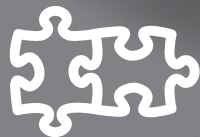




Plug in to value at every connection.

Environmental, Social & Governance Policy



CONTRIBUTION



PARTNERSHIP



ETHICS



INTEGRITY



DRIVE



IMPACT



SENSITIVITY



GOALS



GROWTH

Environmental, Social & Governance Policy

Our Goal

Our goal is to become as sustainable a business as we reasonably can. We are taking an honest look at where we can do better, for our business, our customers, our people and our home, Aotearoa New Zealand. This policy sets out the commitments we make and stand behind.

Scope

This policy applies to all activities carried out by or on behalf of Redpaths, at every branch. All employees and contractors are expected to apply it in their day-to-day work, and Redpaths management will lead by example by building these considerations into business decisions.

1. Environment

Redpaths is committed to reducing its environmental impact and to continuous improvement. We will:

- reduce waste across our branches, and recycle wherever practical.
- work with suppliers to reduce packaging and waste.
- offer sustainably sourced and environmentally certified products where they are available.
- offer reusable bags to customers.
- choose efficient computers, vehicles and equipment, and favour durable quality over disposable items.
- reduce unnecessary travel by using video conferencing where practical, and switch off lighting and equipment when not in use.
- move towards paperless processes where practical.
- measure our carbon footprint where practical, and offset emissions we cannot avoid.

Trees That Count

Redpaths has partnered with Trees That Count to help offset our carbon footprint and protect New Zealand's threatened biodiversity. Donated native trees are matched with restoration groups across Aotearoa to be planted and cared for.

Measure	To date
Native trees funded	1,053
CO ₂ expected to be removed over 50 years	233 tonnes CO ₂ e

2. Social

Our People

- We treat employees fairly, with dignity and with consideration for their goals and aspirations.
- We provide equal opportunity in all aspects of employment, and do not engage in or tolerate discrimination, intimidation or harassment. See our Gender Equality & Equal Opportunity Statement.
- We apply fair employment practices and comply with New Zealand employment law.
- We provide a safe and healthy workplace and do not compromise anyone's health and safety. Every employee is responsible for contributing to a safe working environment. See The Redpaths Way Health & Safety Handbook.

Environmental, Social & Governance Policy

Human Rights and Ethical Supply

- We respect human rights within our sphere of influence and will not engage or be complicit in human rights abuse.
- We do not tolerate modern slavery in any part of our supply chain. See our Modern Slavery Statement.
- We prefer socially responsible products and suppliers.

Our Community

- We support local communities through regular donations to charities and through community and volunteer activity.
- We provide employment and economic opportunities in the communities where we operate.
- We respect the cultures, customs and values of the individuals and groups we work with.

3. Governance

- We conduct our business openly, honestly and ethically, with integrity in all our dealings.
- We protect our people, and our financial, physical, information and reputational assets.
- We comply with the laws and regulations that apply to our business.
- We make this policy available to our customers and suppliers, and work with them to achieve consistency with it.
- Management maintains the structures needed to identify, monitor and manage environmental, social and governance issues relevant to our business.

4. Our Principles

Principle	What it means for us
Stewardship (kaitiakitanga)	We have a duty of care for the environment and for each other, and a responsibility to look after places, resources and taonga for future generations.
Long-term thinking	We take a long-term view and consider the needs of future generations: we think in generations, not years.
Whole-of-system thinking	We consider the wider and whole-of-life effects of our decisions, and of the goods and services we use.
Precaution	We deal cautiously with risk and with effects that cannot be reversed.
Fairness	We act fairly and transparently in our relationships.
Collaboration	We build purposeful relationships and share knowledge to achieve common goals.

5. Review

This policy is reviewed annually by the Leadership Team.

Contact

R. Redpath Limited, Head Office | 71 Sturrocks Road, Casebrook, Christchurch 8051
03 365 8778 | info@redpaths.co.nz | www.redpaths.co.nz