

Asmuss Sustainability Framework




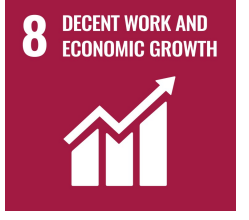





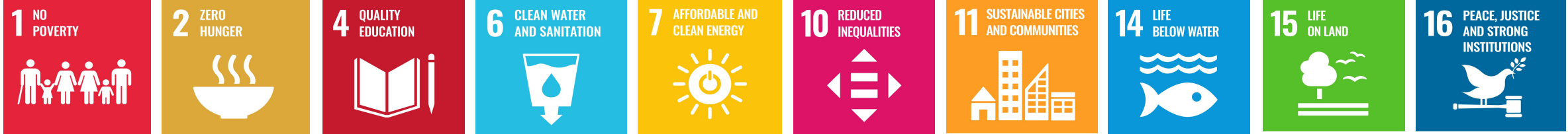
Our purpose is:

To create a stronger New Zealand by helping our customers, communities, and people succeed.

We will do this by:

Aligning our business operations with the United Nations Sustainability Development Goals (SDGs) established as a blueprint for peace and prosperity for people and the planet, now and into the future.

ENVIRONMENT	SOCIAL	GOVERNANCE
<p>Goal: Ensure sustainable consumption and production patterns</p> 	<p>Goal: Improve overall health outcomes for all employees</p> 	<p>Goal: Engaging with stakeholders and partnering with others to achieve common sustainability goals</p> 
<p>Initiatives: Align with industry advocacy groups to support sustainable business practices and to ensure we're meeting best practices in NZ. Toitu Certification, Infrastructure Sustainability Council, Steel Sustainability Council</p>	<p>Initiatives: Providing a Zero Harm Workplace that is safe for every employee, contractor and visitor to step into. Minimise workplace risks through our Health and Safety Management System. Demonstrate best practice by investigating ISO 45001 certification.</p>	<p>Initiatives: Collaborate with our stakeholders and actively participate in partnerships to share and promote responsible business practices. Understand our customers ESG needs and align with our own where possible. Promote our ESG goals through our values and our policies. Ensure there is a budget in place for ESG initiatives</p>
<p>Introduce a waste management plan. (includes recycling initiatives) Our target is to reduce waste in landfill by 25% by 2027. Introduce environmental monitoring and reporting across our network to ensure business activities have a minimal impact on our surroundings and the community.</p>	<p>Improve our Employee Wellness Programme each year by resetting themes to support our employees and their families manage their physical health and social well-being. Make available Health and Life Insurance cover for all staff.</p>	<p>Ensure we have reporting in place on our environment, social and governance impacts to monitor progress on our initiatives to achieve our ESG goals.</p>
<p>Assess the environmental impact across the lifecycle of our manufactured products. We plan to assess this by developing Environmental Product Declarations (EPDs) for our DI Fittings and PE Pipe products and sharing this information with our customers. Collate EPDs from our suppliers for their products and make this information readily available to customers and other interested parties.</p>	<p>Goal: Live our purpose of creating a stronger New Zealand by helping our customers, communities and people succeed</p> 	<p>Goal: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation</p> 
<p>Construct our facilities to meet sustainable design and build benchmarks. We will do this by ensuring new builds and renovations are Green Star rated.</p>	<p>Initiatives: Invest in our people by providing training and development opportunities. Conduct staff surveys to measure employee engagement and identify areas for improvement. Benchmark engagement scores with the industry and set a target of 5% improvement for engagement.</p>	<p>Initiatives: Seek feedback from our customers to measure their perceptions of our products and services. Use customer feedback to make informed decisions about changes before these are implemented.</p>

ENVIRONMENT	SOCIAL	GOVERNANCE
<p>Goal: Take urgent action to combat climate change and its impacts</p> 	<p>Adopt new technology and empower our staff to identify opportunities for improvement</p>	<p>Uphold transparent, ethical governance and business practices through our constitution where the duties of directors and stakeholders are established and chartered.</p>
<p>Initiatives: Measure and monitor our carbon footprint by utilising accurate and accessible reporting. We will use our carbon footprint data to develop strategies and implement reduction projects. Our target is to reduce our carbon footprint in scope 1 & 2 by 10% from 2022 levels</p>	<p>Promote responsible Supply Chain management through ensuring responsible and ethical practices through our supply chain; Work with our suppliers to manage lifecycle impacts of their products</p>	<p>Five-Year Strategic Plan in place to develop and grow the business. Business Risks identified and risk mitigation framework established. Data protection and privacy measures are in place. Compliance with good business practices and accuracy of financial reporting verified by independent external audits.</p>
<p>Changing our fuel consumption. Reduce fuel usage and introduce the use of less carbon-intensive fuels. We will do this by adopting new technologies to our advantage where possible. Our target is to convert our vehicle fleet to 25% hybrid or equivalent by 2030.</p>	<p>Goal: Achieve a diverse and empowered workforce</p> 	
	<p>Initiatives: Ensure that policies and processes are current and compliant with appropriate best practices and the law. Promote diversity and equality across the organisation and raise awareness so that everyone understands their responsibilities.</p> <p>Build an inclusive workplace by creating the opportunity for everyone to fully participate at work. This is about fair treatment for everyone, regardless of their background, education, ethnicity, gender, age, religion, sexual orientation, disability or any other characteristic.</p>	
<p>The Asmuss Foundation aims to offer assistance with financial literacy, budgeting services, cultural, leadership, youth development focused on employment pathways and family support. The projects we support will align with at least one or more of the other SDGs as an indirect focus of the business.</p>		
		
<p>Enabled through our Values: CELEBRATE SUCCESS - OWN IT - PERSONAL & PROFESSIONAL - WIN FAIR, WIN TOGETHER</p>		