



Hilton Haulage ESG Report 2024





Welcome to Hilton's 2024 ESG Report

I am pleased to present Hilton Haulage's Environmental, Social, and Governance (ESG) report, outlining some of our work towards sustainability, and our responsible business practices.

In 2023 we conducted a comprehensive stakeholder interview process where we assessed our customers challenges and opportunities in the area of ESG. With these insights we identified priority focus areas and opportunities for collaboration.

This report has been developed in response to our customers interest in learning more about our business and our journey towards sustainability. This reports signals the start of an annual ESG reporting cycle where we will share our progress.

For over 50 years the Hilton Haulage team have been committed to leading our industry with excellence, creating value for our customers whenever possible. Our ESG commitments have been set with this same outcome in mind.

I would like to personally thank our team for their daily commitment to embodying our company values and for going the extra mile for our customers.

Dylan Fitzgerald
CEO, Hilton Haulage

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About Hilton Haulage

“The company grew up in South Canterbury. We were a large enterprise so everything we did was visible, from our support of local sports teams to the way we treated our employees. Even making sure we paid our suppliers on time had a ripple effect on the community.”

Dylan Fitzgerald, CEO

Our journey from humble beginnings in Timaru has profoundly influenced the values of Hilton Haulage. Being a significant player in the local community, we prioritised the well-being of our employees, supporting local sports and school teams, donating to charitable organisations, and consistently meeting our financial obligations, all of which had a noticeable impact on the community.

These principles of local accountability continue to define our values, even after more than 50 years. Hilton Haulage now employs over 550 kaimahi (employees) across 17 locations nationwide. Our services cover transport and warehousing across

general, bulk, agricultural, dairy, chilled, container transport and crane hire services.

Our core values of ‘People, Safety, Customer and Future’ are the fabric of our culture and guide us in making decisions.

In 2016, Ngāi Tahu purchased a 50% share in Hilton Haulage. This cemented our commitment as a locally owned business focused on intergenerational wellbeing for the company and Aotearoa New Zealand more widely. Ngāi Tahu invests returns into not-for-profit programmes for education, health, housing, and environmental regeneration.

Our ESG journey

Although we have been quietly implementing ESG (Environmental, Social and Governance) improvements as part of our vision and values since inception, in 2023 the board focused on the risks and opportunities around ESG and began a process to formalise our commitments. ESG consultancy Better Outside was engaged to conduct a materiality assessment, which is standard practice for understanding the areas that are most important to customers, employees, and community. The assessment included stakeholder

surveys as well as focus groups and interviews. Following the materiality assessment, a recommendation was made to start reporting on the ESG progress areas identified to date, to celebrate the work done so far, and to start a programme of regular reporting on progress.

This report is our first report and will set us up well for the next step in our journey, where we will create an ESG strategy with clear targets and goals over the next three years.





ESG focus areas

The materiality process identified consistent themes from both our internal and external stakeholders and five key material issues:

1. **Carbon emissions** – clearly presented as the most material issue for consideration based on the nature of the transport industry’s reliance on fossil fuels. Our core customers are hyper-focused on reducing their carbon footprint and transport and logistics are squarely in the centre of this work.
2. **Operational optimisation** – both internal and external stakeholders continually referenced other areas of focus in operational efficiencies. Most notably idle times, hybrid or electric mid-size vehicles, water and waste management, and solar energy generation.
3. **Transparency and reporting** – our customers placed a heavy emphasis on the importance of transparent communications about progress in ESG. Many suggested an interest in learning more about our work generally, as well as wanting to know more about areas of focus and progression for the business.
4. **Cultivating the culture** – the internal team interviews, at all levels, referenced the importance of and pressures on culture with growth. Our culture is a large asset and requires ongoing focus and attention.
5. **Collaboration** – a standout narrative from all interviews was the need to work together on advancing ESG outcomes. All our customers indicated an interest in identifying specific projects to create progress.

The way forward

One of the recommendations from the materiality assessment was to increase focus on transparent communications and stakeholder engagement in the form of reporting. This marks our inaugural ESG report and will cover the journey we have been on so far. We recognise we are at the start of our journey. This is our first step in acknowledging our impact and accepting the challenge to measure, report, and improve our performance over time.





Environment

In the environment category, our focus to date has been on measuring our carbon emissions and improving our operational efficiency. The materiality assessment highlighted these as key issues for our stakeholders, and we have collaborated both internally and externally to achieve efficiencies and carbon reductions.





Carbon emissions

Carbon reporting shows increased efficiencies alongside company growth

Hilton Haulage started collecting carbon data back in 2017, when Ngāi Tahu became 50% shareholders of the company. Over the years, we've been able to improve the quality and scope of reporting as our knowledge and understanding of carbon emissions in our business has grown. Last year, we aligned our carbon reporting to the financial year, increased reporting frequency to monthly, and meticulously reviewed the profit and loss statement to ensure comprehensive coverage. We have also improved our reporting and analysis such as categorising waste for more detailed tracking.

While we previously tracked and consolidated our

emissions as part of our partnership with Ngāi Tahu, we see the fiscal year ending June 2023 as a new independent baseline for our carbon reporting.

Diesel remains the primary source of carbon emissions and we receive accurate data on this across every business unit sourced directly from suppliers.

It is important to note that our overall carbon footprint has increased over the past six years because the company has seen strong growth. However, there is evidence of increasing efficiencies when we examine carbon emissions in relation to revenue.

For example, our acquisition strategy targets businesses where we can enhance operational efficiencies, leading to optimal outcomes for both the industry and New Zealand as a whole. We are also actively working on ways to save on carbon emissions throughout the business - from electric forklifts to hybrid trucks to driver training and tyre retreads.

These initiatives not only improve our carbon efficiency, but also invariably enhance our financial performance, resulting in a win-win situation for all.

“Toitū certified data provides a solid foundation to start developing carbon reduction strategies and set targets moving forward and, with our intrinsic value for continuous improvement, this will only get better.”



Greenhouse gas statistics

	Year	2017	2018	2019	2020	2021	2023
Categories	Direct GHG emissions and removals (Tonnes CO2-E)	20,800.68	20,614.79	26,377.45	31,102.36	31,137.26	32,088.29
	Indirect GHG emissions from imported energy (Tonnes CO2-E)	268.82	228.61	184.38	203.18	133.05	54.55
	Indirect GHG emissions from transportation (Tonnes CO2-E)	677.37	577.79	588.2	298.75	499.67	838.9
	Indirect GHG emissions from products used by organisation (Tonnes CO2-E)	283.23	190.07	137.81	99.18	80.61	58.95

Emissions data

Gross emissions have increased since 2021 and this is reflective of our company growth over this period. However, emission intensity has improved during the same period indicating we are moving freight with greater efficiency now than we were in 2017.

EMISSION INTENSITY IMPROVEMENTS



CO² Emissions per mil \$ of revenue has seen a **14% improvement** since 2017



CO² Emissions kilometre travelled has seen an **8% reduction** since 2017



CO² Emissions per litre of fuel has seen a **6% improvement** since 2017



CO² Emissions per employee has seen a **4% improvement** since 2021

Operations - Fleet management

“Currently, 36% of our fleet meets Euro 6 standard - the highest possible with a diesel engine. These vehicles consume 6-7% less fuel compared to Euro 4 standard trucks, which translates to significant cost and carbon emissions savings over the course of a year.”

Paul Rait, General Manager, Commercial

At Hilton Haulage, our biggest environmental impact by far is the diesel we use to run our trucks. So the more efficient we can be, the lower our carbon footprint. The search for efficiency also benefits our clients and our bottom line.

EFFICIENT FLEET

Our efficiency efforts focus on two things: maximising the tonnage per truck to achieve fewer trucks on the road and making sure the truck is loaded for every kilometre it travels.

We aim for the best utilisation of our transport by making sure we go for the maximum tonnage - the longest vehicles with the maximum cubic capacity. Over the year, that adds up to fewer trucks on the road and more tonnes moved per kilometre. This represents a considerable carbon saving, while also resulting in reduced gear servicing needs and oil consumption.

Achieving maximum efficiency also requires active customer engagement. We consistently explore

avenues beyond traditional tender processes, striving to collaborate on innovative solutions, shared efficiencies, and cost savings.

MODERN FLEET

In 2024, 97% of the fleet operate at Euro 5 standard or higher. These engines burn fuel twice, resulting in a cleaner combustion.

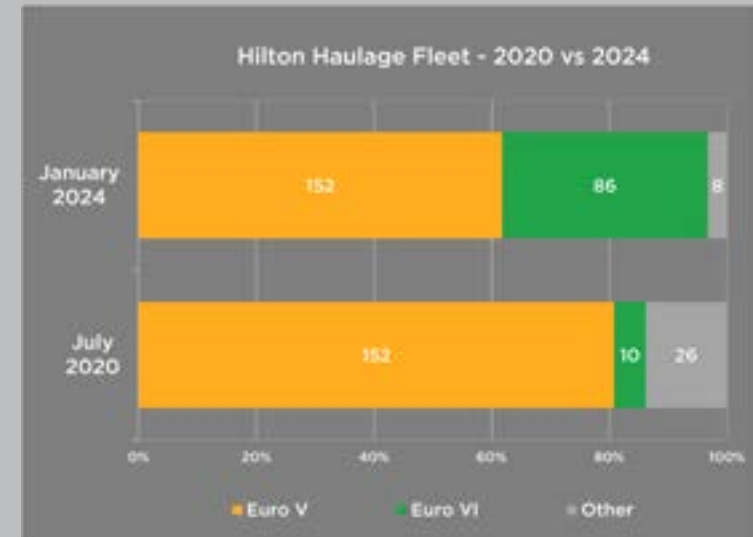
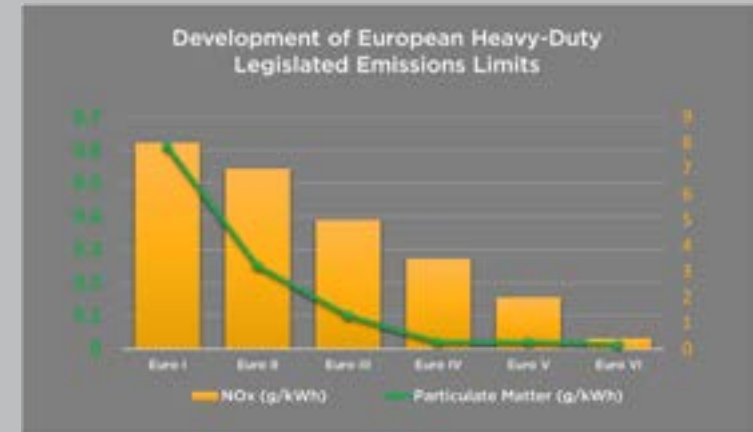
Having a fleet of new, highly efficient trucks helps keep our carbon emissions as low as possible. The fleet of more than 260 trucks has an average age of 5 years, compared to the average truck age across New Zealand, which is 18 years (Ministry of Transport).



614,408 kg carbon emissions saved in Euro 6 transition



227,558 L of fuel saved in Euro 6 transition



*Note: Calculations are based on: Euro6 travelling 200m more per litre of fuel with a litres per kilometre rate of 0.51L/km v 0.57L/km. That is 60ml less fuel per kilometre.



CASE STUDIES IN COLLABORATION

Bakels saves kms, costs & carbon

By applying a combination of larger trailers and reducing the frequency of deliveries, we were able to save Bakels Edible Oils a substantial \$280,000 annually in freight costs.

This initiative resulted in the elimination of over 300 truck movements from the roads and a reduction in carbon emissions in seven months.

The efficiencies and savings were attained by working collaboratively with the Bakels team and their valued customers. Upon investigation, we discovered that Bakels' customers had oil vat capacities that could accommodate larger volumes.

Transitioning from seven weekly loads to just three translated into significant annual savings. This case exemplifies how adopting a holistic approach and understanding our customers' needs can yield efficiencies that benefit all involved.

JULY 2023 - JANUARY 2024 SAVINGS:



389
truck
movements
eliminated



\$280,000
in savings



50,414 kg
carbon
emissions
saved*



38,106 kms of
travel saved*

*Note: Calculations are based on Bakels' trucks running at 2.04Km/L or 0.49L/Km.





CASE STUDIES IN COLLABORATION

New container hub: more capacity with lower intensity

Our newly constructed, MPI compliant container hub at Washdyke in Timaru boasts capacity to hold over 300 containers without relying on diesel generators.

The creation of a container hub at our Washdyke headquarters is just another way we are providing seamless and efficient solutions to our customers.

With continued disruption to global shipping schedules and sailings, we know our customers need a logistic provider that is agile and responsive. Having an MPI container hub 6km

from PrimePort Timaru means we can support our customers through missed sailings and delayed departures.

State-of-the-art infrastructure powers the hub and the installation of 750MW transformers with four power boxes allows for an impressive 96 refrigerated containers to be connected to power at any time. With the new transformers in operation, we were able to remove 4 diesel generators across our business and create carbon savings of 471,582 CO2kg.

“We are always looking for ways to inject value into our partnerships.”

Scott McAuley, General Manager, Transport

THE INSTALLATION OF 750MW TRANSFORMERS:



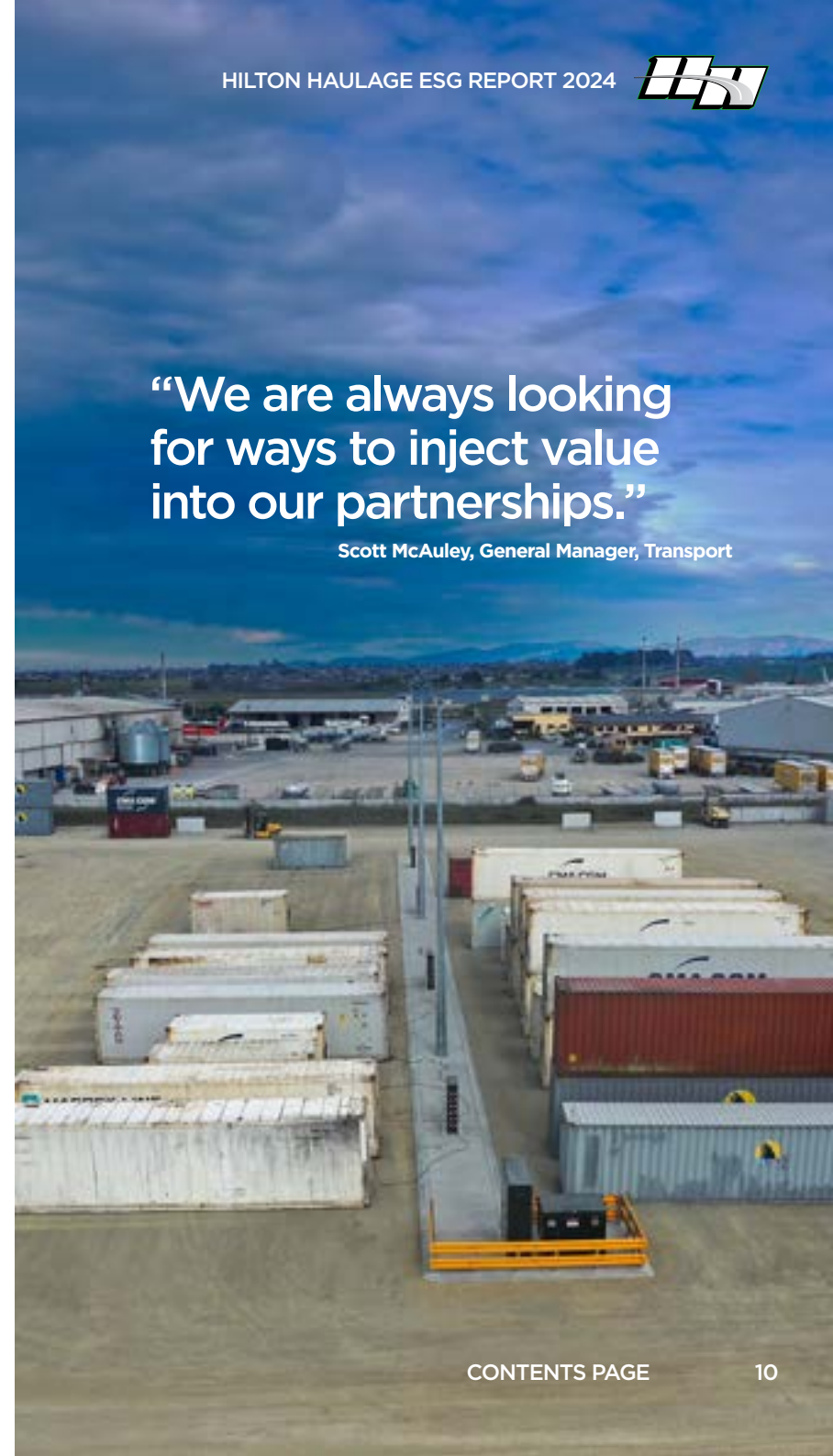
174,660 L of fuel saved



FOUR diesel generators removed



471,582 kg carbon emissions saved





CASE STUDIES IN COLLABORATION

Synlait initiatives

High productivity vehicles

As an early adopter of high productivity motor vehicles (HPMVs) that can operate above the current 44-tonne weight limit under permit, we saw an opportunity to improve Synlait’s logistics solutions. Collaborating with manufacturers, we pioneered the development of a larger tanker.

We found that by increasing the size of the trailers, we could increase tankers from 48-tonne to 58-tonne tankers, which allows for 14,000 litres per load. This enables us to accomplish the task daily with fewer trucks. The larger tankers are 30% more efficient, resulting in substantial carbon savings annually.

Staff bus reduces car trips

It’s not just fewer trucks off the road in the Synlait partnership - it’s passenger cars too. Because the Synlait factory is 26 km outside of Rolleston, the company asked us to set up a bus service for employees staffed by retired truck drivers.

The 56-passenger bus does 4-5 round trips per day, saving employees up to \$50 a week in fuel and removing cars from the road. The bus service has been so successful with Synlait that it has now also been taken up by Oceania Dairy in Waitaki, where buses bring people from Timaru and Oamaru every day.

THE HPMV TANKERS ARE 30% MORE EFFICIENT:


 **492,224 L** of fuel saved


 **969,681 kms** of travel saved

 **1,298,487 kg** carbon emissions saved

2022 - 2023 MILK SEASON

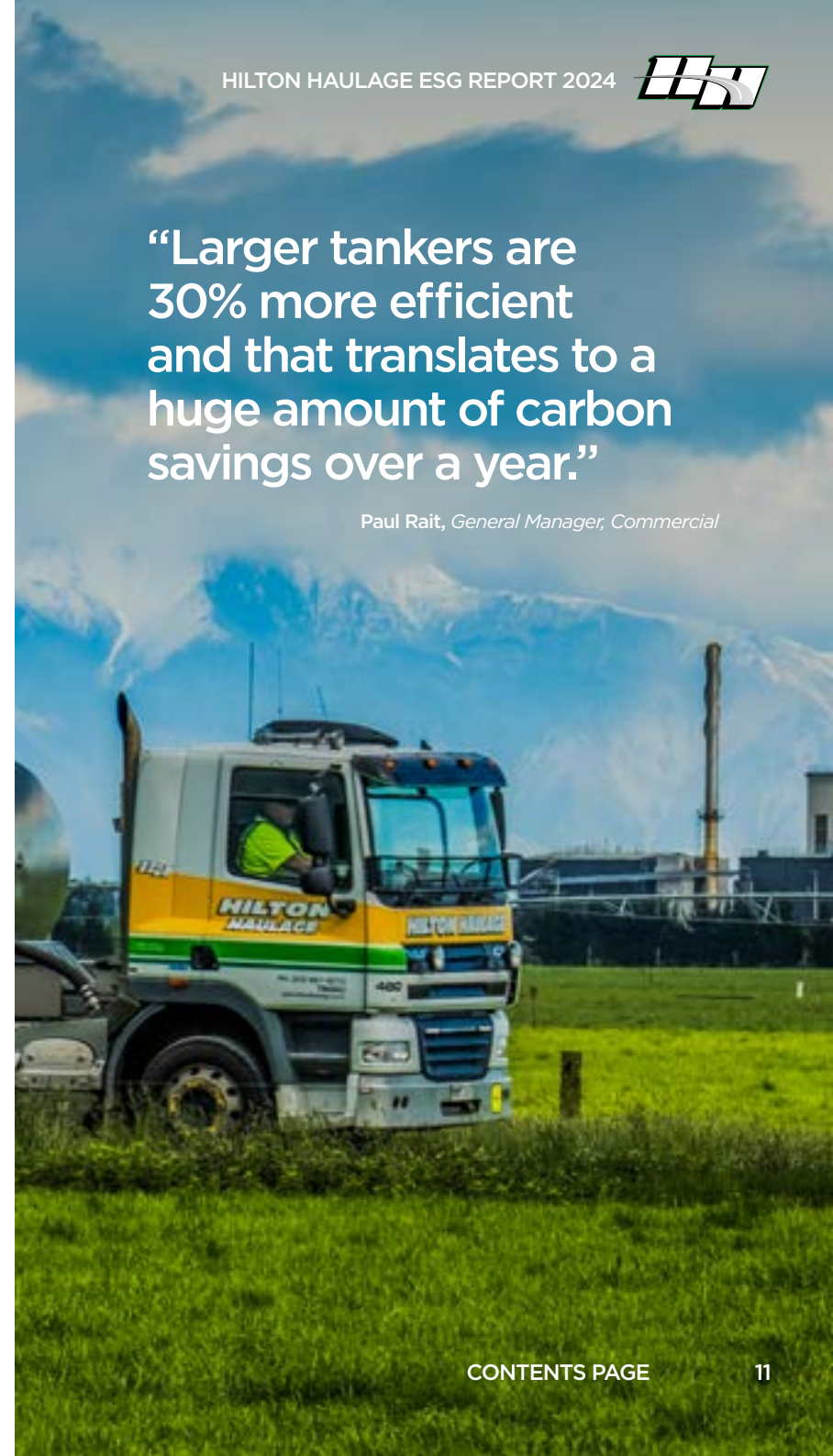
 **73,340 L** of fuel saved

 **28,208** passenger rides
Average of 121 trips per weekday and 40 trips per weekend day.

 **198,020 kg** CO²E saved
Based on a 26-kilometre one-way trip at 10km/L.

“Larger tankers are 30% more efficient and that translates to a huge amount of carbon savings over a year.”

Paul Rait, General Manager, Commercial





CASE STUDIES IN COLLABORATION

Renewable energy trials

Electric milk pump

We see another opportunity to reduce emissions through the application of an electric milk pump. The current milk pump requires the engine to be running at increased revs, leading to greater fuel consumption.

In collaboration with Newlands Auto Electricians, we are trialling an electric milk pump that runs on a battery that can be charged while driving. At the completion of the trial, we will review the performance of this promising technology and will report on outcomes in the next ESG report.

Hydrogen converter

A hydrogen converter kit is another efficiency innovation we have been trialling. The unit bolts onto the trucks and takes waste energy off the alternator to send an electrical charge through distilled water, which creates hydrogen. The hydrogen is injected back into the manifold to power the engine.

The first-year trial of the system saw around 10-12% fuel savings on the Euro 6 trucks, which allows the system to pay itself back in around 3.5 years.

The trial has been encouraging and we are actively looking at the feasibility of this application in our business and capital planning.



CASE STUDIES IN COLLABORATION

Small improvements - big difference

So often, it's small improvements in efficiency that add up to make a big difference over time.

With our key meat customers, we invested in longer trailers which allowed space for two more meat frames per load. It might not seem like much, but it adds up. This simple change saved around 250 km per week.

The change was also motivated by health and safety concerns. Originally, the three-tonne meat frames were moved manually by drivers, and this carried a risk.

A solution was found that involved using mobile ramps that would allow forklifts to load the frames directly into the trailer. This change was not only safer for drivers, but it also allowed more frames per load and increased loading efficiency, saving cost and carbon emissions.

LONGER TRAILER SAVINGS

 **7,923 km**
of travel saved

 **10,971 kg** carbon emissions
saved in the first year

 **4,063 L** of
fuel saved

*Based on average kilometres of 248km per week across eight months Jun 2023 - Jan 2024



Social

In the social category, the materiality assessment highlighted the importance of cultivating a strong culture as a key material issue for our team. Our focus to date has been on health and safety, cultivating team culture, and training and development. It is worth noting the positive feedback in the social category reflects our commitment to being a good employer that understands business success is deeply tied to our people.





Health & safety commitment

We understand that our biggest strength in Health and Safety is that the company is engaged at all levels.

The biggest issue for the transport industry is fatigue. The reality is that truck driving is a sedentary job with long hours requiring intense focus. Added to this, there can be a disconnect in health and safety between work as imagined versus work as done.

Good health and safety requires the team on the ground to flag problems and find solutions and suggest new ways of doing things. In this way we ensure our safety programmes are designed to reflect the actual experiences and challenges of our drivers, fostering a culture of proactive problem identification, collaborative solution

development, and openness to innovative approaches, all aimed at enhancing safety measures and mitigating fatigue risks effectively.

Our success in health and safety is reflected by our ISO45001 certification and being highly commended at the 2022 Australian Fleet Champion Awards, winning the 2023 South Canterbury Chamber of Commerce (SCCC) Business Excellence Award for Workplace Wellbeing, and - most importantly - by sending its team members home safely.

ISO45001 certification

Health & Safety Management System



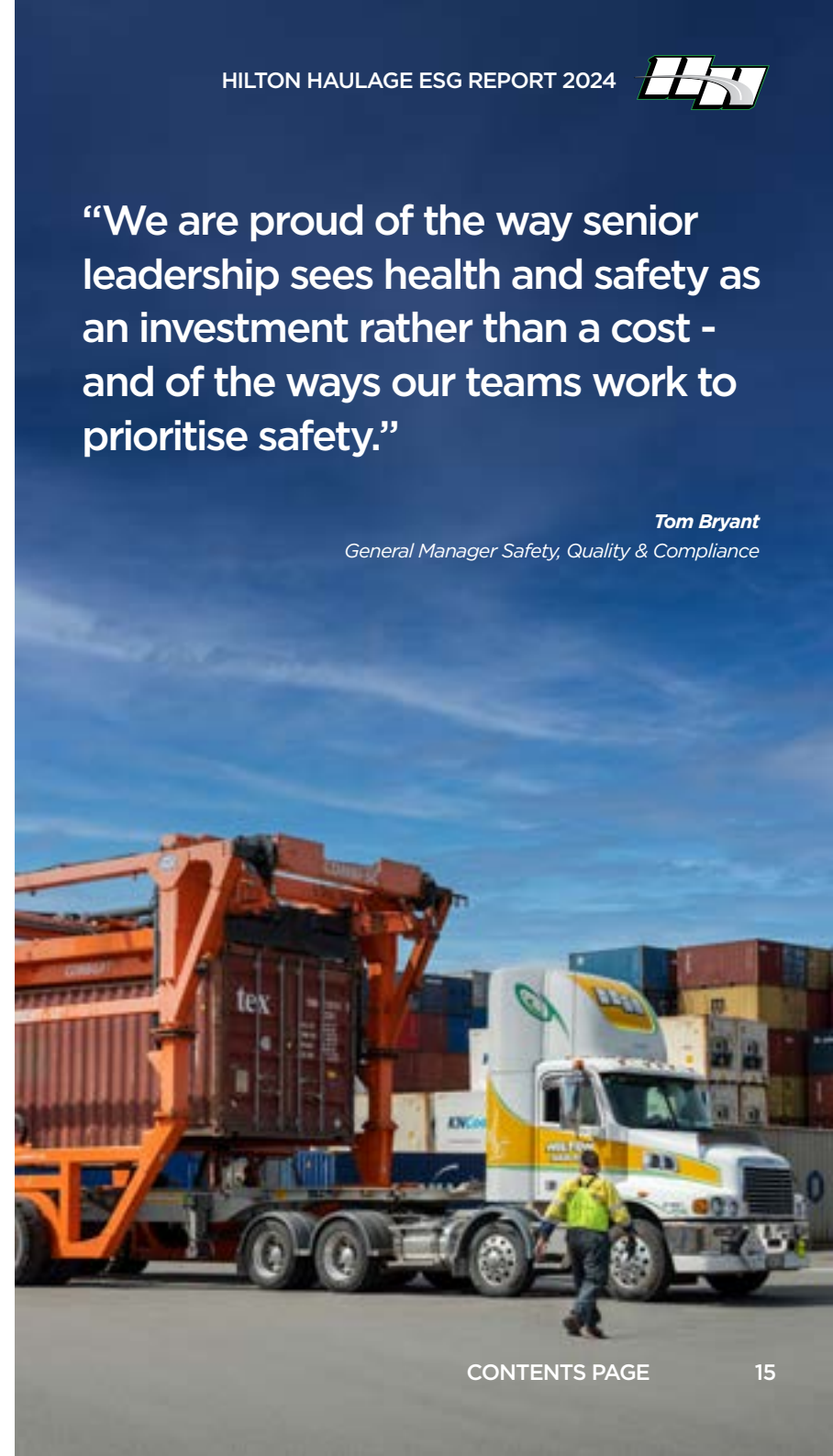
ISO45001 is an internationally recognised standard for health and safety, renowned for its rigorous certification process, which includes external audits and yearly surveillance audits.

As one of only 595 companies in New Zealand that have gained this global certification, we take immense pride in our team and our unwavering commitment to maintaining the highest standards of safety.

“We are proud of the way senior leadership sees health and safety as an investment rather than a cost - and of the ways our teams work to prioritise safety.”

Tom Bryant

General Manager Safety, Quality & Compliance





Rewarding good driving behaviours

EROAD technology in all Hilton Haulage vehicles helps keep drivers safe by monitoring truck speeds, fatigue, distractions, engine idling time, and recording any on-road incidents.

The camera is triggered by any harsh cornering or braking but can also be activated by the driver if they spot dangerous driving. Once activated, the camera grabs a recording 10 seconds before the trigger and 10 seconds after.

By combining the EROAD data with data from our Guardian system, we've been able to create individual driver scorecards. We track team scores and individual scores and reward high-performing drivers with a \$100 Mitre10 voucher.

We have also taken a firm stance on the use of mobile phones in cabs, which is strictly prohibited. To support this policy, we ensure that hands-free

technology is available. Additionally, a robust communication program has been implemented to raise awareness about the dangers of phone use. This includes sharing case studies where phone use has resulted in fatalities and prosecution.

These initiatives and our consistent gold-standard achievements have earned us recognition across the industry. Hilton Haulage was highly commended at the Australasian Fleet Champions Award in 2022 and also was named the Workplace Wellbeing Award Winner at the prestigious 2023 South Canterbury Chamber of Commerce Awards.

“When our drivers are consistently driving safely, that’s good for them, it’s good for our reputation and it also reduces fuel consumption, which is good for the bottom line and for the environment.”

Tom Bryant

General Manager Safety, Quality & Compliance



Technology critical to safe driving

Our investment in cutting-edge technology has been critical to managing safe driving.

We use the Guardian technology system, which is an in-cab camera designed to detect distraction and fatigue. The technology monitors eye movements and if eyes close more than 75% for over 1.5 seconds, an alarm sounds and the seat vibrates.

If confirmed as a genuine fatigue incident, we are notified to contact the driver to recommend they stop, have a stretch and a walk. Other times, we will find them at a motel to have a sleep or even swap out the driver.

In an interesting twist and because of this intervention, several drivers have been diagnosed with sleep apnoea. Sleep apnoea is a disorder where the airways close and your body wakes you up - sometimes 300-400 times a night - preventing you from accessing deep levels of sleep.

Some of our team who have been diagnosed and given breathing assistance machines at night have woken up after the first night and felt like a completely new person!



seeingmachines

GUARDIAN

AutoSense
DRIVING SAFETY 



Investing in our people & culture

At Hilton Haulage, we know that our business is built on people. We foster a thriving workplace where excellence is recognised, and health and wellbeing are prioritised.

Empowering our team

Recognising and rewarding excellence: Our annual Legend Awards, nominated by team members, celebrate outstanding contributions in six categories aligned with our core values. Winners receive not only recognition but also a tangible reward.


Prioritising health and wellbeing: We go above and beyond to ensure the physical and mental well-being of our team. This includes increased EAP offerings with financial and legal assistance, prostate cancer awareness reimbursements, voluntary on-site health checks, flu vaccinations, and support for events like Movember and I am Hope.

GENDER DIVERSITY

 Board Members
1 female, 3 male

 Senior Leadership
2 female, 7 male

TRUCK DRIVER GENDER DIVERSITY

 **5.4% Female**
National average is 4%
(as at April 2023 19 of 350 truck drivers are female)

People indicators

 Retention rates
24.5% voluntary turnover*
as at June 2023

*This figure represents a period of significant market disruption due to COVID-19 and is an area of focus for our business.

 Tenure
48 kaimahi or 8.6%
have served 10+yrs of service

 Internal promotions
23 internal promotions
(12 month period ending 30th June 2023)



PERSONAL PROFILES

A passion for culture building

As the South Island regional manager for dairy collection, Hina Hunt runs a team of 164 people and oversees all the milk tankers in Hilton Haulage's South Island fleet. Hina says his main focus is on the people.

"I focus on three things - keeping everyone safe at work, achieving what they need to achieve and having fun while they do it. These things flow up and down the chain from drivers to dispatchers and management."

Hina says the biggest safety challenge for the transport industry is fatigue. His drivers do three days on three nights on and then three days off. The Guardian fatigue and distraction technology combined with effective communication ensures safe driving. Supervisors work with drivers to understand their needs, adjust schedules as required and give drivers as much information as possible

so they know what they have in front of them for that day or that night.

Hina says the key to having fun is also communication. "It's about working as a team. I encourage a bit of banter. When we are talking to each other and having a bit of a laugh, it makes the whole day better."

In six and a half years at Hilton Haulage, Hina says he has enjoyed the challenge of creating "a great culture of great behaviour".

"I've been able to grow a lot and bring my operational skills and my passion for culture building to this role," Hina says. "When we're all positive and on the same page, that's my biggest reward."





PERSONAL PROFILES

Plenty of opportunities for growth

After rattling off a long list of New Zealand companies he's worked for, Kevin Li confidently declares that Hilton Haulage is the best employer he's had. So good, he's worked here twice.

Kevin came to New Zealand as a high school student and then studied mechanical engineering at the University of Canterbury for two and a half years until his girlfriend (now wife) got pregnant and he left university to find employment.

Kevin first worked for Hilton Haulage as a driver in 2013. He loved the freedom of driving. "It's great on the truck. You get the job done, park up, go home. When you finish work, you finish work - there's nothing to worry about," Kevin says.

Kevin left to work for other companies, but in 2019, he contacted us looking for a job and took on a role as a dispatcher. He says his experience as a driver makes a difference, giving him more

knowledge about the customers' sites, the roads and the mechanical details. Kevin's current role is operations supervisor of the container and chilled fleet, and he loves the challenge of the role."

Kevin says he will stay with the company because he's convinced that Hilton Haulage cares about its employees.

"They really care about what employees think and if you have any problems, they offer a free service where you can talk to someone. And of course, they pay the top money to drivers and operations staff. I feel like I have space to grow here and climb the ladder."



PERSONAL PROFILES

Sisters find their own niche

Sisters Annette and Linda Bray have been working for us for 17 and 18 years respectively. Linda is a driver and Annette is an administrator within our Fleet team - roles that suit them both.

Linda has tried stints in dispatch but was always pulled back to driving around our beautiful country. “There’s nothing better than sitting behind the wheel on a beautiful clear sunny day. I get to see some amazing places. I’ve just had my truck and trailer up the top of Remarkables Ski Field,” she says.

When she started, there were very few female drivers. “I had a lot of proving of myself to do to people in the early days because I was young and female. Now it’s quite normal.”

Linda would encourage other women to give truck driving a go. “Be prepared to learn and be prepared you might get some backlash, but if you have a passion for something, don’t let anyone get in the way of that.”

Annette has never considered driving trucks like her sister. “I totally appreciate what truck drivers do and the hours they do - it’s huge. But it’s not for me.”

Annette started at Hilton Haulage with a casual, data entry job. She’s done purchasing and worked in payroll and then with the general manager to create a dairy procedures manual when the company moved into milk transport.

Now, as Fleet Administrator, variety is still part of what keeps things interesting. “The satisfaction comes from making sure the teams all have what they need so they can do the job most efficiently.”

Both sisters agree, Hilton Haulage is a great company to work for. Annette says, “They look after their people and you have a lot of fun. There are lots of different roles, challenges, and room to develop.”

Our Community

Our success allows us to give back to the communities we operate within.





Giving back to our communities

We understand that our success is intertwined with the prosperity of the communities we operate in. That's why we actively contribute to a variety of causes, both internally and externally, focusing on supporting grassroots organisations and programs that improve the lives of people in the community and promote wellbeing.

One of the highlights over the last couple of years has been our ability to sponsor \$50,000 towards C-Play Adventure Playground in Timaru. Over the past three years, we have supported the Kids Day Out Variety Show in South Canterbury, providing more than 300 children with special needs the opportunity to view a live performance in a safe environment.

We have delivered more than 1000 Easter eggs to the team at Salvation Army in Christchurch, Timaru and Hawkes Bay. Our team also plays a large role in transporting Harold and the good people of Life Education Trust between schools in Canterbury.

We see it as important not to just write checks. We actively participate in and promote community events, like the Alpine Energy Soapbox Derby - a major event on the South Canterbury social calendar. We are proud to support the event with infrastructure and traffic management. The Hilton's

Gumboot Army supported Timaru's Gumboot throwing competition raising awareness and funds to support Mike Kings' Key to Life Charitable Trust to provide free counselling to young people in our communities.

Our team loves supporting community charitable groups, sports teams, clubs, and schools to participate in the local Christmas parades.

As our operations have moved into the Buller and West Coast communities, we've expanded our support to events and organisations like the Buller Gorge Marathon, A&P Show, Westport Trotting Club, Buller Rugby Club and the West Coast Provincial Fire Brigade.

At Hilton Haulage, we believe that investing in our people and communities is not just the right thing to do, but also a critical component of building a sustainable future.



Supporting grassroots organisations and programs that improve the lives of people in the community and promote wellbeing.



Governance

In the governance category, the materiality assessment indicated a key issue of transparency and regular reporting both for the internal team and external stakeholders. We began measuring our carbon in 2017, and in 2023 the board made ESG a strategic priority.





Reporting & Disclosure

In line with the materiality report, we have created the following formalised initiatives to hold ourselves accountable.

Internal Reporting

ESG reporting has become a staple agenda item during our board meetings, underscoring the integral role that ESG considerations play in our corporate strategy. Demonstrating our commitment to transparency and responsible business practices, the regular inclusion of ESG reporting ensures that our board remains informed and engaged in tracking progress towards our sustainability goals.

Cross-functional ESG team

We have also established a cross-functional team dedicated to advancing our ESG targets. Chaired by our Chief Operating Officer (COO), this team signifies a top-down commitment. By bringing together leaders from various departments, the team fosters collaboration and innovation, ensuring that ESG considerations are integrated into every aspect of our operations. With a focus on accountability and quarterly metric reporting to the board, the COO-led team will play a pivotal role in driving us towards our ESG targets.

External Reporting

Given the importance of ESG to our clients, employees and board, we are committing to publicly report on our progress toward our ESG targets. We are establishing an annual stakeholder report to strategy from 2024 onwards.

Toitu Envirocare

We are pleased to be working with Toitū Envirocare to take climate action and are committed to achieving individual certification as part of our sustainability initiatives. This third-party certification aligns with ISO standards and provides a robust framework for the measurement and certification of our carbon footprint.

Embracing this certification underscores our commitment to transparent and comprehensive reporting, benchmarking and management under international best practice. By adhering to these standards, we not only ensure the credibility of our environmental efforts but also contribute to a global movement promoting responsible and eco-conscious business practices.



Strategic Priorities

Building on the key insights of the materiality assessment, we are dedicated to establishing targets that mirror our aspirations for reducing emissions in our operations.



Establishing a 3-year strategy

To achieve our intensity target, our cross-functional ESG team is currently developing specific intensity targets relevant to each core business function and workstream along with clear accountabilities and timelines. The actionable priorities for our work in ESG will be outlined and prioritised by the following material issues and will form the basis of our 3-year strategy.



Carbon management

Inclusive of climate-related disclosures, Toitū certification, and the establishment and inclusion of carbon related metrics in core business.



Operational optimisation

Most notable projects include managing idle times, evaluating hybrid or electric mid-size vehicles, creating baseline assessments of water and waste usage, and consideration of solar energy generation.



Health, Safety & Culture

Collectively focused on the safety and well-being of the team as well as nurturing a culture of inclusion and team collaboration.



Stakeholder Engagement

This area of the strategy will be based on formalising our approach to collaboration with key customers around ESG programmes. We will also be formalising our approach to community involvement and engagement.



Transparency & reporting

Responding to a heavy emphasis from key customers on the importance of regular, transparent communications on ESG progress.



Safe Driving - Safe Roads

HILTON HAULAGE

23915

IF YOU CAN'T SEE MY MIRRORS
I CAN'T SEE YOU

SPEED LIMIT

NDJ324

33915

