



Z Energy Sustainability Policy

Introduction

Our sustainability policy is an important foundation in defining what is different about Z. For Z, sustainability means acting in a way that benefits the future of the communities we operate in, the planet that carries us all while at the same time sustaining the long term future of our company.

Z's purpose, "the energy to do what matters" commits us to taking a long term view, not just the next five years and our strategy represent choices we have made that support this long-term commitment.

We understand that if we don't change and adapt, if we keep simply doing what we are doing, then our business, and industry, will not survive. It will not be sustainable.

What does Z believe?

We believe that we must constantly strive to be more efficient and more effective in everything we do in order to continue to deliver value to our staff, our customers and our shareholders.

We also believe we have a unique set of circumstances that provide us with an opportunity to make a difference towards a more sustainable future on a scale few companies within New Zealand have:

- As gatekeepers to the fuel consumer, our industry is seen as part of the problem. We market products that can contribute up to 90% of our commercial customers' carbon footprint and an estimated 25% of an individuals' carbon footprint.
- Success in our industry demands sustainable business practice - in particular efficient use of resources, care for the environment and consumer choice.
- We exist locally: we are owned by New Zealanders, we employ New Zealanders, do business in neighbourhoods across our country, support economic activity and contribute wealth to shareholders.
- Our strategy reflects sustainable aspirations; it is focussed on long term outcomes, not quarterly returns.
- Our commitment to no accidents and no harm to people or the environment is an important example of our approach to sustainability.

Things Z holds to be true are:

- Natural resources are scarce and increasingly expensive
- The world has limited capacity to absorb carbon emissions and waste
- The most important resource available to us is people

- The only alternative to pursuing a sustainable strategy is diminishing company value and ultimately extinction.

What are Z's commitments to a sustainable future?

We will act to reduce our customers' carbon intensity by helping New Zealanders reduce their use of fossil fuels

We believe that climate change is real and the products we sell contribute to accelerating climate change. While no one person or organisation can fix this problem, we are uniquely placed to make a difference and demonstrate leadership. We will do this by: working with other organisations and investing in new technologies; and by researching and commercialising alternative fuels we reckon we can also help our customers reduce their own impacts.

We will use less and waste less

Ensuring that our own operations are efficient is a meaningful contribution in its own right to the future of New Zealand and New Zealanders while helping assure a future for Z.

We will do what matters for people and communities

We are a company owned by New Zealanders for the benefit of all New Zealanders. By listening to the needs of our staff, our customers and the communities we operate in, we will support and invest in things that matter to real people. We will be a visible face in our local communities; building relationships and understanding better the world that we all operate in. We will invest in our people, providing them with opportunities to develop themselves in their professional and personal lives.

We will do business in a way that supports New Zealand

We believe that being from New Zealand and operating in New Zealand comes with some special responsibilities. Part of the way we feel this responsibility means we will support and invest in New Zealand. We challenge ourselves to purchase from within our shores and support other Kiwi businesses.

We will be straight up

Realising we will not get everything right we will share openly what we have done and listen to people's views on what we should be doing. To demonstrate this commitment to transparency we will measure our performance, report this annually and have this audited by an independent third party