

*Pūrongo Toitū me te Tauāki Āhuarangi*

# Sustainability Report and Climate Statement

For the year ended 30 June 2025 | *Mō te tau i mutu i te 30 Hune 2025*

*Helping grow the country*





About this Report 2



Climate 8



Environment 17



Social 20



Governance 28

Contents | Ngā Kaupapa

About this Report   <i>Tenei Purongo</i> .....	2
Climate-Related Disclosures   <i>Ngā Whakapuakanga ā-Āhuarangi</i>	3
Key Information   <i>Ngā Mōhiotio Hira</i>	3
External Assurance   <i>Whakaūnga ā-Waho</i>	3
Sustainability Reporting Standards   <i>Ngā Paerewa Pūrongo Toitūtanga</i>	3
Material Topics   <i>Ngā Take Kōrero</i>	3
About PGG Wrightson   <i>Mō PGG Wrightson</i>	4
United Nations Sustainable Development Goals	
<i>Ngā Whāinga Whanaketanga Toitū a te Kotahitanga o Ngā Iwi o te Ao</i>	5
Memberships and Associations   <i>Ngā Mematanga me ngā Hononga</i>	6
Stakeholder Engagement   <i>Te Whai Wāhitanga o te Hunga Whaipānga</i>	6
Statement from the Directors   <i>Tauākī a ngā Whakataka</i>	7
Statement from the Chief Executive Officer   <i>Tauākī a te Tumu Whakahaere</i>	7
Climate   <i>Āhuarangi</i> .....	8
Governance   <i>Mana Whakahaere</i>	8
Strategy   <i>Rautaki</i>	9
PGW Group Strategy   <i>Rautaki Rōpū a PGW</i>	13
Risk Management   <i>Whakahaere Mōrea</i>	15
Metrics and Targets   <i>Ngā Inenga me Ngā Ūnga</i>	16
Environment   <i>Taiao</i> .....	17
Energy   <i>Pūngao</i>	17
Water   <i>Wai</i>	19
Waste   <i>Para</i>	19
Social   <i>Pāpori</i> .....	20
Employment Statistics   <i>Ngā Tauanga Whiwhi Mahi</i>	20
Education and Training   <i>Te Mātauranga me te Whakangungu</i>	22
PGW Academy   <i>Te whare wānanga o PGW</i>	22
Remuneration and Benefits   <i>Te Utu me ngā Painga</i>	23
Gender Pay   <i>Utu ā-ira</i>	23
Parental Leave   <i>Te Whakamatuatanga ā-Matua</i>	24
Health, Safety and Wellbeing   <i>Te Hauora, te haumarutanga, me te toiora</i>	25
Sponsorships   <i>Ngā Tautoko ā-Pūtea</i>	26
Governance   <i>Mana Whakahaere</i> .....	28
Policy   <i>Kaupapahere</i>	29
Supply Chain   <i>Mekameka tuku</i>	29
Incident Management Plan   <i>Te Mahere Whakahaere Takunetanga</i>	29
Agricultural Chemicals   <i>Matū ahuwhehua</i>	30
GRI Content Index   <i>Kaupapa Pūrongo Aowhānui</i>	31
Glossary   <i>Rārangi Kupu</i>	32

PGG Wrightson Limited (PGW) is pleased to present our Sustainability Report and Climate Statement for the year ending 30 June 2025. This report provides our stakeholders with an overview of our sustainability performance and activities, including our climate-related disclosures.



A large green combine harvester is harvesting a golden wheat field. It is pulling a white trailer, and a green tractor is also visible in the field. The background shows a line of trees under a clear blue sky.

# About this Report

## *Tenei Purongo*

2025 marks the fourth consecutive year of formal sustainability reporting and the second year of mandatory disclosures under New Zealand's Climate-Related Disclosures (CRD) legislation.

This Report, reviewed and approved by the PGW Board, stands alongside the PGW Annual Report to provide readers a comprehensive view of our broader business activities and progress.

This Report covers activities for the 12-months from 1 July 2024 to 30 June 2025 and information aligns with the reporting period for PGW's financial reporting, unless otherwise stated. This report focuses on the activities of PGW and all its controlled entities. No restatements of information from previous reporting periods have been made in this report.

This Report is designed to reflect the interests and expectations of our stakeholders. We welcome your feedback and encourage you to share any comments or questions about the content by contacting us at [enquiries@pggwrightson.co.nz](mailto:enquiries@pggwrightson.co.nz). Your input helps us continue to improve and ensures our reporting remains relevant and valuable.



Climate-Related Disclosures | *Ngā Whakapuakanga ā-Āhuarangi*

PGW is a climate-reporting entity under Part 7A of the Financial Markets Conduct Act 2013. This climate statement relates to PGG Wrightson Limited (Company Number 142962) and its controlled entities.

The climate-related disclosures contained in this report comply with Aotearoa New Zealand Climate Standards (NZ CS 1, NZ CS 2 and NZ CS 3) issued by the External Reporting Board (XRB). NZ CS 2 provides a number of adoption provisions, which climate reporting entities may elect to use. In preparing its climate-related disclosures, PGW has elected to use:

- **Adoption provision 2: Anticipated financial impacts.** This adoption provision defers disclosure of the anticipated financial impacts of climate-related risks and opportunities reasonably expected by PGW.
- **Adoption provision 4: Scope 3 GHG emissions.** This adoption provision defers disclosure of gross emissions in metric tonnes of carbon dioxide equivalent (CO2-e) classified as scope 3.
- **Adoption provision 5: Comparatives for Scope 3 GHG emissions.** This adoption provision defers disclosure comparative information for the immediately preceding two reporting periods of scope 3 GHG emissions disclosed in the current reporting period.
- **Adoption Provision 8: Scope 3 GHG emissions.** This adoption provision defers including scope 3 GHG emissions disclosures in the scope of its assurance engagement.

External Assurance | *Whakaūnga ā-Waho*

PGW's Greenhouse Gas (GHG) Emissions Inventory has been externally assured. Oxygen Consulting Limited was engaged to provide limited assurance over the scope 1 and scope 2 components of the GHG Inventory for FY25. A summary of the GHG emissions for PGW are provided within this Report and readers are advised to refer to the latest PGW GHG Disclosure Report, containing detailed GHG information including reporting boundaries and operational control assessments. A full copy of Oxygen Consulting Limited's Independent Limited Assurance Report for the period is available within the GHG Disclosure Report.

Broader disclosures contained within this Sustainability Report and Climate Statement have not been externally assured.

Sustainability Reporting Standards | *Ngā Paerewa Pūrongo Toitūtanga*

The content of this reporting is in accordance with the NZ CS and the Global Reporting Initiative (GRI) Standards.

The NZ CS closely align with the International Sustainability Standards Board's global climate-related disclosures (S1 & S2) and the framework developed by the Taskforce on Climate-related Financial Disclosures. A reporting Index is included in the back of this report and provides an overview of the disclosures in the NZ CS and GRI Standards.

In drafting the Sustainability Report and Climate Statement PGW applied the reporting principles from both NZ CS and the GRI Standards:

Aotearoa New Zealand Climate Standards	Global Reporting Initiative
<div><p><b>Principles – Information</b></p><ul style="list-style-type: none"><li>■ Relevance</li><li>■ Accuracy</li><li>■ Verifiability</li><li>■ Comparability</li><li>■ Consistency</li><li>■ Timeliness</li></ul><p><b>Principles – Presentation</b></p><ul style="list-style-type: none"><li>■ Balance</li><li>■ Understandability</li><li>■ Completeness</li><li>■ Coherence</li></ul></div>	<div><p><b>Reporting Principles</b></p><ul style="list-style-type: none"><li>■ Accuracy</li><li>■ Balance</li><li>■ Clarity</li><li>■ Comparability</li><li>■ Completeness</li><li>■ Sustainability context</li><li>■ Timeliness</li><li>■ Verifiability</li></ul></div>

Material Topics | *Ngā Take Kōrero*

Sustainability reporting has been informed by a materiality assessment completed in 2022 that was undertaken to prioritise which environmental, social, and governance (ESG) topics that are most material to our stakeholders. The concept of 'double materiality' was applied, which looked across both the 'impact on' the business as well as the 'impact of' the business. These allow our audience to understand the two-way interaction between PGW and our wider operating environment.

The following issues were identified as the most material according to both their stakeholder and business impacts:

- Workplace Health & Safety
- Product Traceability, Assurance & Lifecycle Management
- Waste and Hazardous Materials
- GHG Emissions and Decarbonisation
- Partnerships and Supporting Communities
- Ecological Impacts of Agri-Chemicals
- Compliance with Legal & Regulatory Requirements

About PGG Wrightson | Mō PGG Wrightson

Company name: PGG Wrightson Limited

Head Office Location: 1 Robin Mann Place,  
Christchurch Airport 8053, New Zealand

PGW is a publicly listed company on the New Zealand stock exchange (NZX).

PGW is a market-leading, full service agricultural and horticultural supplies and services business operating across the supply chain throughout New Zealand. The business is split between two operating divisions: Retail and Water and Agency. The two areas are then split into seven main business units – covering Rural Supplies, Fruitfed Supplies, Water & Irrigation, Agritrade in the Retail & Water group of businesses and Livestock, Wool and Real Estate in Agency. For the purposes of this report any reference to ‘PGW’ or the ‘PGW Group’ refer to the entire business.

PGW celebrates 20 years since the merger of Pyne Gould Guinness Ltd and Wrightson Ltd. While PGW was formed in October 2005, we proudly carry a legacy of more than 170 years of service to rural communities. This year PGW dived into the archives to put a spotlight on our legacy and heritage, covering the early beginnings, expansion and acquisitions. To read more in-depth information see [www.pgwrightson.co.nz](http://www.pgwrightson.co.nz) under Our Company > Our History.



Cattle grazing above Akaroa Harbour,  
photographed by Nikki Adams for the  
2025 PGW Landmarks Photo Collection.

Retail & Water | Rōpū Hokohoko me te Wai

PGW has a network of 89 retail stores across New Zealand split between Rural Supplies and Fruitfed Supplies branded locations. PGW offers a range of products and services across farming and horticulture, sourcing from New Zealand and international suppliers, as well as through PGW's wholesale division, Agritrade. PGW's Water & Irrigation business operates out of four dedicated water branches, providing a complete service for water and irrigation from design and planning through to maintenance and repair.

Supporting the retail network, is a team of technical experts specialising in a range of specialised services including agronomy, soil science, animal health, animal nutrition, crop specialists, crop monitoring, irrigation solutions and broader technical advice.

Agritrade is PGW's wholesale distributor business division. Agritrade represents rural, horticulture and water products sourced domestically within New Zealand and from around the world with Europe, America, Australia, China and India being the



Rural Supplies



Fruitfed Supplies



Water & Irrigation



Agritrade

main sources. Agritrade sells its products through PGW's retail stores, as well as to other retailers and distributors who then on sell these products to farmer and grower customers.

PGW is an agent for Ballance Agri-Nutrients for the sale of fertilisers. PGW recently acquired the Nexan Group, the brand owner and manufacturer of a range of animal health brands. Nexan is a leading New Zealand animal health manufacturer which fits well within the existing Agritrade supply chain.

Agency | Kapa Umanga

Livestock | Ngā Kararehe

PGW is the largest industry service provider, offering agency services for the sale and purchase of livestock through auction, private sale, on farm sales and specialist stud stock sales. Supporting these services is a nationwide team specialising in handling a range of livestock, offering on-farm assessments, trade representation, strategic livestock selection through genetics expertise and trade facilitation of wool and deer velvet.

PGW also offers a number of innovative services and products including:

- bidr® – New Zealand's market leading virtual saleyard offering real-time, live auctions online
- agOnline – a key source of livestock listings across the country to facilitate private sales
- GO-STOCK – a livestock grazing contract alternative to finance to assist farmers to manage cashflow
- Defer-A-Bull – allowing farmers to secure a bull with no upfront cost
- SkyCount™ – utilising advanced drone technology and sophisticated Artificial Intelligence (AI) for livestock auditing.

Wool | Wūru

PGW Wool sources wool directly from its network of grower customers. Bloch & Behrens Wool (NZ) Ltd (BBNZ) is a PGW subsidiary company that procures this wool and arranges for it to be scoured and exported primarily through logistics service providers to worldwide processors, predominantly based in Europe. In turn, these manufacturers make products which are sold either directly or through retail outlets to end consumers. BBNZ provides a transparent supply chain with most products being able to be traced back to farm. The wool is produced to strict assurance standards and BBNZ is a member of the Global Organic Textile Standard, Ecolabel, Responsible Wool Standard, New ZealandFarm Assurance Programme and PGW's own Wool Integrity™ brand.



Livestock



Wool



Real Estate

Real Estate | Hokohoko Whenua

PGG Wrightson Real Estate Limited is a nation-wide non-franchised real estate company assisting customers throughout the country and across the globe to buy and sell New Zealand property. The PGW Real Estate Team specialise in the purchase and sale of farms, rural properties, lifestyle blocks and provincially located residential homes and commercial buildings. The team is responsible for around a quarter of all New Zealand's farm transactions and has over 150 licensed real estate salespeople.

Nga Tupapa o to tatou Pakihi  
The foundations of our business

The most fundamental of our theories is tikanga (protocols, values, priorities and ways of doing business). Our values and the actions behind them set us apart from other businesses, particularly those that operate solely to produce a profit. We focus on relationships and working in partnership with our clients for repeat business spanning generations rather than merely having transactional connection.

Our values can be described using the example of a whare (house):



- **Papatūānuku:** Everything rests on the Papatūānuku (earth).

■ **Matauranga Māori:** Māori knowledge draws on knowledge systems such as whakapapa (genealogy), tikanga Māori (Māori protocols), manaaki (hospitality and consideration), taonga tuku iho Māori (treasured arts and heritage). All situations where Māori concepts, values, themes, or perspectives are apparent.
- **Rangatiratanga:** Self-determination, ownership, control.

■ **Manaakitanga:** Hospitality, generosity, care, and giving.







■ **Kotahitanga:** Māori unity and shared sense of belonging; working together with passion and energy.

■ **Kaitiakitanga:** Guardianship and protection of our natural resources.

United Nations Sustainable Development Goals | *Ngā Whāinga Whanaketanga Toitū a te Kotahitanga o Ngā Iwi o te Ao*

The United Nations Sustainable Development Goals (SDGs) are a collection of 17 interlinked objectives designed to serve as a blueprint for peace and prosperity for people and the planet.

PGW has mapped all the SDGs against the PGW Group Strategy, the sustainability-related material topics and broader business activities. PGW identified the following SDGs as the most material to our operations, including outlining where PGW contributes to the goals, specifically at a target level. Specific SDG targets are referenced below, which refer to explicit targets which are available in detail on the United Nations Sustainable Development website.

SDG	PGW Contributions	
	Zero Hunger	PGW sells products and provides technical expertise that improves agricultural productivity (Target 2.3), resilience of agricultural systems (Target 2.4) and promotes genetic diversity (Target 2.5) of agricultural and horticultural operations in New Zealand.
	Good Health and Well-being	PGW is a large employer in New Zealand, and our retail stores are often significant local employers within the rural communities where we operate. PGW supports and promotes good health (Target 3.8) and wellbeing (Target 3.4) within communities in which we operate through staff health and wellbeing programmes and the promotion of key sponsorships, partnerships and community groups.
	Gender Equality	PGW understands that the future workforce of our business will change as the communities in which we operate change. PGW embraces a more diverse and gender-balanced workforce, PGW is supporting this through a series of target actions to promote the full participation of women in decision making and leadership (Target 5.5).
	Decent Work and Economic Growth	Due to the size and scale of PGW's operations in New Zealand, the business contributes significantly to economic productivity (Target 8.2), full employment, equal pay (Target 8.5), protection of labour rights, supports safe working environments (Target 8.8) and the removal of modern slavery from our supply chains (Target 8.7). The contributions to decent work and economic growth are inherent in how PGW conducts its business operations and is demonstrated regularly through annual reporting.
	Industry, Innovation and Infrastructure	PGW supports research and development within the sector (Target 9.5) conducting over 50 product trials a year. The PGW Technical Team and representative workforce offers technical expertise to customers to improve resource efficiency and the adoption of environmentally sound practices (Target 9.4).
	Responsible Consumption and Production	PGW (in partnership with organisations such as AgRecovery and Plasback) aims to reduce the volumes of waste generated and improve diversion rates of our customers (Target 12.5). PGW also encourages those in our upstream and downstream supply chains to adopt sustainable practices and reporting (Target 12.6).
	Climate Action	PGW has undertaken a comprehensive climate risk assessment to improve the resilience and adaptive capacity of the organisation to respond to a changing climate (Target 13.1). PGW is working towards an operational GHG emissions target and reporting annually on reductions achieved (Target 13.2) and is raising awareness through actions and reporting (Target 13.3).
	Life on Land	PGW partners with A Lighter Touch and promotes the use of biological products, as well as supports research and development to reduce the degradation of natural habitats (Target 15.5). PGW is also a retailer of pest control products and herbicides to reduce the impacts of invasive species (Target 15.8).
	Partnerships for the Goals	PGW has strong partnerships with key suppliers and is a member of a number of agricultural and horticultural sector bodies (Target 17.16), encouraging strong public-private partnerships (Target 17.17).



Memberships and Associations | *Ngā Mematanga me ngā Hononga*

PGW recognises the importance of active contributions to the industries where we participate. Industry memberships and associations are important to ensure the best interests of the participants are represented, to encourage market growth, foster talent, collaborate, and support technical innovations. PGW is currently a member or associated with the following entities:

- A Lighter Touch
  - AgRecovery
  - Animal & Plant Health New Zealand
  - Business Leaders Health and Safety Forum
  - Campaign for Wool
  - Deer Industry of New Zealand
  - International Wool Textile Organisation
  - National Council of New Zealand Wool Interests
  - New Zealand Association of Accredited Employers
  - New Zealand Council of Wool Exporters
  - New Zealand Elk and Wapiti Society
- New Zealand Farm Assurance Programme (Wool Member)
  - New Zealand Institute of Directors
  - New Zealand Institute of Safety Management
  - New Zealand Stock & Station Association
  - New Zealand Wool Brokers Association
  - Plasback
  - Real Estate Institute of New Zealand
  - Safer Farms
  - Wool Research Organisation of New Zealand

Stakeholder Engagement | *Te Whai Wāhitanga o te Hunga Whaipānga*

PGW takes the following approach to stakeholder engagement:

Stakeholder	Why they are important	Ways we engage	Key issues
Employees	PGW has over 1,800 staff and we recognise that the best outcomes are achieved when we focus on our people. We use a range of approaches to engage with our employees who are distributed across New Zealand.	<ul style="list-style-type: none"><li>■ Emails</li><li>■ Intranet updates</li><li>■ CEO updates</li><li>■ Face-to-face meetings</li><li>■ Phone calls and messages</li><li>■ Team meetings</li></ul>	<ul style="list-style-type: none"><li>■ Health, safety and wellbeing</li><li>■ Financial Performance &amp; Strategic Direction</li><li>■ Training and Development</li><li>■ Sustainability</li></ul>
Customers	As a large agricultural and horticultural supplies business, our customers are a key part of our value chain. PGW must ensure the goods and services provided continually meet and exceed the needs of our customers.	<ul style="list-style-type: none"><li>■ Day to day interactions through the course of business</li><li>■ Customer perceptions research</li><li>■ Retail sales data</li></ul>	<ul style="list-style-type: none"><li>■ Value-for-money offering</li><li>■ Range of products</li><li>■ Technical advice and expertise</li></ul>
Suppliers	Supplier relationships are critical to ensure high quality products continue to reach our stores in the quantities and timeliness as needed by our customers.	<ul style="list-style-type: none"><li>■ Supplier meetings</li><li>■ Conferences</li><li>■ Category management meetings</li><li>■ Perform product trials and research.</li></ul>	<ul style="list-style-type: none"><li>■ Cost pressures</li><li>■ Sustainability in the supply chain</li></ul>
Shareholders	Shareholders are the owners of the company; they have invested capital and have a high level of interest in PGW's operations and performance.	<ul style="list-style-type: none"><li>■ Annual Report</li><li>■ Annual Shareholders Meetings</li><li>■ NZX Announcements</li><li>■ NZX market announcements and website updates</li></ul>	<ul style="list-style-type: none"><li>■ Governance</li><li>■ Financial results</li><li>■ Reporting</li></ul>
Communities	We aim to make a positive and meaningful contribution to the communities in which we operate. Our people are key members of their rural communities, our stores provide essential supplies for rural life and we are known as a respected employer. PGW seeks to go beyond day-to-day business interactions and supports a range of community organisations, sponsors rural events and initiatives. It is critical PGW maintains the trust of these communities to ensure we are provided a social licence to operate.	<ul style="list-style-type: none"><li>■ Provision of essential goods and services</li><li>■ Media releases</li><li>■ Fundraising, sponsorship and donations</li><li>■ Rural events</li><li>■ Customer interactions</li></ul>	<ul style="list-style-type: none"><li>■ Community relationships</li><li>■ Environmental health</li><li>■ Company involvement and contribution</li><li>■ Recruitment and jobs</li></ul>
Iwi	PGW plays an important role in ensuring ahūwhenua (industrious cultivation of land) principles are upheld. This is through engagement with industry stakeholders and strongly representing Māori agribusiness through business relationships, guided by tikanga (Māori societal lore) and the focus on building enduring whanaungatanga (relationships) to tautoko (support) and hautū (guide) our Māori agribusiness customers.	<ul style="list-style-type: none"><li>■ Dedicated Māori Agribusiness Team</li><li>■ Māori agribusiness hikoī</li><li>■ Sponsorship of the Ahūwhenua Trophy</li><li>■ Represent Māori agribusiness with industry stakeholders</li></ul>	<ul style="list-style-type: none"><li>■ Farming practices</li><li>■ Technical knowledge and skills transfer</li><li>■ Land management practices</li><li>■ Value-for-money offering</li><li>■ Range of products</li></ul>
Industry, partnerships and memberships	PGW understands the importance of supporting people and the markets in which we operate. These provide opportunities to share and progress ideas. PGW also provides expert knowledge, advice and support to achieve industry objectives. Information on these memberships can be found under 'Memberships and Associations'.	<ul style="list-style-type: none"><li>■ Active participation in industry advisory panels</li><li>■ Co-sponsor industry conferences</li><li>■ Membership and associations</li><li>■ Scholarships</li></ul>	<ul style="list-style-type: none"><li>■ Development of market opportunities for products</li><li>■ Support to governmental bodies and industry groups</li><li>■ Representation in government policy development</li></ul>

Statement from the Directors | *Tauākī a ngā Whakataka*

At PGW, we recognise that our role in advancing sustainability across New Zealand’s agricultural and horticultural sectors is becoming increasingly vital. As a long-standing partner to farmers and growers, we are committed to supporting improved production efficiency, lowering operational emissions, and helping our customers adapt to a changing climate.

The preparation of our Sustainability Report and Climate Statement over the past year has deepened our understanding of climate-related risks and opportunities. This year also marks a significant milestone with the release of PGW’s Climate Transition Plan, outlining our strategic approach to managing climate-related risks within the macroeconomic context, the influence of land use change on our business and aligning with a lower-emissions future. The plan sets out clear actions, priorities, and timeframes to guide our internal progress and influence change across the value chain.

We are proud to release this Report alongside our Annual Report, reflecting our commitment to transparency and our continued progress on the sustainability journey. PGW remains focused on delivering practical, evidence-based action while supporting the sector’s transition through strong partnerships and informed leadership.



**Garry Moore**  
Chair and Independent Director  
16 September 2025



**Sarah Brown**  
Deputy Chair and Independent Director  
16 September 2025

Statement from the Chief Executive Officer | *Tauākī a te Tumu Whakahaere*

PGW is pleased to present our second standalone Sustainability Report and Climate Statement. While this is our second time publishing a dedicated report, it marks our fourth year of formally reporting on sustainability. This year’s Report builds on the foundations laid in our inaugural publication and reflects on the continued progress, challenges, and learning from the past 12 months. PGW has reaffirmed sustainability as a group strategic priority with the newly released Group Strategy for the business in early 2025. PGW continues to embed ESG practices into our operations and decision making processes.

As a business deeply connected to the land and to those who work it, we continue to see firsthand the impacts of climate change – both on our customers and within our own operations. We acknowledge that these impacts will likely intensify, and that it is essential we prepare accordingly to remain resilient, relevant, and capable of supporting our customers through change.

This year, we are proud to release PGW’s Climate Transition Plan, setting out a clear and practical pathway to address the climate-related risks and opportunities facing our business and the primary sector. The plan reinforces our customer-first approach – focusing on how PGW can continue to enable farmers and growers to succeed in a lower-emissions future. It also highlights the steps we are taking internally to reduce our footprint and align with emerging regulatory and market expectations.

This Sustainability Report and Climate Statement, prepared in accordance with the GRI Standards, provides an open and transparent view of our journey so far. It captures the actions we have taken, the challenges we continue to work through, and our commitment to supporting New Zealand’s transition toward a more sustainable and climate-resilient economy.



**Stephen Guerin**  
Chief Executive Officer  
16 September 2025



# Climate | *Āhuarangi*

**Governance |** *Mana Whakahaere*

The role an entity’s governance body plays in overseeing climate-related risks and climate-related opportunities, and the role management plays in assessing and managing those climate-related risks and opportunities.

PGW governance is set out in the PGW Constitution and Corporate Governance and Board Charter, which comply with the principles of the NZX Listing Rules and Corporate Governance Code (31 January 2025).

The PGW Board of Directors is responsible for the overall governance of the organisation, including oversight of climate-related risks and opportunities, the implementation of a risk management framework and ultimate accountability for all risks. The composition of the Board is set by PGW’s Board Charter and the Board is structured so each director brings a range of specialist skills, backgrounds and experience. Each director has expertise that is relevant to PGW’s operations and aligns to our strategic goals. PGW publishes a Board Skills Matrix each year in the Annual Report which considers ‘sustainability’ as a key competency.

The Chief Executive Officer is the primary officer responsible for reporting to the Board on operational matters, this can include communication of day-to-day activities, critical concerns, advancing the collective knowledge, skills and experience on sustainable development, or impacts on economy, environment and people. Recording of these matters is contained within the minutes of the PGW Board meetings.

Ultimately PGW’s shareholders are responsible for evaluating the performance of the PGW Board through the director elections at the Annual Shareholders’ Meeting (ASM) conducted every year. Minutes of the ASM are available at [www.pggwrightson.co.nz](http://www.pggwrightson.co.nz) under Investor Centre > Annual Shareholders’ Meeting.

In overseeing climate-related risks and opportunities the Board meets at least six times a year, providing strategic direction to PGW. A key strategic tool assisting in responsible climate-related governance is the PGW Strategic Risk Register, which covers risks including:

- Climate Change
- Social Licence to Operate
- Environmental Health and Animal Welfare.

The specific risk around climate change identifies the risks and opportunities arising from changes to the climate, extreme weather events, or adjusting to a low carbon economy.

PGW defines strategic risks as those that have the potential to have the largest impact the business performance. Risk registers are updated at least every six months by local subject matter experts within the business, with PGW’s Climate-Related Risk and Opportunity Register reviewed by the Sustainability Committee. All risks (including climate-related risks and opportunities) are considered when decisions are made around the development and implementation of the PGW Group Strategy.

The Board sets, monitors and oversees the achievement of sustainability objectives and targets (including those associated climate-related matters). Sustainability objectives and targets are set based on the direction outlined in the PGW Sustainability Strategy. PGW annual reporting includes disclosures aligned to the GRI Standards and reporting against existing objectives and targets from the Sustainability Strategy. Currently there are no climate related performance metrics incorporated into remuneration reviews.



There are four groups that assist the PGW Board in managing climate-related matters, these are identified below, alongside the frequency of meetings.

PGW Governance Group	Frequency of Meeting
PGW Board of Directors	Once every two months
Audit Committee	Quarterly
Executive Leadership Team	Monthly
Risk and Compliance Committee	Quarterly
Sustainability Committee	Quarterly

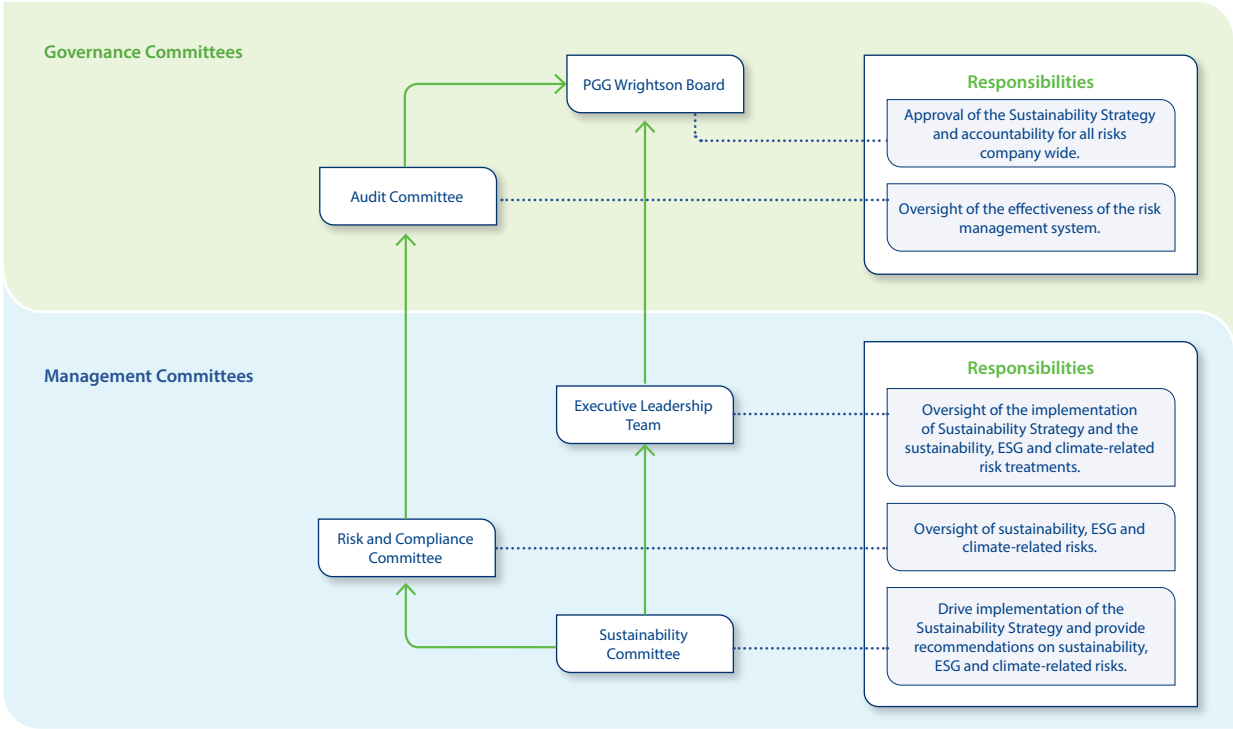
The **Audit Committee** assists the Board in discharging its oversight responsibilities, ensuring the overall effectiveness of PGW's internal controls and risk management system. The Audit Committee reviews the strategic risks (including climate-related risks) on a regular basis and ensures that management has appropriate processes for identifying, assessing and responding to risks in a manner that is in accordance with the business risk appetite.

The **Executive Leadership Team** oversees the implementation of the risk treatments across all business units and has responsibility for day-to-day operations – this includes financial allocation and

activities that contribute to achieving the objectives and targets outlined in the PGW Sustainability Strategy. Membership consists of the Chief Executive Officer, Chief Financial Officer and General Managers for each business unit and functional area.

The **Risk and Compliance Committee** is responsible for the review of risk registers, including identification of new and emerging risks, future risk strategies, changes in risk profiles as well as oversight that key risk treatments are being delivered. The Risk and Compliance Committee receives and considers updates to the climate-related risks from subject matter experts within the business.

The **Sustainability Committee** is a cross functional committee led by the Sustainability Manager that drives the implementation of the PGW Sustainability Strategy across the business, reviews the climate-related risks and opportunities register, reviews external sustainability disclosures, as well as any material ESG matters requiring consideration. The Sustainability Manager is responsible for presenting recommendations and decisions of climate-related matters to all applicable governance structures within the business. Climate-related matters are communicated from management to the PGW Board on a six-monthly basis.



Strategy | *Rautaki*

How climate change is currently impacting an entity and how it may do so in the future. This includes the scenario analysis an entity has undertaken, the climate-related risks and opportunities an entity has identified, the anticipated impacts and financial impacts of these, and how an entity will position itself as the global and domestic economy transitions towards a low-emissions, climate-resilient future.

Climate change is an issue of double materiality for PGW, meaning PGW both contributes to the issue, but is also impacted by the issue. PGW has impacts on climate change, directly through the greenhouse gas emissions emitted from operations and indirectly through actions in the value chain from suppliers through to customers. PGW is also impacted by climate change through effects currently experienced by the business and the consequent risks and opportunities that may arise into the future.

Climate change has physical and transition risks to the business. A description of these impacts is described below.

**Physical risks** are risks arising as a result of chronic changes to the climate such as rising sea levels and warming temperatures, in addition to acute and extreme weather events such as droughts and flooding. The most significant physical risks to the agricultural sector are:

- Inability for existing practices to maintain productivity and output
- Increased volatility in production and reduced ability to get product to market
- Increases in pests and diseases
- Increased water stress and lack of water security.

**Transition risks** are risks arising from the process of adjusting to a low carbon economy or adapting to the impacts of climate change. The most significant transition risks to the agricultural sector are:

- Inability for the sector to develop a whole system approach to build resilience for effective adaptation
- Inability for the sector to keep up with the rate of global technological change
- Loss of identity and degradation of mauri (life force or essence) for rural communities and agricultural sector operators
- Policy becomes misaligned with the needs of the sector and how it operates
- Inability to maintain public acceptance to access and/or operate in key markets
- Failure to understand and meet changing consumer preferences in the market.



Scenario Analysis

PGW has undertaken comprehensive climate scenario analysis based on the Agriculture Sector Climate Change Scenarios developed by the sector and led by The Aotearoa Circle. PGW was a participant in the work to develop these scenarios, with PGW staff attending a number of sector-based scenario workshops hosted by The Aotearoa Circle.

The three scenarios are shown below:

**Orderly | Tū-ā-pae**  
(stance in order, step in succession)

- Tū-ā-pae represents a world defined by a smooth transition to net zero CO2 by 2050. Global warming is limited to 1.5°C through stringent climate policies and innovation.
- Tū-ā-pae assumes climate policies are introduced immediately and become gradually more stringent as 2050 looms. Both physical and transition risks are relatively subdued. Achieving net zero by 2050 reflects an ambitious mitigation scenario.

**Disorderly | Tū-ā-hopō**  
(misstep)

- Tū-ā-hopō represents a world with little policy action until after 2030 after which strong, rapid action is implemented to limit warming to 2°C. In Tū-ā-hopō, countries and territories use fossil-fuel heavy policies to recover from Covid-19, so emissions increase, and nationally determined contributions are not met.
- It is only after 2030 that new climate change policies are introduced, but not all countries take equal action. Consequently, physical and transition risks are higher. This is a costly and disruptive transition.

**Hot house | Tū-ā-tapepe**  
(faltering step, to fall)

- Tū-ā-tapepe scenario describes a world in which emissions continue to rise unabated as no additional climate policies are introduced. Fossil fuel use continues to increase, and so global CO2 emissions continue to rise and warming is expected to reach 3°C higher by 2080.
- The physical impact of climate change is severe. There are irreversible changes such as ice sheet loss and sea level rise. Adapting to climate change has become the priority.

Reference: Aotearoa Circle, 2023. Agriculture Sector Climate Change Scenarios

PGW undertook a series of qualitative internal workshops to identify the impacts from the climate scenarios. Each workshop involved key leadership staff across all PGW business units and functions including: Retail and Water, Agritrade, Livestock, Wool, Real Estate, Corporate Affairs and People and Safety.

PGW detailed the expected climate change risks and opportunities over the short, medium and long-term using the following timeframes:

- Short-term is defined as within the next 0-20 years
- Medium-term is defined as within the next 20-70 years
- Long-term is defined as the next 70 plus years.

The timeframes associated with climate change risks and opportunities are longer than the internal timeframes used when assessing broader risks to the organisation. The reason for the longer timeframes is to account for the timeframes typically used in global climate modelling and climate scenarios. Timeframes considered for strategic business planning and capital deployment are often shorter due to the shorter-term nature economic condition variations experienced by businesses.

Specific attention was given to the agricultural impacts highlighted in the sector-based scenarios around dairy herd, livestock herd, horticultural and arable land area, exotic forestry and native forestry. The scenarios were analysed within the context of PGW operations, existing strategic goals, key markets and operational environments. PGW also held individual interviews with key staff that have roles that directly impacted by, or have influence over, PGW's ability to build respond to a changing climate.

PGW summarised the workshop and interview outcomes to ensure the most material business risks and opportunities were detailed. Climate-related risks and opportunities are considered by the Executive Leadership Team and the Board on a regular basis, allowing for informed decision making when capital deployment and other funding decisions are considered. Any risk treatments for climate-related risks are considered based on a cost-benefit basis to bring the risk rating to a residual level that is acceptable to the business.

Down the line, photographed by Jessie Philip for the 2025 PGW Landmarks Photo Collection.





Recent Updates to the Climate-Related Risks and Opportunities Register

In FY25 PGW reviewed its existing climate-related impacts, making a number of changes for clarity. The key changes were the removal of the Emissions Trading Scheme (ETS) as a current impact, previous disclosures focused on PGW's reporting obligations as a nitrogen fertiliser importer. While still an importer, PGW re-assessed the materiality of this risk as no material costs were being realised. A further decision was made to separate out the previous 'Land Use Change' impact to specific horticulture and forestry land use change impacts. Splitting of land use change trends into the two areas allows PGW to demonstrate the impacts these specific changes are having on its business units in more detail and be more explicit about the growth of horticultural activities being net positive and the growth in forestry activities being net negative.

Climate-Related Impacts | Ngā Pānga Hāngai Āhuarangi

PGW has experienced the following climate-related impacts in recent years:

Impact	Type	Description	Financial Impact
Weather Impacts	Physical (Acute)	<p>PGW has experienced the disruption of significant weather events believed to be linked to climate change, with a recent notable example being Cyclone Gabrielle in February 2023. The largest impacts from the cyclone were realised by our customers in the region, who suffered substantial losses and a recovery that is still underway in 2025 and will continue for years to come.</p> <p>For PGW this resulted in the implementation of the PGW National Response Group to coordinate the business response. PGW supported impacted staff through supporting leave guidelines, a material quantity of bale wool was lost (largely covered by insurance) and some PGW retail stores experienced localised flooding. As a supplier of goods to rural New Zealand, PGW was called upon to source supplies during recovery efforts, this included fencing, water tanks and piping.</p> <p>In June 2025 we have seen severe wet weather impact the Tasman, Nelson and Marlborough Districts which led to a state of emergency being declared. Again, this has had a major impact on our farming and horticultural customers in the region and has been described by the Nelson Tasman Civil Defence as the worst flooding in the region for 150 years.</p>	<p><b>Nil – On balance.</b></p> <p>It is difficult to quantify the financial impacts associated with weather events for PGW. The acute nature of the impacts vary significantly depending on the events. In estimating the financial impact from recent weather events, PGW's short term revenues from a very specific region are likely to be impaired, but this is likely to be reversed (and in some cases exceeded) through increased retail sales during post-event recovery activities.</p>
Land Use Change (To Horticulture)	Physical (Chronic) / Transitional	<p>PGW understands the region-specific land use change trends from agricultural activities towards horticultural activities. Over a number of years PGW has realised a shift in revenue growth towards the Fruitfed Supplies business unit, as horticultural activities expand, resulting in a greater demand for associated goods and services.</p> <p>Fruitfed Supplies is the horticultural service and supply division of PGW, with stores located in New Zealand's major horticultural regions. The store network is complemented by over 50 Technical Horticultural Representatives who work with growers across New Zealand.</p>	<p><b>Not feasible to calculate – Net positive.</b></p> <p>PGW is likely to see a net positive financial impact as horticultural operations typically require higher inputs on a square meter basis, compared to agricultural activities.</p> <p>It is not feasible to quantify the financial impact associated with land use change to horticulture, as there are a multiple complex interacting factors.</p>
Land Use Change (To Forestry)	Physical (Chronic) / Transitional	<p>Land use change from agricultural activities towards forestry (farm-to-forestry conversions) impacts all business units across PGW. Forestry conversions represent a reduction in future retail revenues for the business as less inputs are typically required. The Livestock and Wool business units see a reduced demand for agency services from the reduction (or removal) of animals from the land. The PGW Real Estate teams are likely to see a decrease to transactions as land used for forestry is held for longer periods of time aligning with rotation lengths.</p> <p>Farm-to-forestry conversions are driven by enabling legislative framework, which has seen a number of changes in recent years – causing significant variations in the scale and speed of this change in land use.</p>	<p><b>Not feasible to calculate – Net negative.</b></p> <p>PGW is likely to see a net negative financial impact as forestry typically requires little inputs on a square meter basis, compared to agricultural activities.</p> <p>It is not feasible to quantify the financial impact associated with land use change to forestry, as there are a multiple complex interacting factors.</p>



Climate-Related Risks

Topic	Type	Magnitude	Time Horizon	Description
Land Use Change (To Forestry)	Physical (Chronic) / Transitional	Extreme	Medium-term	<p>Land-use change from agricultural and horticultural land to forestry, driven by both physical impacts (acute and chronic climate-related weather events), as well as transitional impacts (policy changes and consumer trends) are expected to continue over the medium-term. Land-use change towards forestry presents a risk to PGW, due to the proportional business income PGW derives from agricultural and horticultural customers compared to forestry customers.</p> <p>Land use change from agricultural land to forestry has significant implications for PGW. Direct impacts are seen in the reduction in transaction volumes for livestock sales and wool, as well as a significant reduction in retail inputs. This represents a permanent loss of business and reduction to the overall size of the market to PGW.</p> <p>Market consolidation may occur in market segments impacted by land use change. As PGW is a diversified business, market consolidation may present as an opportunity for PGW to increase market share within a sector..</p>
Supply Chain Impacts	Physical (Acute and Chronic)	Moderate	Medium-term	<p>As PGW derives a significant proportion of its revenue from retail operations, any changes to the supply chain can have a large impact to the overall business. New Zealand is already seen as one of the riskiest insurance markets globally due to weather events and seismic activity. But as extreme weather events increase in frequency and intensity, it is expected there would be commensurate increases to insurance costs to cover the anticipated loss profile.</p> <p>Supply chain transport costs are expected to see increases in the medium-term as externalities are added in, such as carbon pricing on fuels (alongside fluctuations resulting from geo-political events impacting oil prices). As well as impacts from weather events causing damage to road and ports being passed on through freight charges.</p> <p>As extreme weather events increase in frequency and intensity, it is expected that these events could disrupt supply chains. Impacts have the potential to occur in supplier manufacturing facilities (including their inputs) or transportation/logistics routes (land, sea and air). Supply chain disruptions could impact the availability of product across New Zealand. The availability of the product lead can lead to customer operational impacts and subsequently customer profitability, their ability to spend and may impair revenue forecasts for PGW.</p> <p>Any impacts (or potential impact) to the supply chain have the ability to increase input costs. Increased input costs present as a risk to PGW, as costs are likely to be passed through to the customer and may result in a reduced sales volumes.</p>
Staff Recruitment and Retention	Transition	Minor	Medium-term	<p>As the impacts from climate change are being directly realised at an individual business unit level, areas experiencing reduced profitability and reduced operational activities may have flow on effects for staff motivation and morale. It is expected that these impacts could result in short-term staff retention issues as staff may look to move industry, causing a loss of knowledge which may impact PGW's provision of services in the short-term.</p> <p>Staff recruitment may also become an issue as in-demand skills will be highly sought after, creating a highly competitive environment for talent acquisition. PGW will need to continue to differentiate its employee value proposition to attract highly skilled staff going forward.</p> <p>Market consolidation activities may occur within sectors impacted by climate change and land use change. As PGW is a diversified business, market consolidation may present as an opportunity for PGW to increase market share within a sector – this could bring with it a rapidly changing staff profile.</p>
Pests and Diseases	Physical (Chronic)	Minor	Medium-term	<p>The prevalence of pests and diseases across New Zealand is expected to increase as climate conditions change. Changing climates may allow new and unique pests to establish suitable habitats in New Zealand. Increases to pest and disease burden may have a detrimental impact on the economic activity across PGW's agricultural and horticultural customer base.</p> <p>As the prevalence of pests and diseases increases, so too does the potential for resistance to existing control measures. If pests or diseases become endemic, they have the potential to drastically change market dynamics, eroding the profitability of entire sub-sectors, or causing prolonged economic impairment. If medium to long-term customer profitability were to be impaired, this will result in impairment to PGW revenue streams as customers reduce spend.</p>
Water Scarcity	Physical (Acute and Chronic)	Moderate	Medium-term	<p>Climate change is expected to impact rainfall patterns across New Zealand. With the following projected impacts (<i>Ministry for the Environment 2018. Climate Change Projections for New Zealand</i>):</p> <ul style="list-style-type: none"><li>■ Annual pattern of increases in west and south of New Zealand and decreases in north and east</li><li>■ More dry days throughout North Island, and in inland South Island</li><li>■ Increased extreme daily rainfalls, especially where mean rainfall increases.</li></ul> <p>This substantial variation in projected rainfall patterns is likely to stress water catchments, putting pressure on regulatory bodies to address extraction licences and resource consenting. Uncertainty on extraction licences or resource consents may impact PGW customers and their ability to derive income from farming and growing operations, in turn impairing PGW revenue streams.</p>
Primary Sector Emissions Efficiency	Transition	Moderate	Short-term	<p>As climate change regulation changes, there is potential that both PGW and customers within the agricultural and horticultural sectors will likely be exposed to greater levels of regulation associated with GHGs emissions. The key areas are likely to be the ETS and broader environmental regulation. As the regulatory environment changes this may impair PGW's revenue, through impacts to customer cashflow and ability to spend.</p> <p>Emissions efficiency and environmental performance requirements may also be led by the customer as well, setting standards within their terms of trade (such as Nestlé driving GHG through their value chain influencing Fonterra and ultimately on-farm activities). Customer-led requirements have the potential to add cost impacts to PGW customers and may impair PGW revenue streams unless the costs are passed to the end consumer.</p>

PGW is unable to disclose quantitative information in relation to the climate-related risks due to the complex, interconnected nature of the modelling required and the legislative reporting timeframes.



Climate-Related Opportunities

Topic	Type	Magnitude	Time Horizon	Description
Land Use Change (to Horticulture)	Physical (Chronic) / Transitional	Extreme	Medium-term	<p>Land-use change to horticultural production represents an opportunity to PGW. As growing regions change across New Zealand, primarily as a result of changes in climate, the viability of specific crops may expand beyond traditional regions and new crops may enter the New Zealand market.</p> <p>Future changes are expected to be an extension of the already observed changes to horticultural crops such as kiwifruit (+26%), apples (+14%) and avocados (+33%) observed from 2017 to 2022 (Agricultural Production Statistics 2023, Stats NZ).</p> <p>PGW is well positioned to address this opportunity through the existing Fruitfed Services business unit, utilising this existing channel to provide product and service offerings to meet future customer demand. The horticultural growth opportunity may also be augmented by the changing consumer trends regarding lower chemical use, reduced carbon footprint and supply chain provenance.</p> <p>PGW will need to continue to meet it's customer needs through the importation and availability of appropriate products, supply chain transparency and reduced emissions.</p> <p>Market consolidation may occur in market segments impacted by land use change. As PGW is a diversified business, market consolidation may present as an opportunity for it to increase market share within a sector.</p>
Pest and Disease Control	Physical (Chronic)	Minor	Medium-term	<p>It is expected that the prevalence of pests and diseases across New Zealand will increase as climate conditions change. Pest and disease burden is likely to have a detrimental impact on the economic activity across the PGW agricultural and horticultural customer base over the medium-term.</p> <p>As the success of PGW is closely tied to the success of its customers, there is an aligned incentive to assist customers with the control of emerging pests and diseases. The provision of pest and disease control and advice will likely present an economic opportunity for PGW through the sale of the products and services to customers. Such opportunities could include the expansion of crop monitoring services within Fruitfed Supplies, the importation and sale of new and unique agri-chemical solutions and drench options (among other solutions).</p>
Primary Sector Emissions Solutions	Transition	Moderate	Short-term	<p>As regulatory and business pressure increases for farmers and growers to reduce GHG emissions, the demand for services to assist with this is likely to increase. Examples of the solutions which may result in commercialisation in the years ahead include methane inhibiting boluses, anti-methanogen, anti-acidosis or anti-urease vaccines, crop substitutions, feed supplements, and in-feed or in-water treatments. As a trusted supplier to the agricultural sector, PGW is well placed to provide technical advice and sell the emissions reduction solutions directly to farmers and growers.</p>

PGW is unable to disclose quantitative information in relation to the climate-related opportunities due to the complex, interconnected nature of the modelling required and the legislative reporting timeframes.

PGW Group Strategy | *Rautaki Rōpū a PGW*

PGW is a market-leading, full service agricultural and horticultural supplies and services business operating across the supply chain throughout New Zealand.

PGW is guided by its purpose and vision, it showcases the reason we exist and the impact we want to have on our customers in New Zealand.

In FY25, PGW undertook a reset of the Group Strategy for the next three-year time horizon. The new strategy *Collective Strength*, is built on our long-standing commitment to delivering the best outcomes for New Zealand's farmers and growers. By anchoring on the collective strength of our diverse businesses and committing to new product and service innovations, we will add another chapter to our proud heritage. PGW's Group Strategy drives quality growth for the business, while continuing to deliver on the needs of our customers, differentiated offering, and strengthening our position as the market leader.

PGW's Board owns the Group Strategy and each business unit and its leaders are responsible for driving it and are collectively responsible for its delivery. The purpose of the PGW Group Strategy is to provide clarity and direction around common themes and areas of focus that we are collectively working towards.

The Group Strategic Priorities record our Group level areas of focus, and then these priorities are layered in more detail in the Business Units and Corporate Functions. All priorities have specific measurable objectives, and progress is monitored over time.

Sustainability is a Group Strategic Priority for PGW, providing direction to 'embed environmental, social, and governance practices across PGW operations and value chains for long-term resilience and social responsibility.'





Sustainability Strategy | *Te Rautaki mō te Toitūtanga*

In May 2023, the PGW Board approved PGW's Sustainability Strategy (Te Rautaki mō e Toitūtanga). Our Sustainability Strategy addresses three pillars – focusing on stewardship of our environment, support of our people and communities, and excellence in corporate citizenship. The strategy was developed with input from across the business, addressing the sustainability issues that are the most material to our stakeholders and business objectives.

PGW has a number of explicit key performance indicators within the Sustainability Strategy, including:

- Reducing operational (scope 1 & 2) emissions by 30% by FY30 from a FY21 baseline
- Annually disclose comprehensive scope 3 emissions inventory, including calculation methodologies and set targets (expected to begin FY26)
- Year-on-year reduction in Total Recordable Injury Frequency Rate (TRIFR)
- Annually report on the gender pay gap and develop strategic actions to drive improvement
- Other targets include improved energy efficiency across PGW properties, improvements in vehicle fleet efficiency, improved utilisation of recycling programmes, supply chain due diligence and transparency in reporting.

The full version of the Sustainability Strategy is available on our website: [www.pggwrightson.co.nz/sustainability](http://www.pggwrightson.co.nz/sustainability)

Climate Transition Plan | *Mahere Whakawhiti Āhuarangi*

As a listed company on the NZX, PGW operates under New Zealand's climate-related disclosures legislation and recognises its responsibility to mitigate climate impacts and adapt its business model. PGW intends to position itself to ensure it can realise the opportunities from the expected climate transition in the domestic economy, but also to ensure that it is both physically and financially resilient to the changes.

In FY25, PGW released its Climate Transition Plan (CTP) which outlines a strategic pathway to a low-emissions future while maintaining business resilience within the changing rural landscape. The CTP outlines the context in which PGW operates, including climate projections for New Zealand, macroeconomic factors, regulatory influences and land use change trends.

The CTP restates PGW's commitment to reducing operational emissions by 30% by FY30, from a FY21 baseline. The CTP outlines the pathway to achieve this through vehicle fleet efficiency measures (including electric and hybrid vehicles), implementing energy efficiency measures across our property portfolio, and continuing to source renewable energy.

The CTP also places emphasis on innovation, acknowledging that the sector is shifting and the products and services that PGW sells will continue to change – particularly noting livestock methane reduction solutions, digital transformation and product and supply chain evolution. PGW has always worked with suppliers to bring new products and services to market, then works in partnership with customers to deliver these solutions onto farm and orchard.

The Sustainability Strategy, the CTP and PGW's climate-related risks and opportunities register inform future capital deployment and funding decision making processes. Business cases from across PGW Group must outline the sustainability impacts on business operations. Specifically, how a project will contribute towards achieving PGW's sustainability objectives and targets and how it helps transition PGW to contribute to a low carbon economy.



*Them Green Hills*, photographed by Janine McIvor for the 2025 PGW Landmarks Photo Collection.



Risk Management | *Whakahaere Mōrea*

How an entity’s climate-related risks are identified, assessed, and managed and how those processes are integrated into existing risk management processes.

PGW is committed to managing risk and fostering an environment where staff take responsibility for managing risks. PGW applies effective risk management into all aspects of business operations. This includes the integration of risk management into PGW’s strategy, procedures, projects, and decision making.

PGW takes a pragmatic approach to risk management, ensuring the business response is in proportion to the size, nature, and complexity of the risk. Risk management does not mean that all risks must be eliminated but it helps PGW understand the level of risk embedded in activities, the controls that are in place and the level of risk PGW is willing to accept.

Risk management is the responsibility of every PGW employee, as it impacts processes and decision-making at every level. The PGW Board approves PGW’s risk management policy, including risk acceptance, reporting systems and assurance. The Board also understands the most significant risks to PGW and determines if they are being managed appropriately. The Audit Committee (on behalf of the Board) ensures management has appropriate processes in place for managing risk.

Risks are proactively identified and managed by every PGW employee as part of their day-to-day activities. Staff apply the appropriate controls and monitor them regularly, in a manner that aligns with PGW’s values. The Audit Committee re-assesses the Group’s risk profile every six months, and the individual business unit risk registers are reviewed within each business unit annually.

PGW risk assessment utilises the following risk matrix across impact and likelihood:

	Insignificant	Minor	Moderate	Major	Extreme
Almost Certain	Medium	High	High	Very High	Very High
Likely	Medium	Medium	High	Very High	Very High
Possible	Low	Medium	High	High	Very High
Unlikely	Low	Low	Medium	High	High
Very Unlikely	Low	Low	Medium	Medium	High

Rating	Probability	Description
Almost Certain	>90%	Virtually guaranteed to occur
Likely	>70%	Will probably occur or has been a common occurrence
Possible	>40%	Could occur at some stage or there is some history of occurrence
Unlikely	>10%	Could occur and little history of occurring in the past
Very Unlikely	<10%	May occur only in exceptional circumstances

The impacts of risks are assessed across a range of types, including management effort, financial, people, reputational, legislative, infrastructure, project delivery, customers and environmental.

For the purposes of assessing risk, PGW defines risk management time horizons as follows:

- Short-term is defined as occurring in the next 1-2 years.
- Medium-term is defined as occurring in 3-5 years.
- Long-term is defined as occurring in 5 years or more into the future.

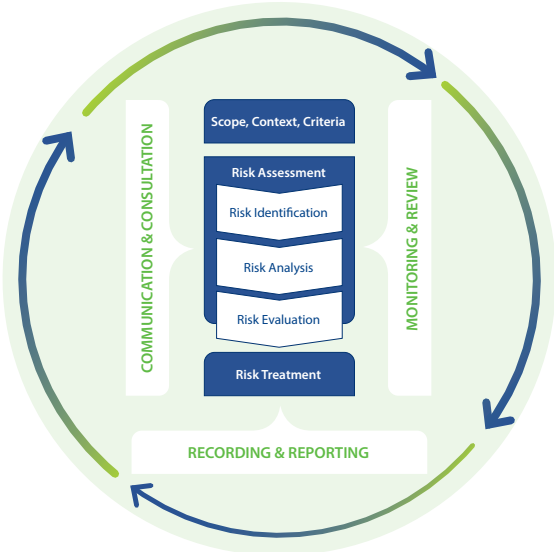
PGW applies the same processes for identifying, assessing, managing and prioritising climate-related risks as all strategic risks. All parts of the PGW value chain are included as part of the risk management process.

PGW applies the eight core principles of the risk management International Standard (ISO 31000:2018 Risk Management) and uses these to underpin the risk management approach through value creation and protection. The following diagram outlines the risk management process from the ISO Standards:

The risk management process is broken into the following phases: identification, likelihood, severity, treatments and acceptance. Through this process a risk matrix is used to assess the risk, utilising the likelihood and severity – both before and after risk treatments. The level of authority to accept the risk is based on the risk level both before and after the risk treatment.

Group level risks are documented in an internal risk register and specific climate-related risks are identified alongside the strategic risks for the business. It is acknowledged that the climate-related risks are often cross-cutting and may compound the impacts of other risks. The specific climate-related risks from the PGW Group Risk Register are listed below:

Risk	Description
Climate Change	The risks and opportunities arising from changes to the climate, extreme weather events, or adjusting to a low carbon economy.
Social Licence to Operate	If our policies, operational practices or reporting do not meet key stakeholder expectations, this could result in a damage to the PGW brand or the loss of the social licence to operate.
Environmental Health and Animal Welfare	The ability to respond to changes in legislation, ongoing compliance, and community expectations on environmental and animal welfare matters.



ISO 31000 Risk Management Process



Metrics and Targets | *Ngā Inenga me Ngā Ūnga*

How an entity measures and manages its climate-related risks and opportunities. Metrics and targets also provide a basis upon which primary users can compare entities within a sector or industry.

Greenhouse Gas Emissions | *Tukunga Haurehu Kati Mahana*

PGW undertakes a comprehensive process to develop the greenhouse gas inventory which is detailed in the PGW GHG Disclosure Report, including operational control assessments and calculation methodologies – available at [pggwrightson.co.nz/sustainability](http://pggwrightson.co.nz/sustainability)

		FY21	FY22	FY23	FY24	FY25
Category		tCO2-e	tCO2-e	tCO2-e	tCO2-e	tCO2-e
Scope 1 – Direct Emissions						
Stationary Combustion						
	Diesel used for heating	36	29	21	35	31
	Natural gas used for heating	9	9	7	9	10
Mobile Combustion						
	Diesel used in fleet vehicles	6,984	6,487	6,604	6,477	5,945
	Petrol used in fleet vehicles	70	66	72	81	140
	LPG used in forklifts	131	137	125	102	95
Fugitive Emissions						
	HFCs used in AC and refrigeration	212	212	212	79	37
Scope 2 – Indirect Emissions						
Imported Energy						
	Electricity Consumption (location based)	623	564	372	377	500
	Electricity Consumption (market based)	623	564	204	0	0
Total Direct and Indirect Emissions (location based)		8,065	7,503	7,413	7,161	6,756
Total Direct and Indirect Emissions (market based)		8,065	7,503	7,245	6,784	6,257
Change in total Emissions from FY21 (market based)		-	-7.0%	-10.2%	-15.9%	-22.4%
Emissions Intensity (tCO2-e/\$1M NZD Revenue)		9.50	7.87	7.42	7.41	6.41

PGW's GHG inventory has been prepared following the GHG Protocol and utilises operational control assessments as the primary consolidation approach. Emissions factors and global warming potentials are sourced from the most up to date Emissions Factors Workbook published by the Ministry for the Environment, any other sources referenced are included in the PGW GHG Disclosure Report. The only exclusion for scope 1 & 2 emissions reporting is the use of firewood for heating in properties, the exclusion is due data availability and the application of the de minimis principle.

Oxygen Consulting Limited issued an unqualified limited assurance opinion over the GHG emissions inventories for the year ended 30 June 2025, the full statement can be found in the [PGW GHG Disclosure Report 2025](#).

Emissions Reduction Target

PGW recognises the need to address our environmental impact and has committed to reduce our operational (scope 1 & 2) GHG emissions profile by 30% by FY30, based on a FY21 baseline.

Interim tracking of this target is based on a linear trajectory. The target applies to PGW's scope 1 & 2 emissions and is an absolute target.

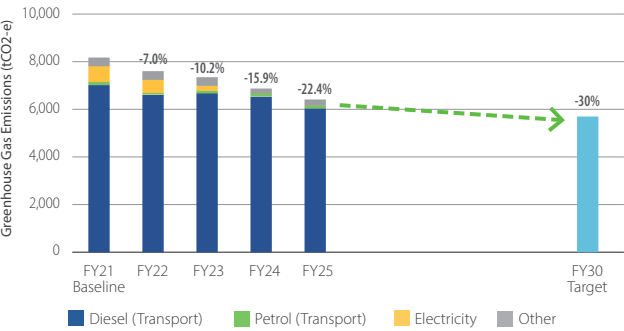
In FY25, PGW recorded a 22.4% reduction in GHG emissions. Emissions reductions have primarily been realised through a reduction in diesel use in vehicles as our vehicles were driven less than in the baseline year, the increasing efficiency of the fleet and the move to hybrid-petrol vehicles. It should be noted that total kilometres driven may vary from year-to-year and total fuel consumption may fluctuate as a result of business activity.

PGW has continued with its commitment to purchase Meridian Energy's Certified Renewable Energy, procuring one-to-one matched renewable energy certificates through the New Zealand Energy Certificate System (NZECS) run by BraveTrace. PGW continues to support renewable energy production, and this purchase of the Certified Renewable Energy product allows PGW to report its scope 2 market-based emissions as zero. PGW began purchasing this product in April 2023.

When evaluating performance against the emissions reduction target, PGW uses a market-based approach exclusively for electricity consumption and does not incorporate any other forms of emissions offsetting in its target assessment.

PGW's emission target was developed internally, but is not science-aligned with limiting global warming to 1.5 °C. PGW has not pursued a science-aligned target due to transport fuel making up the majority of the GHG profile. To reduce the volume of transport fuel used, PGW would need to either drive fewer kilometres or transition a significant number of vehicles to electric alternatives. PGW is effectively a technology-taker and is reliant on the availability of fit-for-purpose utility vehicles in New Zealand, as well as the availability of fast charging infrastructure across rural locations. PGW continues

Operational (Scope 1 & 2) Emissions Profile



to closely monitor the New Zealand vehicle market and is in regular communication with vehicle manufacturers as new vehicles are introduced.

A detailed outline of the changes within PGW's vehicle fleet is outlined under the Environment section of this report.

Asset Risk and Business Exposure

PGW operates a range of activities out of multiple locations across New Zealand. An assessment of these locations and their susceptibility to sea level rise suggests that 3.4% of all locations sit at height of 5 meters above sea level or below.

A 5-meter threshold was chosen as is likely to be impacted by tidal events and localised flooding if the Representative Concentration Pathway 8.5 scenario 2100 expectations are realised. Using a 5-meter threshold provides a method to undertake an assessment, it is important to note that the impact of sea-level rise is not solely dependent on the height of the land above sea level – other factors such as the slope of the land, the presence of natural barriers, and the intensity of storms can also influence a locations vulnerability to sea-level rise.

The majority of PGW property is leased on terms which are significantly shorter than the timeframes associated with sea level rise under all of the Intergovernmental Panel on Climate Change emissions scenarios. Though it is noted that sea level rise is not the primary driver for why PGW leases its properties.

While PGW physical locations may have a low-risk exposure to sea level rise, business activities and supply chains have greater exposure – this is due to business relationships with exposed public and private assets such as roads and ports. Sea level rise and storm events impacting key transportation infrastructure could disrupt supply chains and subsequently impact PGW operations.

PGW does not currently set an internal carbon price within business operations and management remuneration is not currently linked to sustainability targets or climate-related risks and opportunities.



# Environment

Taiao

Energy | Pūngao

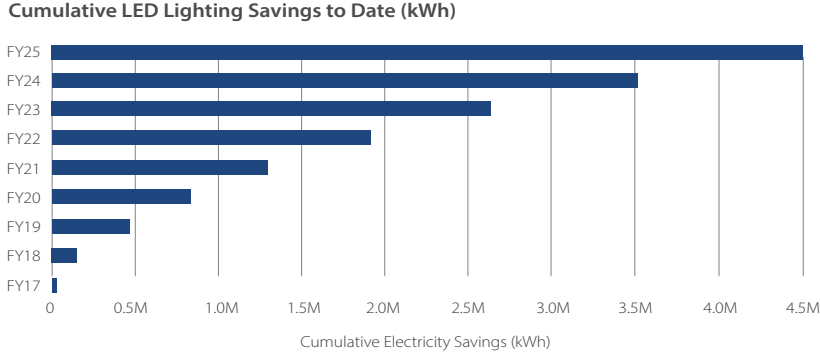
Energy efficiency is a priority for PGW, with the commitment to improve the energy efficiency across all premises by 20% by FY30 from the FY21 baseline.

Category	Business Activity	FY21	FY22	FY23	FY24	FY25
		tCO2-e	tCO2-e	tCO2-e	tCO2-e	tCO2-e
Scope 1 (Direct Emissions) Energy Sources						
Stationary Combustion						
	Diesel used for heating (litres)	13,259	10,750	7,797	13,216	11,458
	Natural gas used for heating (MJ)	166,144	159,152	132,005	175,424	175,630
Mobile Combustion						
	Diesel used in fleet vehicles (litres)	2,577,280	2,393,685	2,436,833	2,416,921	2,217,632
	Petrol used in fleet vehicles (litres)	28,497	26,958	29,116	33,677	57,696
	LPG used in forklifts (litres)	80,795	84,295	77,310	63,237	58,523
Fugitive Emissions						
	HFCs used in AC and refrigeration (kg)	120	120	120	48	19
Scope 2 (Indirect Emissions) Energy Sources						
Imported Energy						
	Electricity consumption (kWh)	5,191,781	4,901,209	5,017,308	5,165,067	4,940,950
	Renewable energy certificates (MWh)	0	0	1,296	5,165	4,941

GHG emissions from the building portfolio come primarily from the consumption of electricity. PGW also consumes fuel for use in heating applications, but this is reducing as the business strategically targets the electrification of key assets. PGW is the tenant in the majority of premises where we operate, meaning energy efficiency improvements are typically a joint commitment between PGW and the landlord.



In the past year there has been a further nine PGW stores that have been upgraded with LED lighting, these have been delivered through a mixture of energy efficiency funding, capital upgrades, relocations to new leases or new building construction (where LED lighting is part of our fitout specifications). PGW has just passed three quarters of all our premises using LED lighting, with cumulative energy savings reaching almost 4.5M kWh since 2017.



Fleet Vehicles | *Ngā Waka o te Kāhui*

PGW operates a fleet of approximately 700 vehicles, with 650 of these being passenger vehicles. These vehicles are PGW's largest source of GHG emissions and is therefore the largest target for emissions reduction initiatives. To meaningfully reduce these emissions, PGW would need to either significantly cut back on driving distances, or switch a large portion of our vehicle to electric or hybrid alternatives.

Reducing driving distances could have significant implications for our customer relationships. Less time spent traveling to visit customers means less face-to-face interaction, which could weaken the personal connections that are vital to our business. For rural customers in particular, who may already see their representative infrequently due to geographic distances, further reducing visits could leave them feeling underserved. These customers often rely on regular in-person meetings not just for business transactions, but for technical advice, problem-solving, and the trusted relationships that have been built over years.

In FY25, PGW continued with the roll out of hybrid electric vehicles into the PGW fleet, replacing over 40 existing diesel vehicles. An additional decision was made to phase out the large-sized SUV vehicle, as the mid-sized SUV option was increasingly meeting the needs of this vehicle class – this decision further contributes to improving

the PGW emissions profile in increasing the proportion of lighter, more efficient vehicles in the fleet.

As fleet vehicles are turned over at the end of their lease there will be an increasing number of vehicles in the PGW fleet utilising hybrid electric vehicle technology, improving operational efficiency and reducing fuel use. This will lead to a reduction in GHG emissions per kilometre travelled, which will be realised over the coming years.

PGW faces several challenges in making transition to electric vehicles. As a company that needs reliable vehicles to serve our customers, we depend on vehicles available in the New Zealand market. Currently, there is a limited selection of full electric utility vehicles that can meet the range of on-farm applications, and the charging infrastructure across rural New Zealand is still being developed.

New Zealand has seen the recent introduction of several popular plug-in hybrid (PHEV) utility vehicles that are experiencing strong adoption within rural communities. These vehicles combine traditional internal combustion engines with electric motors and rechargeable battery systems that can be plugged in to charge from external power sources. The battery capacity in plug-in hybrid vehicles can provide significant advantages for day-to-day operations.

While PHEVs may present as a viable option for PGW, we have made a decision not to pursue PHEVs at this stage – primarily they deliver only partial emissions reductions compared to fully electric vehicles. Realising these benefits across a fleet requires substantial operational changes; requiring the roll out of home charging solutions, electricity cost reimbursement, and the management of both fast-charging network accounts and traditional fuel cards. Most critically, PHEVs require a fundamental shift in individual behaviour, to maximise the benefit employees must regularly charge vehicles, plan routes to incorporate charging stops, and change daily routines around vehicle management.

Given these complexities, PGW will continue to assess the market for fit-for-purpose battery electric vehicle utility vehicles, as these would allow PGW to make a more impactful fleet transition. PGW will continue to request electric vehicle options from the market in future manufacturers' tender processes. At the end of FY25, PGW has two electric pool vehicles available to staff with dedicated on-site charging at the Christchurch Head Office.

PGW will be rolling out its first fully electric fleet vehicles in FY26 and expects to have more detail available at the half-year report.



Invercargill Retail Store Development

PGW recently relocated our rural supplies store, regional office and real estate office into our existing PGW wool store at Fox Street, Invercargill. The new development brings all three businesses under one roof, enhancing collaboration, streamlining our operations, and improving customer service.

The new development also provided a fantastic opportunity to improve the sustainability of our operations. Moving PGW completely away from the use of diesel for heating at the old premise, to more efficient electric heat pumps in the new facility. The store was fitted with LED lighting throughout and existing LPG forklifts were replaced with new electric equivalents. All of these changes will contribute to reductions in GHG emissions for PGW operations.

Doing Wright for Waterways

'Doing Wright for Waterways' is a collaboration between PGW and Nufarm, where for every \$3,000 spent on Nufarm products, clients received 75 mānuka seedlings. Mānuka trees are an important species to improve water filtration, reduce erosion, and significantly reduce pathogens and nitrates leaching into waterways.

Over the past two years, the 'Doing Wright for Waterways' programme has now seen 180,000 manuka trees planted on-farm or donated to rural communities throughout the country.





Water | Wai

Climate projections from the Ministry for Environment suggest significant changes to annual rainfall patterns across the New Zealand by the end of the century, with the intensity of the changes varying depending on the emissions scenario used for climate modelling. Overall these projections indicate increased rainfall on the west and the south of the South Island, with lower rainfall expected on the north-east of the South Island and the entire North Island.

Additionally, the frequency of heavy rainfall events is expected to increase across the entire country, causing great risks to people and property from flooding. Both projections suggest that water scarcity and flood management will become increasingly significant concerns across New Zealand, particularly affecting primary industry sectors.

PGW customers rely on water to operate, whether through natural rainfall patterns or irrigation systems to sustain their farming and growing operations. To support this, PGW operates a full-service irrigation package to farms and horticulturalists nationwide.

PGW Water offers irrigation and pumping system design, planning, maintenance and repair – working with customers across New Zealand to design systems that maximise water efficiency into farming and growing applications.

PGW Water promotes the installation of Valley variable rate irrigation systems, utilising global positioning systems and guidance innovation to allow farmers and growers to have full control over water use, ensuring water is applied where it is needed, at the rate that is needed. All PGW Water system designs are completed by certified irrigation designers holding both New Zealand and Australian design qualifications.

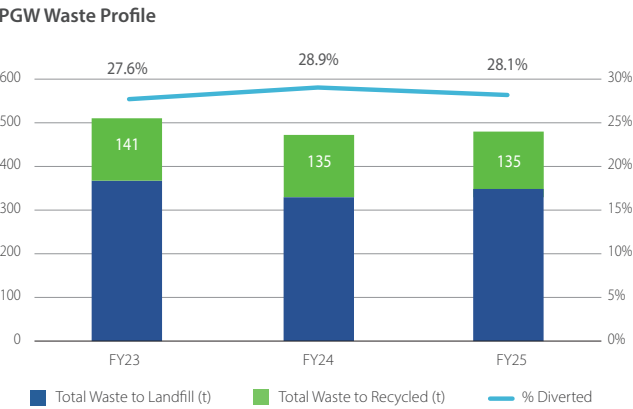
Due to the nature of PGW's operational activities (Retail & Water and Agency operations), water is not considered to be a material resource for PGW. Most PGW sites are supplied by local government water infrastructure and consumption volumes are typically not metered. PGW is not able to report on total water consumption, but the estimated volume is considered to be immaterial. The primary use of water within PGW operations is expected to be taps and toilets across our property portfolio.

Waste | Para

PGW is committed to managing waste as a resource by applying the principles of the waste hierarchy and supporting our partners across the value chain to do the same. As a major supplier to the agricultural and horticultural sectors, PGW's most significant waste impacts occur downstream. To address this, we require suppliers to ensure packaging supports waste minimisation through product stewardship programmes – assisting our customers to improve waste diversion rates where practical.

Operational Waste

The PGW waste profile consists of operational waste generated primarily across our network of stores. Data is obtained from a third-party contractor who collects waste from our premises throughout the year. In FY25 our total waste generated was 480 tonnes, with 135 tonnes recycled, representing a 28% recycling rate. There are significant limitations to this disclosure, that the data does not include all waste generated, as some sites are served by local councils that do not provide customer-specific volume reporting. PGW aims to improve the data estimation methodologies used to give a more complete picture of the business waste profile.



Product Stewardship

PGW is a long-standing partner of Agrecovery, New Zealand's rural recycling programme, actively promoting the diversion of on-farm plastics from landfill. Agrecovery provides recycling solutions for a range of farm plastics, including agrichemical containers (up to 60 litres), large drums, intermediate bulk containers, low-density polyethylene bags and pallet wrap, and woven polypropylene bags.

PGW encourages supplier participation in accredited product stewardship schemes and leads by example, voluntarily participating as a brand owner. PGW, Fruitfed Supplies, Valagro, Nexan and Agritrade brands are all participants in the programme, ensuring that containers and bags can be responsibly managed at end-of-life.

PGW provides 15 store locations for the recycling of participating containers (up to 60L) and 52 locations for the recycling of small bags (low density polyethylene and woven poly propylene). To find out the specific drop off locations please visit the [Agrecovery webpage](#).

PGW also supports Plasback to recycle a range of specific plastics such as bale wrap, silage pit covers, large polypropylene bags, high density polyethylene drums, vineyard nets and polypropylene twine. PGW promotes the scheme to customers in-store and through digital communications channels.

PGW participated in the Ministry for the Environment's 2025 consultation on proposed product stewardship regulations under the Waste Minimisation Act 2008. As one of New Zealand's largest rural retailers, PGW supported the development and expansion of a regulated, nationwide scheme to manage farm plastics responsibly. Our submission endorsed the proposal in full. PGW supports a unified, free-to-use, take-back service that expands existing voluntary programmes into a single, more accessible system.

IT Hardware

PGW continues its commitment to environmental responsibility through a robust IT hardware recycling programme. As part of our asset lifecycle strategy, PGW computers are typically retired and recycled after approximately four years of service, while other IT equipment is replaced as needed. This approach ensures that hardware is reused or responsibly recycled through secure, auditable processes that meet recognised industry standards.

The recycling initiative is designed not only to reduce electronic waste but also to maximise the reuse of viable components, supporting a circular economy and minimising our environmental footprint. Security remains a key consideration throughout the process, with data protection measures embedded into every stage of hardware retirement.

Agritrade Distribution Centres:  
Turning Waste into Value

In a bold step toward reducing waste and plastic use, Agritrade Distribution Centres have introduced two new cardboard shredders. These machines transform used cardboard boxes (typically from imported product) into sustainable packaging filler – eliminating the need for plastic packaging as box filler altogether.

Each machine can perforate cardboard up to 400mm wide, and larger pieces can be processed with a simple second pass. The shredded cardboard can even be used by retail stores, extending the sustainability benefits through the supply chain.

By reusing cardboard on-site, Agritrade is cutting down on plastic used and cardboard waste, while also saving on recycling costs.







# Social | Pāpori

At PGW, we believe our people are our greatest asset and the key to our success in a competitive market. We are committed to fostering a safe, inclusive, and supportive workplace where individuals are empowered to perform at their best and thrive. Central to this commitment is a strong health, safety, and wellbeing culture – one that actively engages our teams, builds capability, and promotes both physical and mental wellbeing across the organisation.

We have refreshed our People and Safety strategy to prioritise Future Workforce needs, aimed at attracting and retaining talent against a backdrop of evolving markets and societies. To deliver our strategy, PGW has initiated employee workgroups that foster collaboration between business units and provide our people with the platform and voice to make meaningful change. Data led insights have guided us to empower these groups to improve Diversity, Equity and Inclusion, Digital Capability (AI integration), Flexible Work and Management of Psychosocial Safety.

### Employment Statistics | Ngā Tauanga Whiwhi Mahi

All PGW employees are located in New Zealand. PGW does not currently have any employees covered by collective bargaining agreements, with all our employees engaged under individual employment agreements.

The following tables provide a breakdown of PGW workers as at 30 June 2025:

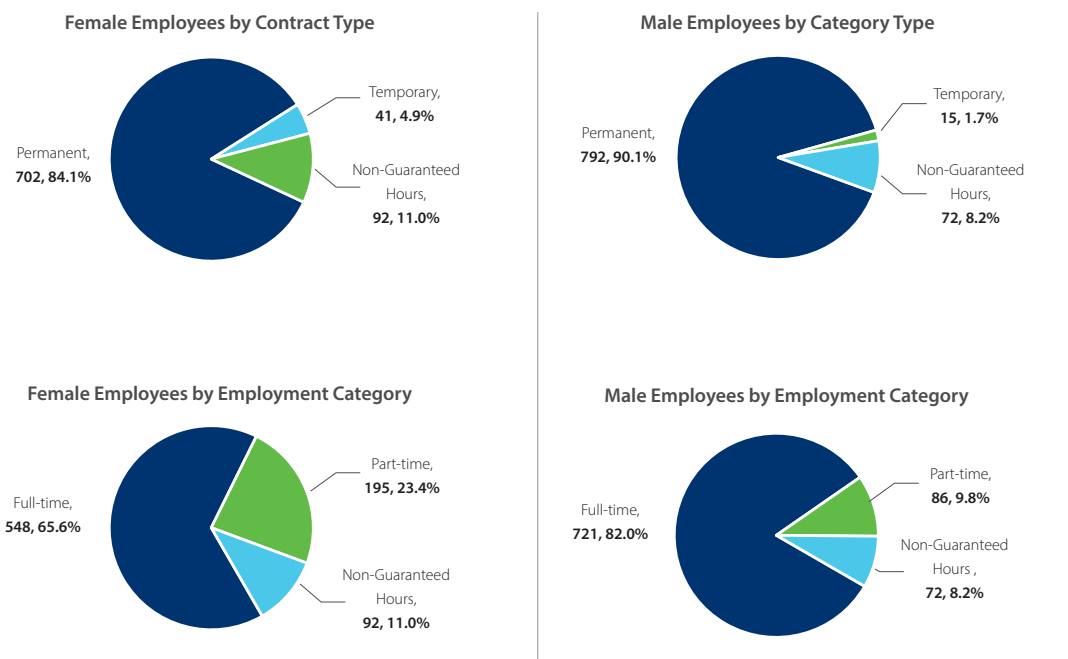
	Gender	Permanent	Temporary	Non-guaranteed Hours	Total
Total number of employees by employment contract (permanent and temporary), by gender	Female	702	41	92	835
	Male	792	15	72	879
	Gender Diverse	1	0	0	1
	Not Disclosed	3	0	0	3
	Total	1,498	56	164	1,718

	Gender	Full-time*	Part-time	Non-guaranteed Hours	Total
Total number of employees by employment type (full-time and part-time), by gender	Female	548	195	92	835
	Male	721	86	72	879
	Gender Diverse	1	0	0	1
	Not Disclosed	3	0	0	3
	Total	1,273	281	164	1,718

\* Full-time is classified as 40 hours or above, part-time is classified as less than 40 hours.

In addition to those above, PGW also engages 161 commission agents, and three specialist consultants contracted for services, bringing the total staff headcount to 1,882.

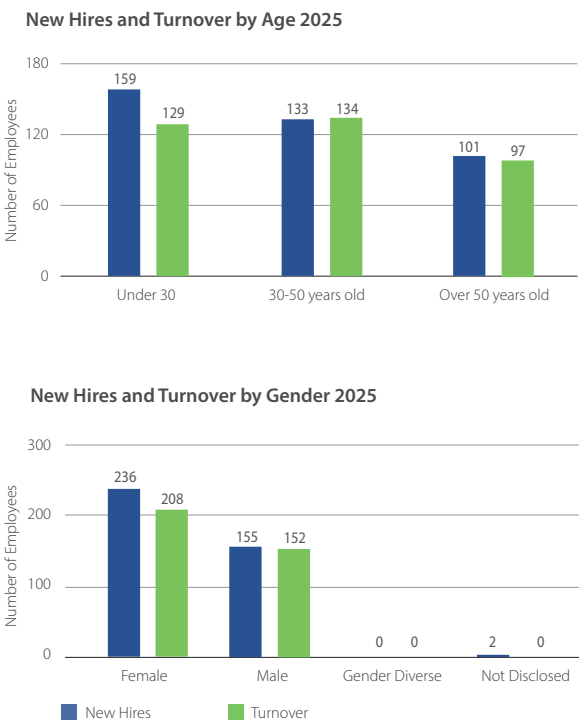




PGW offers employment on a part-time basis where we can meet the operational requirements of the business whilst providing our employees with flexibility, where possible. PGW offers employment on a temporary basis for the delivery of clearly defined, fixed pieces of work (which could include peak periods) or to provide cover for roles during periods of short-term absences (e.g. parental leave). PGW offers non-guaranteed hours employment to casuals in order to provide cover for short-term unexpected absences and in areas of the business with fluctuating and unpredictable workloads. PGW's threshold for determining significant fluctuations in employee numbers is +/- 5% and we did not have a significant fluctuation in employee numbers during the reporting period.

The following tables provide a breakdown of the new employee hires and turnover for the 12-months to 30 June 2025:

New employee hires by age and gender	Age	Number	Employee turnover by age and gender	Age	Number
	Under 30	159		Under 30	129
	30-50 years old	133		30-50 years old	134
	Over 50 years old	101		Over 50 years old	97
	Gender			Gender	
	Female	236		Female	208
	Male	155		Male	152
	Gender Diverse	0		Gender Diverse	0
	Not Disclosed	2		Not Disclosed	0
	Total	393		Total	360



All (100%) of PGW's permanent employees engaged prior to April of the financial year have the opportunity to complete an annual performance review which includes career development factors. This performance review is part of PGW's remuneration review process, where the performance rating is one of the factors in the annual remuneration review. PGW offers outplacement support to some employees as appropriate, who are exiting PGW for reasons of redundancy and retirement.



Day in the vineyard, photographed by Carl Gundersen for the 2025 PGW Landmarks Photo Collection.



Education and Training | *Te Mātauranga me te Whakangungu*

‘Grow You. Grow the Country’

At PGW, we recognise that our people are our strength. We are committed to investing in our people, so we can support and develop our team members by providing them with the tools, resources and skills to succeed in their roles.

PGW is committed to developing our workforce through targeted investment in competency-based and technical skills training. PGW offers a variety of programmes to our people to upgrade employee skills in line with our Learning and Development Policy. These include the following:

- **TO LEAD** – A 2-day programme for new and existing leaders covering our leadership behaviours. This also includes a DISC report which is debriefed with each participant, as well as a detailed 360 report which is debriefed in a 90-minute coaching session, where an Action plan focusing on development areas is also created.
  - **Health, Safety & Wellbeing Fundamentals** – A 2-day programme for all staff covering the key Health Safety and Wellbeing (HSW) related focuses at PGW. This includes Managing Health and Safety, Contractor management, Risk Management, Event Investigation, Safety Culture and Wellbeing.
  - **One PGW Induction** – A 1-day course for all new starters which covers off the company values, behaviours, business units, primary industry and aims to provide an introduction to, and overview of, the organisation as well as an opportunity to connect with other new starters.
  - **Management Skills** – A range of courses focused on such areas as Presentation Skills, Running Effective Meetings, Managing Poor Performance, Mental Health Matters, Recruitment and Selection, and Performance Reviews.
  - **Mandatory Compliance Modules** – The required learning courses for our PGW staff, some are mandatory for all staff, but others are included based on the role and the tasks undertaken. Examples include Cyber Security, PGW policies, and HSW related topics.
- **DISC Assessments** – Individual and team sessions delivered via team session focusing on the DISC profile within the team and also as individual coaching based on debrief reports
  - **Tech College** – A learning platform developed by the Rural Supplies Technical and Fruited Technical Extension teams to lift farming and growing knowledge of the whole business, especially for those staff members with limited primary production experience. It offers an unsurpassed range of courses; all aimed at helping grow our people’s skills within both agriculture and horticulture.
  - **Retail and Sales Training** – Key offerings include sales, store financials, merchandising, business cashflow, as well as a range of courses to familiarise staff with our retail point of sale system and associated workflows.
  - **Certificate in Distribution** – An NZQA level qualification for those wanting to develop a career towards a Team Leader, Supervisor or Managerial role in a distribution environment.
  - **Certificate in Contact Centres** – An NZQA level qualification for those currently working in our Customer Services teams and Contact Centres.
  - **Over 4,000 online courses** – Offered via our Learning Management System. These can be either selected by the learners directly or assigned to them by their managers as part of an identified development plan.

PGW’s Redundancy Policy provides severance pay (which takes into account employees’ service) and provides outplacement support (such as CV writing and interview coaching) for any employees impacted by redundancy.

In FY25, PGW provided over 12,200 hours of training to employees delivered through our centrally managed training systems, this represents approximately 7 hours per employee. This figure only includes the structured training that is captured using our central systems, it is likely to be significant underestimate of the total training provided to our staff – it does not capture the hours of training that staff members undergo ‘on the job’ where senior staff work in a mentoring capacity alongside our trainee staff member. It also does not capture training from external providers, or through coordinated programmes such as the PGW Academy, NZQA level qualifications or conferences. We expect the actual training hours to be multiple times higher than this reported figure. PGW will continue to develop learning and development systems to further capture information where practical.



PGW offers over 4,000 online courses via our Learning Management System.



PGW Academy 2024 cohort visit Wilden Station in West Otago.

PGW Academy | *Te whare wānanga o PGW*

Established in 2006, the PGW Academy focuses on developing a select group of our people within the company to expand their knowledge, grow their expertise and expose them to all levels of the wider business and industry. Participants work towards obtaining a National Certificate in Rural Servicing (Level 4), a recognised NZQA accredited qualification offered through Primary ITO.

The PGW Academy programme includes a range of practical workshops focused on dairy farming, dry stock farming, horticulture, supplier relationships, fencing and stock management. Graduates often move on to greater roles and responsibilities within the company after completing the programme.

The 2024 Academy cohort finished their final dissertations and investigations to the judging panel, culminating in the celebrated Academy Awards evening. With graduates joining a group of more than 310 employees who have completed the programme.

PGW welcomed 20 inductees into the 2025 PGW Academy, following a competitive application process. The Academy hosts a series of workshops across the year run by our Retail Technical Team with engagement from some of PGW’s strategic partners such as Ballance Agri-Nutrients, PGG Wrightson Seeds, and Datamars.



PGW Academy 2025 cohort visit an apple packhouse in Hawkes Bay.



Empowering Rangatahi  
Through Vocational Pathways:  
Agritrade’s Partnership with GRIP

As part of our commitment to fostering sustainable communities and supporting youth development, Agritrade is proud to partner with Generating Real Industry Pathways (GRIP), an organisation dedicated to empowering New Zealand’s rangatahi through tailored vocational pathways. Agritrade welcomed the first students into the programme in 2025.

GRIP connects students, schools, and industries via the Gateway Programme—an initiative that provides senior secondary school students with workplace-based learning opportunities aligned with their career aspirations.

Students work towards their Level 3 Distribution Certificate, with placement at our Rolleston Distribution Centre. Allowing students to gain practical experience while having learning assessed for academic credit.

Our collaboration with GRIP reflects Agritrade’s broader sustainability goals—supporting education, promoting equitable access to career opportunities, and investing in the future workforce.

By creating real industry pathways, we are not only helping students transition from school to work or further study. We look forward to expanding this initiative and welcoming more Gateway students to both our Rolleston and Hamilton teams in the future.



Fruitfed Supplies Horticultural Scholarship winner Ben Penno, alongside PGW staff members Bruce Marriott (left) and Lorna Minnear (right).

Supporting Future Leaders in Horticulture:  
Fruitfed Supplies Scholarship

As part of our ongoing commitment to nurturing talent and promoting excellence in sustainable agriculture, we are proud to congratulate Ben Penno, the 2024 recipient of the Fruitfed Supplies Horticultural Scholarship.

Ben, originally from Lower Hutt, discovered his passion for horticulture through early experiences on his grandparents’ mixed cropping farm and by growing vegetables at home. His curiosity and dedication led him to Massey University, where he is now completing the final year of a Bachelor of Horticultural Science.

Throughout his studies, Ben has developed a holistic understanding of horticulture, with particular interest in topics such as Trees on Farms and Plant Diversity. His enthusiasm for the sector has been further enriched by hands-on experience during university breaks, including roles at the PGG Wrightson Seeds plant breeding facility and a diversified farm in North Canterbury growing apples, pears, cherries, and hops.

Hops have emerged as a standout interest for Ben, “Being a long-lived, herbaceous perennial harvested for its cones, they’re unique within horticulture,” he explains. “New Zealand hop growers have developed specialty varieties that only grow here. The future of hops in New Zealand is interesting and I’d like to be part of it.”

Valued at \$5,000, the Fruitfed Supplies Horticultural Scholarship is awarded annually to a Massey University student who demonstrates academic excellence and a strong commitment to the horticulture sector. Since its inception in 2020, the scholarship has helped cultivate the next generation of leaders in sustainable horticulture.

Remuneration and Benefits | Te Utu me ngā Painga

PGW operates a mature, consistent, transparent and fairly applied Remuneration Policy and framework, aligned to our strategy, culture, business objectives and values. This covers all employees, including senior executives and is approved by the Board of Directors.

With our remuneration partner, all PGW roles are evaluated using bands or grades, which are then compared against private sector benchmarking. PGW has committed to pay all employees at least the equivalent of the living wage (currently \$28.95 per hour for 2025/26). PGW has a series of incentive schemes based around individual performance, company performance and financials. All senior management remuneration schemes have safety and strategic components.

The ratio of the annual total compensation for the organisation’s highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) is 16.28. This has been calculated by taking the total compensation (base salary and incentives) of the organisation’s highest paid-individual across

FY24, divided by the median total compensation (base salary and incentives) for all of the organisation’s employees as at 30 June 2025, excluding the highest-paid individual.

The ratio of the percentage increase in annual total compensation for the organisation’s highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) is -2.3. This has been calculated by taking the percentage increase for the organisation’s highest-paid individual for FY24 remuneration year (as paid across the FY25 financial year), divided by the median percentage increase for all of the organisation’s employees for FY24 remuneration year (as paid across the FY25 financial year), excluding the highest paid individual.

PGW has a group life policy for permanent employees and commission agents under the age of 70. All part-time employees are provided exactly the same benefits as our full-time employees, except that PGW does not provide the group life policy to temporary (fixed-term employees) who are engaged for less than one year.

Gender Pay | Utu ā-ira

PGW has a robust Remuneration Framework in place which results in no significant variance in salary by gender when comparing like-for-like roles.

PGW is a signatory to ‘Mind the Gap’ and continues to report our gender pay gap on an ongoing basis. In FY25, PGW’s overall gender pay gap was 28%, this was calculated using the difference in median hourly pay by gender from across the business. The methodology in calculating gender pay aligns to the preferred method from Statistics New Zealand.

PGW has broken down our staffing profile between operations (business facing) roles and business support roles for transparency.

Operations

Role mid-point	Female Employees	Male Employees	Gender Pay Gap*
\$60K-\$80K	532	293	-1%
\$80K-100K	65	63	5%
\$100K-150K	78	340	2%
\$150K+	9	24	5%
Total	684	720	26%

\* Difference in median hourly rate of females compared to males within each role mid-point band.

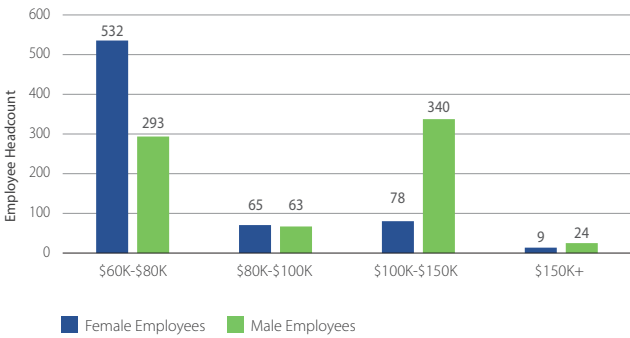
Business Support

Role mid-point	Female Employees	Male Employees	Gender Pay Gap*
\$60K-\$80K	79	24	-1%
\$80K-100K	14	4	-7%
\$100K-150K	40	35	1%
\$150K+	5	15	-4%
Total	138	78	28%

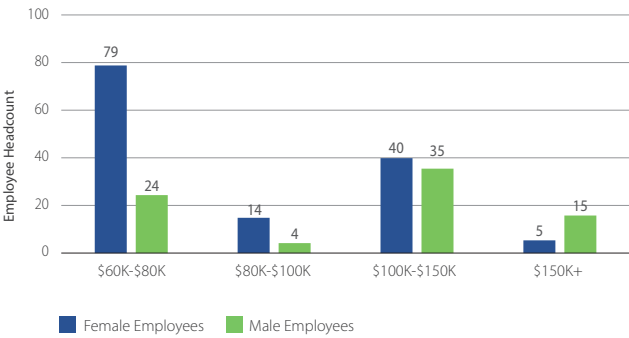
\* Difference in median hourly rate of females compared to males within each role mid-point band.



Operations



Business Support

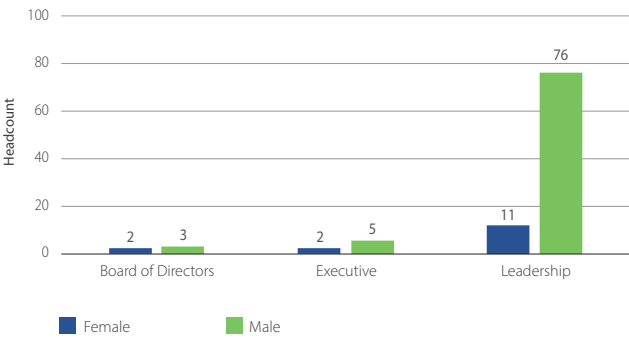


This data shows female employees are over-represented in our lower pay bands, and under-represented in higher pay bands, which contributes to PGW's overall gender pay gap of 28%, as shown by the adjacent table.

Category	Female Employees	Male Employees	Gender Pay Gap*
Executive	2	5	24%
Leadership	11	76	-4%
Operations	684	720	26%
Business Support	138	78	28%
All PGW	835	879	28%

\* Difference in median hourly rate of females compared to males.

Board, Executive and Leadership Composition 2025



PGW has established a working group to develop key strategies to primarily address the under representation of females in higher pay bands – most specifically in leadership roles.

Parental Leave | Te Whakamatuatanga ā-Matua

PGW understands the importance of the balance between work and home. Staff are supported to take time off to raise a family, offering a range of entitlements based on the length of continuous employment.

While everyone's experience is unique, returning to work after a period of parental leave can be a significant transition point in the lives of many people – maintaining career continuity, building confidence and improving financial stability. The return to work can often involve a rebalancing of work and family life around a new set of responsibilities and needs. PGW supports staff returning to work through a paid keeping in touch programme to ensure the employee can maintain a continuous connection with the workplace. Additionally, all employees on a period of parental leave are included in all remuneration reviews.

PGW splits parental leave into two categories for the purposes of reporting – primary carers leave, and partners leave. Parental and partners leave entitlements are available to those who have worked at least an average of 10 hours per week in the six months immediately prior to the leave period. PGW offers an enhancement on legislation in a few areas, including that any annual leave the employee is earned whilst on parental leave will be calculated and paid at the same rate as any other annual leave.

Parental Leave	Female	Male	Gender Diverse	Not Disclosed	Total
Total number of employees that were entitled to parental leave	780	873	1	2	1,656
Total number of employees that took primary carer leave *	53	0	0	0	53
Total number of employees that took partners leave	1	19	0	0	20
Total number of employees that returned to work in the reporting period after parental leave ended **	19	0	0	0	19
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work **	12	1	0	0	13

	Female	Male	Gender Diverse	Not Disclosed
Return to work rate*	66%	-	-	-
Retention rate**	67%	100%	-	-

\* Includes staff whose parental leave ended between 1 July 2024 – 30 June 2025

\*\* Includes staff who reach 12 months following their return to work from parental leave between 1 July 2024 – 30 June 2025



Health, Safety and Wellbeing | Te Hauora, te haumarutanga, me te toiora

PGW aligns its approach to HSW to the Health and Safety at Work Act 2015 (HSWA), as well as the requirements of the New Zealand Accident Compensation Corporation Accredited Employers Programme (AEP) programme. PGW once again achieved tertiary-level status in the AEP programme, the highest possible rating, in our 2024 audit.

HSW governance is overseen by the Group Health, Safety and Environment (HSE) Committee, which includes Executive and Board representation. The Committee reviews strategic priorities, sets performance standards, and monitors key initiatives. During the year, we relaunched our Business Unit HSW Committees, with rotating representation from each unit attending the Group HSE Committee. This provides another way to ensure the voice of our frontline teams is heard at the highest level. Committee summaries are shared widely to support transparency and encourage engagement across the business.

Our HSW team and systems operate across all PGW business units, covering a wide range of different working environments, including all employees and independent contractors as required by the HSWA. Our systems do not include other contractors who may work at PGW – we intend to address this in future years.

Hazards and associated risks at PGW are reported via the health and safety system, Risk Manager. External reviews of health, safety and wellbeing practices are conducted from time to time across all business units. Employees are required to regularly review site hazards and note actions in Risk Manager should risks have changed.

During the year, PGW undertook a review of the HSW team capability and resourcing. As a result, new roles were created to strengthen support in two key areas: critical risk management and health, wellbeing and injury management. This investment has allowed us to accelerate progress in these areas and build on the strong foundations already in place.

We continue to embed a ‘no-blame’ culture across the organisation, guided by Human and Organisational Performance principles. This approach has strengthened our HSW programmes, improved the quality of incident investigations, and enabled deeper organisational learning.

Our continued focus on critical risk management spans multiple key areas across the organisation. A significant achievement this year has been the successful implementation of our Trailer Critical Risk Programme. This initiative features the introduction of a revised Asset Management System, a thorough review of trailer specifications and appointment of suppliers, and an updated training programme, all designed to strengthen safety controls around trailer operations.

In parallel, we have enhanced controls related to working with animals and mobile plant. Our initial efforts have concentrated on forklift safety, with more robust Driver Safety Zones established at several warehousing sites. Additionally, proximity detection devices have been deployed at PGW Wool locations to better separate personnel from machinery and reduce risk.

Within our livestock operations, the Saleyard Infrastructure Survey continues to be a cornerstone of structural risk management. This survey assesses each saleyard against key safety and compliance criteria, enabling us to strategically prioritise repair and maintenance work. To further improve safety and operational effectiveness, sale day pre-start meetings have been introduced. These discussions provide teams with a platform to align on safety priorities, identify potential hazards, and plan for a successful day ahead.

PGW continues with the delivery of our two-day HSW Fundamentals programme. The programme has been developed to provide core HSW information and will be delivered to all team members across the business. With 98% of participants recording “they feel they can apply the skills learnt during the course into their workplace.” New initiatives include a refreshed HSW Induction, Mental Fitness at Work workshops, and online modules.

PGW remains committed to the safety and wellbeing of our people, both at work and beyond. The availability of personal locator beacons (PLBs) continues to demonstrate its value, with two activations in the past year helping emergency services respond quickly. While one incident occurred outside of work, we encourage our team members to use PLBs during their personal activities as well – reflecting our broader commitment to wellbeing.

While prevention remains our primary goal, we also offer strong support for those who are injured or experiencing discomfort at work. This includes covering medical surcharges to remove potential barriers to access treatment, and early intervention services to support recovery and return to work.

We continue to support wellbeing more broadly through initiatives such as free flu vaccinations, physiotherapy sessions, and mental health courses. Our Wellbeing Champions group

is building momentum and continues to develop and support initiatives for the betterment of all at PGW. PGW also actively participates in industry forums including Safer Farms, the Rural Support Trust, the Business Leaders’ Health & Safety Forum, and the New Zealand Institute of Safety Management, sharing knowledge and promoting sector-wide progress.

For the year ended 30 June 2025, there were 73 recordable injuries (including 1 fatality noted in the Annual Report 2024 and 1 high consequence injury) of PGW employees and two recordable injuries in other workers who are not employees but whose work and/ or workplace is controlled by PGW. The most common types of injuries were bruises, lacerations, scratches and abrasions. There were four recordable cases of at-work ill-health and one case in other workers who are not employees. The most common type of at work ill health was bacterial infection.

PGW's TRIFR rate for FY25 was 28.82, calculated based on contracted hours worked by **permanent and temporary employees, casuals and independent contractors**, using a base of 1 million hours.

Work-related Health and Safety Reporting	FY23		FY24		FY25	
	Employees	Other workers	Employees	Other workers	Employees	Other workers
Recordable at work injury	68	N/A	71	3	73	2
– High consequence at work injury*	0	N/A	0	0	1	0
– Fatalities	0	N/A	0	0	1	0
Recordable at work ill health	2	N/A	4	1	4	0
Total recordable injury frequency rate**	26.47	–	27.54	–	28.82	–

\* **High consequence at work injury:** work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.

\*\* **Total recordable injury frequency rate:** Calculated based on contracted hours worked by permanent and temporary employees, using a base of 1 million hours. This metric is not available for 'Other Workers' as total hours are not recorded.



Sponsorships | Ngā Tautoko ā-Pūtea

Each year, our team proudly contributes their time, skills, and energy to a wide range of local initiatives. From environmental restoration projects and search and rescue operations to supporting rural fire brigades, dog trials, shearing competitions, equestrian events, and community sports. These efforts reflect our deep-rooted commitment to the people and places that shape our business.

By backing community organisations and sponsoring rural events, we are proud to play a meaningful role in helping grow the country, not just through our core operations, but by actively supporting the wellbeing and resilience of the regions we serve.

We are proud to sponsor and partner with a range of national organisations who support our agricultural and horticultural industries in New Zealand. PGW aims to build genuine enduring relationships with our communities and our sponsorship activities aim to celebrate achievement across all industries that we service.



Members of the IHC community visit a Ngāi Tahu Farm for a day of connection.

IHC Calf & Rural Scheme

PGW has been a proud sponsor of the IHC Calf & Rural Scheme since its inception 43 years ago. Raising over \$43 million dollars to positively impact the lives of people with intellectual disabilities and their families in rural communities around New Zealand.

In late 2024, local members of the IHC community and PGW were invited for a day of connection at a Ngāi Tahu dairy farm in North Canterbury, including calf feeding and kapa haka performances. Ngāi Tahu Farming is one of the scheme's long-term, dedicated calf donors – which fund a number of community initiatives that make a big difference in people's lives.

The IHC's Christchurch/North Canterbury Kapa Haka performance was a reminder of the difference our collective efforts can make. Through the IHC Calf & Rural Scheme, initiatives like Kapa Haka allow people with intellectual disabilities to connect with their iwi and experience the joy of being part of a group that celebrates their culture and identity.

PGW continues to celebrate our partnership with IHC within the business, with the traditional Pink Week held in May, where PGW workspaces go 'Pink for a Week', transforming workspaces to raise the profile of the Calf & Rural Scheme and encourage donations.

IHC's Calf & Rural Scheme encourages farmers to pledge livestock to the cause and when they are sold the sale price is donated to IHC. Farmers can also choose to donate a virtual calf in the form of a donation at a market value of an animal.

*"We have a long affiliation with Ngāi Tahu Farming and the IHC Calf & Rural Scheme is a crucial part of our responsibility the community. This occasion was a wonderful way to weave together those threads and see the important impact of our support."*

**Stephen Guerin**, Chief Executive Officer, PGG Wrightson



Ahuwhenua Trophy - Excellence in Maori Farming Award 2025 Winners: Whangaroa Ngaiotonga Trust. Photo Credit: Alphapix

Ahuwhenua Trophy

PGW is a longstanding silver sponsor of the Ahuwhenua Trophy, the most prestigious award in Māori farming. The Ahuwhenua Trophy acknowledges and celebrates business excellence in New Zealand's important pastoral and horticultural sectors, with the competition alternating each year between dairy, sheep and beef and horticulture.

The 2025 award for excellence in Māori sheep and beef farming was awarded to Whangaroa Ngaiotonga Trust based in Te Tai Tokerau (Northland). Whangaroa Ngaiotonga Trust manages the Ngaiotonga A3 block, situated an hour's drive north of Whangārei, nestled in the heart of Whangaruru. It's whenua is bordered by the Te Moananui a Kiwa to the east and Whangaruru Harbour to the west. Totalling 1,100ha of coastal hill country, it consists of 360ha of effective farmland, 297ha of forestry, and 443ha of native forest and wetlands. In four years, the Trust has turned its previously struggling farm into a modern, thriving and profitable 1,200 head bull fattening operation.

The other finalist was the Proprietors of Tawapata South, Onenui Station – a Māori incorporation located at the tip of the Māhia Peninsula, Hawke's Bay. Spanning 3,476 hectares, the whenua includes 1,700 hectares of effective farmland and 836 hectares under a Ngā Whenua Rāhui Kawenata. The station winters 15,000 stock units, including 6,000 breeding ewes, 600 breeding cows, replacements, and trade cattle.

In the lead up to the Ahuwhenua Awards, PGW had the pleasure to attend on-farm Field Days with both finalists. The team got on farm to hear from the kaitiaki, learn more about the history of the whenua. This was a fantastic opportunity to support both finalists, to continue to learn and celebrate the successes. Both finalists are PGW customers and as part of our sponsorship, PGW store vouchers are provided to both the winners and the runners up.





St John Taupo receive funds as part of the 2025 Cash for Communities campaign.

Cash for Communities

Over 13 years ago, PGW and Ballance Agri-Nutrients joined together to create the Cash for Communities programme available through spring. We have since raised over \$820,000 to support the charities and organisations working within our rural communities. The programme expanded in 2023 to bring onboard some of our agchem suppliers, which generated additional funds available to support community causes.

In FY25, we broke all previous records with the programme generating donations of \$150,000. Over 3,200 farmers, growers, and contractors took part in the FY25 programme – with funding going to a range of community organisations:

- Rural schools received \$37,800
- Rescue Helicopters received \$30,200
- St John across New Zealand received \$27,500
- Rural Support Trusts received \$8,600
- Cancer Society received \$7,200
- The remaining \$38,000 was allocated across a wide range of other organisations, such as community care groups, volunteer fire brigades, rugby clubs, community pools, and more!

Land Search and Rescue

PGW supports Land Search and Rescue New Zealand, who help the lost, the missing and the injured. Many of our staff and customers regularly enjoy our country's great outdoors and this is a way that PGW can demonstrate our support for this important community service that saves lives. A number of our employees are Land Search and Rescue volunteers who dedicate their time to training, maintaining their competencies, and responding to emergency situations when they arise.

Land Search and Rescue has over 3,300 trained volunteers, who are members of 64 local groups, covering the length and breadth of New Zealand. There are also specialist disciplines such as Land Search and Rescue Dogs, CaveSAR, CanyonSAR, Alpine Cliff Rescue and RiverSAR who operate on a local level where there is a requirement for these specialist skills.



Fire and Emergency New Zealand (FENZ)

PGW are immensely proud to back our team members who volunteer for FENZ at fire brigades throughout the country. These dedicated individuals play a vital role in supporting rural communities, always ready to respond to callouts and providing crucial assistance during emergencies.

PGW team members volunteer at approximately 20 fire brigades across New Zealand, offering indispensable assistance to rural communities. Their efforts help keep our team members, families, and customers safe, and we are incredibly proud of their commitment and bravery.

PGW has registered as a member of the FENZ Proud Employer Programme. The mark and annual campaign represent the collaboration between volunteers, PGW, and FENZ, recognising the vital contribution businesses make to allow for emergency response during work hours.

National Shearing Circuit

PGW has stood as the principal sponsor of National shearing circuit for two decades. Established in 1973, the PGG Wrightson Vetmed National Shearing Circuit is one of shearing's most prestigious and demanding events, pitting the top shearers against each other based on versatility over five separate rounds. Culminating in Masterton, the circuit's pinnacle sees the top 12 shearers, determined by their accumulated points across the five rounds, competing on the eve of the Golden Shears.

Paerata Abraham clinched the 2024/2025 PGG Wrightson Vetmed National Shearing Circuit title, with a win at the Golden Shears in Masterton. This is the second time Abraham has won the title, having first won the circuit in the 2018/19 season.



Paerata Abraham, winner of the 2024/2025 National Shearing Circuit title.

Safer Farms

PGW is a member of Safer Farms and supports the Farm Without Harm system-wide strategy to protect those within the agricultural sector from preventable harm. Stephen Guerin and PGW director Dr Charlotte Severne are both Directors of Safer Farms, which underscores the importance of leading by example in creating a safer working environment for our staff and our customers.



Young Grower of the Year

Fruitfed Supplies is proud to be national sponsor of the Young Grower of the Year competition, celebrating excellence within the fruit and vegetable industry. The competition gives fruit and vegetable growers under the age of 30 an opportunity to develop their skills and foster networks with other future leaders of the industry.



Young Horticulturalist of the Year

Fruitfed Supplies is proud to support the Young Horticulturist of the Year competition. Supporting since it's inception in 2005, specifically sponsoring the competition's Leadership Award. The competition recognises and celebrates excellence in people under the age of 30 employed in the horticulture industry. The winner of the 2024 Fruitfed Supplies Leadership award was Taylor Leabourn.



Young Viticulturalist of the Year

Fruitfed Supplies is proud to be a national sponsor the Young Viticulturist of the Year competition, having done so since its inception in 2005. Aimed at young viticulturists under 30 years old, the competition is an opportunity for contestants to upskill, develop confidence, meet current and future viticulture leaders and grow their own profile within the industry.



# Governance

## *Mana Whakahaere*

PGW aims to operate at high governance standards and ethical business practices. Our Corporate Governance Charter includes robust legal, regulatory, and compliance processes that align with our risk management procedures. PGW’s sustainability governance framework consists of a hierarchy of strategic documents (shown below) governing our sustainability approach and actions.

### PGW Group Strategy

- Provides clarity and direction around areas of focus that PGW wants to collectively work towards
- Sustainability Priority: Embed environmental, social, and governance practices across PGW operations and value chains for long-term resilience and social responsibility.

### Sustainability Strategy

- Three pillar approach across environmental, social and governance sustainability
- Includes a range of objective and targets for the business, mapped to the SDGs.

### Climate Transition Plan

- Outlines our strategic pathway to a low-emissions future while maintaining business resilience within the changing rural landscape
- Includes a number of strategic actions to move the business to a low-emissions future.

PGW applies the Policies-Actions-Results method to its sustainability governance framework. This approach is an application of the Plan-Do-Check-Act framework promoted by the International Organisation for Standardisation (ISO). This approach supports PGW to achieve continuous improvement across all sustainability action areas.



*Til the cows come home,*  
photographed by Catty Greer for the  
2025 PGW Landmarks Photo Collection.



Policy | *Kaupapahere*

PGW operates a framework of policy documents to ensure responsible business conduct across all operations. These include meeting fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. PGW defines three levels of policy classification:

- Governance policies which cover responsibilities of the Board are approved by the PGW Board
- Group wide policies are the responsibility of management and are approved by either the Chief Executive Officer or the Chief Financial Officer
- Business unit specific policies may operate independently at the business unit level and are approved by the general managers.

Corporate governance policies serve as the foundational framework to integrate high governance standards into strategic decision-making processes and operational oversight. These policies establish clear accountability structures and responsibilities for sustainability performance. Responsibility for embedding the policy commitments sit with the leaders of each business unit. All staff are made aware of policies through the induction process and substantial changes to policies are communicated to all staff.

Our corporate governance policies define PGW's commitments for responsible business conduct:

- Audit Committee Charter
- Code of Conduct
- Constitution
- Continuous Disclosure Policy
- Corporate Governance Code
- Diversity and Inclusion Policy
- Environment Policy
- Health Safety and Environment Committee Charter
- Health, Safety and Wellbeing Policy
- Non-GAAP Accounting Policy
- Remuneration and Appointments Charter
- Securities Trading Policy
- Sustainability Policy

Copies of these policies are publicly available on: [www.pggwrightson.co.nz/sustainability](http://www.pggwrightson.co.nz/sustainability)

Any stakeholder is able to contact PGW at any time to raise any concern or grievance, PGW actively promotes a contact form on our webpage, as well as providing a toll free phone number and international phone number as appropriate. The type of concern raised will determine which department within the business will manage the response. PGW will seek to remedy any negative impacts that it has caused or contributed to in alignment with the bounds of its New Zealand legal duties. PGW seeks to demonstrate excellence in corporate citizenship with regards to our approach to any concerns raised.

PGW has had no significant instances of non-compliance with laws and regulations within the financial year to 30 June 2025. PGW continues to enhance frameworks to support compliance activities across business operations.

PGW operates and promotes a prominent whistle blower mechanism allowing for the reporting of fraud or serious wrongdoing. The whistle blower mechanism is governed by our Whistle-Blower Policy and promotes responsible reporting while providing clear procedures for reporting. PGW's Whistle-Blower Policy provides assurance that all disclosures of serious wrongdoing made in good faith will be taken seriously, treated as confidential and managed without fear of retaliation. Anyone may also disclose directly to an appropriate external authority, with processes and actions taken determined by that authority – examples include the Ministry of Business, Innovation and Employment, Commissioner of Police, Serious Fraud Office or the Commerce Commission.

Artificial Intelligence

AI refers to computer systems that can perform tasks that typically require human thinking, such as solving problems, learning from experience, and processing large volumes of information. While PGW utilises specific AI tools in applications such as SkyCount™, the majority of PGW staff interaction with AI tools are through generative AI, including large language models (LLMs) and image generation.

PGW embraces AI technologies but recognises the need to have a robust framework to ensure a responsible approach by our staff, particularly around PGW's security and compliance obligations. To use AI tools, a short compulsory AI video must be viewed by staff to ensure they have the essential skills to effectively and responsibly use AI. It also provides an overview of the challenges and risks associated with AI and how to address them. Staff are also provided guidance on how to structure prompts to improve the usefulness of responses from LLMs. PGW utilises a secure enterprise environment by design, which provides for the majority of our users' needs and ensures that sensitive information remains protected.

PGW acknowledges there is significant environmental footprint embedded in the upstream supply chain for the delivery of these technologies. Training and deploying large-scale AI models requires substantial computational resources, leading to considerable energy and water consumption for datacentre cooling across cloud infrastructure. PGW continues to monitor public reporting from companies providing AI tools to better understand the environmental footprint. It is encouraging to see a growing acknowledgement of this concern, with companies actively improving the energy efficiency of their AI architecture and backing them with renewable energy generation where practical.

Incident Management Plan | *Te Mahere Whakahaere Takunetanga*

PGW maintains an Incident Management Plan, which serves as a high-level framework for management of significant events, incidents or crises. The Plan assists the existing incident management team functions and ensures a continuity of business function and service delivery for our customers. The Plan sets our criteria surrounding incident management activation, the allocation of roles and responsibilities, recovery strategies and reporting for PGW.

Supply Chain | *Mekameka tuku*

Greenhouse Gas Emissions

As a retail business our largest sustainability impacts are outside of our direct operational boundary, occurring both upstream and downstream in our value chain. PGW continues to undertake comprehensive work to assess the scope 3 GHG emissions profile of our value chain and intends to publish this in FY26.

Due Diligence Assessments

PGW partners with a broad network of leading international and national suppliers, providing our customers access to over 30,000 market-leading brands and products. While customer demand plays a role in shaping our product offerings, PGW retains full discretion over the suppliers we engage with and the products we choose to stock. This places a clear responsibility on PGW to maintain a deep understanding of our supply chain partners.

To uphold our commitment to ethical sourcing and responsible business practices, PGW has been progressively implementing a robust due diligence framework. This process is designed to assess and manage the ethical and reputational risk profiles of our suppliers, ensuring alignment with our values and sustainability objectives.

PGW formally requests information regarding supplier's sustainability governance approach, environmental impacts, social impacts, GHG emissions and modern slavery.

Traceability

Traceability is the ability to trace the source, origin or production conditions of raw materials and final products. As PGW is a prominent part of the supply chain to the agricultural and horticultural sectors, traceability is fundamental to the integrity of our business operations and to maintain the trust of our customers. PGW works within both legislative and voluntary frameworks regarding product traceability, including the:

- National Animal Identification and Tracing Act 2012
- Animal Products Act 1999
- Agricultural Compounds and Veterinary Medicines Act 1997
- Food Act 2014
- Wine Act 2003
- Brand Reputation Compliance Global Standards – Food Safety Standards (voluntary)

The Quality Assurance Team and the relevant business units drive compliance to these frameworks, including monitoring, sampling, batch tracking, traceability exercises and product recall simulations. The comprehensive suite of activities and supporting systems provide our customers with assurance and confidence over the products we provide.

Nexan Group Acquisition

In July 2025, PGW acquired Nexan Group, the manufacturer of a range of animal health product brands. This strategic investment reinforces PGW's commitment to supporting local manufacturing and delivering high-quality innovative solutions that help New Zealand farmers thrive.

PGW has partnered with Nexan for over a decade, and its commitment to innovation and rural communities aligns with PGW's vision and purpose. Through our Agritrade wholesale business, PGW will continue to distribute Nexan's full product range which are widely available through veterinary practices and rural merchants across New Zealand including PGW's Retail network.



Agricultural Chemicals | *Matū ahuwhehua*

PGW supports agroecological crop protection practices, increasing the use of biopesticides and biological control agents alongside typical agrichemical solutions. PGW has an important role to play to demonstrate and promote solutions based on science and evidence-based approaches.

PGW is a retailer for a range of agricultural chemicals – compounds that are applied directly to plants and soils for weed protection, pest and disease control, as well as the promotion of growth. PGW is expanding further into the agricultural chemical supply chain, with a new BlueAG private label ag-chem range to be sold through our Rural Supplies and Fruitfed Supplies stores.

In New Zealand, the importation, manufacturing, sale and use of agricultural chemicals is primarily administered by the:

- Agricultural Compounds and Veterinary Medicines Act 1997
- Biosecurity Act 1993
- Health and Safety at Work Act 2015
- Hazardous Substances and New Organisms Act 1996.

PGW is a responsible provider of agricultural chemicals to customers in the agricultural and horticultural sectors working within these New Zealand legislative frameworks. PGW’s representative workforce, backed by our Technical Team assist customers with advice on agricultural chemical use.

Notably, there have been several key changes to agricultural chemicals in New Zealand in the past 12-months which impact PGW and its customers. This includes:

- **Phase out of Chlorpyrifos**, a widely used organophosphate insecticide beginning in July 2025. The Environmental Protection Authority (EPA) revoking existing approvals with varying phase out periods.
- **Significant restrictions of chlorthal-dimethyl (DCPA)**, with the EPA issuing a red alert recommending people stop using the product and opening a consultation in August 2025 on a proposed ban on the herbicide.
- **Proposal to increase maximum residue levels (MRLs)** across a broad range of pesticides including glyphosate from the Ministry of Primary Industries.

Many agricultural chemicals are also classified as hazardous substances and need to be appropriately stored and administered. Risk assessments and controls are in place to minimise the inherent risks to people and the environment associated with the substances. Controls can include (but are not limited to) handling licences, emergency preparedness plans, segregation, separation, bunding and spill kits.

Where practical, PGW promotes the use of integrated pest management with customers, encouraging the use of prevention control methods prior to chemical applications. Where chemicals are to be used, the appropriate application method is promoted to ensure accurate quantities can be applied.

Research and Development

PGW is committed to research and development in New Zealand, undertaking trials in collaboration with cooperating farmers and growers for many years. PGW tests how products perform in local conditions and trialling it alongside other products. For farmers and growers, this provides a level of reassurance that when a new product is used, it delivers results.

The PGW Research and Development Team is involved in product trials for two or three years before the assessed product may gain registration for use in New Zealand. When that product arrives in PGW retail stores, a sound knowledge of the technical application of the product already exists amongst our rep workforce and customers can be reassured the product has been objectively assessed.

PGW has recently announced it has taken up the lease of the Geelen Family Trust Research Station, previous operated by Bayer Crop Science, in Hastings. The site will be a dedicated hub for horticultural and agricultural research, by investing in a dedicated site, it will enable PGW to expand on existing trial programmes and implement more controlled and scalable research. We hope to share more about the success of the facility, with the first results of trials expected from January 2026.



*Velvet racks*, photographed by Don Parish for the 2025 PGW Landmarks Photo Collection.



GRI Content Index | *Kaupapa Pūrongo Aowhānui*

GRI 2: General Disclosures 2021

GRI Standard	Location	Omission
2-1	Organisational details	4
2-2	Entities included in the organisation’s sustainability reporting	2
2-3	Reporting period, frequency and contact point	2
2-4	Restatements of information	2
2-5	External assurance	3
2-6	Activities, value chain and other business relationships	4
2-7	Employees	20-21
2-8	Workers who are not employees	20
2-9	Governance structure and composition	8-9
2-10	Nomination and selection of the highest governance body	8
2-11	Chair of the highest governance body	8
2-12	Role of the highest governance body in overseeing the management of impacts	8
2-13	Delegation of responsibility for managing impacts	8-9
2-14	Role of the highest governance body in sustainability reporting	2
2-15	Conflicts of Interest	29
2-16	Communication of critical concerns	8
2-17	Collective knowledge of the highest governance body	8
2-18	Evaluation of the performance of the highest governance body	8
2-19	Remuneration policies	23
2-20	Process to determine remuneration	23
2-21	Annual total compensation ratio	23
2-22	Statement on sustainable development strategy	28
2-23	Policy commitments	29
2-24	Embedding policy commitments	29
2-25	Processes to remediate negative impacts	29
2-26	Mechanisms for seeking advice and raising concerns	29
2-27	Compliance with laws and regulations	29-30
2-28	Membership associations	6
2-29	Approach to stakeholder engagement	6
2-30	Collective bargaining agreements	20

GRI 3: Material Topics 2021

GRI Standard	Location	Omission
3-1	Process to determine material topics	3
3-2	List of material topics	3
Workplace Health & Safety		
3-3	Management of material topics	25
403-1	Occupational health and safety management system	25
403-2	Hazard identification, risk assessment, and incident investigation	25
403-3	Occupational health services	25
403-4	Worker participation, consultation, and communication on occupational health and safety	25
403-5	Worker training on occupational health and safety	25
403-6	Promotion of worker health	25
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	25
403-8	Workers covered by an occupational health and safety management system	25
403-9	Work-related injuries	25
403-10	Work-related ill health	25
Product Traceability, Assurance & Lifecycle Management		
3-3	Management of material topics	29
13-23	Supply chain traceability	29
Employee Diversity and Inclusion		
3-3	Management of material topics	20
405-1	Diversity of governance bodies and employees	20, 24
405-2	Ratio of basic salary and remuneration of women to men	23-24
Waste and Hazardous Materials		
3-3	Management of material topics	19
306-2	Waste by type and disposal method	19



GRI 3: Material Topics 2021 – continued

GRI Standard	Location	Omission
<b>Greenhouse Gas Emissions and Decarbonisation</b>		
3-3 Management of material topics	16	
305-1 Direct (Scope 1) GHG emissions	16	
305-2 Energy indirect (Scope 2) GHG emissions	16	
305-3 Other indirect (Scope 3) GHG emissions	–	PGW continues to improve scope 3 data quality, to be reported in alignment with NZ legislative timelines.
305-4 GHG emissions intensity	16	
305-5 Reduction of GHG emissions	16	
<b>Partnerships and Supporting Communities</b>		
3-3 Management of material topics	20	
401-1 New employee hires and employee turnover	21	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	23	
401-3 Parental leave	24	
404-2 Programs for upgrading employee skills and transition assistance programs	22	
404-3 Percentage of employees receiving regular performance and career development reviews	21	
<b>Ecological Impacts of Agri-Chemicals</b>		
3-3 Management of material topics	30	
<b>Compliance with Legal &amp; Regulatory Requirements</b>		
3-3 Management of material topics	29-30	

Glossary | *Rārangi Kupu*

Acronym / Term	Definition	Acronym / Term	Definition
\$	New Zealand Dollar	HSWA	Health and Safety at Work Act 2015
AEP	Accredited Employers Programme	ISO	International Organisation for Standardisation
AI	Artificial Intelligence	kWh	Kilowatt Hour
ASM	Annual Shareholders' Meeting	L	Litres
BBNZ	Bloch & Behrens Wool (NZ) Ltd	LED	Light Emitting Diode
CEO	Chief Executive Officer	LLM	Large Language Model
CO2	Carbon Dioxide	LPG	Liquified Petroleum Gas
CO2-e	Carbon Dioxide Equivalent	MJ	Megajoule
CRD	Climate-Related Disclosures	MRL	Maximum Residue Level
CTP	Climate Transition Plan	MWh	Megawatt Hour
DCPA	Dimethyl Tetrachloroterephthalate, also known chlorthal-dimethyl	NZ CS	New Zealand Climate Standards
EPA	Environmental Protection Authority	NZCES	New Zealand Energy Certificate System
ESG	Environment, Social, and Governance	NZD	New Zealand Dollar
ETS	Emissions Trading Scheme	NZX	New Zealand Stock Exchange
FENZ	Fire and Emergency New Zealand	NZQA	New Zealand Qualification Authority
FY	Financial Year (ended or ending 30 June of the relevant year)	PGW	PGG Wrightson Limited
GHG	Greenhouse Gas Emissions	PHEV	Plug-in Hybrid Electric Vehicle
GRI	Global Reporting Initiative	SDG	Sustainable Development Goal
GRIP	Generating Real Industry Pathways	tCO2-e	Tonnes of Carbon Dioxide Equivalent
HFCs	Hydrofluorocarbons	TRIFR	Total Recordable Injury Frequency Rate
HSE	Health Safety and Environment	XRB	External Reporting Board





*Beautiful day ahead*, photographed by  
Rachel Robinson for the  
2025 PGW Landmarks Photo Collection.



Helping grow the country