



Green  
by Nature

# Green by Nature FY25 Impact Report



## Our Material ESG Topics

We defined our material ESG topics using an engagement led approach that aligns with the requirements of the Global Reporting Initiative (GRI) framework. These material topics underpin the focus areas of our ESG strategy:

Key pillars of ESG Strategy	Green practices for sustainable futures	Thriving workforce and community	Accountable and responsible governance
Priority material topics for Green by Nature	<ul style="list-style-type: none"> <li>Energy and greenhouse gas emissions</li> <li>Waste</li> <li>Pesticides and hazardous chemicals</li> <li>Water consumption</li> </ul>	<ul style="list-style-type: none"> <li>Employee engagement and development</li> <li>Workplace health, safety and wellness</li> <li>Community investment and partnerships</li> <li>Customer satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>Legal and regulatory compliance</li> <li>Cybersecurity</li> <li>Market presence and economic performance</li> <li>Procurement practices</li> </ul>

## Aligning With The SDGs

The United Nations Sustainable Development Goals (“SDGs”) are a blueprint to achieve a better and more sustainable future for all. Agreed upon by all United Nations Member States in 2015, the 17 interconnected goals aim to address the global challenges of poverty, inequality, climate change, environmental degradation, and justice by 2030.

Green by Nature is committed to delivering sustainable outcomes for the environment, society, and economy through our work, and are proud to align our business operations with the SDGs.



# FY25 ESG Snapshot

Here's a snapshot of Green by Nature's ESG performance over the 2024-2025 financial year. We intend to report performance against these baseline metrics annually to understand changes year-on-year.

Scope 1 and 2  
Greenhouse gas  
emissions:  
**10,224 tonnes CO2-e**



Total water  
consumption:  
**5,217 kL**



**1092 tonnes** of  
greenwaste &  
construction waste  
diverted from landfill.



**602,970 kWh** of  
electricity consumed



**193 tonnes** of carbon  
offset through native  
reforestation with  
Greenfleet



We spent over  
**\$300,000** on  
sponsorships and  
support for our  
communities and  
industry.



**99% increase** in  
spend on suppliers  
with third-party  
environmental or  
social certification



**72%** of our leaders  
participated in  
Leadership  
Development training  
(approximately)



**17%** of our workforce  
are female



**2295 kgs** of uniforms  
diverted from landfill  
via Upparel's textile  
recycling and  
recovery



**97%** attendance  
rate at Board  
meetings



**141** of our  
employees identify  
as Aboriginal,  
Torres Strait  
Islander, or Māori



## Some highlights from 2025

### B Corp Certification

Green by Nature is proud to have become a Certified B Corporation™, or B Corp™, in 2025. Our business exists to nurture, protect and regenerate the natural environments that communities rely on. Formalising this purpose through B Corp certification ensures we are held to account, year after year, as we scale our positive impact.

As a B Corp, we're part of a community of companies working together for change, and taking part in collective action to advocate for a shared goal of a global economy that benefits people and the planet. We strive to be transparent and accountable for our impact, and adapt our practices to reflect evolving social and environmental issues, aligning with consumer demands and values.

Certified

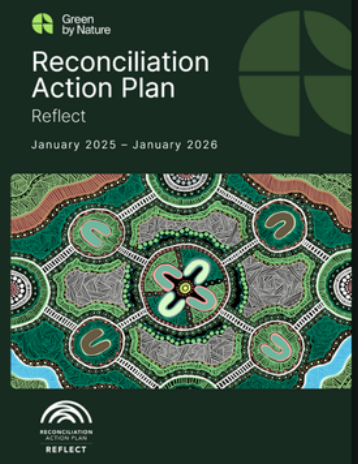


Corporation

### Reconciliation Commitments

In 2025, we strengthened our commitment to reconciliation by implementing our Reflect Reconciliation Action Plan (RAP) in Australia, laying the foundations for meaningful, long-term relationships with Aboriginal and Torres Strait Islander peoples. The Reflect RAP focused on building internal understanding, embedding respect across our culture, and identifying practical opportunities to support reconciliation through our operations and partnerships.

We also became a Supply Nation member, formally recognising our intent to engage with and support Indigenous-owned businesses within our supply chain. Together, these steps marked an important milestone in our reconciliation journey, moving from intention to action and reinforcing our responsibility to contribute to more inclusive and equitable outcomes across the communities we work in



### Community Volunteering

In New Zealand, we have had a very successful year with our community engagement, with employees dedicating over 1,000 volunteer hours to more than 150 local initiatives. This hands-on support includes providing essential resources like BBQ trailers and wheelie bins for local sports and community events, alongside direct involvement in environmental work such as planting days, beach clean-ups, and green waste removal for community groups.

Our efforts span numerous regions, with a strong presence in Horowhenua, Manawatu, and Gisborne, demonstrating a commitment to communities of all sizes. Consistent and practical support for local councils, schools, and sports clubs, reflects a core value of being an active and responsible corporate citizen for our local communities.



## Progress Towards our ESG Strategy Goals

Green by Nature's first Environmental, Social, and Governance (ESG) Strategy was set in 2024, spanning a three-year period out to 2027. The ESG Strategy outlines our goals and performance targets across twelve material sustainability topics.

Green by Nature has made progress towards a number of these goals over the last year. A selection of these are summarised below.

### Our Environmental Goals

ESG topic	Goal	Progress in FY24/25
Energy & Greenhouse Gas Emissions	By 2026, have developed a plan to become carbon neutral.	<ul style="list-style-type: none"> <li>Invested in a third-party software platform to automate the year-on-year calculation of our Scope 1 and 2 emissions across the business.</li> <li>Commenced quantification of select Scope 3 emissions from the disposal of waste and business travel in NZ.</li> </ul>
	Improve energy efficiency (fuel and electricity) of our operations by 15% [units per hours worked], by 2027.	<ul style="list-style-type: none"> <li>Implemented detailed tracking of electricity and fuel consumption at the facility or depot level across Australia and New Zealand, to identify consumption 'hot spots'.</li> <li>Calculated baseline energy efficiency figures.</li> </ul>
Water	Increase the water efficiency of our operations by 15% [litres per hours worked], by 2027	<ul style="list-style-type: none"> <li>Implemented digital platform to measure and track our water consumption across depots and facilities, and calculate baseline figures.</li> </ul>

### Our Social Goals

ESG topic	Goal	Progress in FY24/25
Employee engagement and development	Improve opportunities for professional development and lifelong learning of our workforce.	<ul style="list-style-type: none"> <li>Developed a 12-month training calendar that outlines all learning and development opportunities that are required and optional for staff.</li> <li>Appointed an Apprentice Program Coordinator to support expansion of the Green by Nature Academy.</li> </ul>
	Improve employee engagement and satisfaction.	<ul style="list-style-type: none"> <li>Developed a harmonised Service Awards framework to recognise milestone years of service with Green by Nature.</li> <li>Expanded our Recognition Program to now include monthly awards across teams and disciplines.</li> <li>Established an internal communication platform that is used to engage with all staff and communicate internal business updates, upcoming events, and other opportunities.</li> </ul>
Community investment and partnerships	Give back to the community, supporting through a combination of financial donations and our time.	<ul style="list-style-type: none"> <li>We participated in at least 5 Corporate Social Responsibility events in each major region of NZ that we are based, and at least 10 events in Australia.</li> </ul>

### Our Governance Goals

ESG topic	Goal	Progress in FY24/25
Legal and regulatory compliance	No breaches of environmental or occupational and workplace health and safety legislation.	<ul style="list-style-type: none"> <li>Zero breaches of environmental or WHS legislation</li> <li>Retained ISO certification for our Integrated Management System (IMS).</li> </ul>
Cybersecurity	Zero instances of cybersecurity breaches.	<ul style="list-style-type: none"> <li>Consolidated our existing online environments to utilise common applications and management functions across all business units</li> <li>Developed and implemented a cybersecurity training program for all staff, which is currently voluntary.</li> </ul>

