



2020 CORPORATE  
RESPONSIBILITY  
SUMMARY REPORT

**2020 gave Davey the chance to really live our values and take care of our people who consistently contributed to company growth, client service, and progress toward our Corporate Responsibility goals. 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).

## OUR COMPANY

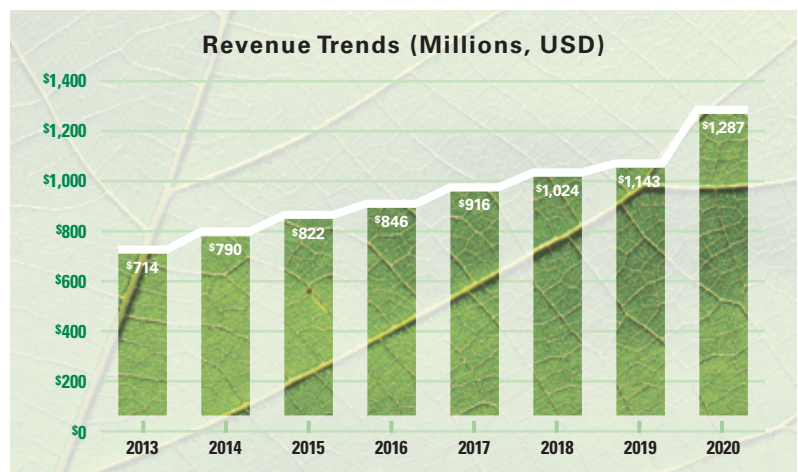
Founded in 1880, The Davey Tree Expert Company provides research-driven tree services, grounds maintenance and environmental solutions for residential, utility, commercial and environmental partners across North America. As one of the largest employee-owned companies in the

U.S., Davey is dedicated to creating and delivering sustainable solutions and demonstrating environmental, social and economic stewardship 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



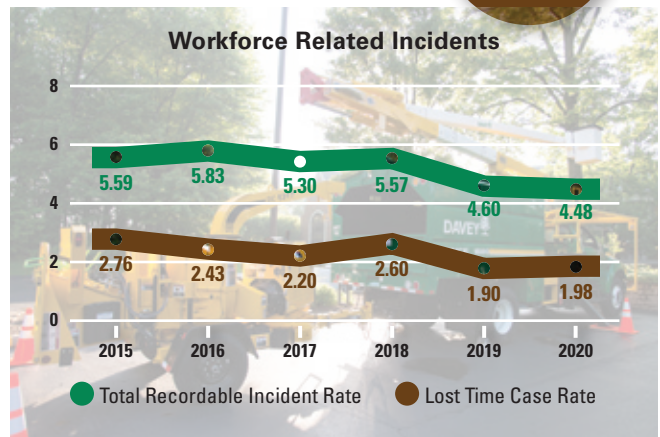
In 2020, Davey continued to grow, surpassing \$1.2 billion in sales.



## SAFE BUSINESS PRACTICES

As one of our core values, safety lies at the heart of our company. From our CEO to each employee, we continue to drive our safety performance at every level of the company. Our safety strategy focuses on three core elements: Communication, Collaboration and Consistency.

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



### Living Davey Values Through Virtual Townhalls

Born out of a need to share evolving information about the COVID-19 pandemic with the entire company, Davey held its first virtual townhall meeting in March 2020.

Hosted on Microsoft Teams by Davey Chairman, President and CEO Pat Covey, the virtual format gave Davey leadership the opportunity to share vital information about the impact of COVID on daily operations, as well as safety measures and current COVID regulations.

As states across the U.S. began to implement health and safety policies, Covey communicated detailed information to specific areas of operation and addressed concerns through question-and-answer sessions. During the townhalls, Covey conveyed the latest guidance from the Centers for Disease Control and Prevention, state and local health departments and Davey's corporate safety department, including information on face coverings, social distancing measures and sanitation practices.

#### Davey: Living Our Values

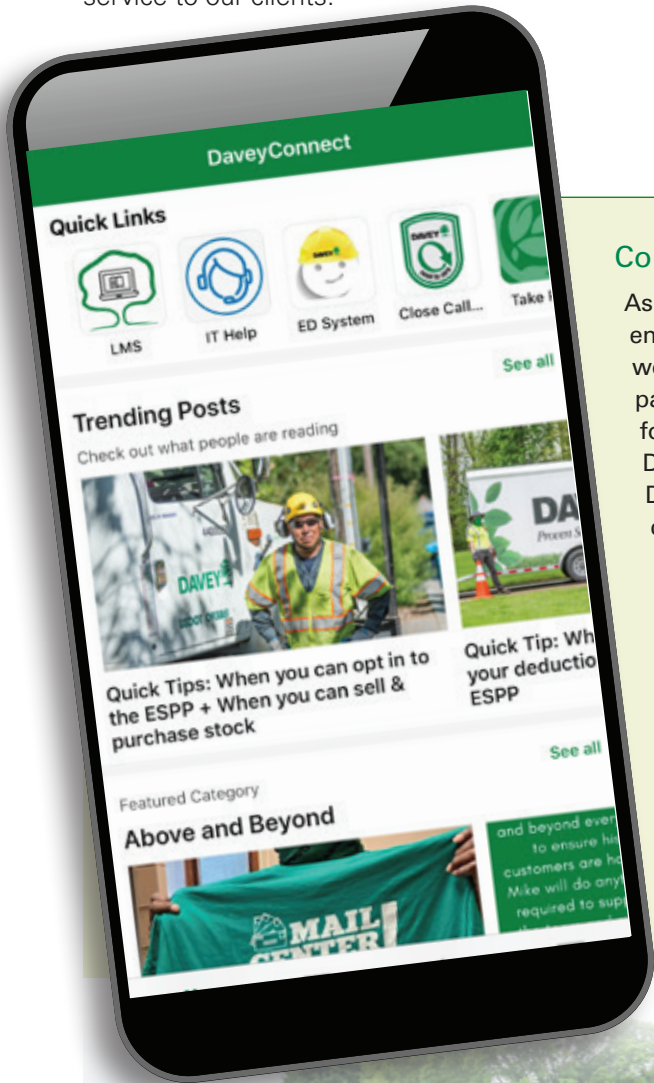
<b>Safety</b>	We protect and care for each other.
<b>Integrity</b>	We are honest and truthful in all we do.
<b>Expertise</b>	We use science and knowledge to master our craft.
<b>Leadership</b>	We take purposeful action toward our collective success.
<b>Stewardship</b>	We make the world around us better.
<b>Perseverance</b>	We create solutions to overcome challenges.

The virtual townhalls were also an opportunity to strengthen Davey's commitment to its corporate values of Safety, Integrity, Expertise, Leadership, Stewardship and Perseverance. Aside from the standard safety briefs, Covey often emphasized mental health awareness, sharing uplifting stories and encouraging employees to stay positive throughout troubled times.

# 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. 2020 required us to rethink and innovate our training programs to be delivered in either a remote asynchronous or socially distanced in person. Through this effort we were able to continue to engage our employees with over 45,000 course completions.

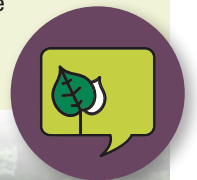


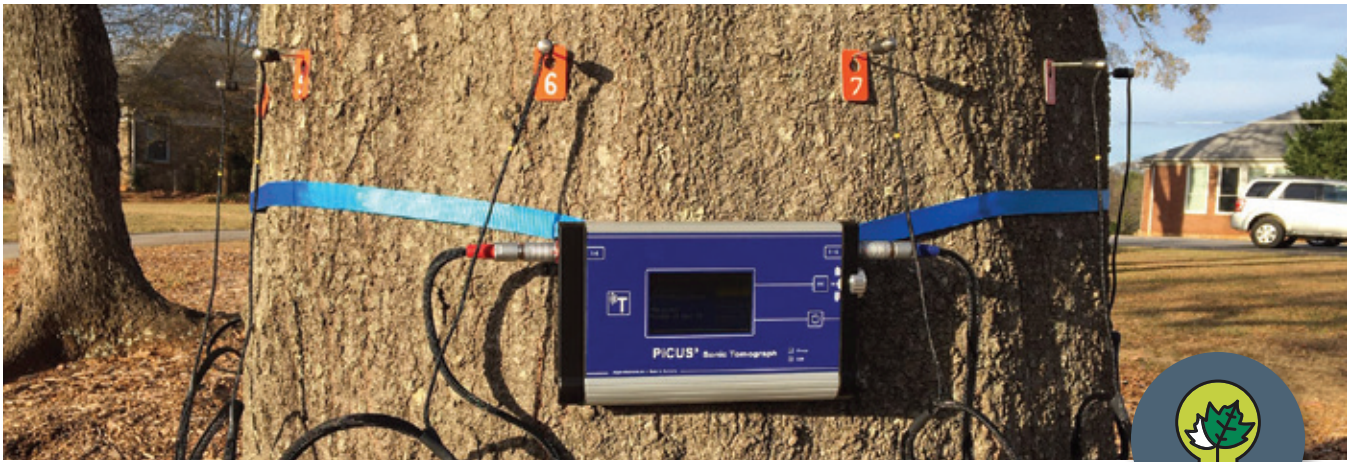
## Connecting our employees through DaveyConnect

As the company continues to grow, so does the importance of engaging with our employees. And, while Davey was already working on a mobile employee app, the onset of the COVID-19 pandemic both expedited the project and heightened the need for this new communication channel. In September 2020, Davey launched a new employee communication channel, DaveyConnect, which is an app that provides real-time company information, useful tools, targeted content, updates and reminders.

DaveyConnect was rolled out in phases to ensure the best possible user experience for employees, and all U.S. employees were invited to download the app by early fall. This channel is an opportunity for all Davey employees to stay in-the-know, connect with each other by commenting on posts, easily access information and let their voice be heard- all through the convenience of a mobile device.

DaveyConnect gives employees one-click access to the Davey Learning Management System (LMS), Close Call Communicator, Safety and Training Manual and many other useful tools and resources.





## 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 2020, Davey continued its commitment to innovation by implementing sonic tomography as a part of our services. Sonic tomography is a non-invasive technology used to detect decay in

trees. Sound waves are transmitted through a tree and their velocities are used to determine the amount of decay present. Using this information, trained personnel can more accurately determine the risk a tree poses in the landscape. This service is currently offered through the Davey Institute throughout the United States and Canada.

### Creating Trap Trees for Spotted Lanternfly

To stop the spread of spotted lanternfly in Virginia, Davey Resource Group (DRG) created “trap trees” out of the invasive leaf hopper’s favorite snack, the Tree of Heaven.

Treatments were conducted along railroad rights-of-way, commercial properties and private residents where the Tree of Heaven was present. Trees smaller than 6 inches around were terminated with an herbicide, while larger trees were treated with an insecticide.

“When the insects feed on the trees, the goal is for them to be attracted to the larger trees with the insecticide, ingest it and hopefully die,” said Jeffrey Tessner, project manager, DRG. “Train tracks are high priority areas because spotted lanternfly egg masses can be laid on train cars, and the pests have an ability to travel on trains vast distances, even outside of the quarantine zones.”

DRG worked with the U.S. Department of Agriculture (USDA) Animal and Plant Health Inspection Services (APHIS), in cooperation with Virginia Department of Agriculture and Consumer Services (VSACS) to complete the project.





## 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.

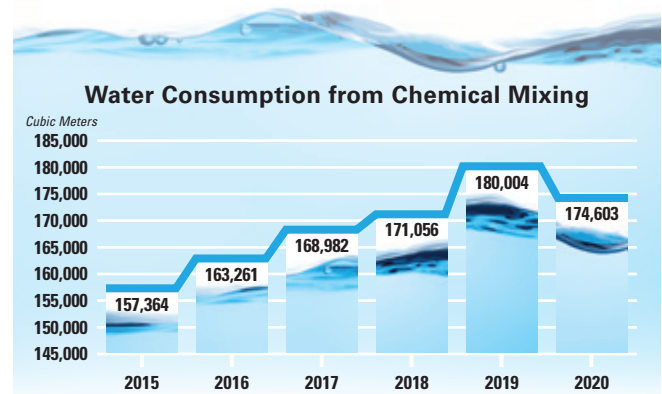
### Fuel Management

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 2020 we started investigating the electrification of our fleet and continue to research alternative fuels, lithium-ion tools, and autonomous technology for the right fit in our operations.

Global Fleet Fuel Use/Labor Hours				
	2017	2018	2019	2020
Total Global Fleet Fuel Use (U.S. gallons)	10,349,703	10,863,598	12,642,575	12,910,390
Total Labor Hours	12,212,869	13,594,671	16,955,968	16,486,481
Global Fleet Fuel Use per Labor Hour (U.S. gallons per hour)	0.847	0.799	0.746	0.783

We attribute our increased fuel use 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 2020 field water use at 174,603 cubic meters.

In 2020 we started researching alternative product application techniques leading to a trial study of pneumatic injection of Arbor Green Pro. This has the potential to reduce our water use by 5 to 10 percent per year. We continue to conduct water management audits helping clients save money, save water, and optimize the performance of their landscapes.

## 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.

**Annual Wood Waste (yards)**

	Wood Waste Generated	Wood Waste Recycled
Landscaping	213,485 yards	85%
Tree Surgery	2,064,999 yards	85%
Utility	4,067,582 yards	98%



## A Greener Sales Fleet

In 2020, Davey began converting its sales fleet of more than 240 vehicles to the 2020 Toyota Rav4 LE Hybrid SUV model. A top safety pick, the hybrid Rav4 is all-wheel drive with a combined average gas mileage of 39 miles per gallon, a huge savings compared with the average 24 mpg of the previously used Ford Escape.

That equates to more than 100,000 gallons of fuel expected to be saved per year. Environmental impact was a huge factor when it came to upgrading, said Paul Milano, director of operations, Fleet Services.

“When it comes to corporate responsibility, shaving off 100,000 gallons from our fleet was a big opportunity for positive growth,” Milano said.





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