




Hynds Sustainability Framework



The Hynds Group is committed to reducing our Footprint on *'The Planet'* whilst maximising our Handprint on the environment and our communities through *'Our Products'* and *'Our People'*

<h2>Our focus areas</h2>	 <h3>Planet</h3> <p>Tiaki i a Papatūānuku</p>	 <h3>People</h3> <p>Tiaki i te tangata</p>	 <h3>Product</h3> <p>He rawa mo te anamata, ā, haere ake nei</p>
<h2>What matters to us</h2>	<ul style="list-style-type: none"> • Contribution to New Zealand's low carbon future • Rethinking our value chain with a circular economy mindset • Being a visible leader and advocate in the management of our three waters 	<ul style="list-style-type: none"> • Engaging with our local communities and stakeholders to make a better world • Becoming an industry leader and advocate for sustainability • Being a workplace where people matter and where people go home, safe, and well at the end of each day 	<ul style="list-style-type: none"> • To build resilience and future proofing in everything that we do • To actively decrease our carbon footprint whilst increasing our handprint
<h2>Our targets & goals</h2>	<ul style="list-style-type: none"> • Set aligned science-based targets (SBTi) to reduce our organisational carbon footprint • Reduce our Scope 1 & 2 emissions by 42% by 2032 • Engage with our supply partners to also adopt and set SBTi • Reduce waste to landfill by 25% by 2025 • Regeneration of farmland to native forest. Planting >100,000 trees • Conversion of work fleet to 50% EV or hybrid technology by 2030 	<ul style="list-style-type: none"> • Sponsor and partner to Sustainable Coastlines • Signatory to the Climate Leaders Coalition • Employee satisfaction, employer of choice >85% • TRIFR < 1.3, Critical Risk Containment > 3.0 and Safety Culture Maturity level of 2.0 (Bradley Curve) • Develop a diversity and inclusion policy 	<ul style="list-style-type: none"> • Environmental Product Declarations (EPD) for concrete, PE product lines • Introduction of a low carbon product range with reductions of 25% • Prioritising sustainable community solutions for flood, storm surge, coastal erosion and other
<p>United Nations Sustainable Development Goals (SDG)</p>	