Port Marlborough

2025 Annual Report
GRI Index

CONTENTS

INTRODUCTION 1
STATEMENT OF USE - GRI 1: Foundation 2021 1
SECTION ONE: GENERAL DISCLOSURES 2
GRI 2: General Disclosures 2021 2
SECTION TWO: MATERIAL TOPICS 6
GRI 3: Material Topics 2021 6
SECTION THREE : MATERIAL TOPIC DISCLOSURES AND REFERENCES 7
PEOPLE 7
Health & Safety 7
Talent Attraction, Development & Retention 9
Workplace Culture (One Team) 10
PLANET 11
Environmental Management, Land and Water Stewardship 11
Climate Action 12
PROSPERITY 14
Effective Financial Performance 14
Regional Prosperity, Infrastructure Delivery & Asset Management 14
PARTNERSHIPS 15
Governance (ESG) 15
Community Partnerships 15

INTRODUCTION

Port Marlborough reports in accordance with the Global Reporting Initiative (GRI) Standards to provide a transparent and structured account of our most significant economic, environmental, social and governance impacts. The GRI Index summarises the disclosures included across our Annual Report, Statement of Corporate Intent, B4Si-aligned Community Partnerships Report, and supporting sustainability information.

Our reporting is guided by the principles of materiality, stakeholder inclusiveness, sustainability context, and completeness. A refreshed materiality assessment was undertaken in 2025 with support from independent specialists to identify and prioritise the topics most important to our stakeholders and to Port Marlborough's long-term success. These material topics are grouped under our four strategic pillars: People, Planet, Prosperity, and Partnerships.

As part of this refresh, Port Marlborough also introduced a new strategic pillar, Performance, which reinforces our commitment to supporting local industries and customers. Performance will focus on how we deliver value through excellence in operations and decision-making, and it covers the material topics of customer focus, infrastructure and asset management, and technology and innovation. These areas will be fully reported on from FY2026, alongside additional topics identified in the 2025 materiality assessment.

The GRI Index shows where each disclosure is addressed, with references to specific sections of our reports or external sources where relevant. Where information is not available, or only partially available, reasons for omission are stated in line with GRI requirements. Full data or disclosure statements are also included in this Index where the information has not been included in the Annual Report.

This Index is designed to support stakeholders to clearly see how Port Marlborough manages its impacts and performance, and how we are tracking against our commitments. It also supports alignment with international sustainability frameworks and provides a basis for comparability with peers.

By reporting to the GRI Standards, Port Marlborough demonstrates commitment to openness, accountability, and continuous improvement. This Index should be read in conjunction with the 2025 Annual Report and 2025 Community Partnerships Report for a complete view of Port Marlborough's performance and impact for the 2025 Financial Year.

STATEMENT OF USE- GRI 1: Foundation 2021

Port Marlborough has reported the information cited in this content index for the period 1 July 2024- 30 June 2025 in accordance with the Global Reporting Initiative Standards, using GRI 1 : Foundation 2021.

Any questions or queries on this report should be directed to communications@pmnz.co.nz

SECTION ONE: GENERAL DISCLOSURES

GRI 2: General Disclosures 2021

Disclosure Title	GRI No	Location / Reference / Information
Organisational Details	2-1	P66 – Company Directory
Entities included in the organisation's sustainability reporting	2-2	Port Marlborough NZ Ltd
Reporting period, frequency and contact point	2-3	Port Marlborough reports on sustainability annually along with its financial reporting. This report covers the period 1 July 2024 – 30 June 2025 This report was published on 30 September 2025 Questions about this report can be directed to: communications@pmnz.co.nz
Restatements of information	2-4	• Nil
	2-5	• Emissions Reduction Plan – (GHG) Toitū Envirocare assurance of baseline data - stated in accordance with the requirements of International Standard ISO 14064-1 Greenhouse gases – Part 1: Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals (ISO 14064-1:2018) • P50 – Independent Auditor's Report (Deloitte) • Over the period, PMNZ was a member of the Sustainability Business Council of NZ, a Global Network Partner of the World Business Council for Sustainable Development. As part of this membership, PMNZ sustainability reporting content is reviewed biennially. • P39 (Partnerships) As a member of Business for Societal Impact (BS4i), Port Marlborough's charitable contributions and partnerships are reported in accordance with the B4Si Global Framework.
Activities, value chain and other business relationships	2-6	(a) P3 – About Port Marlborough (b) Value Chain: i. P4 (About), P28 – 32 (Prosperity), p4 (Highlights) ii. P14 (Value Creation) iii. 32 (Prosperity), P14 (Value Creation) (c) P28 – 32 (Prosperity), p37 (Partnerships), p38 – 40 (Projects) *(d) No significant changes*

Employees	2-7	(a) Single Region, p20 (Workforce Diversity Data) (b) (c) i – All figures are quoted as headcount unless specified ii - All figures are as at 30 June 2025 (d) p20 – Talent Attraction, Development & Retention

(Headcount) – FTE Total - 102	Female	Male	Total
Number of employees	51	87	138
Number of permanent employees	38	68	106
Number of temporary employees (Fixed Term)	1	2	3
Number of non-guaranteed hours employees (Casual)	12	17	29
Number of full-time employees	29	64	93
Number of part-time employees	22	23	45

Workers who are not employees	2-8	(Headcount – 10) – project employees, professional services.
Governance structure and composition	2-9	P8 (Board of Directors)
Nomination and selection of the highest governance body	2-10	P50 (Corporate Governance Statement)
Chair of the highest governance body	2-11	P8 (Board of Directors)
Role of the highest governance body in overseeing the management of impacts	2-12	P8, 9, 13 (Board of Directors, Senior Leadership Team, Risk Management)
Delegation of responsibility for impacts	2-13	P9 (Senior Leadership Team)
Role of highest governance body in sustainability reporting	2-14	P12-13 (Integrated Reporting, Materiality), P8 (Board of Directors) • The Port Marlborough 2025 Integrated Report was endorsed by the Board of Directors on Friday 26 September 2025.
Conflicts of interest	2-15	P49 (Directors' Interests disclosures)
Communication of critical concerns	2-16	(a) P8 (Board of Directors, Senior Leadership Team, Conflicts of Interest) Protected Disclosures (Whistleblowers) Policy, Speak Up Policy and procedure with confidential reporting pathways. (b) (nil)

Collective knowledge of the highest governance body	2-17	P8 (Board of Directors)
Evaluation of the performance of the highest governance body	2-18	P50 (Corporate Governance Statement)
Remuneration policies	2-19	Undisclosed *
Process to determine remuneration	2-20	(a) P50 (Board Committees)
Annual total compensation ratio	2-21	(a) 6.1 : 1 (b) 0.7 : 1 (c) Pay rates of all employees were included. For part-time employees, Taxable Earnings were used for the reporting period. Compensation types include ordinary time, overtime, and taxable allowances, such as bonuses, allowances, and leave. The highest-paid individual is the Chief Executive.
Statement on sustainable development strategy	2-22	P6 (Chair & Chief Executive Report), P10 (Our Strategy), P12 (Sustainable Development)
Policy commitments	2-23	(a) Port Marlborough's Code of Conduct is approved by the Board, the highest governance authority. Other "People" policies include essential human rights policies such as Diversity, Equity, and Inclusion (DEI), Protected Disclosures (Whistleblower), and Values Statements (available on request). Policies go through a structured approval process, with consultation involving the Policy Focus group, an employee representatives' group. (b) Port Marlborough's policies commit to respecting human rights, particularly those outlined in The New Zealand Bill of Rights Act and the Employment Relations Act 2000. Internal policies including the Code of Conduct, Just and Fair Culture Policy and Diversity, Equity and Inclusion policies apply to all workers. Externally, special consideration is given to vulnerable groups through the Stakeholder Engagement Strategy, including mana whenua / tangata whenua communities and community stakeholders. (c) The Code of Conduct and related policies are available to employees via the company intranet and can be shared externally upon request. Public access to these policies is limited to certain stakeholders due to the confidential nature of some content, but key policies, including the Speak Up and Protected Disclosures Policies, are available here: Speak Up Policy, Protected Disclosures Policy (d) All policy commitments, including those for human rights and responsible business conduct, are approved at the highest level by the Board of Directors. The Senior Leadership Team oversees the strategic alignment of these policies with the company's values and ensures they are regularly reviewed and updated to remain relevant.

		(e) Port Marlborough's policy commitments apply across all business operations, including contractors, suppliers, and partners. The organisation ensures that these commitments are upheld in all joint ventures and third-party relationships, particularly concerning environmental, financial, and social governance practices.
		(f) The company's policy commitments are communicated through annual training, onboarding materials, and internal communications. Partners are informed of relevant policies and commitments through contracts and partnership agreements, ensuring alignment with PMNZ ethical and operational standards.
Embedding policy commitments	2-24	(a) The Senior Leadership Team (SLT) oversees policy implementation through regular meetings, Policy Review Committee discussions, and SLT strategy and risk sessions. Policies like the Sensitive Expenditure Policy, Privacy Policy, Confidentiality Policy, Conflicts of Interest, Fraud & Corruption, and Treasury Policy are aligned with the company's strategic pillars and company values. The Procurement Policy, currently under development, will address sustainability and environmental criteria.
Processes to remediate negative impacts	2-25	Speak Up Policy
Mechanisms for seeking advice and raising concerns	2-26	Protected Disclosures Policy
Compliance with laws and regulations	2-27	There were no instances of compliance breaches or fines over the reporting period
Membership associations	2-28	P42 (Membership Associations)
Approach to stakeholder engagement	2-29	P40 (Stakeholder Engagement)
Collective bargaining agreements	2-30	P24 (Rail & Maritime Transport Union)

SECTION TWO: MATERIAL TOPICS

GRI 3: Material Topics 2021

Disclosure	GRI No.	Location / Reference / Information
Process to determine material topics	3-1	(a) In 2025 Port Marlborough commissioned a refreshed materiality assessment with thinkstep-anz. i. Actual and potential positive and negative impacts on people, the economy, and the environment (including human rights) were identified across operations and business relationships, using sector frameworks (GRI, UN SDGs, DJSI) and internal strategy. ii. Impacts were prioritised through a stakeholder survey of employees, customers, iwi, directors, community members, others, who ranked the significance of 15 topics. (b) The process was informed by internal and external stakeholders and subject matter experts, including employees, customers across shipping, aquaculture, forestry, tourism and boatbuilding, iwi partners, directors, and community representatives.
List of material topics	3-2	*(a) Annual Report P13 (Material Topics & Risk Management)* (b) Compared with the previous reporting period, topics have been consolidated and revalidated. Adjustments include refining groupings (e.g. "One Team" incorporating fair employment and workplace culture and leadership) and integrating biodiversity under environmental management and land and water stewardship.
Management of material topics	3-3	*Annual Report P13 (Material Topics & Risk Management)*

SECTION THREE : MATERIAL TOPIC DISCLOSURES AND REFERENCES

PEOPLE

Health & Safety

GRI 403: Occupational Health and Safety 2018

Disclosure	GRI No.	Location / Reference / Information
Occupational health and safety management system	403-1	(a) https://www.portmarlborough.co.nz/health-safety/ (b) Port Marlborough has implemented an occupational health and safety management system in line with New Zealand's Health and Safety at Work Act 2015 and associated regulations. The system is also aligned with recognised risk management and management system standards under ISO 45001. (c) The system applies to all employees and to non-employee workers whose work and/or workplace is under the organisation's control, across port, marina, and office operations. It covers all activities where Port Marlborough has direct responsibility for health and safety. At present, no categories of workers, activities, or workplaces are excluded from this scope.
Hazard identification, risk assessment, and incident investigation	403-2	(a, d) *Annual Report P16 (Critical Risks) P17 (HSPI), P18 (Health and Safety Runanga)* (b, c) https://www.portmarlborough.co.nz/health-safety/ , Speak Up Policy, Protected Disclosures Policy
Occupational health services	403-3	(a) Port Marlborough provides occupational health services that identify and eliminate hazards and minimise risks, including health monitoring, risk-based assessments, and fatigue evaluations. Services are delivered by accredited providers, reviewed through the Health and Safety Committee, and accessible to all workers whose work is under the organisation's control. i. Confidentiality of personal health information is protected under the Privacy Act 2020. Records are managed securely, with results shared only in aggregated or anonymised form. ii. Participation in occupational health services is mandatory for workers exposed to identified potential occupational health hazards, or for the purpose of return to work plans as part of Port Marlborough's injury management system.
Worker participation, consultation, and communication on occupational health and safety	403-4	(a) Port Marlborough has implemented an occupational health and safety management system aligned to ISO 45001. Worker participation is structured through the PortSafe programme and the Health and Safety Rūnanga, which provides a forum for consultation, input into risk management, and ongoing review of health and safety initiatives. Relevant information is communicated through PortSafe updates, briefings and internal channels to ensure workers are kept informed. (b) The Health and Safety Rūnanga is a worker committee that meets regularly to review performance, risks, and initiatives. It holds decision-making authority within the scope of agreed safety programmes and escalates matters to senior leadership where required. All workers are represented through the Rūnanga, ensuring their perspectives are included in planning and decision-making.

Worker training on occupational health and safety	403-5	*Annual Report P17 (Health & Safety Performance Index – Te Kura)*
Promotion of worker health	403-6	*Annual Report p18 (Runanga), P19 (Wellbeing)*
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7	(c) All contractors are required to comply with Port Marlborough's health and safety standards, including site-specific hazard identification, PPE requirements, and induction processes. (d) For environmental restoration works, risks associated with invasive species control, chemical use, and pest management are mitigated through specialist contractors, ecological monitoring, and exclusion zones around sensitive areas. For infrastructure works, hazards such as heavy machinery, dust, noise, and stormwater discharge are managed through engineered controls, improved surfacing, and compliance systems.
Workers covered by an occupational health and safety management system	403-8	All workers https://www.portmarlborough.co.nz/health-safety/
Work-related injuries	403-9	(a,b) i. nil ii. nil *iii. Annual Report P15 – (HSW Metrics)* iv. Musculoskeletal Strains v. nil *(c) Annual Report P16 (Critical Risk Programme)* *(d) Annual Report P16 - 19 (HSW)* *(e) Annual Report P15 – (P15 – (HSW Metrics)* (f) Nil (g) https://www.portmarlborough.co.nz/health-safety/
Work-related ill-health	403-10	(a) – Nil (b) – Nil *(c) Annual Report P16 (Critical Risk Programme)* (d) – Nil (e) https://www.portmarlborough.co.nz/health-safety/

Talent Attraction, Development & Retention

GRI 401: Employment 2016

GRI 402: Labor/Management Relations

GRI 404: Training and Education 2016

<table>
<tr><th>Disclosure</th><th>GRI No.</th><th>Location / Reference / Information</th></tr>
<tr><td></td><td>401-1</td><td>(a) (see disclosure 2-7 [employees])

(b)
<table>
<tr><td>Category</td><td>Age Group</td><td>Male</td><td>Female</td></tr>
<tr><td>New Hires</td><td>< 30</td><td>6</td><td>7</td></tr>
<tr><td></td><td>31 – 50</td><td>6</td><td>3</td></tr>
<tr><td></td><td>< 51</td><td>5</td><td>6</td></tr>
<tr><td>Exited Staff</td><td>< 29</td><td>5</td><td>6</td></tr>
<tr><td></td><td>30 – 49</td><td>4</td><td>0</td></tr>
<tr><td></td><td>< 50</td><td>5</td><td>0</td></tr>
</table></td></tr>
<tr><td>New Employee hires and employee turnover</td><td></td><td></td></tr>
<tr><td>Benefits provided to full-time employees that are not provided to temporary or part-time employees</td><td>401-2</td><td>i. n/a
ii. All staff
iii. n/a
iv. All staff
v. n/a
vi. n/a
vii. n/a</td></tr>
<tr><td>Parental leave</td><td>401-3</td><td>(a) (see disclosure 2-7 [employees])
(b) 1 - Female
(c) 0
(d) 1 - Female
(e) 100%</td></tr>
<tr><td>Minimum notice periods regarding operational changes</td><td>402-1</td><td>(a) Variable*
(b) Yes - Terms specified in clause 3a of CEA – P24-RMTU</td></tr>
<tr><td>Average hours of training per year per employee</td><td>404-1</td><td>Undisclosed*</td></tr>
<tr><td>Programs for upgrading employee skills and transaction assistance programs</td><td>404-2</td><td>Undisclosed*</td></tr>
<tr><td>Percentage of employees receiving regular performance and career development reviews</td><td>404-3</td><td>100% of permanent employment had performance review in FY2025
83% of permanent employees had at least one additional performance check-in during the same period
2025FY – Performance Development Framework introduced.</td></tr>
</table>

Workplace Culture (One Team)

GRI 405: Diversity and Equal Opportunity

GRI 406: Non-Discrimination 2016

Disclosure | **GRI No.** | **Location / Reference / Information**

Diversity of governance bodies and employees — 405-1

(a) Directors:

Age Group	Male	Female
< 30	0	0
31 – 50	0	0
> 51	71%	29%

(b) Employees

Employee Category	Age Group	Male	Female
Senior Management	< 30	0%	0%
	31 – 50	2%	1%
	> 51	1%	1%
Middle Management	< 30	1%	1%
	31 – 50	7%	1%
	> 51	4%	0%
Administrative	< 30	1%	0%
	31 – 50	2%	6%
	> 51	1%	8%
Production	< 30	4%	6%
	31 – 50	12%	4%
	> 51	29%	9%

Ratio of basic salary and remuneration of women to men (W:M) — 405-2

Employee Category	Ratio
Senior Management	1 : 1.3
Middle Management	1 : 0.9
Administrative	1 : 0.4
Production	1: 3.2

Incidents of discrimination and corrective actions taken — 406-1 — Nil

PLANET

Environmental Management, Land and Water Stewardship

GRI 101: Biodiversity 2024

Disclosure	GRI No.	Location / Reference / Information
Policies to halt and reverse biodiversity loss	101-1	*Annual Report P25-28 (Planet)* PMNZ Environment Policy
Management of biodiversity impacts	101-2	(a) Mitigation Hierarchy i. Port Marlborough applies the mitigation hierarchy by prioritising avoidance of adverse environmental effects wherever possible. This includes preventing pollution, planning operations carefully to reduce risk, and implementing sound oil spill response and management procedures. ii. Where impacts cannot be fully avoided, measures are taken to mitigate them. These include effective biosecurity controls across ports and marinas, erosion and waste management practices, and actions to minimise noise, dust, and odour for neighbouring communities. iii. Port Marlborough supports regeneration and restoration of terrestrial and marine ecosystems through continuous improvement in environmental performance. This includes enhancing biodiversity, supporting native habitat regeneration, and ensuring corrective actions are taken to mitigate and remedy any adverse effects. Stakeholders, including mana whenua and community groups, are engaged in these efforts through partnerships and sponsorships. iv. No biodiversity offsets were required or undertaken in the reporting year. v. Port Marlborough demonstrates its commitment to kaitiakitanga by investing in innovative practices and wider regional projects to deliver better environmental outcomes through partnerships with mana whenua, local community, and other stakeholders. (b) Areas of port and marina land are under active restoration and rehabilitation to enhance biodiversity and support ecosystem regeneration. *Annual Report P15, P27 (Shakespeare Bay Restoration Project)* (c) N/A (no biodiversity offset) (d) Port Marlborough integrates biodiversity management into its Environmental Policy and environmental management systems. Sites with significant impacts are managed through these frameworks, while lower-impact sites are managed through compliance with resource consents and operational controls. (e) Restoration and regeneration activities support both biodiversity and climate outcomes by enhancing ecosystem resilience and contributing to continuous improvement in environmental performance. Measuring and reporting on greenhouse gas emissions in line with the GHG Protocol ensures that biodiversity and climate impacts are considered together. *PMNZ Emissions Reduction Plan* (f) Port Marlborough ensures biodiversity management activities deliver positive outcomes for stakeholders by working in partnership with mana whenua, the local community, and other interested parties. Community partnerships and involvement further extend environmental benefits beyond direct operations. *PMNZ Community Partnerships Report P10 (Planet)*

Identification of biodiversity impacts	101-4	(g) Port Marlborough determines its most significant biodiversity impacts through environmental assessments, compliance with resource consents, and its Environmental Policy. The focus is on operational sites located in or near sensitive coastal and marine ecosystems, where activities such as port operations and land use changes can affect habitats, water quality, and species. In the supply chain, potential impacts are linked to supporting industries such as forestry, aquaculture, and tourism. These are managed through biosecurity controls and proactive stakeholder engagement. *Annual Report P40 (Engagement)* Administrative sites are excluded, as they do not generate direct biodiversity impacts.
Locations with biodiversity impacts	101-5	*Annual Report P27 (Shakespeare Bay Restoration Project)* *Annual Report P15 (Strategy scorecard – Habitat Protection & Restoration)* *PMNZ will produce its first TFND aligned complete disclosure in the following reporting period.

Climate Action

GRI 302: Energy 2016
GRI 303: Water and Effluents 2018
GRI 305: Emissions 2016
GRI 306: Waste 2020

Disclosure	GRI No.	Location / Reference / Information
Energy consumption within the organization	302-1	(a-d) Not disclosed * (e) non-renewable sources:10,010,574.86 MJ (10,011 GJ / 10.01 TJ); renewable sources: 6,831,062.50 MJ (6,831 GJ / 6.83 TJ) *Annual Report P15 (Strategy scorecard – Energy Consumption, P29 Climate Action – Energy Consumption)*
Energy consumption outside of the organization	302-2	Not disclosed * Port Marlborough is working in the New Zealand Ports Collective to develop Scope 3 industry-specific guidance.
Energy intensity	302-3	(a) 366 MJ per NZD$1,000 revenue (b) (b-d) The ratio is calculated by dividing Port Marlborough's total energy consumption within the organisation (16,841,637.36 MJ) by its total revenue for the reporting year NZD$45,961,000. Using revenue as the denominator provides a measure of Port Marlborough's energy efficiency in relation to economic output. This approach is consistent with GRI guidance and supports year-on-year comparability. The energy consumption figure includes both renewable and non-renewable sources.
Reduction of energy consumption	302-4	(a-d) *Emissions Reduction Plan* *Annual Report P29 (Climate Action – Energy Consumption)*

Reductions in energy requirements of products and services	302-5	N/A
Water withdrawal	303-1	(a) Port Marlborough withdraws freshwater for marina services, vessel washdowns, dust suppression, and office use; consumes it through daily operations; and discharges treated stormwater and trade waste under consented conditions. Key impacts include runoff from port and marina operations, which are regularly monitored in line with consent conditions. (b) Water-related impacts are identified through our Environmental Management System, compliance monitoring with Marlborough District Council consents, smart metering (BraveGen platform), and project-specific environmental impact assessments. (c) Impacts are addressed through stormwater treatment and management, biosecurity and water quality programmes with iwi, regulators and community partners, and customer education on vessel washdowns and antifouling. (d) Water targets, including reduced freshwater withdrawal and improved monitoring, are set within environmental plans, aligned to consent conditions, reported to the board monthly and reviewed annually.
Direct (scope 1) GHG emissions	305-1	*Annual Report P15 (Strategy scorecard – Greenhouse Gas Emissions), Emissions Reduction Plan*
Energy indirect (scope 2) GHG emissions	305-2	*Annual Report P15 (Strategy scorecard – Greenhouse Gas Emissions)*
Reduction of GHG emissions	305-5	*Annual Report P15 (Strategy scorecard – Greenhouse Gas Emissions)*
Waste generated	306-3	*Annual Report P15 (Strategy scorecard – Waste)*
Waste diverted from disposal	306-4	*Annual Report P15 (Strategy scorecard – Waste)*
Waste directed to disposal	306-5	*Annual Report P15 (Strategy scorecard – Waste)*

PROSPERITY

Effective Financial Performance

GRI 201: Economic Performance 2016

Disclosure	GRI No.	Location / Reference / Information
Direct economic value generated and distributed	201-1	*Annual Report P15 (Strategy Scorecard – Economic Value Created)* *P48-66 (Financial Statements)*
Financial implications and other risks and opportunities due to climate change	201-2	*Annual Report P29 (Climate Action)* *P31 (Carbon Emissions)*
Defined benefit plan obligations and other retirement plans	201-3	Undisclosed*
Financial assistance received from government	201-4	N/A

Regional Prosperity, Infrastructure Delivery & Asset Management

GRI 203: Indirect Economic Impacts 2016

Disclosure	GRI No.	
Infrastructure investments and services supported	203-1	(a) Port Marlborough invests in infrastructure that supports regional industries including forestry, aquaculture, tourism, and recreational boating. Developments such as port upgrades, marina facilities, and improved stormwater systems provide long-term economic benefits through trade resilience, safer operations, and environmental improvements. These investments generate positive community outcomes by enabling sustainable regional growth and supporting employment. Any temporary negative impacts during construction are managed through environmental controls and proactive stakeholder engagement per the PMNZ Stakeholder Engagement Framework aligned with AA1000 Stakeholder Engagement Standard. (b) Investments are primarily customer-led and commercial, with additional in-kind and pro bono contributions provided through community partnerships. These include foregone revenue such as berthage, leases, and services supplied at no cost to community organisations, alongside financial sponsorships reported in the *Community Partnerships Report. (P3 -Contribution Type and Value)*

PARTNERSHIPS

Governance (ESG)

GRI 2: General Disclosures 2021

Disclosure	GRI No.	Location / Reference / Information
	GRI-2	In section one of this report

Community Partnerships

GRI 413: Local Communities 2016

Disclosure	GRI No.	Location / Reference / Information
Operations with local community engagement, impact assessments, and development programs	413-1	*(a) Annual Report P33 (Stakeholder Engagement)* i. Social impact assessments are undertaken for major developments through stakeholder engagement per the PMNZ Stakeholder Engagement Framework – *Annual Report P40* ii. Environmental impact assessments and ongoing monitoring are carried out for significant infrastructure projects in compliance with consent requirements iii. Results of environmental and social impact assessments are publicly disclosed through statutory processes and stakeholder communications, Annual Report Materiality information iv. Local community development programmes are delivered based on identified community needs, including sponsorships and partnerships reported annually. v. Stakeholder engagement plans are maintained, supported by stakeholder mapping to ensure inclusive participation. vi. Broad-based consultation processes are used, including targeted engagement with mana whenua and tangata whenua iwi, community members, and any affected groups. vii. Worker representation bodies, including the RMTU Joint Consultative Forum, Health and Safety Runanga, and port/marina user forums are in place to address operational impacts. viii. Formal grievance mechanism in place, accessible to community, iwi, customers and employees; issues logged, investigated, resolved, and tracked with annual reporting.
Operations with significant actual and potential negative impacts on local communities	413-2	Potential community impacts identified at areas of operation around Picton, Shakespeare Bay, Havelock and Waikawa; managed through environmental consents, safety systems, and regular communication and engagement aligned with the PMNZ stakeholder engagement framework. *Annual Report P39-43 (Partnerships)*