



# Leading the way

in emission reduction

SUSTAINABILITY REPORT

ENVIRO NZ




**This is Enviro NZ's fourth annual Sustainability Report covering the period from 1 January to 31 December 2024.**

The report highlights our ongoing efforts toward more sustainable practices, benefiting people, the planet, and long-term prosperity.

Where relevant, data from previous years have been included to provide context and track progress.

**For more information on sustainability at Enviro NZ, contact us at [sustainability@environz.co.nz](mailto:sustainability@environz.co.nz)**

# Contents

Our sustainability strategy	05
Caring for people 	07
Serving the environment 	14
Building prosperity 	20
Appendices	26



# 2024 performance highlights

## Our emissions:



Reduction in Scope 1 emissions from **224,210 tCO<sub>2</sub>e in 2019** (baseline year) to **92,106 tCO<sub>2</sub>e in 2024**.

## Resource recovery:



Increase in organic waste composted from **51,483 tonnes in 2023** to **57,206 tonnes in 2024**.

## Fleet decarbonisation:



All passenger vehicle fleet upgraded to hybrid or battery-electric cars.

## Reporting:

**3**

Resource recovery centres in Auckland

**commenced Greenstar and Homestar compliant reporting.**

**45,000**

households in Dunedin received kerbside organics collection service

## Fuel efficiency:

**➤ 440,000**

litres reduced in diesel consumption through fuel-efficient assets and systems.

## Safety:

**97%**

of new employees attended health and safety workshop within 30 days of employment.

Renewable energy



**↑ 5.1%**

Increase in landfill electricity generation from **50,637 MWh in 2023** to **53,229 MWh in 2024**.

# Insights from our CEO

## Leading the way in emission reduction

Enviro NZ's vision and purpose is to make looking after the environment easy for New Zealanders by providing effective, trusted, and innovative recycling solutions and management of residual materials.

Every day we are helping businesses, local councils, communities, and many New Zealanders reduce waste by extracting valuable resources and keeping them in circulation, therefore minimising the residual that eventually goes to landfill.

Working together we are making a difference – delivering resilient sustainable outcomes, lowering greenhouse gas emissions, and promoting a better environmental future for all.

## Government's new waste and resource efficiency goals

The Government recently released its 2025 waste and resource efficiency strategy, which aims to minimise waste, improve management of these residual materials, and reduce emissions and environmental harm. These are goals and outcomes we share in our pursuit of doing better for the country.

And we need to do better - New Zealand's recycling rate is 38 percent lower than Australia's, in 2023 approximately 700kg of waste per person was disposed at municipal landfills and it is estimated that the waste sector contributes 4.5 percent of New Zealand's total greenhouse gas emissions\*.

It will require commitment, collaboration, investment, and an appropriate regulatory framework to achieve positive change. Fortunately, the heart is there from New Zealanders, with over 70 percent saying that are actively trying to reduce waste\*. And we will be there alongside supporting them.

## Embracing the challenge

This 2024 Sustainability Report is Enviro NZ's fourth annual report and we have made great strides with the ambitious targets we set ourselves for 2024, raising the bar for future achievements in 2025.

The report reflects our positive progress and while there is a large challenge ahead for not only the Government to attain its new sustainability goals but also for every New Zealander, we are leading a positive and innovative pathway forward.

Looking at our 2024 achievements, our efforts have resulted in a material reduction in Scope 1 emissions and strengthened the support for our people, including with financial wellbeing advice in this still challenging economic environment. We are committed to diversity, equity, and inclusion and cultivating a healthy, safe work environment for our multi-cultural workforce.

Our three pillars are a focal point of our day-to-day business and our future – caring for our people, protecting our environment, and building prosperity. This is underpinned with our goal of helping make looking after the environment easy for New Zealanders.



## A positive future

With our 2024 achievements in hand, we are moving forward in 2025 with a strong focus to be better, every day. Our view is that ongoing growth and prosperity is not mutually exclusive with delivering resilient sustainable outcomes. We are committed to further reduce emissions, minimise residual materials going to landfill, support and grow our people, and help make looking after the environment easy for New Zealanders.

We have set ambitious targets for 2025 and will continue to hold ourselves accountable and measure our outcomes. Our goals are clearly aligned with the Government's mandate to help New Zealanders improve the resource efficiency of residual materials and recycling, a challenge we are up to and will deliver on.

Ngā mihi,

Chris Aughton  
Chief Executive Officer

\* The Government's waste and resource efficiency strategy. Minimising waste and improving waste management. Waste statistics snapshot, page 4. Published by the Ministry for the Environment in March 2025. INFO 1286.

# Our sustainability strategy

## Our vision

A New Zealand where protecting the environment is second nature.

## Our purpose

To make looking after the environment easier.

## Strategic priorities

- > Take climate action
- > Develop resource recovery infrastructure
- > Create great places to work
- > Support our customers

## Triple bottom sustainability framework

- > Caring for people
- > Serving the environment
- > Building prosperity

## Sustainable development goals



# 2025 Sustainability targets

	Material topics	Goals
 Caring for people	Safety, health and well-being Talent attraction Workplace culture and engagement Inclusion and diversity	<ul style="list-style-type: none"> <li>➤ Maintain a Total Recordable Injury Frequency Rate (TRIFR) of 18 or lower.</li> <li>➤ Launch a Branch Health Check initiative to identify and validate critical risk controls monthly.</li> <li>➤ Implement a planned leave strategy to ensure no employee has an annual leave balance exceeding 30 days by the end of 2025.</li> <li>➤ Conduct stay and engagement surveys, covering at least 15% of the workforce.</li> <li>➤ Update the Diversity &amp; Inclusion policy and establish a dedicated committee.</li> </ul>
 Serving the environment	Low carbon transition Enable a circular economy Environmental compliance	<ul style="list-style-type: none"> <li>➤ Sustain a 50% reduction in Scope 1 emissions through 2030, based on the 2019 baseline.</li> <li>➤ Transition to 100% renewable electricity by 2030.</li> <li>➤ Increase the quantity of materials recovered for resource recovery by 5% by the end of 2025.</li> <li>➤ Divert 500 tonnes of glass through the Cromwell glass crushing facility by the end of 2025.</li> <li>➤ Implement fuel reduction initiatives to reduce fleet fuel consumption in 2025, ensuring no year-on-year increase.</li> </ul>
 Building prosperity	Resource recovery infrastructure Customer service Partnership and collaboration Business ethics	<ul style="list-style-type: none"> <li>➤ Develop infrastructure to convert non-recyclable plastics into process-derived fuel.</li> <li>➤ Provide waste emission reporting to 100% of national customers.</li> <li>➤ Conduct an NPS survey with at least 100 commercial customers.</li> <li>➤ Establish at least one new partnership to promote resource recovery.</li> <li>➤ Ensure 100% of new management hires receive training on greenwashing risks.</li> </ul>



**ABOVE** Rock, paper, scissors decider for Taupō branch's employee of the month.



# Caring for people

## 2024 Targets

## Progress

Conduct employee stay surveys and utilise exit survey data to inform action plans to improve employee retention



**Ongoing** (5% of the workforce surveyed)

Implement a recognition program that rewards high levels of performance



**Ongoing** (program to be implemented in 2025)

Develop & implement a framework to improve diversity, equity, and inclusion



**Achieved**

Conduct at least one financial well-being trial session in 2024



**Achieved**

## Case study

# Nicola's new view on life

Taupō weighbridge operator Nicola Jacobs has literally gained a new perspective on life.

An annual company health check discovered that Nicola's vision was rapidly deteriorating, with one eye at serious risk of blindness. Unable to afford costly optometrist visits, she had gone without treatment for years.

With strong encouragement and support from her Taupō management team and colleagues, Nicola sought urgent medical attention and required immediate surgery.

"Because the surgery was urgent, I needed time off work at very short notice. I was hesitant since we were short-staffed but with support from my manager I went ahead with it," Nicola shares.

After undergoing surgeries for both eyes and receiving new glasses, Nicola now enjoys greatly improved vision. "I'm so happy that I can see really well now."

Nicola, who has been with Enviro NZ for 14 years, values her job and the company's commitment to employee health.

As a SHE (Safety, Health, and Environment) representative, Nicola is passionate about promoting health and safety in the workplace.

“

I'm incredibly thankful for the annual health checks. Without them, my eyesight wouldn't have been saved.



**RIGHT** Nicola Jacobs, Taupō weighbridge operator.

# Proactive culture of safety

As always, safety is a top priority for Enviro NZ. In 2024, the company continued to advance its safety culture with a range of new and ongoing initiatives.

Enviro NZ's transition to leading indicators is driven by a commitment to proactive and preventive safety measures. By focusing on actions that prevent incidents, or injuries before they occur, Enviro NZ is enhancing the effectiveness of its safety management system.

Leading indicators, which include safety inductions and communications, vehicle safety enhancements, critical risk awareness training, incident and corrective action tracking, and safety contacts, provide a data-driven perspective. Most key indicators showed positive trends across key areas compared to 2023. Notable highlights included:

- > **97%** completion rate for **Health & Safety inductions** for new employees
- > **94%** completion rate for **tailgate safety meetings**, helping identify potential hazards and reinforce safe work practices
- > **86%** completion rate for **safety investigations** aimed at reducing the risk of similar incidents in the future.

**RIGHT** Ashnoor Atwal, driver trainer, Auckland.

## 24%

reduction in total number of lost time injuries (LTI)

A proactive focus on minimising workplace injuries led to a 24% reduction in Lost Time Injuries (LTIs) and a 21% reduction in Total Recordable Injuries (TRIs), which include LTIs and Medical Treatment Injuries.

## 21%

reduction in total recordable injuries (TRI)

## 12%

reduction in number of high potential serious incidents recorded

Continued improvements in injury prevention, early intervention, and recovery strategies are expected to sustain this momentum, further reducing the frequency and impact of workplace injuries.



# Health and well-being

**Enviro NZ continues to prioritise mental well-being for employees by addressing the threats arising from physical or mental stress, and fatigue.**

The I've Got Your Back (IGYB) initiative is Enviro NZ's flagship in-house well-being programme, designed to cultivate a supportive workplace culture and enhance employee well-being.

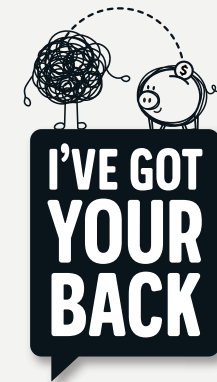
## IGYB Managers Programme

Since its inception in 2023, this programme has focused on "Looking After Yourself Before Others" and covered two key areas: personal awareness and emotional regulation, and supporting team well-being.

By the end of 2024, 171 people leaders across the business had completed the learning programme.

## Financial Well-being

The Financial Well-being Programme was launched in late 2024 to support employees in better understanding their finances and taking control of their financial future. As part of the initiative, employees were offered personalised, face-to-face workshops featuring independent KiwiSaver advice, one-on-one coaching, and tailored financial guidance.



Pilot sessions were held in Hamilton, Technical Services, and the Corporate office, with a total of 80 employees participating. The programme will continue to roll out across all sites in 2025.

## Employee Assistance Programme (EAP)

In 2024, Enviro NZ transitioned to a new EAP provider, offering an all-in-one health and well-being solution for employees. A total of 81 employees accessed the service, with over 70% of consultations related to personal matters. On average, each employee attended 2.64 sessions.



**RIGHT** Andrew Haworth , operator, Hamilton branch.

# Diversity and inclusion

**Enviro NZ workplaces are a melting pot of cultures, identities and ethnicities. As an organisation, we take pride in celebrating our gender and ethnic diversity and inclusive workplace.**

## Shaping the future of inclusivity

With Enviro NZ's Diversity and Inclusion policy due for revision, the organisation is taking a deep look at what diversity and inclusion truly mean for the company, its employees, and key stakeholders. Through a series of surveys, consultations, and open dialogues, Enviro NZ is actively gathering insights to shape a new policy that aligns with its refreshed vision, purpose, and sustainability framework.

The goal is to create a policy that not only reflects the diverse perspectives within the organisation but also supports its broader

commitment to creating an inclusive and equitable workplace. The revised policy is expected to be implemented by mid-2025.

## Creating diversity, fostering connections

In 2024, Enviro NZ celebrated a variety of cultural events, reflecting the diverse backgrounds of our team members and fostering a spirit of inclusivity. These included the Lunar New Year, with the team embracing Chinese traditions, and Samoan Language Week, where the Auckland Collections team proudly shared their Samoan heritage. Diwali, the festival of lights, was marked with music, food, and traditional attire, while

Pink Shirt Day focused on promoting inclusivity and raising awareness about bullying in the workplace.

These celebrations were more than just festive occasions; they were opportunities to strengthen connections, encourage understanding, and promote respect throughout the organisation. By recognising and honouring different cultures, Enviro NZ continues to cultivate a supportive and inclusive work environment for all.

**BELOW** Diwali celebrations, Auckland corporate office.



# Culture and engagement

**Enviro NZ is creating a culture of engagement through initiatives that empower employees, foster inclusivity, and drive meaningful change.**

## Recognising the contributions of the sales team

Our annual sales conference brought all the sales team members together in Hamilton in October, for workshops, discussions, networking and visits to key infrastructure facilities. At the gala dinner several team members were presented with awards recognising their outstanding contributions.

## Giving back to the community

The finance team members took turns to volunteer at the New Zealand Food Network warehouse, helping pack food boxes for those in need. On average, the team packed around 200 boxes in each session, equating to approximately 3,000 kilograms of food, and equivalent to over 6,500 meals delivered to communities.

## Planting native trees for environmental resilience

In November, the Environmental, Legal, and Quality teams planted 900 native trees and shrubs around our Pokeno Resource Recovery Centre. This initiative relates to our efforts to protect the Waikato River ecosystem and emission mitigation.

## Growing Awareness, One Moustache at a Time

To spark conversations about men's health, Enviro NZ proudly participated in Movember. Many in our workforce grew moustaches, creating a buzz of awareness and actively supporting this important cause.

## Fitness and well-being challenge

In Hamilton branch, the "PHAT Challenge" encouraged staff to adopt healthier lifestyles. Over 30 employees committed to the challenge, incorporating regular exercise and healthier food choices into their routines. At the end of 12 weeks, they had all reported lower BMIs and improved fitness levels.



**TOP** Sales team award winners at the annual Sales Conference 2024, Hamilton. **BOTTOM** Finance team volunteering at the NZ Food Network, Auckland.

# Community contributions

**Enviro NZ is committed to supporting community initiatives that support local partnerships, drive environmental awareness, and create positive social impact.**

## Supporting the community during the Dunedin floods

In October Dunedin experienced its heaviest rainfall in a decade, leading to widespread flooding and road closures across the region. Despite the challenging conditions, our team demonstrated exceptional commitment, completing 90% of scheduled runs and ensuring essential services remained operational throughout a tough and wet week.

## Community engagement on hazardous waste management

In May, our Technical Services team collaborated with Waikato District Council to organise a household hazardous waste collection event in Ngāruawāhia. Residents safely disposed of nearly two tonnes of hazardous waste, including paints, oils, and domestic pesticides, contributing to the protection of the local environment.

**RIGHT** The refill team at Hampton Downs.



## Sparking recycling talks at community events

- > Our Tauranga team showcased a mini rear loader truck and a glass collection truck at **Tauranga Children's Day**. Families learned about recycling, with kids excitedly exploring the truck cabs.
- > The Timaru team hosted a vibrant educational stall promoting national kerb-side standardisation at the **Twizel Salmon and Wine Festival**. Visitors enjoyed interactive games, gifts and tips to improve their recycling habits.
- > Christchurch's Technical Services team organised a community open day to connect with local businesses and residents. The event created awareness on hazardous waste management and pollution prevention.
- > Continuing a decade-long collaboration, the Auckland team joined **Race4Life Track Day**, offering a few young visitors joyrides in Enviro NZ's long-haul trucks at the Hampton Downs track.



**ABOVE** Tab Toareti, sorter, Resource Recovery Park, Redruth, Timaru



# Serving the environment

## 2024 Targets

## Progress

Reset emissions baseline from 2021 to 2019 to remove any impacts of Covid-19		<b>Achieved</b>
100% transition of passenger vehicles to low carbon options by 2025		<b>Achieved</b>
Implementation of a new asset management plan in 2024 to reduce fuel consumption		<b>Ongoing</b> (plan set to be implemented in 2025)
100% renewable electricity by 2030		<b>Ongoing</b>
10% increase in the quantity of organic waste processing by 2025		<b>Achieved</b>

# Emission reduction roadmap

Enviro NZ has revised its emissions baseline from 2021 to 2019 to provide a more consistent basis for measuring progress, as the 2021 baseline was heavily affected by Covid-19 disruptions. Based on the new baseline, Enviro NZ has reduced its direct (Scope 1) emissions by 59% between 2019 and 2024.

These reductions have been driven primarily by our investment in landfill gas capture infrastructure and expertise, including new gas engines and accurate flow meters. Additionally, efforts to reduce the disposal of organic waste in landfills, along with corresponding adjustments to landfill emission factors, have contributed to the overall reduction.



Enviro NZ has achieved more than a 50% reduction in direct emissions – significantly ahead of the 2030 target.

## 59%

reduction in Scope 1 emissions

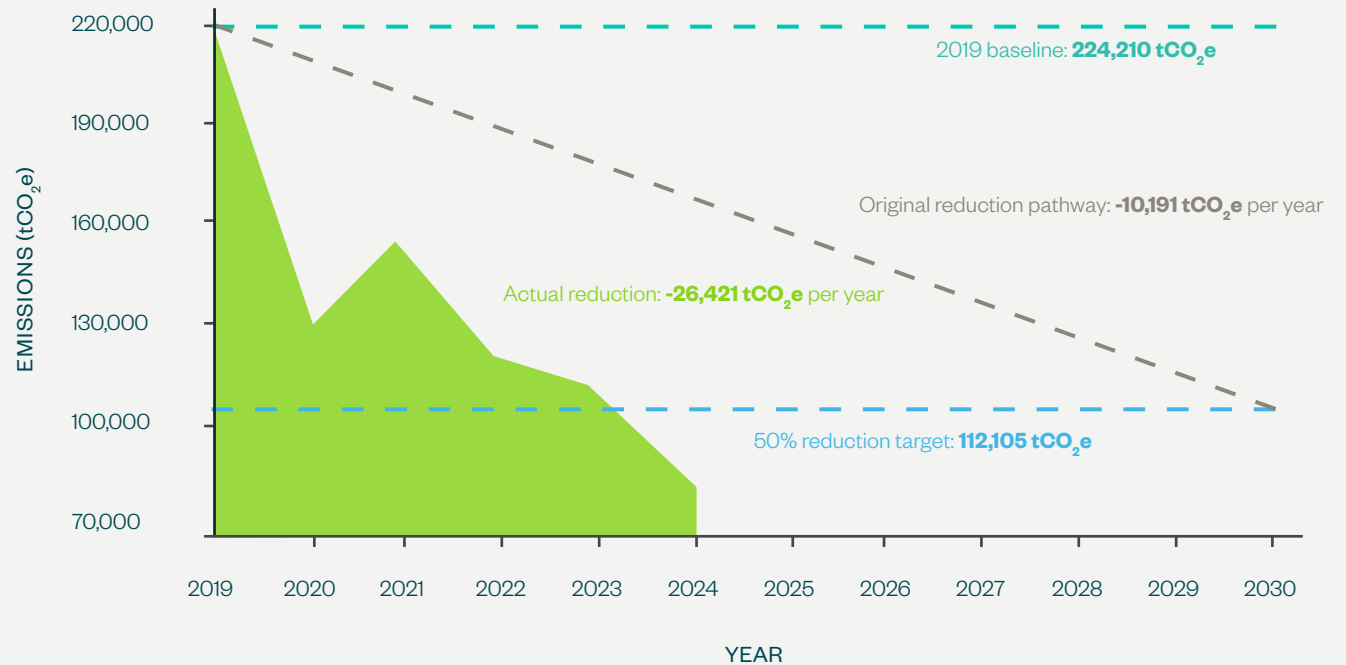
## 23%

reduction in Scope 2 emissions

## 65-fold

Expansion in Scope 3 emission tracking

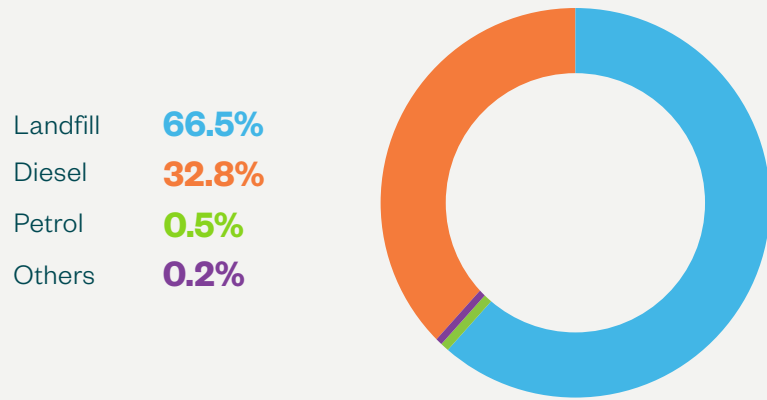
Over the next few years, as New Zealand emerges from the recession, Enviro NZ anticipates a rise in emissions with business growth. However, with a strong focus on reducing organic waste going to landfills and actively expanding our resource recovery services, we are confident in our ability to maintain a reduction of over 50% in direct emissions by 2030, even under the most challenging scenarios.



Disclaimer: Landfill emissions have been calculated in accordance with the methodology prescribed under the Climate Change Response Act 2002 and the Climate Change (Unique Emissions Factors) Regulations 2009. The reported landfill emissions are consistent with our carbon unit surrender obligations under the New Zealand Emissions Trading Scheme (ETS).

# Decarbonisation progress

## Source of Scope 1 emissions



## Scope 3 emission expansion

Enviro NZ's Scope 3 emissions increased from 483 tCO<sub>2</sub>e in 2019 to 11,336 tCO<sub>2</sub>e in 2023, followed by a significant rise to 31,864 tCO<sub>2</sub>e in 2024. This growth reflects an expansion in emissions tracking beyond mandatory categories to include capital expenditure and waste disposed of at third-party landfills. Enviro NZ remains committed to further broadening Scope 3 measurement to capture all significant emission sources, establishing a robust baseline to support the setting of quantitative reduction targets.

## Greenhouse gas inventory

Category	2019 (baseline)	2022	2023	2024
Scope 1	224,210	118,392	110,634	92,106
Scope 2	314	333	251	240
Scope 3	483	3,044	11,336	31,864
<b>Total</b>	<b>225,007</b>	<b>121,769</b>	<b>122,221</b>	<b>124,210</b>

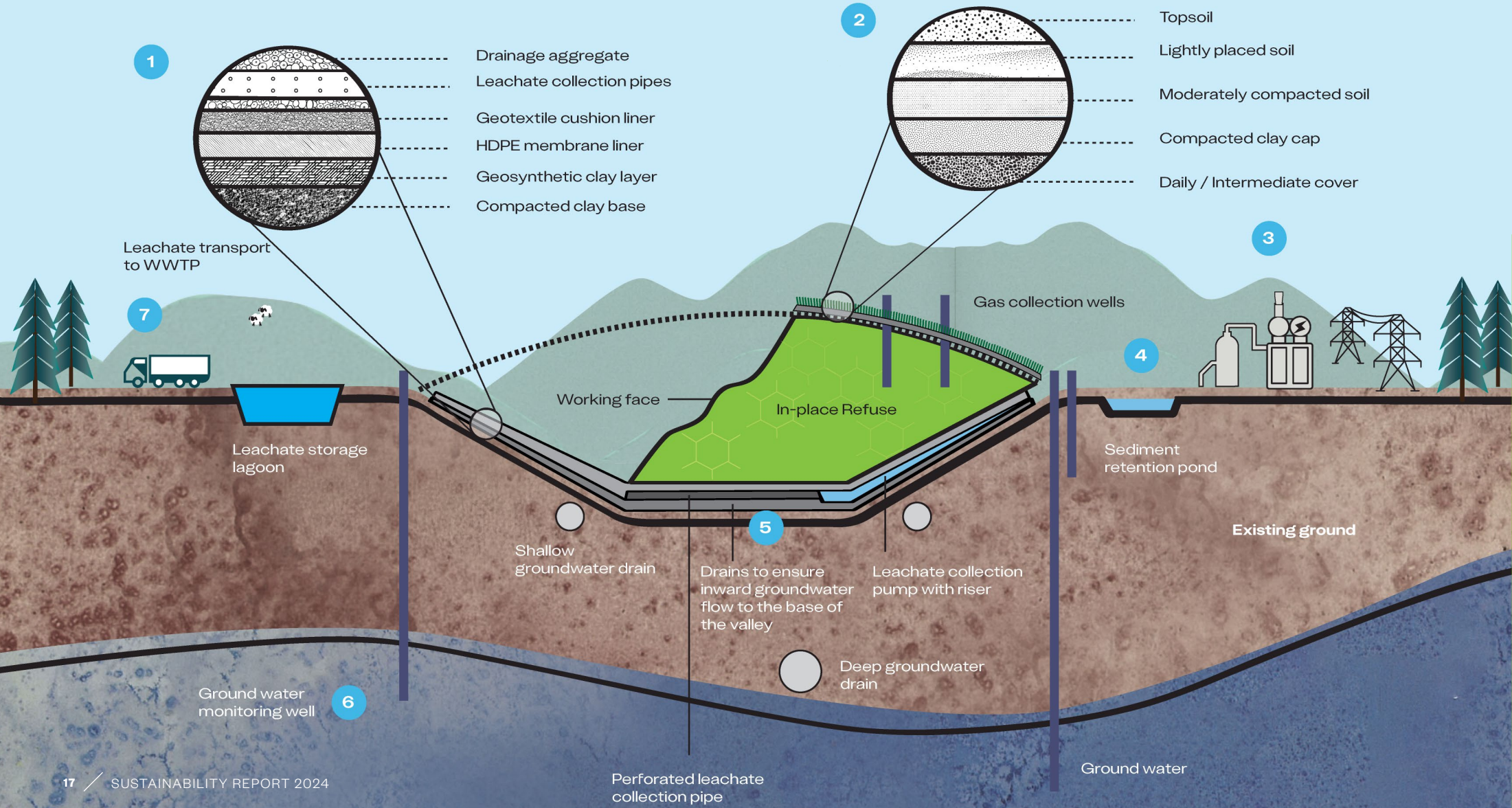
All emissions have been reported in tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e).

## Decarbonisation approach

Scope 1	Scope 2	Scope 3
<ul style="list-style-type: none"> <li>&gt; <b>Enhance landfill gas capture</b> and minimise organic waste disposal in landfills.</li> <li>&gt; <b>Optimise fleet fuel efficiency</b> through driver training, route planning and effective asset management practices.</li> </ul>	<ul style="list-style-type: none"> <li>&gt; <b>Reduce electricity emissions</b> by sourcing clean energy from sustainable, renewable sources.</li> </ul>	<ul style="list-style-type: none"> <li>&gt; <b>Continue to expand</b> and enhance supply chain emissions tracking.</li> <li>&gt; <b>Engage suppliers actively</b> to reduce emissions related to the procurement of goods and services.</li> </ul>

# Responsible landfill management

1	Engineered base layers to prevent leachate contact.	2	Engineered top layers to reduce water ingress.
3	Gas capture and electricity generation infrastructure to reduce emissions.	4	Retention ponds to capture stormwater run-off and retain sediment from outer landfill.
5	Drains to ensure inward groundwater flow to the base of the valley.	6	Wells and sampling points to monitor ground and surface water quality.
7	Leachate captured and stored in ponds before transporting to a wastewater treatment plant (WWTP).		



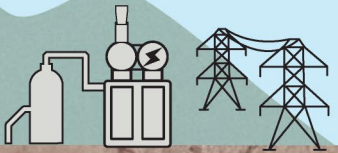
1

- Drainage aggregate
- Leachate collection pipes
- Geotextile cushion liner
- HDPE membrane liner
- Geosynthetic clay layer
- Compacted clay base

2

- Topsoil
- Lightly placed soil
- Moderately compacted soil
- Compacted clay cap
- Daily / Intermediate cover

3



4

Sediment retention pond

7



Leachate transport to WWTP

Leachate storage lagoon

6

Ground water monitoring well

5

Drains to ensure inward groundwater flow to the base of the valley

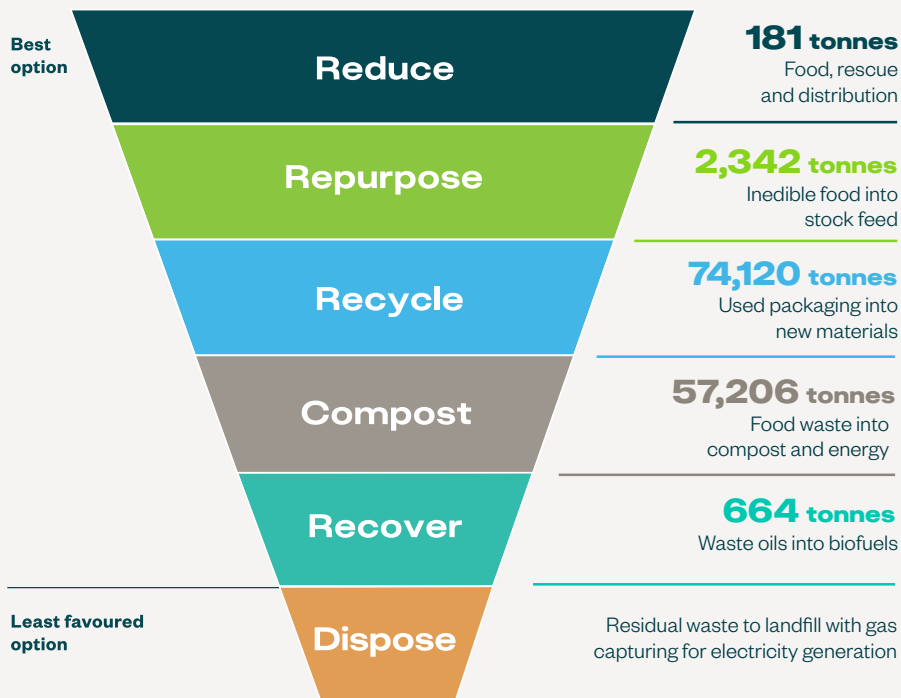
Leachate collection pump with riser

Deep groundwater drain

Perforated leachate collection pipe

Ground water

# Circular economy



### Reducing use of bin liners

Tauranga's branch eliminated need for large plastic bags in some of the collection services by changing collection methodology and using wheelie bins.

> **3,000**

bin liners avoided per year

### Reusing safety gloves

Wellington branch has put a stop to dirty work gloves ending up in landfill. Instead, the gloves are now being washed and dried for reuse.

> **5,000**

pair of gloves reused every year

### Tyres retreading

A partnership with Carters continues to extend the lifespan of used truck tyres through retreading.

> **3,000**

tyres retreaded and reused

### New depacker at Product Recovery

Recently, we completed the Auckland Product Recovery 'Mavitec' depackaging upgrade project, enhancing our capacity for recycling and recovering packaged food products. The Mavitec system is designed to separate organic material from packaging, ensuring high efficiency in product recovery while maintaining stringent standards for both food safety and environmental sustainability. With the new equipment in place, the facility can process up to 12,000 kg of packaged material per hour, significantly reducing waste sent to landfill. This upgrade enables us to further support circular economy goals and deliver enhanced services to our customers.

### Dunedin's Kerbside Organics Collection

The Dunedin city council's new kerbside bin service launched in July 2024, and the significant effort put in by Enviro NZ team is delivering impressive results. Since July, over 66% of the total weight collected from the kerbside has been diverted from landfill. This included 7,618 tonnes of food scraps and garden waste, all of which are now being processed into compost at our Redruth composting facility.

# Hazardous waste management

## Innovating a solution for toxic chemicals

Our technical services team has successfully trialled an innovative dioxin destruction process using a combination of ultraviolet (UV) radiation and chemical oxidation. Dioxins, and highly toxic and persistent organic pollutants (POPs), are commonly found in herbicides and industrial wastewater.

This UV/oxidation treatment process effectively destroys dioxins and POPs, reducing concentrations exceeding 400 mg/L to below detectable levels. The resulting treated effluent is no longer hazardous and safe for disposal.

## Managing PFAS (forever chemicals)

Per- and polyfluoroalkyl substances (PFAS) are a group of synthetic chemicals known for their persistence in the environment. Commonly found in firefighting systems, contaminated soil, and runoff, PFAS can leach into stormwater and groundwater, posing long-term environmental risks.

In 2024, Enviro NZ treated millions of litres of PFAS-impacted stormwater and groundwater, enabling major construction projects to proceed safely. Treatment was carried out using RemBind, a specialist binding agent that immobilises PFAS in water and soil, reducing the risk of leaching and spread.

Aqueous Film Forming Foam (AFFF), widely used in fire suppression, is another major PFAS source. Enviro NZ carried out nationwide cleaning of PFAS-contaminated foam water from fire systems and safely disposed of over 300 tonnes of AFFF concentrate.

Enviro NZ's comprehensive PFAS services include water treatment, soil remediation, equipment decontamination, AFFF disposal, and passive filtration – supporting clients in meeting compliance while protecting natural ecosystems.

**RIGHT** RemBind application.

➤ **3,000 m<sup>3</sup>** of PFAS-contaminated water successfully treated for our customers.





ABOVE Green waste shredder, Timaru organics processing facility.



# Building prosperity

## 2024 Targets

## Progress

Undertake surveys to measure, target and track customer satisfaction		Ongoing (at least 2,000 customers to be surveyed in 2025)
5% increase in the quantity of materials for resource recovery by 2025		Achieved
Implement new sustainability policy		Achieved
Conduct climate risk assessment for all new (owned) infrastructure projects		Ongoing (sustainability included in business case assessment)
Continue to improve carbon and recycling reporting for customers		Achieved

Case study

# Partnering in kerbside soft plastics recycling

Soft plastics are the most common type of plastic waste generated by New Zealand households. Found in packaging for bread, chips, pasta, and numerous other consumer products, soft plastics (typically plastic #4) were excluded from kerbside recycling when recycling standardisation was introduced in February 2024 due to the complexities involved in their collection and sorting.

To address this gap, Enviro NZ partnered with The Packaging Forum and Nelson City Council to trial the kerbside recycling of soft plastics. The new kerbside service is aligned with Enviro NZ's established soft plastic recycling offerings for local businesses..

In this trial 1,000 households across 140 streets in Nelson participated by filling orange bags with soft plastics and placing them in their glass collection crates. Enviro NZ collects the bags, separates the soft plastics, compacts them into bales, and transports these to Future Post in Blenheim, where they are recycled into durable fence posts for vineyards and farms.

>66

tonnes of soft plastics recycled through municipal and commercial collections

3,513

total orange bags collected from kerbside

55%

average presentation rate from participating households



This step up to a kerbside recycling service has the advantage of being much more convenient than taking soft plastics to a recycling bin in a store.



ABOVE Nelson branch manager Jamie McColl with Nick Smith, Mayor, Nelson City Council.



### Benefits of Enviro NZ's Aerated Static Pile (ASP) technology over traditional composting

#### Aeration

Forced air through perforated pipes maintains high oxygen levels, eliminating the need for manual turning.

#### Process Control

Control systems maintain optimal temperatures and moisture.

#### Efficiency

Organic waste processing is faster (2-3 weeks) with less manual intervention.

#### Space Utilisation

Low space requirement for the same volume of compost.

#### Environmental Impact

Easy leachate capturing and management to minimise pollution.

**16,000**

tonnes per year of additional composting capacity at Timaru organics processing facility

**6,000**

tonnes per year of additional compost to be produced at Timaru organics processing facility

LEFT Aeration pipes at Timaru organics processing facility.

# Investing in assets

### Timaru's New Organics Processing Facility

Enviro NZ, in partnership with the Timaru District Council, expanded the new Timaru organics processing facility – a significant step in enhancing the region's sustainability. This state-of-the-art facility, utilising aerated static pile (ASP) technology, transforms kerbside food and garden organic waste collected in green bins into high-quality compost, supporting a circular economy and benefiting both the environment and the community.

The compost produced at the facility is available for purchase by the community in bags or trailer loads, with surplus sold to local farms for soil remediation, further contributing to regional agricultural sustainability.

### Introducing new services in Blenheim

Enviro NZ has started waste and recycling collection in Blenheim as part of the broader efforts to enhance waste services in the region. This new service complements our existing operations in Blenheim, including the recently acquired Marlborough Liquid Waste (MLW) business, which specialises in liquid waste removal.

### Introducing fit-for-purpose vehicles

Enviro NZ has introduced new electric trucks in the Wellington region to support waste collection operations, addressing noise concerns in busy urban areas.

# Investing in partnership

## International planet initiatives

Enviro NZ, in collaboration with the Ministry of Foreign Affairs & Trade, has been supporting Tonga's sustainability efforts by providing expertise for the construction of a new landfill cell. A team from Tonga Waste Authority Limited (WAL) visited Enviro NZ's landfill operations to gain insights into best practices. This was followed by a site visit to Tonga by Enviro NZ's landfill engineer, Louis Sparks, who provided guidance to WAL as they work to develop a new landfill cell, addressing the nearing capacity of their current landfill infrastructure.

## Building strong iwi partnership

Enviro NZ's partnership with Nga Muka Development Trust has expanded to include scholarships for Nga Muka marae student members focused on waste minimisation. The 2024 recipient, Isobella Nicholls (Horahora), received \$20,000 to support the completion of her Chemical and Biological Engineering degree at the University of Waikato.

**RIGHT** A cardboard baler and shop staff at Briscoes and Rebel Sports, Manukau, Auckland.



**> 70%**

overall diversion achieved by Briscoe Group

**> 90%**

diversion consistently achieved by top performing stores

## Supporting waste diversion at Briscoe Group

Briscoes and Rebel Sport (Briscoe Group), two of New Zealand's leading retail brands, partnered with Enviro NZ to improve waste diversion across their stores nationwide. Reducing waste is a key focus for Briscoe Group, with a strong commitment to achieve ambitious waste diversion targets.

A key component of this partnership was the introduction of some healthy competition between their store retail teams based on their sustainability performance. Through this initiative, stores competed to achieve the highest waste diversion rate by adopting good waste sorting practices, utilising the correct bin systems, and engaging in recycling

education programs. Quarterly and annual winners were recognised for their efforts, driving engagement and motivating teams across the country.

This friendly competition, combined with ongoing support from Enviro NZ through regular audits, monthly staff meetings, and sustainability education, has significantly reduced contamination and improved overall waste diversion.



# Investing in innovation

The Covid pandemic created an unprecedented need for large volumes of personal protective equipment (PPE) and rapid antigen tests (RATs) to ensure New Zealand was prepared for the significant risks and global uncertainties. However, at the pandemic's end, surplus stock became a considerable waste challenge, with Health New Zealand | Te Whatu Ora (Health NZ) left with a significant stock of expired items.

Rather than relegating the waste to landfill, Health NZ sought a more sustainable solution aligned with the waste hierarchy. To assist, Enviro NZ developed an innovative energy recovery solution in partnership with Golden Bay Cement, the only cement manufacturer in New Zealand.

This approach utilised the plastic, fibre, and wood components of the waste stream as alternative fuel for cement manufacturing, effectively replacing coal in the process. This innovative solution not only addressed the waste issue but also contributed to more sustainable industrial practices.

## Tackling Pandemic Waste Sustainably

- > Surplus pandemic waste was collected on pallets and consolidated at Enviro NZ's Pōkeno Resource Recovery Centre.
- > Using specialised industrial shredders, the waste was processed into chips of precise dimensions for energy recovery.
- > The shredded material was transported to Golden Bay Cement in Whangārei.
- > This innovative process utilised the shredded waste as fuel for cement manufacturing, effectively replacing coal as a more sustainable energy source.

**> 51 million**

PPEs and RATs diverted from landfills

**↓ 46%**

reduction in GHG emissions compared to a landfill (with 90% gas capture)

**RIGHT** Plastic shredding at Golden Bay Cement.



# Investing in engagement and reporting

## Diversion and emissions reporting

Tracking waste production and diversion is essential for many businesses, and Enviro NZ supports this through our Microsoft Power BI-powered customer diversion reporting tool. This tool provides customers with real-time insights into their progress toward waste minimisation targets, helping them identify opportunities for improvement.

We currently provide emissions reporting to customers upon request, and we are working towards integrating emissions reporting into Power BI.

## Celebrating a decade of partnership

In 2024, Enviro NZ ran a Plastic Free July challenge to promote friendly competition among its national customers. The initiative engaged

**BELOW** Foodstuffs NZ's Jenny Marshall and Caroline Kwok being presented with 'Plastic Free July' winner award.

participants through interactive quizzes, surveys, and practical actions aimed at reducing single-use plastics in the workplace. Foodstuffs NZ emerged as the winner, with a number of their employees taking part in the challenge.

Foodstuffs NZ first partnered with Enviro NZ in 2014 to advance its waste minimisation goals. Over the past decade, the partnership has helped drive both employee engagement and tangible sustainability outcomes. In 2024, the Landing Drive Distribution Centre in Auckland diverted more than 90% of its waste from landfill, recycling over 500 tonnes of materials and avoiding more than 45 tonnes of CO<sub>2</sub>e emissions.

**> 90%**

diversion from landfills

**↓ 45**

tCO<sub>2</sub>e avoided



## Driving engagement in waste minimisation

**> 500**

customer waste audits and reviews completed in 2024 to identify and maximise waste diversion opportunities

**> 500**

participants engaged through interactive competitions during Plastic-Free July and Recycling Week

**> 200**

waste education sessions delivered, reaching >7000 participants across the South Island, empowering communities, and businesses with sustainable practices

**8**

episodes of the "Rethinking Waste" podcast produced in Dunedin, highlighting practical waste minimisation tips



# Appendices

Appendix 1: Sustainability performance indicators



ABOVE Eddie Koopu, sorter, Timaru Materials Recovery Facility (MRF).

# Sustainability performance indicators

PLANET KPIs	UNIT	2022	2023	2024
<b>GHG emissions</b>				
Scope 1 GHG emissions	tonne CO <sub>2</sub> e	118,392	110,634	92,106
Scope 2 GHG emissions	tonne CO <sub>2</sub> e	333	251	240
Scope 3 GHG emissions	tonne CO <sub>2</sub> e	3,044	11,336	31,864
Landfill emissions	tonne CO <sub>2</sub> e	85,061	78,110	61,265
<b>Total GHG emissions</b>	<b>tonne CO<sub>2</sub>e</b>	<b>121,769</b>	<b>122,222</b>	<b>124,210</b>
<b>Electricity</b>				
Total electricity consumption	MWh	2,784	3,396	3,311
Electricity generated from landfills	MWh	42,136	50,637	53,229
<b>Fuel</b>				
Diesel	litres	12,111,569	11,727,513	11,282,229
Petrol	litres	200,539	199,233	185,442
Liquified petroleum gas (LPG)	tonne	11.4	10.3	7.22
<b>Resource recovery</b>				
Organics	tonne	48,924	51,483	57,206
Wood and timber	tonne	7,705	14,311	14,636
Paper / OCC	tonne	27,231	10,943	44,776
Plastics	tonne	4,476	2,330	2,484
Glass	tonne	25,895	21,439	19,442
Tin/Aluminium	tonne	1,673	1,300	1,030
Others	tonne	41,938	28,491	20,320
<b>Total</b>	<b>tonne</b>	<b>157,842</b>	<b>130,297</b>	<b>160,458</b>

# Sustainability performance indicators

PEOPLE		2022	2023	2024
<b>Number of employees</b>				
By employment type	Full-time	1,076	1,132	1,052
	Part-time	76	78	88
By gender (full-time)	Male	811	841	789
	Female	265	291	263
<b>Work-related fatalities</b>				
By employment type	Full-time	0	0	0
	Part-time	0	0	0
<b>Lost days due to work injuries (employees)</b>				
Total recordable injury frequency rate (TRIFR)		18.8	16.5	12.7



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