

BRITTA WYN YARD

Sustainability Report



June 2024

What we do.

Brittain Wynyard is New Zealand's largest distributor of the world's leading sports, outdoor, and lifestyle brands. Since 1923 we have been bringing the brands we love to the active communities we are passionate about.

Through established distribution channels, innovative marketing, and a reputable DTC experience, we provide a true omni-channel framework for our brands to thrive.



Our Values

TEAM - Our people define our success, we move as one.

QUALITY - New Zealand's leading service for the world's best brands.

TRUST - Doing the right thing since 1923.

GROWTH - Committed to progression across the board.

PLAY - Have fun and bring you're A game.



Our Brands



BW - 2024 at a glance

235

235 Team Members

54

54 Ethnic Groups Employed

48%

48% Employees Female

700+

700 Wholesale Doors

17

17 Retail Stores

1500

1500 Shoes Donated

\$250K

\$250K Invested in the
community

7

7 Ecommerce Stores



Environmental Goals

The environment is important to our organisation, our team, and our customers. We have a responsibility to manage our operational environmental impacts carefully and we are committed to improving our environmental performance.

Reduce our carbon footprint by 4% per year

- Annual Target of 4% per year for scopes 1 and 2, relative to turnover.
- We will consider setting a target for scope 3 emissions when we have a more detailed understanding of these emissions and better mechanisms for monitoring progress.
- We will work with our shippers and distributors to ensure that inbound freight or shipping is transported using the lowest impact methods feasible (such as avoiding shipment by air transport). We will also ensure that outbound freight is reduced including providing low carbon alternatives for our services and working with companies that use alternative fuels in their trucks or require full loads for transport.
- Where possible, we will select shipping and distribution companies that practice green logistics.
- We will prioritise the use of travel alternatives, such as video/phone conferencing, or using public transport where possible.
- We offer all our HQ employees a \$15 stipend towards the use of public transport, cycling, or walking to work. You can roll over your transportation stipend for up to three months, for a maximum of \$45.
- We will continue to transition our company fleet to electric and hybrid vehicles.
- Our HQ will undergo a refurbishment which will include carbon efficient upgrades

Reduce energy use by 5% per year

- Annual target of 30% reduction in HQ by 2030, relative to turnover.
- We will work with our landlords to improve the energy efficiency of our premises – with a strong focus on HQ.
- Lights and electrical equipment will be switched off when not in use, more efficient equipment to be used in refurbishment of HQ.
- Develop further energy savings in the home office with our staff.



Sustainability Goals

Our dedication to sustainability is woven into every aspect of our operations, from the products we distribute to the personal practices we uphold. We understand that the health of our planet is crucial for the future of our industry, that's why we are committed to sustainable practices that protect the environment and promote a healthy lifestyle.

Reduce waste by 5% at HQ per year

- Annual target of 5% per year in HQ.
- We will measure and report on the wastage of our business on a quarterly basis, starting with a 2022/23 baseline.
- We will be implementing changes in HQ to encourage a 'Go Digital' approach to decrease the amount of printing and use of paper within our operations.
- We will be purchasing from local suppliers from the preferred suppliers list and in bulk to reduce waste.
- We will prioritise using only energy efficient devices and ensure the correct disposal of all hazardous waste.
- Keepcups to be introduced to reduce use of takeaway coffee cups.
- 100% of suppliers to sign BW Supplier Code of Conduct by 2026.

Reduce use of hazardous waste in our supply chain

- We aim to do an audit of our supply chain to identify sources of hazardous waste.
- Assess our current hazardous waste management process.
- Set some achievable goals and develop standards for suppliers.
- Develop systems to recycle or reuse hazardous materials whenever possible.
- Implement a system for regular reporting and review of hazardous waste metrics.



Community Goals

BW seeks to contribute to the communities in which we live and work. We support local community initiatives and non-profits that closely align with our values and whose work enhances the well-being of people through improved education, health, or movement.

Invest \$250,000 in the community per year

- We have a limited corporate budget for donations to charitable organisations. We encourage each division to nominate their preferred charities to support.
- We support organisations through donations of product as well as a monetary value. A department manager will ensure these donations are made and recorded.
- We will review this amount annually and will increase it if possible.

Donate 1500 pairs of shoes to the community per year

- We have partnered up with a number of local organisations that help supply communities in need with shoes. Each department is responsible for ensuring these shoes are delivered and recorded.
- Examples of these organisations are Lazy Sneakers, John Walker Find your field of dreams and Auckland City Mission.

Donate 400 hours to the community per year

- All HQ employees will receive 8 hours paid leave annually to volunteer in the community on BW volunteer day. This can either be a group activity or individual activity approved by a supervisor.
- An additional paid 8 hours provided to anyone who wants to volunteer to an organisation they have a personal connection with.
- Date of activity must be requested a week in advance and approved by a supervisor.



Thanks.

We have developed a detailed action plan for the objectives and targets we have set, if you have any questions please reach out. All stakeholders will be kept informed of our environmental objectives, targets, and actions, as well as any related policies or procedures.

