

our impact story

2023
NZ edition



The Collective

Angus Allan and Ofer Shenhav

“We were motivated by the belief that everyone deserves to have great tasting yoghurt, not just goop in a tub.”



our founders → Angus Ofer

a word from Michaela

she's
our GM



True to our purpose – 'to fight the good food fight' – we're on a journey towards having a more positive impact on our people, planet and community. As part of that journey, we're proud to share our second impact report.

I don't think anyone will forget 2023 in a hurry. Climate change's repercussions hit home hard. The devastation of the Auckland Floods and Cyclone Gabrielle impacted our staff and community, and even halted our factory operations for a few days. The events highlighted just how important it is to stay on track and committed to stopping climate change.

We're tackling our emissions by fully assessing our total carbon footprint. Everything from our raw materials, to conversion into finished products, to getting our goods to supermarkets. This process has highlighted areas to focus on and helped us form a plan to reduce our emissions. To sharpen our focus and hold us accountable, we're now actively pursuing B Corp certification. If successful, we'll be joining our UK team – an existing B Corp, who recertified in October with an impressive 104.5 points.

There've been a couple of 'wow' moments for me this year. First, our partnership with KiwiHarvest. This amazing organisation takes otherwise-wasted food and redistributes it to those who need it. Our staff have had the opportunity to volunteer and help pack food bundles, which has been immensely satisfying. Second, there's the continued growth in our dairy-free product range, with the launch of dairy-free suckies – the chiller's only dairy-free option for kids. Many have been looking for a dairy-free lunchbox option for ages, and the feedback from parents (and kids!) has been fantastic.

Hope you find this report an enlightening read. I recommend pairing it with a Splitz or Smoovi Bowl!



Michaela Dumper;
General Manager.

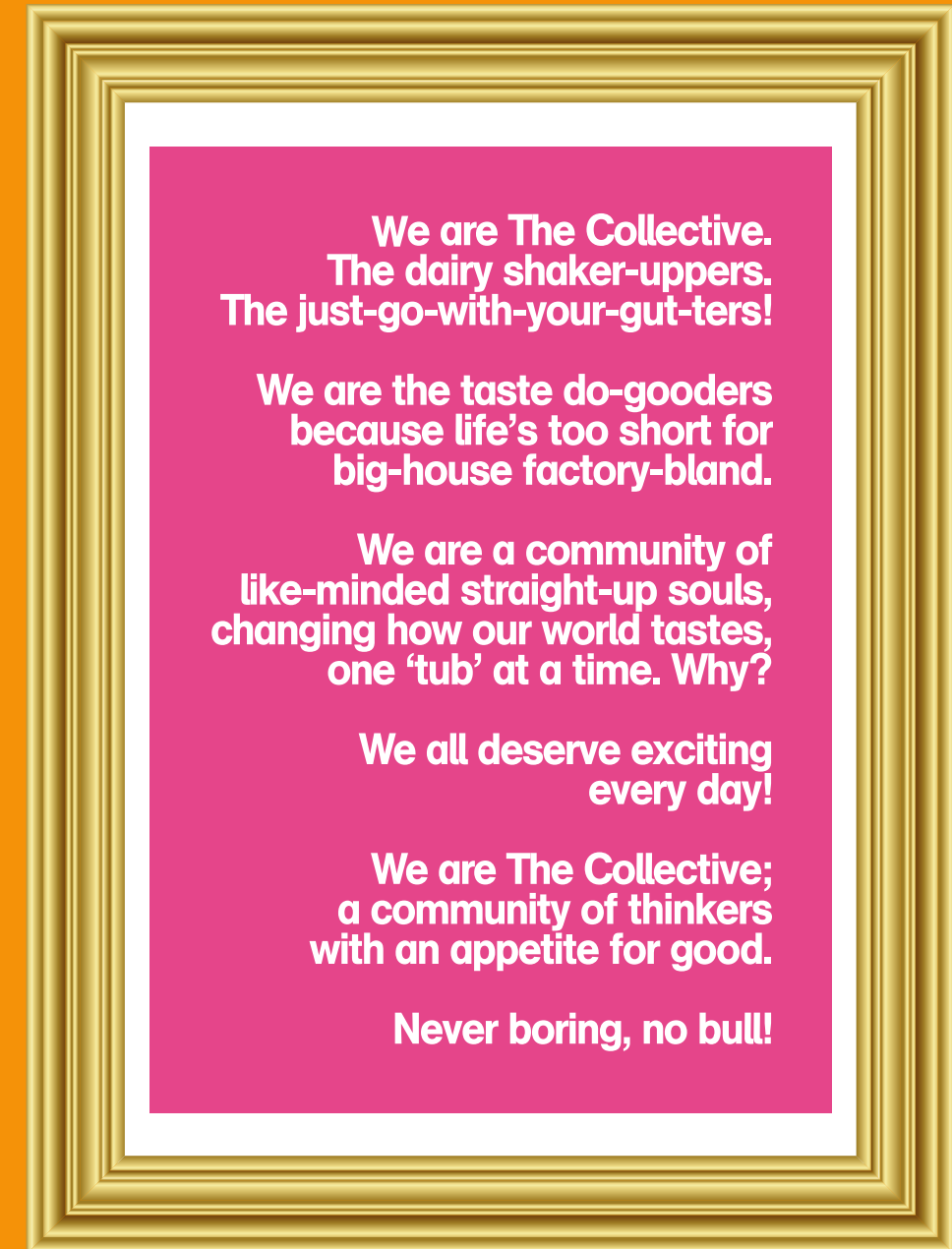
We've always had an inherent desire to disrupt the norm in a good way. We're comfy being uncomfy and shudder at the thought of bland.

Hey it's FMCG, it's a fight or flight world out there. Our fight is a fight well worth having. It's purer as we don't believe people should be fed big business bland.

at The Collective our purpose is to fight the good food fight

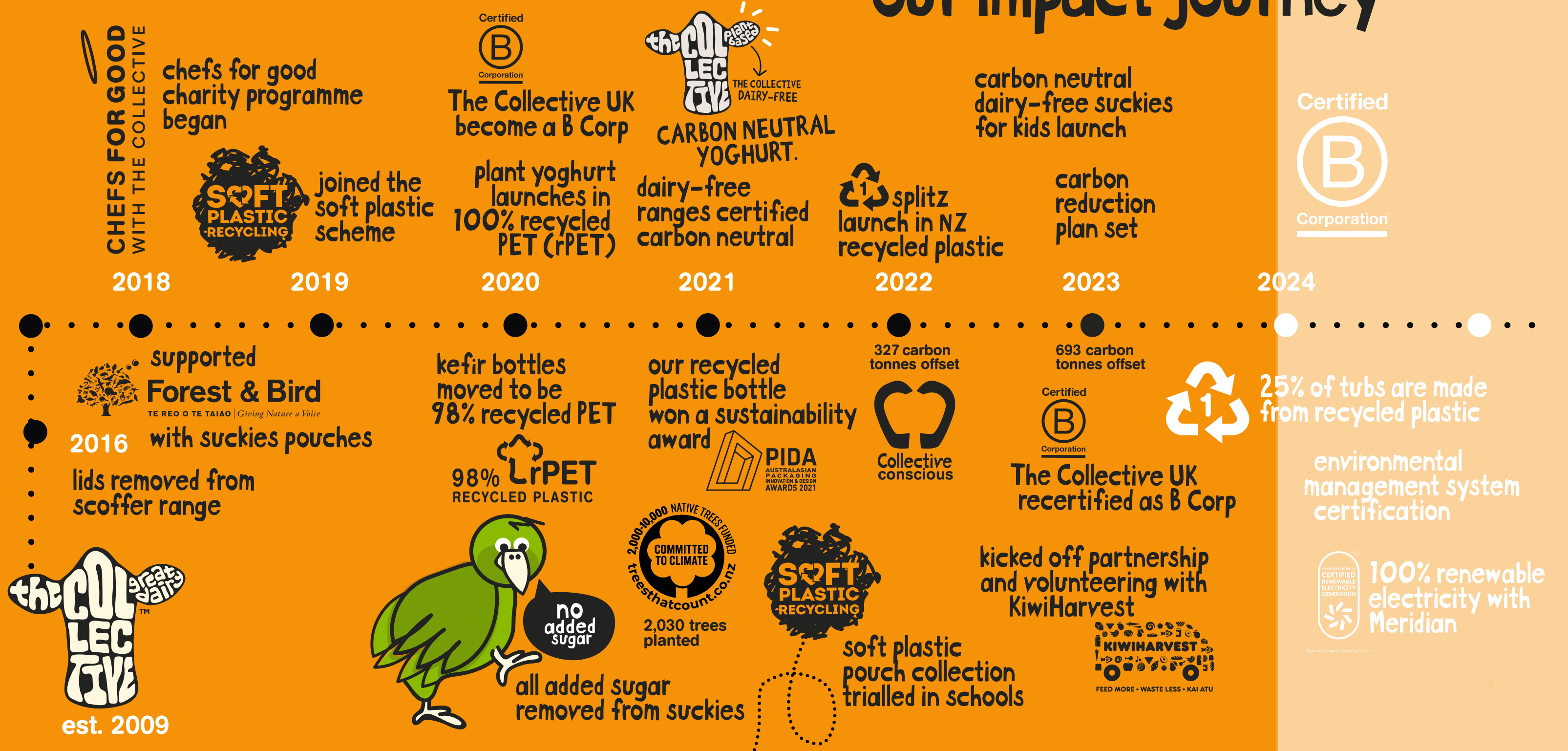
People deserve to receive good, proper, nutritious food that tastes like good food should; there's no bull in that!

We strive to do all we can to be good for the planet, good for our people and community.



the words we live by

our impact journey





our goals and ambitions

planet

reduce
carbon scope
1&2 >30%
by 2030



people

75% of our
employees
to give back
through
volunteering
by 2026



products

incorporate
recycled
materials into
at least 30%
of our
packaging



we've offset
2.0x more
CO2E than 2022
(total of 693T)

repurposed
food waste into
animal feed

planted 50
trees in Kiwi soil
with Trees That Count

32% of staff
volunteered to
help reduce food
waste with
KiwiHarvest

introduced
a supplier
code of
conduct

screened
suppliers for
social and
environmental
impact

the good we did in
stuff 2023

measured
our full carbon
footprint
scopes 1,2&3

used recycled
PET to make a
whopping **25%**
of our tubs

RPET

installed a water
recycling tank to
reduce the amount
of water we draw
when 'cleaning-up'

collected
3.3 tonne
of recycling
from staff
lunchrooms

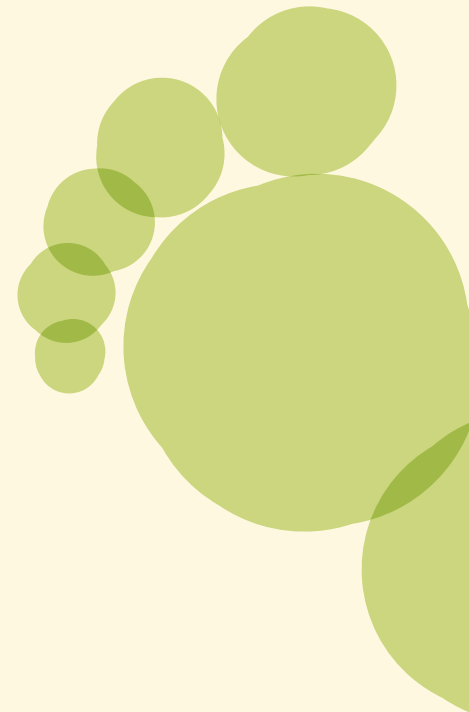
consolidated
on-site bins to
encourage recycling,
soft plastics
collection and
composting

our planet

kicking carbon
to the kerb

If we want this planet to keep turning, we really need to turn things around. And that means we need to act on climate change now.

The first step to reduce our carbon, is to measure our footprint. With a little help from our friends at ClimatePartner, we've taken a good hard look at a full year of yoghurt making, so we can get a clear sense of its shoe size.



26%
electricity

9%
vehicles

22%
refrigeration

42%
natural
gas

4%
fruit

9%
freight

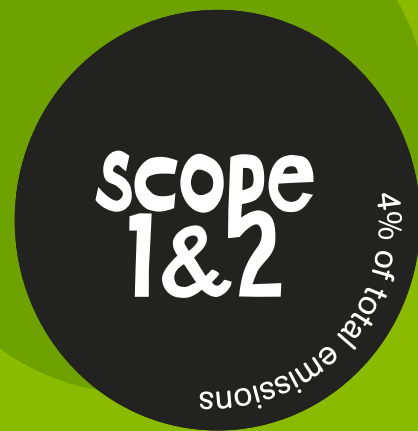
5%
other
ingredients

10%
packaging

4%
waste

60%
milk
and cream

emissions created
running the factory
and chilling yoghurt



emissions created
from every input
and output of
making yoghurt
and getting it to your
local supermarket

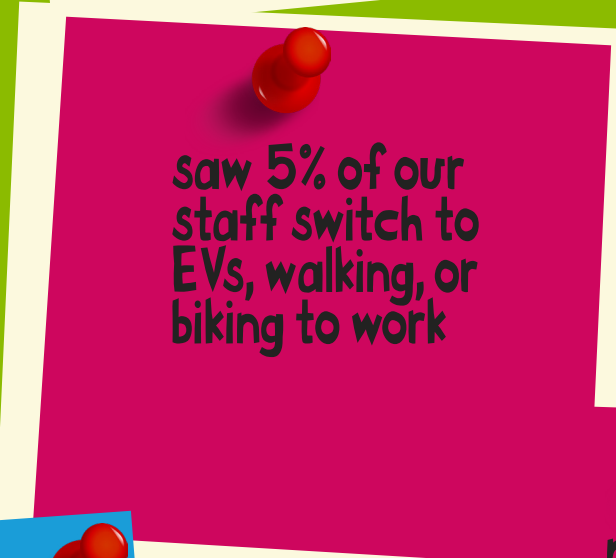
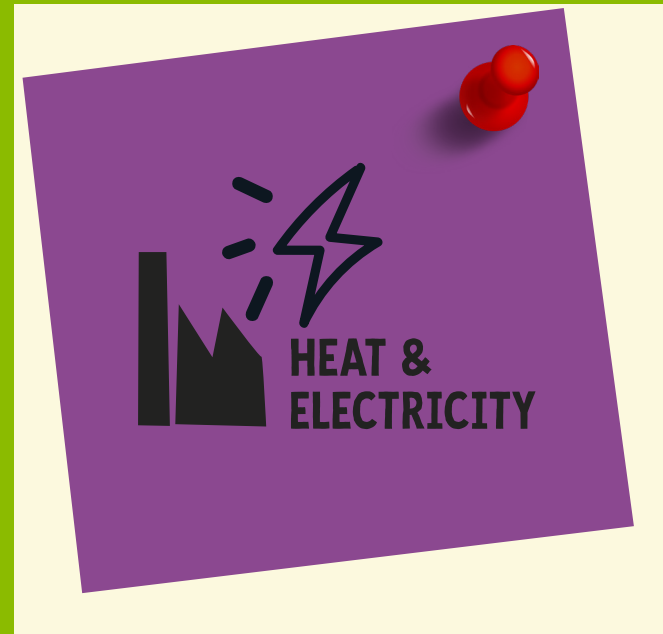


Up until now, we had a big, hairy, audacious goal to be carbon neutral in 2025. Carbon neutral is often achieved through a high level of funding offsets. For us, this approach would take away from the funds we need to invest into reduction. So we've settled at a balance between the two. Step up our reduction plans and continue to offset our dairy-free ranges.

**our reduction plan
starts with tackling
carbon emissions
created making and
transporting yoghurt**

our four reduction
focus areas...

- ☆ heat & electricity
- ☆ freight & packaging
- ☆ waste & recycling
- ☆ employee commuting



The climate crisis is global. That's why ClimatePartner helped us by introducing us to projects that restore carbon and offset our carbon emissions.

In 2023, we more than doubled the carbon we offset. 693 tonnes of CO2 was offset against all our dairy-free products and our carbon scopes 1&2.



Forest Protection, Colombia. Environmental MVPs who help to safeguard biodiversity by protecting one million hectares of tropical forest.



Plastic Bank, Worldwide. Plastic Bank help to keep plastic out of oceans surrounding third world countries. The plastic they collect is recycled too, to help reduce emissions.



Scan to learn more about our supported projects.

our people

caring for
our community

We've proudly partnered with KiwiHarvest, a food rescue charity deeply committed to tackling an issue that resonates strongly with us: the reduction of food waste.

Around New Zealand, KiwiHarvest put in the hard yards to keep a whopping 10,000,000kg of food out of our landfill - which helps to provide over 28 million meals for Kiwis who need them most.



-  gifted over 5,160 yoghurt tubs
-  32% of staff volunteered



We want working at The Collective to be fun and rewarding for our people.

We're committed to being a welcoming and inclusive workplace where everyone feels valued, respected and safe. Safe to be themselves in a safe work environment.



**we look
after each other**

promoted
10% of
our staff




LTIFR*
dropped **43%**

*lost time injury
frequency rate



reviewed
our gender pay
equality for the
first time



staff
engagement
is tracking at

73%



50% of our
managers and
60% of our
exec team
are female



people highlights in 2023

gave
17 tonnes
of yoghurt
to our staff




our products

reducing
the impact

we want all of our products to make an impact on your taste buds, not the environment



The Collective has a history of shaking-things-up. So creating a new product that utilises cream, a bi-product of making great yoghurt, seemed a no-brainer.


Collaborating with our suppliers is the single best way to reduce our impact.

we've introduced a 'supplier code of conduct' so that we can be sure our suppliers share our values

the suppliers we work with most



how our packaging stacks up in 2023

 we choose ships over aeroplanes for transport, which makes a massive difference to our carbon footprint



tub




bottle



pouches



splitz pot

 25% of our tubs are made from recycled plastic

100% of our tubs, bottles and pouches can be recycled kerbside or in-store

what it's made from

#1 (PET) dairy-free range
#5 (PP) dairy range

#1 (rPET) recycled PET

soft plastic

#1 (rPET) recycled PET

what to do with it

rinse and place in kerbside recycling

rinse and place in kerbside recycling

place in soft plastic drop off bins at selected supermarkets

rinse and place in kerbside recycling

what happens to it

#1 (PET) is recycled within NZ and can be recycled again and again and again
#5 (PP) is recycled offshore

coloured #1 (rPET) is recycled offshore

turned into fence posts, garden beds, courier bags and more


#1 (PET) is recycled within NZ and can be recycled again and again and again


it really is all about the ingredients and our talented, passionate product team

Where possible, we like to source our ingredients close to home.

NZ is a hotbed of fruits with boysenberries, plums, apples all flourishing in the NZ sunshine (and rain!). But some ingredients just aren't cut out for our climate.

Mango, vanilla, even yoghurt cultures, all need to come from further afield.

 milk is our biggest impact area
58% of our carbon footprint

 Kiwi milk has a **46% lower carbon footprint** than the worldwide average
source: DairyNZ mapping the carbon footprint of milk for dairy cows report. November 2020.

 by 2030, our milk supplier aims to reduce milk emissions a further **30%***
*scope 2 target is reduction from dairy per tonne of Fonterra Forest Land and Agriculture emissions between F18 and FY30



our
sustainability
advocate

Ange gets the last word

for 2023



The greatest motivation for the work we do is our children. As a parent, it's important to me that we do all we can to create a better tomorrow.

We know we have a big journey ahead of us, and we also know we can't do everything at once. But every day we feel more confident in the steps we're taking, and the difference they're going to make.

So, what's in store for next year? We'll keep on fighting the good food fight – for the environment, our communities, and future generations.

Speaking of, I'd better sign off. We've got a fair bit of work to do.

Ngā mihi,

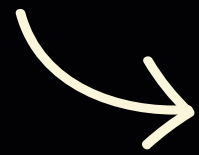
Ange Lewis;
Head of Sustainability.



what's next

**This is not our end goal.
We want to do a lot more,
because we don't think
it's ok to do nothing.**

NZ edition



and that'd
be our story
for 2023