



Genesis Sustainability Framework FY20

With you. For you.

	Focus areas	Why it matters to us	Our ambitions for the future	Progress so far (against the goals – refer to our Sustainability Update for a more detailed overview of all our sustainability initiatives)	Sustainable Development Goals
 <p>Caring for our environment</p>	Emissions 	Reducing emissions is good for the environment and good for business. Actively participating in the creation of a pathway to a low carbon future, is positive for all New Zealanders.	<ul style="list-style-type: none"> - Committed to not use any coal after 2025 in normal market conditions. Intention to phase out coal use completely by 2030. - Reduce and offset non-generation carbon emissions. - Supported by: transition 100% of light vehicles to EV/hybrid by 2020 and 50% of trucks by 2025. - Provide transparency of emissions information for our customers through energy monitoring tools, so they can see the impact of their energy choices on their carbon footprint. 	<ul style="list-style-type: none"> - Future-Gen programme: Waipipi Wind Farm to displace 250,000 tCo2e from 2021. Drylandcarbon partnership announced, forestry development to begin in FY20. - Scope 1 and 2 emissions included in Annual Report; Scope 3 to come in Interim Report. - 41% of light vehicles now EV/hybrid with four hybrid trucks joining our heavy vehicle fleet in August 2019. Joined the EV100 initiative. - New functionality within Energy IQ enabling customers to make energy decisions based on emissions. 	
	Water and wildlife 	Water is essential to our country, our business and the communities we operate in. We believe that every drop counts and we support multiple uses of water while ensuring cultural and ecological requirements are met.	<ul style="list-style-type: none"> - Work in partnership with Iwi on projects that positively influence waterways and their ecosystems.* - Increase our focus on predator control using digital innovation to deliver improved outcomes for New Zealand's native bird population. 	<ul style="list-style-type: none"> - Expanded partnership with Ngāti Hikairo and Ngāti Tuwharetoa to support tuna populations within the Ngāti Hikairo rohe. - Whio Forever partnership with DOC delivered 143% increase in whio (blue duck) breeding pairs since 2011. 	
 <p>Building strong communities</p>	Our Communities 	Strong communities and relationships are essential to our success as a business and the success of New Zealand.	<ul style="list-style-type: none"> - More than half of New Zealand schools engaged with the School-gen programme by 2020.* - Supported by: increase in employee volunteering. 	<ul style="list-style-type: none"> - Over 1000 (41%) schools have engaged with the School-gen programme. - The Genesis School-gen Trust launched in February. - Launched new volunteering programme 'With you, for your community'. 172 volunteers contributed 1,272 hours in FY19. 	
	Our People 	We are committed to energising and keeping safe our people and communities. It is important that our workforce reflects the diversity of the communities we serve.	<ul style="list-style-type: none"> - To become an Accredited Living Wage employer by 2020. - Ambition to have 40:40:20 gender split at leadership level (40% male, 40% female, 20% either), and improve ethnic diversity at all levels to better reflect our communities and customers. - Continued improvement across metrics in safety and wellness. 	<ul style="list-style-type: none"> - Genesis will become a Living Wage accredited employer in FY20. - Gender split as at end of FY19: Board - Female 50% / Male 50%; Executive Officers - 29% Female / 71% Male; Senior Management - 42% Female / 48% Male. - Retained Health and Safety ACC accreditation at tertiary level. 	
 <p>Powering New Zealand</p>	Putting control in our customers' hands 	We enable customers to make informed energy choices by providing meaningful advice and knowledge that result in tangible action.	<ul style="list-style-type: none"> - 40% of customers using information and insight via our digital tools to make active choices about their day-to-day energy use by 2025. - 200k customers actively providing more information about their homes to access advanced energy services by 2021. 	<ul style="list-style-type: none"> - Over 100,000 customers per month using Energy IQ app. - 100,000 customers have completed home profiles. 	
	Delivering New Zealand's energy future 	To support a more sustainable New Zealand, we need to inspire the energy innovators of tomorrow and constantly test and innovate.	<ul style="list-style-type: none"> - Create at least two new products that help customers make sustainable choices by 2020. - Ensuring those material suppliers that help us to innovate are also committed to operating in a sustainable way. 	<ul style="list-style-type: none"> - Launched new carbon emissions functionality in Energy IQ; Virtual Power Plant piloted as part of Local Energy Project in Wairarapa. - Took a 40% stake in Yoogo Share, an EV car sharing company. - Will start developing Supplier Sustainability Programme in FY20. 	

*Minor wording change to goal.