



Here for NZ

Here for NZ is our commitment to our people, communities and planet. It's our call to action and how we ensure we're acting in a way that will support future generations to thrive.

WE HAVE FOUR SOCIAL PROMISES THAT KEEP US ACCOUNTABLE AND COMMITTED:

We support every New Zealander to access **healthy and affordable food**.

We create **meaningful and safe work** for our people.

We **support our local communities** to thrive.

We are **sustainability leaders** in our operations and how we source our products.

Here are the key metrics detailing our progress against each of our social promises in FY23.

How we were Here for NZ in FY23



Almost

12,000

children participated in the Food for Thought programme across the North Island

Almost

\$6 million



donated by our North Island stores to their local communities

72.4%



store Landfill Diversion Rate (LDR)

68%

Heart Foundation®



of Own Brands products comply with Heart Foundation nutritional criteria (up +13% on FY22)

98.9%



of Own Brands packaging (by weight) is reusable, recyclable or certified home compostable

Our four social promises



Healthy and Affordable Food

We support every New Zealander to access healthy and affordable food.



Sustainability Leadership

We are sustainability leaders in our operations and how we source our products.



Supporting Local Communities

We support our local communities to thrive.



Meaningful Work

We create meaningful and safe work for our people.


Family 2 Family

Over **20,000** bags donated by New World customers nationwide to foodbanks in the **Family2Family appeal**. New World donated **\$250,000** to the City Missions and local food banks across New Zealand

PAK'nSAVE customers donated over **55,000 cans** in the national **PAK'canSAVE appeal** and **\$150,000** donated by **PAK'nSAVE** to local food banks across New Zealand





\$500K

of internal grants made to our employees through the Foodies Foundation

4.7 million 

'equivalent meals' donated to North Island food banks or food rescue organisations

Our four social promises

-  **Healthy and Affordable Food**
We support every New Zealander to access healthy and affordable food.
-  **Sustainability Leadership**
We are sustainability leaders in our operations and how we source our products.
-  **Supporting Local Communities**
We support our local communities to thrive.
-  **Meaningful Work**
We create meaningful and safe work for our people.

Our co-op is proud to provide meaningful work to

24,000 

people across the North Island in our support centre, supply chain and stores

100%

of Own Brands packaged eggs are cage-free and we're moving to using cage-free eggs in our other products too

\$786,620 

of emergency support funding provided by the North Island HereforNZ Fund

62 

stores have transitioned to 100% cage-free packaged eggs

73% 

of all eligible Own Brands products now include Health Star Ratings

7,323 *Social Supermarkets*

shops made and **223,484 items provided** at all five of our social supermarkets (Wellington City Mission, Te Hiku Pataka, Tokoroa, Whare Kai and Ōtūmoetai)



Healthy and Affordable Food

INFLUENCING HEALTHIER FOOD CHOICES

There are approximately 12,000 children participating in Food for Thought (FFT) in the North Island, a free nutrition education programme run through schools, which began in 2008. Along with in-class learning sessions, FFT and Heart Foundation nutritionists organise class visits to a local New World or PAK'nSAVE store to help children learn what to look for on food labels and how to make healthy choices.

We are committed to displaying the Health Star Rating on our Own Brands products to help our customers make healthier choices and we achieved our target of 70%, which was a 4% improvement on the previous year.

Working with the Heart Foundation, we adapted a number of our Own Brands recipes to improve nutritional options for customers. 68% of our Own Brands products meet National Heart Foundation criteria, so we are well on our way to achieving our target of 70% by FY25.

Measure	FY22	FY23	FY25 Target
Number of children participating in the Food for Thought (FFT) programme in the North Island	9,161	11,767	Year on year increase
Display the Health Star rating on all relevant food products (National)	69%	73%	100%
In food categories where Heart Foundation nutritional criteria exists, a defined percentage of Own Brand products will comply with those criteria (National)	63%	68%	70%

REDUCE FOOD POVERTY

One of the core values and social promises of our national Foodstuffs Co-operatives is to ensure that everyone has access to healthy and affordable food. No one wants to see good food go to waste which is why our stores develop partnerships with food rescue organisations and food banks within their local communities. Through these partnerships, we have a significant opportunity to ensure surplus food gets to those in need.

In FY23, we carried out a survey in our stores to understand what support they needed to ensure all their edible surplus food is diverted from landfill. A key concern highlighted was that stores were not clear on what could be donated aside from the traditional ambient food items like bread and canned foods. As a result, we developed a set of Food Donation Guidelines which have been designed to support stores to safely redirect all their surplus food from meat to dairy to produce.

Measure	FY22 (Apr 21-Mar 22)	FY23 (Mar 22-Feb 23)	FY25 Target
Number of 'equivalent meals' donated by sites on the Waste Minimisation Programme, to Food Rescue Organisations and Food Banks across the North Island	4.51m	4.66m	No set targets



REDUCE CARBON EMISSIONS

As a co-op we are committed to reducing our carbon emissions. Nationally, we are a member of the Climate Leaders Coalition (CLC) which is a community of about 100 New Zealand organisations leading the response to climate change through collective, transparent and meaningful action to reduce our emissions profile. Our current profile is predominantly based on Scope 1 (direct emissions) and Scope 2 (indirect emissions from sources such as purchased energy - electricity, steam, heat, and cooling) emissions.

We're focused on transitioning away from high global warming potential (HGWP) refrigerants, which we expect to complete by 2025. Our diesel use has increased in FY23, partly due to adverse weather events extending transport routes, while electricity use has also increased due to new stores being included in the inventory and warmer temperatures increasing the load on our refrigeration and HVAC systems.

In FY24, we intend to continue our CO2 refrigeration rollout, focus on opportunities to increase energy efficiency across the business, optimise our transport and step-up waste minimisation efforts to reduce methane emissions.

Measure	FY22	FY23	FY25 Target
% reduction in carbon emissions (cumulative reductions from FY20 baseline)	6.5% (increase)	TBA*	21% reduction from FY20 baseline

*FY23 results will be available late 2023, in the Foodstuffs New Zealand ESG Report

MINIMISE OUR WASTE

We're working hard to reduce waste wherever we can, and currently we divert 72.4% of our waste from landfill through food rescue, food upcycling, animal feed and recycling of other materials.

Over the past year we have been focusing on improving data collection to ensure we include as many of our sites as possible in our reporting, as well as improving data accuracy for our waste streams. Although this data accuracy has seen our landfill diversion rate fall slightly this year, it has given us more oversight and insight for the future.

Food waste is a key priority for us, and as a signatory of the Kai Commitment, we alongside major food sector businesses have committed to reduce food waste, and associated carbon emissions. As a signatory we are encouraged to actively work towards identifying food waste hotspots, preventing food waste and innovating to move our focus up the food recovery hierarchy framework to maximise social, business and environmental impacts.

This commitment will play a significant role in our waste strategy going forward and we look forward to sharing our progress in the future.

Measure	FY22	FY23	FY25 Target
Improve our landfill diversion rate (from FY22 baseline)	74%	72.4%	81%

IMPROVE PACKAGING SUSTAINABILITY

As part of signing up to the New Zealand Plastic Packaging Declaration, Foodstuffs Own Brands has made a commitment to using 100% reusable, recyclable or certified home compostable instore and in our Own Brands packaging by 2025.

This commitment extends across all our fresh departments where we prepare, make, bake, and package all the fresh produce, meat, seafood, bakery, and deli items. Instore we continue to phase out single-use and hard-to-recycle plastics and we have committed to reducing our range of compostable products to only those that have home compostable certification.

We are committed to the Soft Plastic Recycling Scheme, and we've seen considerable growth in the programme last year. We are also a founding member of the Liquid Paperboard (LPB) scheme – a group working collectively to find a circular and recyclable solution for LPB in New Zealand.



Measure		FY22	FY23	FY25 Target
% of packaging that is reusable, recyclable or certified home compostable (National)	In-store Retail FSSI & FSNI (weight by material type)	85%	TBA*	100%
	Own Brands Packaging, including retail, inner and trade unit (weight by material type)	96% (baseline)	98.9%	100%
Number of Australasian Recycling Label logos on Own Brands products to support customers to recycle correctly (National)		Not reported in 2022	217	No set targets

*FY23 results will be available late 2023, in the Foodstuffs New Zealand ESG Report

Pams BBQ Butchery Range

Pams BBQ Butchery range has made the switch from a sticker label to a separable cardboard label, allowing the film, label and tray to be 100% recyclable at kerbside or via the NZ Soft Plastics Recycling Scheme.



Own Brands Bread Tags

Our Own Brands bread tags have made the switch from non-recyclable polystyrene to recyclable cardboard tags - customers simply need to place the tag inside a used envelope and recycle at kerbside.



RESPONSIBLE AND ETHICAL SOURCING

Foodstuffs nationwide is committed to delivering sustainable and ethically produced products and services to our stores and our customers and earning their trust by maintaining high standards.

We have established dedicated roles focused on ensuring that our purchasing practices align with our values and policies. We aim to build a more environmentally and socially responsible supply chain for the future.

Our Foodstuffs [Responsible & Ethical Sourcing Policy](#) communicates our expectations around this, and we continue to collaborate with our suppliers to achieve positive outcomes for people, animals and the environment.

We remain committed to working with our suppliers to ensure that everyone involved in our value chain is safe and treated with respect. In 2022, we made a submission in support of the government proposals to develop Modern Slavery legislation in New Zealand. We're also in the Collaborative Advantage, a working group of New Zealand businesses who seek to address environmental and social issues in their operations and supply chains.

Own Brands continue to onboard international supplier sites to Sedex, a platform used to assess and audit environmental and social risks in supply chains. We expect to complete this in FY24, ahead of target. We also require our New Zealand produce suppliers to undertake social audits and are monitoring these.

Measure	FY22	FY23	FY25 Target
% of Own Brands international supplier sites onboarded to Sedex to monitor social and environmental risks (National)	Not reported in 2022	71% (baseline)	100%

ANIMAL WELFARE

We are working closely with suppliers to ensure animal welfare is respected. A key focus has been on transitioning to 100% cage-free eggs (barn or free-range) for our Own Brands products, including where egg is used as an ingredient. Working closely with our suppliers, we are making good progress and are on track to meet our target, while ensuring we continue to offer healthy and affordable products. Our Pams eggs have been cage-free since 2008.

Measure	FY22	FY23	FY25 Target
% of Own Brands packaged eggs are cage free (National)	100%	100%	Achieved
% of Own Brands products use cage free eggs as an ingredient (National)	Not reported in 2022	35%	100% by 2025
Number of FSNI stores that have gone 100% cage free for packaged eggs (own brand and vendor brand)	Not reported in 2022	62	100% by 2027
% of FSNI packaged egg sales (by volume) are cage free (own brand and vendor brand)	Not reported in 2022	58%	100% by 2027

SEAFOOD

To support fish stocks and marine ecosystems, our goal is that by 2025 all seafood used as either a primary or characterising ingredient in our Own Brands products will be responsibly sourced. We verify and audit our seafood sourcing against responsible standards, such as the Marine Stewardship Council, Aquaculture Stewardship Council, Best Aquaculture Practices, Global GAP (Good Agricultural Practices), and A+ New Zealand Sustainable Aquaculture.

Measure	FY22	FY23	FY25 Target
% of Own Brands products use responsibly sourced seafood (National)	Not reported in 2022	78%	100%



TIMBER, BAMBOO, PULP & PAPER

To avoid contributing to illegal or unsustainable forestry practices, Own Brands has a commitment to responsibly source timber, bamboo, pulp and paper products and packaging by 2025. This means we will only source from Forest Stewardship Council (FSC) and Programme for the Endorsement of Forest Certification (PEFC) certified forests or use greater than 95% recycled content sources.

Measure	FY22	FY23	FY25 Target
% of Own Brands products use responsibly sourced timber, bamboo, pulp and paper (National)	Not reported in 2022	74%	100%

PALM OIL

Irresponsible palm oil production practices cause harm to people and the environment, particularly in relation to deforestation and biodiversity loss, which is why Own Brands is committed to sourcing Roundtable for Sustainable Palm Oil (RSPO) certified palm oil. RSPO are a non-profit organisation who ensure that certified palm oil is from sustainable sources produced against a set of environmental and social criteria.

Measure	FY22	FY23	FY25 Target
% of Own Brands products use responsibly sourced palm oil (National)	Not reported in 2022	99.5%	100%



Meaningful Work

INVEST IN OUR PEOPLE

We invest in our people, helping them gain knowledge, skills, and qualifications, and equipping them for meaningful careers. We offer learning opportunities in every area of our co-op.

Measure	FY22	FY23	FY25 Target
% of FSNI and North Island store employees enrolled in Foodies Learning formal learning programmes	4.8%	7.7%	5.0%

COMMITTED TO FAIR AND INCLUSIVE CO-OPERATIVES

Part of our commitment to our people is to continuously evolve a culture that supports people to thrive, perform, and belong. A core area of focus is to foster an environment where everyone feels welcome to be themselves and recognises the value of diversity.

In FY23 we focused on pay parity and pay equity through initiatives such as reviewing remuneration data with external specialists, having pay parity as a focal point during remuneration reviews and considering the impact of remuneration changes throughout the year on pay equity.

Measure	FY22	FY23	National Average
Achieve a Gender Pay Gap that is better than the national average (North Island)	2.6%	2.0%	9.2%

SUPPORTING THE WELLBEING OF OUR PEOPLE

We've continued to make strong progress in our commitment to get our team home safe every day, including seeing a 26% reduction in our Lost Time Injury Frequency Rate (LTIFR) in FY23. We continue to drive increased levels of health and safety reporting to ensure we learn when things don't go as planned and promote an early safe return to work.

We have a clear goal to protect our people from harm, maintaining our relentless focus on risk management, and ensuring strong reporting so that we can be confident we're evolving our safety culture, keeping our people healthy and safe from injury.

Measure	FY22	FY23	FY25 Target
Lost-Time Injury Frequency Rate (LTIFR)	2.9	2.3	Year on year improvement
Total Recordable Injury Frequency Rate (TRIFR)	15.1	13.7	Year on year improvement

Supporting Local Communities

IMPACT OUR COMMUNITY GROUPS

Our locally based Owner Operators work in the heart of their communities. They know their communities well and are passionate about supporting areas where they see the greatest need, including through financial giving. In FY23, our Owner Operators gave \$6 million to their local communities.

This year, we have partnered with local community groups to open four additional social supermarkets to support those experiencing food security challenges. These social supermarkets were opened in Kaitiāia, Whangarei, Tokoroa and Tauranga.

IMPACT AT THE FRONTLINE Reporting commitment	FY22	FY23
Amount donated by our stores to relevant local community organisations, causes and events.	\$5.1m	\$6m

