

2025 SUSTAINABILITY REPORT



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Management STATEMENT



James Trevelyan - Managing Director

Since 1976, Trevelyan's has operated with a clear sense of purpose and moral responsibility. This commitment is more important than ever in the context of a changing climate. The success of the New Zealand kiwifruit industry depends on healthy environmental conditions, and we are dedicated to treading lightly and protecting the long-term future of our growers and industry.

Sustainability is embedded in how we operate, collaborate, and plan for the future. Trevelyan's focuses on building enduring value for our growers, our business, our industry, and the communities we serve.

In 2025, we have driven progress through collaboration and investment. Construction has begun on new coolstores, and we have upgraded two of our grading machines, increasing the quantity of fruit we can process. Our biggest win in 2025 is the replacement of large quantities of high Global Warming Potential (GWP) refrigerants in our coolstores with more environmentally conscious alternatives. Additionally, improved maintenance has helped significantly reduce refrigerant leaks. These improvements are making a measurable difference toward achieving our emissions reduction targets.

While we remain on track with our Sustainability-Linked Loan (SLL) targets, we recognise that we must keep progressing our sustainability journey. We continue to make deliberate, conscious changes to create a positive impact, aware that our industry requires continual effort to balance what we take with what we give back.

A thought:

The price of progress is the pain of change.



Our Top 2025 HIGHLIGHTS

Our avocado growers achieved an OGR and yield that were 62% and 28% above industry average, respectively

We **packed 20.4 million trays** of Class 1 kiwifruit and **375 thousand trays** of Class 1 avocado

We **performed better than the industry average** for onshore **fruit loss** and offshore **supplier accountability**

We **achieved a 747% reduction in refrigerant leaks** compared to 2024

All of our R404A coolstores have made the switch to R449A (a lower GWP refrigerant)

We **planted 180 native trees** beside our new walking track

We **achieved a 20% reduction in absolute Scope 1 and 2 emissions** compared to 2024

We **met 100%** of our **Sustainability Linked Loan Targets**

Our Technical Team **won the Horticulture NZ sustainability innovation award**

We **successfully completed the SEDEX members ethical trade audit**

We **implemented a new Health and Safety auditing system**

OUR SUSTAINABILITY DECISION-MAKING STRUCTURE

Trevelyan's sustainability decision-making structure is built around multiple governance layers, including the Board of Directors, the Trevelyan's Pack and Cool Senior Leadership Team, and the Strategic Projects Team. We have several specialised advisory committees that oversee key focus areas such as waste, emissions, orchard sustainability, and fleet efficiency. This ensures Trevelyan's has the right people involved at each level to make well-informed, effective decisions.



Trevelyan's Pack and Cool Board of Directors

Left to right: Andrew Trevelyan, Kate Anderson, Carlos da Silva, James Trevelyan, Fiona Trevelyan.

TREVELYAN'S BOARD OF DIRECTORS

Oversees and ensures effective sustainability implementation.

FREQUENCY
Bi-monthly



SENIOR LEADERSHIP TEAM

Provides executive oversight, reviews plans, progress and targets.

FREQUENCY
Weekly



STRATEGIC PROJECTS TEAM

Operational doing, led by the Head of Strategic Projects. This team consists of the Sustainably Advisor, Project Development Manager and Sustainability Analyst.

FREQUENCY
Ongoing



ADVISORY COMMITTEES

Provide specialist sustainability oversight through dedicated committees.

Carbon Emissions Reduction Group

Oversees reduction of energy and refrigerant emissions.

FREQUENCY
Fortnightly

Vehicle Emissions Reduction Committee

Oversees reduction of fuel usage.

FREQUENCY
Monthly

Sustainability Committee

Oversees waste reduction and staff education initiatives.

FREQUENCY
Weekly

Orchard Sustainability Committee

Oversees orchard sustainability projects and grower education.

FREQUENCY
Fortnightly

TABLE KEY ↓↑ Information flow and reporting lines.

Progress NOT PERFECTION

Meaningful progress doesn't happen by accident. It's the result of intentional choices, clear goals, and consistent action over a long period of time. Change is a journey, and it's the small, steady steps forward that truly create lasting change.



"Focus on progress, not perfection. Every small step forward, every lesson learned, every attempt you make, is proof that you're moving closer to your goal." - Unknown

OUR JOURNEY TO A MORE SUSTAINABLE FUTURE

Over the last 15 years, Trevelyan's has been taking action, while advocating for a proactive, and integrated approach to sustainability across the New Zealand kiwifruit industry. Sometimes we have found ourselves going sideways as we try to balance industry growth, economic pressures, and consumer preferences, with our aspirations for a better future, and often, change has come slower than we would have liked, but each step brings us closer to our goals.

In the early years, it was a lonely road, but we have worked hard to build momentum and partner with those who share our sustainability vision. Our focus is on taking practical, measurable action which reduces costs and increases efficiency. This has meant we are embedding sustainability into everyday decision making, and paving the way for others, while continuing to deliver great service and superior outcomes for our growers.

Our company values continue to serve as a guiding light for our sustainability journey. When we find ourselves at a challenging crossroad, or struggling to identify the right decision, we ask ourselves; How can we **Work Smart, Tread Lightly**, and **Respect Our People** to help shape a better future for everyone?

This is Trevelyan's twelfth annual Sustainability Report, covering the year from 1 January to 31 December 2025. This report has been prepared in line with the Global Reporting Initiative (GRI) Sustainability Reporting Standards, 2025.

WHY WE PUBLISH THIS REPORT

As a family-owned business, we are not subject to mandatory sustainability reporting requirements. However, we are committed to publicly sharing our sustainability results as we track our progress against science-based targets through our Sustainability Linked Loan (SLL). This commitment reflects our belief that transparency is fundamental to building trust and accountability. By reporting, we demonstrate our progress and hold ourselves accountable for the outcomes of our actions.

In this report, we highlight our sustainability achievements (WINS) and identify areas for improvement (WORK ONS). Through these, we hope to demonstrate our sustainability journey; the wins, the repeated setbacks, and the necessary redirections that come with striving for sustainable progress, not perfection.

WHAT'S NEW IN THIS REPORT?

This year, we have added the following:

- Our works in progress: These sections will provide a deeper insight into some of the sustainability projects we've been working on in 2025.
- Our sustainability structure: This has been defined and included to show the decision-making framework.
- Our goals: We have provided a clearer assessment of our performance against our 2025 goals and outlined our goals for 2026.
- Our emissions intensity: We have added emissions intensity reporting to improve transparency and record trends.

2025 SUSTAINABILITY PROGRESS

HOW WE REPORT ON OUR PROGRESS

In line with GRI and risk management approaches, we review our sustainability impacts annually in terms of scale, scope, and irremediability, to determine our most material impacts.

Our most material issues and impacts are summarised in the following tables, aligned to each of our company values.

Annual goals are set to enable us to track our progress toward these impacts. A summary of our goals and results for 2025 is included in the tables below for each of our impacts.

This report is structured to explain our journey toward achieving each of these goals.

Value	Material Issues	Sustainability Impact	2025 Goals	2025 Result & Commentary
<p>Work Smart</p>	Fruit quality (overuse of resources)	We create value for our growers	<p>Maintain Orchard Gate Return's (OGR) above industry average for both kiwifruit and avocados.</p> <p>Maintain a lower percentage of fruit loss comparative to the kiwifruit industry average.</p>	<p>— Achieved in all fruit categories except Hayward Organic and Red.</p> <p>✓ Achieved across all fruit varieties (no industry data available for Red).</p>
	Packaging materials and waste	We're moving towards a circular economy	Reduce waste to landfill by 40% from 2021.	✓ Achieved with a 40.2% reduction in landfill waste.
	Physical health of team	We're prioritising health & safety	<p>Reduce Lost Time Incidents year-on-year.</p> <p>Reduce the number of ACC claims year-on-year.</p> <p>Reduce our total recordable incident rate (TRIFR) below 4%.</p>	<p>✓ Reduced by 8 incidents from 54 in 2024 to 46 in 2025.</p> <p>— Increase in total from 78 in 2024 to 80 in 2025, however the \$ value of claims decreased by 45%.</p> <p>✗ This goal is being removed, as TRIFR is an outdated Health and Safety metric.</p>
<p>Tread Lightly</p>	Biodiversity loss	We're promoting biodiversity and biosecurity	Invest at least \$5,000 per annum to local biodiversity projects.	✓ We contributed \$6,891 to Maketū Ongatoro Wetland Society, Te Whakakaha Trust Pest Control and Paraiti Catchment Group Trail Run.
	Biosecurity risk		Contribute at least \$4,000 per year to local biosecurity projects.	✓ We contributed \$4,800 to Biosecurity Business Pledge and Tauranga Moana Biosecurity Capital.

Value	Material Issues	Sustainability Impact	Annual Goals	2025 Result & Commentary
<p>Tread Lightly</p>	Energy use	We're transitioning to a climate resilient future	Achieve validation for our Science-based Targets (SBT) from the Science-based Targets Initiative.	✓ Achieved.
	Greenhouse Gas (GHG) Emissions from operation (Scope 1 & 2)		Achieve absolute annual Scope 1 and 2 emissions reduction of 4.7% year-on-year.	✓ Achieved with a 30.7% reduction from 2021 baseline and 21% reduction from 2024.
	GHG Emissions from supply chain (Scope 3)		Work with our key suppliers to encourage them to set Science-based emissions targets.	✓ This target was made more specific - to work with our key packaging supplier in order to reduce their emissions.
	Climate change adaptation		Develop our Climate Transition Plan.	— This is ongoing and is a key task for 2026.
<p>Respect Our People</p>	Climate impacts on production	We're partnering with our local community	Contribute at least \$50,000 per annum to support our growers, staff, and the wider community through our sponsorship programme.	✓ Achieved with \$60,984 in sponsorship to 64 different initiatives, people or groups.
	Local economic opportunities (impact beyond growers), including local procurement		Community engagement / sponsorship	
	People development	We're creating a great place to work	Maintain Gold WorkWell Accreditation.	✓ Achieved.
	Compensation and living wage, gender pay gap		Complete annual reviews for more than 85% of permanent staff.	✓ This was achieved with 87% of permanent staff completing their annual review.
		Maintain permanent staff voluntary turnover at less than 10%.	— Reduced turnover to 11.1% from 12.5% in 2024.	
		Invest at least \$20,000 per year in staff wellness initiatives.	✓ \$31,659 was invested.	

How we WORK SMART

By gaining a sound understanding of our growers, resources and stakeholders, we leverage our expertise and continuous improvement practices, to make smarter strategic decisions and ensure the best outcomes for everyone.

PARTNER WITH OUR GROWERS

Collaborate with our growers so that they are empowered to prosper and cultivate successful, sustainable businesses for generations to come.

OPPORTUNITIES AND PERFORMANCE

Explore every opportunity to improve our operations and lift productivity and returns through continuous improvement.



WINS

AVOCADO OGR (\$/HA)
62%
above industry average



WORK ONS

LANDFILL WASTE
14%
increase in weight of landfill waste generated compared with 2024

KIWIFRUIT LOSS
Maintained lower-than-industry-average fruit loss for all fruit groups

LANDFILL WASTE
40%
decrease in weight of landfill waste generated compared with the baseline year of 2021

HEALTH & SAFETY
185
audits undertaken

We Create Value FOR OUR GROWERS

Trevelyan's core business is to provide high-quality postharvest services for the kiwifruit and avocado industries. This includes orchard management, picking, packing, coolstorage, and technical support. Our Orchard Gate Return (OGR) and percentage of fruit loss provide a measure of our success in creating value for growers.



ANNUAL GOALS

- Maintain OGRs above industry average for both kiwifruit and avocados.
- ✓ Maintain a lower percentage of fruit loss comparative to the kiwifruit industry average.

KIWIFRUIT

The 2025 season presented fruit quality challenges, and we worked consistently to provide high-grade fruit for the consumer, and great results for our growers. We:

- Packed a record 20.0 million Class 1 trays and 717k Class 2 and 3 trays.
- Achieved strong offshore supplier accountability premiums, earning over double the industry average for conventional Gold, and one and a half times the industry average for conventional Hayward.
- Improved our quality outcomes compared to 2024, with a reduction in Zespri non-compliances, alongside an increase in trays packed.

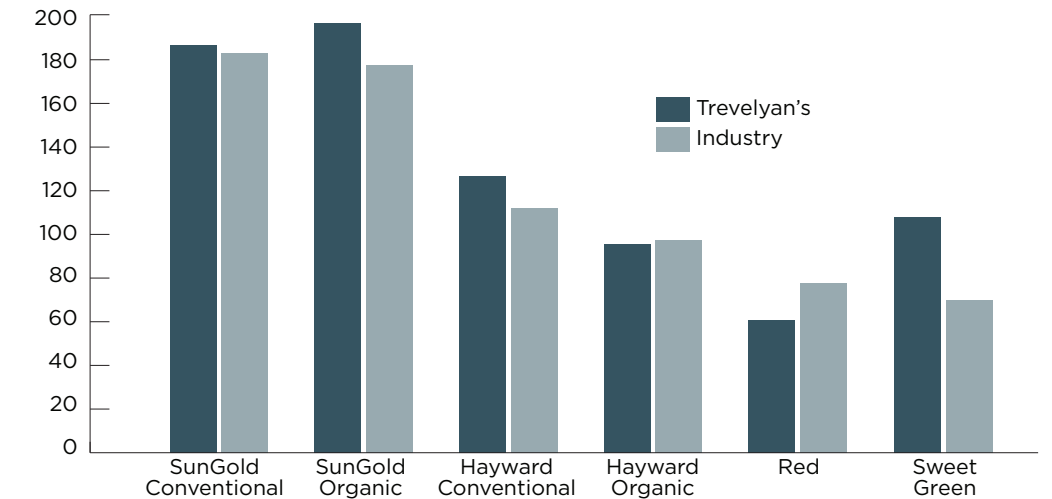
Trevelyan's achieved above-industry-average Orchard Gate Returns (OGRs) in all fruit groups except Red and Hayward Organic. Hayward Organic was on par with industry. Red was lower due to a number of developing orchards with lower yields.



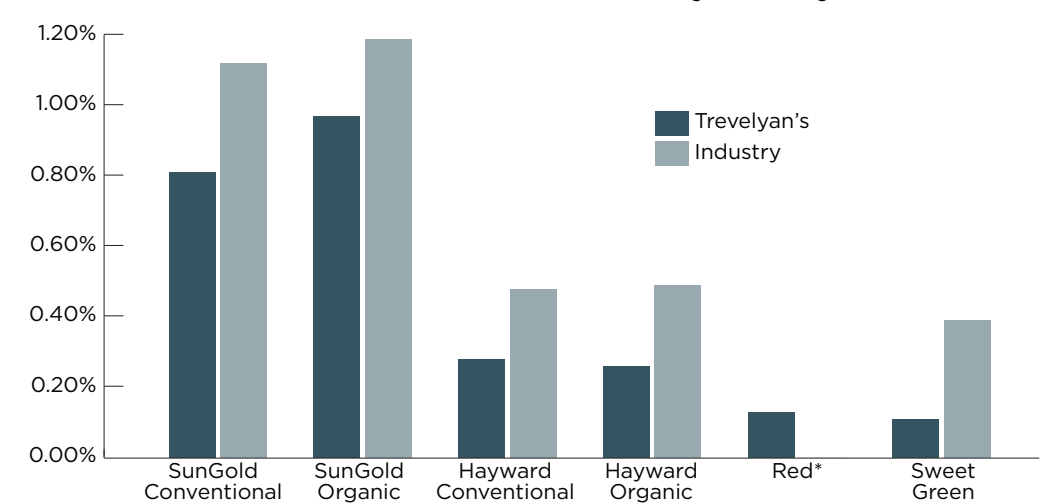
Gordon Skipage and Dr Pranoy Pal

Over the past few years, Trevelyan's have been assessing and trialing regenerative horticulture practices to support a more resilient future for our industry. The goal of this work is to support the transition toward lower-carbon kiwifruit production and greater climate adaptability. In recognition of their work, Kiwifruit Technical Manager, Dr Pranoy Pal, and Head of Technical, Gordon Skipage, received the 2025 Horticulture New Zealand Sustainable Innovation Award.

2025 OGR by Variety (\$000/ha)



2025 Percent of Fruit Loss by Variety



*Industry Red Fruit Loss was not recorded

AVOCADO

Trevelyan's avocado growers had a great 2024-25 season, as many growers decided to hold fruit until later in the season, when returns were strong. The result was excellent OGR figures, which were 62% above the industry average.

The average Trevelyan's yield per hectare was also 28% above the industry average.

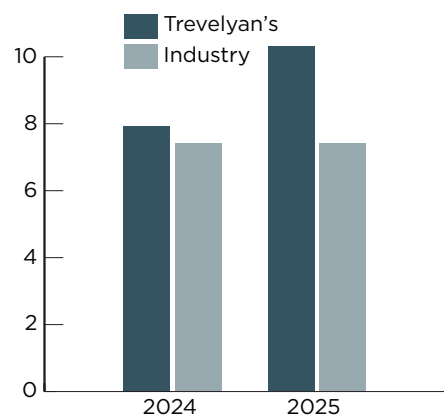
We are proud to maintain strong relationships with our avocado growers through an open-door policy, consistent communication, in-person orchard visits and hosting Discussion Groups and Field Days.

We have been expanding our grower geographical footprint; we are now packing fruit from the Far North for the first time.

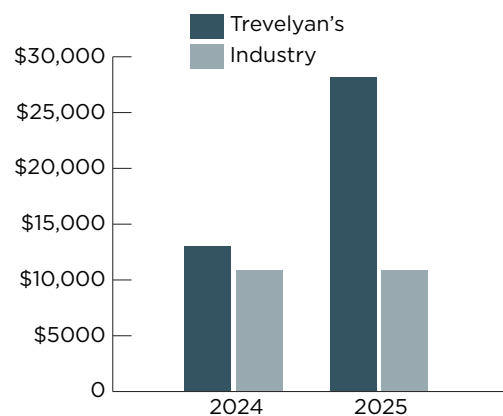
Due to numerous enquiries, we are developing financial modelling to support avocado growers considering converting their orchards to full or partial kiwifruit.



Avocado Yield (Tonnes/ha)



Avocado OGR (\$/ha)



We're Moving Towards a CIRCULAR ECONOMY

Our purchasing practices, workflow design, and resource management play a significant role in our sustainability performance. Instead of a standard linear approach, we're working towards a 'circular economy model', to close the loop and help reduce our environmental impact.



2025 GOAL

- ✓ Reduce waste to landfill by 40% from 2021 baseline.

2026 GOAL

Reduce waste to landfill by 50% from 2021 baseline.

LANDFILL WASTE

2025 Progress

- 2.5% of total waste landfilled.
- Reduced waste to landfill by 40.2%, achieving >40.0% target.
- 2025: 18.5 t compared to 2021 Baseline: 30.9 t and reducing the cost by 51%.

The Work

- Bins are checked daily, strategically placed and clearly signed.
- Suppliers (e.g. OJI) take back their hard-to-recycle waste.
- Staff and contractors are encouraged to take home any landfill waste they bring on site.

The Challenges

- Difficult-to-recycle supplier packaging components and stickers still contribute to landfill waste.
- Ongoing need for monitoring to ensure consistent waste separation.

RECYCLING AND RECOVERY

2025 Progress

- 80.3% of total waste recycled, resulting in savings of approximately \$270,000.
- Two largest components of recycled waste:
 - 54% untreated wood.
 - 38% cardboard.

The Work

- Separation of waste at source to ensure recycling is an option.
- Maintained established recycling options for key waste streams.
- Moved away from hand-chipping to a new offshore recycling option for baled strapping.
- Tested options for compacting fruit label backing and researched alternative disposal options.

The Challenges

- Limits in the recyclability of materials used.
- Manual labour required to chip black strapping was not viable.
- Fruit label backing is still difficult to manage.
- Need to focus on reduction and reuse, not just recycling.



ORGANIC WASTE

2025 Progress

- 17.2% of total waste composted.
- Compost volumes reduced by 19% from 2024 and saved approximately \$50,000 in landfill costs.
- 3.7 t of food waste supplied to a local pig farmer.

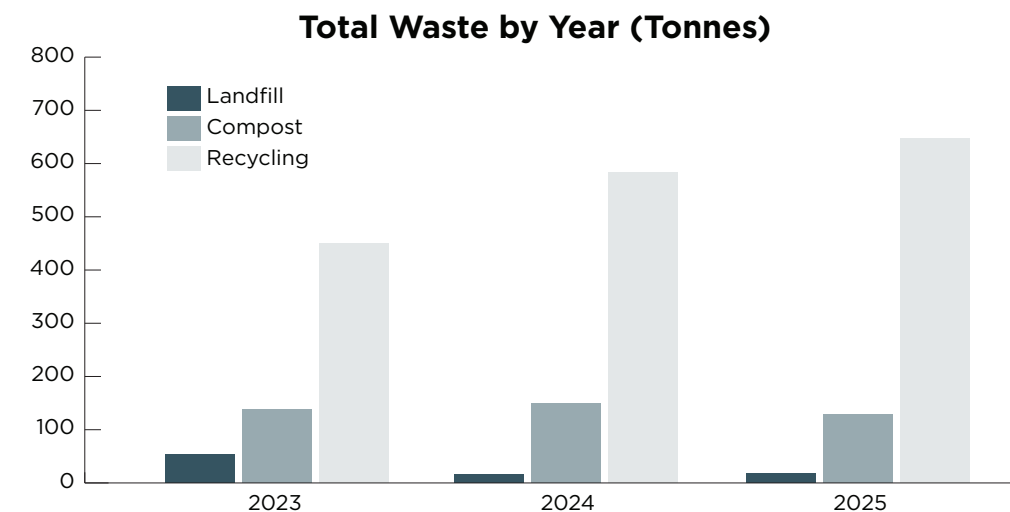
The Work

- All kiwifruit leaves/hairs, pollen dust, flowers, avocado leaves, and mulch are composted on site.

- Supplied compost to local orchards.
- Ensuring all canteen food packaging is compostable.
- Continued focus on improving waste separation to reduce contamination.
- Compost consistently reached temperature thresholds, confirming effective treatment.

The Challenges

- Plastic contamination from incorrect sorting reduced amount of compost suitable for orchard application.
- Screening compost to improve separation and increase value.



REJECT FRUIT WASTE

2025 Progress

- 89% (6,255.5 t) diverted to animal feed.
- 11.3% (704.5 t) kiwifruit and avocado was sent for third party reprocessing.

The Work

- Development of kiwifruit juice made from Gold reject fruit to improve utilisation.
- Regular provision for staff to take fruit home.
- Donated fruit to schools and events.

The Challenges

- Better utilisation beyond animal feed to increase value and reduce risk.
- Greater provision of fruit to food rescue organisations.

ACCOMMODATION WASTE

2025 Progress

- Established an approximate baseline measurement:
 - 16.5 kg of food waste per property per week.

The Work

- Conducted a food waste audit to understand waste impacts of employee accommodation.
- Separated and collected waste from distributed properties to facilitate recycling.
- Developed a trial for potential compost solutions for accommodation food waste in 2026.

The Challenges

- Waste generated across 22 rental properties adds pressure to local waste systems.
- Managing household waste streams from dispersed properties is more complex than on-site waste.



THE RESOURCES WE USE

INWARDS PRODUCT

Total Fruit Received 86,791,827 kg

Kiwifruit

- Bins 216,963 bins
- Received 81,204,822 kg

Avocados

- Bins 9,711 bins
- Received 5,605,630 kg

Pollen

- Flowers received 11.7 t

PACKAGING

- Cardboard Boxes 12.9M
- Plastic Bags & Liners 12.5M
- Compostable Fruit Labels 622.2M
- General Labels 14.7M
- Plastic Pocketpacks 2.98M
- Cardboard Pocketpacks 0.3M
- Cardboard Strips, Boards & Caps 1M
- Plastic Strapping 3,510 km (17 t)

REFRIGERANTS

- Gases on site R22, R404A, R407F, R449A, R134A, R410A, R32
- Leaks 4 kg R134a, 5 kg R407F
- Total GWP Liability 18,587.8 tCO₂e

BINS & PALLETS

- Wooden bins 39,509
- New wooden bins 1,480 (included in total above)
- New pallets 67,957 for kiwifruit and 16,058 for avocados

FUEL

- Diesel 125,174 L
- Petrol 40,334 L
- LPG 4,815 kg

FORKLIFTS

- Diesel 21 (leased)
- Electric 81 (leased)

TROLLEYS

- Electric trolleys 19 (leased)
- Electric trolleys 4 (leased)

FLEET VEHICLES

- Diesel 26 (8 leased)
- Petrol 21
- Plug In Hybrid/Petrol 6 (leased)
- Petrol Mild Hybrid 2
- Electric 4 (leased)
- Class 4 heavy diesel truck 2 (1 leased)
- Diesel Tractors 6
- Trailers 18

WATER SUPPLY

- 4,796 m³ consumed from WBOP council

ELECTRICITY

- Consumption 15.7 GWh
- Electricity source Simply Energy on a Fixed-Price Variable-Volume Contract (Main ICPs) and Mercury (Minor ICPs)



THE OUTPUTS WE PRODUCE

OUTWARDS PRODUCT

Kiwifruit

• Class 1 trays	20.0M
• Class 2 & 3 trays	0.7M
• Packed	75,529,066 kg

Avocado

• Class 1 trays	357k
• Class 2 & 3 trays	448k
• Packed	5,173,434 kg

'Trays' is the standardised metric for fruit packaged and shipped to market.

'Packed' is the quantity of fruit that has been processed and packed in the packhouse.

Pollen

• Pollen produced	121 kg
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ORGANIC WASTE

Reject Kiwifruit

• Animal feed	6,255.5 t
• Repurposed (into paste or juice by third parties)	322.5 t

Reject Avocado 382 t

Pig Food Waste from Canteen 3.7 t

On-site Compost ~100 m³

Our compost inputs are

• Kiwifruit dust	4.5 t
• Avocado riser waste	5.3 t
• Avocado mulch	3.4 t
• Pollen flowers	15.7 t
• Garden waste	36.1 t
• Other compostables	17 kg
• Shredded paper	0.2 t
• Kiwifruit leaves	57 t
• Kitchen compostables	6.2 t
• Fruit label backing	0.6 t

RECYCLED MATERIALS

Plastic and Glass

• Clear (LDPE)	Baled and recycled in Malaysia	9.0 t
• Mixed soft plastics	Soft plastics recycling in NZ	0.7 t
• Plix trays (PET)	Recycled by NZ supplier	0.1 t
• Plix trays packaging	Recycled by NZ supplier	0.4 t
• Green PET strapping	Baled and recycled offshore	1.3 t
• Black PP strapping	Baled and recycled offshore	13.1 t
• Polystyrene	Recycled into construction materials	40 kg
• Mixed recycling (incl. Glass)	Sent to the local Materials Recovery Facility for Recycling	10.6t

Fibre

• Cardboard	Baled and recycled in NZ, moving to offshore	252.5 t
• EAN label backing (loose)	Combusted for energy recovery	1.4 t
• EAN label backing (baled)	Recycled offshore into tissue paper	8.3 t
• Fruit label backing	Combusted for energy recovery	16.6 t

Wood and Metal

• Untreated wood	Locally chipped into playground bark	333.2 t
• Treated wood	Combusted for energy recovery	1.4 t
• Metals	Recycled in NZ	26.9 t

STORMWATER

- New fire pond in gully on site for stormwater collection in 2025.

WASTEWATER

- Stored in septic tanks and trucked offsite 87.2m³.
- New on-site wastewater treatment system started operating in 2025.

LANDFILL WASTE

- 18.5 tonnes baled and collected in 12 skips and trucked to Hampton Downs Landfill.

Work in Progress

FRUIT LABEL BACKING

For every Zespri label applied to a kiwifruit, approximately twice that weight in Fruit Label Backing (FLB) is produced at the postharvest facility. In response to customer pressure, Zespri, and Jenkins/Sinclair (label provider) have jointly developed a certified, fully compostable, fruit label, additionally claiming that the backing is compostable.



1990s

- Fruit stickers are required by supermarkets to support barcode checkout systems.
- At Trevelyan's, FLB was blown into plastic bags and sent to landfill.

FLB Produced: ~5 t

2017

- Sinclair obtained certification that FLB was made from compostable materials (EcoLiner).

FLB Produced: ~10 t

2018

- Trevelyan's trialed baling FLB in clear bags for easier transport, breaking it down into possible compost (onsite), and use as a calf bedding (keeping calves warm and dry); only calf bedding showed partial success.

FLB Produced: ~12 t

2019

- Trevelyan's considered offshore recycling of FLB. This required compaction which proved difficult.
- Trevelyan's started collecting FLB in fertiliser bags to improve transport efficiency.

FLB Produced: ~12 t

2020

- Trevelyan's FLB was emptied from fertiliser bags into a truck and taken to a local dairy farm for calf bedding.

FLB Produced: ~13 t

2021

- Handling issues with fertiliser bags prompted the development of an IBC-based collection system to facilitate sending FLB to the dairy farm.

FLB Produced: ~13 t

2022

- The dairy farmer stopped accepting FLB; large volumes of FLB are unsuitable for other dairy farms.
- Further compaction trials (vacuuming/rolling) prove messy and difficult.

FLB Produced: ~14 t

2023 & 2024

- Trevelyan's developed a system to unload FLB into skips and compact it so it could be transported for industrial composting.

FLB Produced: 2023: ~15 t; 2024: ~16 t

2025

- The industrial compost facility stopped accepting FLB as it was not breaking down.
- Compaction and vacuum trials were still proving impractical.
- Interim solution: FLB sent to a timber drying facility for boiler fuel.
- Trevelyan's began collaboration with Jenkins on FLB compaction for recycling, supported by Zespri ZAG Funding

FLB Produced: ~16 t

We're Prioritising HEALTH & SAFETY

Looking after our team's health, safety, and wellbeing is a priority for our business. By doing this, we aspire to create a safe workplace, a positive company culture and an environment where everyone can thrive.



Trevelyan's Health & Safety Committee

ANNUAL GOALS

- ✓ Reduce Lost Time Incidents year-on-year.
- Reduce the number of ACC claims year-on-year.
- Reduce our total recordable incident rate to below 4%.

2026 GOALS

- Reduce Lost Time Incidents year-on-year.
- Reduce the number of ACC claims year-on-year.
- Increase our Safe365 rating year-on-year.

REPORTING

Health and safety (H&S) reporting is a core component of how we manage risk and drive continuous improvement across our workplace. Reporting provides a structured and transparent way for staff to record near misses, incidents, and safety concerns, while enabling us to track performance and identify trends over time. To support this, we use systems that make reporting accessible and straightforward, reinforcing a culture where raising issues is encouraged regardless of severity. This approach supports learning, accountability, and the prevention of recurring issues.

We use the following software to support our reporting and performance monitoring:

- **Donesafe** is an incident reporting and management system used to record events, analyse trends, and track contractor and employee compliance. Access is restricted to the Health and Safety Team, and all employee information is managed confidentially.
- **Safe365** is a digital H&S performance platform that supports assessment and continuous improvement. Our current Safe365 score is 67%, a positive increase from 63% in the previous year.

HEALTH AND SAFETY COMMITTEE

Trevelyan's has a Health and Safety Committee that supports effective H&S management by bringing together staff and management to develop, review, and improve health and safety policies and systems. The committee includes representatives from across the business and meets monthly.

The committee provides a clear point of contact for health and safety matters. Staff are encouraged to raise questions, share ideas, or report concerns through their departmental representatives, helping ensure issues are identified and addressed promptly. For example, a staff member raised concerns about ongoing dust exposure in high-traffic yard areas where many people operate daily. The committee implemented short-term controls such as dust suppression and increased monitoring, followed by air sampling and process changes based on operator feedback. Longer-term engineering solutions were explored, resulting in concrete being laid in affected areas with plans to extend dust suppression elsewhere on site.

HEALTH AND SAFETY PERFORMANCE

H&S Metric	Definition	2025 Performance	2024 Performance*
Harm Incidents	An incident either physical, psychological or health related that results in harm or injury.	144 ↓	147
Lost Time Incidents (LTI)	Incidents that result in an employee being unable to return to work for at least one shift/day following the incident	46 ↓	54
Lost Time Days (LTD)	Number of workdays lost due to workrelated injuries or illnesses where the employee is unable to perform their normal duties	213 ↓ <i>This was a 26.4% reduction from 2024, showing fewer and/or shorter duration injury or illness events.</i>	288
Total Recordable Injury Frequency Rate (TRIFR)	TRIFR is a measure of our H&S performance, it is the number of recordable injuries per 200,000 work hours.	6.3% ↓	7.3%
Near Miss	An unplanned incident that could have caused harm but didn't. Near miss reporting allows us to change things before they become an issue. Increases are seen as a positive.	37 ↑	19
ACC Claims	The number of total claims made to ACC by staff due to a work incident.	80 ↑	78
	The number of claims made to ACC by staff due to a work incident over \$750.	11 ↓ <i>These were 45% less (in \$ value) than the same time in the previous year.</i>	12

*The figures for 2024 have been re-stated due to a reclassification of safety events by the Board of Directors



OUR HEALTH AND SAFETY PRIORITIES

We have identified four Health and Safety priority areas based on the high-risk nature of our operations and analysis of incident frequency and severity, both within our business and across the wider industry. These priorities focus our risk management efforts on areas with the greatest potential for harm and support the ongoing safety of our people. The key priority areas and associated actions for 2025 were:

1. Forklift Safety

- 90 forklifts were equipped with AI pedestrian detection technology to reduce collision risks.
- Trevelyan's forklift school ensures all operators are trained and certified, supported by approved internal, industry-specific tutelage.
- Additional signage and a walkway barrier were installed to better separate pedestrians and forklifts.
- Further safety training for pedestrians moving through the yard was provided.



2. Machine Guarding

- Comprehensive machine guarding risk assessments were completed.
- New guarding was installed around key packhouse equipment to reduce exposure to moving parts.
- A new interlock system was trialled on a bin tip, preventing entry while the machinery is operating.

3. Site Traffic Management

- Clear signage is in place to manage fruit inflow and outflow and reduce interaction between forklifts, trucks, cars, and pedestrians.
- Additional stop signs and mirrors were installed in key areas following concerns raised through the H&S Committee.
- The road over the gully has been concreted, improving traction and reducing dust.
- A TV screen providing site directions was installed at fruit receipt to show trucks where they need to go.
- Barriers were installed at various locations over the site.

4. Fleet Vehicle Safety

- GPS units have been installed in RSE fleet vehicles, alongside regular vehicle inspections, driver training and driver feedback processes.



HEALTH AND SAFETY TRAINING

First aid training is available for all staff. We have a total of 77 first aiders on site. We had 65 staff complete or renew their first aid training in 2025, and 13 staff members completed the Pre-Hospital Emergency Care training.

SHOCKTOBER - 3 STEPS FOR LIFE

In October, we held Shocktober "3 Steps for Life" AED training, delivered by St John. Four one-hour sessions were run to build confidence and capability in responding to cardiac arrest situations with the use of AEDs. The training also highlighted that people experiencing a cardiac arrest, often head to the bathroom, which is why many cardiac arrests occur there. In response to this insight, our H&S Team relocated the main packhouse AED to just outside of the restrooms, near the Café, ensuring faster access if needed.



HEALTH AND SAFETY AUDITING

After four years of using Safety Culture (iAuditor) for all audits, safety and risk management audits were transitioned to Donesafe Auditing by August 2025. Donesafe Auditing provides better visibility through an automatically updated monthly dashboard that tracks audit volumes, scores, and overdue actions. In total, 185 audits were completed in 2025.

How we TREAD LIGHTLY

In a world facing complex challenges and changing climates, we remain agile and responsive, cultivating sustainable business practices and preserving and enhancing the land for future generations.

MAKING THE WORLD A BETTER PLACE

Collectively reducing our use of resources, our emissions, and our waste through responsible actions and education.

TRANSITIONING FOR THE FUTURE

Working with our supply chain partners to support biodiversity, strengthen biosecurity, and transition to the realities of a changing climate.



WINS

REFRIGERANT LEAKS

Lowest GHG impact since we began measuring in 2010

NATIVE PLANTING

180

native plants established around the fire pond and carpark

SCOPE 1 AND 2 EMISSIONS

23%

reduction in absolute Scope 1 and 2 emissions from 2024



WORK ONS

ELECTRICITY CONSUMPTION

6%

increase in actual electricity consumed (kWh) from 2024

CLIMATE TRANSITION PLAN

to be developed in 2026

We're Promoting BIODIVERSITY & BIOSECURITY

We rely on a healthy and diverse ecosystem of plants and animal species to sustain our business. Pollinating insects are essential to the wider environmental ecosystems, and we are acutely aware of how our day-to-day operations can affect their natural populations. Equally, new and exotic pest species are a significant risk to New Zealand's horticultural sector. We tread lightly to protect native species and support the natural systems that underpin our business.



ANNUAL GOALS

- ✓ Invest at least \$5,000 per annum to local biodiversity projects.
- ✓ Contribute at least \$4,000 per annum to local biosecurity projects.

2026 GOAL

Include Biodiversity and Biosecurity as key components of the Climate Transition Plan.

BIODIVERSITY - ON SITE

Being a single-site packing and coolstorage business provides unique opportunities and challenges in how we use our space.

Village Green

The Trevelyan's Village Green sits at the centre of our site, offering a welcome contrast to the fast pace of daily operations. The main feature is a mature yellow-flowered pōhutukawa, surrounded by mandarin, feijoa, guava, and apple trees that supply fresh fruit and attract native birdlife, including tūi and kererū. Adjacent to the Village Green, our Grounds Team maintains a vegetable garden, where healthy crops of tomatoes, basil, zucchini, and lettuce, among others, are grown. In the summer of 2025, our Wellness Committee also used this space for a watermelon-growing contest.

Native Planting

Native trees, shrubs, and grasses have been planted around our fire pond, along the walking track, and at the back of the car park to boost biodiversity onsite. Species include Pittosporum spp., mānuka, harakeke, kahikatea, tōtara, hebe, and pāpāuma. A total of 180 trees were planted this year, and as they establish, they will attract more birds and insects, helping our site thrive.

BIODIVERSITY - ORCHARD

Trevelyan's has been promoting and undertaking trials of regenerative practices on kiwifruit orchards to support sustainability, resilience and profitability. With a primary focus on soil health, the Trevelyan's Technical Team have been running multi-year trials to demonstrate the benefits of enhancing underground biodiversity using cover crops and biochar applications. They have also introduced 'movable insect pods'; transportable flower beds that can promote aboveground biodiversity, including native pollinator species and other beneficial insects. These regenerative practices are regularly shared with kiwifruit growers at our Field Days, in our fortnightly TechTips and at industry meetings.



BIOSECURITY

Biosecurity incursions are one of the largest risks to the kiwifruit industry. In 2026, we will assess future biosecurity risks, and their potential impacts, in our climate transition planning. Trevelyan's provides growers with up-to-date information and technical guidance on biosecurity issues. By working closely with growers and industry partners, we help identify risks early and support practical on-orchard responses that protect production and maintain long-term resilience. The table below shows some current and possible insect threats and their impacts.

Potential Insect Pests

Threats	Pests	Type	Horticulture Impacts
Established Pests	Scale insects	Sap-sucking insect pest	Reduce yield, fruit quality, and access to export markets
	Leafrollers	Caterpillar, passion vine hopper, cicadas	
2025 Incursions	Asian yellow-legged hornet (Jun 2025)	Invasive predatory hornet	Indirect threat via honeybee/pollination loss
	Oriental fruit fly (Feb 2025)	Fruit-infesting insect	Feed on fruit & vegetable hosts
Potential Invaders	Brown marmorated stink bug	Sap-sucking insect pest	Direct threats to kiwifruit production and export restrictions
	Other fruit flies	Fruit-infesting insect	
	Spotted lanternfly	Phloemfeeding planthopper	



We're Transitioning TO A CLIMATE-RESILIENT FUTURE

Minimising our carbon footprint and responding to changes in climate are complex challenges facing our business. We tread lightly by reducing emissions across our operations and making sure our business is prepared for the impacts of climate change.



Trevelyans' Sustainability Committee

ANNUAL GOALS

- ✓ Achieve validation for our Science-based Targets (SBT) from the Science-based Targets Initiative.
- ✓ Achieve absolute annual Scope 1 and 2 emissions reduction of >18.67% from the 2021 base year.
- Work with our key suppliers to encourage them to set Science-based emissions targets.
- Develop our Climate Transition Plan.

2026 GOALS

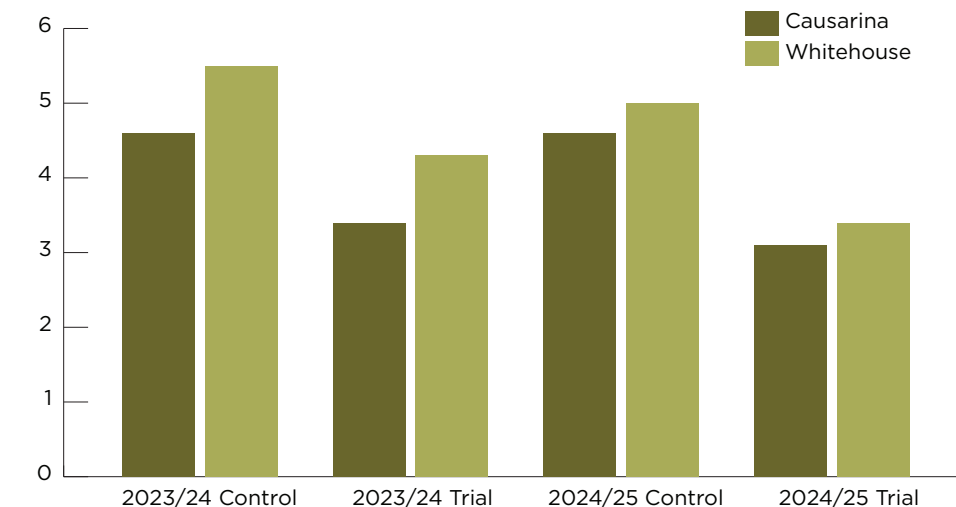
- Achieve absolute annual Scope 1 and 2 emissions reduction of 23.33% from the 2021 baseline year.
- Calculate Scope 3 emissions and develop a plan to reduce major Scope 3 emission sources.
- Develop our Climate Transition Plan.

CARBON NEUTRAL TRIAL

Trevelyans' is one of three packhouses that participated in Zespri's Carbon Neutral Trial, which began in 2022. The trial focused on emissions monitoring and reduction initiatives for both orchards and postharvest facilities, with monitoring conducted through 2023 (baseline year) and reductions made during 2024 and 2025.

Whitehouse and Casuarina orchards (jointly owned by Trevelyans' and some of its employees) were involved in the orchard trial and experienced an average of 22% per hectare reduction in emissions across two harvest seasons. Alongside this reduction in emissions, no noticeable change in production was observed.

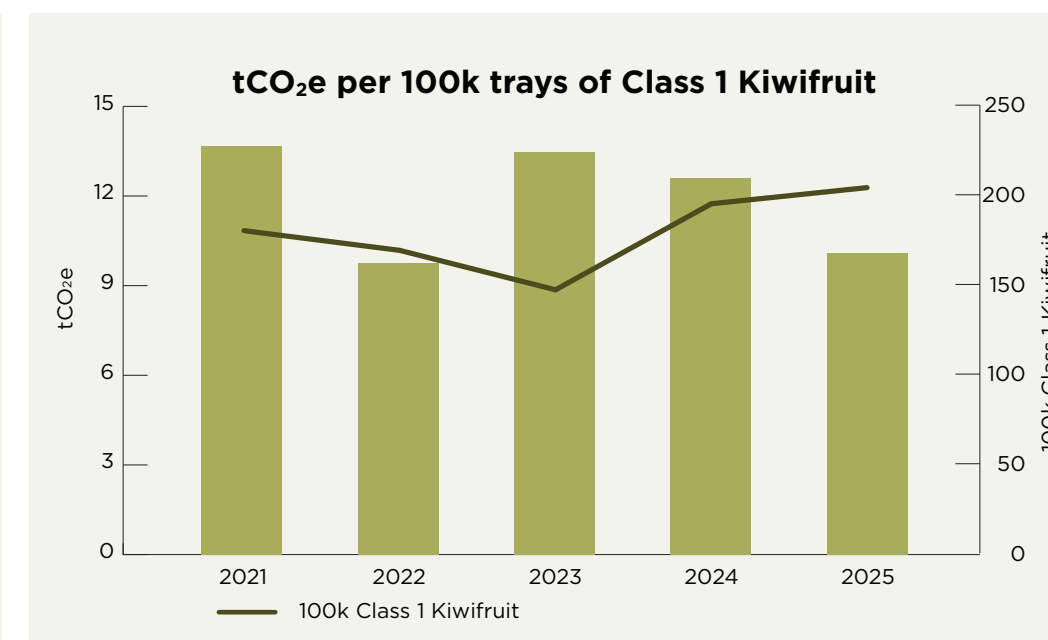
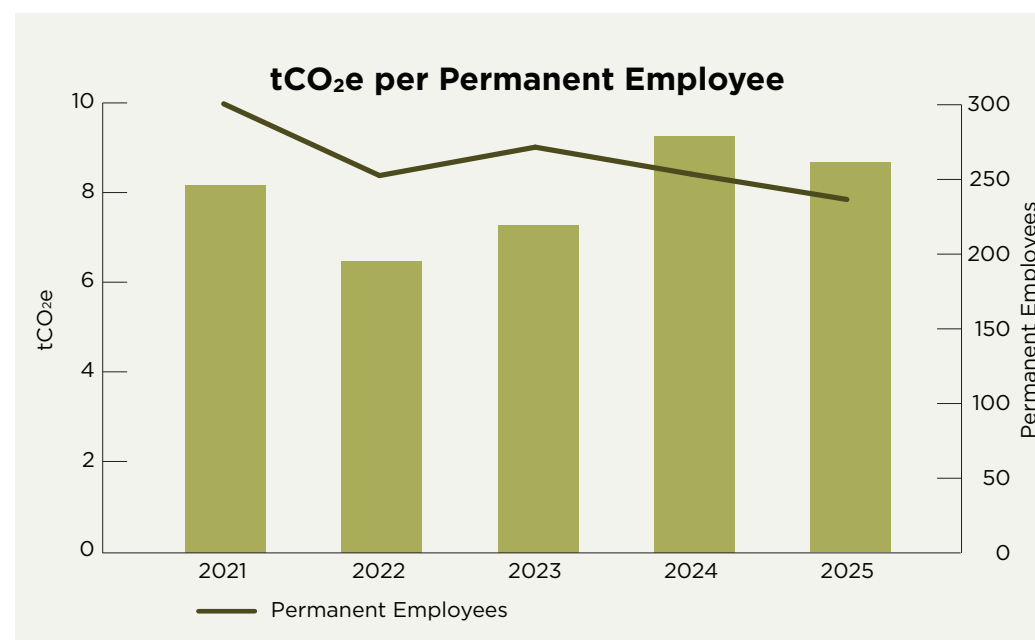
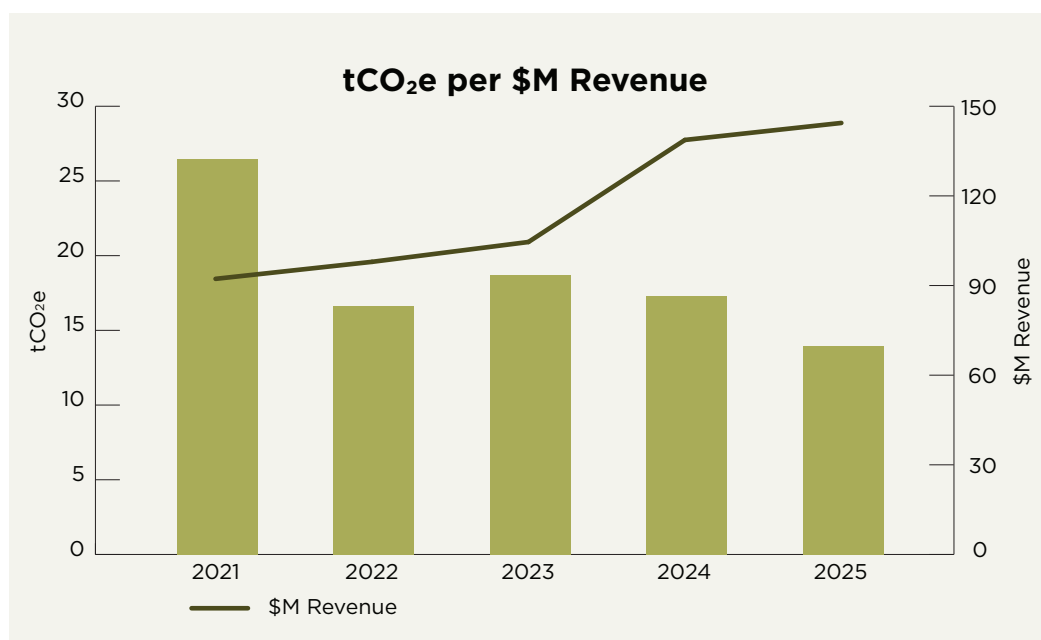
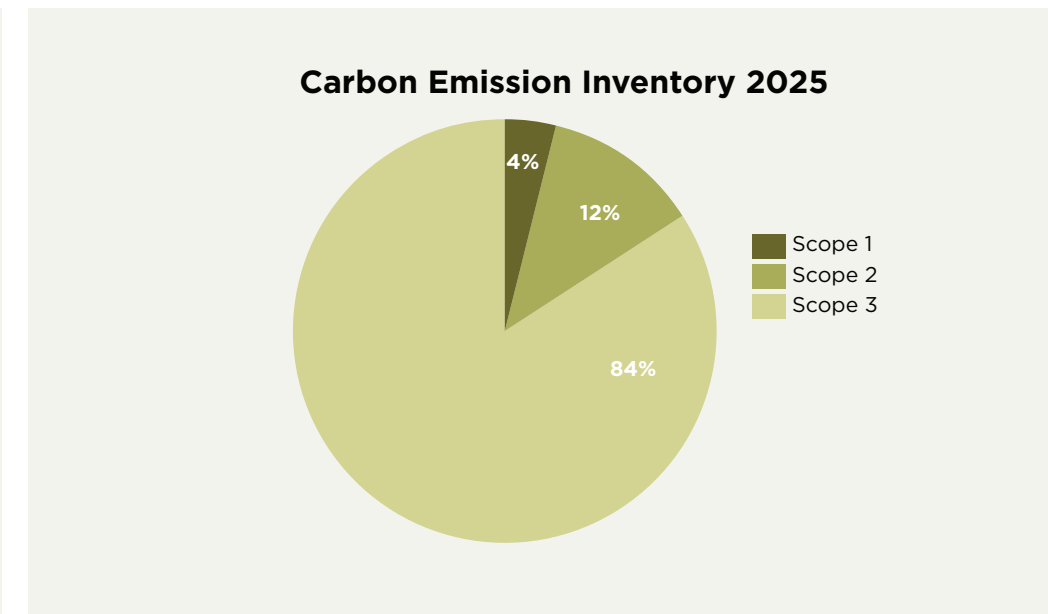
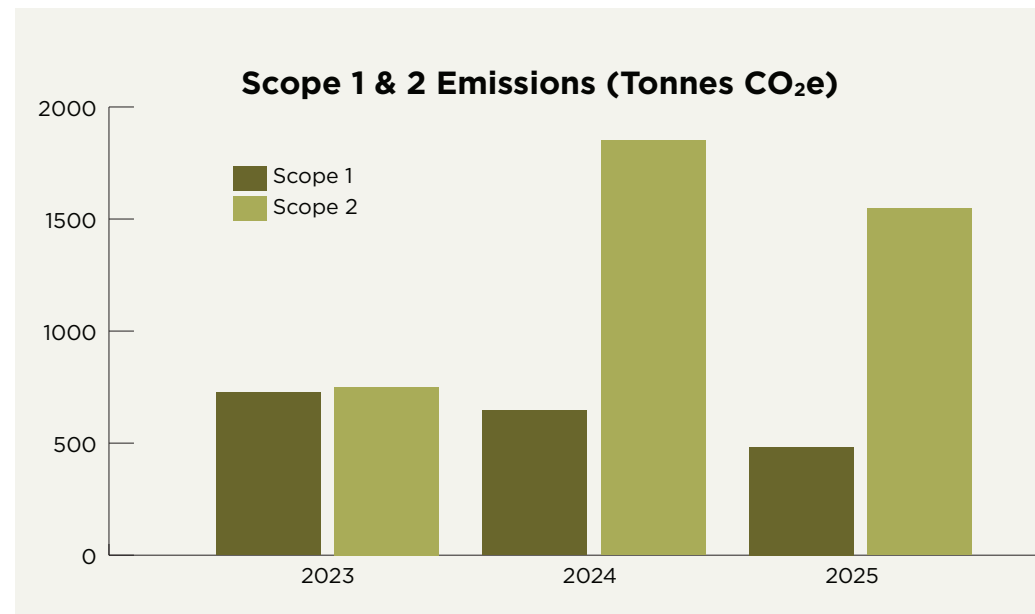
Carbon Neutral Trial Results (tCO₂e/ha)



CARBON EMISSIONS INTENSITY

In this report, Trevelyan's is reporting on our year on year emissions intensity. This reflects our commitment to transparency and continuous improvement. It also allows us to compare our emissions considering growth factors across a variety of metrics.

Scope	Absolute tCO ₂ e	gCO ₂ e/kg fruit received
Scope 1	483	5.6
Scope 2	1,577	18.2
Scope 3	10,999	126.7
All Scopes	13,059	150.5



TREVELYAN'S CARBON EMISSIONS INVENTORY

We have measured and reported our organisational carbon emissions since 2010 using the GHG Protocol.

Our Scope 1 emission sources include diesel, petrol, LPG, refrigerants and compost. Our Scope 2 emission sources include electricity. Our Scope 3 sources cover all other areas of the business including packaging, waste, employee commuting, air travel and freight.

Scope 3 Emissions

In 2025, packaging was the dominant source of Scope 3 emissions. Packaging contributed approximately 90% of our total Scope 3 emissions. We enhanced our Scope 3 reporting accuracy by integrating direct activity data with spend-based calculations, mapping all Financial General Ledger codes to specific emission sources to fill data gaps.

Source*	2025 % of Emission S1 +S2 Sources	Use	The Work	tCO ₂ e Change from 2024	\$ Change from 2024	Future Initiatives
Diesel - Fleet	11.7%	Company vehicles	<ul style="list-style-type: none"> Increased fuel-use monitoring and reporting 	-11.2% ↓	-42% ↓	<ul style="list-style-type: none"> Continue electrifying the fleet Continue assessing lower-emissions alternatives Monitoring and reporting emissions and \$ per km
Diesel - Tank	4.8%	Forklifts and other equipment	<ul style="list-style-type: none"> Introduced new PHEV utes and electric forklifts 	-27.6% ↓	-18% ↓	
Petrol	4.8%	Company vehicles	<ul style="list-style-type: none"> Continued using existing electric vehicles 	-4.4% ↓	-7% ↓	
LPG	0.7%	On-site Accommodation	<ul style="list-style-type: none"> Ongoing monitoring 	-3.7% ↓	+8% despite national cost increases of 30% ↑	<ul style="list-style-type: none"> Review opportunities to transition away from LPG water heating
Refrigerants	0.7%	Coolstores and HVAC	<ul style="list-style-type: none"> Continued focus on leak detection Replaced high-risk condenser fans Replaced high GWP refrigerants 	-747.3% ↓	-731% ↓	<ul style="list-style-type: none"> Develop transition plan to natural refrigerants
Compost	1.1%	Kiwifruit dust, leaves and garden waste	<ul style="list-style-type: none"> Added as a Scope 1 source following annual review (compost is processed on site) 	-16.3% ↓	On site compost has no direct costs	<ul style="list-style-type: none"> Consider alternative organic waste treatment options Consider in-vessel compost system
Electricity	76.2%	Electricity across all sites	<ul style="list-style-type: none"> Actual increase in GWh of 6.8% 2025: 15.7 GWh; 2024: 14.7 GWh Emission reductions achieved by low grid emission factors 	-19.5% ↓	+11% despite a 12.5% increase nationally and 6% increase in actual usage ↑	<ul style="list-style-type: none"> Scope and implement a renewable energy project to reduce reliance on national grid
Total	2,059 tCO₂e			-22.9% ↓		

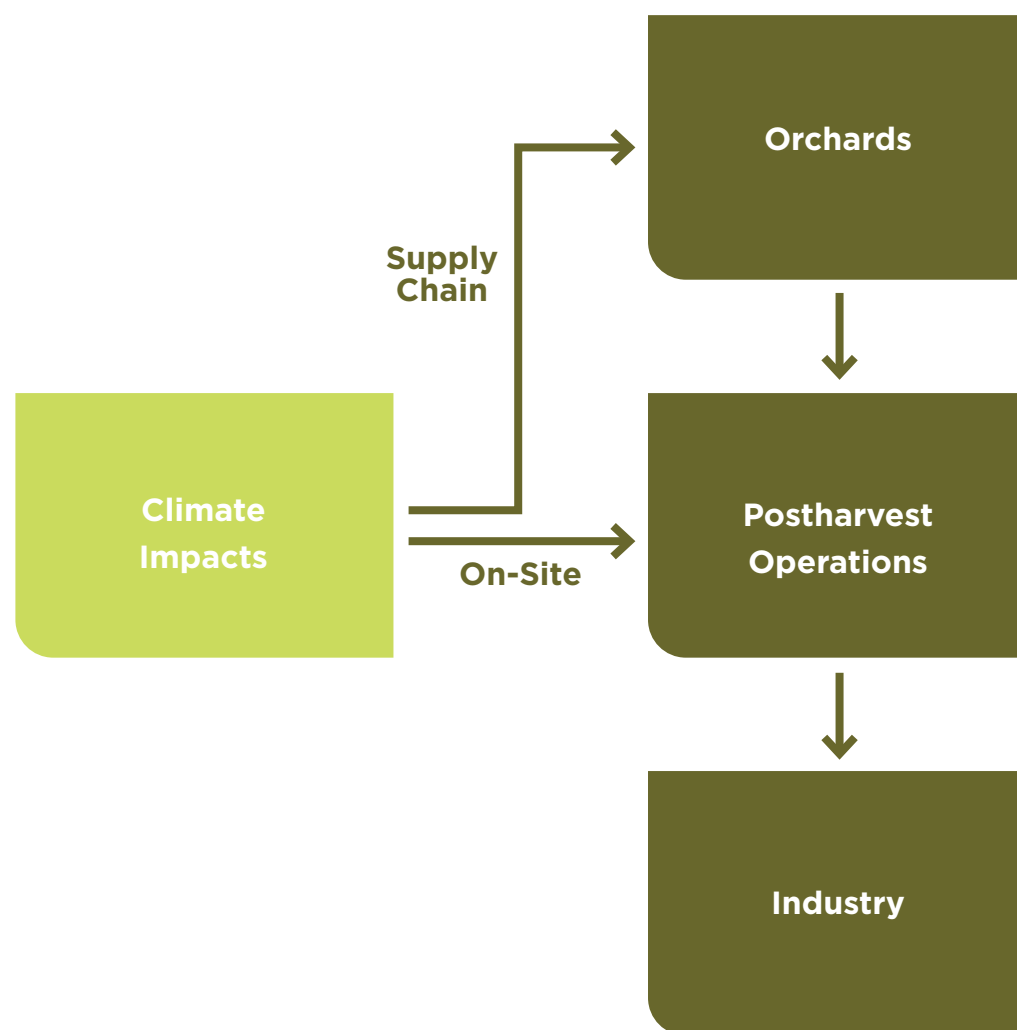
*2025, 2024 and 2023 Scope 1 and 2 absolute emissions are assured by Deloitte through the Trevelyan's Sustainability Linked Loan.

CLIMATE TRANSITION PLANNING

We recognise that some degree of climate change is inevitable and is already impacting on our industry. Climate change affects how and where we grow fruit, when we can pick it, how we transport it, and the associated costs.

In 2026, we will develop a climate transition plan to assess climate risks, time horizons, and define priority actions.

CLIMATE IMPACTS RELATIONSHIPS FOR POSTHARVEST OPERATIONS

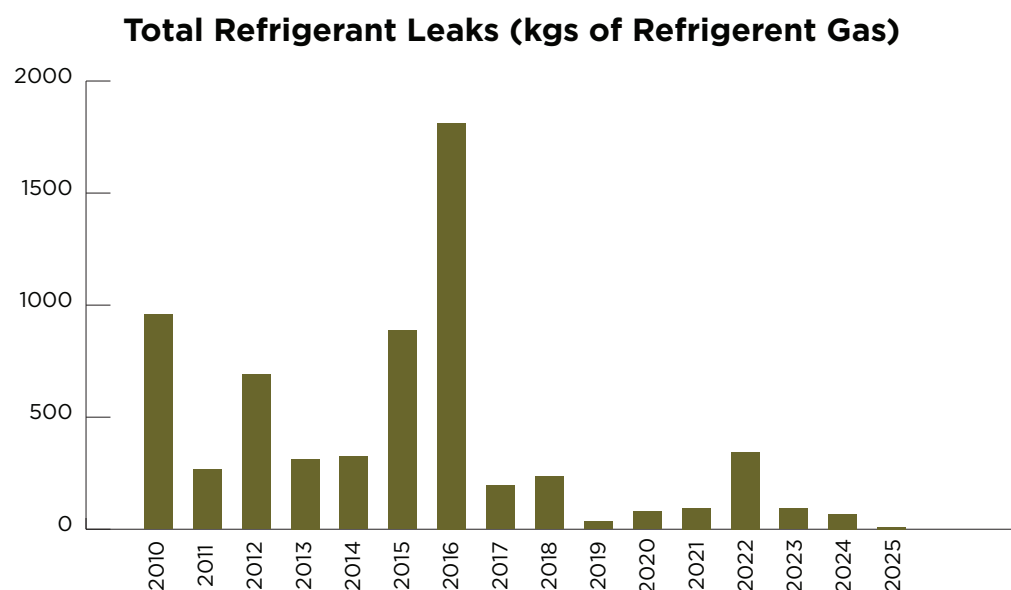


Climate Impacts	On-Site	Supply Chain
Supply Variability & Quality Volatility	<ul style="list-style-type: none"> Inefficient packing lines Increased reject volumes and rehandling Higher operational costs and labour inefficiencies 	<ul style="list-style-type: none"> Lower yields Increased fruit loss Reduced returns
Increased Temperatures	<ul style="list-style-type: none"> Heat stress and unsafe working conditions Operational downtime Higher energy and operating costs Increase cooling and HVAC demand 	<ul style="list-style-type: none"> Potential fruit spoilage or loss Increased food safety risks Increased pest pressure
Extreme Weather Events: Heavy rain and flooding, Frost, Hail, High winds, Heatwaves, Fire	<ul style="list-style-type: none"> Physical damage to packhouse buildings, plant and equipment Adverse mental health and wellbeing Disrupted transport, access and work schedules for staff 	<ul style="list-style-type: none"> Disruption to fruit logistics Fruit, orchard or infrastructure damage
Sea Level Rise	<ul style="list-style-type: none"> Site location expected to remain largely unaffected 	<ul style="list-style-type: none"> Low-level and island-based orchards may be impacted
Water Supply	<ul style="list-style-type: none"> Operational shutdown or reduced capacity Food safety noncompliance 	<ul style="list-style-type: none"> Drought and prolonged dry conditions reduce water availability and affect fruit quality Flooding events contaminating water systems
Increased Pest Incursions	<ul style="list-style-type: none"> Disruption to packhouse operations Market access and reputation impacts Staff health and safety risks Fruit contamination and pest spread 	<ul style="list-style-type: none"> Food safety noncompliance Higher overwinter pest survival rates Faster pest life cycles Expansion of pest ranges Reduced yields

Work in Progress REFRIGERANTS

Refrigerants help keep our coolstores cold. If legacy refrigerants leak, they contribute to climate change, may deplete the ozone and present a H&S risk.

Over the next few years, Trevelyan's will develop a transition strategy to move away from refrigerants that contribute to ozone depletion and climate change.



1988

The Montreal Protocol established an international treaty to phase out production and use of ozone-depleting refrigerants such as **HCFC**.

Coolstore Count: 1

2002

New stores at Trevelyan's were built using HFC **R404A** rather than ozone-depleting **HCFC R22** refrigerants.

Coolstore Count: 8

2010

Trevelyan's started recording annual refrigerant leaks and had a total of 16 different leaks during the year.

Coolstore Count: 25

2016

NZ adopted the Kigali Amendment and committed to phasing down the use of **HFCs**. Trevelyan's had a total of 12 different leaks during the year.

Coolstore Count: 36

2017

Gas detectors were installed in every plant room and coolstore at Trevelyan's to reduce the response time in the event of a leak.

Coolstore Count: 36

2019

NZ was required to start reducing the introduction of high GWP **HFCs** such as **R404A** in accordance with the Kigali Amendment.

Coolstore Count: 36

2020

Trevelyan's first coolstore was swapped out to a blended **HFO, R449A**. **R449A** has a lower GWP (but contains traces of forever chemicals so it is a potential transitional solution).

Coolstore Count: 40

2022

Trevelyan's had a total of five different leaks during the year including one major leak due to a condenser fan failure.

Coolstore Count: 43

2023

Trevelyan's had two different leaks during the year, including one major leak due to a condenser fan failure. Portable leak detectors were purchased to help find small leaks.

Coolstore Count: 43

2024

Trevelyan's started changing out condenser fan shrouds to help prevent future leaks.

Coolstore Count: 43

2025

All Trevelyan's R404A refrigerant coolstores have been switched to the lower GWP **R449A** and all **R404A** (5.8 tonnes) is being safely destroyed.

Coolstore Count: 43

2026

The new coolstore due to be completed in 2026 will have a natural refrigerant (**Ammonia, R717**) which has 0 GWP and is not ozone-depleting. However, it does present additional safety risks.

Coolstore Count: 44

How we RESPECT OUR PEOPLE

We don't just grow great fruit, we grow great people. We're committed to being a great employer, leading with our values and creating learning and growth opportunities for everyone in our team.

BUILDING CAPABILITY

Growing and developing the talents of our people, so they can master their role and take on new challenges.

SOLID FOUNDATIONS

Providing employees with a safe, supportive, and productive working environment alongside robust processes and systems.

PARTNERSHIPS

Actively developing partnerships across our industry and our local community to help support engagement and enhance sustainability progress.



WINS

SPONSORSHIP
\$60,894
to our local community

TOURS
56
hosted on site in 2025

EMPLOYEE ANNUAL REVIEWS
87%
of permanent employees completed an annual performance review

SEDEX MEMBERS ETHICAL TRADE AUDIT
Successful audit of our employment practices



WORK ONS

EMPLOYEE TURNOVER RATE
11%
for permanent staff

COMMUNICATION, DIRECTION AND RECOGNITION
Increase consistent communication and direction from senior leaders and stronger recognition of success

We're Creating A GREAT PLACE TO WORK

Our commitment to our company values makes Trevelyan's a great place to work, where our team is engaged, productive, and committed to our sustainable future.

Total Employees throughout 2025	Female	Male	Other	Total (Cumulative headcount*)
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Permanent - Salary & Wages	144	115		259
Temporary - Fixed Term & RSE workers	811	1162	1	1974
Casual - non-guaranteed hours	62	33		95

*A cumulative headcount is the total number of staff employed over the whole year.

ANNUAL GOALS

- ✓ Maintain Gold WorkWell Accreditation.
- ✓ Complete annual reviews for more than 85% of permanent staff.
- Maintain permanent staff voluntary turnover at less than 10%.
- ✓ Invest at least \$20,000 per year in staff wellness initiatives.

2026 GOALS

Complete annual reviews for more than 90% of permanent staff.

Introduce a seasonal staff rewards programme.

BUILDING CAPABILITY

In 2025, we finished the year with a headcount of 236 permanent employees, compared with 248 in 2024. We delivered improved workforce planning and saw reduced turnover in our fixed-term employees, resulting in 15% less fixed term employees than we hired in 2024. This reduction supports our goal of improving the employee experience and lifting productivity across our workforce.

Permanent staff turnover reduced to 11.1%, down from 12.5% in 2024. Despite being slightly above our target of 10%, this continued reduction in turnover is a positive trend.

ENGAGEMENT AND PERFORMANCE

In 2025, we focused on building employee experience and performance, recognising these as critical foundations for delivering on our business goals. A key milestone was the implementation of CultureAmp® to support our Seed to Success (S2S) performance review process. This new platform has strengthened the consistency and quality of performance conversations across the business. We achieved an 87% completion rate for permanent employee reviews, exceeding our 85% target.

We also implemented a calibrated review process to support greater consistency across managers and teams. This helps ensure performance expectations are applied more fairly and that feedback conversations are constructive and aligned across the organisation.

Engagement Survey

Completed in October 2025, we achieved 75% participation from permanent team members.

Strengths

- Food safety
- Health & safety systems
- Clear delivery expectations within their teams
- Supportive, community-focused culture

2026 Focus Areas

- More open and consistent communication
- Clearer vision and direction from senior leaders
- Stronger recognition for success
- Visible follow-through on feedback

Sedex Members Ethical Trade Audit

Our good employment practices were also demonstrated through the successful completion of our first Sedex Members Ethical Trade Audit (SMETA). The three-day audit included a detailed documentation review and confidential interviews with employees conducted by an external auditor. The outcome provides assurance to customers and stakeholders that our employment practices and workplace systems meet recognised ethical trade standards.

EMPLOYEE TRAINING AND DEVELOPMENT

We recognise the important role we play in supporting our people to grow and develop. In 2025, we delivered a wide range of training and development opportunities that built on individual capability, strengthened leadership, and supporting a safe and effective workplace. These included:

Leadership Development	Health, Safety & Wellbeing	Skill Development
<ul style="list-style-type: none"> • Performance coaching for the Senior Leadership Team • Train the Trainer workshops • Preseason leadership focus workshops and in-season coaching • Varied leadership development workshops • Effective leaders 15-week program with Aspire2 	<ul style="list-style-type: none"> • Bullying and harassment prevention workshops • Pre-Hospital Emergency Care training • GoodYarns mental health literacy training • NZ Level 3 Certificate in Health and Safety • Financial wellbeing workshops • Advanced Drug Awareness training with TDDA 	<ul style="list-style-type: none"> • Literacy and numeracy – Workplace Communication with Aspire2 • Digital skills training – Microsoft Office Suite • Effective communication training • Apprenticeships in Fruit Production and Distribution through the Primary ITO • Created regular Trevelyan's Talkmasters Sessions • Continuous improvement workshops

REMUNERATION & BENEFITS

Trevelyan's remuneration framework is based on Strategic Pay's job evaluation methodology. Roles are assessed across ten factors and assigned to remuneration bands benchmarked against validated annual remuneration survey data. This provides a structured and transparent basis for determining pay and supports consistency across the business.

Our remuneration structure is reviewed annually to ensure pay remains fair, consistent and aligned with the responsibilities of each role. The 2025 remuneration review strengthened the consistent application of Strategic Pay banding and reinforced our commitment to pay equity. This includes ongoing monitoring to ensure there are no gender or cultural pay gaps. Trevelyan's does not offer performance-based pay. All employees are remunerated through fixed and equitable pay. This approach supports fairness, transparency and long-term sustainability in our employment practices.

Additional Benefits

Remuneration is complemented by a range of benefits that support employee wellbeing and development. Permanent staff have access to health insurance, wellbeing initiatives, and extensive training and development opportunities, and eligible salaried employees receive a paid Trevelyan's Day each month, providing up to twelve additional paid days off per year. Seasonal team members are supported through transport options, milestone celebrations, access to fresh fruit from our orchards, and, where eligible, the Night Shift Allowance.



Trevelyan's Wellness Committee

EMPLOYEE WELLBEING

In 2025, we continued to create a supportive and healthy workplace through our wellness programme, delivering initiatives that promoted wellbeing across our teams. The Trevelyan's Wellness Committee meets fortnightly throughout the year and plays a key role in guiding and prioritising initiatives to ensure they meet the needs of our people.

Wellbeing initiatives included:

- Fruit trees and vegetable gardens on site
- Pātaka kai to share excess food
- Access to EAP (Employee Assistance Program)
- Free monthly wellness checks from the team at Poutiri Trust
- GoodYarn mental health workshops
- Team connection building activities and fundraisers
- Healthy low-cost meals and low-sugar drinks from our canteen
- Subsidised pilates, yoga, boot camp and fitness sessions
- Newsletters promoting health & wellbeing
- Financial wellbeing workshops
- Recognition awards for employees who display Trevelyan's values
- Walking track allowing staff to take a break in nature

More than \$31,000 was invested in initiatives supporting the health and wellbeing of our people in 2025, well exceeding our target of \$20,000. The additional investment reflects strong employee engagement and our ongoing commitment to creating a workplace where people can grow, connect, and make a difference.



Work in Progress

BUILDING A SUSTAINABLE SEASONAL WORKFORCE

We are focused on improving seasonal recruitment and retention, encouraging returning team members who strengthen our team through their valuable skills and experience, to return each year.



2020

- Achieved Bronze WorkWell Accreditation.
- With Covid, many RSE's extended their stay with Trevelyan's. To help support them during this time, we managed to support 13 of our RSE's to gain their full driver's licence.

2021

- Achieved Silver WorkWell Accreditation.

2022

- Achieved Gold WorkWell Accreditation.
- Implemented a new HRIS system to support data-driven people decisions.

2023

We introduced:

- The Strategic Pay remuneration system to support fair, equitable and consistent pay across all staff.
- GoodYarn mental health workshops, to encourage people to talk safely in the workplace about mental health.

2024

- We implemented seasonal staff reporting on attendance and performance, which supported better hiring decisions and workforce planning in 2025.
- Our first business-wide leadership workshops supported us to better understand what makes a good leader, what's holding us back and how we want to feel at work.

2024

- We completed a seasonal worker engagement survey - to understand wins, challenges and ideas for improvement.
- We launched several new training and development initiatives to better support our workforce and in response to employee feedback, including bullying and harassment education, and leadership, conflict management, wellbeing and Crucial Conversations training.

2025

- We fast-tracked employment of eligible returning staff members in two ways, direct offers and prioritising them in employment.
- We included seasonal staff who hold key roles in season in training activities outside of the season.
- We created several new, flexible, permanent roles, designed to change with the different machinery operation needs over the year, including tractor driving, full driver's license, strapping, trolley or stacking.
- We extended our GoodYarns mental health workshops, training two in-house facilitators to support wider access.

2026

In 2026 we aim to implement:

- A seasonal rewards programme to celebrate returning team members and rebuild the events calendar with activities designed to strengthen engagement and connection.
- Increasing local hiring to support our local economy and contribute to a stable, experienced seasonal workforce.
- Consider further ways to build continuity of employment within our seasonal constraints.

We're Partnering WITH OUR LOCAL COMMUNITY

It is important for us to partner with our growers, our team, and our community. We support local organisations, initiatives, events, and community groups to help create positive connections, build meaningful relationships, address specific social and environmental needs and achieve greater sustainable progress.

SPONSORSHIP

During 2025, Trevelyan's provided **\$60,984** of support to our local community, growers, team members and their families; this support was directed into the seven categories listed below.

Biodiversity (Goal: \$5,000, Actual: \$6,891)

- Maketū Ongatoro Wetland Society
- Te Whakakaha Trust - Pest Control
- Paraiti catchment group - Flight of the Kōkako Trail Run

Biosecurity (Goal: \$4,000, Actual: \$4,800)

- Biosecurity Business Pledge
- Tauranga Moana Biosecurity Capital (TMBC)

ANNUAL GOAL

- ✓ Contribute at least \$50,000 per annum to support growers, staff and the wider community through our sponsorship programme

2026 GOAL

Contribute at least \$60,000 per annum to support growers, staff and the wider community through our sponsorship programme

Sports

- BOP 4x4 National Trial - Fundraiser Waipuna Hospice
- Pāpāmoa Bulldogs Rugby League Sports Club - U12 Trip to Queenstown
- Oli Puchner - Canoe Slalom Competitor



Oli Puchner

- Te Puke Intermediate - Rugby Academy
- Te Puke High School - Sport@TPHS
- Katikati Squash Club - Premier Sponsorship
- Te Puke Sports Junior Rugby Club - Silver Sponsorship
- ICN Great Lake Classic - Competitor
- Te Puke Squash Club - Easter Open Tournament
- Te Puke Junior Football Club Fantails Programme - Girls Football Skills
- Ōpōtiki Girls Rugby - Sevens Competition
- Te Puke Intermediate Football Academy - Supporting coaches
- Te Puke Girls Tai Mitchell Team - Playing Gear
- Te Puke High School Boys 1XI Hockey - Player
- Te Paamu Sports Club Te Puke Tiger Junior Rugby League - Playing Kit
- The Mount Pickleball Club - Open National Pickleball Tournament
- Junior Tall Blacks Basketball NZ - Player
- Tauranga Hockey Women's U18 Tournament - Player
- Tauranga Citizen's Club 8 Ball Section - Competitor
- Katikati Squash Racquets Club - Competitor
- Te Puke Gymsport - BoP Movement HQ Development
- Māori Rugby League Tamariki - Tournament
- Rotorua Intermediate School Netball Team - AIMs Games
- Tauranga Hockey U16 Representative
- Rotorua Lakes High School Get2Go Team - National Final
- Kiwifruit Packhouse Rifle Range Challenge - Trevelyan's Team
- Tauranga Boys College Rugby Japan Tour - Player
- Te Puke Cricket Club 2024/5
- Surfing for Farmers Mount Maunganui - Local Legend



Gardens on Wheels

Emergency Services

- Te Puke Sirens and Services

Health

- Autism NZ - Tauranga Special Needs Children's Party
- Pāpāmoa Rotary Club - Circus Quirkus Event
- Complex Chronic Illness
- Walk the Talk Youthline Ambassador 2025

Local Community

- Young Grower Competition
- EPIC Te Puke
- Te Puke Heritage Hub
- Made in Te Puke Trust - Local Events
- Te Puke Kiwi Coast Lions - Garden Ramble 2025
- Te Puke Scouts Group - Floor Sanding
- Katikati 150th Anniversary

- Rangioru Community Events Group - Pumpkin Party, Quiz Night, Coffee Morning
- Te Puke Young Farmers
- Stoney Creek Hunt for Good - Gazebo

Education

- Te Puke High School - Leadership Day
- Ōtamarākau Kindergarten - Playground
- Graeme Dingle Foundation
- Te Puke High School - Choir
- Paengaroa Top School
- STEMFest 2025
- Te Puke High School - Skool Loop App
- Parafed Bay of Plenty - Competitor
- Te Puke Intermediate - Nesian Pride
- Pongakawa School Quiz Night and Ag Day
- Te Puke Intermediate - Samoa Trip
- Te Ranga Primary School - Possum and Pest Hunt
- Pāpāmoa Primary School - Spellathon
- Te Puke Primary and High School - Solar Panels
- Target Media - Homework Books - Pongakawa and Paengaroa Schools
- Ōropi School - Calf Club and Pet Day
- Rangioru School - Ag Day
- Te Puke Kindergarten - Pō Kanikani
- Te Puke Primary School - Annual Fun Run
- Te Puke Boys and Girls Agricultural Club Day - Group
- Tauranga Intermediate School - Ngamuwahine Camp Fundraiser

Arts and Culture

- Te Puke and District Highland Pipe Band Inc.
- Tauranga Probasi Cultural Heritage Society Inc.



Rotorua Lakes High school
Get2Go 2

PARTNERSHIPS

We recognise that our community support extends beyond financial contributions; sharing our resources and our knowledge is another way we can give back to those who share our vision of a better future.

Hi-Vis Vests

We provided high-vis vests to the EPIC Te Puke for the Great Te Puke Tidy Up and the Mount PickleBall Tournament.



EPIC Te Puke Tidy Up

GoodNeighbour and Women's Refuge

We donated old kiwifruit bins, which were turned into garden boxes at the Women's Refuge.

Gardens on Wheels

As part of the Bay of Plenty Garden & Art Festival, we donated compost made on our site to Made In Te Puke to be used in their Gardens on Wheels competition.

TOURS

The goal of these tours is to build and strengthen professional relationships, share knowledge and increase collaboration. We hosted 56 Tours on our site in 2025. We hosted international groups arranged by Zespri, including visitors from China, France, Italy, Japan, Korea, India, Samoa, Singapore, Taiwan and Thailand.

We also hosted a variety of organisations, such as our growers, Plant and Food, Punchbowl, Toi Ohomai, NZ Fejoa Growers Association and Katikati College.



Grower Tour



Chinese Visitor Tour

STUDENT INTERNSHIPS

In the summer of 2025, we employed three students, two as part of the MBIE R&D Experience Grants.

- Jessie Childs has completed a Bachelor of Environmental Management; she continued the work on a project related to utilising reject kiwifruit.
- George Unsworth is studying for a Bachelor of Environmental Science. He worked on a project assessing the brix content of kiwifruit leaves.
- Andrew Friskney is studying a Bachelor of Engineering (Mechanical). He worked with our Engineering Team and reviewed sustainable fruit bagging options.

An Update on Our SUSTAINABILITY- LINKED LOAN




At the start of 2023, Trevelyan's made a significant commitment to a more sustainable future by agreeing to a Sustainability-Linked Loan (SLL) with our banking partner, ASB. The SLL is reviewed annually, and our performance is independently assured against our Sustainability Performance Targets (SPTs) and Key Performance Indicators (KPIs).

The assurance process is crucial, as it determines whether we receive the full benefits of the SLL terms, and has allowed us to reduce our total cost of borrowing by over \$800,000 since 2023. We will continue to publicly share our SLL performance each year in our sustainability report.

In 2025, we are reporting against revised SPTs, that reflect our performance in an evolving sustainability landscape.

SPT	Description	2021 Baseline	2025 Target	2025 Performance	2025 Result	2026 Target
1	Landfill Waste	30.9 tonnes	-40.0%	18.5 tonnes	-40.2%	-50% (15.4 tonnes)
2	Scope 1 & 2 Emissions	2,971 tCO ₂ e	-18.67%	2,059 tCO ₂ e	-30.7%	-23.33% (2,278tCO ₂ e)
3	Scope 3 Packaging Emissions	NA	To calculate packaging emissions intensity. 2x packaging supplier meetings. Identify an action for packaging supplier to reduce packaging emissions.	Calculated 2025 Scope 3 GHG packaging emissions intensity: 0.46 kgCO ₂ e/Tray. 2x supplier meetings held. Identified an action for the packaging supplier to reduce packaging emissions.	All targets achieved.	To calculate packaging emissions intensity. 2x packaging supplier meetings. Demonstrate progress towards the action for packaging supplier to reduce packaging emissions.
4	Annual Performance & Career Development Reviews	NA	>85%	87%	87%	>90%

2026 SUSTAINABILITY GOALS

Value	Material Issues	Sustainability Impact	2026 Goal
 Work Smart	Fruit quality (overuse of resources)	We create value for our growers	Maintain OGRs above industry average for both kiwifruit and avocados. Maintain a lower percentage of fruit loss comparative to the kiwifruit industry average.
	Packaging materials and waste	We're moving towards a circular economy	Reduce waste to landfill by 50% from 2021.
	Physical health of team	We're prioritising health & safety	Reduce Lost Time Incidents year-on-year. Reduce the number of ACC claims year-on-year. Increase our Safe365 Rating year-on-year.
 Tread Lightly	Biodiversity loss Biosecurity risk	We're promoting biodiversity and biosecurity	Include Biodiversity and Biosecurity as key components of the Climate Transition Plan. Invest at least \$5,000 per annum to local biodiversity projects. Contribute at least \$4,000 per annum to local biosecurity projects.
	Energy use Greenhouse Gas (GHG) Emissions from operation (Scope 1 & 2) GHG Emissions from supply chain (Scope 3) Climate change adaptation Climate impacts on production	We're transitioning to a climate resilient future	Achieve absolute annual Scope 1 and 2 emissions reduction of 23.33% from the 2021 baseline year. Calculate our Scope 3 emissions and develop a plan to reduce major Scope 3 emission sources. Develop our Climate Transition Plan.
	Local Economic opportunities (impact beyond growers), including local procurement Community engagement/sponsorship	We're partnering with our local community	Contribute at least \$60,000 per annum to support our growers, staff, and the wider community through our sponsorship programme.
 Respect Our People	People development Compensation and living wage, gender pay gap	We're creating a great place to work	Maintain Gold WorkWell Accreditation. Complete annual reviews for more than 90% of permanent staff. Achieve permanent staff voluntary turnover at less than 10%. Invest at least \$20,000 per year in staff wellness initiatives. Introduce a seasonal staff rewards programme.

GRI INDEX

GRI Standard & Disclosure	Reference & Comment	Page
GRI 1 Foundation	Report prepared in line with GRI.	5
2-1 Organisational Details	Trevelyan's Pack & Cool Ltd. (TPCL), Privately-owned, limited-liability company located at 310 No 1 Road, Te Puke, New Zealand.	
2-2 Entities included	Entities included: TPCL, No. 1 Pollen, OMA, Trevelyan's Managed Orchards. These are consolidated by operational control.	
2-3 Reporting period, frequency, and contact point	<p>Progress Not Perfection Aligned with financial reporting and published May 2026. Contact Head of Strategic Projects, Sarah Lei (sarah.lei@trevelayn.co.nz).</p>	5
2-4 Restatements of information	<p>We're Prioritising Health and Safety The figures for 2024 have been re-stated due to a reclassification of safety events by the TPCL Board.</p>	16
	<p>We're Transitioning to a Climate Resilient Future The 2024 Scope 1 emissions are restated due to: inclusion of on-site compost generation; Diesel and Petrol 2024 emission factors changed; Electricity has inclusion of two ICPs which were previously excluded. Scope 3 emissions reporting was changed in 2025. The 2025 figures have been compared to the restated 2024 reported figures on page 23:</p> <ul style="list-style-type: none"> Reported Scope 1: 612 tCO₂e Restated Scope 1: 646 tCO₂e Reported Scope 2: 1846 tCO₂e Restated Scope 2: 1,851 tCO₂e Reported Scope 3: 19,525 tCO₂e Restated Scope 3: 10,686 tCO₂e Reported Total Scopes: 21,983 tCO₂e 2024 Restated Total Scopes: 13,183 tCO₂e 	22

GRI Standard & Disclosure	Reference & Comment	Page
2-5 External Assurance	External assurance is not undertaken for this sustainability report. External assurance was undertaken by Proxima in 2024 to review our material impacts and by Deloitte to review our SLL results for 2025 which included Scope 1 and 2 emissions, our waste to landfill and staff annual reviews.	
2-6 Activities, value chain and other business relationships	<p>https://trevelyan.co.nz/kiwifruit https://trevelyan.co.nz/kiwifruit/kiwifruit-partnerships https://trevelyan.co.nz/avocado https://trevelyan.co.nz/avocado/avocado-partnerships https://trevelyan.co.nz/about-us/values-and-culture Value Chain: Page 9 Sustainability Report 2022; https://trevelyan.co.nz/about-us/our-sustainability-journey</p>	
2-7 Employees	<p>We're Creating a Great Place to Work Employees are defined as individuals with a direct employment contract with the organisation. Workforce data is reported using both cumulative headcount across the reporting period and employee headcount at the end of the reporting period. The cumulative full time employees (including temporary employees) comprised 1,000 female, 1,306 male, and 1 employee identifying as other. The cumulative part time employees at year end comprised 17 female and 4 male employees. Employees are categorised as permanent, temporary (including fixed term employees and RSE workers), or casual employees with non guaranteed hours. RSE workers included in this disclosure are directly employed by the organisation. All employees are based in New Zealand. Gender is disclosed as specified by the employee. There was a material change in cumulative temporary and casual staff employee numbers in 2025 compared with 2024. The decrease in cumulative temporary staff was driven by reduced turnover, while the increase in casual staff resulted from a greater use of casual contracts.</p>	28

GRI Standard & Disclosure	Reference & Comment	Page
2-8 Workers who are not employees	We're Creating a Great Place to Work The organisation engages workers who are independent contractors to support operational and specialist functions. These workers are primarily engaged for project based work and to provide technical expertise not required on a permanent basis. Non employee workers may work both on site and off site, depending on their role. There were no significant changes in the use of non employee workers during the reporting period. Occupational health and safety requirements apply to non employee workers engaged on site and are managed through the organisation's health and safety management system.	28
2-9 Governance structure & composition	Our Sustainability Decision-Making Structure	4
2-10 Nomination & selection of the highest governance body	The board consists of five directors. Four directors are the Trevelyan siblings who are also shareholders and the fifth board member is independent: https://trevelyan.co.nz/about-us/our-people .	4
2-11 Chair of the highest governance body	The Chair of the Board is a managing director of the organisation: https://trevelyan.co.nz/about-us/our-people .	4
2-12 Role of the highest governance body in overseeing the management of impacts	Our Sustainability Decision-Making Structure	4
2-13 Delegation of responsibility for managing impacts	Our Sustainability Decision-Making Structure	4
2-14 Role of the highest governance body in sustainability reporting	The Sustainability Report is reviewed by the Board and approved by the Managing Director.	7

GRI Standard & Disclosure	Reference & Comment	Page
2-15 Conflicts of interest	Conflicts of interest related to any items on the agenda are recorded in the minutes of every board meeting.	
2-16 Communication of critical concerns	Our Sustainability Decision-Making Structure	4
2-17 Collective knowledge of the highest governance body	https://trevelyan.co.nz/about-us/our-people	
2-18 Evaluation of the performance of the highest governance body	The Strategic Plan, SLL Review & Sustainability Report provide a mechanism for evaluating Trevelyan's performance in managing its impacts.	
2-19 Remuneration policies	We're Creating a Great Place to Work Trevelyan's has a redundancy policy.	28
2-20 Process to determine remuneration	We're Creating a Great Place to Work	28
2-21 Annual total compensation ratio	We're Creating a Great Place to Work In 2025, the Annual Total Compensation Ratio (ATCR) for permanent employees was 6.3:1, reflecting the relationship between the highest paid employee and the median employee across the business. This is a reduction from 2024 which was 8.5:1.	28
2-22 Statement on sustainable development strategy	Management Statement	3
2-23 Policy commitments	Progress Not Perfection	5
2-24 Embedding policy commitments	We're Creating a Great Place to Work Policies are available internally on the intranet and are communicated externally to suppliers and contractors.	28
2-25 Processes to remediate negative impacts	Policy commitments are embedded through Trevelyan's policies, the Strategic Plan and the A3 processes.	
2-26 Mechanisms for seeking advice & raising concerns	We're Prioritising Health and Safety	15
	We're Creating a Great Place to Work	28
	We're Creating a Great Place to Work	28

GRI Standard & Disclosure	Reference & Comment	Page
2-27	Compliances with laws & regulations	16
2-28	Memberships associations	
2-29	Approach to stakeholder engagement	
2-30	Collective bargaining agreements	28
3-1	Process to determine material topics	5-6
3-2	List of material topics	5 22
3-3	Management of material topics	
201-2	Financial implications and other risks and opportunities due to climate change	22
204-1	Portion of spending on local suppliers	
205-2	Anti-corruption policies and procedures	

GRI Standard & Disclosure	Reference & Comment	Page
301-1	Materials used by weight or volume	12 13
302-1	Energy consumption within the organisation	12 22
303-5	Water Consumption	13
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
304-2	Significant impacts of activities, products and services on biodiversity	20
304-3	Habitats protected or restored	20
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	20
305-1	Direct (Scope 1) GHG emissions	24
305-2	Indirect (Scope 2) GHG emissions	24
305-3	Other indirect (Scope 3) GHG emissions	24
305-4	GHG emissions intensity	23
306-1	Waste generation and significant waste-related impacts	11

GRI Standard & Disclosure	Reference & Comment	Page
306-2 Management of significant waste-related impacts	We're Moving Towards a Circular Economy	11
306-3 Waste generated	We're Moving Towards a Circular Economy	11
306-4 Waste diverted from disposal	We're Moving Towards a Circular Economy	11
306-5 Waste directed to disposal	We're Moving Towards a Circular Economy	11
307-1 Non-compliance with environmental Laws	There were no fines or non monetary sanctions for non compliance with environmental laws and regulations during the reporting period.	
308-1 Supplier environmental assessment	An Update on Our Sustainability Linked Loan	34
401-1 New employee hires & employee turnover	We're Creating a Great Place to Work	28
401-2 Benefits provided to full-time employees	We're Creating a Great Place to Work	29
403-1 Occupational health and safety management system	We're Prioritising Health & Safety	16
403-2 Hazard identification, risk assessment, and incident investigation	We're Prioritising Health & Safety	16
403-3 Occupational health services	We're Prioritising Health & Safety	17
403-4 Worker participation, consultation, and communication on occupational health and safety	We're Prioritising Health & Safety	16
403-5 Worker training on occupational health and safety	We're Prioritising Health & Safety	16

GRI Standard & Disclosure	Reference & Comment	Page
403-6 Promotion of worker health	We're Creating a Great Place to Work	28
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Terms and Conditions for Contractors are required to be signed annually	
403-8 Workers covered by an occupational health and safety management system	We're Prioritising Health & Safety All employees are managed under Trevelyan's H&S systems. The Terms & Conditions for Contractors are set out H&S requirements for workers who are not employees.	16
403-9 Work-related injuries	We're Prioritising Health & Safety	16
403-10 Work-related ill health	We're Prioritising Health & Safety	16
404-1 Training Provided to Employees	We're Creating a Great Place to Work	28
405-1 Diversity of governance bodies and employees	Gender only reported: <ul style="list-style-type: none"> Board: 40% female, 60% male Senior Leadership: 30% female, 70% male Permanent Employees: 44% female, 56% male Temporary: 41% female, 59% Male, 0.05% other Casual non-guaranteed hours: 65% female, 35% male 	7 28
413-1 Local Community Engagement	We're Partnering with our Local Community	31-33
414-1 Supplier Social Assessment	Trevelyan's has an embedded approach to working with long term local suppliers and partners. Social risks are primarily managed through supplier relationships, contractual terms, and expectation setting rather. No suppliers were assessed using formal social criteria during the reporting period.	