

NEW ZEALAND

# SUSTAINABILITY REPORT

2022

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## A LETTER FROM THE CHIEF EXECUTIVE OFFICER

For Cooper and Company New Zealand, 2022 has been a year of firming up the base of our long-running sustainability endeavours. With that base in place, we are now able to be more granular in our efforts to accomplish our goals. We are pleased to have made significant steps forward.

The appointment of Sarah Hull as Director of Sustainability and Brand has brought focus. Under Sarah's leadership we have better aligned sustainability efforts across our New Zealand businesses. Sustainability has become a common organising principle around which we can operate our businesses and build our family of brands. As each business progresses its understanding of sustainability, these learnings are able to be shared across our other teams.

Every business under the Cooper and Company umbrella has now undergone a carbon emissions assessment through Toitū Envirocare. This gives a factual understanding of our emissions and sequestrations, as well as potential future pathways for reduction. This has been a multi-year project, starting in 2019, and will remain an ongoing part of our environmental sustainability efforts.

Our previous years of work to build and operate our assets in a sustainable way formed the foundation for the classification of Britomart's bank finance as Green Debt in 2022. Working with Westpac, we adopted a Sustainable Debt Framework, allowing us to match our loan portfolio to qualifying green buildings within Britomart. There was no immediate financial incentive for this change. However, as lenders adopt their own sustainability targets this will in time become a mandatory requirement and our steps to get ahead of that are viewed appreciatively by our banking partners.

This long view approach is at the core of our work and rewards us on many levels. This year, The Landing received Tourism Industry Aotearoa's 2023 Conservation Award, in recognition of two decades of patient work to regenerate the native bush and wetland areas of the property. Over 1.2 million trees have been planted and a sustained predator control programme has been in place. Both the award and the improved biodiversity it celebrates are examples of the gratifying outcomes of the work we do.

**Matthew Cockram**  
**CEO**  
**Cooper and Company New Zealand**

COOPER AND COMPANY  
NEW ZEALAND

Cooper and Company is a private investment company, established in 1989 by Northland-born Peter Cooper, which develops and invests in assets on a long-term ownership basis. The organisation has offices in three locations: Newport Beach, California; Auckland, New Zealand; and Southlake, Texas.

Within New Zealand, Cooper and Company mainly operates in real estate development, with properties in Britomart and the Bay of Islands serving as the base for a number of interrelated businesses. Cooper and Company invests in businesses that are inherently sustainable and scalable.

With the assumption of long-term ownership and stewardship, the company takes a holistic approach that has sustainability as its foundation, with positive environmental, social and economic outcomes building and supporting one another. This philosophy is underpinned by robust third-party auditing, which enables a clear-sighted view of progress and pathways for improvement.

COOPER AND COMPANY BUSINESSES

BRITOMART GROUP OF COMPANIES

Cooper and Company holds full responsibility for the regeneration and long-term management of the 19-acre Britomart neighbourhood on Auckland’s downtown waterfront. Since 2004, when the Development Deed with Auckland Council was signed, Cooper and Company has progressively refurbished Britomart’s 18 heritage buildings and added new architecture, plant-filled streets, public artworks and a sunny public space, Takutai Square. The neighbourhood is now home to a vibrant mix of commercial, hotel, retail and food and beverage tenancies, all set above the underground Britomart Train Station.

THE HOTEL BRITOMART

Completed in 2020 as the most recent addition to the Britomart neighbourhood, The Hotel Britomart blends a refurbished heritage building with a new 10-storey tower. It holds a 5 Green Star Design and Built rating, the first hotel in New Zealand to do so, and has a strong focus on sustainability at every level of operation. The hotel offers guest accomodation, conference and events facilities and an in-house restaurant, all under Cooper and Company’s management.

COOPER AND COMPANY CARPARKING

Cooper and Company’s Britomart Carpark was built in 2011. Since then, four additional carparks have come under Cooper and Company’s management, providing a combined 3000 parking spaces in downtown Auckland for over 2 million vehicle visits a year. Electric vehicle charging spaces are provided for within the Britomart Carpark.

THE LANDING

Located in the Bay of Islands in New Zealand’s far North, The Landing is a 400-hectare coastal site of outstanding natural beauty and significant heritage value as the site where Māori and Pakeha people first lived together from 1814. Over 20 years, its ecological value has slowly been restored with over 1.2 million native trees and wetland plants added.

THE LANDING RESIDENCES

Four private residences, leased as guest accommodation, along with guest facilities, are sited on The Landing property.

THE LANDING WINES

The Landing Wines operates a nine-hectare vineyard and boutique winery on The Landing property, producing Chardonnay, Syrah, Pinot Gris, Rose and Vino Rosso wines.

MV ATA RANGI

MV Ata Rangi, an 82-foot luxury charter vessel, is the successor to MV Libertas, the first luxury vessel managed by Cooper and Company on behalf of its owners from 2009 to 2015. MV Ata Rangi was constructed in the USA in 2012/3 and transferred to New Zealand in 2015. It is based in the Bay of Islands as a charter sightseeing and sportfishing vessel, with seasons in Auckland and the Pacific.

Cooper and Company also oversees two charitable trusts.

BRITOMART ART FOUNDATION

Established in 2002 with a \$1 million endowment, the Britomart Arts Foundation considers and greenlights public artworks within the Britomart Precinct, including SCOUT (Tim Gruchy, 2012) and Maunga (Shane Cotton, 2020) with a long-term view to establish Britomart as an evolving space for public art within the city.

THE LANDING TRUST

The Landing Trust was founded to protect the 48 documented heritage sites on The Landing property and to undertake projects to conserve its native flora and fauna.

STAKEHOLDERS

**PETER COOPER**, owner and founder of Cooper and Company.

COOPER AND COMPANY BRITOMART BOARD

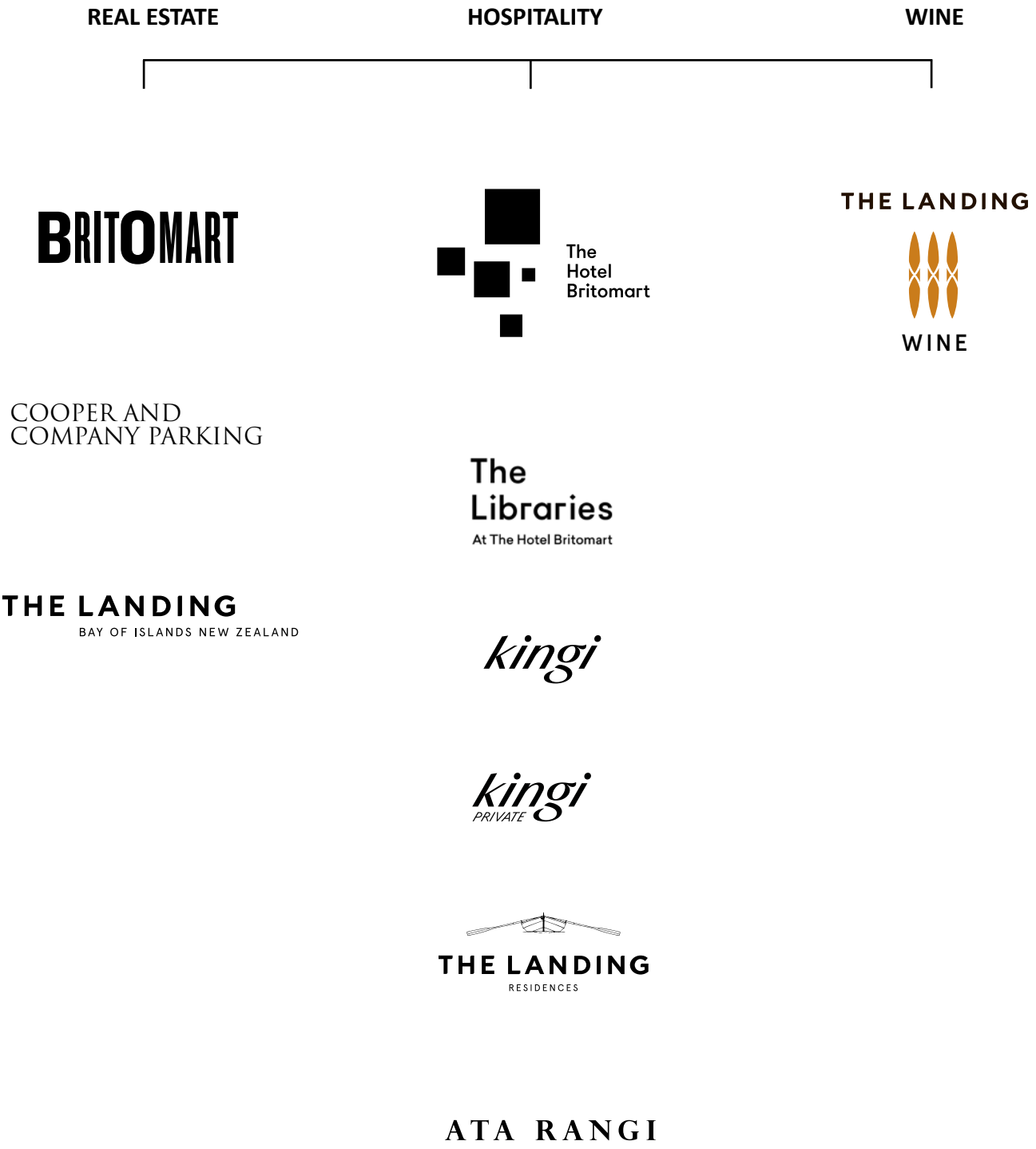
THE LANDING AND THE LANDING WINE BOARDS

MV ATA RANGI BOARD

COOPER AND COMPANY TEAM members.

Clients, guests, lease partners and customers of Cooper and Company companies, products, spaces, services and experiences.

COOPER  
AND  
COMPANY  
  
NEW ZEALAND



# THE COOPER AND COMPANY NZ JOURNEY



**DECEMBER 1999**  
Peter Cooper signs a purchase agreement for a 1000-acre coastal property on the Purerua Peninsula in the Bay of Islands, which he names Walter C. Mountain Landing, now known as The Landing. The Landing Trust is established shortly afterwards



**2003**  
The Boathouse, the first of four Residences designed by Cheshire Architects, is completed at The Landing. A two-bedroom, two-storey residence, it was built on the footprint of a colonial era woolshed on the Wairoa Bay coastline

**APRIL 2004**  
The Development Deed is signed for Britomart, an eight-hectare neighbourhood of derelict heritage buildings and brownfield sites on Auckland's downtown waterfront. The Britomart Art Foundation is established with a \$1 million gift

**LATE 2004**  
The Oriental Market site adjacent to the Britomart site is acquired with the intention of building the Britomart Carpark on it



**FEB 2006**  
The Northern Steamship Building is the first of 18 heritage buildings at Britomart to be refurbished and reopened



**2006**  
The Chief Post Office refurbishment is completed at Britomart

**2006**  
The refurbishment of Maritime House, where Cooper and Company NZ's head office is based, is completed

**2006**  
Levy Building refurbishment completed at Britomart



**SPRING 2007**  
The first Chardonnay and Syrah grapevines are planted at The Landing, with the first bottles of The Landing Wine being produced in 2010

**2007**  
The Union Fish Building refurbishment is completed at Britomart

**EARLY 2009**  
The Charter Customs Building is completed, joined to the refurbished heritage Charter House

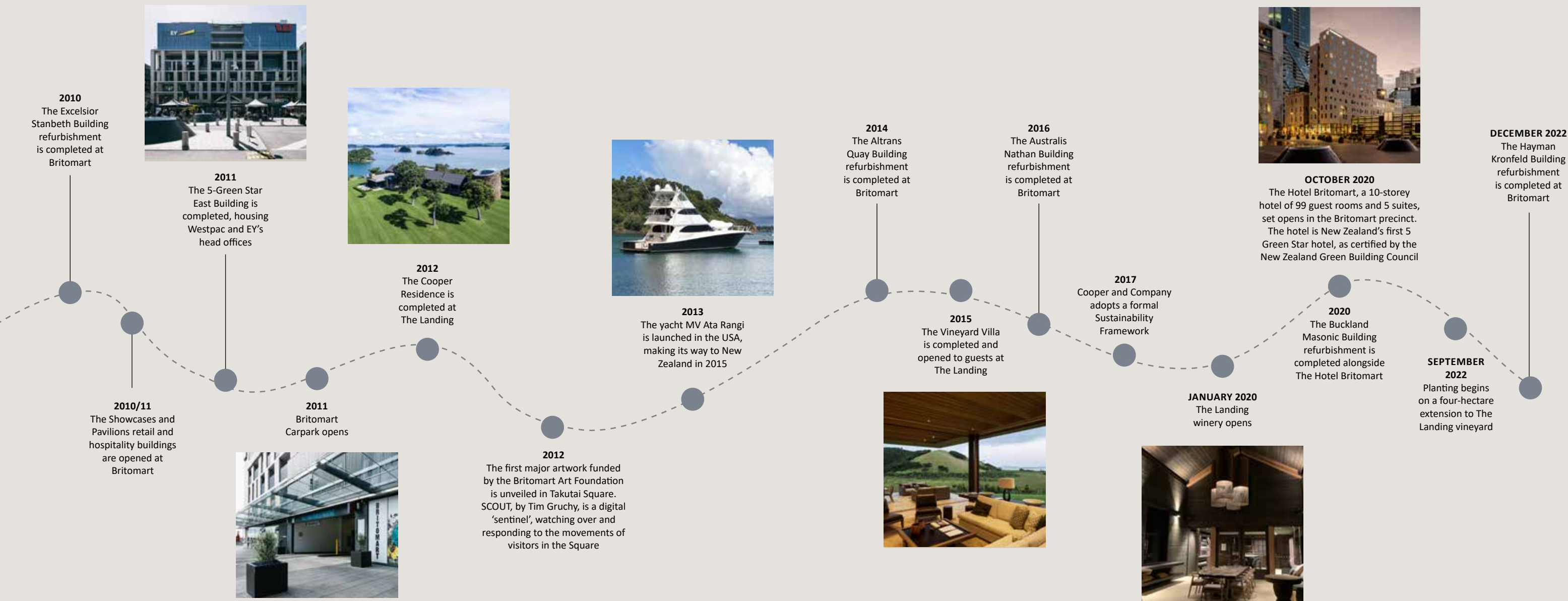


**2009**  
The Gabriel Residence is completed at The Landing, and the first non-owner guests are welcomed to the property

**2010**  
Seafarers Building refurbishment is completed at Britomart



THE COOPER AND COMPANY NZ JOURNEY  
CONTINUED



# COOPER AND COMPANY SUSTAINABILITY STRUCTURE

## FOUNDATION

**COOPER AND COMPANY INVESTMENT PHILOSOPHY**  
Patience • Sustainability • Care • Creativity • Performance • Partnership  
**See Page 13**

## FRAMEWORK

**COOPER AND COMPANY SUSTAINABILITY FRAMEWORK**  
Adopted 2017, updated 2021  
**See Page 15**

## PROGRESS

Annual Cooper and Company Sustainability Goals set  
and reported on in annual Sustainability Reports  
**See Page 36**

## ACCOUNTABILITY

Cooper and Company Sustainability Partners  
**See Below**

### GOVERNANCE



### ENVIRONMENT



### SOCIAL



## COOPER AND COMPANY INVESTMENT PHILOSOPHY

Cooper and Company's investment philosophy is founded on a set of guiding principles that underpin all of our business decisions.

### PATIENCE

We take a long-term approach to investment, seeking out assets we can actively grow over time and from which we can earn significant, sustainable returns. We look for opportunities that justify long – standing investment commitment and that we are passionate about. Ultimately we seek to build the kind of assets we don't want to sell.

### SUSTAINABILITY

We strive to create good environmental, social and economic outcomes, as we believe these outcomes are self-validating and build and support each other.

### CARE

We subject all potential investment opportunities to rigorous research and analysis, and invest only in assets that have inherent 'downside' protection. We seek to lower portfolio risk through asset and market diversification and conservative financial practices.

### CREATIVITY

We strive for intellectual independence, combining strategic focus and an often contrarian approach to identify promising opportunities. We focus on global economic and social trends and constantly look for new ways to leverage and cross-pollinate our existing resources and skills.

### PARTNERSHIP

The principles of partnership – trust, commitment, accountability, sharing of risk and reward – are central to our investment philosophy and we emphasise a partnership approach at every level of our business. We play an active, ongoing role in the growth of our portfolio companies and build close and committed relationships with management teams. We think and act as both owners and partners.

### PERFORMANCE

We believe that financial return is the only valid measure of investment performance. Our goal is to compound the value of the group assets at rates of return that are significantly higher than market returns.





# COOPER AND COMPANY NEW ZEALAND SUSTAINABILITY FRAMEWORK

Cooper and Company’s sustainability approach is founded on the company values and formalised by a Sustainability Framework adopted in 2017. Since that time, the sustainability framework has been revised on two occasions. The central organising principle for the sustainability framework is the adoption of the following Sustainability Policy for Cooper and Company and its related and managed entities.

## COOPER AND COMPANY SUSTAINABILITY POLICY

Cooper and Company adopts Sustainability as a business value and objective.

We will develop, adopt and follow a Sustainability Framework to guide our endeavours. We are doing this because not only do we derive inspiration and personal satisfaction from it; but because it forces outcomes that have a greater benefit than just a short term monetary result. We will focus on those initiatives that deliver real and meaningful environmental, social and economic results across our businesses and for our assets.

We will measure our progress, believing that what is measured is done to a higher standard. Our experience also demonstrates that carefully selected performing assets that are thoughtfully designed and built have a longer life and through that deliver a greater return over time. The value and objective of sustainability is thus economically underwritten also.

- As our own assets and experiences show us where we apply the principles of sustainability, across all three dimensions we enjoy success.
- We carefully build places, allowing them to find their own cadence of development – working with what is there – nurturing and evolving – not forcing.
- A focus on good environmental, social and economic outcomes are each self-validating and build and support each other.

## SUSTAINABILITY PARTNERS

Cooper and Company is aligned with a number of external sustainability agencies that assess and accredit sustainability-related performance, with most evaluating and certifying on an annual basis. This gives ongoing assurance to our audiences and institutional partners of the credibility of our sustainability efforts.





# MANA WHAKAHAERE GOVERNANCE

Cooper and Company is focused on creating enduring value for people and places through a partnership approach that adheres to high standards of practice. Strong values, policies and procedures underpin our work, and a rigorous approach is taken to investment and risk management.





## 2022 OVERVIEW

In the 2022 year, which continued to present challenges associated with Covid-19, as well as a slowdown of international supply chains and increased government and public focus on carbon emissions, Cooper and Company was served well by having strong governance systems and a stable leadership team. Health and safety policies continued to be strengthened, with an increased focus on supporting ongoing wellbeing, and the appointment of a Director of Sustainability and Brand to ensure more focused and consistent oversight and reporting of sustainability management.

## BRITOMART

A new board member joined the Cooper and Company Britomart board in the 2022 year - Lance Heenan. In her new role as Director of Sustainability, Sarah Hull restructured the NABERNZ energy-efficiency reporting schedule to ensure continuity of accreditation coverage for all buildings throughout the year. CEO Matthew Cockram engaged deeply with the central city business community as part of efforts to accelerate the post-pandemic central city recovery, which included joining the board of Auckland's Heart of the City business association.

## THE HOTEL BRITOMART

With the hotel under Cooper and Company management, a number of 'cluster roles' were appointed, where team members work across several companies, including The Hotel Britomart, The Landing Residences, The Landing Wine and Ata Rangi.

## THE LANDING

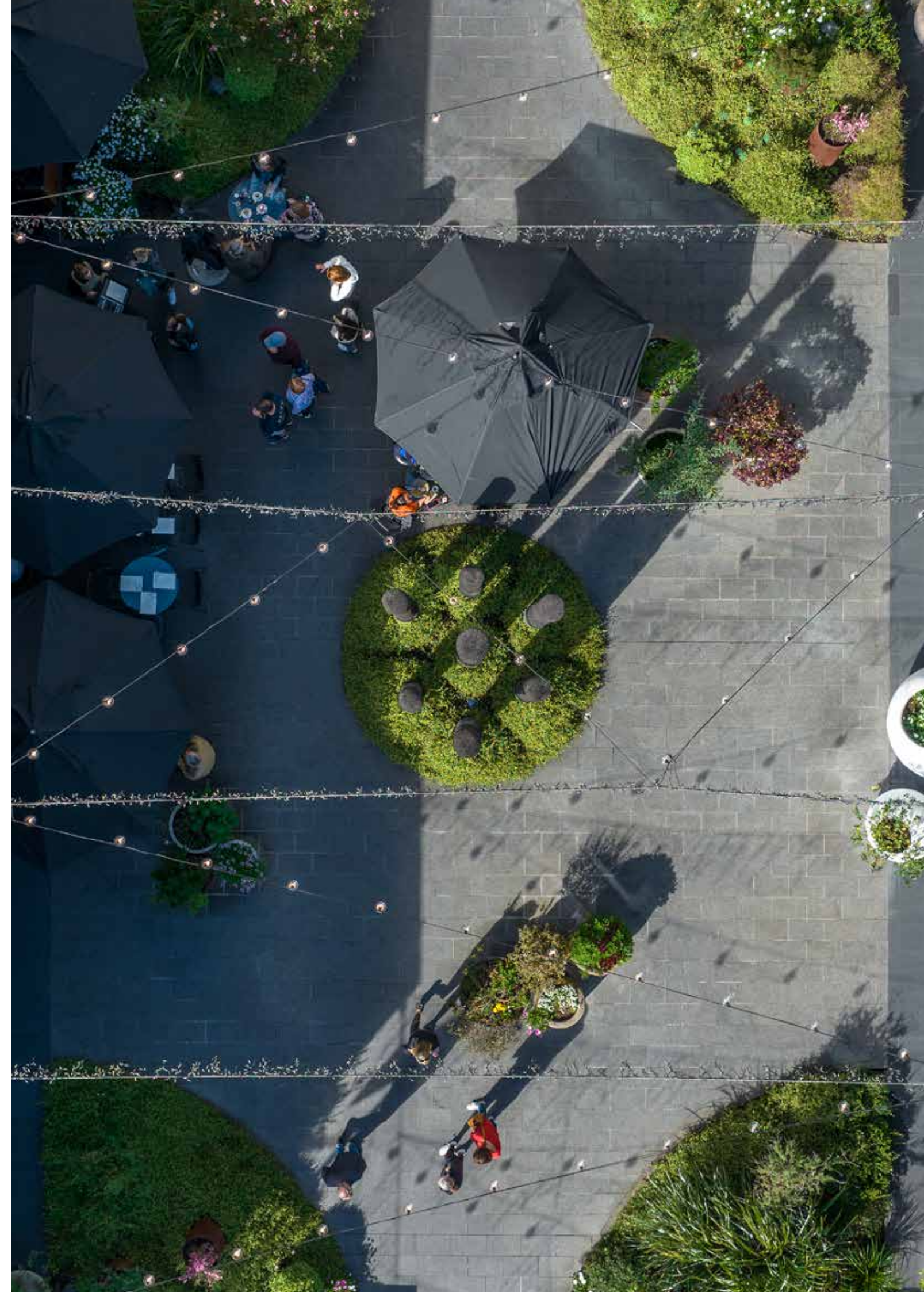
In the 2022 year, The Landing was one of the Cooper and Company businesses benefiting from the new 'cluster role' appointments, with roles including the Director of Sustainability and brand, a Marketing Manager role, Sales Manager role and copywriting/editing role contributing to The Landing Residences.

## ATA RANGI

Ata Rangi joined the stable of Cooper and Company businesses receiving a Toitu Envirocare Carbonreduce certification.

## COOPER AND COMPANY PARKING

In the 2022 year, Cooper and Company Parking took on the management contract for the new Wynyard Carpark, the fourth carpark currently under the company's management.







## TE TONUITANGA ECONOMY

Cooper and Company take a long-term, sustainable, diversified approach to asset investment and development. We invest in assets that we want to retain ownership of long-term, rather than developing assets with the intention to sell. Our investment strategy seeks assets that have inherent downside protection, and we follow a policy of conservative financial practices.



## 2022 OVERVIEW

Cooper and Company adhere to best-practice standards of financial management. As a private company, our financial results are reviewed by the Cooper and Company-Britomart board and reported to banking partners in accordance with their requirements. Cooper and Company's long-term and conservative approach has resulted in resilient financial performance during the current reporting period, despite the challenges of Covid, supply-chain disruptions and an international economic slowdown.

In 2022, a significant portion of Cooper and Company's New Zealand investment debt was reclassified as 'green debt' as Britomart moved to a green loan agreement with its banking partners. Cooper and Company now also reports to those partners on the sustainability performance of our 'green' building assets.

## BRITOMART

As decarbonisation of the economy becomes a greater focus for governments, financial institutions are increasingly focusing attention on the carbon impacts of the money they lend to corporations and individuals. This year, Cooper and Company's Britomart group worked with our lending partners to restructure Britomart's lending as Green Loans across our asset portfolio.

Green loans are a type of sustainable finance structure that encourages borrowers to invest in environmentally beneficial assets and activities. For Cooper and Company, this applies to the construction and refurbishment of buildings that meet verified 'green' building and energy use standards.

Britomart's Sustainable Debt Framework, developed in 2022, is the foundation document for Britomart's Green Loan agreement with its lending partners. It sets out the governance framework that applies to sustainable debt instruments issued by the Britomart group of companies.

Governance responsibility for the adoption and implementation of the Sustainable Debt Framework lies with the Cooper and Company Britomart Board. The board meets quarterly and at each meeting receives a report on sustainability initiatives and activities. The quarterly reports have been modified to incorporate any additional monitoring and reporting required by the Framework.

The Framework includes a provision that current and future projects eligible for green debt proceeds are consistent with the United Nations Sustainable Development Goals (SDG) 9 and 11.



**SDG 9 INDUSTRY INNOVATION AND INFRASTRUCTURE**  
Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.



**SDG 11 SUSTAINABLE CITIES AND COMMUNITIES**  
Make cities and human settlements inclusive, safe, resilient and sustainable



## THE HOTEL BRITOMART

The effects of the Covid-19 pandemic and border closures continued to affect the hotel's occupancy in the first half of the 2022 year, but once borders reopened, bookings rose considerably, finishing the year with average occupancy sitting above 80 percent and running at capacity on several occasions over the holiday period.

## THE LANDING

Like The Hotel Britomart, The Landing continued to experience lower bookings during the first half of the year, due to Covid-19 and border closures. The 2022 summer period saw a considerable increase in bookings once international tourism returned. The Landing Wines were affected by lower sales through the on-license hospitality industry, though direct sales remained steady.

## ATA RANGI

Charters were also affected by reduced international tourism in the first half of the year, but this did enable Ata Rangi to increase its New Zealand client base which has resulted in rebookings. Poor weather, perhaps associated with the La Nina system or climate change, also had an impact.

## COOPER AND COMPANY PARKING

Central city parking demand was significantly reduced by work-from-home associated with the Covid-19 pandemic and increased flexible working practices. Demand is expected to rebuild slowly in concert with the slow return to in-office working and increased visitor return to the central city.







## TE TANGATA PEOPLE

Care for team members and contribution to the wider community are core values for Cooper and Company. The company has robust health and safety policies and procedures, strong wellbeing and remuneration practices, an inclusive company culture, and policies around giving sustainably in ways that support community initiatives.





## 2022 OVERVIEW

Cooper and Company employ people across a diverse range of businesses and roles, including marketing, accounting, administration, boat crew, carpark services, operations and facilities teams, hotel guest service, cleaners, vineyard and winery workers, and management.

At the end of the 2022, the employee count across all New Zealand businesses stood at 240, including part-time and seasonal workers. Within the Cooper and Company head office, the average length of service of the executive team is 13 years – a good indicator of the strength of the culture.

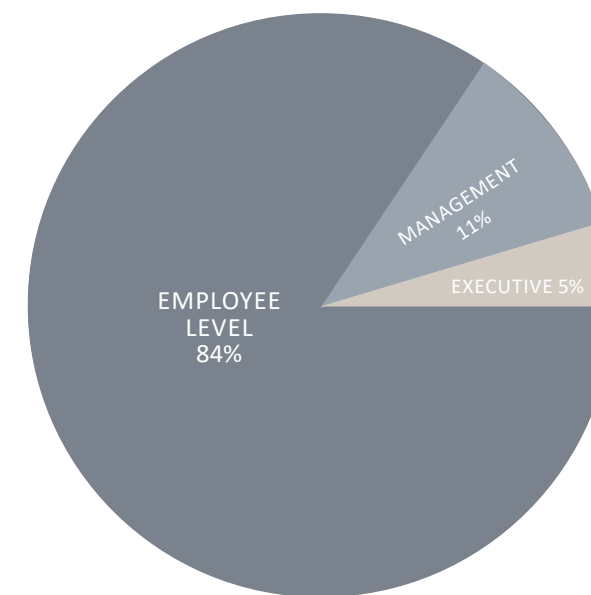
Five percent of team members are employed at executive level, 11 percent at management level and 84 percent at employee level.

Team members at Cooper and Company are well-remunerated, with all salaries above the Living Wage (\$23.65 p/hr in 2022) and given access to flexible working conditions. All team members can use the Employee Assistance Programme, which offers free counselling and referrals to professional services for issues causing stress at work or home. This programme is also open to partners and immediate family members of employees. Employees can take a day off each year to volunteer for organisations providing community services, and each year, Cooper and Company offers free influenza shots to all team members.

A positive and participatory workplace culture is encouraged. All team members receive a six-weekly email updating them on news across the Cooper and Company businesses and profiling people within those businesses. Throughout the year, various activities are offered for team members to join if they wish– in the 2022 year, these included sustainability workshops, sports teams, fitness challenges, Te Reo classes, financial wellbeing seminars, beach clean-ups and charity projects such as Coats for Kids and the Christmas Shoebox project.

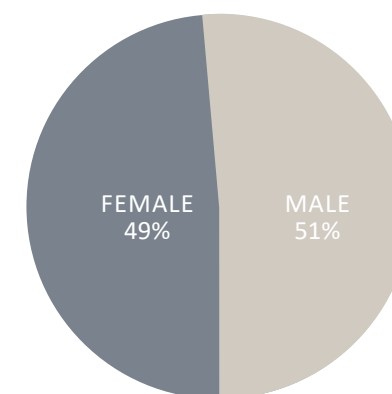
Regular team morning or afternoon teas and ad hoc Friday night drinks are held, Mothers' Day, Fathers' Day, Christmas, Easter and Matariki are acknowledged and team member birthdays are recognised with a gift. All team members receive Christmas acknowledgements.

### THE COOPER AND COMPANY TEAM

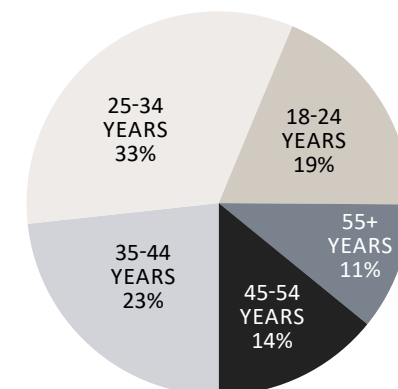


## DIVERSITY

A survey conducted during the year gathered the following diversity statistics (across all businesses).



38  
ETHNICITIES



4%

LGBTQ+

GENERAL POPULATION IS  
4.2 PERCENT ACCORDING  
TO THE 2020 HOUSEHOLD  
ECONOMIC SURVEY





## BRITOMART

Across the large and varied Britomart team, there was strong retention throughout the year.

## THE HOTEL BRITOMART

Recruitment and retention were a challenge throughout the 2022 year in the hospitality industry, due to the Covid-19 pandemic, travel restrictions and experienced employees leaving the industry due to perceptions of industry insecurity. The Hotel Britomart has had an ongoing focus on recruitment and team culture.

## THE LANDING

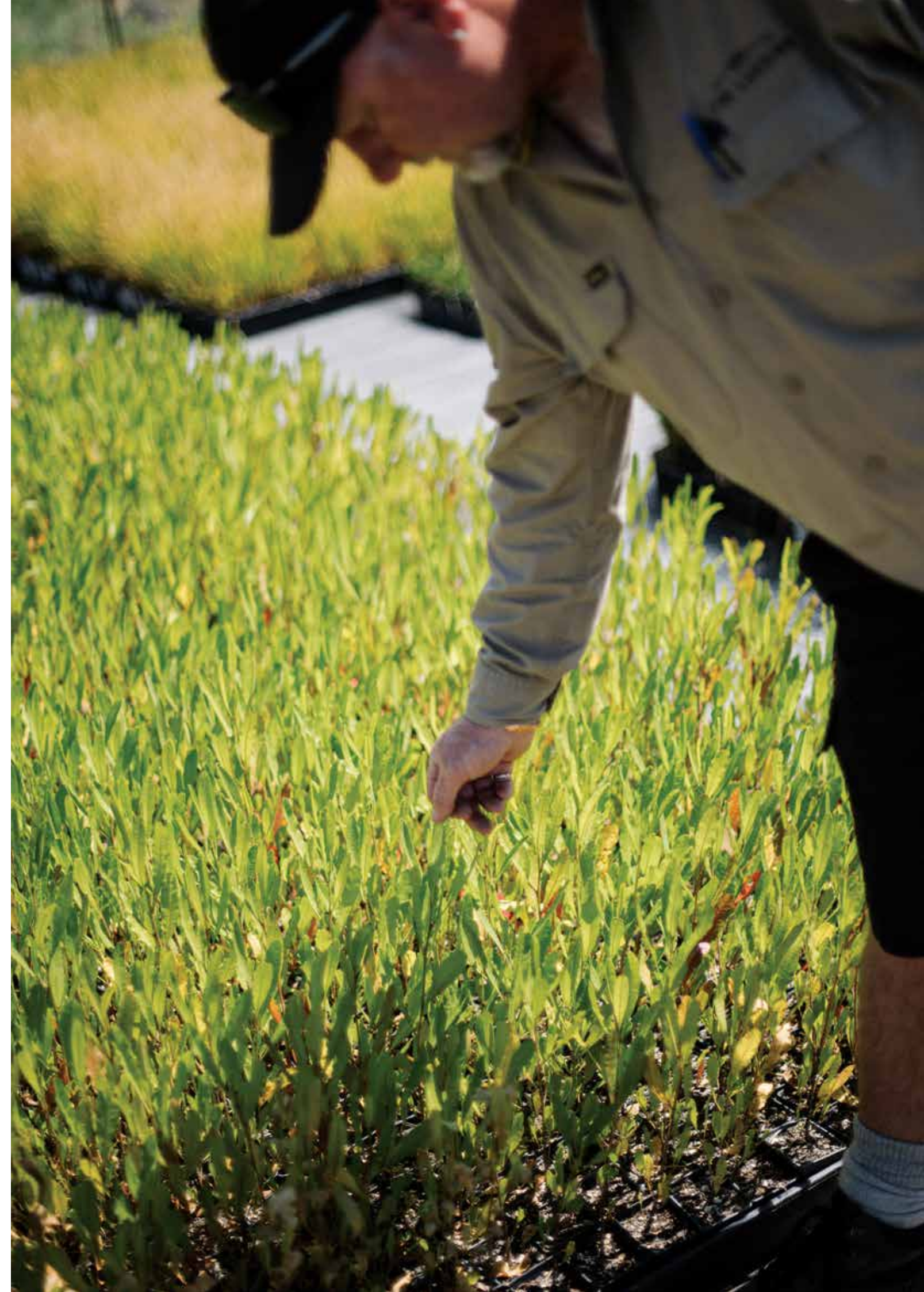
Recruitment was also a challenge for The Landing, although less so in the smaller guest hosting team, and more so in the vineyard and landscaping teams, which rely heavily on seasonal workers. A more flexible approach was taken to hiring, with a focus on hiring fewer people over a longer period of time, which was an effective approach.

## ATA RANGI

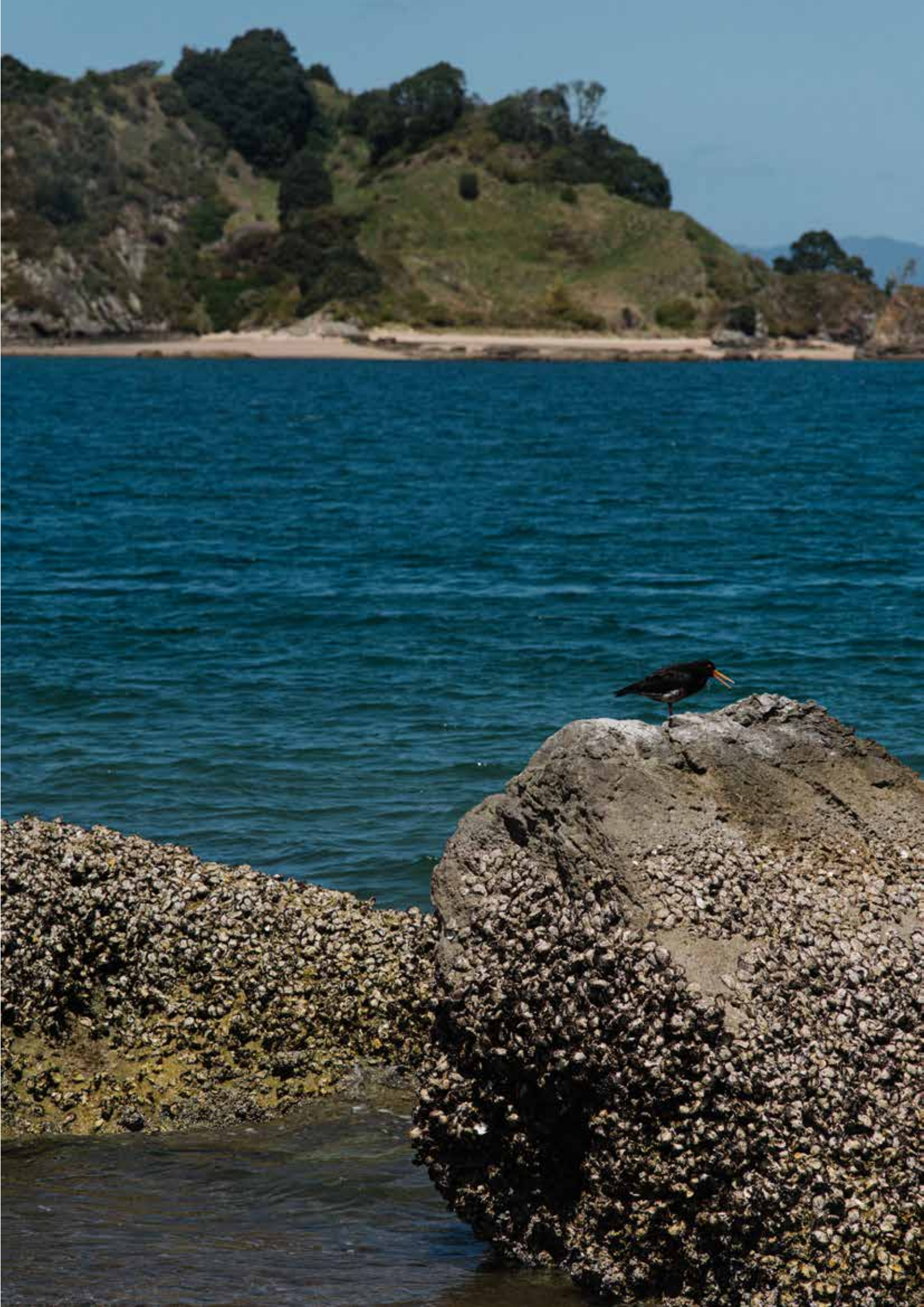
With a four-person team, Ata Rangi experienced no new challenges in terms of turnover. The captain and deckhand roles remained stable, as they have for several years, while the chef/steward and engineer role turned over, a relatively regular occurrence. As the global yachting industry became more active after a period of closed borders, recruitment became more challenging.

## COOPER AND COMPANY PARKING

The carparking businesses struggled to recruit and retain staff in the 2022 year. Car grooming services have been unable to reopen, due to low staff numbers.







## TE TAI AO ENVIRONMENT

Building well to endure, using environmentally friendly materials and conserving heritage structures as appropriate, is the cornerstone of Cooper and Company's approach to property. In recent years, our focus on building to mitigate carbon emissions has also strengthened. This approach is founded on gathering good data, both at the time of construction and during operation, and using it knowledgeably to improve impacts.



## 2022 OVERVIEW

Cooper and Company NZ oversee the development and operation of two significant real estate projects within New Zealand – The Landing, a 400-hectare coastal property in the Bay of Islands, and the Britomart precinct, in downtown waterfront Auckland. Britomart comprises just under eight hectares of commercial, retail, food and beverage and accommodation businesses set in new Green Star certified buildings and refurbished heritage buildings, many of which are over a century old. It includes The Hotel Britomart and the Britomart Carpark, as well as several future development sites. Moving between these two locations is Ata Rangi, a luxury charter vessel.

Cooper and Company properties are developed and maintained to high environmental standards, while aiming to foster positive social outcomes through engagement initiatives in its communities. The company is committed to a constant process of learning, improving, and sharing knowledge through its communication channels.

Sustainability reports have been produced annually for Britomart since 2019, The Landing since 2020, and Ata Rangi and The Hotel Britomart since 2021.

Cooper and Company's key environmental efforts are centred around:

- Carbon emission reduction through building efficiency
- Good waste management practices
- Conservation, ocean health and reforestation

## BRITOMART

Britomart's work on greenhouse reductions continued with a project to track and minimise refrigerant losses, a significant source of emissions. Work here should show benefits in the 2023 year. The annual native tree giveaway was held in Takutai Square, raising several thousand dollars for a reforestation charity. The refurbishment of the Hayman Kronfeld Buildings progressed towards an expected 5 Green Star rating.

## THE HOTEL BRITOMART

The Hotel Britomart achieved a 5 Star/Gold Qualmark award, with all categories receiving a rating of Excellent/ Best Practice. This award recognises sustainable tourism businesses of the highest standard in New Zealand. The hotel's first Toitū Envirocare Carbonreduce accreditation was received, with an associated plan to reduce emissions.



## THE LANDING

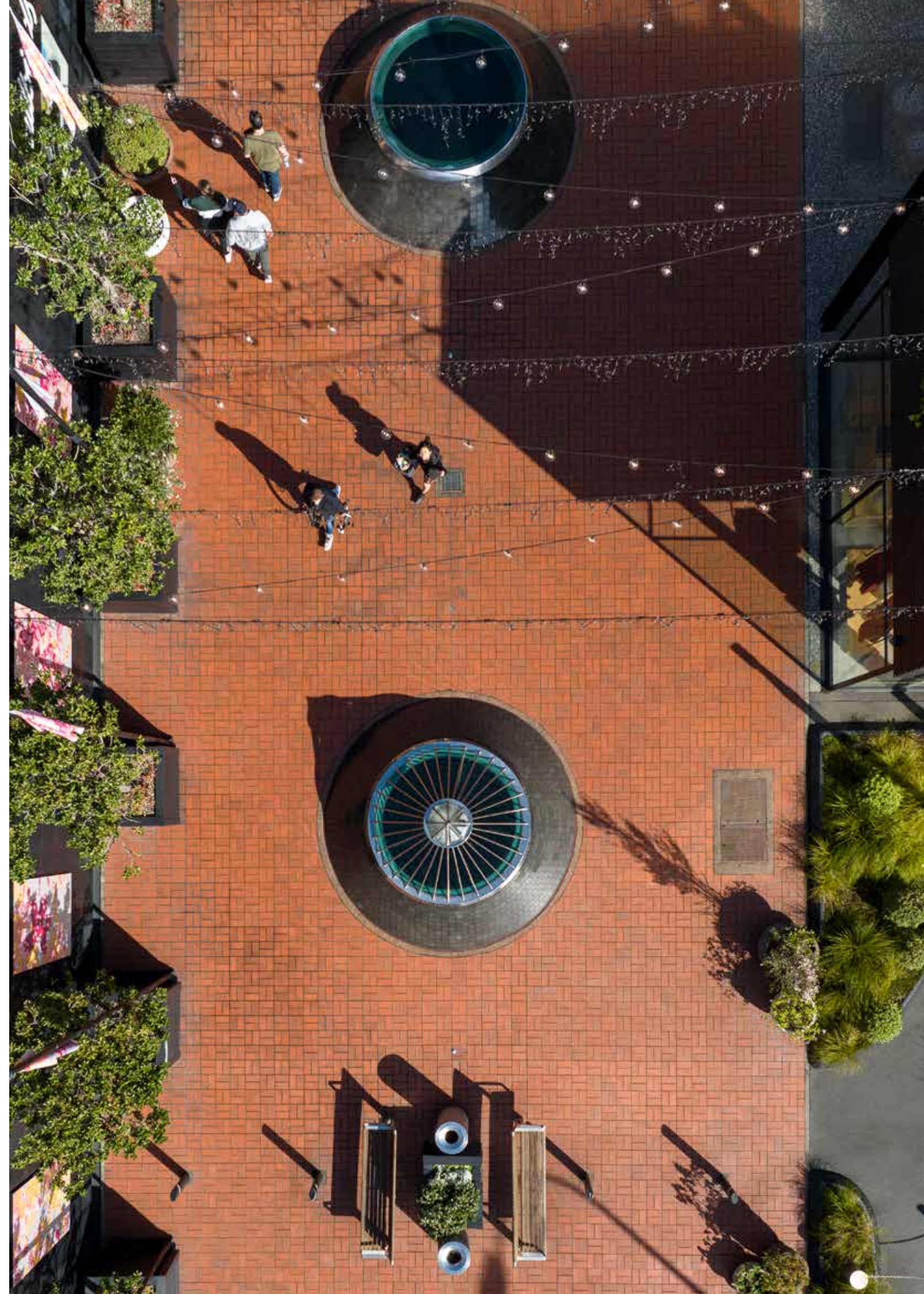
The Landing was named as a finalist in the Tourism Industry Aotearoa Environment and Conservation awards, going on to win the Conservation award in early 2023. Tree-planting, part of an ongoing 20+-year project at The Landing, continued.

## ATA RANGI

The first Toitū Envirocare assessment for Ata Rangi revealed the challenges inherent in running a diesel-based business at a time when carbon emissions are becoming a critical consideration. Potential approaches for mitigating carbon impacts will be considered this year. A beach clean-up on Motutapu Island was held in December, with members of the Cooper and Company team collecting several kilograms of plastic ocean waste from the beach.

## COOPER AND COMPANY PARKING

As part of the Britomart precinct's push towards real carbon-equivalent reductions, the Britomart Carpark installed LED lighting to reduce energy usage. The possibility of using part of the carpark rooftop for an inner-city productive organic garden was investigated in association with the OMG (Organic Market Garden) team but ultimately found to be unfeasible.





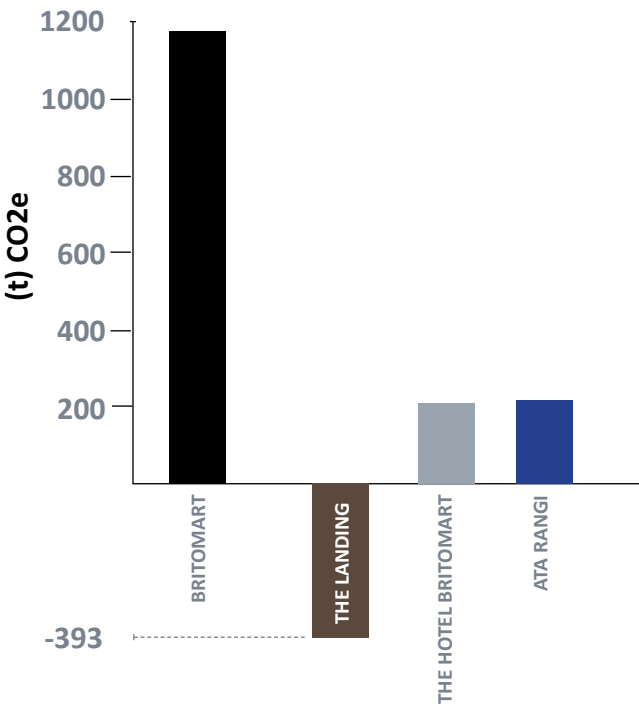


# CARBON EMISSIONS REDUCTION AND BUILDING EFFICIENCY

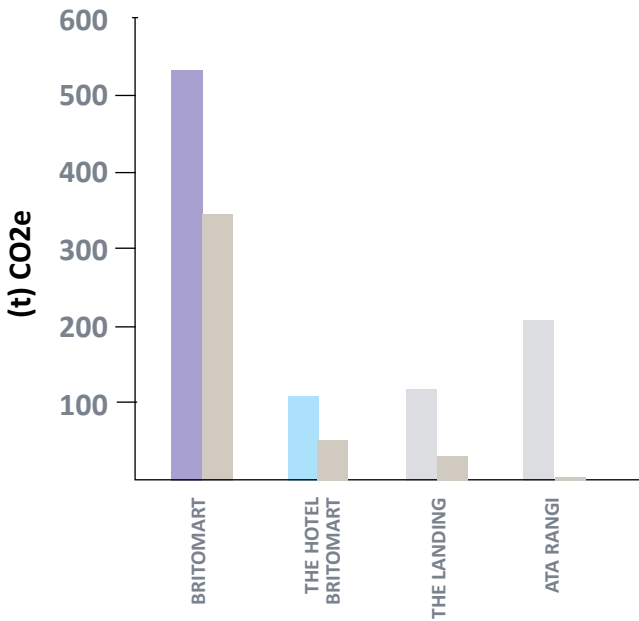
In 2019, Cooper and Company began working with Toitū Envirocare, New Zealand’s leading greenhouse emissions assessment and certification agency. The first business assessed for carbon emissions status was The Landing, with the result of a CarbonZero (net zero emissions) certification received for the 2020 year, although the extensive forest cover actually make The Landing a significant sequesterer of carbon (removing over 390t per year). Britomart, The Hotel Britomart

and Ata Rangi were subsequently assessed in 2022, receiving CarbonReduce certifications. Carbon equivalent emissions for each business, along with the key sources of those emissions, are tabled below. Within Britomart’s emissions, 7.44t of emissions relate to Maritime House, where Cooper and Company’s head office is located as the sole occupant of the assessed area. All these companies, except Ata Rangi are now following emissions reduction plans over the next 3-5 years.

CARBON-EQUIVALENT EMISSIONS	
Britomart	+ 1159t CO2e
The Landing	- 393t CO2e
The Hotel Britomart	+208t CO2e
Ata Rangi	+ 211t CO2e
<b>TOTAL</b>	<b>+1185t CO2e</b>



TOP EMISSION SOURCES		
Britomart	Refrigerant	524t
	Electricity	340t
The Hotel Britomart	Natural Gas	102t
	Electricity	53t
The Landing	Diesel	106t
	Electricity	32t
Ata Rangi	Diesel	205t
	Electricity	5t



COOPER AND COMPANY  
HEAD OFFICE  
SUSTAINABILITY  
PROGRESS 2022

Cooper and Company’s New Zealand head office is based in the refurbished Art Deco building Maritime House at Britomart. Head office goals are generally specific to the team working in the building, although some also benefit the wider Cooper and Company team working across all the New Zealand businesses.



GOAL	ACHIEVED	NOT ACHIEVED	IN PROGRESS	DETAILS
ENVIRONMENT				
Reduce Maritime House office waste to landfill by improving recycling.			<div></div>	<p>We separated our waste into five streams and installed bins across all three levels of the Maritime Building. Communications have been shared internally.</p> <p>We have established a Britomart Waste Team which includes the ops team and the team members from the hotel. Together we have visited the Waste Management Redvale landfill, Abilities Group recycling and Computer Recycling to understand where our waste goes once it leaves the precinct and how we can divert more waste from landfill.</p> <p>We now have the new Maritime waste streams working well with our team and the cleaning contractor.</p>
Reduce printing usage across all Cooper and Company businesses by 50% before May 2023.			<div></div>	<p>We shared four months of data with our teams, and have reduced printing across the Maritime Building, Security, Carpark and The Landing by over 30% during the four-month period. As December and January are not full working months we will report on results again from February.</p>
Change Maritime and Carpark office supplies and provisions for a more sustainable version.	<div></div>			<p>This is an ongoing work in progress. More than 80 percent of the most-used stationery and health supplies have been transitioned to more sustainable versions.</p>
To investigate the viability of photovoltaic (solar) panels for Maritime House.	<div></div>			<p>Solar power is a potential option for some buildings at Britomart. Photovoltaic panels on the roof of Maritime House were investigated. Maritime House is due for refurbishment work on the roof, and it was decided it could be timely to undertake the refurbishment and the installation of solar panels at the same time. This could also work as a pilot for similar projects in the future.</p> <p>A tender was put out and a proposal was formed to put 47 solar panels generating approximately 20Kw of power per annum on the building roof. This would reduce electricity use from the grid by around 20 percent per year (all Cooper and Company energy use within Maritime House comes from electricity), reducing carbon emissions by the same proportion.</p> <p>The proposal has been submitted for resource consent, and if approved, could move forward in Q2 2023.</p>

GOAL	ACHIEVED	NOT ACHIEVED	IN PROGRESS	DETAILS
GOVERNANCE				
Make our sustainability data more transparent by standardising and simplifying the information to provide a ‘sustainability snapshot’ across all our businesses.			<div></div>	<p>We are still working on getting the data to flow through to the Power BI Dashboard. Once this is completed we can create a snapshot.</p>
Improve our cyber security.			<div></div>	<p>As part of continued work around cyber security, a management group was formed under the leadership of Cooper and Company’s chief technology officer to review and monitor cyber security incidents, threats and changes within the environment. Several projects were identified for work over the next year to increase protection. As good training is the best tool for awareness among users, specific cyber security training was added to the new user onboarding process.</p>
Develop a mentorship programme for high school students involving other Britomart tenants.			<div></div>	<p>The school’s difficulties with student attendance as a result of waves of Covid and other illnesses means this programme will now commence in Q1 of 2023.</p>
Develop an internship programme to give back to the community and attract new talent into the business.	<div></div>			<p>The first Cooper and Company summer internship was a 10-week programme hosting a University of Canterbury student to work with each executive and their team across each business. The feedback has been very positive on both sides.</p>
Review the range of best-practice environmental and social sustainability certifications and accreditations within New Zealand, apply for certifications where deemed beneficial and identify potential areas for improvement, with or without certification.	<div></div>			<p>We reviewed a number of certifications and chose to work with Groov, a wellbeing organisation that helps companies evaluate the health of their organisation and to develop techniques and practices to embed wellbeing as a feature of company culture.</p> <p>We have also committed to achieving a WELL Performance rating for the Maritime Building. We are unable to achieve a full WELL Certification as we are not able to meet preconditions due to the heritage nature of the Maritime building. The WELL Performance certification focuses on the wellness of the people in the building and elements like air, water, light quality and thermal comfort.</p>

PEOPLE AND CULTURE				
Enhance employee wellbeing and increase social interaction opportunities within the office.	<div></div>			<p>The social activity within the office has increased significantly with a number of events over the year including social drinks, sustainable living workshops, Te Reo lessons and art tours.</p>
Communicate the opportunity to do an annual volunteer day.			<div></div>	<p>We created a Volunteer ‘Look Book’ of volunteering ideas for those interested in doing a volunteer day. This will be circulated next quarter.</p>
Record statistics for every employee of all businesses on gender, age, and nationality to give a snapshot of current diversity.	<div></div>			<p>The statistics have been compiled, shared with the executive team and included in this report.</p>
Create an on-boarding pack for all new employees.	<div></div>			<p>Created and delivered to all new team members, and circulated to existing team members as a refresher.</p>
Launch a financial wellbeing programme for the benefit of team members	<div></div>			<p>We have engaged with Westpac to deliver a financial wellbeing programme available to all our teams. We have held the first session, with the second scheduled for February 2023.</p>



# COOPER AND COMPANY SUSTAINABILITY GOALS 2023

Each of the different company teams working under the Cooper and Company umbrella, including the head office team, has an annual set of sustainability goals to pursue, guided and overseen by the Director of Sustainability. The individual team goals are listed on the following pages.

## HEAD OFFICE SUSTAINABILITY GOALS 2023

### MANA WHAKAHAERE GOVERNANCE

- Map Cooper and Company sustainability progress and goals against New Zealand’s official carbon-reduction targets and guidance, as well as against the United Nations Sustainable Development Goals.
- Obtain WELL Performance certification for Maritime House (Cooper and Company NZ head office).

### TE TANGATA PEOPLE AND CULTURE

- Offer First Aid and Emergency preparedness training to all team members.
- Improve team members’ access to quiet/breakout spaces within each business.
- To enhance visibility of the Cooper and Company mission, vision and values statements for each business team.

### TE TAIAO ENVIRONMENT

- Investigate options for placing The Landing’s carbon ‘credits’ into an official carbon offset programme that could be applied against emissions from other Cooper and Company businesses in the future if we choose.
- Explore setting up an in-house IT device recycling programme that would equitably pass on unneeded devices in good working order to team members or outside parties in need of them, with the devices to be returned for resource recovery at the end of their useful lives.







# BRITOMART SUSTAINABILITY GOALS 2023

## ENVIRONMENT

- Continue to work towards our Toitū Carbonreduce emissions reduction goal of 5 percent by 2026
- Run a communications campaign for our Britomart community to share the lessons learned from managing waste well during our 2022 waste investigation.
- Continue to scope the feasibility of installing PV panels (solar) on the roof of existing Britomart buildings

## GOVERNANCE

- Investigate and scope the potential for a material issues assessment for Britomart
- Achieve a WELL Performance certification for the Maritime Building

## PEOPLE & CULTURE

- Work with Te Kura Kaupapa Māori o Hoani Waititi Marae to establish a vocational programme that introduces their students to a range of career possibilities and work experience options at Britomart, using this as an opportunity to connect Britomart businesses with the Kura community and each other.
- Engage the Britomart community with at least six displays of art and photography around Britomart, with a focus on sustainability and social issues, and measure the impact of these activations.
- Run at least three events to build community and connect our Britomart lease partners with each other, centred around an element of environmental, social or economic sustainability.



# THE HOTEL BRITOMART SUSTAINABILITY GOALS 2023

## ENVIRONMENT

- Improve sustainability communication strategies and storytelling.
- In conjunction with the Britomart precinct operations team, investigate potential alternative waste streams for guest slippers to ensure the optimal stream is being used.
- Increase the percentage of guests choosing the hotel’s Green Clean.

## GOVERNANCE

- Gain Toitū Envirocare Certification and develop an emissions reduction plan.
- Establish a tracking and communication process for tree-planting associated with the Green Clean initiative.

## PEOPLE & CULTURE

- Develop partnership opportunities with ocean-related charities Live Ocean and Sustainable Coastlines.
- Review the range of best-practice social sustainability certifications and accreditations in New Zealand, apply for certifications where deemed beneficial and identify areas for improvement, with or without certification.
- Work alongside the Britomart precinct to enable a vocational partnership with Te Kura Kaupapa Māori at Hoani Waititi Marae.



# THE LANDING SUSTAINABILITY GOALS 2023

## ENVIRONMENT

- Combine composting systems across the vineyard and landscape businesses with a view to increasing compost volumes and reducing bought compost
- Review single-use plastic use in hospitality with a view to reducing the overall use and integrate alternative solutions
- Create a biodiversity map of the property
- Write and implement a policy on sustainable fishing practices and increasing catch and release

## GOVERNANCE

- Work towards Toitū carbon reduction goals
- Reduce purchased electricity emissions by 15 percent by 2023 through on-site renewable power generation.
- Reduce electricity used in Cooper Residence by 10 percent through transition to LED lighting and powering down when unoccupied.
- Reduce purchased diesel by 10 percent through efficiencies in vehicle use, ensuring right-sized equipment and phase-in of EVs, staged over the next three years.
- Reduce purchased petrol by 3.5 percent through efficiencies in vehicle use and greater use of battery-powered hand tools.
- Complete waste audit and implement approved changes
- To engage with The Landing Trust on mutually beneficial projects

## PEOPLE & CULTURE

- To implement the Mental Health Wellness Programme, Groov for the employees of The Landing
- Create a Welcome Pack for new employees



# ATA RANGI SUSTAINABILITY TARGETS 2023

## ENVIRONMENT

- To establish a regular one-day ocean clean-up project targeting Bay of Island beaches that are difficult for most people to access.
- To improve storage systems for the most frequently used dry goods in order to buy more in bulk.
- To reorganise the onboard rubbish and recycling system including the onboard bins to enable more to be recycled and more efficient sorting once back in dock.
- To consult with ocean preservation charities Live Ocean Foundation\* and Sustainable Coastlines to explore ways in which we can work more closely with the organisations to support marine health.

## GOVERNANCE

- To investigate a potential carbon emissions assessment for Ata Rangi with an organisation like Toitū Envirocare.
- Pending results of investigation for a carbon emissions assessment and approval of doing an assessment, research potential mitigation strategies for off-setting emissions.
- To develop a sustainability policy for materials used and recycled when upgrading or repairing the vessel.
- To develop a sustainability policy that we seek to acquire parts and equipment that are recyclable at the end of their life.
- To formalise current practices around cruising speeds for different activities as policy in order to achieve best available economy for the activity and maintain lowest emissions.

## PEOPLE & CULTURE

- To review the range of best-practice social sustainability certifications and accreditations within New Zealand, apply for certifications where deemed beneficial and identify potential areas for improvement, with or without certification.



