



RESPONSIBILITY

About This Report

Now more than ever, SiteOne® Landscape Supply is committed to integrating sustainable Environmental, Social and Governance (ESG) initiatives into our business and expanding the scope of these 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 hope to use the experience gained in preparing this year's report and feedback from stakeholders to expand the reporting scope to provide more insight into our company in the coming years.

We have evaluated our strategy against the most current and material¹ ESG topics for our business and stakeholders. As such, we have identified applicable provisions of SASB for the Multiline and Specialty Retailers & Distributors industry, which we cross-reference to the SASB Disclosure Matrix. This report addresses the areas of safety, workforce diversity and inclusion, associate health and wellness, community support, environmental sustainability and data security.

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