



# Impact Report: Planet, People & Prosperity

2024



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# Introduction

**Tournesol Siteworks is a privately held manufacturer** of commercial outdoor products which elevate the space where landscape and architecture meet. While we started out with plastic self-watering planters in 1979, we've grown to be the largest producer of products for horizontal and vertical green on buildings in the U.S. market.

**Our mission is simple:** 1) We develop and manufacture products of enduring beauty and quality, helping create commercial spaces that delight the user. 2) We strive to be the preferred provider to Landscape Architects and Landscape Contractors. 3) We will provide our team members with a safe, healthy environment that allows them to grow and excel.

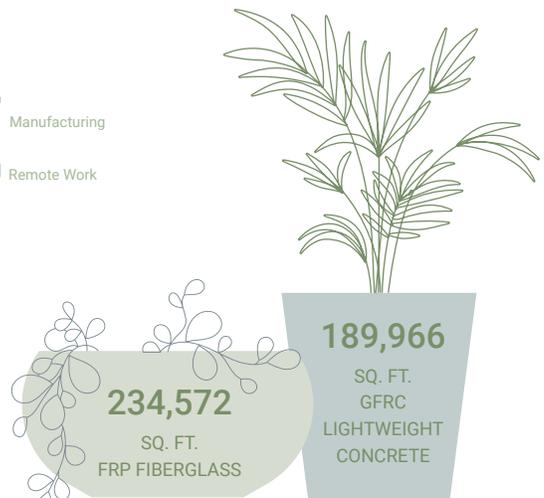
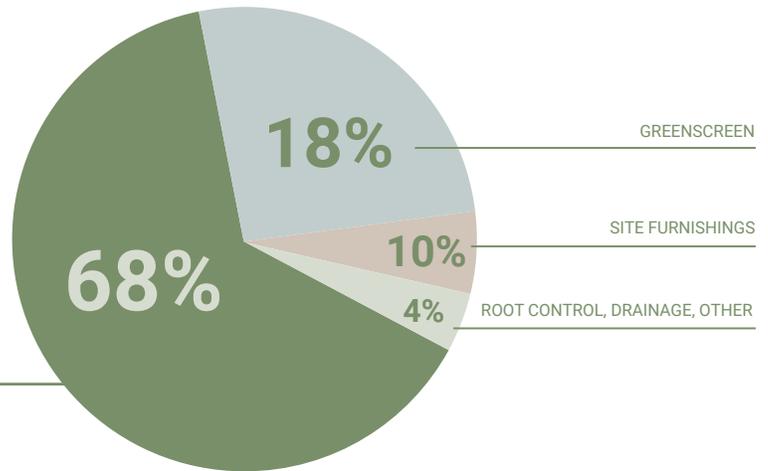
**In early 2023, I announced to the company** that Tournesol would be taking a serious look at becoming a more sustainable and environmentally responsible company. We began by forming a sustainability committee – which we refer to as the Planet, People, and Prosperity committee (3P). We knew that our partners in the Landscape Architectural community had issued a challenge in the form of the ASLA Climate Action Plan, so we used that as a starting place for our journey. Our team started out by doing a lot of research and benchmarking with other companies that have already been addressing this important issue. Next, we started measuring and assessing our processes.

**Today we've taken that first step.** We've learned a lot in this first year; some things we do well while other things need more attention. If there is one thing we've learned, it's that it will take us all working together as a team to make a difference.

**I hope that this report gives you insight into Tournesol and our team.** We're looking forward to any feedback you might have!

Christopher Lyon, President

# Overview



PRODUCTS CAST IN CIUDAD JUAREZ



# Responsibility



**The Tournesol mission** is to create products of outstanding beauty and quality that stand the test of time in commercial installations. That's been our goal since day one, and in the past two years, we've expanded that with a commitment to evaluate the full lifecycle of our products, including their production, their use, and their disposal.

**We are the market leader** for commercial pots, planters, and trellis, and consider it our responsibility to set the standard for sustainability as well. We fabricate our products at four manufacturing points in North America. Our products are made and offered in a range of materials, including GFRC (lightweight concrete), Fiberglass, Wood, Steel & Aluminum. Assessing the sustainability of each material is a complicated process.

## Analysis

**The addition of the Greenscreen trellis product line** has helped us move forward. They began tracking their emissions and incorporating the results into a Life Cycle Assessment and a Health Product Declaration several years ago. Their Environmental Product Declaration has been third-party audited, and all three are available at the Sustainability page on our website (found at the "Greenscreen" tab under "Additional Resources" and on the "Resources" tab), and in the SCS Global Services Certified Green Products Guide directory. SCS, the global leader in third party certification, validation, and verification, assisted Greenscreen with the analysis.

**We have recently engaged SCS Global Services** to do the same LCA/EPD analysis for the Tournesol planter product line. We're anticipating the resulting EPD will be available midway through 2024. You can look for that on the Sustainability page as well.

## Warranty

**The most environmentally friendly product is the one you don't have to replace.** Tournesol leads the industry with a standard three-year warranty, compared to the typical one-year offered by most other manufacturers. We also have a dedicated warranty coordinator and field team who travels the country fixing items that do occasionally go wrong. In addition, we support our customers that have inadvertently damaged products on installation, making sure that each project is a success. We're proud of the craftsmanship of our team and are more than confident in the longevity of the product.

# Materials



## FRP (Fiber Reinforced Plastic)

**Where we use it:** Lightweight pots & planters. The light weight and strength make it a natural solution for planters in rooftop and terrace environments. It is easily shipped nationwide, and often doesn't require heavy equipment to install, reducing the environmental impact and equipment used at the jobsite.

**Manufacturing:** We cast approximately 75% of our FRP at our wholly-owned maquiladora manufacturing facility (Tournesol Siteworks S.A. de C.V.) in Ciudad Juarez, Chihuahua, Mexico, immediately over the border from El Paso, TX. The balance is cast by a Tournesol-associated partner located outside of Mumbai, India. Cast FRP is prepped for painting either at the Juarez or the Indian facility. The product is then shipped to the Union City, CA, plant for texturing and final painting. Tournesol uses a low VOC solvent-based acrylic enamel paint, approved by the California Air Quality Resources board.

**Sustainability:** Our FRP is made of polyester resin and glass fibers, and contain no recycled content. FRP is repairable and can be refinished to extend the life of the product. There aren't currently options for recycling the material at the end of its life.

**Progress:** We have nearly completed the process of converting our casting molds in Mexico from plastic-coated fiberboard tools to permanent fiberglass ones, dramatically reducing the waste generated at the Mexican facility. We'll still use wood for custom and special projects.

## GFRC (Glass Fiber Reinforced Concrete)

**Where we use it:** Lightweight pots, planters, and site furnishings. GFRC delivers the benefits of cast concrete (durability, natural stone appearance, and ability to cast organic shapes) but weighs 75% less than conventional cast concrete. The light weight enables us to manufacture the product in one facility and ship nationwide.

**Manufacturing:** 100% of our GFRC is cast, finished, and shipped at our plant in Ciudad Juárez, Chihuahua, Mexico. Currently the cement is sourced from Monterrey, Mexico (730 miles away) and the sand from Ohio, 1,475 miles from the factory. We're continuing to evaluate suppliers to source these materials closer.

**Sustainability:** Concrete inherently has a high level of embodied carbon. By using 75% less concrete, GFRC is favorable compared to traditional cast products. Because of the use of glass fibers in the mixture, GFRC currently has limited recyclability.

**Progress:** Tournesol is currently investigating the use of alternate, low embodied carbon concrete to reduce the impact further. By its nature, casting lightweight concrete requires water both in mixing the cement and for cleanup. We're planning to install a wastewater recycling system towards the end of 2024, which will allow reuse of the cleanup water and reduce the hazardous waste generated at the facility.



## Wood

**Where we use it:** Wood cladding on planters and trash receptacles, wood planking for site furnishing seating surfaces. We also use wood in some production processes and shipping.

**Manufacturing:** Currently, 38% of the wood we sell is domestically sourced thermally modified oak, 29% is recycled plastic lumber, 23% is Ipe, and 10% is divided between Western Red Cedar and Douglas Fir, both harvested in the Northwest. Most wood products are fabricated at our Port Orchard, WA, manufacturing facility.



**Sustainability:** We were the first site furnishings manufacturer to promote the use of domestically sourced thermally modified wood as an alternative to rain forest hardwoods. The use of TMW has become a common offering throughout the industry today. All thermally modified wood is not the same, however - some providers source and modify the wood offshore. Our recycled plastic lumber is certified to be a minimum of 71% recycled plastic materials, and is 100% recyclable. For shipping, we typically use a mix of new and recycled pallets, where possible. While we've dramatically reduced the amount of production wood tooling in Mexico, what we do use is considered hazardous waste by the authorities.

**Progress:** Because Ipe appears on the CITES Appendix II of the endangered species act, we're actively trying to eliminate it from our offerings. We recognize that we need an alternative for our customers, and there aren't many good alternatives to larger (4x4) sizes. We're running durability tests on an alternative TMW Glulam 4x4. Should that not meet our standards, we'll begin redesigning our products to utilize more sustainable wood. All new product developments are designed around domestic, sustainable woods. We hope to fully eliminate Ipe from our line within 12-18 months.



## Steel Wire

**Where we use it:** Greenscreen trellis panels.

**Manufacturing:** All wire products are manufactured at our facility in Fontana, CA. The wire is purchased pre-galvanized and is coated on-site with polyester powder-coat to ensure longevity of the product. For high-salinity (coastal) environments, we have an outside coater apply an additional epoxy primer and higher resistance powder-coat.

**Sustainability:** We utilize steel wire that contains 72% recycled content - sourced 48% post-consumer and 24% pre-consumer. Steel wire is a highly recyclable product at the end of life, even when galvanized and powder-coated. Steel is a forever material, and can be recycled over and over.

**Progress:** We are reviewing our supply chains to source our raw materials closer to the Southern California facility.



**Environmental Certification:** In our continued efforts to promote progressive sustainability in our practices, we have updated our third-party verified HPD (Health Product Declaration) for Greenscreen trellises and now have our third-party verified EPD (Environmental Product Declaration) after completing the Life Cycle Analysis. Our certified and verified HPD allows transparency of our product's contents and health information, while our EPD discloses our environmental impact.



## Sheet Steel

**Where we use it:** Planters, trash receptacles, benches & tables, Greenscreen edging and brackets.

**Manufacturing:** Primarily processed at our manufacturing facility in Port Orchard, WA, sheet steel is sourced from local distributors. Some steel items are sourced from our manufacturing partner in Mumbai, India. We use mild carbon steel, weathering (Corten) steel, and stainless steel, depending on the product. The material is fully-processed on-site. Weathering steel requires no finishing. Carbon steel products are cleaned through a blasting process using recycled metal shot, which is recycled after blasting. The product is coated with a zinc-rich primer, powder-coated with a polyester coat, and oven-cured on site.

**Sustainability:** The carbon steel bar used in our site furnishings (benches, tables, and trash receptacles) is made of 96% recycled steel. The average recycled content of carbon sheet steel is 50%, depending on the mill that it is sourced from. Because of the nature of the process, there is a relatively high level of waste in the production process, compared to cast products like FRP or GFRC. However, sheet steel is a highly recyclable product, even at end of life or when powder-coated. Steel is a forever material, and can be recycled over and over.

**Progress:** We changed from a garnet blasting process to the recycled steel shot in 2023, which saved on 80,000 lbs. of material going to landfill annually. We recycled 133,000 pounds of steel in 2023, of which approximately 15% was obsolete product; the balance was scrap from manufacturing.



## Tube and Pipe Steel

**Where we use it:** Bollards, benches, and tables.

**Manufacturing:** Like sheet steel, tube and pipe carbon steel is processed in our Port Orchard facility. These products are cleaned through a blasting process using recycled metal shot, which is recycled after blasting. They are then coated with a zinc-rich primer, powder-coated with a polyester coat, and oven-cured on site.

**Sustainability:** The average recycled content of the carbon steel used is 40-70%, depending upon the mill the pipe comes from. Tube and pipe is highly recyclable, even at end of life or when powder-coated. Steel is a forever material, and can be recycled over and over.

**Progress:** We changed from a garnet blasting process to the recycled steel shot in 2023, which saved on 80,000 lbs. of material going to landfill annually. We recycled 133,000 pounds of steel in 2023, of which approximately 15% was obsolete product; the balance was scrap from manufacturing.



## Aluminum

**Where we use it:** Planters. Our newest material, the lighter weight and lack of rust makes this the preferred material.

**Manufacturing:** We process aluminum in our Port Orchard, WA facility. Because of the potential reactive nature of the mix of steel and aluminum dust, we've had to adapt new PPE and cleaning protocols. We've also invested nearly \$2M in equipment to prepare for the material. Unlike steel, which is steel shot blasted prior to being primed, the aluminum will be treated in a self-contained wash system and then epoxy primed prior to powder-coating with polyester coating.

**Sustainability:** Aluminum is one of the most widely recycled materials used in construction. We're still firming up our supply chains, and are including recycled content in the supplier brief. All aluminum planters are 100% recyclable at the end of life. The lack of oxidation (compared to mild steel) and the lighter weight makes them the preferred material.

**Progress:** This is what progress looks like at Tournesol!



## Thermoplastics

**Where we use it:** Root Solutions, VersiCell, Container Irrigation, and Welded Planter Liners

### Manufacturing:

**Tournesol Container Irrigation** systems are molded by our manufacturing partner in Mumbai, India of virgin linear low-density polyethylene materials. We've attempted to use recycled material for these products, but can't achieve an acceptable quality level with current processing capabilities. The product is assembled in our Union City, CA facility. The product, based on its sub-irrigation technology, is highly water efficient and is eligible for LEED Water Efficiency points.

**Root Solutions** root barrier panels are made of 100% recycled (100% post-consumer certified) linear low-density polyethylene mixed with high-density polyethylene. The product is manufactured at our Union City, CA facility. All scrap material generated in the manufacturing process is reground and reprocessed for minimal waste.

**VersiCell Drainage Panels** are manufactured in Malaysia by our partners at Elmich. The product is made of recycled polypropylene and carries the Singapore Green Building Product Certificate designation of Leader (the highest possible rating). Certification status and details may be found at the Singapore Green Building Council website ([www.sgbc.sg](http://www.sgbc.sg)).

**Welded Planter Liners** are manufactured in Union City, CA of virgin stress-relieved polypropylene sheets.

**Sustainability:** Depending on the products, plastics will not degrade and in some cases (Root Solutions, Versicell) have an unlimited expected lifetime. Polyethylene and polypropylene are both readily recycled thermoplastics at end-of-life.

# Reporting



A big part of our Planet, People & Prosperity team efforts in 2023 involved tallying basic measurements that approximated our environmental impact. These included gas usage (an approximate measure of Scope 1 emissions for Tournesol), electricity (approximating Scope 2 emissions), water usage, and waste generated (both landfill and hazardous). We'll have more extensive reporting in our upcoming planter life cycle assessment, due mid-2024. We'll continue to expand this in future years.

## By Plant

	Scope 1 Emissions	Scope 2 Emissions	Total Water Consumption	Waste Generated	Hazardous Waste Generated
Union City, CA	2100 therms 11 tons CO2	219 kWhs 94.7 m.tons CO2	789k gal.	90,464 lbs.	1,206 lbs.
Ciudad Juarez, MX	1730 therms 9.2 tons CO2	576 kWhs 249 m.tons CO2	673k gal.	520,897 lbs.	477,516 lbs.
Port Orchard, WA	12,093 therms 64 tons CO2	384 kWhs 166 m.tons CO2	52k gal.	112,000 lbs.	---
Fontana, CA	Measured going forward in 2024.				

**Upon reviewing the numbers, it was immediately clear that we need to address** the waste generated at our Mexican facility. The amount of hazardous waste generated there stands out, but partially because of the definition of hazardous by the local authorities. Similar waste in our other facilities isn't designated as such. Nevertheless, we've already begun addressing it. Hazardous waste in Ciudad Juarez decreased by 28% in 2023 compared to 2022. As previously mentioned, we converted most of our wood casting tools to reusable fiberglass, which reduced the flow of wood into the hazardous material stream. Our wastewater from GFRC casting is also classified as hazardous, so we've begun addressing that.



By simply paying attention to usage, we reduced the water used by 19% per casting square foot in 2023 compared to 2022. We've planned a closed loop recycling system towards the end of 2024.

**We have several waste reducing efforts going on** at the other facilities as well. In Port Orchard we switched from a garnet blasting medium to recycled steel shot, which is recycled after use. By switching, we save nearly 80,000 lbs. of material going to the local landfill, replacing it with a fully recyclable solution. Additionally, we're working towards effectively reducing packaging throughout our supply chain. Products shipped from India to the U.S. are currently foam and shrink-wrapped, which we're trying to reduce and change to recyclable packaging.

**We recognize that we have much to do**, so we are addressing this both from a product and a process perspective, with projects owned by the engineering and the operations staff, respectively. We adopted this as our #1 effort in 2023, in order to get the entire team on board. We've also created a Sustainability recognition award, presented at our semi-annual awards & rewards day.

# Customers



**Tournesol puts our clients at the center of everything we do.** It's our mission to be the preferred provider to landscape architects and landscape contractors. We recognize that the needs of these two groups don't always align. For that reason, we've divided our sales team into three main groups – the specifications team works with designers, the contractor team consults with those who purchase and install the product, and the estimating support team. Our focus is to make working with Tournesol an easy and straightforward experience. We want every customer's project to be a success!

**To find out how we're doing, we conduct a Customer Experience Survey monthly.** The results are shared with the entire company. We use a Net Promoter Score number to quantify customer sentiment – our goal is to have a six-month trailing average score of 55. At the end of 2023 we were at 51.2, so we're close. The NPS relies on the general willingness of people answering the survey to recommend us to a friend or colleague. We've also begun asking in the survey whether we are the respondent's preferred vendor – we don't yet have enough info to report, but our goal is 75% (compared to "one of several" or "no"). In addition to the NPS score, the survey is our best source for suggestions on how we can improve customers' experience with us.



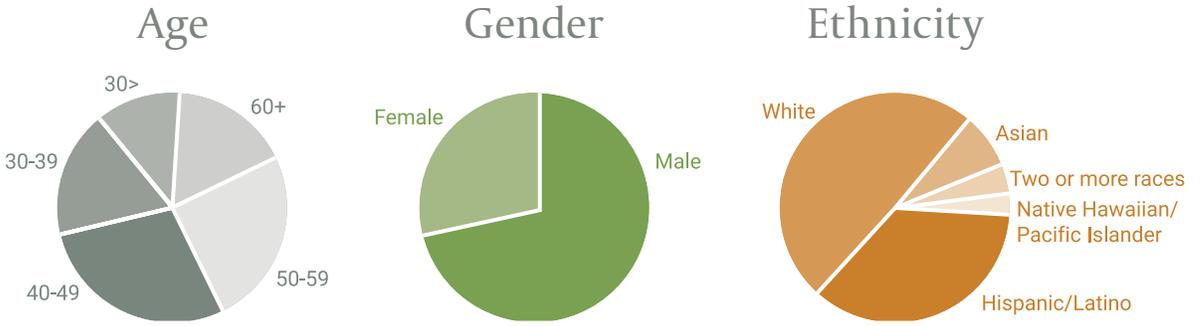


# Team

**A key part of the Tournesol mission relates to our team.** We're proud to provide a great place to work. Each team member should have the opportunity to learn, grow, and build a career. More than 30% of the Tournesol U.S. team (including manufacturing personnel) has worked at the company more than ten years. Our mission is to offer our employees a place where they can thrive.

**Our culture team plays an important role** in creating an environment where we all want to work. It isn't easy, as bridging multiple languages and locations can be challenging. Our events, including monthly announcement lunches, anniversary and birthday celebrations, and special holiday activities go a long way. In 2024, we're continuing to expand the emphasis on diversity and equity in the organization.

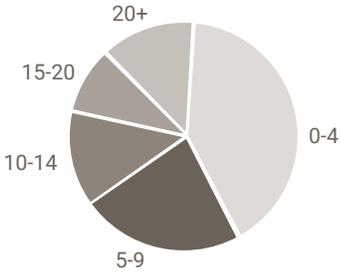
**Our Sunflower Awards and Peer Recognition Awards** are presented every six months, and honor those on the team that truly inspire the rest of us by living the Tournesol values.



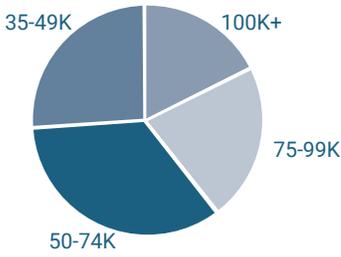
**Each year we conduct an employee engagement survey.** It's been a useful tool to find out how we can best meet our team's needs. 84% of our current team members said they would recommend that a friend or acquaintance apply for a job at the company. Over 70% of the team felt like their feedback matters, and about the same percentage understood Tournesol's values and how they made a difference in their everyday job. While we'd like those percentages to be higher, very few disagreed with those statements – most who didn't agree felt neutral about the statements. We know we're not perfect - for example, we received comments that we don't communicate as well with our remote employees as we should.

**Employee retention is one of our most important metrics**, and one that we’re proud of. More than 30% of our team has spent more than ten years with the company. This, despite the fact we’ve grown over 20% year-over-year for the past ten years. It makes sense that the largest group of employees has worked here fewer than four years.

Years Tenure



Wage Distribution



**The benefits offered to our employees** are a critical factor in keeping our people. Clearly, that starts with industry- and regional-comparable compensation for our hourly and salaried team members.

In addition to compensation, we offer employees 90% coverage of their own health care and 50% for the members of their family. We also offer dental, vision, short- and long-term disability insurance, as well as a death benefit for our team.

### Employee Benefits

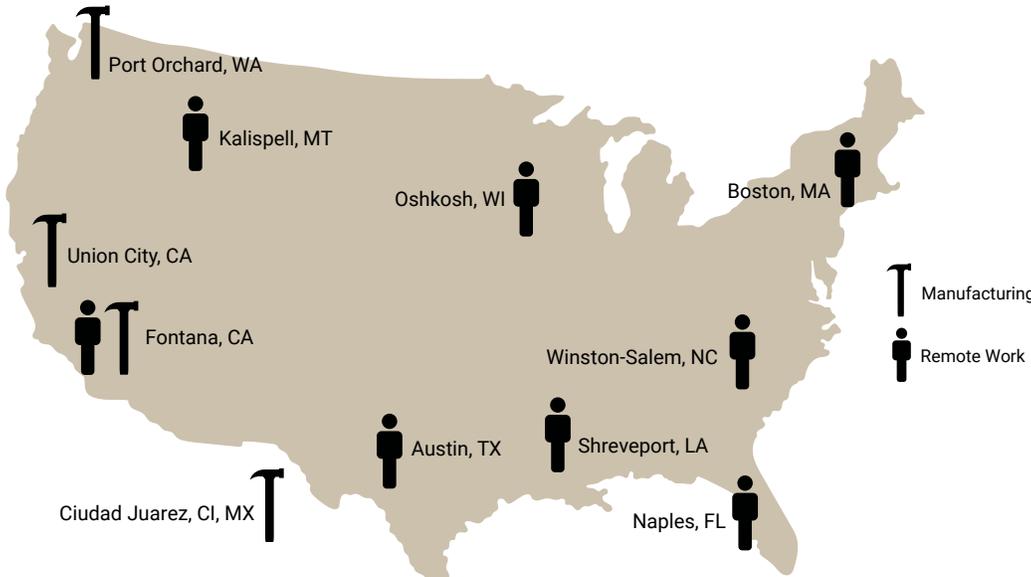
	Participation	\$ Cost (per employee per year)
Medical	92%	8,193
Dental	98%	324
Vision	93%	100
Life Disability	100%	410

**Tournesol sponsors a 401k program** with a match up to 4% of employee compensation – we’re proud to have 83% of our team enrolled and saving for retirement. The company contribution in 2023 added up to \$265,395.

**Team members are eligible immediately** upon joining the company for our Tournesol profit sharing pool. In 2023, we were excited to perform better than our budget and provide each team member with 8% of their annual compensation. The pool totaled \$1.1M in 2023. We believe that by giving each person a stake in the outcome of the company, we all share the benefits of our hard work!

# Hybrid and Remote Work

We have a substantial number of employees, especially in our sales, marketing, and finance teams working hybrid schedules or fully remote. We ask all hybrid team members to be in the office on the same day at least once a week – it promotes a general culture and helps our communication. Communication with remote employees remains a challenge. One of our important programs in 2024 addresses a more comprehensive internal communication strategy.



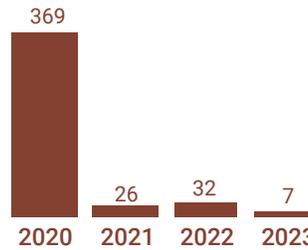
# Education Program

The City of Ciudad Juárez, together with the local school districts, offers a program for employers to allow those who haven't completed their schooling to receive certification. Tournesol Siteworks S.A. de C.V., our Mexican subsidiary, took part in this program in 2023. The State pays for the instructor, the school district for the educational materials, and Tournesol provides the employees with the time and location for studies. Four employee/students were certified at varying levels in 2023. On February 8, 2024, the governor of Chihuahua granted the company a certificate of recognition for being a company concerned about the education of its workers. This recognition was awarded to 50 companies throughout the city.

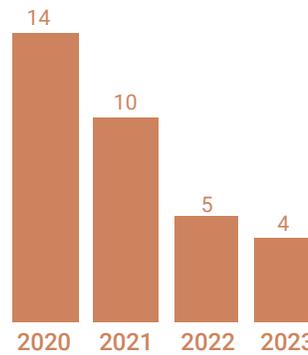
# Safety



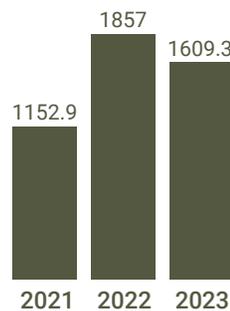
## Total Days Away Restricted or Transferred



## Annual Safety Performance Recordable Incidents



## Safety Training Hours



**A safe and healthy working environment** is part of our mission. To that end, personal safety wear is mandatory in each plant, as well as safety training.

**An annual inspection** is conducted with a safety consultant to highlight opportunities to improve. We're proud that our safety rate continues to result in fewer recordable incidents and substantially lower lost-time injuries.

# Community



**Up to this point in time**, Tournesol's support for our communities has been largely locally directed. Tournesol employees in Ciudad Juarez are committed to the local charity APANICAL A.C. The program consists of collecting aluminum empty cans, PET bottles, and plastic lids. The objective of the program is to support and fund cancer treatments for children, as well as psychological assistance to their families.

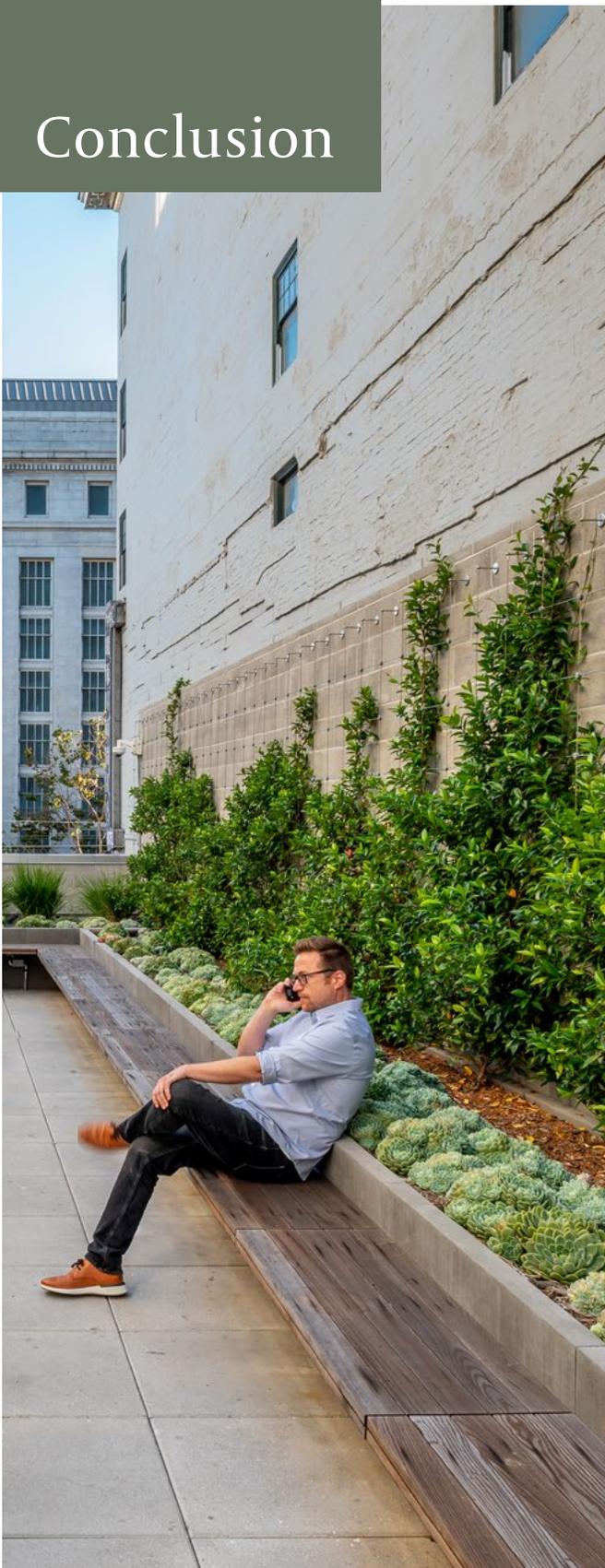
**Each year around the Christmas holidays, the Union City plant holds a "Holiday Faire"** where employees donate new or gently used clothing and household items. Our employees get to select items that they like, and any remaining items are donated to a local charity.

**In 2024, we're actively building our community outreach program** in a more organized, consistent fashion. Each team member is given a half day to volunteer, either on their own or as part of a team activity at the organization of their choice.

**Seeds of Change**, is our new pro-bono and low-bono program dedicated to enriching communities and promoting health and wellness. To learn more, visit [tournesol.com/seeds-of-change](https://tournesol.com/seeds-of-change).

We'll continue to look at the opportunity to support local organizations which align with our values.

# Conclusion



**Like many in our industry, we're just getting started.** The efforts made in 2023 have reinforced how far we have to go. We're fortunate to have a dedicated, experienced team committed to the effort. These efforts are prioritized in 2024, knowing we're introducing a way of looking at our business that hadn't been the norm in the past. At this point, we're integrating "3P thinking" into every part of our team. This Impact Report will be the springboard for our efforts in 2024. We look forward to presenting our progress at the end of this year.

**If you have questions, comments, or suggestions,** please direct them to our President, Christopher Lyon – [clyon@tournesol.com](mailto:clyon@tournesol.com), 800-542-2282. Your input will help us continue to improve.