



# ESG REPORT



**OUR JOURNEY TO A MORE SUSTAINABLE TOMORROW**

Carbon Management

Stakeholder Engagement

Cultivating Culture

Corporate Governance

Kia ora,

As we continue our journey toward a more sustainable and responsible future, I am pleased to share Hilton Haulage's combined 23/24 and 24/25 ESG Report.

Building on the foundation laid in 2023, we have refined and enhanced our approach to environmental, social, and governance (ESG) commitments — ensuring they remain central to how we operate and grow.

Over the past two years, we have:

- o Invested in low-emission fleet technology
- o Advanced our carbon reduction strategies
- o Strengthened our focus on employee wellbeing and community engagement

The materiality assessment completed in 2023 continues to guide our efforts. Carbon management, operational optimisation, transparency, culture, and collaboration remain key areas of focus as we build for the future.

I want to acknowledge the dedication of our people, our partners, and our stakeholders — your support and leadership have helped drive these initiatives forward.

We remain committed to delivering meaningful progress in the years ahead and to reinforcing our place as Aotearoa New Zealand's most valued and trusted logistics partner.

Thank you for being part of our story.



Dylan Fitzgerald - Chief Executive Officer  
Hilton Haulage Limited Partnership



# sustainability framework

## ABOUT THIS REPORT

This ESG report outlines Hilton Haulage's environmental, social, and governance (ESG) performance from 1 July 2023 to 30 June 2025.

The data presented in this report reflects our first two years of structured ESG reporting verified through Toitū CarbonReduce certification.

Greenhouse gas (GHG) emissions were measured in accordance with:

- o ISO 14064-1:2018 (international standard for GHG accounting)
- o Toitū Envirocare programme requirements

This report reflects our commitment to transparency and continuous improvement, and forms the basis for future year-on-year ESG reporting.

## OUR APPROACH

At Hilton Haulage, we recognise that sustainability is no longer a choice — it's an expectation. Our approach reflects who we are, where we've come from, and the future we are building together with our people, customers, and communities.

In 2023, we conducted a series of stakeholder interviews to better understand the ESG topics that matter most to those we serve and work with. This process informed the development of our Sustainability Framework, which organises our priorities under three core pillars:

- **Environmental:** How we manage our carbon footprint, operational impacts, and resource use
- **Social:** How we support the wellbeing, diversity, and development of our people and communities
- **Governance:** How we lead with integrity, transparency, and accountability

## SUSTAINABILITY FRAMEWORK

This framework provides a clear, strategic structure for how we report on ESG issues, allocate effort, and track progress.

Each pillar includes key focus areas, with action plans linked to real outcomes — from our carbon reduction roadmap to driver wellbeing programmes and transparency in corporate oversight.

## HOW WE MANAGE ESG

Our ESG efforts are coordinated by a cross-functional ESG Committee, led by our GM of Safety, Quality & Compliance, with direct sponsorship from the CEO. The committee meets regularly and provides updates to the Board to ensure ESG remains aligned with our long-term strategy and operational planning.

We understand that sustainability is a journey, and we are committed to learning, listening, and improving as we go.

# HILTON HAULAGE SUSTAINABILITY FRAMEWORK

Environmental			Social		Governance
Carbon management	Waste management	Water security	Stakeholder engagement	Cultivating culture	Corporate governance
Emission reduction					Safety, Quality, Wellbeing
Renewable / energy management					Diversity & inclusivity
Operational optimisation					Opportunity & Development
					Transparency & reporting



# carbon inventory

In 2024, Hilton Haulage achieved official Toitū CarbonReduce certification, marking a major milestone in our commitment to transparent and science-aligned climate action.

Emissions are measured in accordance with ISO 14064-1:2018 and verified by Toitū Envirocare. Our carbon accounting framework includes:

- o **Scope 1:** Direct emissions from company-controlled sources — primarily diesel fuel used by our trucks and operational vehicles
- o **Scope 2:** Indirect emissions from the electricity we purchase and consume
- o **Scope 3:** Indirect upstream and downstream emissions, including the emissions associated with producing the fuel we purchase, as well as other sources such as waste disposal and third-party freight services

This report presents our first set of externally verified greenhouse gas emissions results under the Toitū CarbonReduce programme.

This inventory forms the foundation for our ongoing carbon reduction strategy, enabling year-on-year tracking, strategic investment planning, and credible sustainability reporting.

Categories	2023/24	2024/25
Scope 1: Direct GHG Emissions (tCO <sub>2</sub> e)	35,886.50	36,701.08
Scope 2: Indirect GHG Emissions from Imported Energy (tCO <sub>2</sub> e)	72.49	92.94
Scope 3: Other Indirect Emissions - Partial (tCO <sub>2</sub> e)	894.48	6,278.82

## EMISSION METRICS

Year	tCO <sub>2</sub> e per \$M revenue	tCO <sub>2</sub> e per kilometre travelled	tCO <sub>2</sub> e per employee
2023/24	223.90	.00156	68.03
2024/25	215.27	.00148	67.95
Variance (%)	↓ 3.85%	↓ 5.13%	↓ 0.12%

While our absolute emissions increased between FY2023/24 and FY2024/25, primarily due to higher Scope 3 emissions from subcontracted freight associated with one-off projects, our key metrics show meaningful year-on-year improvement, including reductions in tCO<sub>2</sub>e per \$M revenue and per kilometre travelled, demonstrating the early impact of our efficiency initiatives and our continued commitment to lowering emissions as our business grows.



## CARBON ROADMAP

*For a complete breakdown of our Scope 1 and Scope 2 carbon reduction pathway initiatives through 2030, refer to Appendix A.*

Hilton Haulage has established a forward-looking carbon reduction roadmap that supports its long-term commitment to lowering emissions, improving operational efficiency, and meeting stakeholder expectations around environmental leadership.

## TARGET SETTING AND STRATEGY

Hilton Haulage is in the process of finalising specific carbon intensity targets, centred on reducing CO<sub>2</sub>e per tonne-kilometre, using the 2022–2023 Toitū-certified inventory as a baseline.

These targets will be communicated and linked to operational KPIs to ensure accountability and board-level oversight.

Further detail on these initiatives can be found in the appendix, which outlines a Scope 1 and Scope 2 emissions roadmap through to 2030.



## TYRE RETREADING: EXTENDING LIFE, REDUCING WASTE

As part of Hilton's commitment to operational efficiency and environmental responsibility, we have partnered with Vipal Rubber and Tyre General to expand our tyre retreading programme. This initiative extends the life of tyres, reduces landfill waste, and avoids the emissions and raw material use associated with new tyre production.

Between July 2024 and June 2025, Hilton Haulage achieved the following savings through retreading:

- o 21,600 kg of rubber saved
- o 46,698 litres of oil conserved
- o 12,186 kg of CO<sub>2</sub> emissions avoided
- o 1,749 end-of-life tyres repurposed

Based on industry benchmarks, retreading uses 32% less oil, 50% less rubber, and produces 34% fewer CO<sub>2</sub> emissions compared to manufacturing a new tyre.

This programme plays a critical role in reducing our Scope 3 environmental impact while supporting circular economy principles in our fleet management.



12 TONNES OF CO<sub>2</sub> EMISSIONS AVOIDED

# operational optimisation

## DAIRY FLEET AUTOMATION



In April 2025, Hilton’s successfully migrated its dairy collection teams to the MADCAP platform, enabling real world testing of:

- o Route mapping
- o Driver navigation
- o Live routing adjustments

Work is also underway to implement farmer notification systems for improved communication and service reliability.

***“These developments will improve communications and visibility for both our customers and farmers alike”***

The full rollout is scheduled for completion by the end of FY25/26.

## IDLE TIME MANAGEMENT



### Small actions, big change

In 2024, Hilton’s began fitting idle limiter systems into its tractor fleet.

These systems shut off engines after 3 minutes of inactivity to reduce unnecessary fuel burn, engine wear and CO<sub>2</sub> emissions. This initiative reflects how simple, targeted changes can yield significant environmental and operational benefits.

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**+153**

Idle limiter systems installed

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## DRIVER TRAINING



Since early 2023, Hilton’s has partnered with NZI Insurance to implement NZI Fleetscore — an independent reporting tool that monitors and benchmarks individual driver performance. Metrics tracked include kilometres driven, speed events, harsh acceleration, harsh cornering, fatigue, distraction, and mobile phone use.

We are proud to report:

- o 97% of our drivers operate at or above the industry benchmark\*
- o 60% of drivers have achieved a Gold standard rating (above 90%)\*

In 2025 we incorporated driver pre-start checks and logbook violations into the NZI Fleetscore system.

\*results valid as of December 2025



# emission reduction

## FLEET MODERNISATION

Hilton's continues to invest in the most fuel-efficient diesel technology available. While new fuel types are being trialled, diesel remains essential for high payload and long-distance operations.

When it comes to balancing emissions and safety performance, Euro 6 is the gold standard for diesel trucks. In FY24 and FY25, Hilton's:

- o Added 76 Euro 6-rated trucks to the fleet
- o Euro 6 rated trucks now account for 49.6% of the entire fleet.
- o 99% of the entire fleet, 272 trucks are EURO 5 rated or higher.

Despite collecting 160 million litres more milk in 2025, Hilton's dairy fleet used 383,000 fewer litres of fuel, demonstrating the value of investing in cleaner engine technology.

## HIGH PRODUCTIVITY MOTOR VEHICLES (HPMV)

In 2023, following the acquisition of JTB Transport, Hilton's upgraded the Westport fleet to HPMV-rated vehicles. Today, 90% of the Westport fleet uses HPMV.

These units can carry up to 60 tonnes, allowing Hilton's to replace seven standard loads with just three HPMV trips in some cases. HPMVs are embedded in Hilton's milk and bulk logistics operations, delivering cost and emissions efficiencies.

**“OUR PARTNERS HAVE BEEN ABLE TO INCREASE THE SERVICE OFFERING TO THEIR CUSTOMERS AND GROW THEIR BUSINESS AS A RESULT OF WORKING WITH US.”**



76 NEW EURO 6-RATED UNITS ADDED TO THE FLEET



383,000

FUEL  
EFFICIENCY WIN

DESPITE COLLECTING 160 MILLION LITRES MORE MILK IN 2023/24, HILTON'S DAIRY FLEET USED 383,000 FEWER LITRES OF FUEL, DEMONSTRATING THE VALUE OF INVESTING IN CLEANER GREENER TECHNOLOGY



# renewable energy

## ELECTRIC METRO TRUCK (E700 6X4) TRIAL

In collaboration with EECA and partners, Hilton's launched an electric metro truck trial in November 2024. This trial, in partnership with Pacifica, Swire Shipping, Mainfreight, and Coca-Cola Europacific Partners, combines electric metro delivery with coastal shipping.

Working closely with Orion Energy, we established a dedicated charging station in Christchurch and completed real-world testing across a range of delivery routes. Over the initial six-month period, the vehicle displaced 4,308 litres of diesel, resulting in an estimated CO<sub>2</sub> saving of 11.52 tonnes.

With the trial now complete, Hilton's will continue to assess the role of electric vehicles within our wider fleet strategy. As technology, infrastructure, and operational capability continue to evolve, we remain committed to exploring pathways that support low-emission transport solutions across our business.

## HYDROGEN CONVERTER (HYDI) TRIAL

In 2024 Hilton's trialled a Hydrogen Direct Injection (HYDI) system on a Euro 5 tanker. The system yielded 8–10% fuel efficiency improvements, with emissions similar to Euro 6 technology.

As a result, Hilton's has decided to focus on its fleet modernisation programme and continue investment in Euro 6 trucks.



11.52 TONNES OF CO<sub>2</sub> EMISSIONS AVOIDED



11.52

TONNES CO<sub>2</sub>  
EMISSIONS AVOIDED

IN JUST SIX MONTHS, OUR ELECTRIC METRO TRUCK CUT DIESEL USE AND EMISSIONS, PROVING HOW INNOVATION, COLLABORATION, AND TEAMWORK DRIVE MEASURABLE SUSTAINABILITY GAINS

## ELECTRIC MILK PUMP TRIAL

In partnership with Newlands Newspec, Hilton's is trialling Hydrostatic Electric Milk Pumps across its dairy fleet.

The pump eliminates the need to idle the engine during milk collection. Since February 2025, seven units have been in trial at Hilton's Dunsandel operation.

Results prepared by the University of Canterbury's Department of Mechanical Engineering shows a reduction in fuel use of 5% and engine running of 20%. In the example used this equated to a saving in one month of 511.9 litres of diesel or 1372kg CO<sub>2</sub>e per truck.

Early testing has also revealed an unanticipated positive outcome: reduced idling is significantly lowering engine wear.

The trial will be formally reviewed at six and twelve months, and we look forward to sharing these results.

Watch the video to see how our dairy team is driving innovation in sustainable transport.



WATCH OUR DAIRY TEAM DEMONSTRATING  
ELECTRIC MILK PUMP USAGE ON FARM



# stakeholder engagement



## 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.

Across 2024–25, Hilton's provided over \$100,000 in sponsorship and support to local charities, schools, sports clubs, and community organisations across the regions we operate in. These contributions reflect our ongoing commitment to wellbeing, youth development, and community connection.

This included sponsorship of:

- o Buller and Ashburton Collegiate Rugby Clubs
- o Timaru Senior Old Boys Rugby Team
- o Hornby Rugby Club U18 Senior Boys
- o Timaru Boys' High School Rugby 1st XV

- o Nelson College Rugby 1st XV
- o Ashburton Collegiate Club
- o Westport Trotting Club
- o Hadlow to Harbour (Timaru Rotary)
- o Buller Gorge Marathon
- o Christmas Parades in Timaru and Westport
- o Murchison A&P Show
- o Dannevirke A&P Show
- o South Canterbury Hockey Turf Project – Silver Sponsor
- o South Canterbury Chamber of Commerce
- o South Canterbury Rural Support – Farm Break Event
- o +65 Driving Education Programme
- o Road Safety Workbooks for local schools
- o Marine Farming Association & Shellfish Quality Programme
- o Nelson Heavy Transport Museum
- o Southland Hug a Rig Day

Hilton's also continued its:

- o Ongoing support for the Life Education Trust in Canterbury and South Canterbury
- o 2024 Hawke's Bay Ride in a Truck Day – both events give the public, including individuals with special needs or lifelong medical conditions, the opportunity to experience riding in a truck
- o Support for the NZ Trucking Association's Share the Road programme, helping future generations understand how to stay safe around heavy vehicles

These initiatives are not only expressions of corporate citizenship, but also serve to build long-term relationships with the people and places Hilton's serves.



## LIFE EDUCATION TRUST NEW ZEALAND

Hilton Haulage is a major supporter of Life Education Trust New Zealand, an organisation dedicated to empowering children with knowledge and skills for a healthy future. Through our involvement with locals trusts in Canterbury and South Canterbury, we help ensure the trust can continue delivering its vital education programmes to schools, teaching young Kiwis about wellbeing, resilience, and making positive choices. Supporting our communities is a core value at Hilton Haulage, and we're committed to backing initiatives that make a lasting difference.

## COLLABORATING WITH IWI



As a 50% Ngāi Tahu-owned business, Hilton's is proud to support iwi-led initiatives that improve community resilience and wellbeing.

In 2024, Hilton's supported the delivery of Emergency and Disaster Resilience Pods (EPODs) to 24 marae across the Ngāi Tahu takiwā, including six Maata Waka marae. This kaupapa was led by Ngāi Tahu Holdings and enabled by Hilton's logistics teams.

## PARTNERING FOR YOUTH ROAD SAFETY



Hilton's partnered with South Canterbury Road Safety and Students Against Dangerous Driving (SADD) to produce a mock crash scenario video now used in schools to educate rangatahi on the dangers of impaired driving.

This project reflects our dual commitment to community engagement and road safety leadership.

# safety, quality & well-being

## CULTIVATING THE CULTURE

Hilton’s culture is shaped by the values we live every day — safety, people, customer and future.

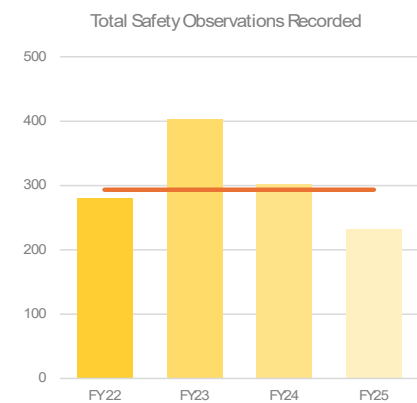
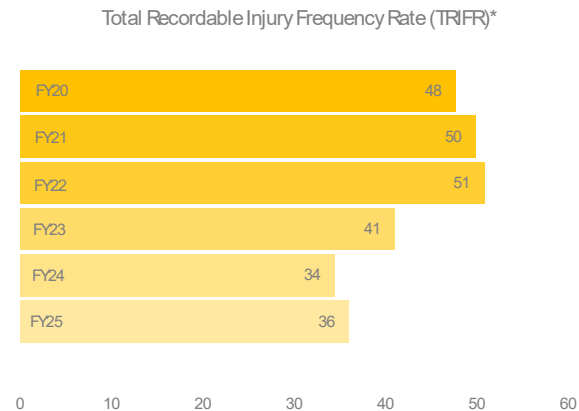
Across our 22 depots and nationwide operations, we focus on creating a workplace where our people are connected, engaged, and supported to thrive.

We do this by investing in wellbeing, celebrating achievement, and creating clear pathways for development. We also work hard to ensure our people feel informed and connected, regardless of role or location.

This section showcases how we’re building a sustainable, people-first culture — from safety and quality to diversity and leadership.

Description of metric	FY20	FY21	FY22	FY23	FY24	FY25
Total safety observations recorded			280	403	303	233
Total Recordable Injury Frequency Rate (TRIFR)*	48	50	51	41	34	36

\* TRIFIR is calculated as (annual total of recordable injuries (medical and lost time) x 1,000,000 hours)/actual employee hours worked



FROM SAFER ROADS TO STRONGER CONNECTIONS – WE'RE ADVANCING DRIVER WELLBEING, ACHIEVING ISO CERTIFICATION, AND ROLLING OUT NEW TOOLS TO KEEP OUR NATIONWIDE TEAM INFORMED AND ENGAGED

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DRIVERS WITH GOLD N2I FLEETSORE RATING OF ABOVE 90%

IN 2025, 97% OF OUR DRIVERS OPERATED AT OR ABOVE INDUSTRY BENCHMARKS, DEMONSTRATING HILTONS COMMITMENT TO SAFETY, SKILL, AND PROFESSIONAL EXCELLENCE ON EVERY JOURNEY.

## LEADING DRIVER SAFETY AND WELLBEING



In 2023, Hilton's commitment to driver wellbeing took another step forward with the full rollout of Guardian by Seeing Machines across our fleet. These in-cab AI-enabled cameras track driver eye movement to detect signs of fatigue and distraction in real time.

If a driver experiences a microsleep or loses focus, the system triggers an immediate intervention — including seat vibration and in-cab alarms — helping prevent serious incidents.

In 2024, AutoSense captured this rollout in a published case study highlighting Hilton's leadership in adopting fatigue management technology.

This initiative complements our wider driver training and safety investment, further reducing risk and helping ensure every team member gets home safely.



WATCH THE INTERVIEW HERE

## ISO 9001 & ISO 45001 SYSTEMS CERTIFIED



In 2024 we were proud to renew our ISO 45001 certification. Safety and People are two of our core values and ISO 45001 gives us an opportunity to assure our customers, staff and our shareholders of our commitment to health and safety.

Equally important to us, is our commitment to quality and compliance, so in 2024 we started working towards certification in ISO 9001 – the quality management system standard. The achievement of this standard in 2025 is recognition of the hard mahi our team perform every day to ensure our customers are provided with highly compliant solutions to compete on the world stage.

The achievement and continued maintenance of these global standards is just another way we are supporting our customers and people to thrive.

## NEW COMMUNICATION PLATFORM ROLLOUT



As Hilton's continues to grow, maintaining a strong, connected culture across our 22 nationwide depots remains a priority.

Following a successful trial period in 2024, our haulage teams have now been fully onboarded to the platform. The trial demonstrated:

- o **Better visibility** across regions and teams
- o **Clearer, more consistent information flow**
- o **Enhanced kaimahi engagement** and our "one team" culture

With the trial phase now complete, we are on track for a full rollout of the platform across the wider business in 2026.

This forms part of our broader commitment to ensuring every Hilton's team member feels informed, supported, and valued regardless of location or role.

# diversity, equity & inclusion

## CELEBRATING DIVERSITY

Aotearoa New Zealand is a melting pot of diverse and rich cultures — each contributing to what makes this country a unique and vibrant place to live and work. At Hilton’s, this diversity is reflected in the very fabric of who we are.

Our people represent many backgrounds and perspectives, and we are proud of our strong connections to local iwi and the communities we serve. We are committed to fostering a workplace where all kaimahi feel supported, valued, and empowered to thrive — today and for generations to come.

We continue to track progress in workforce diversity across gender and ethnicity.

## PARTNERSHIP WITH NGĀI TAHU

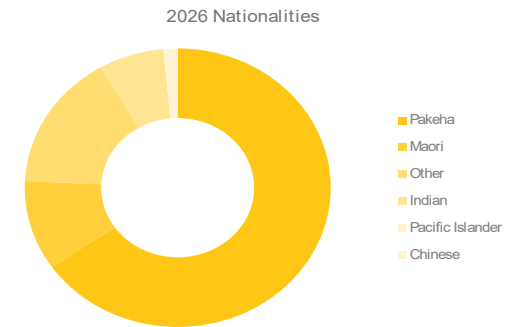
In 2016, Ngāi Tahu, the largest iwi in Te Waipounamu (the South Island), acquired a 50% share in Hilton Haulage. This partnership reflects our commitment to supporting the long-term, intergenerational wellbeing of our communities.

Through Ngāi Tahu Holdings, profits are reinvested into not-for-profit programmes focused on:

- o Education
- o Environmental regeneration
- o Health and hauora
- o Housing and community resilience

This partnership reinforces our values of equity, inclusion, and intergenerational impact — for our people, customers, and the regions we operate in.

Nationalities	FY24	FY25
Pakeha	70.1%	65.4%
Māori	10.1%	10.4%
Indian	8.2%	6.9%
Pacific Islander	1.4%	0.1%
Chinese	1.4%	1.4%
Other	8.8%	15.8%



# oppportunity & development

Our internal development programme is central to Hilton’s vision for a resilient, intergenerational business. In FY25, 84% of roles were filled internally, an increase from 69% in FY23, reflecting our ongoing focus on nurturing and promoting talent from within.

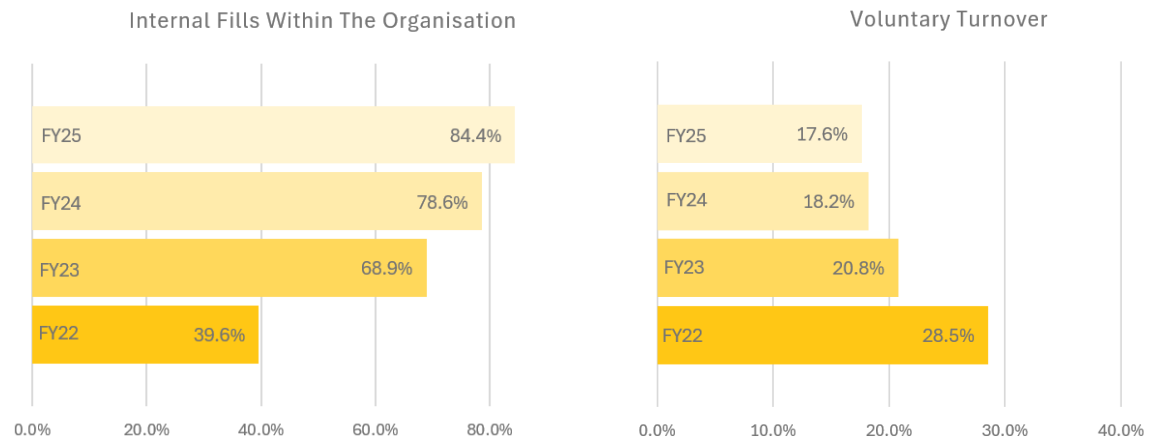
To support capability-building, we launched a Lunchtime Learning series in FY24. These sessions are designed to upskill managers and supervisors in both people leadership and business acumen. Topics include:

- o Managing poor performance and difficult behaviours
- o Courageous conversations
- o Profit & loss (P&L) understanding
- o Insurance and risk
- o Repairs and maintenance cost management

In FY2025, we further advanced our development approach through two targeted initiatives. A tailored sales leadership module and the introduction of strengths-based coaching to help leaders build self-awareness, influence and performance.

We will continue to build on this momentum further equipping our people to lead in a growing and dynamic business.

Internal Development metrics	FY22	FY23	FY24	FY25
Internal fills within the organisation	39.6%	68.9%	78.6%	84.4%
Voluntary turnover	28.5%	20.8%	18.2%	17.6%



# corporate governance

## LEADING WITH INTEGRITY

### Board Oversight and ESG Integration

At Hilton’s, our governance approach reflects a business that is learning, evolving, and committed to doing better. We are early in our ESG journey, and we recognise the importance of building strong foundations that will guide our long-term direction.

While we are still finding our feet, our Board and Executive team are actively engaged, receiving regular updates and supporting the integration of ESG thinking into our decision-making processes.

This collaborative approach allows us to learn alongside our customers and partners, take measured steps forward, and ensure that as we grow, our people, customers and communities grow with us.

### ESG Committee Governance

Established in 2024, the cross-functional ESG Committee is the operational engine behind our strategy. Led by the GM Safety, Quality & Compliance as project lead, with direct sponsorship from the CEO, the Committee coordinates action, monitors progress, and drives innovation across Hilton’s sustainability framework.

Despite a recessionary business climate, the Committee remained committed to long-term outcomes, successfully advancing projects such as:

- o Modernisation of fleet
- o The Electric Metro Truck trial
- o Idle management technology deployment
- o Nationwide route mapping and digital dispatch enhancements

Now entering its third year, the Committee will lead efforts to define Hilton’s carbon reduction targets and further embed sustainability into core operations, procurement, and performance metrics.



## TRANSPARENCY & REPORTING

### Transparency and External Accountability

Transparency remains a cornerstone of Hilton's ESG approach. We report externally on our goals and progress to ensure our stakeholders — from shareholders to customers — are informed and engaged.

We also commit to continuous alignment with global frameworks and third-party verification to strengthen the credibility of our ESG performance.

### Independent Monitoring

In partnership with Toitū Envirocare, Hilton's has achieved ISO-aligned certification under the CarbonReduce programme. We have also gained EcoVadis Committed status. This third-party monitoring ensures our carbon data and reduction plans are not only robust, but benchmarked against best-practice international standards.



# carbon roadmap

## CARBON REDUCTION PATHWAY

Category	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31
Scope 1 Initiatives	<ul style="list-style-type: none"> <li>• Confirm science-based targets for CO<sub>2</sub> reduction, establishing measurable foundation for future goals.</li> <li>• Fleet configuration                             <ul style="list-style-type: none"> <li>- Euro 4: 2%</li> <li>- Euro 5: 50%</li> <li>- Euro 6: 48%</li> </ul> </li> <li>• Commence trial of metro EV truck, evaluating performance and operational fit in urban environments.</li> <li>• Complete feasibility analysis for electric milk pumping system, assessing potential for emissions reduction in dairy logistics</li> </ul>	<ul style="list-style-type: none"> <li>• Develop CO<sub>2</sub>e intensity metric, enabling more precise tracking of emissions relative to operational output</li> <li>• Fleet configuration                             <ul style="list-style-type: none"> <li>- Euro 4: 2%</li> <li>- Euro 5: 49%</li> <li>- Euro 6: 49%</li> </ul> </li> <li>• Trial EV, hybrid, and hydrogen vehicles, expanding our understanding of alternative fuel technologies.</li> <li>• Adopt learnings from electric milk pumping system, applying insights to improve efficiency and reduce emissions</li> </ul>	<ul style="list-style-type: none"> <li>• Leverage data platforms to monitor and optimise emissions performance across operations.</li> <li>• 50% of forklift fleet transitioned to electric, where suitable technology is available.</li> <li>• 80% of drivers achieve Gold Class standard on NZI Driver Scorecard, reflecting continued progress in safe and efficient driving.</li> </ul>	<ul style="list-style-type: none"> <li>• &gt;55% of fleet operating at Euro 6 standard, reflecting continued investment in lower-emission vehicles</li> <li>• Implement replacement programme for HHLR personal use passenger fleet, informed by trials of EV, hybrid, and hydrogen vehicles.</li> <li>• 90% of drivers achieve Gold Class standard on NZI Driver Scorecard, demonstrating strong commitment to safe and efficient driving.</li> </ul>		<ul style="list-style-type: none"> <li>• 60% of fleet operating at Euro 6 standard or greater, with Euro 7 adoption to be reassessed upon market availability (expected 2031).</li> <li>• 100% of forklift fleet transition to electric, where suitable technology is available.</li> </ul>



## CARBON REDUCTION PATHWAY (continued)

Category	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31
Scope 1 Initiatives	<ul style="list-style-type: none"> <li>• Roll out route mapping across milk division, supporting more efficient transport planning and fuel use.</li> <li>• Exploring opportunities to support intermodal transport through stronger partnerships and tailored solutions</li> </ul>	<ul style="list-style-type: none"> <li>• 70% of drivers achieve Gold Class standard on NZI Driver Scorecard, reflecting strong performance in safe and efficient driving</li> </ul>				
Scope 2 Initiatives		<ul style="list-style-type: none"> <li>• Revise procurement criteria to include environmental standards, supporting Scope 2 emissions reduction through smarter energy and supplier choices</li> </ul>	<ul style="list-style-type: none"> <li>• 30% of vendors provide emissions data, supporting Scope 2 visibility and supplier engagement</li> <li>• Develop water and waste management plans, expanding environmental focus beyond carbon</li> </ul>	<ul style="list-style-type: none"> <li>• 50% of vendors provide emissions data, enhancing Scope 2 visibility and supplier accountability</li> <li>• Water and waste management plans in place for 60% of sites, supporting broader environmental stewardship.</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of vendors provide emissions data, enabling full Scope 2 visibility across the supply chain</li> </ul>	



**Aotearoa New Zealand's most trusted logistics provider**



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