

our impact story

2025
edition



Certified



Corporation



we're one year in as a business for good...

It's been a year since we joined the B Corporation® movement, guided by our belief that business can balance commercial success with meaningful social and environmental impact.

It's also been our first year as part of the Made Group, a team that shares our values around food, business and doing the right thing. Together, we've been building better ways to measure our impact with better tools, clearer visibility and real momentum. And we're seeing progress where it counts.

From reducing water use and cutting carbon to tackling food waste, we're moving in the right direction. We're also learning more about our social risks, with our first Modern Slavery review this year.

But what we're most proud of is our team. For embracing the journey, backing new initiatives, and volunteering their time with our partner charities and doing the mahi to make a real impact.



and that's what hands-on impact is all about.

Here's a closer look at our impact on our planet,
our community, our people and our products.



Harry Woods and Vinodh Chinnaraju
planting trees at Friends of Oakley Creek.



our planet. kicking carbon to the kerb.

Our ambition.

Lower our operational emissions and shift to a lower-carbon way of doing things.

Our progress.

Reducing our Scope 1 and 2 emissions isn't a straight line. It's a journey of small steps, bigger shifts, and sometimes a few unexpected detours. In 2025, we maintained zero Scope 2 electricity emissions* and reduced vehicle emissions. However, we also encountered a bump in the road. Some of our chillers experienced faults, resulting in 364 tonnes of CO₂e emissions from refrigerant discharge, representing 43% of our total Scope 1 emissions.

Our next focus is reducing emissions from refrigeration and tackling the tougher challenge of another significant source of Scope 1 emissions: natural gas used to heat our water. Each year, we continue to offset our Scope 1 and 2 emissions through ClimatePartner.

**Zero Scope 2 electricity is a combination of Climate Positive electricity through Ecotricity. And certified renewable electricity through Meridian.*



Carbon emissions Scope 1 and 2 tracking.

Measure	2022	2023	2024	2025
Scope 1 and Scope 2 carbon tonnes	498	567	589	828
Difference vs prior year		14%	4%	41%



Toitū EnviroMark Gold certified.

Our Environmental Management System is now into its second year. It's a structured way to track impact, set goals, and take action where it matters.

In 2025, we stepped up to Gold certification. To stay transparent, the Toitū Envirocare team independently audits the system annually. So it keeps pushing us to improve.

Yoghurt made with Climate Positive energy.

We moved our factory electricity to a Genesis product called, Ecotricity; New Zealand's only Toitū Climate Positive certified electricity provider. Ecotricity go beyond net zero emissions and compensate for 125% of their carbon emissions.

<https://ecotricity.co.nz/>

Making the shift to cleaner fuel.

We've switched our sales fleet to hybrid vehicles, and we've started converting our LPG forklifts to electric.

These small changes add up – already helping get us on track for a 25% reduction in our carbon Scope 1 vehicle emissions.

our community. showing up for our community.

Our ambition.

To give our people the chance to create impact in our communities.

Our progress.

We don't just want our team to talk about impact; we want them to create it. So we support two volunteering programmes, to give everyone the chance to make a difference. Three years in, the initiative's going stronger than ever – with over half our team volunteering in 2025.

Staff volunteering tracking.

Measure	2023	2024	2025
Percentage of staff volunteering	32%	51%	60%
Staff volunteering hours	114	216	255



Everybody Eats Christmas fundraiser.

Our senior leadership team rolled up their sleeves for Cooking for a Cause; a programme by Everybody Eats that turns rescued food into nourishing meals. In just half a day, the team prepared 195 meals for Women's Refuge.

<https://everybodyeats.nz/>

Feeding communities with KiwiHarvest.

In New Zealand, 33% of households experience food insecurity. At the same time, around 30% of food goes to waste. KiwiHarvest bridges that gap, rescuing good food and giving it a second life. In 2025, our partnership with KiwiHarvest has rescued 53 tonnes of food. That's 118,628 meals back into the community. Simple idea, very real difference.

<https://www.kiwiharvest.org.nz/>

Looking after our local awa.

Together with Ngā Ringa o Te Auaunga, Friends of Oakley Creek, we help care for a small patch of land just minutes from our HQ. Our staff volunteers are helping restore a tree nursery by the river, with 500 trees planted this year. We're proud to be part of something that will keep growing well beyond us.

<https://oakleycreek.org.nz/>

our people. supporting, respecting and caring.

Our ambition.

To support our people to feel fulfilled in their roles.

Our progress.

For us, engagement is about how connected, motivated and invested our team feels. And we're watching it get better every year. That tells us we're listening, learning and evolving. We also track our gender pay gap annually, and things are improving there, too. We're sitting in line with the national average of 5.2%*, with a lower gap reflecting stronger gender equality across our team.

*Source: <https://www.women.govt.nz/gender-pay-gaps>

Engagement and pay gap tracking.

Measure	2023	2024	2025
Staff engagement score	70%	72%	74%
The Collective gender pay gap	14%	5.6%	5%

Using tech to improve Health and Safety.

This year, we stepped up our proactive safety approach by digitising two systems.

We introduced Safety Champion, a mobile app that lets our people report hazards and access health and safety info on-the-go.

We also partnered with Inviol, an AI video analytics platform. It helps us identify previously unseen risks in real-time and provides practical coaching examples. These tools have lifted risk awareness business-wide. Helping our people build a deeper understanding of safety risks and become more pro-active to keep themselves and others safe.



Michaela Dumperand Sajal Saha at the launch of the Inviol System

STEPtember.

In spring, we took on a month-long step challenge to help boost mental and physical health. The competition was keenly contested – with half our staff taking part, and the winner logging an amazing average of 24,000 steps a day.



our product. good food done right.



Our ambition.

To keep reducing our packaging's environmental impact.

Our progress.

The Australian Packaging Covenant (APCO) brings together government and industry, to make sure we share responsibility for managing packaging's environmental impacts across Australasia. APCO publish a set of packaging targets for industry, which give us a guide for how to make better packaging choices.

In 2025, we took on their targets* setting a clear plan for action. We've started strong, rolling out Australasian Recycling Label (ARL) symbols, and there's work still to come on improving recyclability and reducing our impact even further.

*Source: <https://apco.org.au/national-packaging-targets>



ARL adoption across our products.



Packaging tracking against APCO targets.*

Measure	2023	2024	2025
100% reusable, recyclable, or compostable packaging	92%	92%	91%
70% of plastic packaging being recycled or composted	81%	80%	80%
50% average recycled content included in packaging	36%	36%	34%
The phase-out of problematic and unnecessary single-use plastics packaging	17%	16%	17%
ARL recycling symbols on packaging	0%	28%	55%

*Tracking based on The Collective and Moogurt packaging

Supplier Code of Conduct.

In 2025, we refreshed our Supplier Code of Conduct, setting clear expectations across labour, human rights, health, safety and environmental impact, plus ethical business practices. 73% of our Tier 1 suppliers agreed to the Code of Conduct and completed our Ethical Supplier Self Assessment.

Tackling food waste.

No one at The Collective likes to see yoghurt go to waste, so reducing it has been a big focus for years. This year, we've turned a corner on food waste. In the second half of 2025, we cut down food waste by 40% by reducing expiring product and improved our factory's efficiency. What we can't save, we donate or repurpose as animal feed.

and
that was 2025...
good things underway,
with more to do every day.



If you have any questions
about this report, drop a note
to yo@thecollective.kiwi