



Community and Environmental Sustainability Strategy 2030

Community and Sustainability Framework

Our Vision

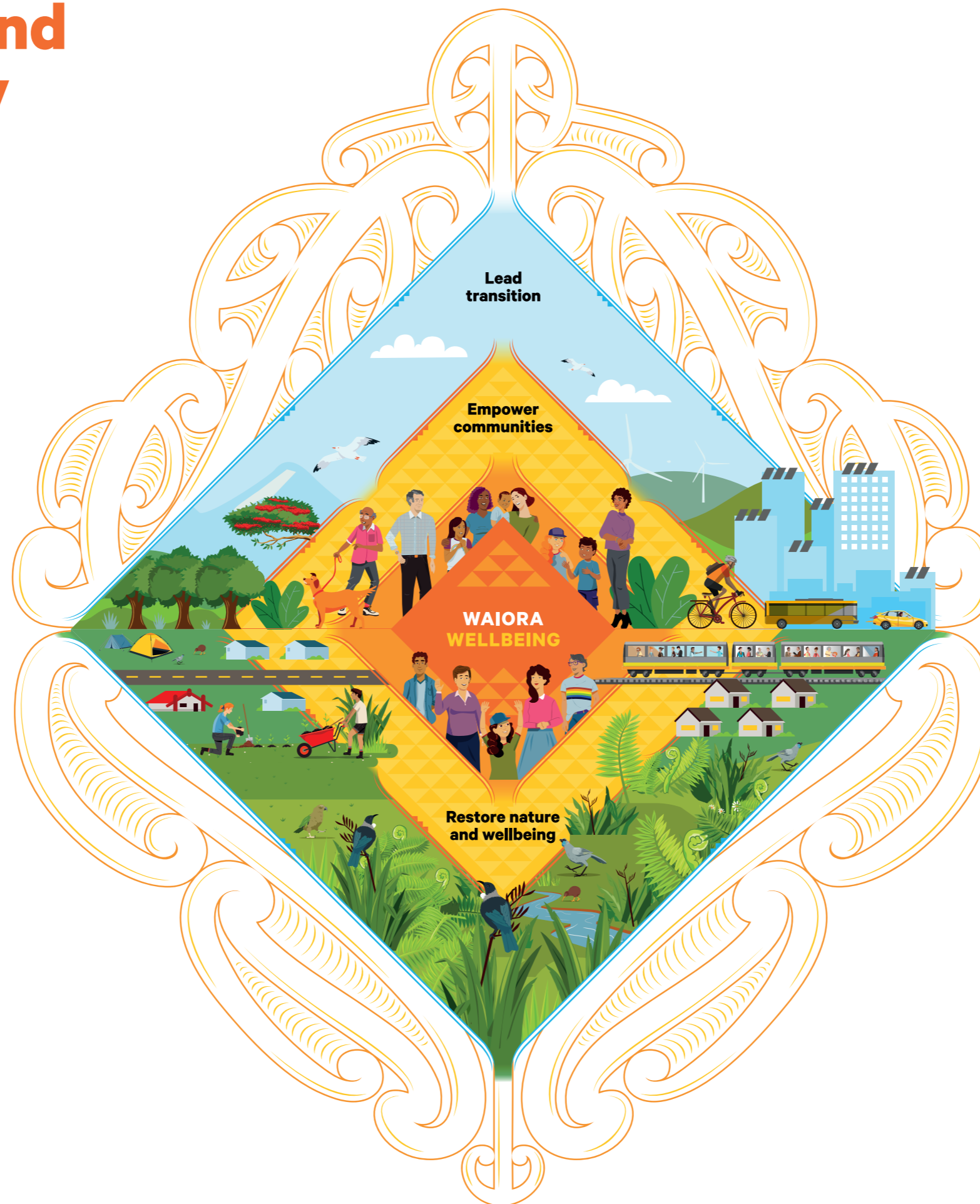
Our stands are aimed at changing the game in Aotearoa for the better. Realising an extraordinary future means going beyond that of most companies.

Community

We stand for a resilient and healthy Aotearoa that empowers our youth, neighbourhoods and Z whānau.

Environmental Sustainability

We stand for an environmentally sustainable Aotearoa that is an example to the rest of the world and an inspiration to Kiwis.



Lead transition Arahi Whanaketanga

We will take bold action in response to climate change to reduce our own impact, work with our customers, suppliers, and partners to reduce theirs and provide solutions that will enable New Zealanders to join us on the path to a low carbon future.



Empower communities Whakamana Hapori

We will actively support local communities in the locations where we operate, enabling more New Zealanders to live the lives they value and empower the young people of Aotearoa to reach their full potential.



Restore nature and wellbeing Whakahaumanu Taiao

We leverage our scale and unique capabilities to foster restorative and regenerative actions that have a positive impact on communities, nature, and inter-generational well-being.

Goals

Empower Communities Whakamana Hapori



We will actively support local communities in the locations where we operate, enabling more New Zealanders to live the lives they value and empower the young people of Aotearoa to reach their full potential.



Outcomes

2025 Action Focus Areas

Our workplace is safe and inclusive for everyone.

Deliver industry leading safety and well-being.
Be one of the most inclusive workplaces in Aotearoa.

Our staff are empowered to connect with and support their local communities.

Promote and support staff volunteering.
Facilitate connections between staff and local charities.

Young people are empowered to achieve their full potential.

Support transformative services and opportunities for youth.

Community Groups who care for New Zealanders, are enabled to do more mahi, more effectively.

Deliver Good in the Hood campaign giving \$1 million to local communities.
Measure our impact to improve outcomes for communities.

Goals

Restore Nature and Wellbeing Whakahaumanu Taiao



We leverage our scale and unique capabilities to foster restorative and regenerative actions that have a positive impact on communities, nature, and inter-generational well-being.



Outcomes

We bring a circular economy mindset to the design of our business operations and offerings.

We increase the resilience of nature and communities through our procurement choices and partnerships.

Government policy and the collective actions of business are strengthened with our advocacy and leadership.

2025 Action Focus Areas

Reduce waste and water use across our operations.
Build capability in circular economy and showcase good practice.

Administer our \$1 million Biodiversity Fund.
Leverage supplier relationships for social and environmental outcomes.

Support the Climate Leaders Coalition 2022 Ambition Statement.
Be a valued member of the Sustainable Business Council and Sustainable Business Network.
Proactively engage with Government on policy thinking and implementation of relevant proposals.

Goals

Lead Transition Arahi Whanaketanga



We will take bold action in response to climate change to reduce our own impact, work with our customers, suppliers, and partners to reduce theirs and provide solutions that will enable New Zealanders to join us on the path to a low carbon future.



Outcomes

Our operational emissions are reduced in line with the Paris agreement to limit warming to 1.5 degrees C.

Science aligned target: 42% reduction by 2030

More of our customers are using low carbon products and services.

Publicly disclose decision-relevant information about our climate-related risks and opportunities.

2025 Action Focus Areas

Implement ongoing emission reduction initiatives.
Finance voluntary climate mitigation for unavoidable emissions.
Support our employees to reduce their emissions.

Meet customers where they are at on their low carbon journey by investing in:

- Electric Vehicle Charging Infrastructure
- Mobility services
- Retail electricity, distributed energy and storage
- Sustainable biofuels.

Measure and publish our carbon footprint.
Assess our climate related risks and opportunities, incorporating them into strategy, risk management and financial planning.
Disclose information in accordance with New Zealand's climate standards.
Update and improve our analysis and disclosures.