

Respect

Integrity

Passion

Love

Courage

Appreciation

Connectedness

Innovation

Learning

Collaboration

PRINCIPLED

2021 SUSTAINABILITY REPORT

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Welcome to Clarke's 10th sustainability report.

This report, which is published on a bi-annual schedule, is an opportunity for us to share our initiatives and progress on our journey to become a more sustainable organization and enterprise.

The 2020–2021 reporting period was a tumultuous time on a global scale, given the onset of the COVID pandemic and its many related impacts on our coworkers, customers and partners. We were fortunate to achieve significant organizational growth during this period even as we were navigating through the pandemic, global supply chain disruptions and other challenges unprecedented in our 75-year history.

The theme of our 2021 Sustainability Report, ***Principled***, was chosen to introduce the company's Guiding Principles and in recognition of how they guided us through the past two years. Our Guiding Principles steer our actions and behaviors in all that we do, and they are reflected in many of the stories you'll read in this report.

About the cover

In 2018, Clarke coworkers came together to create a set of principles to guide our actions and choices around each other, our stakeholders and our communities. After two unparalleled years anchored by these principles, we're introducing them to our external stakeholders.



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AN INTERVIEW WITH J. LYELL CLARKE

PRESIDENT AND CEO



We spoke with J. Lyell Clarke, our President and CEO, and asked him to reflect on the past two years and what the future holds for Clarke.

Q: In 2021, Clarke celebrated its 75th anniversary. Reflecting on this milestone, what are you most proud of?

A: I am extremely proud that Clarke is a multi-generation, family-owned company that has grown from a local business to a player on the global stage. We have succeeded because we have always taken the long view on how we invest in the company, our coworkers and the communities in which we operate, and we are now seeing the dividends of those investments as we grow and expand internationally.

Q: Clarke faced challenges in 2020 and 2021 related to the packaging of some of your products. What were some lessons learned?

A: In late 2020, when PFAS was detected in our fluorinated containers, we took quick action to ensure our customers could continue to conduct mosquito control with Clarke products during the 2021 season. This included implementing a voluntary and comprehensive product exchange program, allowing customers with Clarke product in any type of plastic container to request a free replacement. In addition, we initiated a portfolio-wide packaging transition to eliminate the use of all fluorinated containers. This was no small challenge as we were recovering and replacing product at the same time that we were ramping up production for the current season and facing supply chain challenges. It required every one of our coworkers across every department of the company to get the job done. We learned from this experience that we are an extremely resilient organization made up of passionate, hard-working and dedicated coworkers. We came out stronger because our actions aligned perfectly with our values of caring for our people, caring for the planet, being passionate about what we do and always doing the right thing, even when it's hard.

Q: 2021 was also a year of tremendous success. What were some highlights?

A: One of our biggest accomplishments has been our international growth, particularly our expansion in Brazil. It took us nine years to make inroads there. We achieved this by staying focused, being patient and persistent, and never losing sight of our long-term goals. In 2021, we also developed as a company by implementing some strategic

organizational changes, including hiring our new COO, Allen Gent. In the past year, we've worked on a new strategic plan that we will be rolling out later in 2022 and which will take our company into the next chapter of Clarke's story.

Q: What are Clarke's sustainability priorities and ambitions going forward?

A: Sustainability is deeply embedded in our culture and in the way we do business. To nurture a sustainability mindset at Clarke, we are investing in leading-edge technology and continuing to develop environmentally sound products and services that position Clarke as an industry leader. We have a best-in-class product development team to help us do that, and they have created a robust pipeline of new products that will provide our customers with next-generation, environmentally responsible solutions. Another priority is the expansion of our Roselle Campus and the plan to consolidate all of our manufacturing and warehousing operations within our Flourishing Garden location. We've dubbed this initiative Project Net Zero. When complete, the campus will create more energy (from renewable sources) than it uses and will bring nature back to an industrial park. We believe that this is a first-of-its-kind initiative in the state of Illinois.

Q: Clarke has always had community at the heart of everything it does. What does community mean to you and why does it matter?

A: Clarke is about many different types of communities: our community of coworkers for whom we provide good jobs and meaningful employment; their families; the communities where we live and work, and that we give back to through our philanthropic initiatives; the broader business community we strive to influence and partner with to help other companies realize that there's a better way to do business; and the world community, where, through our work and our partnerships with organizations such as The Carter Center, we help in the fight against mosquito-borne diseases. I feel a strong personal responsibility to help each of these communities flourish, and my ambition is to amplify the good we are doing in the world by encouraging other companies to follow Clarke's lead.

"We are an extremely resilient organization made up of passionate, hard-working and dedicated coworkers."

J. Lyell Clarke, President and CEO

CELEBRATING 75 YEARS OF PUBLIC HEALTH

In 2021, we celebrated 75 years of helping communities around the world become more livable, safe and comfortable. From our humble beginnings, we have:

- **Grown from a single employee in 1946** to 200 full-time coworkers in 2021
- **Expanded from a garage** to operating out of 16 locations around the world
- **Produced and offered 23** proprietary formulations
- **Developed EarthRight®**, the most sustainable mosquito control service program available
- **Extended the scope and geographic reach** of our aquatic management services to provide communities with healthy waterbodies
- **Established the Clarke Cares Foundation** to save lives and reduce suffering from mosquito- and water-borne illnesses around the world
- **Developed sustainability goals** and published 10 sustainability reports documenting our progress

2021 HIGHLIGHTS

12 products and services in our Next Gen portfolio

30,000+ Brazilian municipal health agents trained on using Clarke's Natular® DT and Cielo® Space Spray products to protect residents across the country against Dengue and other mosquito-borne diseases

100% carbon neutral status for Scope 1 and Scope 2 emissions

74,000+ kilowatt-hours delivered to the grid from the Flourishing Garden solar installation

2 LEED Certifications awarded, Silver for our St. Charles, Illinois, headquarters and Platinum for our Roselle, Illinois, Flourishing Garden facility

86% of coworkers participated in Biometrics Screening program, a 10% increase over 2019 despite pandemic restrictions

10 years of Clarke's Day of Caring celebrated



"In 1946, my father and grandfather started Clarke Mosquito Control with one truck, one sprayer, one formulation and from a garage in Riverside, Illinois, to offer mosquito control services to local municipalities. Since then, our mission has remained the same: to help communities around the world become more livable, safe and comfortable and to create products and services where public health meets public preference."

J. Lyell Clarke, President and CEO



Purpose Over Profit:

Our Guiding Principles in Action

In December 2020, an article in The Boston Globe presented laboratory results commissioned by a citizen science group showing that trace amounts of PFAS, a type of “forever chemical,” had been detected in Clarke’s Anvil® 10+10 product. With this finding, we faced one of the toughest challenges in the history of our company.

After extensive EPA testing confirmed that our packaging – a fluorinated container – rather than our product formulation was the source of contamination, we took four swift actions.

- We immediately stopped distributing any Clarke liquid product in a fluorinated container, using only steel or non-fluorinated plastics in the interim.
- We removed all Anvil 10+10 in a fluorinated container from operational use.
- We implemented a voluntary product exchange program, allowing every Clarke customer with any Clarke product in a plastic container to request a free product exchange.
- We initiated work to source, test, validate and secure regulatory approval to distribute all Clarke products in an alternative plastic package.

We did all this as the pandemic continued to exacerbate labor, shipping and supply chain disruptions. In the end, our approach demonstrated to our stakeholders – and ourselves – our commitment to responsible stewardship by placing purpose over profit. Always.

*** We are grateful to our coworkers, customers, suppliers and partners who collaborated with us during this time. You humble us with your commitment and loyalty to Clarke.**



The alternative, non-fluorinated, plastic packaging for Clarke products.

WHO WE ARE

Founded in 1946, Clarke is a family-owned, leading global provider of solutions for public health mosquito control and aquatic habitat management. Our products and services make communities more livable, safe and comfortable by helping to prevent disease, control nuisances and create healthy waterways. We proudly serve international ministries of health and U.S.-based customers in the governmental, commercial and residential sectors.



Our 2021 Achievements

We have tracked our annual sustainability performance against five-year goals since 2010, and we expect to set our next set of goals in 2022. In the interim, we are tracking our performance and achievements against the priorities we established in 2015.

Products and Services	48% of revenue from Next Gen products and services	
	7 OMRI Listed® products in our Next Gen portfolio for the mosquito control market	
Coworkers	89% annual coworker retention rate	
	13% reduction in coworker health and safety incident rate compared to 2020	
	16% year-over-year reduction in injuries resulting in lost time	
Environment	Carbon	3% increase in carbon footprint year-over-year
		31% reduction compared to 2008, the year we started tracking this metric
		100% carbon neutral for Scope 1 and Scope 2 emissions
	Energy	14% of total electricity sourced from onsite renewable energy
	Waste	35% increase in total waste year-over-year with a 55% reduction in total waste compared to 2010, the year we first started tracking this metric
		81% repurpose/recycle rate company-wide
Community	90% coworker engagement in volunteer activities	
	2,851 volunteer hours valued at \$102,764, equivalent to the payroll of 1.37 full-time coworkers	

HOW WE WORK

In 2009, we reimagined Clarke as an organization focused on being accountable for our impacts on people and the planet. Since then, we have committed to transforming Clarke into a company where communities and sustainability are central to everything we do.

As our company has matured, so too has our approach to sustainability. In 2021, we undertook an analysis of the issues that matter most to our business and to our stakeholders, confirming the collective importance of ethics, integrity and transparency as top priorities. We also affirmed how, as an Agent of World Health Benefit, our work contributes to the United Nations Sustainable Development Goals (SDGs), in particular Goal 3: Good Health and Well-Being; Goal 8: Decent Work and Economic Growth; Goal 12: Responsible Consumption and Production; and Goal 16: Peace, Justice and Strong Institutions. These outcomes have informed the strategic planning process we have underway in 2022 to guide Clarke's growth ambitions for the future. They also will be foundational to setting our next set of five-year goals, which we plan to establish in the latter part of 2022.



A Clarke applicator performs a catch-basin treatment via bike to mitigate mosquito breeding.

Our Vision

Create an organization that reaches around the world to help make the lives of more than 660 million people more livable, safe and comfortable.

Our Mission

Together, we help make communities around the world more livable, safe and comfortable. We are doing this by:

- Pioneering, championing and using the most eco-responsible and advanced products, services and business practices possible
- Providing support to as many communities as we can through the Clarke coworker volunteer programs and through the Clarke Cares Foundation
- Living our mission through our words and actions
- Supporting our customers, partners and each other in this endeavor and inspiring others to join us

Our Values

Clarke's core values guide all our steps:

Caring for the Planet

In every aspect of our behavior and actions, we hold ourselves accountable for making responsible decisions and finding ways to lessen our impact on the Earth.

Caring for People

We are respectful and considerate of one another, our customers and our partners, and do all we can to positively impact and enrich the lives around us.

Being Passionate About What We Do

We work hard because we love what we do. We take pride in our work and the difference we make in the world.

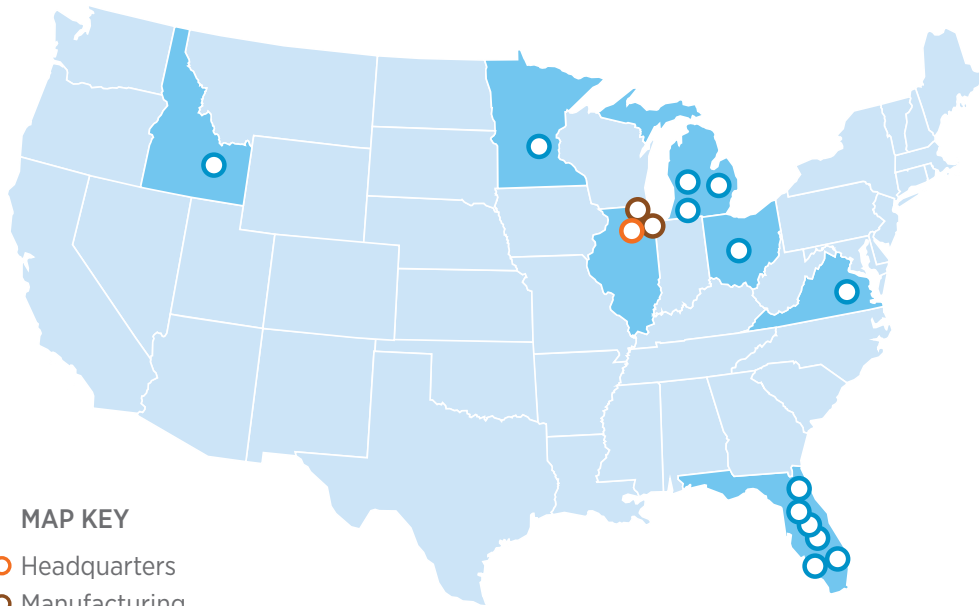
Doing the Right Thing Even When It's Hard

Honesty and integrity drive our everyday actions and are reflected in our common belief to do what's best for our industry and the people and communities we serve.

"I'm proud to be able to work for a company that stands by its Values and Guiding Principles. It makes working here that much better that we not only talk the talk but actually walk the walk."

Clarke Coworker

OUR OFFICES

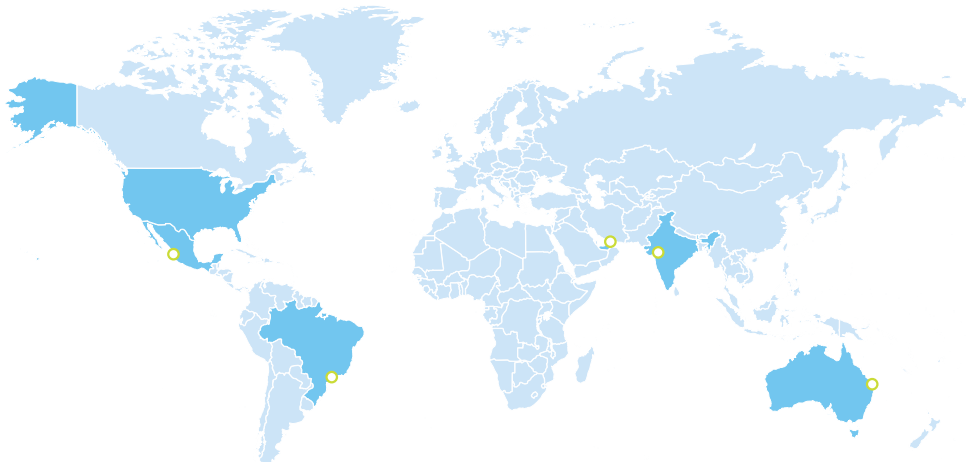


MAP KEY

- Headquarters
- Manufacturing
- Regional
- International

UNITED STATES

- St. Charles, IL
- Roselle, IL (2)
- Schaumburg, IL
- Clearwater, MN
- Rigby, ID
- Davidson, MI
- Niles, MI
- Nunica, MI
- Columbus, OH
- Richmond, VA
- Ft. Myers, FL
- Labelle, FL
- Kissimmee, FL
- Palatka, FL
- Wellington, FL
- Leesburg, FL



INTERNATIONAL

- Guadalajara, Mexico
- São Paulo, Brazil
- Dubai, United Arab Emirates
- Mumbai, India
- Brisbane, Australia



“There is nothing more important than for an organization to exist to improve the quality of life for people everywhere. That is exactly what Clarke is doing by bringing innovative and sustainable products and services to the global marketplace to address some of the world’s most challenging public health problems.”

Allen Gent, Clarke Chief Operating Officer

CLARKE GUIDING PRINCIPLES

Clarke coworkers created and began embracing the following set of Guiding Principles in 2018. They have become deeply ingrained in our organizational culture, and it is our great privilege to introduce them to our external stakeholders.



Passion

Our passion for progress is infectious and lights our path ahead. It offers us resolve and encouragement in the face of obstacles, and allows us to celebrate success and learn from failure with equal spirit.



Courage

From our rich history of courage, we find the strength to ask hard questions and dig deep for their answers. In doing so, we embolden and encourage one another to embrace the unorthodox. We believe that from this position, we give rise to innovation.

Connectedness

We understand our actions and decisions matter. And they ripple across our organization, out to customers, throughout our industry and into the global community. It's why we are so deeply grounded in stewardship and service.



Learning

We are all teachers and students in our collective quest for knowledge, understanding and progress. We willingly accept our duty to open and expand minds along our journey, and freely share feedback, input and information that advances all.



Respect

Operating with integrity fosters true respect within our organization: for one another, for our customers, for our planet. Even when we debate the path forward, we honor ourselves and each other with kindness, humility and equity.

Integrity

We put integrity first, always. This is our most foundational principle, from which everything else grows. At Clarke, we are deeply proud of doing the right thing, even when it's hard and even when no one is watching.



Love

Love teaches us to value the uniqueness of every person, to empower our feelings and to practice tolerance, compassion and empathy. United in purpose and passion, love feeds the genuine, joyful heart of Clarke.

Appreciation

Through our practice of appreciative inquiry, we explore our greater purpose. We rally around our strengths to create rapid transformation that touches every level of Clarke. And we learn to value creativity, curiosity and change.

Innovation

By responding bravely to the call of "how might we", we unleash our curiosity, harvest revolutionary ideas and cultivate change. Through bold, futuristic and visionary thinking, we will flourish.

Collaboration

Our most brilliant moments can be credited to men and women from all walks of life working together to solve a common challenge. We thrive and flourish when we set aside ego and attachment for the betterment of the greater good.



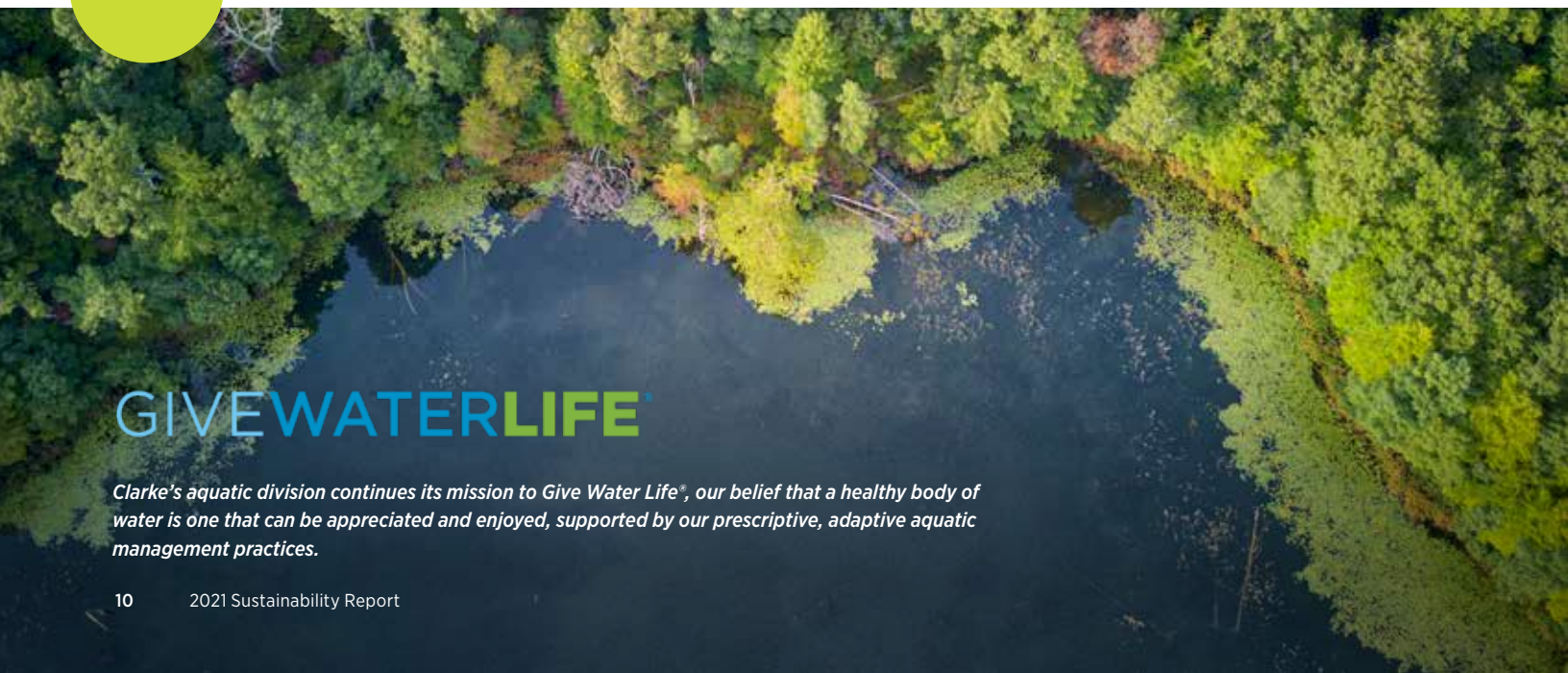


We are proud to be the exclusive Biogents distributor for the United States, its territories and the Cayman Islands, supporting mosquito surveillance innovation for public health benefit.

SUSTAINABLE PRODUCTS AND SERVICES

Integrity, Respect, Passion, Innovation, Collaboration, Learning

Clarke delivers mosquito products and services, and aquatic management solutions to make communities around the world more livable, safe and comfortable.



GIVEWATERLIFE®

Clarke's aquatic division continues its mission to Give Water Life®, our belief that a healthy body of water is one that can be appreciated and enjoyed, supported by our prescriptive, adaptive aquatic management practices.

In the two years since we published our last report, we achieved growth and maturity across our product and service areas despite the significant challenges posed by the pandemic and our product exchange program.

Highlights of Our Work

We achieved a 45 percent year-over-year growth in product manufacturing and volume to meet customer demand.

We expanded our relationship with Brazil's Ministry of Health, winning a contract to provide Natular DT larvicide and additional volumes of Cielo Space Spray to help the country combat Dengue and other mosquito-borne viruses.

We continued to increase operational efficiency in our mosquito services business by expanding our use of automated mosquito trapping systems and bringing our polymerase chain reaction (PCR) testing in-house.

We supported customers in Michigan with emergency response mosquito control services following a dam break that caused major flooding and continued suppressing transmission of Eastern Equine Encephalitis across the state.

We invested in growing our operational footprint for Aquatic Services, added a Certified Lake Manager to our technical team and expanded our service portfolio to bring additional water quality management solutions to our lake and pond customers.

Our 2021 Progress

48% of revenue came from Next Gen products and services.

7 OMRI (Organic Materials Review Institute) Listed products in our Next Gen portfolio for the mosquito control market.

Driving Innovation in Customer Solutions


The principles of Green Chemistry are integral to Clarke's approach to product development. They underpin every stage of our discovery, design and delivery processes, driving innovation in new products we bring to market.

Clarke has continued to advance our Next Generation product pipeline, finding innovative and greener modes of action and ingredients, fine-tuning our formulations and applications for greatest efficacy and least impact, and collaborating with our customers to help steward their use of our products.

Our efforts resulted in the:

- Introduction of Natular SC, the newest addition to our Next Generation portfolio
- Continued growth with Merus® in the U.S. market. Merus is the only OMRI Listed, wide-area adulticide labeled for use in or around organic crops
- Expanded adoption of Cielo in international markets such as Mexico and Brazil. Cielo brings a new class of chemistry to public health mosquito control, expanding rotational product options to help combat insecticide resistance in adult mosquitoes

Anticipating continued growth from our current portfolio and new product launches, we elevated our approach by advancing our culture of continuous process improvement. We refined our product development roadmap to maximize innovation, clarity and continuity; refreshed our Good Laboratory Practices to bring products to market quicker; enhanced our quality control processes to amplify accountability; and introduced new leadership to drive our efforts in 2022 and beyond.



*** Clarke's Next Generation portfolio includes 12 products and services, and generates 48% of our revenue.**



Several Product Innovation and Field Sciences (PIFS) team members participated in the Science Showcase. From left to right; Andrea Levey, Tommy Pemrick, Victoria Hyrczyk and Laxmi Shanmugam.

Science Showcase

The Product Innovation and Field Sciences (PIFS) team was excited to present a series of five virtual sessions to our coworkers in 2021 that gave them a behind-the-scenes look at the scientific integrity and rigor involved in the multi-year, multi-stage process of identifying, designing, testing and launching new products for mosquito control. This program offered the dual benefit of educating Clarke coworkers on our product development efforts and developing the presentation and public speaking skills and capabilities of our PIFS team members.



To manage a 45 percent year-over-year increase in larvicide and adulticide production, we added a second shift at our Natular manufacturing plant, enhanced quality testing and inspections processes to include incoming raw materials, and consolidated and expanded warehousing and packaging capability at a new 40,000 square foot distribution facility in Roselle, Illinois.

Meeting Public Health Needs Around the World

Clarke's mosquito control products play an important public health role in combating mosquito-borne diseases across the globe, including the Dengue, Chikungunya and Zika viruses, which can cause debilitating and sometimes fatal illness. Through ongoing engagement with ministries of health, global and regional organizations and local distributors, we continue to steadily build out our product portfolio in the key international markets affected by these diseases.

Over time, this approach has served us well, resulting in growth in our international sales in Mexico, Brazil and the Middle East. In 2021, we added five registrations for our proprietary products in four new countries.



Pallets of Natular DT ready for shipping to Brazil.



Supplier of Choice in Brazil

In 2020, we entered the Brazil public health market with an order from Brazil's Ministry of Health to provide Cielo, our new space spray for adult mosquito control. In 2021, we expanded our work in Brazil to include our Next Generation larvicide, Natular DT, for countrywide use. Both Cielo and Natular offer novel modes of action to help manage insecticide resistance in mosquitoes.

In addition to the unique attributes and effectiveness of our products, Clarke provides technical training and support to ensure customers are positioned to optimize their use. When pandemic lockdowns made it impossible to conduct our usual hands-on training sessions, our international team quickly pivoted to roll out web-based video training to Brazilian federal authorities, state coordinators and municipal health agents – the technicians in the field. By the end of 2021, we were able to train close to one-third of the country's 100,000 agents across approximately 90 percent of Brazilian states.



Caio Melo, one of Clarke's coworkers in Brazil, delivering hands-on mosquito control training to local public health officials.

Clarke's product development is guided by green chemistry principles at each step.



Green Chemistry's 12 Principles

Green chemistry describes the design of chemical products and processes that reduce or eliminate the use and generation of hazardous substances. **Green chemistry's principles apply across the life cycle of a chemical product, including its design, manufacturing, use and disposal, to:**

- Prevent pollution at the molecular level
- Reduce the negative impacts of chemical products and processes on human health and the environment
- Lessen and sometimes eliminate hazards from existing products and processes
- Design chemical products and processes to reduce their intrinsic hazards

Learn more at the U.S. Environmental Protection Agency's Green Chemistry information pages.

Supply Chain Challenges

Pandemic-related supply chain challenges made it difficult to secure the raw materials needed to manufacture and deliver our products in a timely manner. To meet our obligations to our customers, we worked closely with our suppliers to maintain a larger inventory of product ingredients, switched to alternative suppliers when appropriate and shifted to air freight – an expensive but necessary option.



Emergency Services

Clarke responded to two calls from customers in the state of Michigan for emergency-related mosquito control services during 2020.

In Midland County, we provided aerial mosquito response services after two dam breaks and related flooding resulted in extremely large mosquito populations. Over five nights in June 2020, we applied Merus, our OMRI Listed adulticide, delivering relief to residents in flood-impacted areas.

In an effort to prevent the spread of Eastern Equine Encephalitis, the Michigan Department of Health and Human Services contracted with Clarke for the second consecutive year to provide targeted aerial mosquito control treatments in high-risk areas. Over five nights in September 2020, we treated over 463,000 acres by air with Merus to help protect people and animals from this mosquito-borne disease threat.



A view of the City of Midland's downtown after a flood event. Clarke was contracted to provide mosquito control treatments.

Delivering Innovation in Mosquito Services



Field trial set-ups for validating product efficacy.

Innovation and adaptability are hallmarks of our mosquito services team and the public health solutions we deploy for our customers across the United States. We are intent on helping make communities more livable, safe and comfortable with products and delivery options designed with lower environmental impacts.

We are proud that, despite pandemic headwinds and related labor shortages, our team drew on their well-honed resiliency to remain laser-focused on delivering interruption-free essential public health services to our customers. Some of our COVID pivots – such as individually assigned field and lab equipment – were so effective, we have instituted them as standard practice.

We also made strides in our continuing efforts to deliver service efficiency. For example, we:

- Expanded our use of automated, remotely monitored, mosquito trapping systems to reduce the need for daily in-person field visits
- Invested in in-house polymerase chain reaction (PCR) testing to minimize delays in identifying mosquito viruses while cutting costs for our customers
- Tested the effectiveness of drone technology to further enhance mosquito and aquatic surveillance and application services

As our business grows, we also are continuing to enhance our standard operating procedures and key performance indicators to promote continuous improvement and consistency in the effectiveness and efficiency of our operations.



Drone testing for mosquito control applications.



Phragmites Control

The invasive strain of Phragmites is recognized by its tall stalks topped in feathery plumes. This impressive plant grows in dense patches and spreads rapidly, choking out native species and aquatic life, impeding recreational water usage and turning thriving waterbodies into marshy wetlands.

In 2021, Clarke was called upon to treat 155 acres of a Michigan conservation district that had been overtaken by the invasive weed despite previous third-party treatment attempts. The affected area also contained several delicate sections – treeline buffer zones, shorelines and protected bald eagle habitats – which had been harmed during the failed treatments.

With this in mind, our team utilized equipment capable of targeted treatment, such as ATVs, backpack sprayers, shallow draft boats and amphibious vehicles both on land and from within the conservation district's waterbodies. Our aquatic biologists expertly selected and applied products which worked to take immediate effect on the emerged plants as well as within the weeds' ribosome structures over the winter.

By utilizing the right tools and equipment in tandem with the right products and application capability, the Clarke team was able to effectively control the targeted Phragmites while protecting the buffer zones and eagle habitats.



Expanding Our Holistic Approach to Water Management

Clarke's approach to aquatic services is grounded in our understanding that waterbodies are a part of healthy ecosystems that are active and ever-changing – and that their health is intrinsically linked to our own wellbeing. We continue to expand our water management strategies beyond the shoreline to consider the health of not just the lakes, ponds and waterbodies that we service, but also the surrounding ecosystems they reside in.

As part of this effort, in 2021, Clarke acquired aquatic service companies active in Minnesota, Wisconsin and Eastern Michigan to add talent to our team, expand our operational footprint and extend our customer reach. The addition of these resources has strengthened our subject matter expertise, technical know-how and breadth of experience.

We also launched new service areas with the goal of improving our existing capabilities in tandem with expanding our reach beyond the shores of our waterbodies. For example, by utilizing BioSonics echo sounder technology in our mapping services, our team can deliver higher-quality and more detailed data in an increased variety of areas – including plant density, sediment studies and bathymetry surveys – all within a single mapping session. With the addition of our on-staff Certified Lake Manager, skilled team members and strategic partnerships, we have also started work in restorative dredging, water-adjacent midge fly control, natural nutrient mitigation and shoreline and wetland invasive plant management.



An aquatic biologist conducts a water quality test for Total Alkalinity.



A Clarke field technician takes a sample of standing water to test for the presence of mosquito larvae. If present, the water will be treated with a larvicide to prevent mosquito larvae from becoming biting, flying adults.



OUR PEOPLE, OUR PRIDE

Passion, Appreciation, Courage, Collaboration, Learning

The accomplishments and stories that we are so proud to share in this report are a reflection of our talented and passionate coworkers. We are committed to fostering our coworkers' development, ensuring their safety and wellbeing, and creating an inclusive environment that embraces their passion both in the workplace and our communities.



Kim Schulke, Clarke's HR Director, leads a group of Clarke coworkers during our annual Day of Caring Event.



The challenges we faced over the past two years were unprecedented. We are proud of our coworkers, who kept our business operating without interruption by working collaboratively and courageously, and leaning on our collective creativity, innovation and passion. Using “how might we” as our north star, we continually adapted to get the job done no matter how difficult.

Highlights of Our Work

We continued to prioritize the health and wellbeing of our coworkers through rigorous COVID safety protocols and by addressing coworker mental and emotional wellbeing through enhanced employee assistance programs and support for remote workers.

We positioned our organization for the future with a refreshed governance and leadership team structure.

We made strategic hires, including the new position of Chief Operating Officer, to drive long-term strategic growth.

Our 2021 Progress

89% annual coworker retention rate.

13% reduction in coworker health and safety incident rate compared to 2020.

16% year-over-year reduction in injuries resulting in lost time.

Fostering a Connected Workplace

As a growing business, we recognize that it is more important than ever that we implement learning and development programs, as well as communication tools and policies that promote coworkers’ success, whether they are working on-site or at home.

Over the past two years, we:

- Took our learning and development programs virtual when in-person training was not possible, allowing us to broaden our reach. In 2021, we partnered with LinkedIn Learning to offer Clarke coworkers access to best-in-class training and development courses.
- Hosted a series of T4 Talks. These monthly sessions, inspired by the popular TED Talks and their slogan of “ideas worth spreading” are designed to educate, inform and build awareness about important and current topics. Using videos and presentations prepared by their colleagues, coworkers explored the topics of climate change, self-awareness, mental health and the history of the Juneteenth holiday.
- Engaged our employees with virtual town hall meetings, held weekly during the peak of the pandemic, to keep our coworkers connected and informed about events, business highlights and safety updates. The town halls, now held monthly, are one of the best ways in which we share important information and stay connected.
- Reimagined our service award recognition program, using our town halls to introduce new coworkers and recognize milestone work anniversaries of our tenured team members. Coworkers are invited to contribute to Kudoboard celebrating honorees with messages of congratulations and memories. These are then shared with the entire company during the meetings.



“If I could use only one word to describe our coworkers in 2021, it would be resilient.”

Julie Reiter, VP Human Resources & Sustainable Development

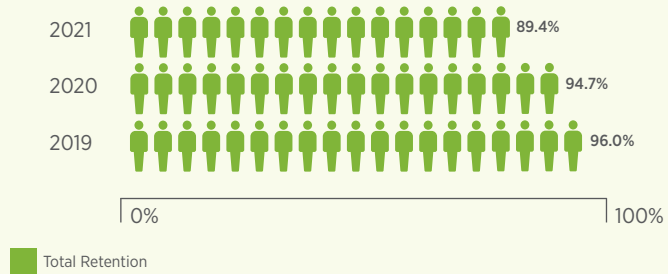


* 86% of coworkers participated in Clarke's Biometric Screening Program in 2021, up from 78% percent in 2019.

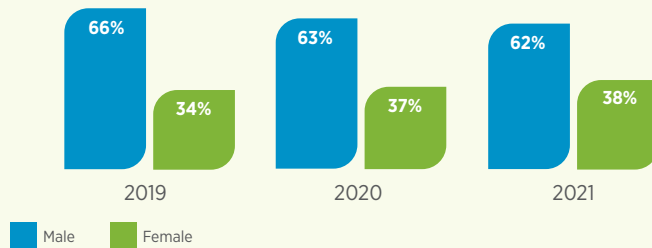
* Our coworker bonus plan includes a five percent weighting that is based on active participation in at least one sustainability-related initiative or activity per year.

EMPLOYEE DATA

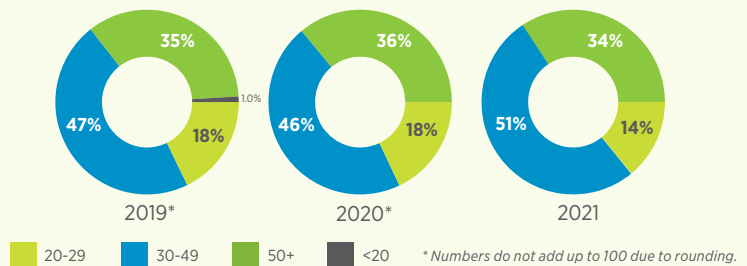
COWORKER RETENTION (U.S.)



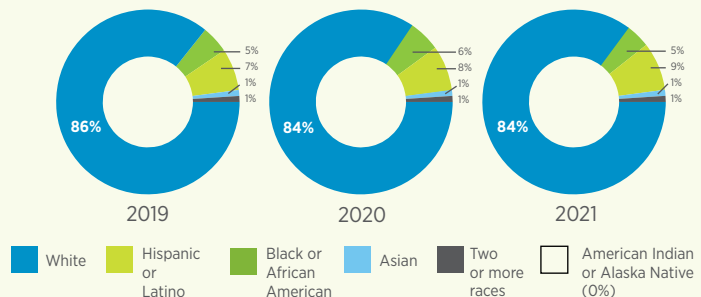
COWORKERS BY GENDER



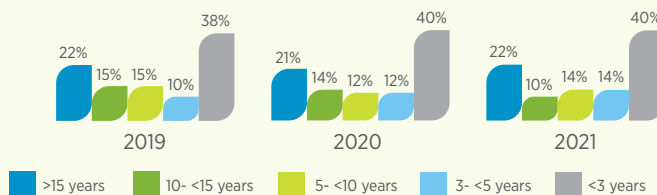
COWORKERS BY AGE



COWORKERS BY ETHNICITY



COWORKERS BY TENURE



“2021 was like operating at 130% capacity, with 80% of your team and one hand tied behind your back.”

Clarke Coworker



Providing the Building Blocks for Health

Our Wellness Incentive Program rewards coworkers who participate in health screenings, engage in fitness activities and adopt healthy lifestyle habits. We continue to encourage involvement in the program by providing information to our new hires during onboarding, hosting Lunch and Learn sessions focused on health and wellness and incentivizing annual participation with fun – and financial – rewards.

Applying An Ounce of Prevention

In 2021, we marked 14 years of hosting our annual Biometric Screening Program. The program measures an individual’s risk for future health issues based on indicators such as high blood pressure and cholesterol levels, and offers suggestions for improving overall health and wellness. We are proud to report that coworker participation levels increased to 86 percent despite pandemic restrictions.

In addition, through Clarke’s Virtual Wellness Fair held in December 2020, we provided coworkers with information from our benefit carriers on topics that included cancer prevention and detection, smoking cessation, mental health, trauma and self-care, among others.

*** Our ambition is to be an inclusive and welcoming workplace for all. We do not discriminate based on race, color, creed, religion, sex, marital status, age, national origin, citizenship status, physical or mental disability, veteran status, sexual orientation, gender identity or expression, genetic information or any other status protected by law.**

A group of Clarke coworkers spending time in our facility’s outdoor recreational areas.



Flex Work Policy

The pandemic shifted how we think about work, and as we were able to return to the workplace, our coworkers expressed an interest in continued flexibility. In December 2021, we introduced our Flex Work Policy for coworkers who typically work from a Clarke office. In crafting this hybrid policy of flexibility between time in the office and time working remotely, we sought to balance the expressed needs of our coworkers for work-life balance while also continuing to foster the rich face-to-face collaboration that sparks innovation and is so important to our flourishing culture.

*** In 2021, we grew our workforce by 4% compared to 2020.**

(Right) Laetitia Leroy, Clarke's Principle Technology Manager, and her children manage working and schooling from home.



Emily Kluger, Key Accounts Manager for Illinois, also balances these unique challenges of COVID.

Mental Health May

In May 2021, our monthly T4 session focused on mental health awareness. Four Clarke coworkers, each with a personal connection to mental health issues and challenges, guided a discussion on the topics of living with schizophrenia, PTSD among our military veterans, the impacts of digital screen time and suicide and depression. This courageous and ambitious session generated meaningful conversations both in the session and for weeks after.



Supporting Coworker Mental Health

As the pandemic settled in, we recognized its impact on coworkers' mental and emotional wellbeing. We mobilized our Employee Assistance Program partner, Lifeworks, to provide Clarke coworkers and their families with free and confidential 24/7/365 access to expert advice, helpful resources and practical strategies to cope with personal and work-related issues. We also partnered with Talking Talent, a working parents coaching program, to offer Clarke parents support to develop strategies and action plans as they and their families balanced working and schooling from home.



Jon Ostrowski , Product Manager, and his new coworker working from home.



(Left) Liz Bolivar, GIS Manager, in-flight and masked-up.



Conversations with Dr. Ari

Clarke engaged local medical clinician, Dr. Ari Levy, to conduct a series of informal, virtual conversations during the pandemic, providing Clarke coworkers with clear information on COVID transmission and best safety practices. This partnership also provided Clarke with guidance on our COVID policies and practices.

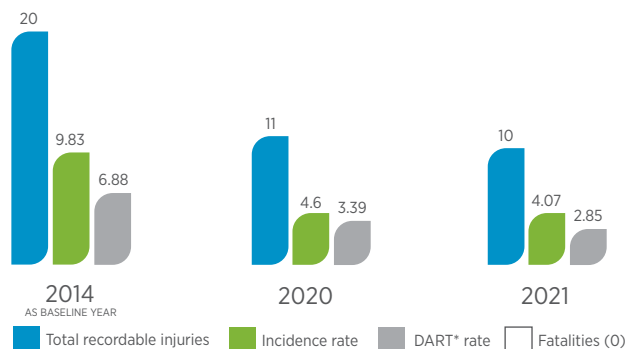
*** We believe vaccinations are the best line of defense against serious illness from the COVID virus. That's why we incentivized our coworkers to get vaccinated by offering a gift card to every Clarke coworker who received their full vaccination.**

Putting Safety First

Protecting the health and safety of our coworkers has always been our utmost priority and never more so than during the pandemic. With Clarke designated as an essential service provider, we moved quickly to implement COVID safety protocols, following the recommendations of the Illinois Department of Public Health and the U.S. Centers for Disease Control and Prevention. In addition to weekly town hall meetings to provide our coworkers with regular medical and safety updates, we instituted safety protocols, including mandatory masking in Clarke facilities and vehicles, frequent handwashing, and facility and vehicle sanitization.

In 2021, we also continued to evolve our safety programs, processes and procedures. We underscored the importance of our safety culture by bringing an Environmental, Health and Safety specialist onboard and making our safety programs more efficient, compliant and actionable with the implementation of iReportSource, an EHS digital platform.

SAFETY DATA



*** Our recordable injury rate decreased year-over-year by 9% in 2021.**

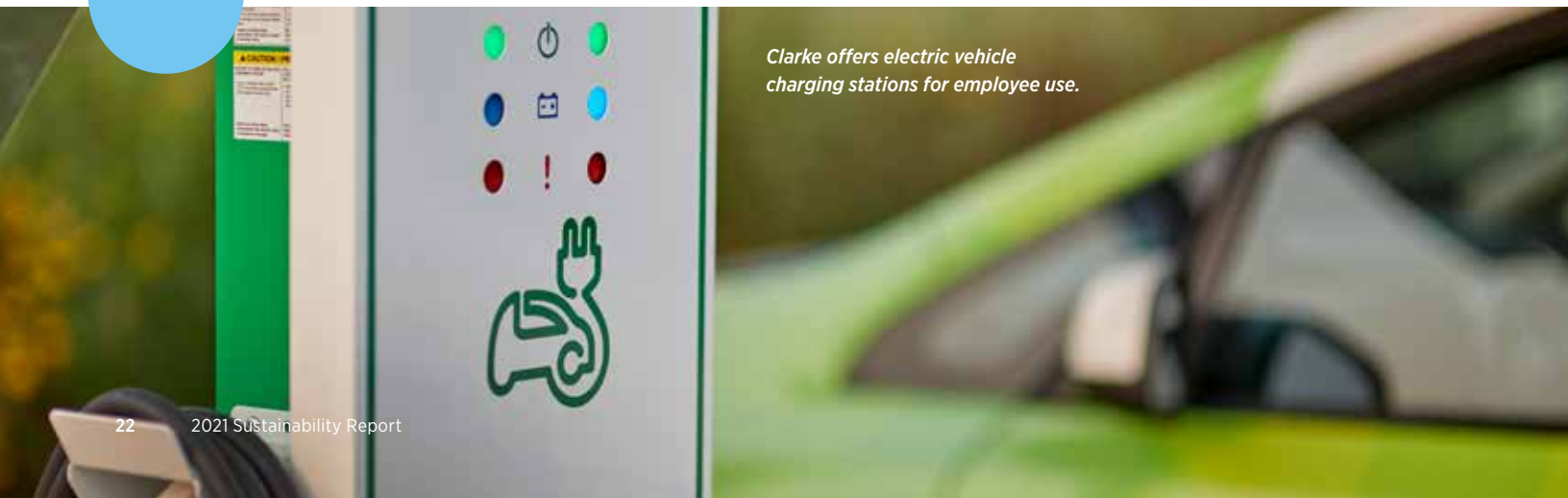


Clarke's Flourishing Garden location in Roselle, Illinois, utilizes solar panels to produce energy for office use and delivers spare electricity to the grid.

REGENERATIVE OPERATIONS

Respect, Appreciation, Collaboration, Learning

Sustainable practices are core to how Clarke operates, steering our efforts to minimize our carbon footprint and achieve zero waste. We aspire to build a regenerative business, beginning first with our renewable energy initiatives.



Clarke offers electric vehicle charging stations for employee use.

Throughout 2021, we continued our focus on continuously improving energy efficiency across our operations, building our renewable energy assets, and enhancing our waste diversion initiatives.

Highlights of Our Work

In renewable energy, we generated 16% of the electricity we used from on-site renewable energy sources.

Related to our carbon footprint, we maintained our carbon neutral status and delivered 74,057 kilowatt-hours of energy back to the grid from our Flourishing Garden facility.

In operational efficiency, more than 75% of our operations fleet is comprised of electric and lower-emission vehicles with reduced environmental impact.

We achieved an 81% waste diversion rate, in part through increased discipline in tracking and measuring how we manage the waste we make.

Our 2021 Progress

Energy

3.5% increase in carbon footprint year over year.

Despite a one-year uptick as we returned to pre-COVID activities, we have reduced our carbon footprint by 31% compared to 2008, the year we started tracking this metric.

100% carbon neutral for Scope 1 and Scope 2 emissions company-wide.

14% of total electricity used sourced from on-site renewable energy.

Waste

35% increase in total waste year over year. This increase is a reflection of our return to pre-COVID levels of building occupancy and activities.

55% reduction in total waste compared to 2010, the year we first started tracking this metric.

81% repurpose/recycle rate company-wide.

Designing for Net Zero Energy

“Greening” Clarke’s energy-use portfolio is at the forefront of our efforts to reduce the impact of our operations. We invest in renewable energy, secure a portion of our energy needs through on-site solar, continue to minimize the use of fossil fuel in our service delivery and maintain carbon neutrality through the purchase of Green Power contracts and carbon offsets.

Over the past two years, we continued to meet and surpass our goal to acquire a percentage of our electricity from on-site renewable sources. In fact, in 2000 – in its first full year of operation – the 130,000-kilowatt solar installation at our Flourishing Garden facility produced more energy than we were able to use, a trend that continued in 2021. As a result, we delivered over 74,000 kilowatt-hours of electricity to the grid – enough to power seven homes for a year.

Our energy net positive performance at Garden also helped us maintain 100 percent carbon neutrality for Clarke’s Scopes 1 and 2 GHG emissions. **In 2021, we offset the emissions we could not eliminate with:**

- Renewable energy credits from our excess on-site solar production (returned to the grid) and green power contracts totaling 565 tonnes of CO₂e
- The purchase of 1,602 tonnes of CO₂e offsets through our partnership with Carbonfund.org

Our energy performance is also fueling our long-term vision to amplify the impact of Garden’s regenerative building-energy design features.



* Clarke is marking 10 years as a partner of the U.S. EPA's Green Power Partnership (GPP). The GPP was established in 2001 to encourage organizations to use green power voluntarily to protect human health and the environment.



* Clarke is proud to have been awarded LEED Silver certification for our St. Charles, Illinois, headquarters by the U.S. Green Building Council, and LEED Platinum certification for our Roselle, Illinois, Flourishing Garden facility.

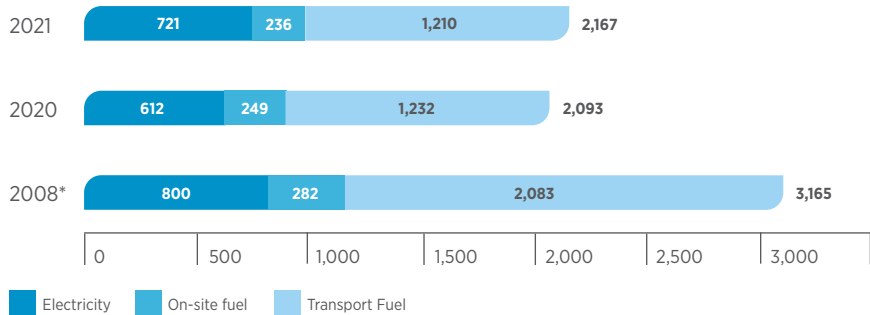


An aerial view of Clarke's Flourishing Garden location in Roselle, Illinois that recently became LEED Platinum certified.

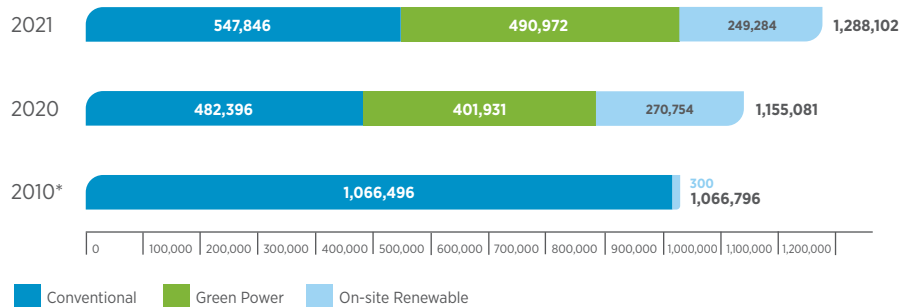
ENERGY DATA



TOTAL CARBON FOOTPRINT (Tonnes, CO₂e)



ELECTRICITY BY SOURCE (Kilowatt Hours)



ELECTRICITY RETURNED TO GRID (Kilowatt Hours)

	2010*	2020	2021
Returned to grid	0	(81,472)	(74,057)
Net Total	1,066,796	1,073,609	1,214,045

*Year Clarke began tracking metric.



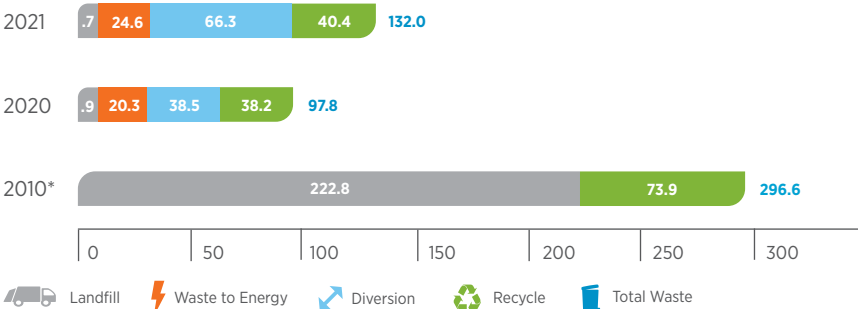
Making the Most of Less Waste

Clarke's Zero Waste program aims to decrease the waste we produce, divert the waste we can't eliminate and send what we can't divert to waste-to-energy. The impact of our initiatives goes beyond preserving landfill space. They save energy, reduce GHG emissions and ensure the greatest value is given to the materials we use to produce our products and services.

In 2020, we renewed our focus on the core elements of our program. For example, we zeroed in on waste stream performance to ensure the packaging and shipping containers that we repurpose through our supplier's take-back program were tracked and measured. Including this important Zero Waste data in our waste tracking helped us get our waste diversion rate back on track at 81 percent. This was despite an approximate 33 percent increase in our total operational waste in 2021 generated by the 45 percent increase in our manufacturing operations.

Our Zero Waste Committee meets every six weeks to review our progress towards our targets. This committee and meeting structure has helped to amplify our efforts, ensure consistent data collection and engage a new generation of Clarke coworkers to be passionate Zero Waste advocates.

WASTE DISPOSAL BY METHOD (Tonnes)



* Year Clarke began tracking waste metrics. NOTE: Operational waste does not include waste from our product exchange program, which is tracked separately and disposed as hazardous waste in accordance with EPA requirements.



Carbonfund.org Partnership

As an important part of our environmental responsibility initiatives, Clarke has offset a portion of our Scope 1 and 2 annual carbon emissions since 2011, and, in partnership with Carbonfund.org, we reached carbon neutrality in 2019. For over 10 years, we have supported third-party validated and verified voluntary carbon offset projects around the world, neutralizing almost 13,000 metric tons (28,000 pounds) of carbon dioxide emissions.



*** Clarke delivers 100% of our catch-basin service using hybrid vehicles and bicycles, avoiding approximately 151 tonnes of carbon emissions annually.**





J. Lyell Clarke introduces the 2021 Day of Caring – an event where every Clarke coworker gathers for a full day of local community volunteering.



COMMUNITIES NEAR AND FAR

Respect, Love, Connectedness

We understand that our actions matter. They ripple across our organization, throughout our industry and into the global community. That is why we are deeply grounded in stewardship and service.



Clarke coworkers wrap up their Day of Caring event spent restoring the Jordan River located in Utah.

Our approach to social responsibility is rooted in our values of caring for the planet, caring for people and being passionate about what we do. Through coworker volunteerism and our philanthropic initiatives and matching gifts program, we give back to the communities in which we live and work – both at home and throughout the world.

Highlights of Our Work

We continued to provide full-time coworkers with 20 hours of paid volunteering time to engage in community activities and, new in 2021, we provide 10 hours of paid volunteer time for seasonal staff.

We supported the American Red Cross with six blood drives, donating 263 units of much-needed blood during the height of the pandemic when donations to the organization were at an all-time low.

We celebrated the 10th anniversary of Clarke's Day of Caring and 30,000+ hours of philanthropic activities since 2011.

2021 Progress

90% coworker engagement.

2,851 volunteer hours valued at \$102,764, equivalent to the payroll of 1.37 full-time coworkers.



*** In September of 2021, when we were able to gather in person again, we celebrated the 10th anniversary of Clarke's Day of Caring and over 30,000 hours of community service since 2011.**

2021 Day of Caring Events

Adopt-a-Highway, Illinois
Adopt-a-Stream, Illinois
Battelle Darby Creek Metro Park, Ohio
Bedmats for Homeless Veterans, Illinois
City of Clearwater, Minnesota
Cinderella's Closet, Illinois
Community Cooperative, Florida
Davison Township, Michigan
DuPage County Forest Preserve East Branch, Illinois
DuPage County Forest Preserve St. James Farm, Illinois
Feed My Starving Children, Illinois
Fish for Trash with Solvita Fishing Club, Florida
Friends of Caroline Hospice, South Carolina
Helping Hands Center, Illinois
Humanitarian Service Project, Illinois
Illinois Prairie Path, Illinois
Jordan River, Utah
Lake Bistineau State Park, Louisiana
Nature Conservancy, Virginia
Northern Illinois Foodbank, Illinois
Palm Beach County Food Bank, Florida
Riverbank Cleanup in Richmond, Virginia
Salvation Army, Illinois
SCARCE, Illinois
Schweitzer Environmental Center, Illinois
Second Harvest Food Bank, Florida
Snake River Cleanup, Idaho
The Talkin' Monkeys Project, Florida

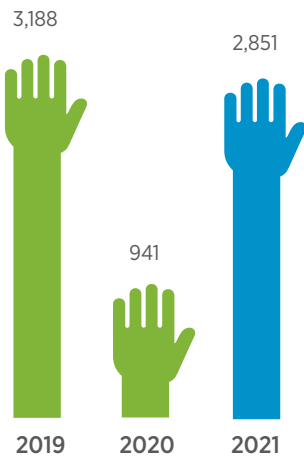




"I have witnessed in my own family how, thanks to research, advances in the treatment of cancer and the quality and length of life for patients has been vastly improved. That is why I run to raise funds for cancer research."

J. Lyell Clarke, President and CEO

VOLUNTEER HOURS



To showcase coworkers' volunteer activities, we invited everyone to share their stories and photographs via our Kudoboard.



Supporting Communities Locally and Globally

As with so many things during the pandemic, we had to envision new ways to give back when in-person activities were curtailed. After an initial drop in volunteerism in 2020 due to COVID restrictions, we made shifts in the way we engaged with communities, enabling us to broaden our outreach, become more spontaneous in our philanthropic endeavors and engage more coworkers in community projects.

Reimagining Our Day of Caring

In 2020, with the pandemic shutting down our annual Day of Caring, Clarke's team quickly reimagined how we could give back to communities in a time of exceptional need. The result was Clarke's 180 Days of Caring, held from October 2020 to April 2021. Our team created a game board with tailored projects that allowed for flexibility and connectivity. Clarke coworkers, being their passionate and creative selves, donated their time to causes as wide-ranging as hurricane cleanups, elephant washing, and volunteering at vaccine clinics. Given the popularity of our first 180 Days of Caring in 2020 – 85 percent of Clarke coworkers participated – we did it again in 2021.

Stepping Up When We're Needed the Most

In response to a critical shortage in blood donations due to the pandemic, Clarke held six blood drives at our Campus and Garden locations in 2021. Coworkers donated a total of 263 units of blood to the American Red Cross, helping approximately 789 people in need. In January 2022, we were honored to be welcomed into the Clara Barton Society Gold in recognition of our efforts in support of the Red Cross.

In addition, over the past two years, we have donated:

- \$1,600 in matched gifts to help Australians affected by the 2020 bushfires
- \$5,000 to victims of the December 2021 tornado in the Midwest
- \$19,000 for Textrade Nitrile Glove donations to hospitals
- \$10,000 to the Northern Illinois Food Bank at the height of the pandemic
- \$10,000 to the Louisiana Mosquito Control Hurricane Laura Disaster Relief Fund
- \$250,000 to the 1st Street Plaza Fund, St. Charles, Illinois



Clarke's Blood Drive Committee organizes blood drives at our Illinois locations throughout the year. Each blood drive is open to the public as well as our coworkers.



The Clarke Cares Foundation's partnership with Pure Water for the World equips Latin American families with safe water and sanitation solutions.

NET for NET

Swinging for the Nets



Since 2010, the Clarke Cares Foundation has partnered with The Carter Center to support their efforts in eradicating mosquito-borne diseases. Through our efforts, we have delivered over 275,000 insecticide-treated bed nets and protected more than 650,000 people from malaria and lymphatic filariasis in Nigeria.

In 2020, COVID forced us to cancel our annual Swing for the Nets golf outing, but the need for bed nets did not go away. Many of our golf event sponsors opted to continue their annual Clarke Cares contribution during 2020, funding the donation of 12,000 bed nets to African families through The Carter Center.



Clarke coworkers volunteer each year for the Swinging for the Nets golf outing.

SAFE WATER SAVES LIVES

Saving Lives with Safe Water

In alignment with our vision and mission to make communities around the world more livable, safe and comfortable, in 2021, we continued our commitment in support of Pure Water for the World, a non-profit dedicated to providing access to safe water and sanitation. We donated \$10,000 to equip 58 homes in Trojes, Honduras, with biosand water filters and to supply 40 homes with construction materials, instruction and supervision for building latrines.

*** In 2021, we were back on the green in full swing with 144 golfers, sponsors and donors who helped us raise funds equivalent to 18,000 bed nets to be delivered in 2022.**



Clarke cares.
globally
and
locally



Give to Tomorrow™

Supporting Environmental Action

Through Clarke's Give to Tomorrow grant program, we donate a portion of annual sales to non-profit organizations around the world that are focused on understanding, educating and acting to protect the environment. Clarke coworkers nominate and vote for deserving organizations that focus on issues such as climate change, environmental education, wildlife protection, land and water conservation, and food demands and quality.

In 2021, our coworkers selected the following organizations to receive \$15,000 grants in 2022:

Clark Fork Coalition, Missoula, Montana

Home for Life, Stillwater, Minnesota

The Nature Conservancy Virginia Reserve, Arlington, Virginia

Clean the World Foundation, Orlando, Florida

Coalition to Restore Coastal Louisiana, New Orleans, Louisiana

Alliance for Great Lakes, Chicago, Illinois

Casa Vó Benedita, Santos, Brazil



From left to right: Clarke's Robert Santana, Cherrief Jackson and J. Lyell Clarke present members of the Clean the World Foundation with donation.

*** Since 2015, we have donated over half a million dollars to grant recipients around the world.**

ACKNOWLEDGEMENTS

We would like to thank, and honor, the following individuals and organizations who have (either directly or by serving as a reference point for benchmarking purposes) inspired us, educated us, and worked with us in our efforts toward becoming a company with greater purpose.

• Alliance for the Great Lakes, Chicago, Illinois • Andrew Winston • Aquatic Ecosystem Restoration Foundation (AERF) • Bergson & Campbell, P.C. • Blooming Colors • Boys and Girls Club of Elgin • Bryan Adams • Bryan Spear • CarbonFund.org • Casa Vó Benedita, Santos, Brazil • Case Western Reserve University, Weatherhead School of Management • CHC Wellness • Chris Laszlo • Chuck Fowler • Chuhak & Tecson, P.C. • City of St. Charles, IL • Clark Fork Coalition, Missoula, Montana • Clean the World Foundation, Orlando, Florida • Coalition to Restore Coastal Louisiana, New Orleans, Louisiana • Conscious Capitalism • CORTEVA • David McLaughlin • David Cooperrider • Dr. Ari Levy • EPA's Green Power Partnership • EPA's Wastewise • Fritz Geiger • Fritz Landscaping • Green Manufacturer Network • Home for Life, Stillwater, Minnesota • Illinois Sustainable Technology Center • Interface Flor and Ray Anderson • Jay Womack • Jon Berghoff & XChange • Junior Achievement • Kathrin Bohr • Kathy Partridge • Kay McKeen • Marty Serena • Michael Braumgart • Midwest Aquatic Plant Management Society (MAPMS) • North American Lake Management Society (NALMS) • Patagonia • Pizzo and Associates • Pure Water for the World • Raj Sisodia • Responsible Industry for a Sound Environment (RISE) • School and Community Assistance for Composting and Recycling Education (SCARCE) • Serena Sturm Architects, Ltd. • Simon Sinek • St. Charles East High School • Stakeholder Research Associates Canada, Inc. • Talking Talent • The American Red Cross • The Bill and Melinda Gates Foundation • The Carter Center • The Fowler Center for Business as an Agent of World Benefit • The Nature Conservancy Virginia Preserve, Arlington, Virginia • The Rodale Institute • V3 Companies • Village of Roselle, IL • William McDonough



David McLaughlin, Vice President of Marketing, retired from Clarke in January of 2022. Throughout his 18+ years with the company, Dave brought passion, joy, humor and inspiration to his work and to Clarke's culture. Dave is one of the foundational leaders in our journey to become a more sustainable enterprise and to create a culture where business prospers, coworkers thrive and nature flourishes. His influence is reflected in this report as well as every one of our prior Sustainability Reports. It is fitting that we honor and recognize Dave in this report – **Principled** – for he truly embodies each and every one of our Guiding Principles.

COWORKERS

Abby Palcer	Christian Rezende	Frank Clarke	Jorge Salgado	Megan Lauderdale	Sarah Sebbi
Aisha Trent	Christopher Dembowski	Gabriel Santiago	Josie Belter	Meghan Muscato	Scott Crowley
Allen Gent	Christopher Rysso	Gabriela Simone	Julie Reiter	Michael Bonete	Scott Schneider
Amanda Andrade	Clark Wood	Garrett Schwarz	Justin Prickett	Michael Delgado	Sean Healy
Amy Kay	Clint Hennessey	George Balis	Karen Larson	Michael Gaither	Shannon Wachowski
Amy Rogers	Collin Brown	Grant Black	Kattie Morris	Michael Kroll	Shyamal Majumdar
Andrea Levey	Crystal Challacombe	Gregg Granger	Kelsey Sode	Michael Muldoon	Stephanie Hubacek
Andres Lopez	Crystal Davis	Griffith Lizarraga	Kevin Magro	Michael Rohlman	Stephanie Rodriguez
Andrew Gentes	Daniel Facht	Hannah Frugia	Kevin McCurley	Michael Volpi	Stephen Amrhein
Andrew Rivera	Daniel Fischer	Hans Pedersen	Kim Geissel	Michelle Anderson	Stephen Shannon
Angie Gaul	Daniel Simmons	Harsha Koritala	Kim Schulke	Michelle Selander	Steve Rizzi
April Topel	Danny Meyers	Hector Rios	Kimberly Dunn	Miranda Schield	Sue Stout
Ashlee Haviland	Darrel Bagiotti	Ishmael Harris	Laetitia Leroy	Mitch Hiler	Sydney Brogden
Audrey Oberland	David Boggs	J. Lyell Clarke	Larry Erickson	Mitchell Haynes	Sylvia Griffin
Austin Robak	David Brown	Jack Thennisch	Lauren Lavezzi	Mohamed Farouk	Terry Phillips
Betty Vargas	David Connelly	Jackie Lindeman	Laxmi Shanmugam	Nancy Voorhees	Theodoro Cunha
Bill Gooch	David Kell	Jacob Britton	Linda Kidd	Nandita Chowdhury	Thomas Kessler
Bill Jany	David Walker	Jaime Korbecki	Linda McDonagh	Nichole Sumpter	Tom Wawrzyniak
Bill Quinn	Debbie Morton	James Griffin III	Lisa Doherty	Nivaldo Carlucci	Tommy Pemrick
Brandon Holloway	Deborah Schoening	James Le May	Liz Bolivar	Patricia Johnston	Tommy Purdom
Brian Deenihan	Derek Dillard	James Stewart	Liz Jaiyeoba	Paul Latshaw	Tonya Sellers
Brian Erickson	Derek Drews	Jamie Dunn	Loretta Gonzalez	Peter Filpansick	Tracy Hutson
Brian Jazdzewski	Derek Voigt	Jamie Kutzke	Lori Clemence	Peter Gleason	Travis Grana
Brian McGovern	Doug Carroll	Jeff Hottenstein	Lori Price	Peter Mantas	Vickie Lubas
Brianna Garza	Eladio Salinas	Jeff Larson	Louis Miceli	Peter Ramsay	Victoria Hyrczyk
Bryce McGowan	Eli Martinez	Jeff Paul	Lucas Britton	Quentyn Wheatley-	Viktor Feher
Caio Melo	Emily Kluger	Jeffrey Knox	Mackenzie Wilson	Corbett	Wade Weikart
Cajethan Numfor	Eric Capostagno	Jeffrey Velazquez	Madeleine Schmitz	Ramil Borja	Wesley Gruenberg
Carlos Moncada	Eric Fishman	Jennifer Biancalana	Mariah McClain	Raymond Henker	Wesley Hawk
Carrie Aitken	Eric Goebel	Jeremy Stoltzner	Mariann Cumbo	Rhonda Deliman	William Crawford
Chandler Carrico	Eric Sandoval	Joanna Tyszk	Mario Szczesny	Rhonda Philp	William Hjort
Channel Richardson	Eric White	Joe Haufle	Mark Jones	Robert Clarke	William Michaels
Cherilynn Boele	Erica Cramer	Joe Naro	Mark Newman	Robert Olson	William O'Connell
Cherrief Jackson	Fabio Magro	John Carter	Mary Rob Clarke	Robert Santana	Wyatt Windham
Chris Novak	Fernando Munoz	John DeSanto	Matt Brown	Ryan Arkoudas	Yemi Bullen-McClain
Chris Quanstrum	Fernando Rivera	Jon Ostrowski	Matthew Swanson	Samantha Morton	
Chris Reed	Frances Kanouse	Jorge Rivera	Maxwell Haase	Sammy Matias	



MAKING COMMUNITIES AROUND THE WORLD MORE LIVABLE, SAFE AND COMFORTABLE



Making communities around the world more livable, safe and comfortable.

GLOBAL HEADQUARTERS

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clarke environmental



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