

# SUSTAINABILITY & IMPACT REPORT 2025

Our year of environmental, social and governance progress

**ino**  
CREATE PLAN DELIVER

# IN SUMMARY

**We care about the communities we work in, the people who work with us and the people who work for us.**

Our sustainability commitment spans our practices, policies and performance across Environmental, Social and Governance (ESG) principles. We know that aligning ourselves with these guiding principles will make Inovo more resilient, future-proof our business and set us up for long term success.

Sustainability is a word that is used often yet means different things to different people. Inovo's approach to sustainability is to promote and guide sustainable practices within our workplace and projects.

We have developed a sustainability policy which aims to embed sustainability into our everyday business at Inovo. To help make sustainability "the way we do things around here".

We set and review targets and indicators to measure progress through an Action Plan (initiatives developed by the internal sustainability working group). We have undertaken to annually report on the Action Plan to the Inovo Board, and review the policy biannually to ensure it remains relevant.



# ENVIRONMENTAL IMPACT

**Our environmental factors include energy use and efficiency, greenhouse gas emissions and carbon footprint, contribution to ecological growth or biodiversity and how waste is managed.**

Inovo became a Toitū carbonreduce certified business in August 2023.

This allowed us to establish 'baseline' data spanning the April 2022 to March 2023 financial year using Inovo's operational expenditure invoices and records. From there, we established emissions reduction targets for the year April 2023 - March 2024, as follows:

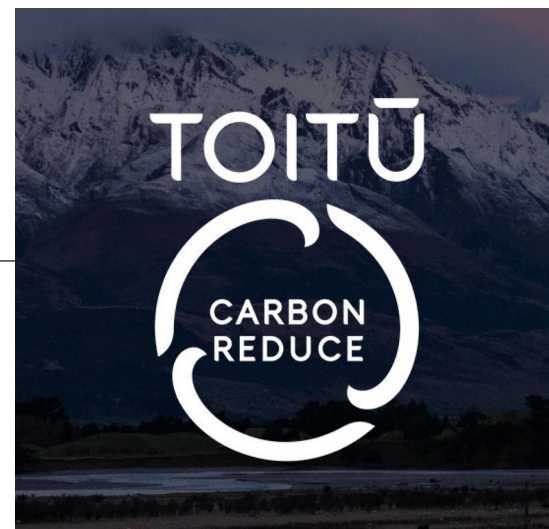
- Waste to landfill reduction 15% over 5 years
- Petrol reduction 15% over 5 years
- Diesel reduction 15% over 5 years
- Air travel reduction 5% over 5 years

Following our Baseline Year Audit in 2023, we have put systems and processes in place to measure and reduce our carbon emissions, ensuring that we are continually improving our performance and actively thinking about the wider repercussions of the decisions we make, both as individuals and as a collective.

Through the Toitū audit process, were able to show reductions in three out of our four target areas and an overall 9% decrease in effective CO<sup>2</sup> emissions to the year ended 31 March 2024.

2025 marks Year 2 for our Inovo Toitū carbon reduce journey, and while this has been an unusual year for the construction industry, we remain committed to continuing this journey into the future.

We are pleased to have achieved a 10% overall reduction in net emissions to the year ended 31 March 2025 - 18% down on our Baseline Year. We have also achieved a 34% reduction in emissions intensity in comparison to baseline year which demonstrates that the actions implemented in response to better understanding our carbon emissions have come to fruition.



# ENVIRONMENTAL IMPACT

The 2025 net emissions are made up of direct emissions (petrol and diesel use) and indirect emissions of imported energy (electricity), transport (domestic air travel), products used by the organisation (computers, parts, and office machinery, clothing and knitted fabrics, cleaning products, waste to landfill, food and drink).

| Category                                         | 2023   | 2024   | 2025   |
|--------------------------------------------------|--------|--------|--------|
| Category 1: Direct emissions                     | 79.09  | 78.69  | 66.63  |
| Category 2: Indirect emissions - imported energy | 8.27   | 3.02   | 4.89   |
| Category 3: Indirect emissions - transportation  | 43.64  | 26.74  | 25.12  |
| Category 4: Indirect emissions from products     | 21.47  | 29.85  | 28.23  |
| Category 5: Indirect emissions - other sources   | 0      | 0      | 0      |
| Total net emissions (tCO <sub>2</sub> e)         | 152.47 | 138.30 | 124.87 |

Our 'top five' emission causes are, in this order:

- petrol
- air travel
- diesel
- computers, parts and office machinery
- cleaning (spend-based)

## Future Focus

The reporting tools as part of Toitū ensure that we continually review and improve, while we ensure that our decision making is actively aligned with wider company goals and strategies.

Inovo continues to work towards its emissions reduction objectives through specific initiatives year-on-year, as set out in the Sustainability Action Plan, which is reviewed annually.

The Inovo Board of Directors and Senior Leadership Teams remain committed to the Toitū carbon reduce certification. Members of both teams are also actively involved in the Sustainability Working Group and contribute to the development of company goals and targets in this space. Leaders across all levels of the business promote sustainable decision-making in their day-to-day, and within their teams.

Engagement with the wider Inovo team regarding our Sustainability Goals and commitments is shared in a variety of ways - through meetings and team newsletters. Additionally, our Sustainability Policy, including our Toitū Certification, forms part of the onboarding and induction process.

# SOCIAL SUSTAINABILITY

Our social factors include cultural inclusivity, contributing to and collaborating with the communities we live and work in, equal employment opportunities, fair pay, diversity in the workplace, training and development opportunities, workplace health, safety and wellbeing, and responsible supply chain choices.

## Internal Engagement

Incorporating cultural diversity into our teams and our projects adds a richness and depth to our creativity and creates a meaningful connection between people and place. With a strong, positive and supportive internal culture, we attract the very best talent to work with us and stay with us.

Inovo was actively involved throughout the year in activations for our teams that celebrated our cultural differences (and similarities), brought us together, and raised awareness for our mental and physical health. These included: Te Wiki o Te Reo Māori, Mental Health Awareness Week, Aotearoa Bike Month, Global Cultural Day, the Skytower climb challenge, Matariki, 6 Hour mountainbike blast, World Mental Health Day and a variety of team social and sporting events.

## Setting us up for Success

Inovo conducted a major policy review over the 2024/2025 year - our Code of Conduct set the scene for a clear ethical and behavioural framework to define what is expected of all our team regardless of position, location or level of responsibility. With a focus on health, wellbeing, learning and development, a further 12 policies were developed or revised so that Inovo team members have a clear expectation of what is required of them, and what Inovo will undertake to support them in their roles.

## Iwi Engagement

Inovo continues to build strong relationships with local rūnanga/runaka and iwi through engagement in projects we plan and manage. Examples over the past year include:

- West Coast Climate Resilience and Flood Protection works: Inovo continues to work Mana Whenua representatives (Te Rūnanga o Ngāti Waewae in Mawhera and in Hokitika, Te Rūnanga o Makaawhio Hokitika and Franz Josef/ Waiho) to prepare Cultural Impact Assessments which formed part of the Resource Consent applications.
- Wakatu Quay Wharf Redevelopment: through the Kaikoura Marine Development Programme we continue to engage with the community and local iwi as the project progresses. Through this engagement, numerous ideas have been incorporated into the design.

## Our Community

Inovo provided sponsorship to support the communities we live, work and play in, including Selwyn United football Club, Garden City Rotary Youth Duathlon, Special Childrens Christmas Party and CBHS Rugby to name a few.

# FUTURE PROOFING OUR GOVERNANCE

Our governance factors include sturdy corporate governance, risk management, ethical business practices, integrity and transparency in processes and relationships.

Inovo has executed a robust company structure to ensure that strategic and operational decisions are undertaken at the appropriate level. Inovo's Board consists of the company owners and associates. This is a prerequisite and is one of the cornerstones of Inovo. Our owners need to be active, passionate, understand the business and be devoted to the company. During 2024-2025, the founding director stepped down from the Board; and three new Principals and two new Associates were appointed to continue diverse and strategic stewardship in the governance at Inovo.

Our leadership and team structure evolves over time to ensure appropriate structure and support as Inovo grows. In the 2024-2025 year we continued to build on, and embed the major structural changes of the previous year. These structural changes were aligned to changes to management teams and roles – with a strategic advisory team, the operational leadership team and the team leaders forum each allocated a clearly defined purpose and function.

The restructured Business Services team grew with the addition of a Finance Manager and the People and Culture Manager, recognising that being business ready with our internal services will enable our company growth.



# LOOKING AHEAD

In 2025, Inovo is celebrating its 15-year anniversary. This has given us a great reason to celebrate the milestone with both clients and team members, and also to increase our future focus and ensure we are future ready as a business.

One of the initiatives of the 15 Year celebrations is 15 Good Deeds. We commit to 15 activations for the good of our communities - many of which combine both environmental and social sustainability outcomes. We're involving the teams in deciding on and championing our Good Deeds, to ensure they activities align with both our Inovo Values, and also the values and aspirations of our team.

We have committed to reviewing and revising our Sustainability Action Plan, which incorporates the initiatives that will lead us to achieving our established emissions reduction targets. The Action Plan goes broader and deeper than our emissions targets however - it includes the structural and governance decisions which provide robust support for future growth. It also includes the culture that we consciously create at Inovo which makes us stronger through our diversity, the way we promote learning and development and how we interact with the community around us.

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