

CBAFFs ESG Strategy

1. Our ESG Vision Statement (Draft)

"We aim to operate as a responsible and resilient organisation that reduces environmental impact, supports our people and communities, and upholds transparent and ethical governance practices aligned with Aotearoa New Zealand values."

2. High-Level ESG Goals (1–3 Year Horizon)

Environmental Goals

- Measure our baseline carbon footprint using a simple SME carbon calculator.
- Reduce emissions intensity by focusing on energy efficiency and waste reduction.
- Conduct a small annual waste audit and implement one improvement initiative per year.

Social Goals

- Maintain a safe and healthy workplace compliant with the Health & Safety at Work Act.
- Develop Diversity, Equity and Inclusion (DEI) principles and improve engagement.
- Introduce one community or local partnership initiative per year.

Governance Goals

- Introduce a Code of Conduct and supplier policy aligned with transparency and ethical governance expectations in NZ.
- Integrate ESG risks into organisational risk management processes.
- Begin basic sustainability reporting using a simplified SME framework (eg - "Starter for Ten").

3. ESG Roadmap for Year 1

Phase 1: Mobilise (Months 1–3)

- Appoint an internal ESG sponsor (eg - National Manager or Operations Manager).
- Identify 3–5 priority ESG topics most relevant to our organisation.
- Conduct a light-touch ESG baseline assessment using publicly available SME tools.

Phase 2: Measure & Plan (Months 3–6)

- Measure emissions using an online SME carbon calculator.
- Conduct basic waste and resource-use assessments.
- Map supply chain to identify any modern slavery or environmental risks.
- Develop an ESG Action Plan with 12-month commitments.



Phase 3: Implement (Months 6–12)

- Implement easy-win initiatives (energy efficiency, staff wellbeing programmes, recycling improvements).
- Start external stakeholder engagement (customers, suppliers, community).
- Document governance processes and integrate ESG into risk registers.

Phase 4: Report & Improve (End of Year 1)

- Prepare a simple annual ESG summary (2–3 pages).
- Share results internally and with key partners.
- Review progress and refine targets for the next year.

