

Our Group Sustainability Strategy

	GOVERNANCE	COMMUNITY	OUR PEOPLE	ENVIRONMENT (CLIMATE, WASTE & SUPPLY CHAIN)
THE GOAL	Ensuring Board and management's awareness of key ESG issues and implementing effective measures and controls.	Improving community impact via engagement through giving, charity, and shared value.	Ensure we are an employer of choice, safe place to work where our people can thrive.	Taking action on climate change and waste across our supply chain. Implementing a credible plan to achieve net zero emissions and to reduce waste.
KEY AREAS OF FOCUS	Legal and Compliance Public Disclosure & Reporting Key Metrics, Policy & Targets	Expanding our work with our key partners Cure Kids and Pass it Forward	Creating a more diverse and Inclusive culture Reducing both the frequency and severity of work place injuries.	Ethical Supply Chain Ensuring we meet our climate targets Piloting waste reduction programs
KEY METRICS	Progress towards targets	Funds raised Community impact of our efforts	Staff net promoter scores & satisfaction Number of workplace injuries and time off work	Total Emissions & Waste to Landfill
EMERGING TRENDS	Increased customer & consumer expectations More regulation and mandatory reporting	Enhanced awareness of companies impact on local communities, whether positive or negative.	More disclosure on D&I, target expectations. Talent recruitment and retention Tight labor force	Externally verified Net Zero plan and targets. Heightened regulation and awareness. Increased public and investor scrutiny.
LIVE PROJECTS	Climate Related Disclosures Emission Targets	Current Cure Kids and Pass it Forward Partnerships	Existing Health and Safety programs. Include mental health and wellbeing. Already some good progress on gender pay gap.	Ethical Supplier Program Transition from LPG to Electric Forklifts ECO Central Waste Pilot in Canterbury Supplier engagement on scope 3 emissions
KEY OWNER	Chief Financial Officer	Chief Operating Officer	Chief People Officer	Chief Operating Officer