

our impact story

2024
edition





we're now
certified **B Corp**TM,
and we're mighty
proud of it!

officially
a **B Corp**TM,
no big deal.

(okay okay, it
is a big deal)...

Certified B Corporations are a global community of businesses that meet high standards of social and environmental performance. They lead a movement toward a more inclusive, equitable, and regenerative economy.

Certified



Corporation[®]

hello and what a year it's been

We're proud as punch
to join the B Corp™ movement.



We want to challenge the norm and prove that businesses can be both profitable and a force for good.

Becoming a B Corp is a natural step for us, as its values and ethos align with our business purpose to fight the good food fight. It's incredible to now stand alongside like-minded businesses, all working together to drive positive change.

This year, we achieved Toitū Enviromark Bronze certification, cut landfill waste by 25%, and introduced enhanced parental leave to better support parents during this special time.

These milestones are just a snapshot of our progress. This report takes you deeper into our journey toward even bigger goals. I hope you find it an inspiring and uplifting read!

Ngā mihi,

Ange Lewis;
Head of Sustainability.

our purpose is to fight the good food fight

planet

reduce carbon scope 1 & 2 by 30% by 2030

how we are tracking

Measure	2022	2023	2024
Scope 1 & 2 carbon tonnes	496	594	605
Scope 1 & 2 carbon tonnes offset	496	594	offset in 2025
Difference vs prior year	baseline	20%	2%



The Collective

people

75% of employees to volunteer by 2026

how we are tracking

Measure	2022	2023	2024
Percentage of staff volunteering	0	32%	51%
Staff volunteering hours	0	114	216



product

30% of packaging from recycled materials

how we are tracking

Recycled content	2022	2023	2024
All packaging	not measured	31%	35%
Tubs, lids & bottles		19%	25%
Cardboard		53%	53%
Pouches		0%	0%



offset
920 tonnes
of CO₂*

*Carbon scopes 1&2 plus
the Dairy Free range.

17+ tonnes of
fresh yoghurt
donated to the
community

supported
renewable energy
generation with
Meridian

donated 15%
more to the
community than
in 2023

almost
doubled staff
volunteering

our facilities
were certified
Toitū
Enviromark
Bronze

the good we did in stuff 2024

enhanced
parental leave
introduced for
mums and dads

reused 80 tonnes
of secondary
packaging

donated 250
trees to the local
community

over 80% of
our materials
purchased were
from kiwi
suppliers

our planet

kicking carbon
to the kerb



introducing our impact team

This crew leads sustainability at The Collective, meeting quarterly to tackle projects big and small. They focus on energy and waste reduction, organise volunteering, food donations, and even litter clean-ups.

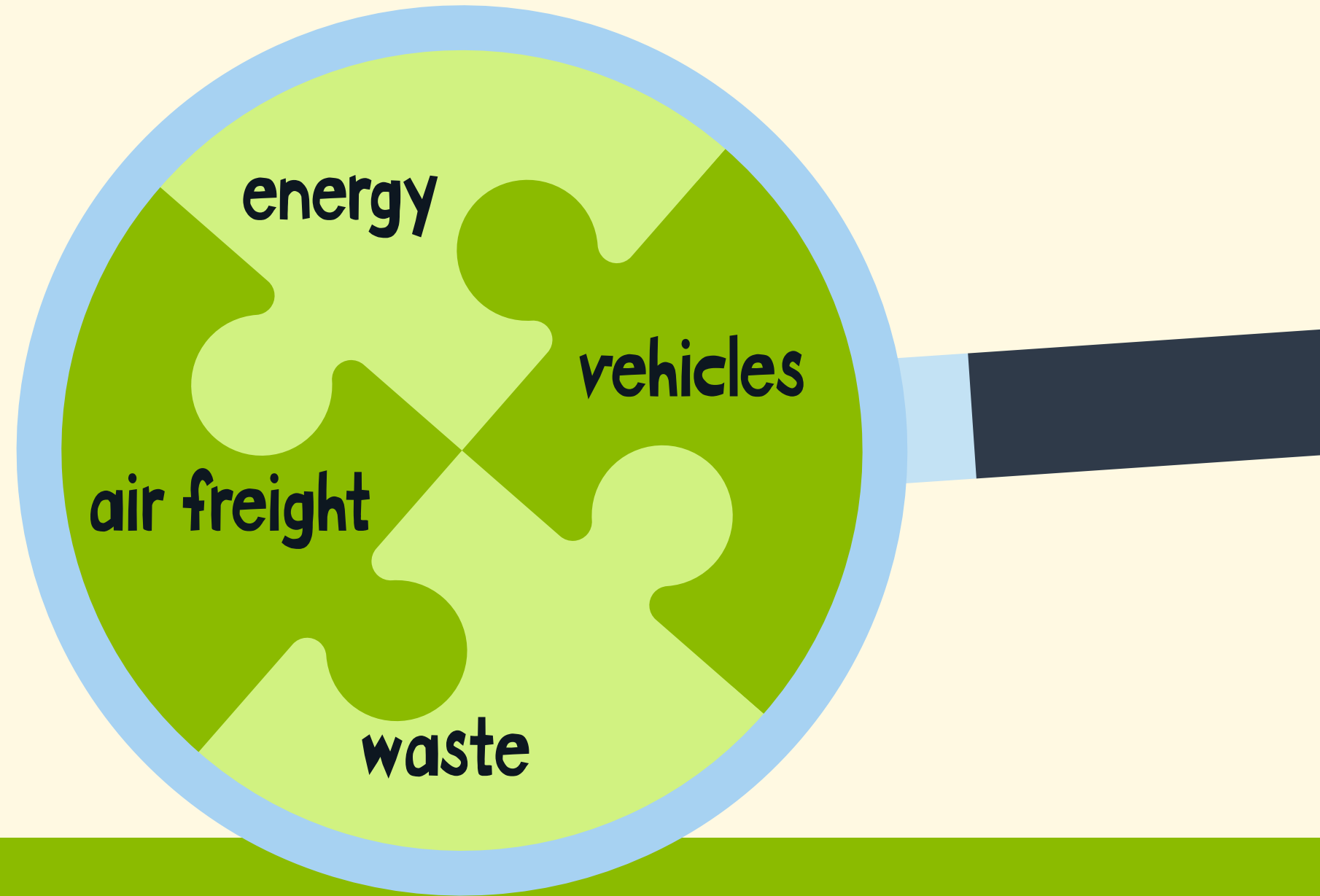


we're counting carbon

This year, we started embedding carbon reduction into our decision making. Shifting our impact tracking to monthly has given us greater visibility of our impact tracking.

Key actions:

- started carbon reporting to leadership team and the board
- mapped our 2030 carbon roadmap
- formed an impact team to drive reductions in the business

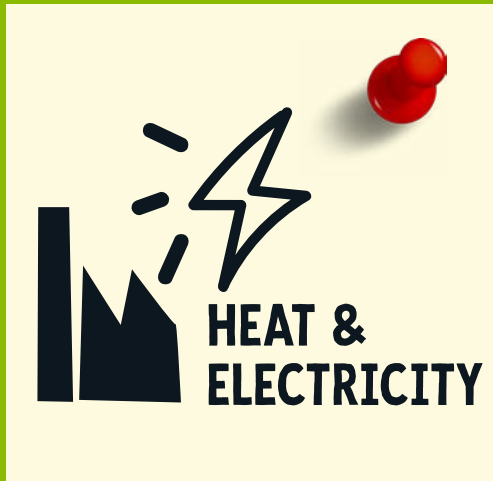


our four focus areas

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



Zooming in on carbon helps us better understand the impact of our daily operations



2024 reductions

cut scope 2 carbon emissions by 65% with Meridian energy

airfreighted 65% fewer materials

chose electric forklifts for our new warehouse

cut waste to landfill by 25%

staff saved 11,200 km of petrol through alternative travel

installed timers for air con and sensors for lighting

reduced food waste by 20%

paid \$1,000 in perks to staff for using alternative commuting options

tackling scope 2 emissions with Meridian Energy

In New Zealand, not all energy is renewable. That's why we partnered with Meridian and purchased Certified Renewable Energy.

The Certified product supports renewable energy generation by funding community electrification projects in Aotearoa to help reduce carbon emissions.



see meridian.co.nz/certified

carbon impacts:



reduced scope 2 emissions to 36 tonnes of CO₂ in 2024



achieving zero scope 2 emissions from 2025



our factory and warehouses are now Enviromark certified

To help us to keep track of our environmental compliance obligations and identify areas for future improvements, we set up an Environmental Management System (EMS). The EMS is audited annually by the good folk a Toitū Envirocare.



this year we've learnt:



how to protect our stormwater drains



how to monitor day to day environmental impacts



supporting local growth

This year, we set out to learn about and help protect our local waterways. These are the Whau River, where our stormwater flows and Oakley Creek. Partnering with Ngā Ringa o Te Auaunga Friends of Oakley Creek, we've started a native tree nursery and cleared weeds to help them thrive.



first planted:
8 x Toe toe
5 x Nikau
6 x Ti kouka
5 x Kahikatea
5 x Pukatea
6 x Harakeke
and
5 x Putaputaweta

proud to support global clean water access

In New Zealand, we're fortunate to have access to clean drinking water. Globally, access to clean water is becoming a growing challenge as the climate warms.

This year, through our scope 1 & 2 carbon offsets, we're supporting clean water projects in developing countries.



Supported project #1
Ceramic water filters, Laos

This project provides filters to clean water instead of boiling it. Saving CO₂ emission and improve health of the local community.



Supported project #2
Clean water access, Eritrea

Eritrea faces severe droughts, floods, and desertification, leading to food insecurity and malnutrition. This project helps communities repair boreholes for clean drinking water.



Scan to learn more about our supported projects.



our people

caring for
our community



The Collective

we look after each other

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.



promoted
15% of
our staff




10x more health,
safety and
environmental
hazards reported
by staff vs 2023



82% of staff
recommend
The Collective
as a great workplace



91% of
permanent staff
are eligible for
health, life, and
trauma insurance

our first two
parents received
paid parental
leave



our leadership
team has an
equal gender
balance



over 80% of
staff earn
the living wage



we value diversity

At our core, we want everyone at The Collective to feel included and have a sense of belonging. Our diverse team brings fresh perspectives that strengthen us as we grow, representing over 12 cultures and a high proportion of women.

To support gender equality, we offer flexible work, enhanced parental leave, career development support, and actively monitor the gender pay gap.



Gender Pay Gap at The Collective	F24	F25
	14.0%	5.6%

The NZ average gender pay gap is 8.2%.
 Reported by Ministry of Women 2024 www.women.govt.nz

fighting food waste with KiwiHarvest

In a world where 30% of food is lost from farm to fork, KiwiHarvest has rescued more than 14,000,000 kgs of food, providing over 31 million meals to Kiwis in need.

We're grateful to be part of this important mahi for a second year. Rolling up our sleeves to fight food waste and support the community.

- 
-  **\$50,000** to date
 -  **32,000 tubs** of yoghurt donated
 -  **120 hours** of staff volunteering



our products

reducing
our impact

lowering carbon with dairy-free

Our dairy-free tubs are designed with just a third of the carbon footprint of dairy yoghurt. All remaining emissions are offset with ClimatePartner.



Scan to learn more about our supported projects.



ClimatePartner certified product
climate-id.com/5TAQ87

Dairy-Free offsets support the Plastic Bank project

For the fourth year, we've continued to support Plastic Bank to help keep plastic out of oceans.



In partnership with our pouch supplier, Kinderway, we're reusing pouch manufacturing materials instead of sending them straight to landfill.



in 2024, reusing pouch rails kept 80 tonnes of waste out of landfill

in 2025 our products will start to display ARL recycling icons



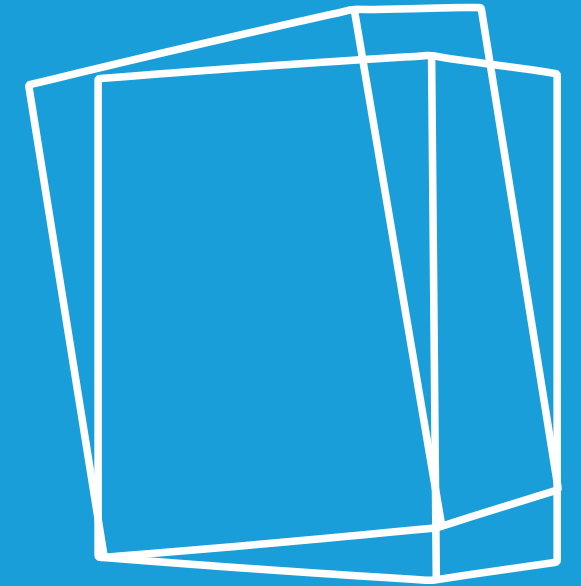
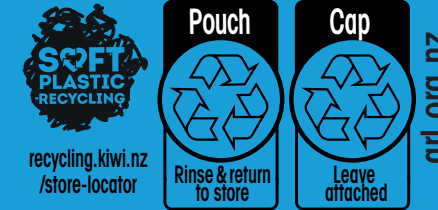
big tub



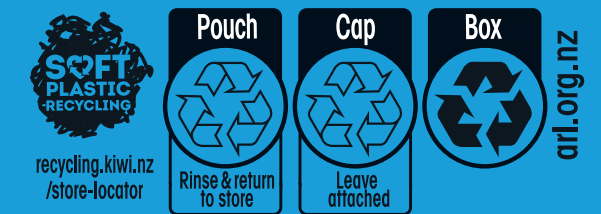
splitz tub



pouch



pouch multibox



bottle

we're looking into how to make our bottles recyclable



the icons align with NZ's waste system, this empowers consumers and industry to improve recycling and reduce landfill waste



as a member of the NZ Food & Grocery Council Sustainability Committee we share a purpose to collectively improve our impact and reduce waste

THE PACKAGING FORUM

being members of the New Zealand Packaging Forum, we stay informed on recycling news, engage in industry discussions, and promote initiatives to keep consumers updated



as an international affiliate of the Australian Packaging Covenant Organisation, we access ARL recycling icons, sustainable packaging guidance, and packaging improvement recommendations



the PPPS is a project led by the Ministry of Environment, aiming to overhaul plastic recycling systems in NZ. in 2024, we submitted to the proposal outlining impacts on manufacturers and consumers

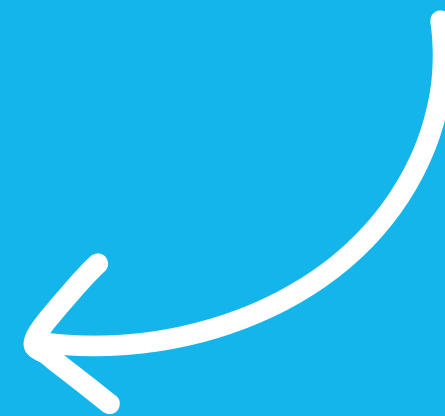
we advocate for positive change through industry groups

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Corporation



and that's a wrap on 2024

... but this story
is far from over!

