



SUSTAINABILITY POLICY

Rancho Tree Service is committed to being both a sustainability leader and a champion of carbon reduction in the vegetation management industry. Rancho Tree Service views sustainability in terms of financial, social, and environmental sustainability and we are dedicated to ensuring that our current approach to our business, our employees and the environment will continue to offer indefinite opportunity, consistent growth and environmental protection for our people, our partners and most importantly our future generations for many years to come. For Rancho, it is not a matter of complying with safety, environmental and regulatory standards, it is about business ethics and doing right by our planet – providing the highest standards of service to our customers, the public and our communities, as well as safe working environments for our staff.

Rancho Tree Service has been addressing and delivering environmentally friendly vegetation solutions since 2005. We understand the importance of environmental sustainability as central to our continued operations and are in the fortunate position to have access to cutting-edge environmental sustainability intelligence and best practices.

PURPOSE AND SCOPE

The Company employs this Sustainability Policy to define the fundamental principles for its commitment to the well-being of its employees and personnel, communities, and the environment, uphold the Company's core values and comply with applicable Law. This Policy applies to all parties interacting with Rancho Tree Service, including but not limited to, employees, consultants, contractors, temporary employees, property managers, owners, and vendor personnel ("Users").

INTRODUCTION

The Company is committed to being a leader in environmental sustainability ("Sustainability") and protecting the earth's natural resources through education, innovation, and the efficient use of equipment, energy, water and green products/services in all its operations. It is committed to mitigating climate change and to meeting global policies and legislation to reduce carbon emissions. Environmental sustainability is one of four focus areas of Rancho Tree Service's commitment to going green: championing diversity and inclusion, supporting our communities through robust environmental initiatives, and leadership in sustainability.

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Sustainability Responsibility. All employees and associated personnel of Rancho Tree Service are responsible for supporting and upholding the Company's Sustainability goals which are under development.

The Rancho Green Program

Senior executive leadership endorses the mission, authority and structure of the intended Sustainability Management Program and is committed to taking appropriate steps to comply with Applicable Law and achieve Carbon Neutrality by 2040. The Company is responsible for implementing processes and controls that identify, respond to and remediate issues with regards to environmental or Sustainability

REVISIONS

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Modified by Geoffrey Taylor (geoffrey@ranchotreeservice.com)



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issues and/or information regarding the Company's facilities, equipment, services, and supporting processes. The Company is responsible for developing the Program's strategies, processes and procedures that support the Program's objectives and will coordinate with Information Technology when any technology tools and/or technology support is required for Sustainability initiatives.

The Company takes reasonable steps to manage its environmental footprint and develop The Rancho Green Program to reduce energy and water consumption and increase waste diversion as well as increase our usage of green products and services. The Company focuses the core of its sustainability efforts on People (Human Capital/Community), Planet (Natural Capital) and Profit (Economy). The Rancho Green Program intends to deliver positive economic and environmental benefits and helps the Company attract and retain talent. The Rancho Green Program enables the Company to optimize its risk management efforts and measure its results both quantitatively and qualitatively to drive competitive advantage by achieving short and long-term Sustainability goals.

RESPONSIBILITIES

It is the responsibility of all employees and personnel to understand and comply with this Policy in your assigned duties. It is the responsibility of the Senior Leadership to review this Policy on an annual basis. It is the responsibility of Senior Leadership to revise this policy as additional program information becomes available.

QUESTIONS & CONCERNS

Questions and concerns may be directed to the Business Development Manager, Geoffrey Taylor at 661-735-7312 or geoffrey@ranchotreeservice.com

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