

SUSTAINABILITY STRATEGY

Pillars	Objectives	Targets
ENVIRONMENTAL <i>Stewardship of our environment</i>     	1. Comprehensive greenhouse gas reporting across the entire value chain. 2. Enhance systems to support environmental compliance across operations. 3. Transition vehicle fleet to more emissions-efficient options (in gCO₂-e/km). 4. Support biological products for NZ agricultural and horticultural applications. 5. Support quality systems to improve product provenance reporting and traceability capability. 6. Promote a circular approach to waste management through product stewardship schemes. 7. Collaborate with suppliers and clients to reduce environmental impacts and improve animal welfare outcomes.	1. Reduction in operational market-based greenhouse emissions (scope 1 & 2) by 30% by FY30 from our FY21 baseline. 2. Annually disclose a comprehensive emissions inventory (scope 1, 2 & 3), including calculation methodologies and set targets. 3. Improve building energy efficiency by 20% by FY30 from our FY21 baseline and prioritise the electrification of key assets.
SOCIAL <i>Support our people and communities</i>   	1. Champion a health, safety and wellbeing culture that involves people, builds capability and protects physical and mental health. 2. Support equitable opportunities to enhance diversity and inclusion. 3. Invest in staff development, growing technical expertise and leadership capability. 4. Make meaningful contributions within communities through events and sponsorships. 5. Grow and develop our relationships with Māori agribusinesses.	1. Year-on-year reduction in Total Recordable Injury Frequency Rate. 2. Annually report on the gender pay gap and develop strategic actions to drive improvement. 3. Annual improvement to customer perceptions of PGW as a sustainable business in customer research outcomes.
GOVERNANCE <i>Excellence in corporate citizenship</i> 	1. Uphold high standards of ethical behaviour, integrity, transparency and accountability. 2. Exceed corporate reporting standards across all public disclosures. 3. Drive improvements within supply chains through procurement and due diligence activities.	1. Continually embed sustainability into PGW policies and practices, driving sustainability through internal decision-making processes. 2. Strengthen sustainability assessment criteria in procurement processes and tendering activities. 3. Enhance supplier due diligence assessments across the retail supply chain to drive sustainability performance.

The United Nations Sustainable Developmental Goals are a set of global objectives to address poverty, inequality, climate change, environmental protection, peace, and prosperity. PGW has mapped the most material impacts against the corresponding sustainability pillars.