



2021 CORPORATE  
RESPONSIBILITY  
SUMMARY REPORT

## Corporate Responsibility is rooted in our corporate values of Safety, Integrity, Expertise, Leadership, Stewardship, and Perseverance.

We live these values every day as we strive to make the world a better place one client at a time. This report is a summary of our 2021 progress, and you can view our full report at our website, [responsibility.davey.com](https://responsibility.davey.com)

Davey is committed to corporate responsibility not just for our business, but for the world. We recognize that our core services center around creating healthy green spaces while contributing to a thriving environment. We promote responsible and safe practices with our clients and partners and take the time

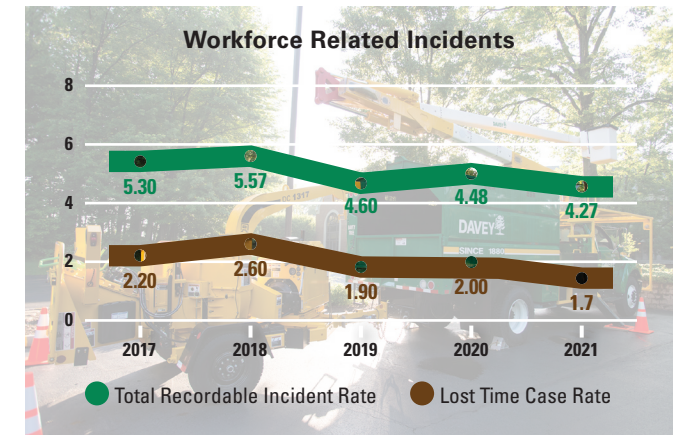
to educate the public, when possible. We invest in the continued education and development of our employees, as they are the future of our company. We are proud of our founder John Davey's innovative thinking and entrepreneurial spirit, and as an employee-owned company we look forward to carrying on his legacy for many years to come.

We welcome any questions or comments you might have. Please feel free to reach out to [corporateresponsibility@davey.com](mailto:corporateresponsibility@davey.com).



## SAFE BUSINESS PRACTICES

As one of our core values, safety lies at the heart of all that we do. From our CEO through all levels of our employee-owned company, we continue to promote human and organizational performance improvement. We develop, explore, and integrate safety and health practices to prevent or limit the negative consequences of error across the organization. We are a high trust team, and this trust is the foundation for learning, adapting, and continuous improvement. Our safety strategy focuses on three core elements: collaboration, capacity, and controls.



The Road to Zero journey is never over, and we work continuously to improve our safety management and performance.

### Defensive Driving Tool Protects Employees, Communities

Vehicular safety has improved greatly for Davey employees using the TRUCE mobile app to reduce distractions while driving.

Driver safety increases with the TRUCE app, which suppresses phone calls, text messages and mobile app notifications while driving. TRUCE suppresses these notifications on company-issued and supported mobile devices so drivers can focus on the road when driving a Davey vehicle outfitted with TRUCE.

"We want to keep our employees safe. That's really

what it comes down to," said Paul Milano, director, Fleet Services. "We're also protecting our communities where we live and work by reducing distracted driving in TRUCE-equipped vehicles."

Many sales vehicles, light duty and super duty Davey trucks were equipped with TRUCE by the end of 2021. Between January and November 2021, TRUCE suppressed 35,895 calls, 260,677 app notifications, and 975,353 text messages over 5.7 million miles driven in Davey vehicles.

## ABOUT OUR COMPANY

Founded in 1880, The Davey Tree Expert Company provides research-driven tree services, grounds maintenance and environmental solutions for residential, utility, commercial and environmental partners across North America. As one of the

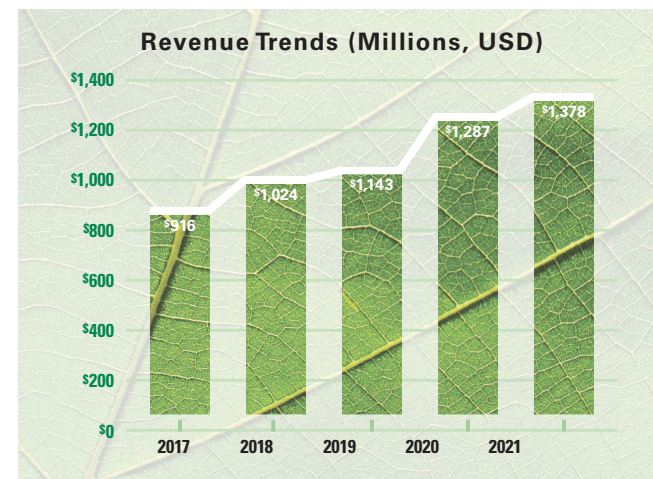
largest employee-owned companies in the U.S., Davey is dedicated to creating and delivering sustainable solutions in everything we do. For a list of our affiliated organizations, please visit our website at [responsibility.davey.com](https://responsibility.davey.com).

## OUR APPROACH

Our four pillars of Safe Business Practices, Engaged Employees, Innovative Thinking, and Sustainable Environment are the core of our Corporate Responsibility strategy. From these pillars and consultation with stakeholders, we set goals that drive innovation while not limiting growth.

## OUR PERFORMANCE

In 2021, Davey continued to grow, surpassing \$1.3 billion in sales.



## ENGAGED EMPLOYEES

Our people are the key to our success and sustainability as a company. We aim to engage and inspire our employees every day, providing them education and development opportunities to help them grow personally and professionally. Employee ownership has differentiated Davey in our industry and enables us to provide superior tree, landscape, and environmental service to our clients.

To sustain our growth, we must invest in our employees' personal and professional development.

For nearly 140 years, employee education has been foundational to our success, equipping each employee with the tools he or she needs to deliver the best possible care to our clients.

As part of the company's work to become more inclusive, live out our values, and achieve long-term recruitment and retention goals, Davey chose to put an additional emphasis on justice, equity, diversity and inclusion (JEDI) in 2021.



## INNOVATIVE THINKING

Our commitment to innovation is mutually beneficial for our company and our clients, turning environmental research and innovation into cost savings and revenue generation. In 2021, Davey continued its commitment to innovation by implementing spray drones for use by the Davey Resource Group (DRG) Environmental Consulting Division. Spray drones improve safety for

our employees by separating the applicator from the pesticide application and allow for the targeted spraying of invasive species in areas that would otherwise be unreachable. Spray drones are currently being used in Ohio for wetland remediation with plans to expand the service to Michigan, Pennsylvania, New York, North Carolina, and Indiana.

### Davey continues work on JEDI Strategy

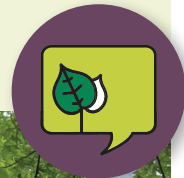
Greg Ina, executive vice president of the Davey Institute and Employee Development, oversaw the creation of a JEDI team to help focus these conversations. The team included operational and support members from around North America, and one of their first tasks was to create a mission statement, which read:

- At Davey Tree, we stand for justice, equity, diversity and inclusion. We are committed to building a culture of belonging by treating everyone with respect, dignity, empathy and care. We understand that encouraging diverse ideas and perspectives is critical to achieving our vision and mission. We build this culture by living our values, evolving and learning together.

Ina explained that although the focus was new, the concept of inclusion is deeply embedded in Davey's

values. "Davey views our justice, equity, diversity and inclusion strategies as rooted within our larger corporate social responsibility framework," Ina said. "This allows us to report on JEDI initiatives as they relate to Davey's overarching environmental, social and governmental goals, and as such, we've been exploring these topics since the early 2000s."

Next steps include breaking into concentration groups focused on communication, affinity groups and training and reporting on progress towards goals in each of these areas. "There's no indicator that our current culture is broken," Ina pointed out. "However, to truly embrace our values, we need to be welcoming, and inclusive and encouraging for a more diverse population of workforce. This, of course, is not just true at Davey, but for the entire green industry."



### A New Use for Woodchips

The Davey Tree Expert Company of Canada, Limited's, Edmonton, Alberta, office has entered a long-term partnership to provide 100 percent of its woodchip waste to Jordan Day, a local chicken farmer. Day is mixing the woodchips with chicken manure to create a compost for fertilizer.

Day has over 6,000 chickens at his farm and wanted to find a better way to use chicken manure that was more environmentally friendly. Day settled on composting. During his research, Day discovered that to properly compost the manure, a large source of carbon had to be added to the process, which is where the woodchips come into play.

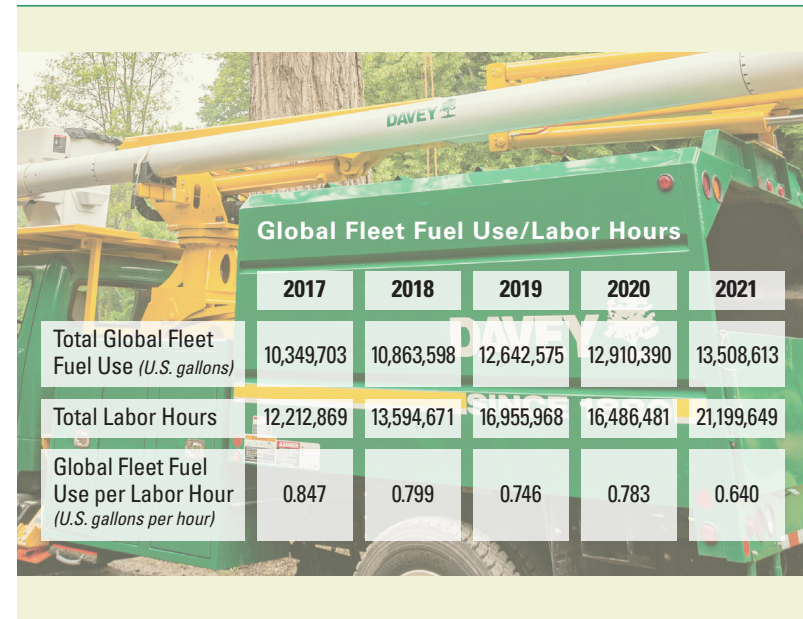
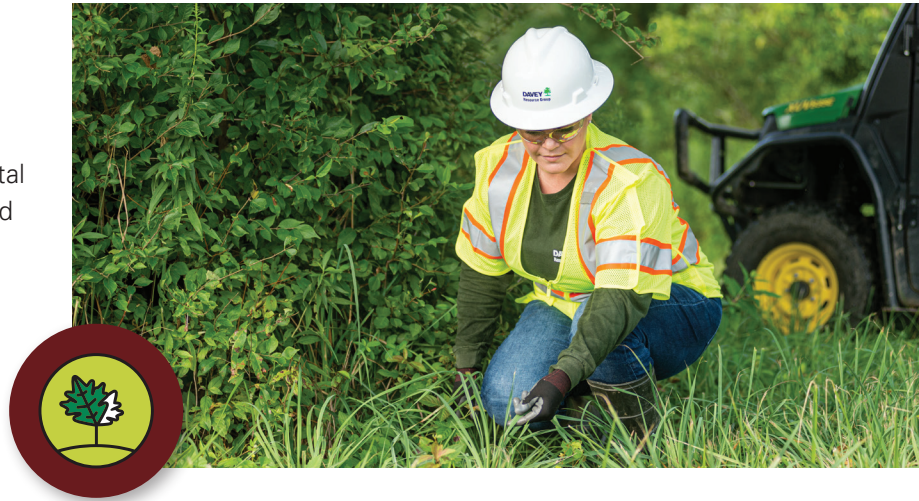
"It's a win-win for all involved. We're not having to drive to a landfill to dump the chips and having to come all the way back to the office," said Kevin Cassells, district manager. "We dump the chips here at the office for Jordan to pick up. I run 12 lift trucks from this office, so that is a fair amount of wood waste he's taking from us. It's ultimately helping our environmental footprint as an office."

Cassells encourages other Davey operations to explore finding similar opportunities for their woodchip waste.



## SUSTAINABLE ENVIRONMENT

Throughout our history, Davey has been synonymous with environmental awareness and stewardship. We hold ourselves accountable to managing and mitigating our impacts on the environment, and help our clients do the same.



### Fuel Management

In 2017, we established a bold goal to reduce our global fleet fuel consumption by 35 percent per labor hour by 2023 from a 2017 baseline. In 2021 we started testing Electric Vehicles with the Asset Management Division of DRG and continue to research alternative fuels, lithium-ion tools, and autonomous technology for the right fit in our operations.

We attribute our increased fuel use in 2020 to our COVID-19 safety protocols of having one employee per service vehicle to maintain social distancing.

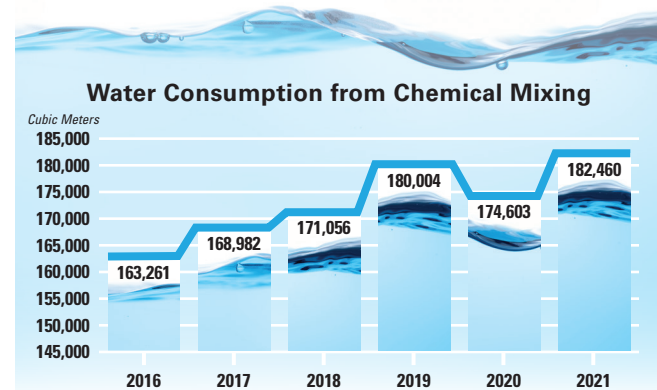
### Water Management

Access to a clean and plentiful water supply continues to be a growing challenge for many of the communities in which we operate. We demonstrate our legacy of environmental stewardship through responsible water use and collaborate with our stakeholders to deliver solutions for their water management needs. As an essential element for plant health care, our commitment to water stewardship is critical for the continued success of our business.

Using our chemical inventory as a proxy, we calculate our 2021 field water use at 182,460 cubic meters.

In 2021 we continued to expand our Water Management group activities. We performed landscape sustainability studies and irrigation audits for several clients by following the principal that plants, soils, and water all function holistically together in the landscape.

Clients who implement our recommendations can reduce their irrigation water consumption 25 to 50 percent by only irrigating the plants that need water when they need water.



## Waste & Recycling

As a provider of scientifically based horticultural and environmental services, Davey generates a significant amount of wood waste, producing more than one million tons of wood waste each year. Wood waste accounts for nearly 100 percent of Davey's total waste. As responsible stewards of our natural environment, we are committed to decreasing our waste footprint.



### TREES PROVIDE GREEN INFRASTRUCTURE AMIDST RAPIDLY CHANGING CLIMATE

The average surface temperature of Earth has increased 2 degrees Fahrenheit since the beginning of the 20th century with most of that warming happening within the past 40 years. By the end of this century, temperatures across the U.S. are projected to increase by another 3-11°F. Impacts of this warming are readily apparent and include annual average temperature increases, precipitation changes, sea-level rise, greater storm intensity, pest pressure and a longer wild-fire season – all of which affect tree health.

“Climate change is impacting trees and the tree care industry in many ways, and these impacts will continue to intensify,” said Dan Herms, vice president of research at the Davey Institute.

“Trees also are green infrastructure that contribute to climate change resilience through the important ecosystem services they provide. As we continue to help our clients manage their trees in coming years it will be important for Davey arborists and field employees to appreciate and understand these impacts.”

The Davey Institute has published the “Davey Climate Change Fact Sheet Series” detailing the projected impacts a changing climate will have on the seven major geographic regions in the U.S. To read a fact sheet for a U.S. region, or the series’ executive summary, go to: [www.davey.com/climate](http://www.davey.com/climate)





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