

Inovo Sustainability Action Plan

Inovo has been on a proactive sustainability journey over several years. We have a Sustainability Policy which incorporates the principals of sustainability in the areas of Environmental, Social and Governance (ESG). The Policy is enacted through our daily activities within our workplace and our projects. This Sustainability Action Plan outlines how the Policy will be actively implemented through goals and initiatives contained in this Plan.

A key environmental sustainability initiative for the organisation was Inovo registering with Toitū since August 2022, and achieving carbonreduce certification in October 2023. We are committed to ongoing data collection both towards our annual audit and to enable us to set our Goals and Initiatives, working towards mitigating, or offsetting, our carbon emissions. Our Toitū Goals and Initiatives form a part of our wider Sustainability Action Plan. Reduction goals in percentages or dollar figures are pro-rata against the revenue growth of the company.

Goals and Initiatives							
	Year 1 (2024) FY 23/24	Year 2 (2025) FY 24/25	Year 3 (2026) FY 25/26	How are we going? (From our report October 2025)	Year 4 (2027) FY 26/27	Year 5 (2028) FY 27/28	
ENVIRONMENTAL Reduce Carbon / Greenhouse Gas (GHG) Emissions	Reduce fuel consumption by 15% across the Inovo fleet by Year 5 (Petrol & Diesel)						
	Any new / replacement vehicles purchased shall... - meet carbon emissions of <= 130g CO2e/km. - be newer than 2018 - be a Hybrid option (PHEV / HEV) - unless specialist vehicle is required Replacement Tyres to be 'eco-friendly' - a combination of low rolling resistance, optimised raw materials, used tyres recycled, increased fuel efficiency.		Any new / replacement vehicles purchased shall... - meet carbon emissions of <= 130g CO2e/km. - be newer than 2019 - be a Hybrid option (PHEV / HEV) - unless specialist vehicle is required Replacement Tyres to be 'eco-friendly' - a combination of low rolling resistance, optimised raw materials, used tyres recycled, increased fuel efficiency.		Petrol consumption down .15% (on track - vehicle fleet has increased in quantum since baseline year, yet petrol emissions have remained consistent / emission intensity reduced.) Diesel 46.95% reduction - target met. All vehicles purchased during the year met these standards. Our tyre supplier is Toitū carbon-zero certified gold. They try to supply all their tyres as eco-friendly and reduce/reuse/recycle tyres are well.	Any new / replacement vehicles purchased shall... - meet carbon emissions of <= 130g CO2e/km. - be newer than 2020 - be a Hybrid option (PHEV / HEV) - unless specialist vehicle is required All vehicles to have fuel efficient tyres. Ensure we have facilities for secure bike/scooter storage and end-of-trip facilities at work (showers, change rooms) to make alternate, car-free travel easy.	Any new / replacement vehicles purchased shall... - meet carbon emissions of <= 130g CO2e/km. - be newer than 2021 - be a Hybrid option (PHEV / HEV) - unless specialist vehicle is required All vehicles to have fuel efficient tyres. All vehicles to be less than 14 years old Ensure we have facilities for secure bike/scooter storage and end-of-trip facilities at work (showers, change rooms) to make alternate, car-free travel easy.
	Reduce non-project related air travel as much as practical without negatively impacting on business operations and culture. (With a goal of 5% reduction by Year 5).						
	Increased documentation / monitoring on non-project related travel for assessment and review.		33.60% reduction. 5 year target met. Initiative removed as target met		Review first six months data to ensure we are still on track.		
Reduce Waste	Reduce our office environment wastage, including electrical, heating, cooling, light and wear and tear (With a goal of 15% electricity reduction by Year 5).						
	Review, and if necessary, change, electrical suppliers to ensure that we are with a company that produces energy in the most carbon-friendly way possible.		Refine and implement automated controls for lighting, heating and cooling to realise energy efficiency and conservaton (i.e. sensor switches in CHC office).		46.56% reduction. 5 year target met. Our provider generates 100% of their electricity from renewable sources like wind, water, and sun. This means their power generation doesn't rely on fossil fuels. Our new office space at Christchurch (to be completed May 2026) will have automated controls.	Refine and implement automated controls for lighting, heating and cooling to realise energy efficiency and conservaton (i.e. sensor switches)	
	Reduce waste to landfill by 30% by Year 5.						
	Set everyone up to default print double-sided and in black & white.		Formulate and commence a waste reduction education plan across the wider team (could focus around food waste, takeaway containers, wrappers, takeaway cups, snack choices, office, electronic and courier packaging).		4.46%. On track. In the previous reporting period, there was an increase in this emission category which we have since mitigated for a return to baseline emission values. This target will continue to be actively tracked and managed. Not yet started	Continue the waste reduction education plan across the wider team.	
Communicate sustainability to create an aware workforce and foster a culture of involvement and engagement	Share our sustainability story and the Toitū accreditation journey with the wider team.						
	Present Toitū sustainability Year-on-Year achievements to the wider team.		Present Toitū sustainability Year-on-Year achievements to the wider team.		Report published and shared with both teams Achieved	Present Toitū sustainability Year-on-Year achievements to the wider team. Present Toitū sustainability Year-on-Year achievements to the wider team.	
	Survey the wider team about their travel habits and initiatives they would like to see in place.		Share changes / achievements as a result of last year's survey.		Survey complete and changes/achievements reported back to the team.	Use digital platforms for a series of messages around sustainability achievements / initiatives. Combine with posters and a regular sustainability agenda item at team meetings.	
Update website and other digital channels and communicate sustainable projects							
	Post Inovo sustainability achievements and commitments on social media.		Post Inovo sustainability achievements and commitments on social media.		Complete and ongoing. Complete and ongoing	Post Inovo sustainability achievements and commitments on social media. Post Inovo sustainability achievements and commitments on social media.	

Publish Inovo ESG report.	Complete	Update Our Commitment page, including new Action Plan	Publish Inovo ESG report.
Revise Year 3 Action Plan and publish Survey the wider team to get feedback, ideas and priorities for sustainability.	Complete	Revise Year 4 Action Plan. Revise Sustainability Policy	Revise Year 5 Action Plan
	Underway		

Sustainable Procurement	All of our business purchases will be undertaken mindful of sustainable procurement principles			
		Ongoing		Implement changes to our stationery, food and drink purchases to make more sustainable procurement decisions. Future initiatives include: Review and implement changes to our technology procurement to ensure alignment with sustainable procurement principles.
	Review our our stationery, food and drink purchases to ensure alignment with sustainable procurement principles.	Ongoing	Investigate and review suppliers - Are they meeting our sustainability needs?	

Influence sustainability externally and Implement sustainability in our project processes	Poelition Inovo as leaders in delivering sustainability within projects			
			Update company templates to include sustainability to encourage discussions at client meetings, design meetings and pre-start meeting.	

ENVIRONMENTAL/SOCIAL Promote sustainability in our community and in our company through sustainability focused community projects	Select and commit to community project(s) that we can be involved in.			
	Engage in community projects annually	Engage in community projects annually	Achieved - particularly through Inovo's sponsorship activities and through "15 Good Deeds for 15 Years of Inovo" Outlined in the annual report	Engage in community projects annually

SOCIAL Develop and Implement new processes to make our work environment more sustainable.	100% of sponsorship commitments will contribute to social or environmental sustainability.			
	Select and commit to community projects that we will financially contribute to .	Select and commit to community projects that we will financially contribute to .	Good progress made Progress outlined in the annual report	Select and commit to community projects that we will financially contribute to .

SOCIAL Develop and Implement new processes to make our work environment more sustainable.	Ensure we actively promote and pursue opportunities for equity and diversity when recruiting team members or engaging subcontractors.			
	Develop an Equal Employment Opportunities Policy to support our culture of diversity in our workplace.	Update company templates and policies to encourage discussions and consideration of opportunities for minority social groups.	Every effort is made to promote and pursue opportunities for D, E and I. We have developed and implemented a Diversity, Equity and Inclusion Policy and promote DEI across all our whole employee lifecycle Not started	Review and republish Diversity, Equity and Inclusion Policy

SOCIAL Develop and Implement new processes to make our work environment more sustainable.	Develop wellbeing, worklife balance and healthy incentives/benefits for the team.			
	Research benefits offered by other / similar companies.	Support and promote 5 healthy incentives/benefits throughout the year	A great range of wellbeing, work/life balance and health incentives in place Tapped into Council corporate gym memberships and promoted. Supported and promoted MHAW initiatives, Bike Aotearoa Month (February) and the McLeans Island MTB relay.	

SOCIAL Develop and Implement new processes to make our work environment more sustainable.	Develop training and work experience opportunities for team members			
	Introduce an Individual Development Plan template and rollout across the team.		Some great progress made and continues Complete. Initial template reviewed and updated in Feb 2025. LinkedIn Learning introduced to all team members.	Review of Individual Development Plan processes through new HRIS system.

GOVERNANCE Future-proofing our Inovo governance	Create opportunities to celebrate develop greater understanding around diversity and equality in our workplace.			
	Hold events & recognise calendar dates dedicated to culturally diverse events i.e. Diwali, Chinese New Year, Global Cultural Diversity Day.	Hold events & recognise calendar dates dedicated to culturally diverse events i.e. Diwali, Chinese New Year, Global Cultural Diversity Day.	Achieved - we've celebrated a wide range of calendar dates and events such as International Womens Day, Global Cultural Day, Shrove Tuesday, Te Wiki o Te Reo Maori etc.	Hold events & recognise calendar dates dedicated to culturally diverse events i.e. Diwali, Chinese New Year, Global Cultural Diversity Day.

GOVERNANCE Future-proofing our Inovo governance	Develop a succession plan to align with the business needs now and in the future.			
	Review the Board duties and redefine the expectations to meet the business growth plans.	Implement the changes of the Board review to align with our 2030 Vision.	Achieved and ongoing.	

Future-proofing our organisational and management structure	Ensure Inovo's organisation and management structure is balanced, fit for purpose and future-focussed.			
	Review the organisational structure.	Consider Associate appointments to ensure a balance in skills, diversity and technical expertise within the Management Team	Complete and ongoing. Organisational structure reviewed 1 April 2024, then revised December 2024. TLF and SAT established. Associate and Principal appointments made.	Review progress in performance of the structure and the appointments.
	Actively recruit for identified skills gaps that aligns with the revised structure.	Identify Future Leaders and put appropriate training and development plans in place.	A number of roles identified, recruited and operational across the organisation.	Review progress in performance.