



# *Impact Statement*

**NZPM is driven by a strong purpose of delivering sustainable shareholder value. We want to make an impact that matters, for our people, for our customers, and for society (our communities).**

NZPM have identified the carbon, environmental, social and governance metrics that provide a common framework for evaluating impact. So we are looking at our own performance through this CESG lens.

We measure our impact on carbon emissions by tracking our progress from our original benchmarks established in 2020 and regularly monitor these to include and establish additional metrics.

We measure our environmental impact so we can operate to a best standards practice to minimise resource use. We also want to educate our people further to promote a healthier planet.

We measure our impact on society broadly (through health and safety reporting, wellbeing, diversity data, code of ethics and supplier regulations), aiming to improve peoples lives both within and beyond NZPM's walls.

We evaluate our governance annually, knowing accountability is critical, however knowing that growth and financial performance remain important. We have good data privacy policies and cyber security training, we have an Environmental and Social Responsibility strategy and set goals, measure our progress and report it transparently through our Annual Report each year. This is how we hold ourselves accountable. This is how we answer to our stakeholders. This is how we'll know we're making an impact that matters.

# NZPM 2024 Impact Statement

Financial year  
April 2023 – March 2024

## Environmental

NZPM's total carbon footprint:

**2,095**  
tonnes CO<sub>2</sub>e



**7%** reduction of carbon emissions per employee



**27%**  
of our vehicle fleet are hybrids

## Wellbeing

**100%**  
of sites had a health and safety observation



**3**  
lost time injuries

**100%** of staff have access to funded medical cover, financial support and free counselling



**OVER 3,500**  
near misses reported

**82%** of staff\* are either satisfied or **strongly satisfied with their job**



## Diversity & Inclusion

**50%**  
of our Senior Leadership Team are female



**0%**  
gender pay gap

**56:44**  
male-to-female workforce ratio

**14%**  
of board members are female



**63 staff**  
promoted or moved to new roles within the business

**31%** of our workforce are non-NZ European\*

## Social

**OVER \$325,000**

in donations and sponsorships

which includes funds raised from all participants and fundraising events



### Charity Support



\* Based on 79% of staff completing our September 2023 Employee Engagement Survey.