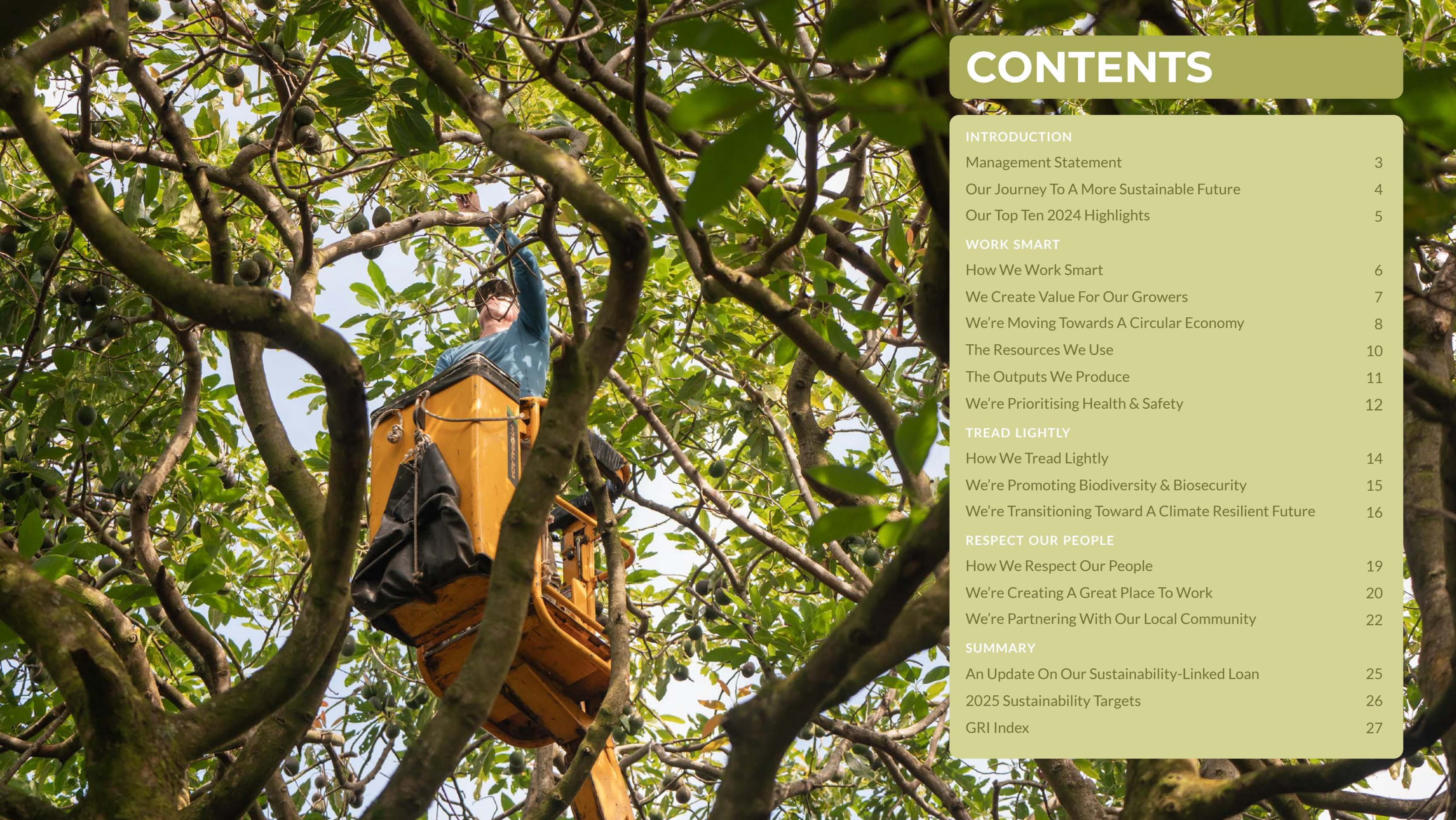


2024 SUSTAINABILITY REPORT



Trevelyan's
Growing a better future



CONTENTS

INTRODUCTION	
Management Statement	3
Our Journey To A More Sustainable Future	4
Our Top Ten 2024 Highlights	5
WORK SMART	
How We Work Smart	6
We Create Value For Our Growers	7
We're Moving Towards A Circular Economy	8
The Resources We Use	10
The Outputs We Produce	11
We're Prioritising Health & Safety	12
TREAD LIGHTLY	
How We Tread Lightly	14
We're Promoting Biodiversity & Biosecurity	15
We're Transitioning Toward A Climate Resilient Future	16
RESPECT OUR PEOPLE	
How We Respect Our People	19
We're Creating A Great Place To Work	20
We're Partnering With Our Local Community	22
SUMMARY	
An Update On Our Sustainability-Linked Loan	25
2025 Sustainability Targets	26
GRI Index	27

MANAGEMENT STATEMENT

2024 Progress and Key Initiatives

2024 has been a year of collaboration, allowing us to go further on our sustainability journey. By working together, we have taken meaningful steps forward in both the environmental and community spaces.

Reducing Environmental Impact

In partnership with Powerco, and the Energy Efficiency and Conservation Authority (EECA), we co-funded an energy strategy report prepared by Deta. The report identified the potential to significantly lower Trevelyan’s carbon footprint by entering into a Power Purchase Agreement (PPA), to secure a renewable energy supply such as solar or hydro. This is something that will take time to develop over the next couple of years.

We are also advancing the transition to electric forklifts and fleet vehicles, and restructuring our coolstores into smaller, micro-controlled cells to optimise energy use.

Additionally, we are involved in an industry project to support the transition away from high GWP (Global Warming Potential) refrigerants.

Community Partnerships

Our collaborative efforts also extend into the community. Key initiatives include:

- Partnering with health providers to enhance support services for our staff and ultimately improving staff well-being.
- Transporting fruit to the Chatham Islands to improve food access for remote communities.
- Supporting the establishment of school gardens to provide fresh food and teach students about entomology and biosecurity.
- Contributing to local sports clubs such as squash and bowls to increase community cohesion.

These partnerships demonstrate the power of collaboration in achieving long-term environmental and community benefits. By continuing to strengthen these relationships, we are building a more resilient future.



A thought...

*“If you want to go fast, go alone.
If you want to go far, go together”*

— African proverb



James Trevelyan | Managing Director

OUR JOURNEY TO A MORE SUSTAINABLE FUTURE

Welcome to Trevelyan’s eleventh annual Sustainability Report for the twelve months from 1st January 2024 to 31st December 2024. This report shares our business performance, the projects we have been working on, and progress toward our sustainability targets.

While there is still much ground to cover, our commitment to addressing the sustainability challenges that our business faces remains firm. We continue to take the necessary steps to address these issues successfully.

We believe it is essential for us to share our sustainability progress with our people, our growers and our wider industry. We proactively advocate for a more sustainable industry and partner with others to help grow a better future.

This report has been prepared in accordance with the latest Global Reporting Initiative Sustainability Reporting Standards (GRI Standards), 2021. The GRI Standards are the world’s most widely used sustainability reporting standard.

Sustainability Impact Assessment

In December 2024, we engaged Proxima to conduct a Sustainability Impact Assessment to evaluate whether new material impacts have arisen or shifted in significance since our last detailed assessment in 2020. The impact assessment included a review of external benchmarks and topics reported by our peers in Aotearoa and internationally. The impacts considered included the actual and potential sustainability impacts on the economy, environment and society, including people’s human rights. The scope of these impacts extended beyond Trevelyan’s

operational control and included upstream and downstream value chain impacts.

Impacts were assessed in terms of scale, scope and irremediability, in line with GRI and risk management approaches. The combination of these three factors led to an overall severity ranking. The severity of impacts assessed were irrespective of Trevelyan’s perceived or actual performance managing these impacts.

Our Sustainability Impacts

The structure of this report is aligned with our company values: Work Smart, Tread Lightly, and Respect Our People. The mitigation measures adopted to address our most material sustainability impacts have been recorded under these sections.

What’s New in this Report?

In 2024, we made big strides on our sustainability journey by supporting and collaborating with others in our community and our wider industry.

- We will share what went well (WINS) and where we need to improve (WORK ONS).
- We will showcase some of the key partnerships we have built up to help us go further and achieve greater sustainable outcomes.
- You will see a section about Jamie Hodgson, a recent Waikato University graduate, who has designed this report; another initiative that reinforces our commitment to partnering and building professional relationships.



Work Smart

- We create value for our growers
- We’re moving towards a circular economy
- We’re prioritising health & safety

MATERIAL ISSUES

- Fruit quality (overuse of resources)
- Packaging materials and waste
- Physical health of team

Tread Lightly

- We’re transitioning to a climate resilient future
- We’re promoting biodiversity and biosecurity

MATERIAL ISSUES

- Climate change adaptation
- Energy use
- GHG Emissions from operation (Scope 1 & 2)
- GHG Emissions from supply chain (Scope 3)
- Climate impacts on production
- Biosecurity risk
- Biodiversity loss

Respect Our People

- We’re creating a great place to work
- We’re partnering with our local community

MATERIAL ISSUES

- Compensation and living wage, gender pay gap
- People development
- Community engagement / sponsorship
- Local economic opportunities (impact beyond growers), including local procurement

OUR TOP TEN 2024 HIGHLIGHTS



BayFarms is now a partnership

between our growers and Trevelyan’s Pack & Cool, each holding 50%.



Over 200 unnecessary movements in the loadout yard have been **eliminated** due to the directional TV screens.



43 coolstores helped us pack and store record volumes of fruit for 2024 with exceptional quality results!

Over ten grower events to build stronger relationships, share information and let off steam!



Reusing hairnets resulted in a **reduction of 43%** purchased in 2024, compared to 2023.

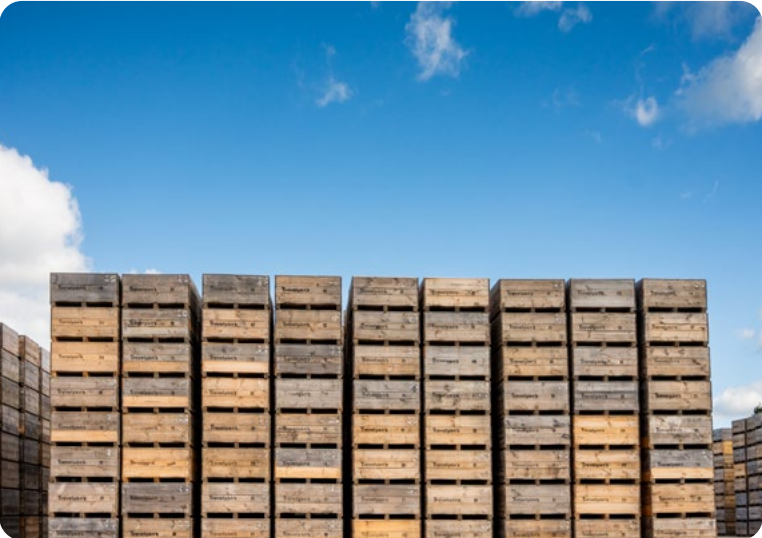


A **6 million-litre stormwater fire pond** will provide firefighting capability and assist in managing weather events.

With a focus on spending wisely, we **spent less** than budgeted for the year.



Our leadership workshop series helped us prioritise skills to focus on in 2025.



We packed a record **212,815 kiwifruit bins**, with 3,620 bins on our peak packing day.

No coolstore hold for packing of Gold kiwifruit, and a 50%+ decrease in Zespri PINS for missing fruit labels.



HOW WE WORK SMART

By gaining a sound understanding of our growers, resources and stakeholders, we leverage our expertise and continuous improvement practices, to make smarter strategic decisions and ensure the best outcomes for everyone.

PARTNER WITH OUR GROWERS

Collaborate with our growers so that they are empowered to prosper and cultivate successful, sustainable businesses for generations to come.

OPPORTUNITIES AND PERFORMANCE

Explore every opportunity to improve our operations and lift productivity and returns through continuous improvement.

Wins

GACK OGR (\$/HA)

11.4%

above the industry average

GACK FRUIT LOSS

9.4%

below the industry average

LANDFILL WASTE

33.4%

reduction from 2023

LOST TIME INJURIES (DAYS)

10.3%

lower than 2023

Work Ons

HWOB OGR (\$/HA)

4.7%

below industry average

ACC CLAIMS

41.8%

more claims than in 2023

TOTAL RECORDABLE INCIDENT RATE (TRIR)

59.2%

higher than 2023

WE CREATE VALUE FOR OUR GROWERS

Trevelyan’s core business is to provide high-quality postharvest services for the kiwifruit and avocado industries. This includes orchard management, picking, packing, cool storage, and technical support. Our Orchard Gate Return (OGR) and percentage of fruit loss provide a measure of our success in creating value for growers.

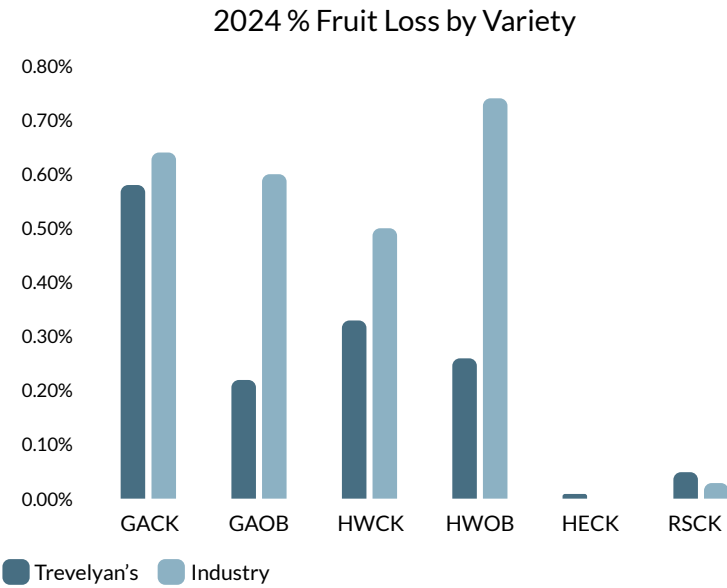
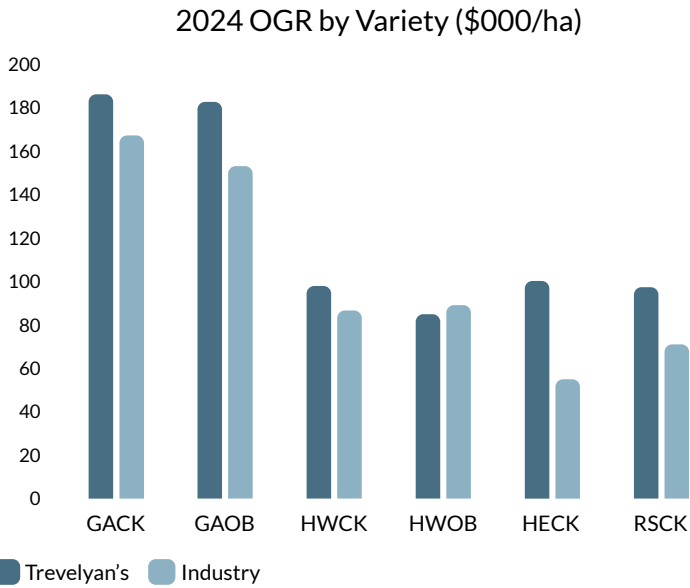
Kiwifruit

The 2024 harvest season was one to remember, with record crops packed by Trevelyan’s and the industry. Ideal growing conditions throughout the summer meant yields were high, fruit readily met Zespri grade standards, and we experienced an absence of explosive fruit at packing. We also enjoyed ideal weather conditions during harvest (with very few wet days), all of which led to high productivity levels through to the site and the packhouses.

With the higher volumes, we were able to fully utilise our Controlled Atmosphere (CA) rooms, filling them with Gold kiwifruit harvested in April and packed through June/ July, allowing us to maximise the efficiency of the site and equipment that would otherwise be sitting idle.

Trevelyan’s delivered superior OGRs across all kiwifruit varieties packed in 2024, except for Hayward Organic. This was because we packed most of this fruit group in the Kiwistart period and so growers received lower storage incentives. Trevelyan’s 2024 fruit loss was significantly lower than the industry average for all varieties except Sweet Green and Ruby Red, which are very small fruit categories and had low fruit loss overall.

In conjunction with Plant and Food Research, Trevelyan’s Kiwifruit Technical Manager, Dr Pranoy Pal, continued the regenerative horticulture trial (started in 2022). The findings continue to show promise with improvements in soil biology and orchard biodiversity. The trials also featured in various industry publications throughout the year.



Avocado

The average OGR for Trevelyan’s avocado growers in the 2023/24 season was \$12,620 per hectare, with the top orchard returning \$69,055 per hectare. For context, the average OGR in New Zealand for the avocado industry was \$10,471*. Despite this result being in line with our target, we acknowledge the ongoing tough times many avocado growers face, with returns barely covering the cost of production.

The average yield for Trevelyan’s avocado growers was 7.7 tonnes per hectare, with one grower achieving 42.0 tonnes per hectare. The average yield for the New Zealand avocado industry was 7.2 tonnes per hectare*.

We appreciate the opportunity to regularly engage with our avocado growers, running Discussion Groups and

Field Days in the Coromandel, Katikati, Waikato, Te Puke and Eastern Bay of Plenty (Whakatāne/Ōpōtiki). At these events we often share new ideas or discuss grower innovation. We recently started Integrated Pest Management (IPM) working groups in Katikati and the Eastern Bay of Plenty.

Another way we support our avocado growers is by providing year-round picking options so growers can elect when they harvest (all avocado packing operations are located on our site at 310 No 1 Rd, Te Puke). We have recently added a new avocado exporter, Darling Group, to provide an additional option for our business and our growers alongside our existing exporter, Avoco.

*2024 NZ Avocado Annual Report

WE'RE MOVING TOWARDS A CIRCULAR ECONOMY

Our purchasing decisions, process design and resource use all impact our sustainability outcomes. We're shifting away from the traditional linear approach to resource use: taking materials from the earth, making products and discarding the waste. We continually seek opportunities to move towards a circular economy and reduce our environmental impact.

Landfill Waste

A key outcome of moving towards a circular economy approach is reducing the waste we send to landfill. In 2024, we achieved a 33.4% reduction from 2023 in landfill waste associated with packing and storing fruit, an outstanding achievement given that we packed 29.5% more fruit in 2024 than in 2023. We also saw a 48.5% reduction in landfill waste from our 2021 baseline year, which was in line with our target (>30% reduction).

Several initiatives helped to reduce our landfill waste:

- We held regular shed waste Gemba Walks during the season to check the contents of bins and educate staff about the importance of waste separation.
- We continued to work closely with our suppliers to remove difficult-to-recycle wastes, including cardboard trim and box-maker waste.
- We requested our staff and contractors to take home any landfill waste they bring on site.
- We introduced new educational bin signage, with items showing what waste goes into each bin, especially in the canteen area where waste can easily become cross-contaminated.

Recycling

We regularly seek new opportunities to increase the amount of waste we can recycle. Our most significant recycling streams are untreated timber (damaged bins, pallets and retired bins) and cardboard (packaging). In 2024, we recorded a 27.8% increase in the quantity of

material that we collected for recycling. Much of this can be attributed to a 58.3% increase in the amount of untreated timber we sent to Goodwood; the wood is chipped and made into playground bark. Due to the increased quantity of fruit packed, most other recycling streams also increased in 2024.

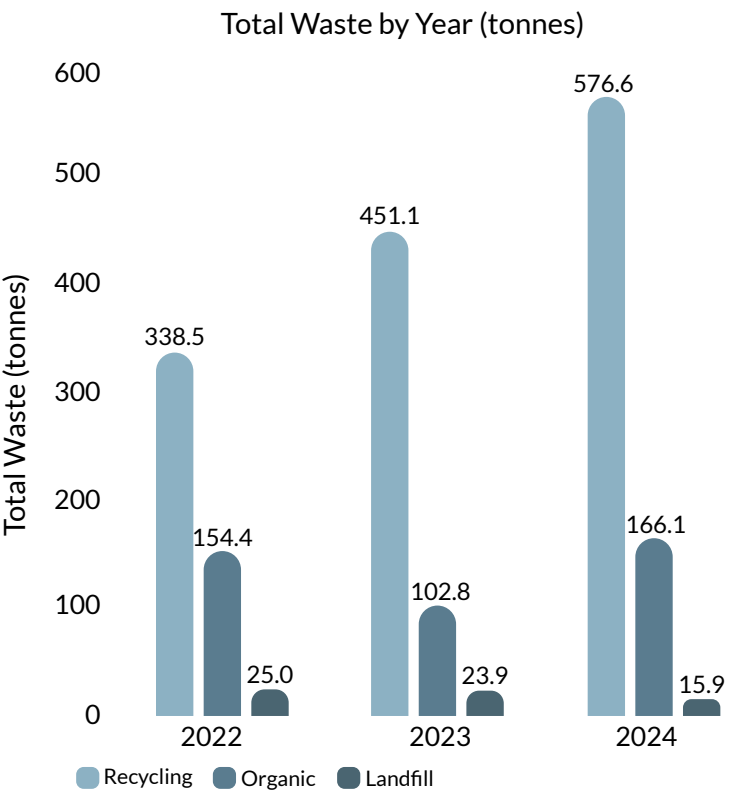
In 2024, we continued to chip black strapping (pallet strapping) and green strapping (packaging). This process is labour-intensive and it is difficult to find recycling outlets for the chipped material. We are investigating alternative recycling options for the future.

The recyclable bin card trial in 2023 was not continued in 2024 as we sought to use existing stock. There are still challenges around the printing of bin labels, and we plan to undertake further trials during the 2025 season.

Organic Waste

Most organic waste is produced from kiwifruit leaves, kiwifruit dust (hairs), avocado leaves, avocado mulch, and kiwifruit pollen flowers. All of this is composted on-site, along with food packaging from the canteen. Waste food from the canteen is sent to a local pig farmer.

We acknowledge the industry's progress towards compostable fruit labels in 2024. However, fruit label backing remains a major waste issue for the industry. With 15.6 tonnes of this material generated in 2024, we were able to find an outlet for this material at an off-site compost facility. A long-term sustainable solution for this material is still work in progress.



Fruit Waste

In 2024, 15.3% (1,090 tonnes) of reject kiwifruit generated was collected for further processing: the remainder (6,040 tonnes) was supplied for animal feed. We continued our project to produce and market gold kiwifruit juice to provide an opportunity to better utilise reject fruit. We also provided fruit to staff, growers, and our local community. We were delighted to donate 20 bins of reject green kiwifruit (7 tonnes) to the New Zealand Food Network and partner with one of our growers to send a number of boxes of reject fruit to the Chatham Islands.

Sharing Our Journey

We continue to emphasise sharing our journey towards zero waste. We seek to learn from others and invite people to our site to see our systems in practice.

- We invited local Bay of Plenty sustainability managers to visit and see our waste minimisation initiatives.
- We provided education for our staff and the wider community during Recycling Week, including a session about how we manage and measure our waste.
- We held a waste education seminar for our Sustainability Committee from the staff at Reclaim NZ.
- We had several staff attend an XLabs session in Tauranga, facilitated by Circularity, on how to create a circular economy for waste.

RSE Waste

In 2024, we utilised 29 rental properties to provide accommodation for approximately 250 RSE workers. We know that significant amounts of waste can be generated at these locations, which puts pressure on local waste infrastructure. Our data indicated that the average amount of food waste generated at each RSE property was 16.5kg per week.

We introduced several initiatives to help improve recycling and worked with the Western BOP District Council to help divert food waste from landfill. Through these efforts, we recorded a 50.9% reduction in waste to landfill from the properties where Trevelyan’s provides the bins.

Managing Resources

We are evolving our systems to manage our resource use more efficiently and we are looking for opportunities to move towards a more circular economy. Our resource use and material outputs related to the packing and cool storage of fruit are outlined on the following pages of this report.

We continue to use wooden bins, and we work hard to repair damaged wooden pallets and to inspect, clean and repair the bins to help keep them in circulation for longer.



THE RESOURCES WE USE

Packaging

Boxes:	12.6M
Bags & Liners:	12.3M
Fruit Labels:	633.2M
General Labels:	15.5M
Pocketpacks:	3.4M
Strips, Boards & Caps:	1.4M
Strapping:	2,470 km (12 t)

- Review and update quantities of packaging consumed annually.
- Work with our suppliers and the wider industry to minimise packaging impacts and emissions and identify circular opportunities.

Inwards Fruit

Kiwifruit:	212,815 bins
Avocados:	13,973 bins

Electricity

Consumption:	14.7 MWh
Electricity Source:	Simply Energy
Fixed-price Variable-volume Contract	

- Energy efficiency measures including load shedding and defrost on demand.
- Improvements in energy monitoring.
- Continue to review options for renewable supply including on-site and off-site solar.
- Complete an energy demand study.
- Review energy use at a coolstore level.

Refrigerants

R22, R404A, R407F, R449A, R134A, R410A, R32

Leaks: 24 kg R22, 43 kg R407F

Bins & Pallets

Wooden Bins:	~43,500
New Wooden Bins:	4,969
New Pallets:	167,754

- Identify and address causes of pallet and bin damage.
- Continue to repair any wooden bins and pallets that are damaged.
- Ongoing quality and condition inspections.

Water

7,621 m³ consumed from WBOP council

Chemicals

Fumigants, bin sanitisers, avocado washer biocides, pyganics.

Fuel

Diesel:	144,938 L
Petrol:	39,210 L
LPG:	4,995 kg
Electric Forklifts:	46 short-term & 32 long-term lease 1 owned
Diesel Forklifts:	15 short-term & 9 long-term lease
Electric Trolleys:	10 long-term lease
Fleet Vehicles:	29 diesel (8 leased, 21 owned) 20 petrol (all owned) 4 electric vehicles (leased) 1 diesel atv (now sold) 1 truck (owned) 4 class 4 heavy diesel trucks (leased) 3 diesel tractors 11 trailers

- Replace retiring fleet vehicles with EVs, hybrids or lower emissions vehicles.
- Fuel use monitoring.
- Fuel use efficiency improvements.
- Data reporting to fuel users.
- Replace diesel forklifts with electric.

THE OUTPUTS WE PRODUCE

Shipped Product

Kiwifruit:	19.5M Class 1 trays, 0.7M Class 2 & 3 trays
Avocado:	0.3M Class 1 trays, 0.5M Class 2 & 3 trays.
Pollen:	128 kg
Compost:	~159 t

GHG Emissions

Scope 1:	611.6 tCO ₂ e 7.2 gCO ₂ e/kg fruit receipted
Scope 2:	1,846.3 tCO ₂ e 21.7 gCO ₂ e/kg fruit receipted
Scope 3:	19,524.7 tCO ₂ e 229.9 gCO ₂ e/kg fruit receipted

Organic Waste

REJECT FRUIT

Most reject kiwifruit is used as stock feed, some is processed into paste and juice, and small amounts are sent to food rescue. Reject avocados are processed into avocado oil or guacamole.

REJECT KIWIFRUIT:

Animal Feed:	6,039.5 t
Processing:	1090.3 t
Food Rescue:	~10 t

REJECT AVOCADOS: 336 t

CANTEEN FOOD WASTE: ~5.0 t

ONSITE COMPOST

Most of the organic waste produced during packing and storing fruit is collected and composted on site. The compost product is then given away to the local community.

Kiwifruit Dust:	4.1 t
Avocado Riser Waste:	5.4 t
Avocado Mulch:	12.3 t
Pollen Flowers:	20.1 t
Garden Waste:	33.0 t
Other Compostables:	12.0 t
Shredded Paper:	0.5 t
Lime Bags:	0.01 t
Kitchen Compostables:	~200 kg
Fruit Label Backing:	0.6 t

Recycled Materials

PLASTIC AND GLASS

Clear LDPE	Baled and recycled in Malaysia	7.9 t
Mixed Soft Plastics	Soft plastics recycling in NZ	0.2 t
Plix Trays (PET)	Waste trays reduced to none	0.1 t
Plix Trays Packaging	Recycled by the NZ supplier	0.4 t
PP Strapping	Cut short and recycled	5.3 t
PET Strapping	Cut short and recycled	1.9 t
Polystyrene	Recycled into construction materials	~0.2 t
Mixed Recycling (incl. Glass)	Sent to the local Materials Recovery Facility for Recycling	8.4 t

FIBRE

Cardboard	Baled and recycled in NZ	210.1 t
EAN Label Backing	Recycled offshore into tissue paper	3.0 t
Fruit Label Backing	Composted at a commercial facility	15.6 t

WOOD AND METAL

Untreated Wood	Locally chipped into playground bark	335.0 t
Metals	Recycled in NZ	3.7 t

Landfill Waste

15.9 tonnes baled and collected in 9m³ skips and trucked to Hampton Downs Landfill.

Wastewater

Stored in septic tanks and trucked offsite 222.6m³.

New on-site wastewater treatment system to be operational in 2025.

Stormwater

Some to soak pits and remainder to gully on-site.

New firepond in gully on-site to be operational for stormwater collection in 2025.

WE'RE PRIORITISING HEALTH & SAFETY

We recognise the value of our people. Looking after our team’s health, safety and well-being is a priority for our business. By doing this, we create a positive company culture and an environment where everyone can thrive.

Health and Safety (H&S) Systems and Reporting

We continue to use several dedicated H&S systems to enhance incident reporting and track our H&S performance; we use the following software tools:

- DoneSafe – A comprehensive incident and information recording system that allows us to document incidents, analyse data, and track contractor and employee compliance. Employee data remains confidential, with access restricted to the H&S Team.
- Safe365 – An internationally recognised digital H&S platform that helps businesses assess, manage, and improve their health and safety performance. Trevelyan’s current Safe365 score stands at 63%, an improvement from the previous year’s score of 62%.

Trevelyan’s cross-functional H&S Committee provides employees and management with a platform to advocate for, develop, and implement initiatives that support workplace health and safety. The Head of Health & Safety guides the committee and meets monthly to help foster a proactive safety culture.

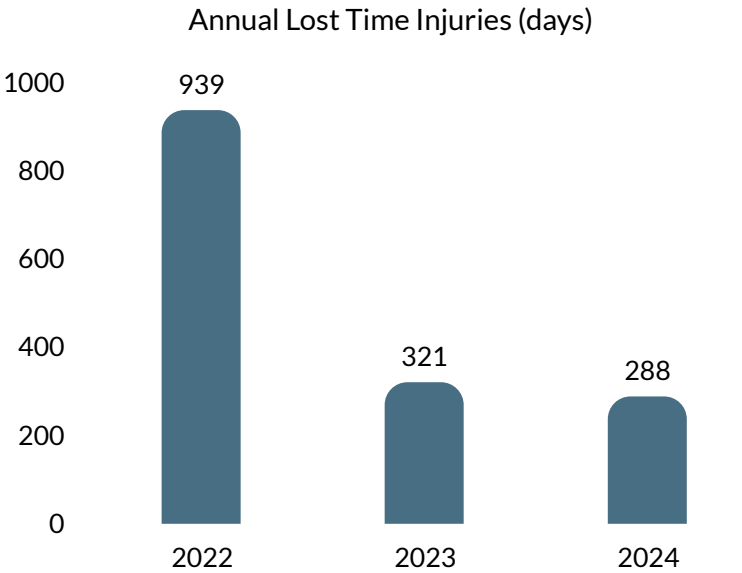
Incident Reporting

We continue to encourage reporting of all health and safety incidents, regardless of severity, allowing us to learn from and prevent recurring issues. We treat near-miss reporting as a no-cost learning opportunity.

In 2024, we reconfigured our incident reporting system. During the year, we recorded 114 harm (injury) incidents and 288 near misses.

Lost Time Injuries (LTIs)

We continue to observe a positive downward trend as we monitor lost time injuries (LTIs). In 2024, LTIs decreased to 288 days, a 10.3% reduction from 2023’s total of 321 days. This follows a significant 65.8% reduction from 2022 and aligns with our target of reducing LTIs year-on-year.



ACC Claims

In 2023, we recorded 54 ACC Claims totalling \$124,958. In 2024, the number of ACC Claims increased to 78, with a total cost of \$190,880. The 41.8% increase in the number of claims meant we did not meet our target of a year-on-year reduction. Trevelyan’s continues to trend below the industry average, earning a 20% ACC company discount on levies.



Total Recordable Incident Rate (TRIR)

The Total Recordable Incident Rate reflects the number of recordable injuries per 100 full-time workers during one-year and measures our H&S performance. 2024 ended with a TRIR of 7.29%, up from the 2023 TRIR of 4.58%, and unfortunately, this was not in line with our target to reduce our TRIR below 4%.

First Aid Training

First aid training is available for our staff, and in 2024, 42 members of staff completed first aid training, or refreshers.

Health and Safety Priorities

Our Health and Safety priority areas are determined based on the nature of our business activities and the frequency and impact of previous incidents in our business and across the industry. Key priority areas for 2024 included:

- Forklift and pedestrian incidents
- Vehicle safety – on and off-site
- Machine guarding
- Work-induced strains and sprains

Forklifts

Forklift safety remains our top priority on site. We have installed advanced AI-powered pedestrian detection units on 90 forklifts to enhance safety and prevent accidents, as part of an Enforceable Undertaking (EU) process. The feedback from both forklift operators and pedestrians has been positive, highlighting the effectiveness of these safety measures. We remain committed to collaborating with the wider industry to improve forklift safety and explore additional safety initiatives.

Our authorised forklift training school provides training and issues forklift licences. Our internally developed training materials have a specific industry focus and have been approved for use by the regulatory authority.

Site Traffic Management

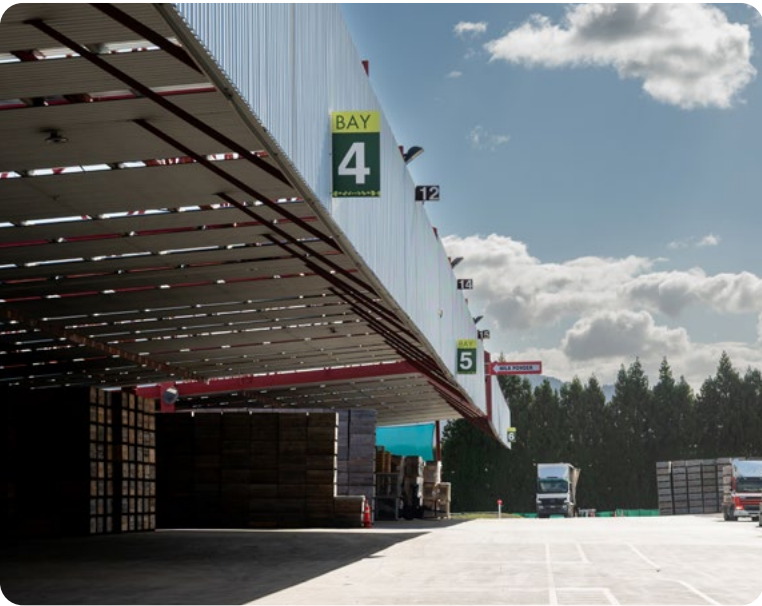
We continue to enhance site traffic management, with key improvements including the installation of 410 meters of impact-rated road barriers in 2024 to improve pedestrian safety and ensure vehicles remain on the correct roadways. Yard marshals have been introduced during the kiwifruit season to manage truck flow, ensuring smoother and safer movement within the yard.

Vehicle Road Safety

There has been a number of reports of poor driver behaviour and driving incidents. These occurrences have been associated with overseas drivers, such as Recognised Seasonal Employees (RSEs), driving on New Zealand roads. To help improve vehicle road safety, we have installed GPS units on all Trevelyan’s RSE vehicles. We also undertake regular vehicle inspections and provide feedback on driver behaviour.

Machine Guarding

In 2024, we continued our journey to improve machine guarding, conducting regular risk assessments on machinery and packing equipment to identify high-risk areas and opportunities to enhance machine safety. We have allocated \$160,000 for further machine guarding safety improvements. These upgrades aim to prevent injuries and ensure compliance with regulatory standards, providing a safer work environment. Significant progress has already been made in key areas, including bin tips, access and egress, conveyors, and newly installed machinery.



Serious Harm Incident Update

In June 2022, a forklift incident at our site resulted in a serious injury to a staff member. As part of our commitment to improving workplace safety, we entered into an Enforceable Undertaking (EU) with WorkSafe to implement key safety measures. The key EU initiatives included:

- Advanced AI Pedestrian Detection Technology - We have installed AI-driven pedestrian detection units on 90 forklifts to enhance safety and prevent accidents. As our forklift fleet changes, additional units will be installed.
- Industry Collaboration - We have funded 60 AI pedestrian detection units for industry-wide use.

- H&S Training Investment - We are investing in comprehensive training programs to enhance health and safety competency throughout our business.
- Community Support and Funding:
 - o Amputee Society of Waikato, Bay of Plenty and Districts - \$48,000
 - o Health & Safety Association New Zealand (HASANZ) Scholarships - \$30,000

We recognise the significant impact of this incident on those involved and the wider community. Our commitment remains steadfast in reducing risks associated with forklift operations.



TREVELYAN'S
SAFE365
SCORE
63%

HEALTH & SAFETY TRAINING
42
members of staff completed first aid training, or refreshers.

INSTALLATION OF
410 metres
of impact-rated road barriers in 2024 to improve pedestrian safety and ensure vehicles remain on the correct roadways.

ADVANCED AI-POWERED PEDESTRIAN
DETECTION UNITS INSTALLED ON
90 Forklifts
as part of an Enforceable Undertaking (EU) process.

\$160,000
allocated for further machine guarding safety improvements.

10.3%
reduction in LTIs from 2023.

Industry-Wide Safety Involvement

Our industry connections enable us to share insights and best practices with other post-harvest operators to prevent H&S incidents. We are working closely with the kiwifruit industry to promote the adoption of additional AI-driven pedestrian detection units on forklifts. Several post-harvest packhouse facilities have committed to incorporating this technology into their fleets, improving pedestrian safety across the sector. Major packhouses are participating in trials to evaluate their effectiveness in real-life scenarios to enhance overall safety. Forklift operators have responded positively to the AI pedestrian detection system, rating it 3.9 out of 5 stars for its effectiveness in enhancing safety. We remain dedicated to fostering a safer working environment through innovation, collaboration and continuous improvement.

HOW WE TREAD LIGHTLY

In a world facing complex challenges and changing climates, we remain agile and responsive, cultivating sustainable business practices and preserving and enhancing the land for future generations.

MAKING THE WORLD A BETTER PLACE

Collectively reducing our use of resources, our emissions and our waste through responsible actions and education.

A CARBON NEUTRAL BUSINESS

Working with our partners to develop a carbon-neutral orchard and throughout the supply chain as we transition to the realities of a changing climate.

Wins

ABSOLUTE CARBON EMISSIONS

16.5%

Reduction in absolute Scope 1 and 2 emissions from our 2021 Baseline Year

INTENSITY-BASED CARBON EMISSIONS

20.6%

Reduction in Scope 1 and 2 emissions per kg fruit receipted emissions from our 2021 Baseline Year

REFRIGERANT GAS LOSSES

24.8%

Reduction in GHG impact of Refrigerant Gas Losses from 2023

SCOPE 3 EMISSIONS

Updated Scope 3 emissions inventory

Work Ons

SCOPE 2 (ELECTRICITY) EMISSIONS

146.8%

Increase in Scope 2 emissions from 2023

SPONSORSHIP

\$4,400

Towards local biodiversity and biosecurity projects

SCIENCE-BASED TARGETS VALIDATION

Submitted revised targets in 2024



WE'RE PROMOTING BIODIVERSITY & BIOSECURITY

We rely on a healthy and diverse ecosystem of plants and animal species to sustain our business. Pollinating insects are essential to the wider environment and ecosystems, and we are acutely aware of how our day-to-day operations can affect their natural populations. Equally, new and exotic pest species are a significant risk to New Zealand's horticultural sector. We tread lightly to protect native species and support the natural systems that underpin our business.

Biodiversity

OUR SITE

We are committed to maintaining the unique, single-site environment here at Trevelyan's, despite the challenges of limited space due to ongoing expansion. Our dedication to native and productive plants has created a haven for many native birds, a testament to our environmental initiatives. The last few years have seen significant developments on our site including:

- An improved one-way traffic flow system that has enhanced safety and reduced congestion.
- The addition of a fire pond in the gully to provide a fire-fighting water supply and attenuate stormwater flows.
- The addition of a wastewater treatment system, which allows us to move away from septic tanks.
- The redevelopment of the on-site walking track around the fire pond, offering numerous physical and mental health benefits to the team.

The completion of these projects also provides opportunities for further landscaping to support greater biodiversity in our local area.

VILLAGE GREEN

The 'Village Green' next to the original Trevelyan family villa provides a calm haven at the centre of our busy site. A stunning yellow-flowered Pōhutukawa tree provides natural shelter for the office 'pods' and numerous fruit

trees including mandarins, feijoa, guava and apples, provide the team with fresh fruit, while contributing to a healthy ecosystem. The Trevelyan's Grounds Team maintains a small vegetable garden at the edge of the Village Green, allowing any team member to help themselves to excess produce when it is available.

CAMPGROUND

Our 1.5-hectare campground and three adjacent villas on-site feel a world away from the busy packhouses and provide welcome accommodation facilities for seasonal staff.

ORCHARDS

We further encourage biodiversity by providing Trevelyan's growers with liaison services and technical support. Ongoing topics for growers include regenerative horticulture, optimising spray use, biochar use, soil health, cover crops and complementary planting to enhance biodiversity.

In 2024, we introduced movable insect pods and flower-row strips in the weed strips as part of a trial at Casuarina Orchard. We were pleased with the germination of the plants in the pods and the diversity of beneficial insects that they attracted into the orchard. We have also started clearing weeds from an area at Whitehouse Orchard, so that we can plant natives in 2025.



Biosecurity

PESTS & DISEASES

Pests and diseases can affect the quality of a kiwifruit or avocado crop, yield and market access. Well-publicised examples of pests include the brown marmorated stink bug and fruit fly. Our Technical Team provides regular updates to our growers on how to limit pest incursions to help maintain market access while treading lightly on our environment.

SUPPORTING BIOSECURITY

In 2024, Trevelyan's provided \$4,000 of financial support to the Tauranga Moana Biosecurity Capital (TMBC), a local organisation dedicated to leading and taking collaborative action towards biosecurity excellence. James Trevelyan is on the leadership group for TMBC, and Trevelyan's are members of the Biosecurity Business Pledge. Members benefit from enhanced access to relevant biosecurity data and intelligence.



WE'RE TRANSITIONING TO A CLIMATE RESILIENT FUTURE

Minimising our carbon footprint and responding to changes in climate are complex challenges facing our business. We tread lightly by reducing emissions across our operations, and we are also taking steps to transition to the forecasts and realities of a changing climate.

Carbon Emissions Inventory

We have measured and reported our organisational carbon emissions since 2010. In 2024, we continued to share weekly updates of Scope 1 and 2 emissions compared against our reduction targets, for everyone in our organisation.

Scope 1 (Direct) Emissions

Our Scope 1 emissions include fuel used in company vehicles, forklifts and other equipment as well as refrigerant leaks. In 2024, our Scope 1 emissions were 12.9% lower than in 2023, and refrigerant leaks were the lowest they had been in the last five years. Below is a short list of the tasks completed in 2024 to help address Scope 1 emissions:

- A new monitoring system was operational on our site's diesel tank.
- Four new electric vehicles were introduced into our fleet.
- Improved systems were developed to monitor fleet fuel use.
- Additional electric forklifts were introduced to replace diesel ones.
- One coolstore was changed to a lower Global Warming Potential (GWP) refrigerant.
- Shrouds were replaced on high-risk motors on 12 coolstore condenser fans.

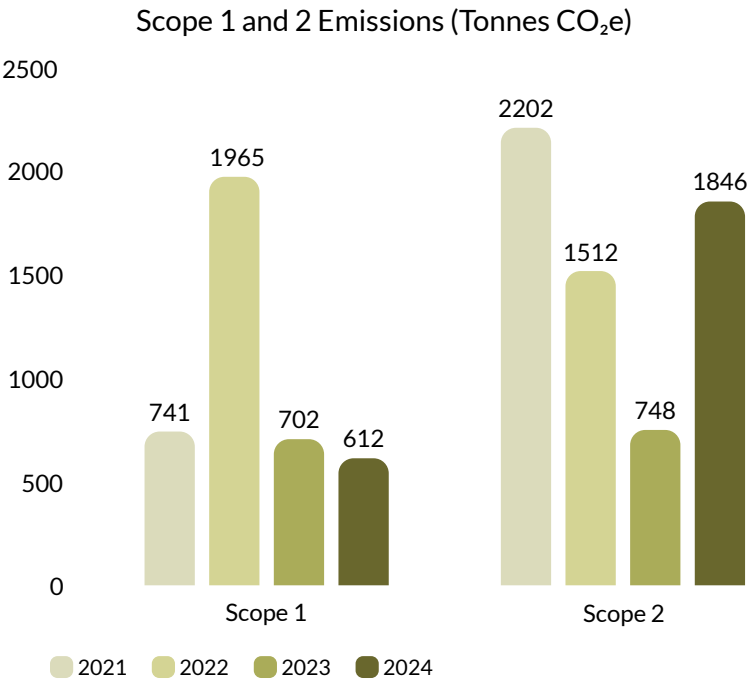


Scope 2 (Electricity) Emissions

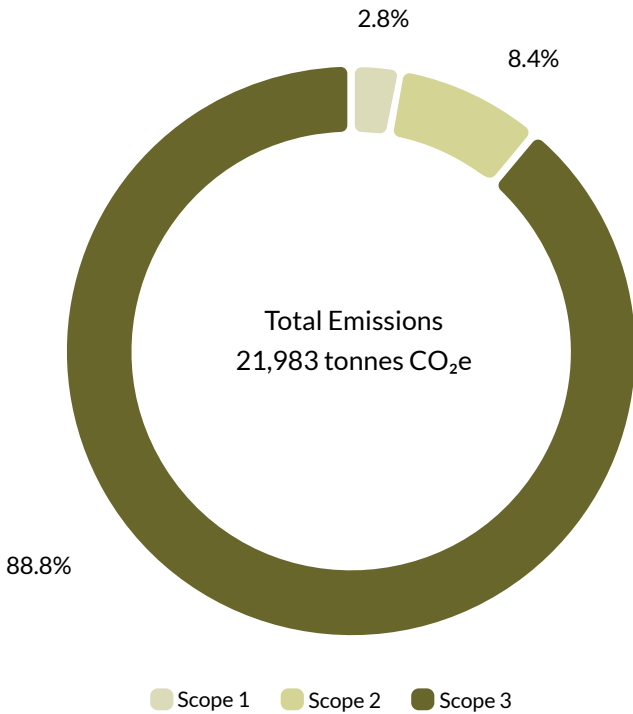
Our Scope 2 emissions arise from electricity purchased to operate the coolstores and packhouses. Scope 2 emissions are influenced by the amount of fruit we handle and the national grid emissions factor. In 2024, our Scope 2 emissions increased by 146.8% compared with 2023; the reasons for this are listed below:

- Grid emissions were very high during our heavy-use period in July and August as more coal was used to generate electricity in New Zealand.
- The amount of fruit receipted in 2024 was 29.5% higher than in 2023.

In 2024, an improved electricity emissions reporting system was introduced using half-hourly grid emissions factors matched against consumption. This more accurate and detailed tracking led to a restatement of our Scope 2 emissions back to our 2021 baseline year.



Carbon Emissions Inventory 2024



Scope 3 (Indirect) Emissions

Scope 3 emissions contribute more than 80% to our emissions inventory. There are 15 different categories of Scope 3 emissions. Most (>50%) of Trevelyan's Scope 3 emissions arise from the Purchased Goods and Services category. More than 80% of these emissions can be attributed to packaging.

In 2024, we improved our Carbon Emissions Inventory by reviewing and updating our Scope 3 emissions for 2021 and 2023. The 2024 Scope 3 emissions have been estimated from the 2023 data. In 2025, our focus will be to improve our Scope 3 reporting, so that we have more up-to-date information available.

Carbon Emissions Reduction Targets

In 2024, we had intensity-based and absolute Scope 1 and 2 emissions reduction targets as part of our Sustainability-linked Loan (SLL) agreement with our banking partner ASB.

- Intensity-based: Reduce Scope 1 and 2 emissions per kg of fruit receipted by 7.5% from a 2021 baseline year. We achieved this target with a 20.6% reduction.
- Absolute: Reduce Scope 1 and 2 emissions by 15.5% from a 2021 baseline year. We achieved this target with a 16.5% reduction.

A further 2023 SLL target was the establishment of near-term Science-based Targets (SBTs). SBTs show organisations how much and how quickly they need to reduce their greenhouse gas (GHG) emissions to prevent the worst effects of climate change. This is an ongoing process and Trevelyan’s resubmitted SBTs to the Science-based Targets Initiative (SBTi) for validation in December 2024.

Carbon Neutral Trial

Trevelyan’s has participated in the industry’s Carbon Neutral Trial since its inception. This includes emissions monitoring and reduction initiatives for both orchards and postharvest facilities.

Whitehouse and Casuarina orchards (jointly owned by Trevelyan’s and some of its employees) are both involved in the trial. Casuarina Orchard achieved a 26.1% reduction and Whitehouse Orchard achieved a 21.9% reduction in emissions in the trial area when compared with the control. The key sources of emissions for orchards are fuel and fertiliser.

There are a total of three postharvest facilities involved in the Carbon Neutral Trial and Trevelyan’s emissions were the lowest of the three at 446.4g CO₂e/Class 1 Tray equivalent.

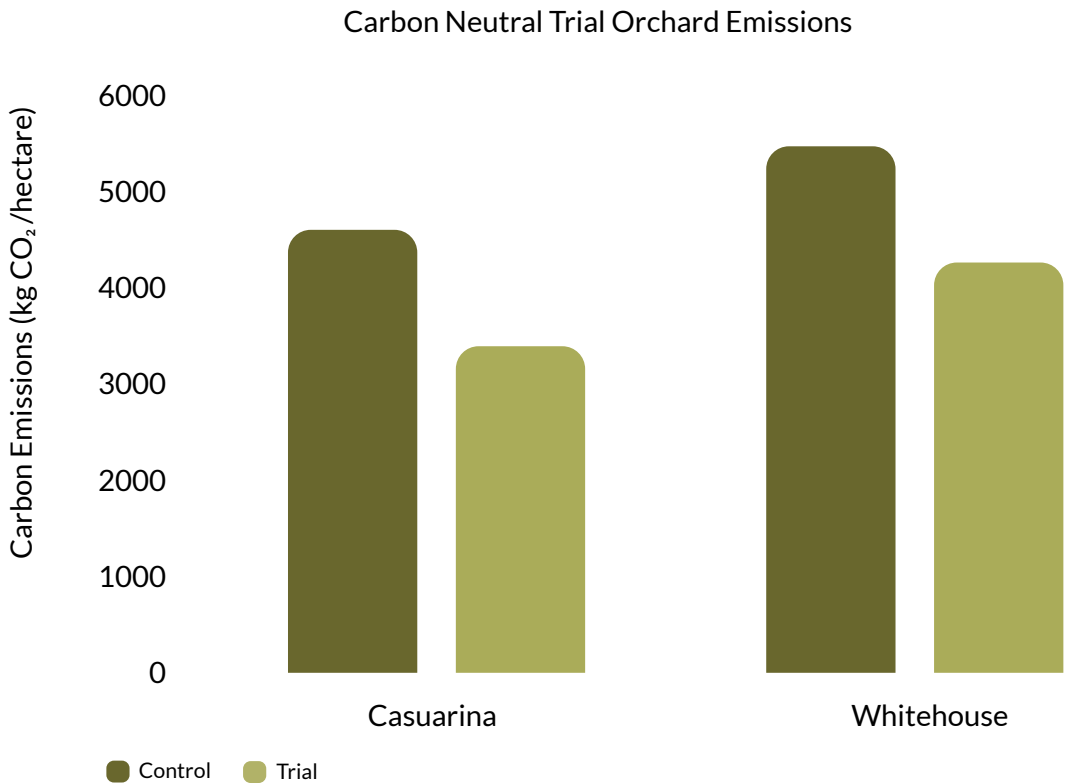


Emissions Reductions Initiatives

At the end of 2024, Trevelyan’s employed Deta to complete an Energy Strategy Study for our site to identify future energy and emissions reduction opportunities and quantify potential financial savings. This work was jointly funded by EECA and PowerCo. The following opportunities were identified as part of this study:

- Expanding load shifting
- Further implementation of reduced coolstore evaporator fan speeds
- Replacing additional petrol/diesel powered forklifts and vehicles with electric-powered ones
- Exploring opportunities for a sleeved solar Power Purchase Agreement (PPA)

In 2025, we will undertake additional significant work as part of our involvement in an industry project to transition to lower Global Warming Potential (GWP) refrigerants such as R449A.



Climate Transition Planning

We recognise that some degree of climate change is inevitable and is already impacting our industry. Climate change affects how and where we grow fruit, when we can pick it, how we transport it and the associated costs.

We have commenced work on our Climate Transition Plan and have identified a number of risks for our industry. We look forward to sharing the outcomes of our transition planning as it evolves.



Climate Risks	Kiwifruit Industry Impacts	Adaptation
DECREASED WINTER CHILL	<ul style="list-style-type: none">Reduced productivityPests and diseases	<ul style="list-style-type: none">Budbreak enhancementNew varieties
INCREASED TEMPERATURES	<ul style="list-style-type: none">Pests and diseasesVulnerable to spring frost	<ul style="list-style-type: none">PesticidesNew varietiesIncreased monitoring
DRYNESS AND DROUGHT	<ul style="list-style-type: none">Plant deathReduced productivityGreater risk of fire	<ul style="list-style-type: none">Earlier harvestNew growing regionsIncreased irrigation
EXTREME WEATHER (WIND & STORMS)	<ul style="list-style-type: none">Crop damage	<ul style="list-style-type: none">Artificial shelters
INCREASED HAIL (FREQUENCY & SEVERITY)	<ul style="list-style-type: none">Crop damage	<ul style="list-style-type: none">Artificial shelters
EXTREME RAINFALL & FLOODING	<ul style="list-style-type: none">Reduced productivity	<ul style="list-style-type: none">Artificial shelters
RAINFALL PATTERNS CHANGE	<ul style="list-style-type: none">Variable productivity	<ul style="list-style-type: none">Minimal options
SEA LEVEL RISE	<ul style="list-style-type: none">Groundwater riseSalinity stressCoastal flooding and erosion	<ul style="list-style-type: none">Relocate orchards

HOW WE RESPECT OUR PEOPLE

We're committed to maintaining our integrity and inspiring our people with purpose and pride by investing in their capabilities; creating a respectful and nurturing community where everyone thrives.

BUILDING CAPABILITY

Growing and developing the talents of our people so they have the skills to perform to the best of their abilities.

PARTNERSHIPS

Actively developing partnerships across our industry and our local community to help support engagement and enhance sustainability progress.

SOLID FOUNDATIONS

Providing employees with a safe, supportive, and productive working environment alongside robust processes and systems.



Wins

SPONSORSHIP

\$54,203

To our local community

TOURS

43

Tours hosted onsite in 2024

Work Ons

EMPLOYEE TURNOVER RATE

12.5%

Permanent Staff

EMPLOYEE ANNUAL REVIEWS

63.3%

Permanent Staff Reviews in 2024

WE'RE CREATING A GREAT PLACE TO WORK

Attracting and retaining quality team members is an ongoing challenge for the horticulture industry. Our commitment to our company values makes Trevelyan’s a great place to work, where our team is engaged, productive and committed to our sustainable future.

2024 Employees

In 2024, we packed 33.8% more trays of kiwifruit than in 2023. This increased pressure on labour during the main kiwifruit season, but we were fortunate enough to have a great team and a sustained period of good weather, which helped the season flow smoothly. We employed 13.7% fewer temporary staff in 2024 than in 2023. The number of temporary staff employed annually has been declining since the COVID disruptions of the early 2020s. A total of 1.4% of staff were part-time, this also declined from 2023 (3.2%).

The turnover of permanent staff was 12.5% in 2024; this was a slight decrease from 2023, (12.6%). This is higher than our target turnover rate of 10%, and we are committed to analysing reasons for leaving. All our staff are employed on Individual Employment Agreements (IEAs).

Annual Reviews

In 2024, we continued to develop Seed to Success (S2S), our annual review system for permanent employees. This process involves a mid-year and end-of-year discussion where an employee helps set their goals and reviews their objectives in line with team goals and the company’s values, and the manager provides constructive feedback. These reviews were completed for 63.3% of our permanent team members in 2024, which was a reduction from 2023 (97.7%) and below our target of 90%. A new system will be deployed in 2025, which will support the annual review process, through enhanced technology, making it easier and more efficient.

Employee Training and Development

We recognise the important role we play in our community and our industry to support our people to grow and develop. In 2024, we offered a wide range of training and development opportunities for our employees including:

- Leadership workshops facilitated by our People and Culture Team with 200 team members attending to define the top five leadership skills we need leaders to demonstrate to be successful.
- Internally taught Microsoft courses for 133 attendees, which reduced costs and improved learning outcomes.
- Pre-season leadership, conflict management and wellbeing training.
- Sexual Harassment and Bullying education for leaders.
- Senior Leadership Team, Leadership Styles Inventory 360 assessments and related coaching.
- Full First Aid and First Aid Refresher courses.
- Two Coolstores Team members are pursuing Apprenticeships for Refrigeration Engineering through Competenz. This is a three-year program. One has just commenced his apprenticeship, and the other is in his final year.
- Crucial conversations training for leaders.
- Training two additional Good Yarns Facilitators.



2024 Employees	FEMALE	MALE	OTHER	NOT DISCLOSED	TOTAL
PERMANENT - SALARY, WAGES	137	126	-	-	263
TEMPORARY - FIXED TERM & RSE	1,044	1,284	1	-	2,329
CASUAL - NON-GUARANTEED HOURS	12	23	-	-	35
FULL-TIME EMPLOYEES	1,173	1,418	1	-	2,592
PART-TIME EMPLOYEES	20	15	-	-	35
TOTAL	1,193	1,433	1	-	2,627

* gender as specified by the employee

Employee Remuneration

The Trevelyan’s employee remuneration system is based on a recognised job evaluation and banding methodology by Strategic Pay. The system helps determine the appropriate remuneration for a particular role based on the level of responsibility and skills required.

We review our remuneration rates annually to ensure that employees receive compensation that reflects their contribution to Trevelyan's success. In 2024, we maintained this structured remuneration approach for all salaried roles. The Trevelyan's Board gives final approval for the remuneration budget. Trevelyan's has no performance-based pay or other financial incentives; we only offer fixed and fair pay to all our employees.

The Annual Total Compensation Ratio (ATCR) compares the total compensation received by the highest-paid employee (Managing Director) and the median individual. In 2024, the ATCR was 8.53; compared with 8.45 in 2023 (restated). The increase in the ATCR from 2023 to 2024 was 1%.

Employee Benefits

We recognise that remuneration is only one factor in rewarding and motivating employees. Other benefits we provide for our permanent staff include: health insurance, wellbeing initiatives, training and development opportunities, ‘Trevelyan’s Days’, not to mention regular access to kiwifruit and avocados!



The provision of one paid day off per month - named a ‘Trevelyan’s Day’ provides additional paid time off for salaried employees, with these team members (around 20% of our permanent staff) able to have up to twelve additional paid days off per year.

When our seasonal teams join us, we provide transport options, prize draws and milestone morning/evening tea shouts for everyone. Fresh fruit from the trees on site are enjoyed by all the staff.

Access to our on-site walking track has been limited while the new fire pond was being constructed. With the completion of the pond, we look forward to an extended track and great scenery in 2025.

Raising Concerns

All our team and stakeholders are encouraged to seek advice and raise concerns to ensure responsible business conduct in our organisation's operations and business relationships. The process for doing this is outlined in our Protective Disclosure Policy. The Bullying and Harassment Policy also sets out the ways in which a team member can raise concerns about behaviours in the workplace that don’t meet the standards set out by our company values.

Supporting Responsible Business Conduct

Our commitment to responsible business conduct extends to our business partners and throughout our supply chain. We remain dedicated to addressing crucial issues such as waste management, carbon emissions, and human rights, as well as demonstrating our commitment to sustainability and ethical business practices. We have incorporated these requirements into our policies:

- Supplier Code of Conduct
- Terms & Conditions for Contractors



Wellness & Wellbeing

We support our staff by prioritising their health and well-being through our wellness programme. Some well-being initiatives we provided for our staff in 2024 included:

- Access to EAP (Employee Assistance Program).
- Free fortnightly wellness checks from the team at Poutiri Trust.
- GoodYarn mental health workshops.
- Staff team-building activities and fundraisers.
- Healthy low-cost meals and low-sugar drinks from our canteen.
- Subsidised Pilates, yoga, boot camp and fitness sessions.
- Newsletters promoting health & wellbeing.
- Recognition awards for employees who display Trevelyan’s values.
- Walking track allowing staff to take a break in nature.

The Trevelyan's Wellness Committee meets fortnightly. In 2024, \$27,256 was spent on employee wellbeing initiatives, which exceeded our target. We continued our efforts to maintain the Gold Workwell Accreditation. As part of this accreditation, we have assessed our well-being focus areas, which are:

- Sun safety
- Mental health and well-being
- Alcohol and other drugs
- Physical activity
- Healthy eating
- Smoking cessation
- Infection control and Immunisations

WE'RE PARTNERING WITH OUR LOCAL COMMUNITY

It is important for us to partner with our growers, our team, and our community. We support local organisations, initiatives, events and community groups to help create positive connections, build meaningful relationships, address specific social and environmental needs and achieve greater sustainable progress.

Sponsorship

During 2024, Trevelyan's provided \$54,202 of support to our local community, growers, team members and their families; this support was directed into the seven categories listed below.

SPORTS

- Te Puke Bowling Club
- Te Puke Intermediate Rugby Academy
- Surfing For Farmers
- NZ Secondary Schools Canoe Slalom
- Te Puke Intermediate Rugby Girls Academy
- Te Puke Squash Club Easter Open
- Te Puke High School Sport
- Canoe Slalom – Oli Puchner & Finn Anderson
- Te Puke Sports Junior Rugby Club
- Papamoa Bulldogs Rugby League Players
- Hawkes Bay Cyclone Canoe Polo
- ICN Great Lake Classic Bodybuilding Competitor
- Opotiki U11 Rugby
- Mount Pickleball Club Tournament
- Te Paamu Sports Club Turf Irrigation
- Papamoa Bulldogs Rugby League U12s Trip
- Tai Mitchell Player
- Te Puke Sports Club Fundraiser
- Te Puke Gymsport Regional Movement HQ

- Tauranga Hockey Rep Tournament Players
- UCI Enduro World Cup MTB Rider
- Mount Maunganui Soccer Team Transport
- TPHS 1st Eleven Player
- Ice Swimming World Champion
- Battle of the Brave Competitor
- NZ Masters Hockey World Cup Player
- Te Puke United Summer Football
- Kiwifruit Packhouse Rifle Range Challenge
- NZ Nepali Sports Festival

EDUCATION

- Graeme Dingle Foundation
- TPHS Year 13 Leadership Development
- Paengaroa Top School Event
- School Trip to Samoa
- Te Puke Intermediate Young Leaders Camp
- Te Puke Intermediate Nesian Pride
- Te Puke High School Skool Loop App
- Pongakawa School Quiz Night and Ag Day
- Oropi School Garden to Table Programme
- Te Ranga Primary School Possum & Pest Hunt
- Pongakawa & Paengaroa School Homework Books
- Te Puke Primary School Fun Run
- Tauranga Intermediate Camp Fundraiser



- Te Puke Boys & Girls Agricultural Club Group Day
- Te Puke High School Garden
- Te Puke Primary School Bike Fundraiser

ECONOMIC DEVELOPMENT

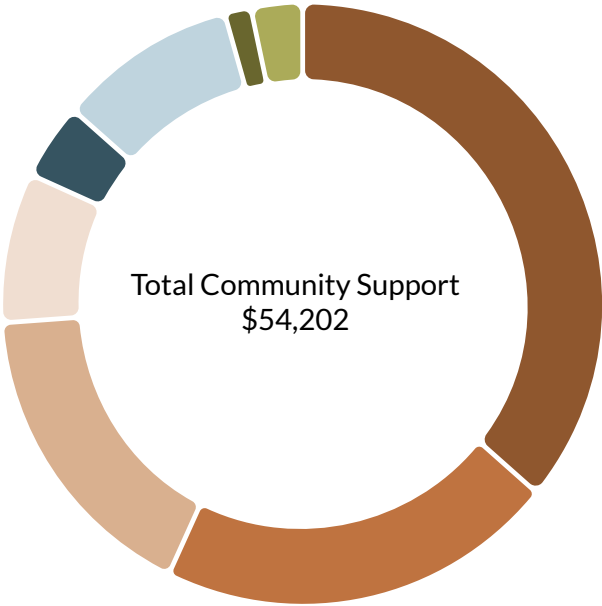
- Sustainable BOP
- EPIC Te Puke
- BOP Young Grower Competition

EMERGENCY SERVICES

- Aerocool Rescue Helicopter
- Tauranga Coastguard Fishing Competition

ARTS & CULTURE

- Third Culture Film Festival
- Makahae Marae Centenary
- Durga Puga Celebration
- Heritage BOP Charitable Trust
- Tauranga Diwali Festival



- Sports
- Education
- Economic Development
- Biosecurity
- Health
- Local Community
- Emergency Services
- Arts & Culture

HEALTH

- Complex Chronic Illness Support
- Circus Quirkus Event for Disadvantaged Children
- Build Abbeyfield House in Katikati
- Autism NZ Special Needs Children's Party
- Lions Club Tauranga Festival of Magic
- Unseen Heroes Crowd Funding Campaign

LOCAL COMMUNITY

- Made in Te Puke Trust Events - FunTopia, Te Kete Matariki, DashMesh, Christmas in the Park
- Te Puke Young Farmers
- EPIC Te Puke Naming of Kiwifruit 65 year Celebration
- Rangioru Community Events Group
- Flavours of Plenty Festival
- Te Puke Kiwicoast Lions Book Fair

Partnerships

We recognise that our community support extends beyond financial contributions; sharing our resources and our knowledge is another way we can give back to those who share our vision of a better future.

Building strong relationships has been key in supporting Trevelyan’s success over the last fifty years. We work hard to develop trusted connections with our local community, growers and industry partners. With our clear focus on our company values, we look to partner with others who align with these values to create a greater sustainable impact. We acknowledge that our people and growers are an essential part of our sustainability journey.

Resources



We loaned some of our wooden kiwifruit bins to the Te Puke Matariki Festival and the Te Puke High School Ball so that they could create sturdy stages for their events. The bins were delivered and returned by Ranfurly Orchard Services.



The onsite compost area that we maintain at Trevelyan's enabled us to donate 30m³ to develop the gardens at Te Puke High School, after Matthew Park (a teacher at the school) reached out for help.



Our people gave up their time to present awards at the pumpkin competition, run by the Rangioru Community Events Group and to help run the Te Puke Squash Tournament (this was coupled with financial contributions).

Reject kiwifruit was donated to a diverse range of recipients both locally and further afield, including the Te Puke Easter Squash Tournament and the Mount Pickleball Tournament, and school children in the Chatham Islands and the West Coast of the South Island. Our grower, Ross Bawden, organised the delivery of fruit to the Chatham Islands.



We loaned numerous Hi-Viz vests to the Mount Pickleball Tournament and the EPIC Te Puke to help keep their teams visible during events.

“Nau te rourou, naku te rourou, ka ora te manuhiri”
“With your food basket and my food basket, the people will thrive.”

Collaboration

We continue to support local community initiatives such as the development of the Te Puke Kiwifruit Capital of the World Heritage Hub which will tell the Te Puke area’s stories, including the evolution of the kiwifruit industry.

We also help support projects to build local infrastructure, including cycleways. James Trevelyan is chair of the Te Ara Kahikatea Pathway Society and the Te Puke Trails Trust.

Education

TOURS

In 2024, we hosted 43 tours on our site. The goal of these tours is to build and strengthen professional relationships, share knowledge and increase collaboration. We prioritise tours from high schools and universities; we believe these memorable experiences spark curiosity and inspire students to pursue their educational goals with additional passion.



GRADUATE DEVELOPMENT

In collaboration with the University of Waikato, the design of this report was approached uniquely for 2024. Our aim was to provide a professional learning opportunity for a recent graduate and to foster internal leadership capability. We identified Jamie Hodgson as a recent graduate who excelled in her classes and actively sought out extracurricular learning opportunities. Jamie brought a fresh perspective to the design of this year’s report.

We believe that the innovative approaches outlined in this report can inspire other businesses. All companies, including our recent graduate community, stand to gain from identifying and developing future talent and leaders through opportunities for professional growth.

“Working with the Trevelyan’s team on the 2024 Sustainability Report has been an incredible opportunity to expand my learning beyond university. I’ve been able to refine my graphic design skills and gain invaluable hands-on experience in a supportive environment. I’m truly grateful for this chance to grow both professionally and personally as a designer, and I’m looking forward to bringing this learning to future projects.”

— Jamie Hodgson



STUDENT INTERNSHIPS

In the summer of 2024, we employed two students as part of the R&D Experience Grants supported by Callaghan Innovation.

- Emma Howie is the daughter of one of our growers. She is studying for a Bachelor of Food Technology at Massey University. She worked on a project related to utilising reject kiwifruit.
- Caleb Fowler was part of the Toi Ki Tua Māori Internship Program. He is studying a Bachelor of Engineering at Waikato University. He worked on a project to assess opportunities to improve coolstore efficiency.

AN UPDATE ON OUR SUSTAINABILITY-LINKED LOAN

At the start of 2023, Trevelyan’s made a significant commitment to a more sustainable future by agreeing to a Sustainability-Linked Loan (SLL) with our banking partner, ASB. The SLL is reviewed annually, and our performance is independently assured against our Sustainability Performance Targets (SPTs) and Key Performance Indicators (KPIs). This assurance process is crucial, as it determines whether we receive a discount on the amount of interest we pay on our loans. We will continue to publicly share our SLL performance each year in our sustainability reports.

In 2024, our SLL contained three SPTs for tracking our sustainability performance. At the start of 2025, our performance against the 2024 SPTs was reviewed by Deloitte before being submitted to ASB. We were pleased to report that we had achieved all three of our targets for 2024.

In 2025, we will develop revised SPTs, which take into account our performance and the evolving sustainability landscape. We hope that our efforts to attain these targets will support our wider kaupapa (purpose) – growing a better future for our people, our environment and our industry.

Core Value	SPT	Baseline Year	2024 Target	2024 Actual	Proposed 2025 Target
Work Smart	SPT1 Waste to Landfill	2021: 30.9 tonnes	>30% reduction in waste to landfill (<21.6 tonnes)	15.9 tonnes (48.5% ↓)	>40% reduction in waste to landfill (<18.5 tonnes)
Tread Lightly	SPT 2 Scope 1 & 2 Carbon Emissions	2021: 36.4 tonnes CO ₂ e/kT	>7.5% reduction in Scope 1 & 2 emissions per kt of fruit receipted (<31.2 tonnes CO ₂ e/kT)	28.9 tonnes CO ₂ e/kt (20.6% ↓)	>18.7% reduction in absolute Scope 1 & 2 Emissions (<2,393 tonnes CO ₂ e)
	SPT 3 Carbon Emissions	2021: 2,943 tonnes CO ₂ e	>15.52% reduction in absolute Scope 1 & 2 emissions (<2,486 tonnes CO ₂ e)	2,458 tonnes CO ₂ e (16.5% ↓)	Scope 3 Target. >80% of packaging suppliers to have Science-based Targets by 2030
Respect Our People	Annual Performance Reviews	2023: 98% 2024: 63%	No target in 2024		>85% of permanent employees have completed performance reviews

2025 SUSTAINABILITY TARGETS

The foundation of Trevelyan's rests on our three company values: **Work Smart**, **Tread Lightly** and **Respect Our People**. These values provide a framework for our organisation's success in growing a better future. They offer balance, a standard for accountability, and they guide how we think and operate; from orchard to office and between our customers, community, suppliers and staff.

In late 2024, we refined our sustainability framework and updated our materiality analysis to ensure alignment with our sustainability impacts. Our sustainability targets are reviewed annually and reflect our commitment to continuous improvement and our dedication to aligning with current best practice.



Work Smart Economic

WE CREATE VALUE FOR OUR GROWERS

- Maintain OGRs above industry average for both kiwifruit and avocados.
- Maintain a lower percentage of fruit loss comparative to the kiwifruit industry average.

WE’RE MOVING TOWARDS A CIRCULAR ECONOMY

- Reduce waste to landfill by 10% per year.
- Achieve zero waste to landfill by 2030.

WE’RE PRIORITISING HEALTH & SAFETY

- Reduce Lost Time Incidents year-on-year.
- Reduce the number of ACC claims year-on-year.
- Reduce our total recordable incident rate below 4%.

Tread Lightly Environmental

WE’RE TRANSITIONING TO A CLIMATE RESILIENT FUTURE

- Achieve validation for our Science-based Targets (SBT) from the Science-based Targets Initiative.
- Achieve absolute annual Scope 1 and 2 emissions reduction of 4.7%.
- Work with our key suppliers to encourage them to set Science-based emissions targets.
- Develop our Climate Transition Plan.

WE’RE PROMOTING BIODIVERSITY AND BIOSECURITY

- Invest at least \$5,000 per annum to local biodiversity projects.
- Contribute at least \$4,000 per year to local biosecurity projects.

Respect Our People Social

WE’RE PARTNERING WITH OUR LOCAL COMMUNITY

- Contribute at least \$50,000 per annum to support our growers, staff, and the wider community through our sponsorship programme.

WE’RE CREATING A GREAT PLACE TO WORK

- Maintain Gold Workwell Accreditation.
- Complete annual reviews for more than 85% of permanent staff.
- Maintain permanent staff voluntary turnover at less than 10%.
- Invest at least \$20,000 per year in staff wellness initiatives.

GRI Standard & Disclosure		Reference & Comment	Page
2-1	Organisational details	Trevelyan's Pack & Cool Ltd. (TPCL) Privately-owned, limited-liability company 310 No 1 Road, Te Puke, New Zealand.	
2-2	Entities included	Entities included: TPCL, No. 1 Pollen, OMA, Trevelyan's Managed Orchards Consolidated by operational control.	
2-3	Reporting period, frequency and contact point	Our Journey to a More Sustainable Future Aligned with financial reporting & published June 2025 Contact Sarah Lei (sarah.lei@trevelyan.co.nz)	4
2-4	Restatements of information	We re Moving Towards a Circular Economy Historical waste to landfill data corrected after internal audit.	8
		We're Transitioning to a Climate Resilient Future Scope 1 and 2 emissions are restated due to changes in emissions factors and Scope 2 calculation methodology.	16
		We're Creating a Great Place to Work 2024 Annual Total Compensation Ratio (ATCR) restated due to calculation error.	20
2-5	External assurance	External assurance is not undertaken for sustainability reporting. External assurance was undertaken by Proxima in 2025 to review our material impacts and by Deloitte to review SLL results for 2024.	
2-6	Activities, value chain and other business relationships	https://trevelyan.co.nz/avocado-markets-partnerships/ https://trevelyan.co.nz/kiwifruit-markets-partnerships/ https://trevelyan.co.nz/avocado-overview/ https://trevelyan.co.nz/kiwifruit-overview/ https://trevelyan.co.nz/our-partnerships/ https://trevelyan.co.nz/wp-content/uploads/2024/05/OUR-VALUE-CHAIN.jpg	
2-7	Employees	We're Creating a Great Place to Work	20
2-8	Workers who are not employees	We're Creating a Great Place to Work Still working to collate this data.	20

GRI Standard & Disclosure		Reference & Comment	Page
2-9	Governance structure & composition	https://trevelyan.co.nz/history/	
2-10	Nomination & selection of the highest governance body	https://trevelyan.co.nz/history/	
2-11	Chair of the highest governance body	https://trevelyan.co.nz/history/	
2-12	Role of the highest governance body in overseeing the management of impacts	Our Journey to a More Sustainable Future Material topics and impacts are reviewed and approved by the Managing Director on behalf of the Board.	4
2-13	Delegation of responsibility for managing impacts	The Head of Sustainability is responsible for overseeing the management of Trevelyan s impacts.	
2-14	Role of the highest governance body in sustainability reporting	The Sustainability Report is reviewed and approved by the Managing Director on behalf of the Board.	
2-15	Conflicts of interest	Conflicts of interest related to items on the agenda are recorded in the minutes of every board meeting.	
2-16	Communication of critical concerns	We're Creating a Great Place to Work	20
2-17	Collective knowledge of the highest governance body	The Trevelyan children share common values around sustainability. Alistair Hawkey (former CEO) was responsible for initiating Trevelyan s sustainability efforts.	
2-18	Evaluation of the performance of the highest governance body	The Strategic Plan, SLL Review & Sustainability Report provide a mechanism for evaluating Trevelyan s performance in managing its impacts.	

GRI Standard & Disclosure		Reference & Comment	Page
2-19	Remuneration policies	We're Creating a Great Place to Work Trevelyan's has a redundancy policy.	20
2-20	Process to determine remuneration	We're Creating a Great Place to Work	20
2-21	Annual total compensation ratio	We're Creating a Great Place to Work	20
2-22	Statement on sustainable development strategy	Management Statement Our Journey to a More Sustainable Future	3 4
2-23	Policy commitments	We're Creating a Great Place to Work Policies are available internally on the intranet and are communicated externally to suppliers and contractors.	20
2-24	Embedding policy commitments	Policy commitments are embedded through Trevelyan's policies, the Strategic Plan and the A3 processes.	
2-25	Processes to remediate negative impacts	We're Prioritising Health and Safety We're Creating a Great Place to Work	12 20
2-26	Mechanisms for seeking advice & raising concerns	We're Creating a Great Place to Work	20
2-27	Compliances with laws & regulations	We're Prioritising Health and Safety Forklift incident in 2022.	12
2-28	Membership associations	Wasteminz, TMBC, HortNZ, KGI, COKA, Priority One, Biosecurity Business Pledge, Te Puke Economic Development Group.	
2-29	Approach to stakeholder engagement	Our Journey to a More Sustainable Future We're Creating a Great Place to Work	4 20

GRI Standard & Disclosure		Reference & Comment	Page
2-30	Collective bargaining agreements	We're Creating a Great Place to Work	20
3-1	Process to determine material topics	Our Journey to a More Sustainable Future	4
3-2	List of material topics	Our Journey to a More Sustainable Future	4
3-3	Management of material topics	How we Work Smart, How we Tread Lightly, How we Respect Our People Sections. 2025 Sustainability Targets	6-24 26
201-2	Financial implications and other risks and opportunities due to climate change	We're Transitioning to a Climate Resilient Future Additional information can also be found here .	16
301-1	Materials used by weight or volume	The Resources We Use The Outputs We Produce	10 11
302-1	Energy consumption within the organisation	Our Journey to a More Sustainable Future We're Transitioning to a Climate Resilient Future	4 16
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	No known protected areas or areas of high biodiversity value outside protected areas on or adjacent to Trevelyan's sites.	
304-2	Significant impacts of activities, products and services on biodiversity	We're Promoting Biodiversity and Biosecurity	15
304-3	Habitats protected or restored	No habitat areas protected or restored. Construction of fire pond.	

GRI Standard & Disclosure	Reference & Comment	Page
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Some birds present on Trevelyan’s site such as the NZ pigeon and fantail – the extinction risk level is of least concern.	
305-3 Other indirect (Scope 3) GHG emissions	We’re Transitioning to a Climate Resilient Future	16
305-1 Direct (Scope 1) GHG emissions	We’re Transitioning to a Climate Resilient Future	16
306-1 Energy indirect (Scope 2) GHG emissions	We’re Transitioning to a Climate Resilient Future	16
305-4 GHG emissions intensity	The Resources We Use The Outputs We Produce	10 11
306-1 Waste generation and significant waste related impacts	We re Moving Towards a Circular Economy	8
306-2 Management of significant waste related impacts	We re Moving Towards a Circular Economy	8
306-3 Waste generated	We re Moving Towards a Circular Economy	8
306-4 Waste diverted from disposal	We re Moving Towards a Circular Economy	8
306-5 Waste directed to disposal	We re Moving Towards a Circular Economy	8
401-1 New employee hires & employee turnover	We’re Creating a Great Place to Work	20
401-2 Benefits provided to full-time employees	We’re Creating a Great Place to Work	20

GRI Standard & Disclosure	Reference & Comment	Page
403-1 Occupational health and safety management system	We’re Prioritising Health & Safety	12
403-2 Hazard identification, risk assessment and incident investigation	We’re Prioritising Health & Safety	12
403-3 Occupational health services	We’re Prioritising Health & Safety	12
403-4 Worker participation, consultation and communication on occupational health and safety	We’re Prioritising Health & Safety	12
403-5 Worker training on occupational health and safety	We’re Prioritising Health & Safety GoodYarn Mental Health Training First Aid Training	12
403-6 Promotion of worker health	We’re Creating a Great Place to Work	20
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Terms and Conditions for Contractors are required to be signed annually.	
403-8 Workers covered by an occupational health and safety management system	We’re Prioritising Health & Safety All employees are managed under Trevelyan’s H&S systems. The Terms & Conditions for Contractors set out H&S requirements for workers who are not employees.	12
403-9 Work related injuries	We’re Prioritising Health & Safety	12
403-10 Work related ill health and incident investigation	We’re Prioritising Health & Safety Included in H&S reporting.	12

