



NZPM 2025 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.

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Financial year
April 2024 – March 2025

Environmental



NZPM's total
carbon footprint:
1,829
tonnes CO2e[^]



4%
reduction of
carbon emissions
per employee[^]



29%
of our vehicle
fleet are
hybrids

Wellbeing



100%
of sites had a
health and safety
observation

4
lost time
injuries

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

**OVER
2,800**
near misses
reported

Diversity and Inclusion



50%
of our Senior
Leadership
team are female

0%
gender
pay gap

56:44
male-to-female
workforce ratio

14
staff promoted or
moved to new roles
within the business

29%
of our workforce
are non-NZ
European*

14%
of board
members
are female

Social



**Donations and
sponsorships**
of over \$260,000 were made
throughout the year[^]

Charity Support:



[^] Based on the latest rates available from Ministry for the Environment.

* Based on 81% of staff completing our August 2024 Employee Engagement Survey.

* Including funds raised from all participants and fundraising events