

Sustainability Strategy to 2030

Te Rautaki mō te Toitūtanga



OUR APPROACH TĀ MĀTOU HUARAHI

- We demonstrate our dedication to 'Helping grow the country' through our commitment to protecting our natural environment for future generations.
- To be 'Leaders in the Field' we need to balance issues of environmental, social, cultural, and economic sustainability in order to make a valuable contribution to our people, clients, communities, and shareholders.
- We recognise that climate change is a major threat to life on this planet and believe that the agricultural and horticultural sectors have an important role to improve production efficiencies and reduce GHG emissions.
- Our people are at the heart of our health and wellbeing commitment and we know the best outcomes are achieved when we focus on our people.

OUR PILLARS
Ō MĀTOU POU

OUR OBJECTIVES
Ō MĀTOU WHĀINGA

OUR TARGETS
NGĀ TAUMATA HEI WHAI



ENVIRONMENTAL SUSTAINABILITY TE TOITŪTANGA TAIAO

STEWARDSHIP OF OUR ENVIRONMENT

- Measure, report and reduce our environmental footprint.
- Enhance frameworks to support compliance.
- Transition to more efficient vehicle options.
- Support our clients through innovation and technology to produce more sustainably.
- Facilitate more efficient livestock transactions.
- Support biological product R&D for NZ agricultural applications.
- Collaborate with our suppliers and clients to reduce environmental impacts, improve animal welfare, product provenance and traceability capability.

KEY PERFORMANCE INDICATORS

- Reduce our operational carbon emissions (scope 1 & 2) by 30% by FY30 from our FY21 base.
- Improve scope 3 emissions calculation methodologies, disclosures and set targets.
- Improve energy efficiency throughout PGW's network of stores, offices and other premises by 20% by FY30 from our FY21 base.
- Transition fleet to more efficient options to target annual improvement in emissions per km driven (target to be considered every two years).
- Actively increase utilisation of recycling, including Agrecovery.



SOCIAL SUSTAINABILITY TE TOITŪTANGA PĀPORI

SUPPORT OUR PEOPLE AND COMMUNITIES

- Invest in protecting the safety and wellbeing of our people.
- Provide equal opportunities to enhance diversity and inclusion.
- Invest in the development of our people, including growing technical expertise and leadership capability to facilitate individual growth, engagement and develop a diverse and skilled workforce.
- Make a positive and meaningful contribution to our clients' businesses, our rural communities and the future of the industry.
- Grow and develop our relationships with Māori agribusinesses to benefit mana whenua.

KEY PERFORMANCE INDICATORS

- Cultivate our safety and wellbeing culture of citizenship with Total Recordable Injury Frequency Rate (TRIFR) to improve by >30% by end FY23 (target to be revised every two years).
- Annual improvement to our Group Net Promoter Scores (NPS).



GOVERNANCE SUSTAINABILITY TE TOITŪTANGA MANA WHAKAHAERE

EXCELLENCE IN CORPORATE CITIZENSHIP

- Act with integrity and transparency in all dealings.
- Uphold high standards of ethical behaviour and accountability.
- Meet and exceed corporate reporting standards.
- Engage with government ministries and provide input into relevant policy development.

KEY PERFORMANCE INDICATORS

- Develop and begin implementation of a programme to embed the Sustainability Strategy into PGW policies and practices.
- Transparently and publicly report on progress towards the Sustainability Strategy on an annual basis.
- Formalise the Executive sustainability function within the business with board oversight by the end of FY24.

