



2018



NEAL MAST GREENHOUSES

Corporate Sustainability Report





NEAL MAST GREENHOUSES



The concept of Sustainability at NMG goes back to 2007 and started with a request from one of our customers to attend a meeting in Dallas, Texas. We met with other growers to discuss the topic of Sustainability, along with representatives from a company called Scientific Certifications. The purpose of the meeting was to discuss the idea of Sustainability and Certification and we were invited because of our ability to think outside the box and our willingness to try new things.

Sustainability had always been important to NMG, we just didn't call it that. We always said we have to be good stewards of our resources which included our purchasing practices, reducing shrink and eliminating waste. We have always felt it wasn't right to waste things and at this meeting, we learned a new word – Sustainability.

We learned about Veriflora at this meeting and then tasked a large team of people at NMG to spend the fall of 2007 getting all the documentation together to meet this gold standard certification in sustainable growing. We were the first grower to get this certification in the United States in the beginning of 2008.

We have recertified each year since and this is done through an annual recertification audit. No one requires us to do this, and although a costly certification, we feel it is the right thing to do. We don't pursue this to be recognized by the customers. Our view was that if this is what you believe and how you want to operate, then have a 3rd party come in and verify that you are doing the right things. We also received our Organic certification in 2009.

In the fall of 2009, we said Veriflora is good but being a “sustainable business” is really more than this. We started working on other projects and wrapped them together in an initiative we called Project Greenhouse. We later formed a more formalized group called the Sustainability Team in the fall of 2010. The motivation behind it was finding ways we can we start getting our people in the company engaged and involved.

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We set up our first team with a cross-section of employees because we said this isn't a management thing, but needs to be something that all employees can participate in. In 2017 we reviewed and updated the purpose of the team, rebranded and now call it The Sustainemunity Team.

This stands for -

Sustainable, Engaged, Community

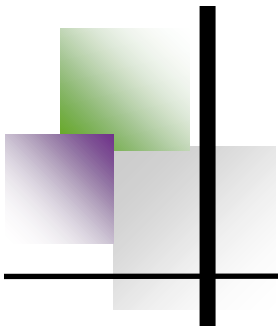
Over the years we have worked on many projects, created a monthly newsletter, publish an annual Corporate Sustainability Report and recently completed a report explaining the history of Sustainability at NMG to share with all employees, suppliers and customers.

Each year is an exciting opportunity to have new members, new ideas and new goals to help make something that is so important to all of us a continuing reality. We can all make a difference and NMG is committed to being a part of a sustainable business.



Jim Raterink
President / CEO





OUR CORE VALUES



"How we make decisions...how we do business."

Integrity has always been central to the way NMG/MYP does business and the cornerstone of a set of core values that drive every decision we make in our company. Our reputation is more valuable than anything else we possess and as we continue to grow and expand – we must be even more vigilant to ensure that our reputation is maintained in every aspect of our business. By creating an environment of trust and understanding, good people can make good decisions.

Everyone at NMG/MYP has a responsibility to treat others with respect and to appreciate each person's contributions. That appreciation strengthens commitment and promotes personal accountability. Every job is important and it takes the efforts of the entire team and their commitment to the team to be successful.

Being a sustainable business is who we are, not just what we do. It is interwoven in every aspect of our company. We've been around for a long time and that doesn't happen by resting on past successes. NMG/MYP keeps winning by being proactive and looking ahead. Having short and long term business goals and adapting to changing markets and customers, keeps us flexible in moving forward. On-going examination of every process for improvements or efficiencies is embedded in our culture.

"Fun" is a word not usually found in a set of company core values, but it is in ours. Having a casual and informal culture is just one of the reasons we have so many long-term employees.

Honesty and Integrity: Honesty is the quality of being fair and truthful. Integrity relates to your conduct, the way in which you perform, adhering to an ethical and moral set of principles.

Respect: To show regard and consideration for the people we work with and the customers we serve.

Accountability: Being responsible for your actions to yourself and the team.

Sustainability: Continually evaluating our three P's (people, planet and profit) to ensure that we are operating in ways that are beneficial for all three.



Fun: To work in a manner that is informal and approachable with all the people that you come into contact with on a daily basis.

Adaptability: The ability and willingness to change to benefit the business and our customers.

Constant Improvement: Winning through continuous change in how we conduct our business.

NEAL MAST GREENHOUSES



“Sustainemunity at NMG/MYP encompasses an enduring commitment and collective strategy to People, Planet and Profit.”

“Sustainemunity” is the term we use at NMG/MYP to wrap all three segments of our sustainable business plan under one umbrella. Sustainability is more than being an eco-friendly business, it includes our employees, our community, the environment and being a fair, ethical and responsible employer.

At NMG/MYP, we’ve mapped out our strategy into an “organizational chart” of 9 interwoven categories of sustainability. This visual representation of our strategy allows us to easily explain what initiatives fall under this umbrella, their benefits and how many of them serve multiple categories. This chart also provides an ongoing record of our wins and successes that we can continue to build on each year.

PEOPLE			PLANET			PROFIT		
Employees and our Community			Environmental Stewardship			Responsible Business		
1	2	3	4	5	6	7	8	9
Health, Safety and Well Being	Our Employees	Sustainable Communities	Energy	Natural Resources	Reduce, Recycle, Reuse	Governance & Ethics	Value for Stakeholders (internal and external)	Communication and Leadership

The NMG/MYP Sustainemunity Team is comprised of employee volunteers from different departments and locations throughout the company. These volunteers serve for one year and work collaboratively on goals or projects for that season. The team’s purpose is to make recommendations to the company regarding policies, initiatives and events to promote an engaged, sustainable community.



EMPLOYEES AND OUR COMMUNITY

Health, Safety and Well Being	Our Employees	Sustainable Communities
Proactive Initiatives for Better Health and Safe Work Environment	Fun and Reward	Education and Related Activities to Benefit the Greater Community
Annual Sustainability Week - Blood Drive, Flu Shot Clinic, Lunch and Learn sessions about health, home energy improvement or safety, flower bulb giveaway, Conquer the Chaos Day for company wide workspace cleanup	Birthday gifts and Years of Service rewards	Encouraging employee Sustainability with giveaways like lightbulbs and reusable grocery bags
	New tee shirt each year to promote company initiatives or goals	
	Gifts and parties at Labor Day and December Holiday	Annual drive for charitable organization - missions, animal shelter, food pantry, boys and girls clubs, etc.
	FFYI Weekly Bulletin for current happenings, birthdays, new employees, meetings, safety updates and promoting employee efforts and callouts.	
Growing Department Testing and Training		Donate plants and plug trays to hospitals, rest homes, community gardens and organization to assist home owners with improvements.
Annual All company training day for safety, WPS and recycling	Employee Free Flower Days (3) and Annual Employee Garden Day	



People and communities includes three separate areas of focus:





EMPLOYEES AND OUR COMMUNITY



Health, Safety and Well Being

"Proactive initiatives for better health at work and at home and a safe workplace environment."

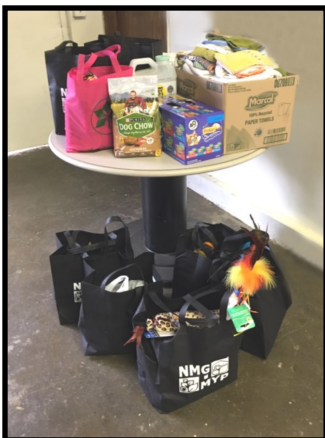
Encouraging healthy lifestyles for our employees and their families is beneficial for all, and we promote this in a variety of events and education. Each year during Sustainability Week in October we offer a flu shot clinic that is open to all employees and their families. During this same week we organize a company wide blood drive that is also open to community participation.

Sustainability Week 2018

Our Blood Drive was another success with 13 donors giving blood. Because each individual donation can save up to 3 separate lives, 39 Michigan lives will potentially be saved due to this blood drive!



25 employees received their flu vaccines on Flu Shot Friday and we did it on schedule. Our visiting nurse was very complimentary on how we kept it moving!



For 2018 our annual employee drive went to benefit the Kent County Animal Shelter. We collected more than 8 full shopping bags and numerous boxes of toys, food, treats, cleaning supplies, towels, and other care items.



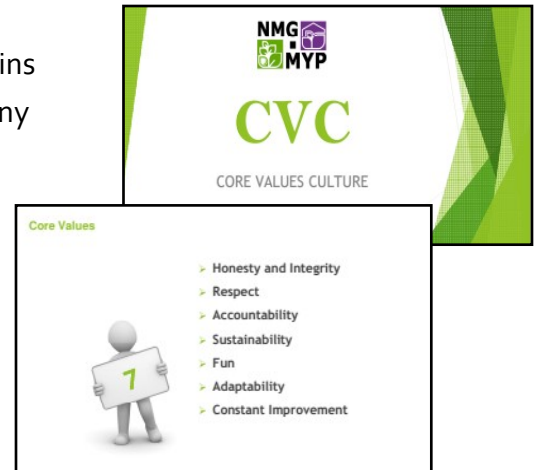
EMPLOYEES AND COMMUNITY

Sustainability Week 2018 (continued)

Training at NMG is a group effort and in 2018 we added a new presentation called Core Values Culture. This presentation explains the vision, mission and culture of NMG, all based on our 7 company core values.

Each of the core values is defined and examples are given of how we demonstrate those values in our speech and actions every day in the workplace. All Company Training Day includes:

- **NMG Start 2 Finish Safety Program** (safety rules and daily safe work practices)
- **WPS—Workers Protection Standard**
- **CVC—Core Values Culture**
- **NMG—Recycling for People, Planet and Profit**



For training day, everyone wore their **OBW** tee shirt. All employees received their shirts during annual reviews in 2018. **OBW** stands for **One Best Way**, a company wide initiative for eliminating steps, touches or paper, to find the one best way in their processes. Each department was tasked with examining all their SOPs, and finding improvements in efficiency. Results are tracked through an accessible compilation sheet and shared in monthly updates.



One of the goals for our **15th Annual Conquer the Chaos Day** was to reduce electronic file space by cleaning out old files, photos and emails on each of our drives. We achieved a whopping 37% space reduction in personal drives and 6% in the public and sales drives. Cleaning up mail-box space, we achieved a 10% reduction which translates to eliminating 192,087 emails!



EMPLOYEES AND COMMUNITY

Sustainability Week 2018 (continued)

Our lunch and learn for Sustainability Week was an awesome presentation from Consumers Energy.



This interactive presentation showed people how to save energy in their home, not only with electricity, but how to save on natural gas and water as well!



We had many positive comments from employees regarding the presentation and how fun it was to be so hands on during the demonstrations.



Spring Bulbs Giveaway—195 bags of spring flowering bulbs were mixed, bagged and distributed—enough for all full time employees and all temporary employees working on site that day!



EMPLOYEES AND COMMUNITY

Promoting the benefits of our industry was an area that this years Sustainemunity Team focused on.

First, we started by placing more of our plants in our office areas. They clean the air, promote our products and enhance the workspace for employees and visitors.

We also utilized the News to Use Bulletin and each month highlighted a specific benefit of trees, plants and shrubs. This could be environmental, health related, property values, or quality of life to name a few.

Each month we also included one topic that was educational about NMG and to help explain why we do what we do as a company. These were topics like trialing and testing beneficial insects, important safety practices, why we publish a corporate sustainability report and participation in America in Bloom.



We also worked on updating the landscaping of our own facilities – promoting what we do and improving the look of our greenhouses!

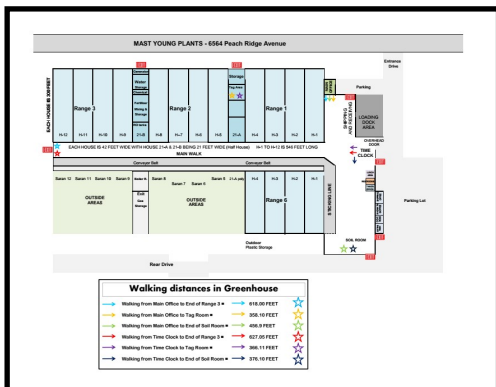


EMPLOYEES AND COMMUNITY

"Creating a culture of fun activities and opportunities to show appreciation."

Fun is one of NMG/MYPs core values. Along with a relaxed, casual environment, we try to inject "fun" into our workplace through events, gifts and publications. Birthday gifts and years of service awards give recognition to employees on their special days.

We have a weekly **FFYI** (Friday For Your Information) E-Bulletin that hits every email box on Friday mornings. The FFYI gives employees a snapshot of the upcoming week and includes: birthdays, years of service anniversaries, new employees, important meetings, events, and days worked without injury. We also include High-Five callouts for employees and departments that have gone above and beyond and company "wins" from the previous week.



Promoting healthy lifestyles is beneficial to all. This year, one of our team members created walking maps and routes for each of our greenhouses to encourage employees that walk for exercise. Many people are counting steps and having distances mapped out allows them to choose different routes to hit their goals!





EMPLOYEES AND COMMUNITY

In previous years we have hosted fun and educational children's days in our Bristol Display Garden. For 2018 we changed up the event to host all employees and their families.

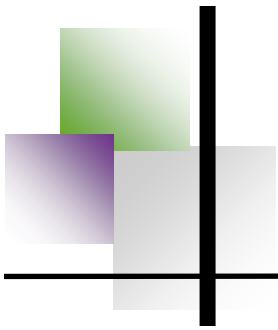


For hands on participation, everyone had the opportunity to plant up a beautiful container for their porch, patio or deck. A variety of plants were available and a nice selection of assorted pots and bowls.



We had lots of snacks to share while visiting with coworkers and a "photo ready" seating area was preset in the garden so everyone could have their pictures taken in one of Michigan's premier display gardens!





ENVIRONMENTAL STEWARDSHIP

Energy	Natural Resources	Reduce, Recycle, Reuse
Gas and Electric (what we pay for)	Water, Trees, Reducing Carbon Footprint	Reducing our Negative Impact
Energy Efficient Light Fixture Replacements	Ebb and Flood System	Reuse Trays
High Efficiency Roof Poly	Outdoor Drip Irrigation	Returnable Crates and recyclable shippers
Energy Curtains	Composting Green Waste	Recycling Onsite - paper, cardboard, plastics, metal, styrofoam and electronic waste - recycle funds into employee events.
Boiler and Pipe Wraps and regular inspections for efficiency and safety	Full Loads on Carts and Trucks	
Equipment testing and maintenance to optimize energy efficiency	Eco Friendly Cleaning Products	Inventory Reduction
Participation in industry councils and forums to learn from others and share best practices for energy conservation	Hardgoods w/post consumer content.	Record Retention Schedule for Shred and Recycle



Planet and environment include these three areas of focus:





ENVIRONMENTAL STEWARDSHIP



Energy—Natural Gas and Electricity

Growing plants takes heat and light and lots of it. At NMG/MYP we are constantly looking for ways to reduce our energy use, whether it's electricity or natural gas. One of the first things we can do is to ensure our greenhouses are full and the space is being used efficiently, along with more frequent turns so we are producing more plants in the same space.

Another way we save energy is to ensure our facilities and equipment are well maintained. Performing regular preventative maintenance on equipment and enlisting our vendors for training, helps to keep our staff up to date and equipment running smoothly using less energy. Regular facility inspections for seals and leaks and testing for heat loss helps us to conserve our natural gas usage.

NMG also leverages the great relationships we have with other greenhouses and growers committed to sustainable growing. Our team gives tours of our facilities to visiting growers as well as touring other facilities all over the country and sharing best practices.

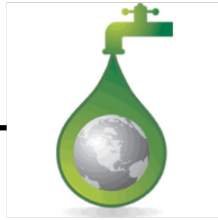
Other ways we have worked to reduce our energy costs are:

- Wrapping pipes and boilers to retain heat as well as extensive boiler tune-ups.
- Using high-energy roof poly and double-wall poly on all outside walls to prevent heat loss.
- Installed energy curtains for the reduction in natural gas used and received a federal grant for large part of this expense.
- Systematically replacing hundreds of old fluorescent and halogen fixtures and bulbs with LED. We also continue to test and trial new energy efficient lighting as technology develops.





ENVIRONMENTAL STEWARDSHIP



Natural Resources—

Water, Trees and Reducing our Carbon Footprint

Being good stewards of our natural resources starts with efficient production, finding the best ways to achieve the most, while using the least amount of resources. At the end of the process, we make sure our rolling racks and carts are full and the trucks that they are shipped on are full, reducing freight to the least number of trucks and trips. This reduces our consumption of fuel and the resulting carbon emissions.

To help conserve water, drip irrigation is used instead of sprinklers in outside production areas. This also helps to keep fertilizers out of the ground water. We also to use drip lines for hanging baskets indoors and utilize a highly efficient ebb and flood watering system.

In June of 2017 a NMG Goal Team was tasked with documenting and studying historical data of water usage for all 4 NMG locations. This data includes all water delivery methods, amount of water used by facility and crop, sanitation needs and diagramming facility systems. This team is now moving into the 2nd phase of the goal with studies of new technology, recommendations for new and upgraded equipment, and estimated water savings and efficiencies. At that time a water reduction target will be set and tracked.

Purchasing materials made with recycled content helps us to close the loop, whether it's cardboard packaging, printer paper or plastic pots and trays, all contribute to the reduction of virgin materials.



Setting targets to reduce your carbon footprint starts with knowing your carbon footprint. NMG has been collecting and submitting data since 2010 to annually calculate our CO₂, working with a third party company. We scored very well and were recognized for our efforts by the Carbon Disclosure Project. Over the 2016-2017 season, we had an internal team working on the development of a template that could be updated monthly by individuals within the company and automatically calculates our score. This data includes utilities, travel mileage, freight, etc. With this template complete, we have tested it using previous years information. Going forward we will be able to calculate our score on our own, saving the fees and increasing profit.





ENVIRONMENTAL STEWARDSHIP



Reduce

The less you buy, the less you have to dispose of— not only at our greenhouse, but for our end consumers as well. Reducing packaging whenever possible, making sure packaging we do buy is recyclable and made with recycled content. Even small things like duplex printing, and hand dryers make a big impact over time in paper reduction and saving trees. Good planning on the front end also keeps our hard goods purchasing close and eliminates excess inventories of pots, tags and other plastics.



Reuse

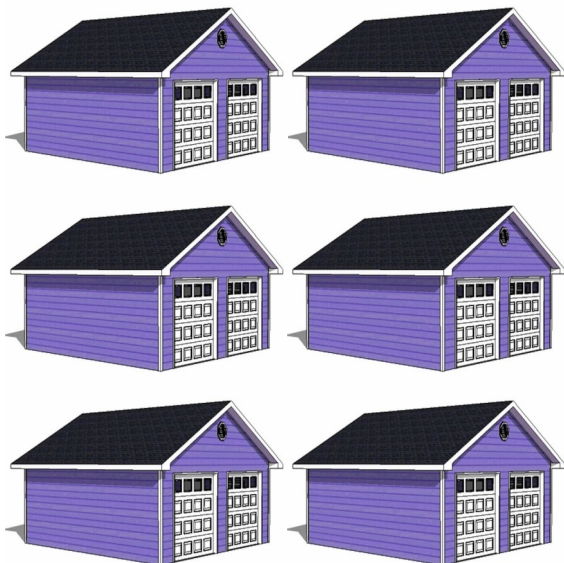
From plant trays to 3 ring binders, reusing what you already have isn't just about saving money, it's about keeping that material out of landfills. Plastic trays are one of the easiest items to reuse multiple times and we sanitize and reuse thousands of trays each year. We are also fine tuning the process for the plastic being returned via our retail customers.

In 2011 NMG committed to an aggressive recycling goal (1,000 tons) and reduction of 50% in solid waste disposal. We reached 1,000 tons in July of 2016 and a 63% reduction in disposal. Since July of 2016 we have recycled another 234.13 tons of materials.



Recycle

One way we did get an immediate uptick in return during 2018 was to install sorting barrels for metal in our maintenance department tool areas. We quickly gained additional pay back by sorting more expensive metals and it allowed us to take smaller loads to the recycler without using our semi truck, saving on our recycling costs.



During the 2018 season, we recycled 121,431 lbs. of corrugated cardboard, 3,966 lbs. of mixed paper, 1,112 lbs. of office paper, 73,317 lbs. of agricultural plastics and 16,786 lbs. of metal. This will save more than 1,635.7 cubic yards of landfill space—enough to fill SIX standard, two-stall garages!



RESPONSIBLE BUSINESS

Governance & Ethics	Value for Stakeholders (internal and external)	Communication and Leadership
Fair and Ethical Business Practices	Increasing our Value for External to Benefit Internal	Oversite and Inspiration
Fair Labor Practices	Annual WM Sustain. Survey and annual CDP Reporting	Commitment to Sus Business Practices
Accurate Reporting Practices	Ongoing Ed / Dev for EEs to promote from within	Monthly Sustainability Bulletin
Employee Handbook and Code of Conduct	Veriflora Certification and Organic Certification	Promote Company Initiatives
Annual Culture Training- Values and Harassment Prevention	Provide 150+ FT jobs, 200+ Seasonal jobs and hundreds of temporary positions.	Provide Funds/Opport For EE Involvement
Annual Supervisor School for training and development		Sponsor America in Bloom Award/Program
Annual compliance audits for benefits, retirement plan and workers compensation to confirm accurate reporting	Affordable health/welfare benefits and employer matching retirement plan	Annual Corporate Sustainability Report



Being a profitable and responsible business includes:





RESPONSIBLE BUSINESS

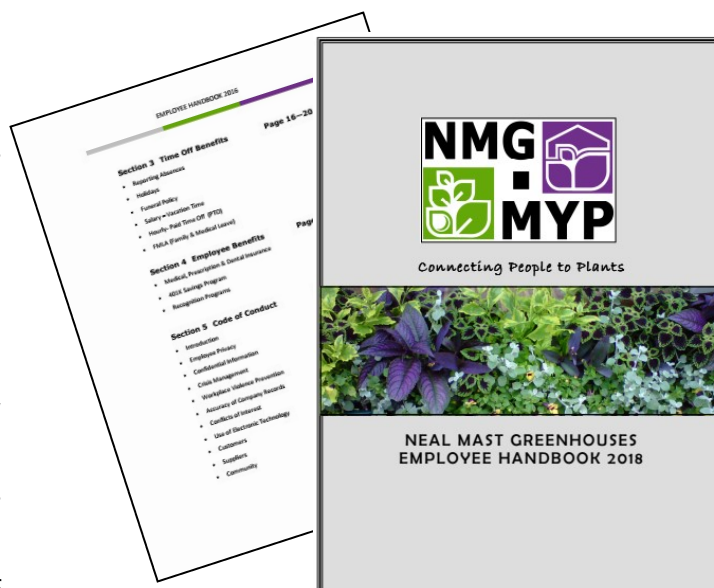


Governance and Governance and Ethics

Fair and ethical business practices.

Fair labor practices and compliance with all applicable laws and regulations is central to maintaining an ethical business. In order for the company to operate effectively, consistent policies in relationship to personnel must be adopted and adhered to.

Our handbook provides the policies of NMG/MYP and are intended to provide an equitable structure for all employees. The policies in our handbook are reviewed annually and improved as we find new and better ways of meeting the needs of our employees as well as NMG/MYP and those of our customers.



NMG/MYP complies with all governmental reporting requirements, filings and standard accounting practices. Our internal processes are also audited annually during our Veriflora Certification process, 401K Plan audits and testing, and ACA reporting.

Being transparent and regularly sharing metrics and budgets with our employees enables our team to better understand the financial decisions made by the company, and how what they do everyday contributes to the team's success.





RESPONSIBLE BUSINESS



Value for Stakeholders (internal and external)
Increasing our value for external to benefit internal

Veriflora and Organic Certified



Each year **NMG/MYP** goes through an extensive audit with **SCS** (Scientific Certification Systems) to be a **Veriflora Certified** Grower. This certification shows that our plants have been produced in an environmentally and socially responsible manner with high quality standards using:

- Quality supporting handling practices from seed to store that allows you to enjoy flowers and plants that look beautiful and last longer.
- Environment practices that reduce energy consumption, landfill space used, conserve water and support healthy ecosystems.
- A healthy, equitable workplace that supports employees, their families and the community.

Our company was the first potted plant grower in the US to become Veriflora certified, and in December 2011 we received our first Organic Certification. To learn more about Veriflora, visit:

scsglobalservices.com/veriflora



NMG/MYP participates annually in the Walmart Sustainability Index. This vendor tool allows us to submit information and receive a score based on our activities in sustainability and suggestions for improvement. This was launched in 2009 in collaboration with The Sustainability Consortium (TSC). The Index helps retailers and their suppliers improve the sustainability of their products, integrate sustainability into the business of buying and selling merchandise and reduce cost, improve product quality and create a more resilient supply chain.



RESPONSIBLE BUSINESS



Value for Stakeholders (internal and external)

Increasing our value for external to benefit internal

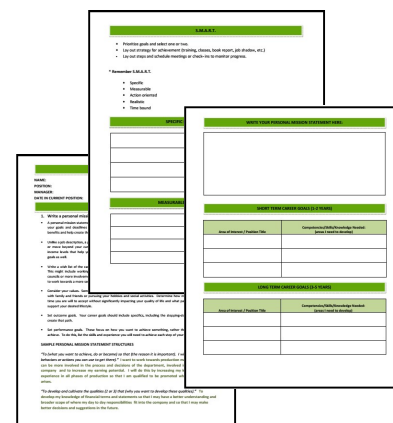


Providing good jobs and family friendly benefits is a win-win for Neal Mast and our community. The number of employees at NMG/MYP has more than doubled in the last decade with more than 250 full time employees. Longevity is high among NMG/MYP employees with 46% of our employees over 5 years of service, 34% over 10 years of service and a management team that averages 12+ years of service.

Offering medical, dental and life insurance benefits means that our employees can be sure that they and their families are well taken care of. Providing paid time off with a healthy vacation and personal time policy is important for health and well being - giving employees the opportunity to rest and recharge. We also provide a 401K retirement plan that encourages employees to prepare financially for their future.

We are committed to our annual employee review process. During these reviews we discuss wins, opportunities and individual development plans for moving up in the company or increasing responsibilities. NMG provides an assortment of ongoing educational and development opportunities for employees to enhance their knowledge, experience, develop new skills and grow their "personal brand".

This training may be in a large group setting, as part of a small team or as an IDP (Individual Development Plan).





RESPONSIBLE BUSINESS

Internships



One aspect of being a sustainable business is encouraging the next generation, whether it's in growing, research or commercial production management. Neal Mast provides internship opportunities each year for students pursuing careers in the horticulture industry.

We've made a considerable investment in furnished housing on our property that allows us to host from 4 to 6 interns per year. Interns have come from all over the country with a common passion for horticulture and we provide the opportunity for hands on, real world experience in a commercial growing establishment.



We move them between locations during the course of their internship to allow for the most well rounded experience. This can be in our young plant facility, finished growing or in the display garden. We also move them within facilities to shadow and work with different Section Growers on a variety of crops.

Maintaining strong relationships with colleges and universities that have well known horticulture programs is key to the success of our internship program as well as organizations like the American Floral Endowment.



The American Floral Endowment (AFE) is an independent non-profit organization that funds research and scholarships in floriculture and environmental horticulture for the benefit of growers, wholesalers, retailers, allied industry organizations and the general public.



RESPONSIBLE BUSINESS

Communication and Leadership *Oversight and inspiration.*



Commitment to being a sustainable business has to come from the leadership of any organization. Our owner, Jim Raterink and the NMG/MYP Business Management Team are continually developing new initiatives and opportunities for furthering sustainable actions and employee involvement. Part of this process is also committing the funding needed to carry this forward and improvements each year.

Our **News to Use Sustainability Bulletin** is a monthly publication that keeps our employees up to date on the projects of the Sustainemunity Team, minutes from the last meeting, recycling dashboards and interesting articles tied to sustainability. This bulletin also highlights NMG/MYP's community efforts and contributions to charitable organizations.

Publishing an annual **Corporate Sustainability Report** (available on our website) allows job seekers to see NMG/MYP as a company committed to sustainability, not just in words, but in actions. This document is shared with our customers and vendors, giving them insight into how our efforts benefit them and align with their own Initiatives and is also available to all employees on our company public drive.

America in Bloom

Neal Mast has a proud sponsor of America In Bloom since 2012. America in Bloom is an independent, non-profit organization which promotes community beautification programs through the use of flowers, plants, and trees — by sponsoring an annual, nationwide competition between participating communities. AIB helps towns enhance environmental awareness, promote economic development, and improve quality of life.

During our first few years we were a sponsor for the Children's Program Award and the Best Cityscape Award, but have since sponsored the award for the Best Community YouTube video. These 2-3 minute videos highlight a community's involvement with America in Bloom and contain the economic benefits of AIB involvement, before and after photos and video and elements that can be used for grants, promotion or marketing.





STANDARDS FOR SUPPLIERS



Part of being a sustainable company is partnering with like minded suppliers. **NMG/MYP** encourages all our top suppliers to commit to fair and ethical labor practices. Our top suppliers have agreed in writing to follow our supplier standards listed below:

Compliance with Labor Laws - Suppliers and their manufacturing facilities must comply with all applicable national and/or local laws and regulations, including but not limited to those related to labor, immigration, health and safety, and the environment. All labor must be voluntary. Workers must be allowed to maintain control over their identity documents. Suppliers must provide workers with rest days and must ensure that working hours are consistent with the law and not excessive. Suppliers must have hiring practices that accurately verify workers' age and legal right to work in the country prior to employment. All terms and conditions of employment including, but not limited to, hiring, pay, training, promotion, termination, and retirement must be based on an individual's ability and willingness to do the job.

Compensation - Suppliers must compensate all workers with wages, overtime premiums, and benefits that meet or exceed legal standards or collective agreements, whichever are higher. Suppliers are encouraged to provide wages that meet local industry standards.

Freedom of Association and Collective Bargaining – Suppliers must respect the right of workers to choose whether to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively.

Health and Safety - Suppliers must provide workers with a safe and healthy work environment. Suppliers must take proactive measures to prevent workplace hazards. Suppliers who provide residential and/or dining facilities for their workers must provide safe, healthy and sanitary facilities.

Environment - Suppliers should ensure that every manufacturing facility complies with environmental laws, including but not limited to all laws related to waste disposal, air emissions, discharges, toxic substances and hazardous waste disposal. Suppliers must validate that all input materials and components were obtained from permissible harvests consistent with international treaties and protocols in addition to local laws and regulations.

Code of Conduct and Conflicts of Interest – Suppliers must not offer gifts or entertainment to NMG employees. Suppliers may not enter into transactions with NMG employees that would result in a conflict of interest.

Financial Integrity - Suppliers must keep accurate records of all matters related to their business with NMG in accordance with standard accounting practices such as Generally Accepted Accounting Principles (GAAP) or International Financial Reporting Standards (IFRS). They must not permit or engage in bribery, corruption, or unethical practices whether in dealings with public officials or individuals in the private sector.

Problem-Solving Procedure – Suppliers must maintain effective communications and understanding with their employees and have a problem resolution or grievance process in place, without fear of retaliation or job loss.



OUR COMPANY HISTORY



In 1948, Neal Mast immigrated to the United States with his young family, arriving on Ellis Island with \$20 in his pocket and a chest holding all their earthly possessions. They then traveled to Grand Rapids, Michigan where his sponsor offered to help him get established. In his first years in the United States, Neal had little interest in the greenhouse business, having worked in his father's greenhouse growing vegetables with his five brothers from the age of six. He thought in America he would do something more exciting and spent his first years in Grand Rapids working odd jobs in foundries and trying to learn English. Eventually, Neal took a job working for two brothers that were produce growers. He worked summers in the Upper Peninsula of Michigan growing lettuce, and also helped bring the product to market.



In the early 1950's, Neal had an opportunity to rent a greenhouse from a gentleman who wanted to keep it running while his son was serving in the National Guard. Neal would work nights in the foundry and days at the greenhouse. In the winter, he would run home during breaks at the foundry to shovel coal into the boilers at the greenhouse. Some of the first flowering plants that Neal grew were cutting geraniums that he would sell to the local cemeteries for Memorial Day. He would collect the urns in the fall, tag them with the customer's name, and in the spring return them to the cemetery filled with beautiful geraniums.

In time, Neal quit working in the foundry, and was able to make a living working full-time at the greenhouse. During that time, he and Jacoba had three more children, rounding it out to seven. His oldest son came into the business and eventually purchased the original greenhouse. In 1972, Neal started a new greenhouse, with new customers, at our current location on Four Mile Road.

The business has grown over the last 45 years from a sole proprietor to a small corporation. When Jim Mast purchased the business from his father in 1987 there were 10 employees and 120,000 ft of production space growing Poinsettias, Easter Lilies and Seed Geraniums. Product shipped 10 weeks out of the year and mainly serviced a 5 state area. Jim Raterink, our current owner joined the company in 1991 as CFO and now serves as President/CEO.

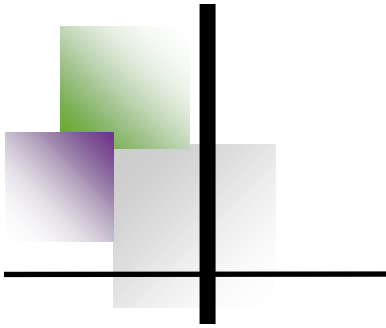
We now have two divisions: Mast Young Plants produces millions of vegetative liners and seed plugs annually and the Neal Mast finished division produces product year around for big box retailers and grocery stores. We ship to 48 states and have over 150 full time employees, 250 seasonal NMG employees and during peaks will exceed over 400 temporary employees! We operate over 1M square feet of indoor production with an additional 23 acres in outdoor production for the summer products.

We don't have a crystal ball to predict our future, what we do have is an assembled team of people committed to our future. A motivated team of visionaries, analysts, strategists, growers and executers, working together and moving in the same direction.

Our continuing success lays in our heritage as world-class growers
and our passion for

"Connecting People to Plants."





NEAL MAST
GREENHOUSES



MAST
YOUNG PLANTS

Neal Mast Greenhouses

1780 4 Mile Road NW
Grand Rapids, MI 49544
800-311-6278
nealmast.com

Mast Young Plants

6564 Peach Ridge Avenue NW
Grand Rapids, MI 49544
800-541-3910
mastyoungplants.com



Sustainemunity Team