%	37.5%	25.3%	8.9%
	All Other Associates	85.6%	14.4%	66.7%	5.7%	21.0%	1.1%	2.0%	3.5%	18.7%	24.5%	25.6%	23.5%	7.9%
2018	Management*	87.6%	12.4%	84.0%	1.4%	8.0%	0.7%	1.5%	4.4%	4.0%	28.5%	34.8%	26.1%	6.7%
	All Other Associates	85.0%	15.0%	66.8%	6.1%	19.5%	0.8%	2.2%	4.7%	19.6%	23.1%	24.3%	23.4%	9.7%
2019	Management*	86.6%	13.4%	81.5%	1.4%	8.2%	0.7%	1.8%	6.5%	3.9%	23.6%	36.4%	28.2%	8.0%
	All Other Associates	84.6%	15.4%	62.5%	6.2%	19.5%	0.8%	2.1%	9.0%	17.8%	22.8%	23.3%	24.3%	11.9%

*"Management" is classified as any associate with direct reports OR salary grade 12+

Our diversity and inclusion efforts include:

Women in the Green Industry Event

The Women in the Green Industry event is an annual event for SiteOne customers, associates and supply partners focusing on product knowledge, business training and networking to help women grow personally and professionally in the landscape industry. The event has been hosted by SiteOne or its predecessor company since 1995.

Diversity & Inclusion Council

We are creating a Diversity & Inclusion Council will consist of Associate Resource Group (ARG) leaders, select operational/functional leaders, our Executive Vice President of Human Resources and our Chief Executive Officer. Responsibilities of the Council will include:

- Assisting the executive leadership team in the creation and execution of a Diversity & Inclusion strategy, including key action items and milestones
- Ensuring a strong connection of the Diversity & Inclusion strategy with business and operational goals
- Providing ongoing assessments and measuring results
- Partnering with leadership to identify and execute Diversity and Inclusion educational content

- Providing support and guidance for associate resource groups by driving awareness and ensuring consistency in strategies and communications

Enhanced Diversity Training

SiteOne will implement additional Diversity & Inclusion and Bias Training for leaders and associates and implement Teamwork & Collaboration training for all associates.

Partnership with Sigma Alpha

We are a new corporate partner with Sigma Alpha, a professional agricultural sorority that promotes scholarship, leadership, service and fellowship among its members. In addition to our sponsorship, we launched a mentorship program designed exclusively for Sigma Alpha sisters who have an interest in the Green Industry. The mentorship program currently boasts 65 participants.

SiteOne.com In Spanish

Our customers and our suppliers also represent a diverse group of business owners and employees from many backgrounds, ethnicities and cultures. We support our Spanish speaking customers by offering bilingual signage in our branch locations and we now offer a [Spanish-language version](#) of our e-Commerce website.

Associate Resource Groups (ARGs)

We support our associates and aim to foster a diverse, inclusive workplace through Associate Resource Groups (ARGs), voluntary, employee-led groups tied to an aspect of diversity. Membership in each ARG is open to all SiteOne associates and diverse representation is encouraged. ARGs support business objectives, create diversity awareness and offer one avenue of development for associates.

Each ARG has specific goals based on the focus of the group. Goals can include the following areas:

- Recruitment: Support and assist in recruitment efforts to attract diverse candidates and top professionals to join SiteOne.
- Talent Development and Retention: Offer learning, mentoring and networking opportunities that empowers all associates to broaden their professional skills and personal growth.
- Engagement: Foster a sense of belonging and involvement in advancing SiteOne's vision and cultivate an increased awareness and sensitivity to differences.
- Outreach: Identify and participate in positive, impactful ways that will make a difference in the local community.

BR1DGE

BRIDGE: Black Resource Inclusion and Diversity Group for Excellence

BRIDGE provides a network for black associates to be connected and supported and to process and discuss life experiences in a safe space.

UN1DOS

UNIDOS

Unidos aims to attract and retain engaged and diverse associates while enhancing SiteOne's understanding of and relationships with Hispanic communities and customers.

VETS1

VETS1

VETS1 was developed to foster an environment of diverse and engaged associates while developing SiteOne's understanding of and relationships with Veteran associates, customers and communities. VETS1 focuses on being a great place to work for our Veterans, incorporating the experience, talents, and values of SiteOne Veterans to meet our business objectives, and being a good neighbor to the greater Veteran community. VETS1 recognizes our current Veteran associates, hosts and supports Veteran-oriented community events and causes, and applies resources to foster understanding, assist in the transition of, and address the unique challenges of service members and their families.

W1GG

Women in the Green Growing

The W1GG (Women in the Green Growing) associate resource group promotes an environment of diverse and engaged associates while advocating female growth within SiteOne® and the green industry. What started as one annual event is growing and expanding within our organization. We are building more tools and resources for our SiteOne associates and the overall green industry.

Education & Engagement

As the leader in the Green Industry, we value lifelong learning. Part of our SiteOne DNA is “Continuously Improving.” What better way to improve our business – and the business of our customers – than providing continuing education opportunities through SiteOne University?



We conduct dozens of continuing education programs across the U.S. each year. With SiteOne University, contractors and other landscape professionals can keep current with changes and trends in the industry, learn about new product information and best practices, and gain new information and tools to better manage their businesses. Our SiteOne University programs are attended by several thousand landscape professionals each year.

In addition to SiteOne University, we conduct hundreds of “Lunch & Learn” programs annually at our branch locations, which allows us to interact with new and existing customers, provide training on products or product lines, educate our customers on best practices and support local communities. Our Lunch & Learn programs are attended by thousands of landscape professionals annually.

Improving Our Communities

Part of our vision is to “be a good neighbor in our communities.” Over 1,000 SiteOne associates have proudly completed over 200 community service events. Our associates have also raised over \$25,000 for fellow associates affected by natural disasters. Some of the great organizations supported by our associate include the following:

- Children’s Healthcare of Atlanta
- Mission of Tears & The Coram Deo Foundation
- Maria Fareri Children’s Hospital
- Mission Military Care
- Potomac River Tree Reforestation Day
- Arlington National Cemetery
- Veterans Moving Forward
- Humane Society of Baltimore
- Wreaths Across America
- Gleaners Foodbank of Indiana
- Power My Learning
- Johnny Mac Soldiers Fund
- Westminster Thanksgiving Meal Outreach
- The United Way
- Boy Scouts
- Hannah’s Home
- Naples Zoo
- Chastain Park
- Toys for Tots
- Habitat for Humanity
- Angel Program
- Must Ministries
- Foster Care Support Foundation
- Wine to Water

+ Many more local municipalities, schools and animal shelters.

Political Involvement

SiteOne is not affiliated with any political party, candidate or political action committee, and we do not utilize company funds for political contributions. However, we encourage our associates to take an active role in their communities, including taking part in the political process.

Reducing Environmental Impact

Environmental Sustainability

As a leader in the Green Industry, we are mindful of the important role we play to protect and enhance our environment, including the air, soil and water. One of our core values is to “Be a Good Neighbor in our Communities,” which includes operating our business in a way that reflects thoughtful environmental management.

We are committed to conducting our operations in a manner that protects the environment and our natural resources through compliance with all applicable laws and regulations and industry best practices. We aim for continuous improvement in our operations to minimize our environmental impact. Our environmental policy applies company-wide, including all our subsidiaries, business operations and facilities, regardless of location.

While we are not the manufacturer of the products we sell, we have a joint responsibility with our suppliers to reduce our environmental footprint. We encourage our suppliers to make the same commitments we do regarding environmental sustainability, through compliance with all applicable laws and continued operational improvement to reduce our collective impact on the environment.

Fleet Efficiency

We are committed to reducing our impact on the environment, and many of our fleet efficiency initiatives to date have had a positive effect. Read more about some of the steps we’ve undertaken to improve fleet efficiency and reduce the use of fossil fuels:

- Establishing three distribution centers in the U.S. allowed us to substantially reduce the number of deliveries from our carriers and suppliers to our branch locations, consolidate shipments across our supply chain and thereby reduce fuel consumption and greenhouse gas emissions. Through our supply chain optimization efforts, we convert thousands of parcel and LTL shipments every week into full truckloads from our suppliers to our distribution centers and from our distribution centers to our branch locations.
- Investing in the replacement of our older fleet vehicles with newer, more fuel-efficient vehicles.
- Installing telematics systems in our commercial vehicles, allowing us to track and improve driving behavior and encourage safer driving while optimizing vehicle performance, including more efficient fuel consumption and reduced emissions. We will continue to evaluate ways to utilize technology and driver training to improve the fuel efficiency of our vehicles, increase safety and reduce our carbon footprint. The implementation of this system will also help consolidate certain shipments to reduce redundant miles.

OUR FOOTPRINT

YEAR	ACTIVE BRANCH COUNT	TOTAL BRANCH SQUARE FEET	ACTIVE DC COUNT	TOTAL DC SQUARE FEET
2017	478	4,419,000	1	192,780
2018	552	5,274,467	3	573,910
2019	562	5,482,023	3	573,910

Some of our long-term goals for improvement include decreasing idol time, decreased mileage with the implementation of new fleet-routing software and transitioning certain shipments to intermodal. We anticipate that the fleet-routing software will allow us to monitor idol time, reduce miles driven through better equipment utilization and better routing, manage driver routes and out of route miles and reduce empty miles.

We anticipate that our investment in telematics systems will enable us to track meaningful data points and disclose efficiency metrics in the future.

Energy Conservation & Eco-Friendly Products

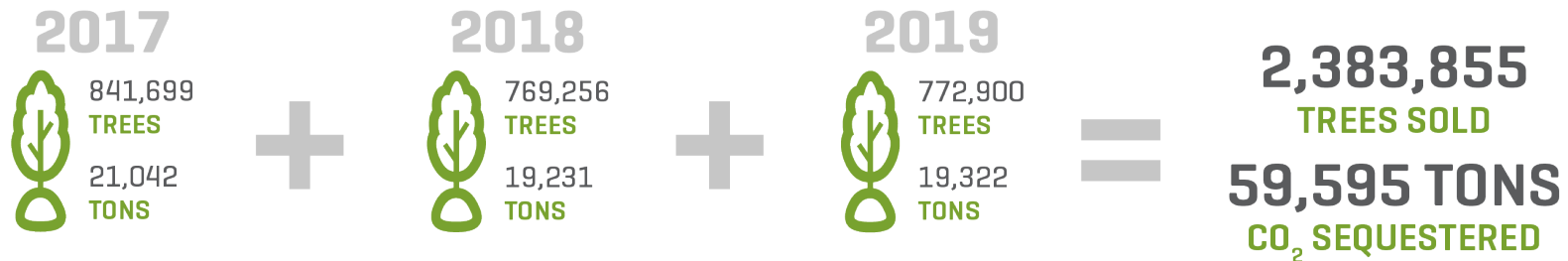
Environmental Impact of our Nursery Products

Our product offerings include a wide variety of nursery goods, including evergreen trees, ornamental trees and shade trees. A key “feature” of a tree is that trees sequester carbon – the process of removal and long-term storage of carbon dioxide [CO₂] from our atmosphere.

The combination of CO₂ removal from the atmosphere, carbon storage in wood and the cooling effect makes trees extremely efficient tools in fighting the greenhouse effect on our environment. Planting trees remains one of the most cost-effective means of drawing excess CO₂ from the atmosphere.

In 2019, SiteOne sold approximately 772,900 trees. Based on an estimated 50 pounds per tree per year, these trees will sequester 19,322 tons of CO₂ per year at maturity.

ENVIRONMENTAL IMPACT



Smart Irrigation for Water Conservation

As the largest wholesale distributor of irrigation systems in the United States, SiteOne knows the importance of water conservation. The right to clean water is a fundamental human right for all of us.

We offer smarter irrigation devices and systems to help our customers conserve water and protect our environment, including:

- Weather-based, remote access, flow- and moisture-sensing controllers
- High-efficiency nozzles
- Pressure regulating valve heads and emitters
- Rainwater collection systems
- Drip tubing irrigation systems
- Artificial turf products
- Moisture management technologies

- Erosion control products

We will continue to work with our suppliers to introduce new eco-friendly products that benefit the environment and improve efficiency for our customers.

We are also proud to offer our customers a wide variety of U.S. Environmental Protection Agency certified WaterSense products. The WaterSense program is designed to encourage water efficiency by using a special label on consumer products. EPA statistics have shown that replacing a standard clock timer with a WaterSense-labeled irrigation controller can reduce an average home's irrigation water use by 15 percent and can save an average home nearly 7,600 gallons of water annually.

We assist our customers in identifying water savings for commercial and residential properties through the use of apps and other solution-based workbooks. We also utilize water conservation efforts at our own branch locations. Our on-site nurseries use recycled water sources for irrigation [using rainwater collection from on-site ponds, wells or other natural sources] as a supplement to municipal water sources whenever possible.

Innovative Agronomic Products and Organic Offerings

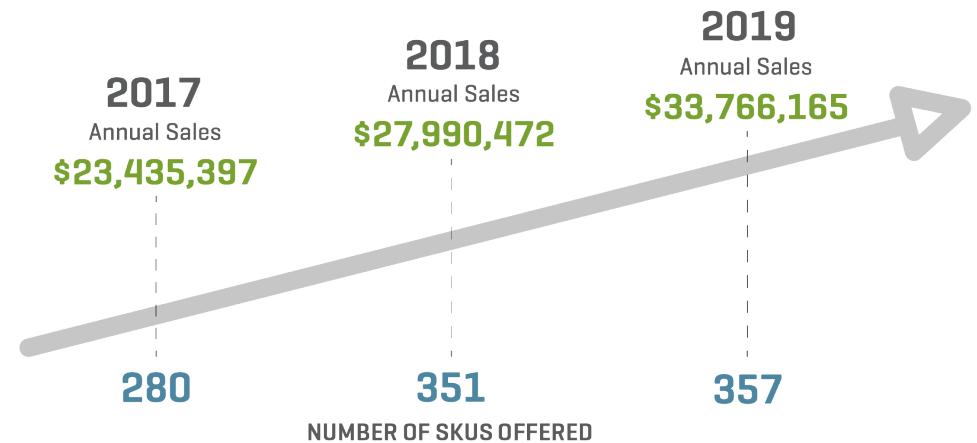
We have introduced new turf maintenance products under our LESCO® brand to help our customers maximize water and nutrient efficiency, improve soil conditions and minimize leaching of excess nitrogen into the surrounding environment. These products include industry leading slow-release nitrogen fertilizers, nutrient-optimizing soil amendment technology for improved soil conditions requiring less nitrogen, and moisture manager products to significantly reduce plant water consumption and improve overall plant health.

- **LESCO® NOS and NOS+** is formulated with dicyandiamide [DCD] infused stabilized nitrogen to reduce leaching and denitrification. By reducing nitrogen loss for up to 72 days, NOS delivers up to a 60 percent increase in nitrogen uptake by the turf. This allows for more of the product to be absorbed by the target species and less product to be wasted into groundwater and atmosphere.
- **LESCO® CarbonPro™** is a revolutionary nutrient-optimizing technology. Emphasizing the science of 'plant-microbe interactions,' LESCO CarbonPro harnesses the power of carbon-based soil amendments [beneficial humic and fulvic acid], kelp extract and microbial metabolites to maximize plant health and nutrition and reduce water requirements.

In addition, we offer about 150 organic fertilizer SKUs to our customers. Our organic fertility lines have seen a CAGR growth rate of 6.5 percent since 2018. We expect to eclipse one million bags of organic fertilizer sales in 2020.

WATERSENSE

Product Offerings and Annual Sales





SiteOne is proud to be an active member of the Irrigation Association® (IA), a leading organization of landscape professionals dedicated to promoting efficient irrigation technologies, products and services. IA works to establish and promote best practices for effective water management, benchmarks for irrigation products and applications, and advocates for sound policies for the conservation of our water supplies.



SiteOne is a leading member of RISE (Responsible Industry for a Sound Environment®), a national trade association representing manufacturers, formulators, distributors and other Green Industry leaders promoting the safe use of fertilizer and pest management solutions to protect health and safety as well as enhance quality of life and the environment. RISE focuses its efforts on education and awareness activities as well as communication with policymakers and regulators to ensure proper use and application of pesticides.

Promoting Innovative, Environmentally Friendly Landscape Lighting Technology

SiteOne is at the forefront of promoting innovative, environmentally friendly landscape lighting technologies, shifting the focus from traditional halogen and incandescent technologies to LED lighting and low-voltage systems. LED and low-voltage landscape lighting products use substantially less electricity than conventional and high (line) voltage products. These products are also significantly longer lasting, easier to install and maintain, and safer for use. The result of our efforts is evident with our Pro-Trade® lighting line of products, which utilize LED and low-voltage technology. We continue to evaluate new energy efficient products and will partner with our suppliers to bring these products to the market.

Even our packaging for our Pro-Trade® line is designed with sustainability in mind to minimize waste, including the use of recyclable materials.

SiteOne is a leader for change in the agronomics industry, providing solutions that are more efficient, longer lasting and better for the environment. After all, lawn turf is one of the largest crops in the United States, so it is critical that we offer solutions that allow us to care for our lawn while being responsible about our use of water and other natural resources.

Protecting Our Assets

Data Security at SiteOne

At SiteOne, we leverage a combination of security standards and frameworks to manage and measure our cybersecurity program. As the threat actors evolve their techniques and attack vectors change, we continually update our programs for confidentiality, data integrity and availability. We have invested – and will continue to invest in – protecting, monitoring, alerting and mitigating information security risks across the enterprise.

In the event of a security issue, we have an incident response plan used to quickly triage, contain and understand the issue, as well as how to protect against it going forward. Managing our daily security program is a team of information security engineers led by our Chief Information Security Officer.

Additionally, our Privacy and Security Statement provides information regarding how we collect, use and share information we collect from our customers. We explain the ways we use the information we collect, and how customers can find out more about the personal information we collect about them on the Exercise My Privacy Rights page of our website.

Governance, Risk & Compliance

Our information security and privacy policies are in place and regularly updated based on business, compliance and any other needs.

External and internal resources perform audits and penetration testing throughout the year on SiteOne applications, networks and environments. An external qualified security assessor performs an annual review to review our compliance with the Payment Card Industries Data Security Standards.

Data Protection

We maintain both data classification and retention policies to reduce the exposure of unauthorized access of data and comply with regulatory requirements. We strive to minimize the customer data collected to limit the potential data exposure risks.

Data is continually scanned to identify sensitive data to determine whether it is properly protected and classified. SiteOne utilizes third parties specializing in vulnerability assessments and penetration testing to review our networks, systems and applications for patching and proper configuration. We also perform at least two disaster recovery test exercises annually to validate and optimize our ability to recover technology at a secondary data center site in the event of a major incident or disaster event.

We also engage a third-party credit card payment partner that provides solutions for card processing encrypting sensitive payment data. These solutions are intended to avoid card data being stored on any SiteOne systems.

Vendor Security

We partner with our vendors to minimize the customer data needed to provide services and ensure compliance with regulations. Vendors are reviewed annually to identify any changes to services, data requirements and associated security and protections. Where applicable, vendors are contractually bound to protect customer data and support enforcement of all regulatory requirements.

Data Security & Privacy Awareness

We provide new hire and annual security awareness and privacy training to all associates as well as other targeted security training for key departments dealing with sensitive data types. SiteOne performs quarterly phishing assessment exercises to ensure associates are aware and educated about phishing threats and trained to identify and avoid them.

Sourcing Responsibly

Part of the SiteOne Vision is to be the distributor of choice for our suppliers. As part of our partnership with suppliers, we require that suppliers adhere to our Human Rights Policy and Supplier Code of Conduct.

Supplier Code of Conduct

Our goal is for SiteOne and our suppliers to be identified as best-in-class companies in our industry. Our suppliers are expected to uphold the human rights of workers, to treat them with dignity and respect, and to conduct responsible business operations with integrity and our SiteOne Supplier Agreement, our standard contractual agreement for our suppliers, requires compliance with all applicable laws.

The SiteOne Supplier Code of Conduct sets forth the expectations we have for our suppliers – to operate their businesses in accordance with SiteOne’s Vision and DNA. The SiteOne Vision and DNA reflect our expectations for the conduct of our company’s business. We encourage our suppliers to conduct their businesses in the same manner and consistent with their core values.

The purpose of the Supplier Code of Conduct is to provide general principles to follow to ensure that each of our suppliers acts responsibly and to promote compliance with applicable governmental law, rules, and regulations.

Doing Business the Right Way – Compliance with Laws

Consistent with our Vision and DNA, SiteOne believes in the importance of “doing business the right way” and we expect that our suppliers share this view. Obeying the law, both in letter and in spirit, is the foundation on which our ethical standards are built. It is each supplier’s responsibility to know the laws and regulations adopted in their respective states or provinces and communities applicable to their business. All of our suppliers, their respective directors, officers, managers, and employees should respect and obey the applicable laws, including laws pertaining to environmental protection.

Human Rights

Respect for human rights is a fundamental principle for SiteOne. Suppliers that choose to work with SiteOne are expected to embody the same principle. This Supplier Code of Conduct was created to comply with the following guiding philosophies set forth by the SiteOne Human Rights Policy:

OUR VISION



Be the distributor of choice for our suppliers



Be a great place to work for our associates



Deliver superior quality, service and value to our customers



Achieve industry-leading financial performance and growth for our shareholders



Be a good neighbor in our communities

OUR DNA



ALWAYS SAFE
CUSTOMER OBSESSED

CONTINUOUSLY IMPROVING
TEAM PLAYERS
PROFESSIONAL

TALENT FOCUSED
ACCOUNTABLE

1. Our associates are our most important asset; therefore, we must endeavor to provide a safe working environment, together with ongoing training and awareness, to ensure that all of our associates return home safely at the end of each day.
2. We respect each other, regardless of nationality, race, sex, or anything that makes each human being unique.
3. We comply with all applicable laws, including employment laws and regulations, in all jurisdictions in which we operate, and we expect our suppliers to do the same.
4. We respect the environment in all communities in which we operate.

Consistent with our Human Rights Policy, compliance with this Supplier Code of Conduct requires that all persons involved with the manufacturing of products that SiteOne distributes adhere to the laws and regulations prohibiting human trafficking, slavery, bonded or indentured labor, forced labor, child labor, prison labor, non-payment of minimum wages, overtime pay, rest periods and holidays, and freedom of association. Suppliers must adhere to the minimum employment age limit defined by national law or regulation.

Health and Safety

Each of our associates has the right to a safe and healthy work environment. Our suppliers are expected to obey all health and safety laws and regulations, including but not limited to, occupational safety, emergency preparedness, security, risk information, occupational injury and illness, industrial chemical and biological control and protection, and safe machinery use.

Respect for the Environment and Sustainability

SiteOne recognizes that respect for the environment and sustainability is integral to being a world-class company. The use of resources, product storage, waste disposal, and many other processes can cause adverse effects on the community, environment, and natural resources. These adverse effects should be minimized by our suppliers to safeguard the health and safety of its employees, the public, and our communities generally. SiteOne encourages each of our suppliers to preserve natural resources and structure operational activities, whenever possible, to minimize or avoid harmful environmental impacts. We also encourage our suppliers to seek to continuously improve their products with the goal of making them more environmentally friendly.

Ethics

Our suppliers should uphold the highest standards of ethics, including business integrity, zero tolerance for bribery, corruption, extortion and embezzlement, undue or improper advantage, disclosure of confidential information, falsification of records or misrepresentation of conditions or practices in the supply chain, respect of intellectual property, fair business, advertising and competition standards, privacy of personal information of everyone they do business with, and no retaliation against personnel who raise or report concerns.

Foreign Corrupt Practices Act

The U.S. Foreign Corrupt Practices Act prohibits the giving of anything of value, directly or indirectly, to officials of foreign governments or foreign political candidates in order to obtain or retain business. Illegal payments to government officials of any country are strictly prohibited. In addition, the U.S. government has a number of laws and regulations restricting business gratuities which may be accepted by U.S. government personnel. The promise, offer, or delivery to an official of the U.S. government of a gift, favor or other gratuity is a violation of these rules and may

not only violate company policy but may also be a criminal offense. State and local governments, as well as foreign governments, may have similar rules. SiteOne expects full compliance by each of its suppliers with these laws.

Gift Policy

The purpose of business entertainment and gifts in a commercial setting is to create good will and to further working relationships. Suppliers are prohibited from providing or offering gifts, including gifts of cash or cash equivalents, that are excessive or that could inappropriately influence SiteOne's business decisions or gain an unfair advantage.

Verification and Compliance

SiteOne reserves the right to verify compliance with the standards of this Supplier Code of Conduct with each of our suppliers in any form that we choose, including completion of a questionnaire or an audit by SiteOne or a third party. SiteOne expects our suppliers to provide complete and accurate information, including access to documentation and records. In addition, SiteOne expects our suppliers to disclose any restrictions that may be imposed on the import or export of their products or services. SiteOne reserves the right to terminate any business relationship with any supplier that does not comply with this code of conduct.

Suppliers should report to SiteOne any fact or circumstance which they know has resulted or will result in a violation of this code of conduct. It is the policy of SiteOne and our expectation of suppliers not to permit retaliation for a person's good faith report of questionable behavior and/or misconduct by another. Any supplier may direct questions or comments about this Supplier Code of Conduct or report any violations to his or her SiteOne Category Management representative.

Sourcing Responsibly: Human Rights Policy

SiteOne is committed to protecting and advancing human rights in all of the communities in which we operate. We are led by our Core Values, which are the standards by which we conduct our business. Our Core Values summarize our responsibilities to our associates, our customers, our communities, our suppliers, and our shareholders. Consistent with our Core Values, SiteOne has identified the following principles in which we are committed to protecting and advancing human rights in the conduct of our business operations:

1. Our associates are our most important asset; therefore, we strive to provide a safe working environment, together with ongoing training and awareness, to ensure that all of our associates return home safely at the end of each day.
2. We respect each other, regardless of nationality, age, race, sex, or other factors that make each human being unique.
3. We comply with all applicable laws, including employment laws and regulations, in all jurisdictions in which we operate, and we expect our suppliers to do the same.
4. We respect the environment in all communities in which we operate.

Diversity and Inclusion; Human Rights

We value and foster the diversity and inclusion of the people with whom we work. We have developed several associate resource groups to celebrate and support our associates and foster a diverse, inclusive workplace. These resource groups include BRIDGE, a resource group for black associates to be connected and supported; UNIDOS, a resource group which is focused on building relationships amongst our Hispanic associates, customers, suppliers, and communities; and Women in the Green Growing (W1GG), a resource group focused on empowering women's growth in the Green Industry. We also host and sponsor Women in the Green, an annual industry event to bring together women in the landscape industry to network and develop their personal and professional skills.

We base employment decisions on merit, considering qualifications, skills, and achievements. We are committed to equal opportunity and are intolerant of discrimination and harassment on the basis of sex, race, color, ethnicity, age, religion, sexual orientation, disability, or any status protected by applicable law. We recognize the important role that business plays in advancing respect for human rights and respect the rights of all people to live lives free from social, political, or economical discrimination or abuse. We respect the core principle of freedom of association and the elimination of discrimination in respect of employment and occupation.

Child, Forced Labor, and Human Trafficking

SiteOne will not tolerate the use of child or forced labor, slavery, or human trafficking in any of its operations and facilities. We will not tolerate the exploitation of children or the trafficking, physical punishment, abuse, or involuntary servitude of any worker. We expect our suppliers and contractors with whom we do business to uphold the same standards.

Compensation

We compensate our associates in accordance with market practice. SiteOne will pay wages that meet or exceed the legally required wages or, where no wage law exists, the local industry standard. We also offer our associates the opportunity to improve their skill and capabilities.

Training

We are committed to offering development opportunities for our associates, including opportunities to develop expertise with products that we distribute, experience additional operations within our business, develop leadership skills, interact with our customers and work with a mentor. Amongst our development opportunities, we offer several associate training and certification programs, which are structured educational programs offering certification in the area of operational safety, customer service, and line of business expertise. These programs include classroom training, online learning and in-field activities.

Working Hours

SiteOne will comply with applicable industry practices, local, state, and national laws on working hours.

Health & Safety

SiteOne understands that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of the services we provide, consistency of operations and associate retention and morale. SiteOne also recognizes that ongoing associate input and education is essential to identifying and mitigating health and safety issues in the workplace. We believe that all injuries and occupational illnesses, as well as safety and environmental incidents, are preventable. We promote and advocate for on- and off-the-job safety for all our associates.

Suppliers and Contractors

It is our expectation that our suppliers, contractors and other business partners also operate their businesses and interact with their employees and communities in a manner that respects human rights. We require that our suppliers and other business partners adhere to all applicable laws and regulations and encourage them to uphold principles in support of human rights. We have a supplier qualification and onboarding process, which includes execution of our SiteOne supplier agreement requiring compliance with all laws, whereby we seek out and select only those suppliers meeting our expectations. We also maintain a Supplier Code of Conduct setting forth our ongoing expectations for all of our suppliers and business partners.

Stakeholder Involvement

We value the feedback we receive from all of our stakeholders, including our associates, customers, suppliers, shareholders and the communities in which we operate. As such, we are committed to being responsive to feedback that we receive from our stakeholders as we continue to develop and implement our human rights policy and evaluate its impact.

Reporting Hotline

If any of our stakeholders have a concern relating to human rights, they are encouraged to anonymously report the concern through our 24-hour Compliance and Ethics Hotline at 1-844-650-0008 [English] or 1-800-216-1288 [Spanish].