

pathway.

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Early momentum in our first quarter.

Becci Hodgson - Purchasing and Logistics Manager, Alloyfold



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Becci Hodgson
Purchasing and Logistics Manager, Alloyfold

Hi everyone, I'm Becci, the Purchasing and Logistics Manager for Alloyfold. I've been part of the Alloyfold team for over two years now, and it's my pleasure to welcome you to this edition of the Pathway newsletter.

It's always good to step back from the daily grind and take stock of what's going on across the whole Pathway Group. The first quarter has been quietly productive and genuinely rewarding. Despite everyone taking well-earned leave in January, we've managed to tick off items that have been sitting on the to-do list for ages.

What strikes me most is how interconnected everything is across Pathway. While Sales generates the revenue to support the whole Pathway Group, my team (Matt, Casey, Josh and Suki) are the ones making it happen on the ground. Between our overseas suppliers, freight partners, delivery teams, and the Oak Tree crew helping Josh with containers, it's a real team effort that shows what collaboration across the Pathway Group can achieve.

On the sales side, it's been a fantastic quarter. We've had the privilege of processing some significant wins for both the Australian and New Zealand teams. Big deals like Event Cinemas

Bondi, various retractables going into stadiums and colleges across both countries, and plenty more in the pipeline. It feels like genuine momentum for 2026.

In the pages ahead, we share more of this momentum from across the group: The community getting involved in reintegration, our partnership with the Department of Corrections and a local organisation supporting our work. We also share the story of one of our Oak Tree crew members and we highlight one of our Impact Investors. Lastly we hear a story of transformation from a Tū Ora and hear about one of our most exciting Alloyfold projects: Te Kaha Stadium in Christchurch.

My lightbulb moment this quarter: stepping back from routine tasks is how I can actually move us forward. My team is hugely capable, so focusing on efficiency and performance standards across operations is where we can add the most value. It's this kind of thinking that helps Alloyfold continue generating the funding that makes Pathway's reintegration work possible.

Thanks for your continued support as we help people make a fresh start.

*Our Terminology.

Tū Ora: The men we work with through our reintegration services. Gifted to us by Te Taumutū Rūnanga (Ngāi Tahu), the term means 'To stand in the place of wellbeing'.

Wāhine: The women we support through He Kete Oranga o te Mana Wāhine and other services.



The community taking the helm.

At Pathway, we believe that prison reintegration is not the responsibility of Corrections alone. We often say that the community is part of the solution, and a recent sailing trip was the perfect example of this.

Two of our volunteers, Jane and Rory, are keen sailors who often enjoy a day out on the water in Lyttleton Harbour. Having been involved with our work for many years, Jane and Rory know how valuable community interaction can be for the men we work with, so they initiated a sailing day, inviting Reintegration Navigator Silvan, along with some of our Tū Ora, for a day on the water.

“I grew up sailing on the Waitemata; it’s something that I love doing,” Rory explains. “Sailing is fun, but it’s more fun if the experience is shared with other people,” which is why Rory and Jane extended the invite to our Tū Ora.

For the men, it was a completely new experience. None of them had been on a sailboat before, so this was an opportunity to broaden their horizons and step out of their comfort zones. That came with nerves and uncertainty, but once they got going, they became part of the crew.

“Rory and Jane got us all involved,” says Silvan, “Asking us to pull this rope, or use the winch. So we were all really engaged in the process, not just passengers, but actual participants. That was super cool,”

More than learning and experiencing sailing for the first time, an opportunity like this allows the men to see positive examples of social interaction and healthy conversation. It’s these real-life experiences that help them understand how to navigate different scenarios in

everyday life. For Silvan, this is one of the most valuable parts of community and Tū Ora interaction.

“One of the guys had some expensive sunglasses, and when he jumped on the paddleboard, they fell off into the water and were gone. He was gutted and had to manage his emotions in the moment. Watching that process was really cool. Whereas in the past, he might have reacted quite aggressively, he was just really vocal about his frustration but able to manage it and not take it out on others.”

Reflecting on the sailing trip, Rory concluded, “It was great having the guys on board our boat. They brought a different energy to something that is very familiar to me, making it new and interesting. I would totally recommend the experience and will look for more opportunities to repeat it.”

We hope to continue facilitating new experiences for our Tū Ora, allowing the community to be part of the solution. If you have a passion, skill or community that you’re a part of, and you think it could be used to help someone reintegrate into the community, let us know!



The sailing crew!

One team.

We often point out that the Navigate Initiative (NI) is a partnership with the Department of Corrections. Not a contract, or an understanding, a partnership. But what does that word ‘partnership’ mean in the context of a prison reintegration programme?

Well, for nearly seven years, our partnership has been guided by a ‘One Team’ approach to everything we do in the NI. In other words, we operate as one team, acting in unity. Residential Manager at Christchurch Men’s Prison, Chris McCardle, has seen this approach develop firsthand. “It’s certainly unique in terms of what I’ve come across before,” Chris reflects. “But seeing what’s provided by the Pathway team, it’s different, and it’s fantastic because if there’s anything we can do for the betterment of the men we’re looking after, it has to be a good thing.”

“The one team approach, it’s not custody taking the lead in any particular area, nor the Pathway team taking a lead in particular,” Chris explains.

“It’s coming together. It’s having those conversations. It’s understanding that we both provide different things, and it’s working on how we, as a collective, best provide those.”

To achieve this, we attend regular training days where custodial staff and Pathway staff come together to discuss what’s working and what needs improving.

Nothing is off the table. Ideas come from everyone. “People are confident to say, ‘I’m thinking about this, what do you guys think?’” Chris notes. “And if we can maintain that, that’s a great thing.”

The reason our team matters most is outcomes. “The rubber hits the road really when these men are released into the community,” Chris explains. “In prison, management’s pretty much done for them by us. But when they’re out in the community, that’s when they really need that support.”

“With the Navigate team and Pathway doing what they’re doing in terms of supporting these men when they come out that’s vital,” Chris emphasises. “I can’t overstate the importance that it does play.”

The third, extremely key element of the NI partnership is our community of supporters. Our network of donors, volunteers, mentors and supporters enable everything we’re able to achieve with the NI, and this is not lost on Chris. “It’s what you all do to coordinate and ensure there is support for these men. It’s amazing, to be fair. Thanks for the great work that you do. It’s hugely important, and it does make a difference.”

Ultimately, the one team approach is rooted in genuine respect for what each side brings. Corrections bring structure and safety. Pathway brings connection, support and the tools for lasting change. Together, we’re creating outcomes neither could achieve alone. That’s what we mean by partnership.

Helping people build a home, not just find one.

When someone leaves prison with very little to their name, the challenge of setting up a home can be overwhelming. That’s why Pathway Trust has partnered with EcoCentral- EcoShop Christchurch to provide dignity and practical support at a critical moment.



EcoShop, a Christchurch-based waste diversion business, specialises in giving quality secondhand goods a second life. For manager Jewels Radcliffe, the partnership with Pathway is about more than furniture and household items.

“Everyone makes mistakes. When people are getting out, they’re so positive about starting fresh. They need to know there are other people who want them to succeed,” Jewels says.

Having navigated her own challenges earlier in life, Jewels understands the importance of practical support that comes without judgement “People are just people, it doesn’t matter how rich or poor. They just need a bit of a hand.”

What the partnership offers

EcoShop will provide two support options for Tū Ora transitioning from prison or needing to establish stable housing.

The first is a linen starter pack, including brand new sheets, duvets, pillows and towels. These items come from quality sources like Briscoes seconds, diverted from landfill and given to people who need them most.

The second is a full house setup, covering everything from furniture and kitchen items to decorative touches like artwork and pot plants. All electrical items are test-tagged for safety.

Jewels is thoughtful about what she provides. “We make sure that they get high quality items, and we test and

tag all the electricals to make sure we’ve got the best of what we can give. Just something that makes people feel like someone cares. That’s what we do.”

Why it matters

The partnership addresses a gap that has existed for years. The Steps to Freedom grant provided to people leaving prison has remained at \$350 since 1991. In today’s economy, that amount barely covers basics, let alone furnishing a home.

For Pathway’s Reintegration Navigator Silvan Danuser, this partnership solves a real problem.



“Having a home you feel proud of makes such a difference. Some of the guys we work with have never had their own space or their own things. It’s overwhelming trying to figure it all out.”

Jewels agrees. “If we can make people understand that there are businesses and people who want them to succeed, and give them the best of what we can do, they can feel proud about where they live.”

The partnership is now in place, with EcoShop ready to support Pathway clients as they work toward stable, independent lives.

A new city. A new role. A natural fit.



From managing a team of dozens across Aldi stores in Sydney to unloading containers on the Gold Coast, Andy Dennis is proof that a fresh start can lead somewhere unexpected, and impressive.

Andy recently joined our Oak Tree devanning team in Brisbane, bringing with him 15 years of retail management experience and a reputation for showing up and getting things done. It did not take long for that to be noticed.

"Since joining Oak Tree it's been a great experience. I've met a lot of new people and I enjoy the work. It's physical, but at the end of the day you feel like you've actually accomplished something."



That sense of accountability has seen Andy move quickly into Oak Tree Australia's first ever Site Liaison position, where he serves as the senior team member on site and the first point of contact for Oak Tree's Brisbane and Gold Coast clients.

For Grant Thomson, Oak Tree Australia's Business Development Manager, the decision was straightforward. "Andy is a dependable team member. Through his

reliability, work ethic, and management background, he was the natural fit for this role."

Andy is just as enthusiastic about what Oak Tree offers others thinking about joining.

"There's plenty of opportunity to grow here. It's a place where you can make new friends and enjoy what you do."

Navigate Initiative supporter profile:

The Navigate Initiative depends on supporters who believe in the power of fresh starts. One of these supporters is the Christchurch-based web development company Devart.

Founded by Aaron Ball, Devart brings together a skilled team of developers creating digital solutions for businesses. Aaron has nearly two decades of experience in web development, and his approach to both technology and people has shaped the culture at Devart.

The team specialises in custom web applications, progressive web apps, and mobile solutions using modern technologies like Laravel and SilverStripe. They work as an extension of their clients' businesses, bringing online visions to life with open source and modern technologies.

What sets Devart apart is their commitment to people. They are not just in it for the paycheck. They want to leave a lasting impact on their clients and their team. By investing in their people and creating a platform for growth, they are fostering talent, creativity, and empathy. Their mission is to help their people thrive in their careers and make a positive mark on the industry. As they put it, happy people make for happy work.

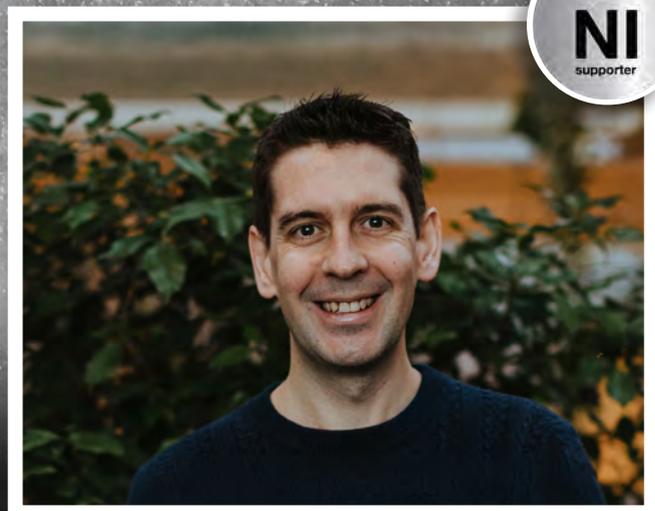
For Devart, being part of an initiative that helps to make our community safer is a natural extension of the values that guide their work.

devart;

"I've spent my career helping people build new skills and find their path in tech. Pathway does something similar but on a much bigger scale, helping people rebuild their lives. Supporting the Navigate Initiative felt like a natural fit, and it's been really fulfilling to be able to positively impact people's lives in ways that go beyond writing code."

We are happy to recommend Devart to anyone looking for web development services. You can learn more about their work at devart.nz. If you would like to join Devart in supporting fresh starts, we welcome both individual and corporate investment.

To learn more, visit pathway.org.nz/ni or contact connect@pathway.org.nz.



Reece's story.

Meet Reece, one of the new faces around Pathway. With lived experience of incarceration and having recently completed health and wellbeing studies, Reece is uniquely positioned to support men still navigating their journey inside. This is his story.

"I didn't have a really bad upbringing. I had quite a privileged one, actually. But when I got into my teenage years, I wanted to be independent. I went to good schools and all that, but then I sort of got in with the wrong crowd. And from about 15, I started getting noticed by the police."

"I sort of just got into crime and drugs. I thought that's what I was going to be, a criminal. I wanted to be the man, basically. It was all about the money. Money was my main addiction. I wanted more and more and more."

During the Covid lockdown, something shifted. Reece was in prison again, and a realisation hit him hard.

"I was sitting in prison, and I was just looking around thinking, am I going to be that old guy that when I was a young guy I'd come to prison and thought, oh, I'll never be that old guy in jail? But I was."

After his release, Reece met his partner. "We were both still in addiction. But I just thought, I really don't want to lose this girl. Something just clicked in me. We decided that yeah, enough's enough. Let's just do rehab together with each other and support each other through it."

"Since I got clean, I haven't been on Facebook; I've got no social media presence. I'm actually genuinely, probably the first time in decades, happy with my life right now."

Now, after becoming an intern at Pathway, Reece has found something he never thought possible.

"When I went for my prison induction, I felt like they were going to say, oh nah, nah, you're not coming in. But there was an officer, someone quite high up in the prison that I'd known for years. He was just like, oh, you've got me lost for words. I never actually thought that I'd see someone like you come back."

Since then, Reece has learned a lot about how we do things at Pathway. "What I've seen with Pathway is not bullshit. The follow-up is real. You're in there to prepare for being out here. But once you get out here, that's when the work actually starts. Seeing what the navigators do with the boys out here, I'm just blown away by it. I'm learning so much."



"I'm the subtotal of the love and support given to me from my mum and now from Pathway. Being here, clean and clear-headed, the world's so much bigger. I'm the most comfortable I've been in my life, and I never thought I'd get here."

Alloyfold lands at Melbourne's Avalon Airport.

When Avalon Airport opened the doors to its new international terminal in early 2026, passengers settling into the departure lounge were sitting on something with a story. The seating was ours, and every dollar of profit from that installation goes directly to supporting people rebuilding their lives through Pathway Trust.

Avalon Airport, located between Melbourne and Geelong, has become the first airport in Australia and New Zealand to install Kusch+Co seating. Alloyfold holds exclusive partnership rights with Kusch+Co across Australia and New Zealand, and the German-designed range is recognised internationally for its engineering quality and design excellence.

Our fit-out covers the departure lounge, food and beverage areas and children's zones, with products including Genaya custom-shaped seating, V-Travel upholstered benches, Lupino bar stools and Tapa modular pouffes.

“When you're investing in infrastructure that will serve thousands of passengers, quality isn't optional. What set Alloyfold apart was delivering premium results while operating as a genuine social enterprise. That's the standard we want to set at Avalon.”
Dave Moreland, COO, Avalon Airport

Alloyfold Terminal, our airport and transport-focused division, has been supplying commercial seating solutions to major venues across Australia and New Zealand for over 27 years. The Avalon partnership is one of the most significant installations we've completed, and it reflects

a growing appetite among commercial clients to align procurement decisions with genuine community outcomes.

“Businesses invest significantly in quality fit-outs regardless of who they choose. By partnering with a social enterprise like Alloyfold, organisations like Avalon Airport ensure that all profits from their purchase support people rebuilding their lives through accommodation, employment and reintegration services. It's a straightforward way to align commercial decisions with genuine community impact.” Chris Colenso, General Manager, Alloyfold

The partnership is already set to grow. We have plans under way to refurbish Avalon's domestic departure lounge, extending the relationship as the airport continues to expand.

For Pathway Trust, the Avalon installation is a tangible example of what we're here for. Our profits support accommodation, employment programmes, prisoner reintegration services and social work for over 200 people every year.



Avalon Airport featuring Alloyfold Terminal seating.

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