

Purpose

The purpose of this policy is to communicate H J Asmuss & Co Limited's (Asmuss) commitment to sustainable business practices which align to our purpose of creating a stronger New Zealand by helping our customers, communities and people succeed. We will do this by setting and achieving relevant goals across environmental, social and governance.

Scope

This policy applies to all Directors, employees, and stakeholders of Asmuss.

Asmuss achieves this purpose by:

- Engaging with our staff, customers and suppliers to better understand our ESG needs and use a collaborative approach to setting our ESG initiatives.
- Measuring our carbon emissions and energy consumption and implementing energy-efficient practices.
- Developing and implement a waste reduction and recycling program to minimize the amount of waste generated and to divert waste away from landfills.
- Ensuring that people are at the heart of our business. We have a safe, collaborative, inclusive, engaged, and diverse workplace which is supported by a comprehensive Health & Wellness program.
- Ensuring compliance with labour laws and regulations. Providing a safe and healthy work environment for all employees.
- Ensuring we have robust policies and procedures in place to maintain standards of professional conduct and integrity.
- Continuing to uphold high standards of quality and best practice by participating in certification programmes which align with our industry.
- Recognise social impacts and have consideration for the local communities in which we operate.
- Continuing to support the Asmuss Foundation and its gifting to local community-based charities.

Related Documents:

- ESG Framework
- Code of conduct
- Privacy Act 2020