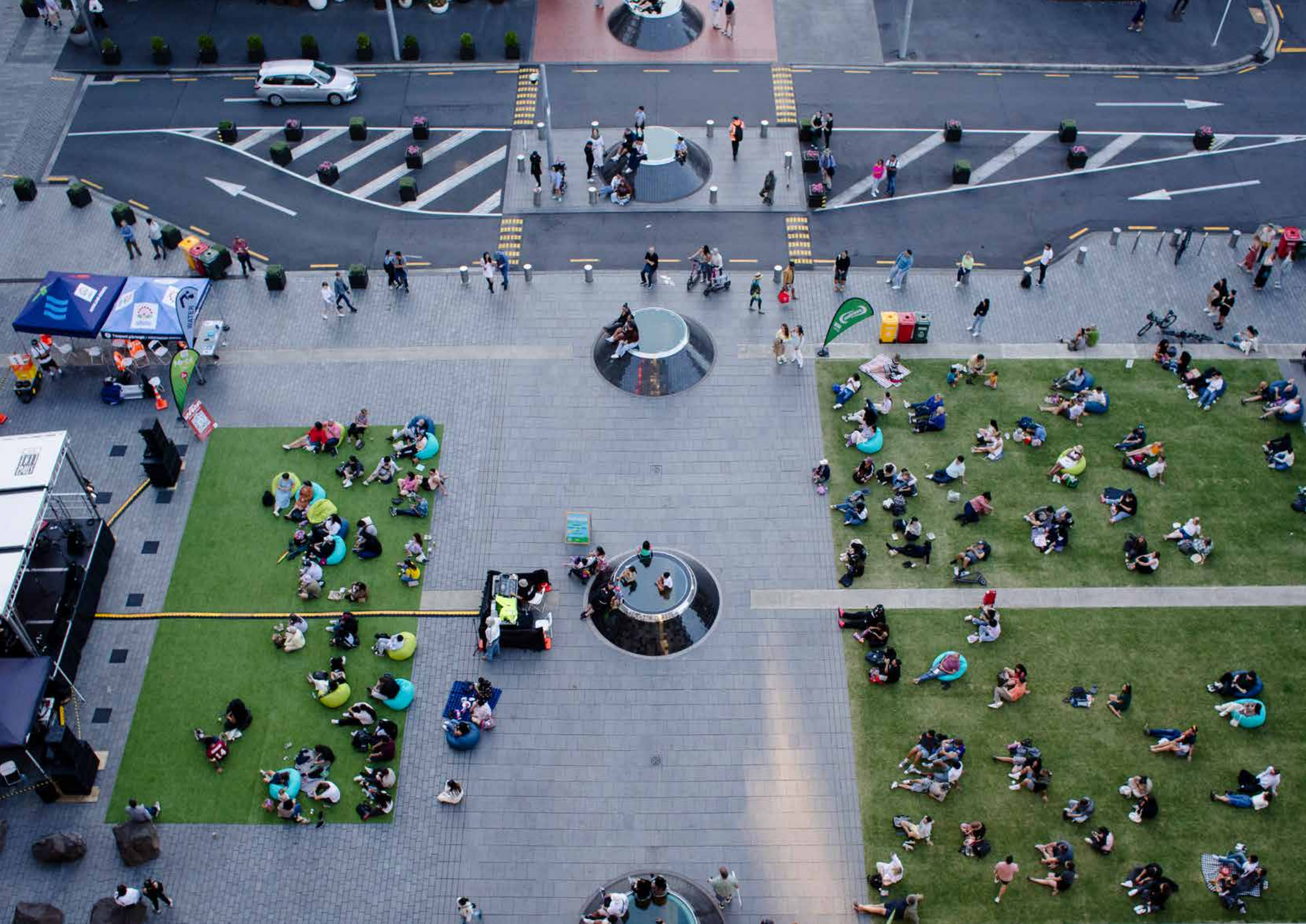


COOPER  
AND COMPANY

# SUSTAINABILITY REPORT

**NEW ZEALAND 2025**









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KIA ORA,

Like sustainability, the day-to-day work of development can be arduously detailed and slow. However, when you give it a long enough time span, it can result in outcomes that are richly rewarding and that often accrue benefits beyond the ones initially envisioned.

Just over 20 years ago, when the Britomart Development Deed was signed by the group then-known as the Bluewater Consortium, Britomart was largely a ring of abandoned buildings around a gravel carpark, sitting above a railway station.

Likewise, in the early 2000s, The Landing was still unformed, with only a singular house standing on the waterfront at Wairoa Bay, the reforestation project in its infancy and the first grapevines still three years away from being planted.

Two decades of patient regeneration and development work have transformed both properties. In that time, we have refurbished all 18 of the heritage buildings at Britomart, constructed several new buildings and established a long-term programme of art and events for the community and visitors here. Many of these visitors stay at The Hotel Britomart, a hotel designed so that guests are encouraged to use the restaurant, bar, gym and shopping services of the neighbourhood during their stay.

At The Landing, more than 1.2 million native trees and plants have transformed the property, with thousands more going in every year. This, combined with a robust pest control programme, has led to a flourishing birdlife, including one of the most abundant populations of kiwi in the country. The vineyard and winery have grown to become Northland's largest, with a suite of awards won by recent vintages. Four private houses now sit on the property, which have hosted thousands of guests over the years.

As we look back over more than two decades of work, it is apparent that sustainable thinking must be an inherent part of any long-term approach. In this report, we review the work that has gone on across all of Cooper and Company's businesses in the last year and look towards the work we plan to do over the coming one.

We hope you enjoy learning more about our efforts.

Ngā mihi nui,

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





PART ONE

# ABOUT COOPER AND COMPANY NEW ZEALAND





Cooper and Company is a private investment company, established in 1989 by Northland-born Peter Cooper (Ngāti Kahu, Ngāti Kuri, Te Aupouri) 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 invest 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.

# STAKEHOLDERS

**PETER COOPER** Owner and founder of Cooper and Company

**COOPER AND COMPANY BRITOMART BOARD**

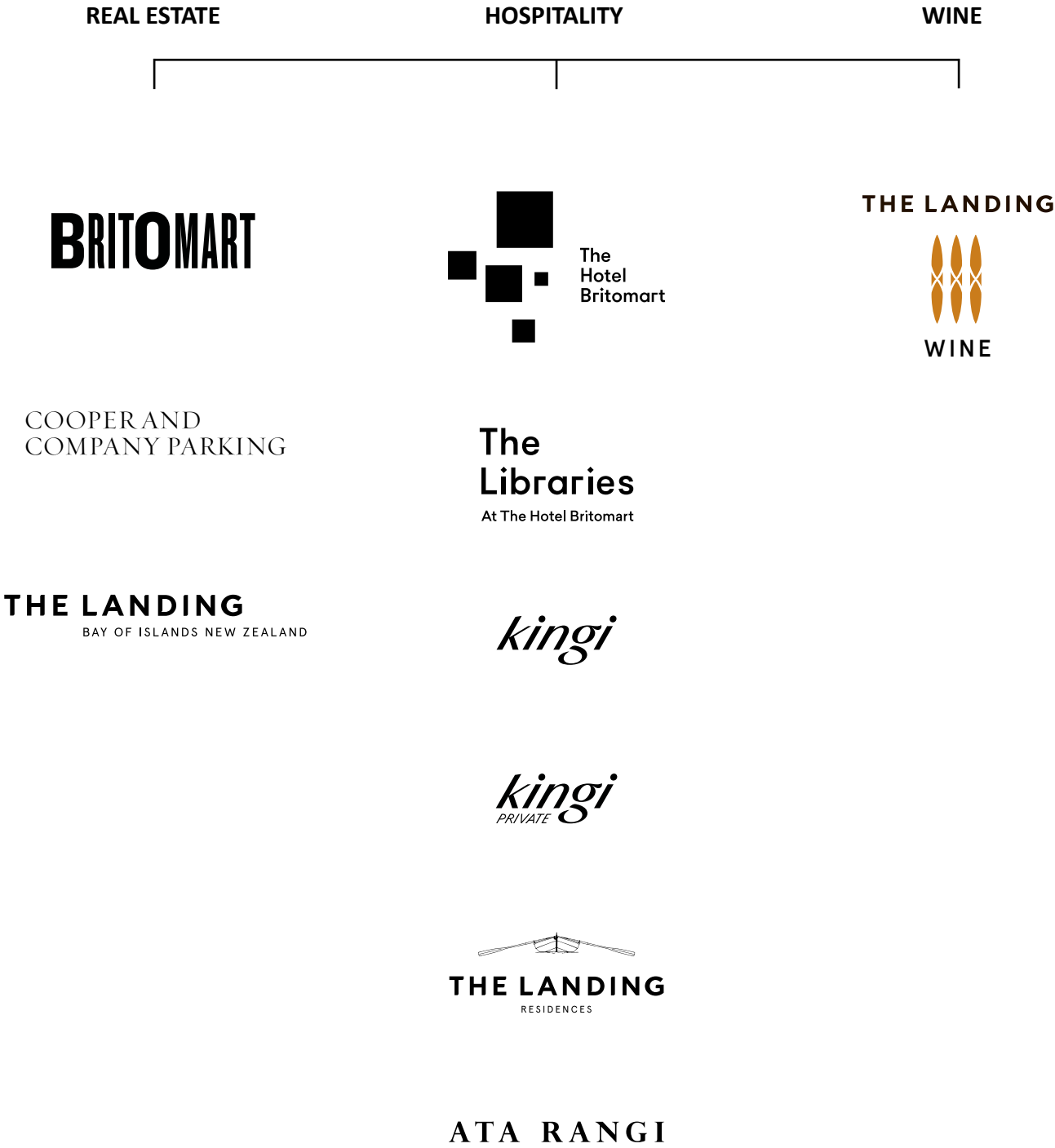
**THE LANDING, THE LANDING HOSPITALITY AND THE LANDING WINE BOARDS**

**MV ATA RANGI BOARD**

**COOPER AND COMPANY TEAM MEMBERS**

**CLIENTS, GUESTS, LEASE PARTNERS AND CUSTOMERS OF COOPER AND COMPANY BUSINESSES, PRODUCTS, SPACES, SERVICES AND EXPERIENCES**

# COOPER AND COMPANY NEW ZEALAND



# COOPER AND COMPANY SUSTAINABILITY STRUCTURE

## FOUNDATION

**COOPER AND COMPANY INVESTMENT PHILOSOPHY**  
 Patience • Sustainability • Care • Creativity • Performance • Partnership  
 See Page 15

## FRAMEWORK

**COOPER AND COMPANY SUSTAINABILITY FRAMEWORK**  
 Adopted 2017, updated 2021  
 See Page 13

## PROGRESS

**ANNUAL COOPER AND COMPANY SUSTAINABILITY GOALS**  
 Set and reported on in annual Sustainability Reports  
 See Page 60

## ACCOUNTABILITY

**COOPER AND COMPANY SUSTAINABILITY PARTNERS**  
 See Page 13

## GOVERNANCE



## ENVIRONMENT



## SOCIAL



# 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. 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 adopt Sustainability as a business value and objective. We have developed, adopted 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 are 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.



## COOPER AND COMPANY SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT

The 17 United Nations Sustainable Development Goals were established in 2015 and have since become a widely accepted framework for businesses and other organisations to identify the most important areas of sustainable development to focus on within their work.

The following eight Sustainable Development Goals have been identified as the most closely aligned with sustainability work across the Cooper and Company business portfolio:







## COOPER AND COMPANY INVESTMENT PHILOSOPHY

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





BRITOMART GROUP OF COMPANIES

Cooper and Company hold full responsibility for the regeneration and long-term management of the nine-block Britomart neighbourhood on Auckland’s downtown waterfront. Since 2004, when the Development Deed with Auckland Council was signed, Cooper and Company have progressively refurbished Britomart’s 18 heritage buildings and added new commercial buildings, 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.

RECOGNITIONS AND CERTIFICATIONS



BRITOMART GROUP’S CORE SUSTAINABILITY ACTIONS AND INITIATIVES INCLUDE:

- Building and refurbishing to a minimum 5 Green Star standard
- Holding NABERSNZ energy-efficiency ratings for appropriate buildings
- Measuring greenhouse gas emissions through Toitū Envirocare and working to a reduction plan
- Operating buildings efficiently through good data collection and building management systems
- Holding Green Loans for the precinct’s property borrowings
- Hosting a year-round programme of free community events
- Supporting local artists and artisans with temporary and long-term public art installations
- Managing waste well and providing a range of recycling streams for businesses within the precinct
- Key partner charities: Coats for Kids, Motutapu Island Restoration Trust







NZGBC GREEN STAR RATINGS	GREEN STAR RATING
THE HOTEL BRITOMART	5 Star Design, 5 Star Build
EAST BUILDING	5 Star Design
HAYMAN KRONFELD	5 Star Design and As Built
KIWI TAVERN	5 Star Design and As Built
CHARTER CUSTOMS	4 Star As Built
CPO	Targeting 5 Star Design and 5 Star As Built

NABERSNZ RATINGS	2021	2022	2023	2024
AUSTRALIS NATHAN	5	5	4	4
EAST BUILDING	4.5	4.5	4.5	4.5
EXCELSIOR STANBETH	5.5	6	4	4
CHARTER CUSTOMS	4.5	4.5	4.5	4
ALTRANS QUAY	N/A	5.5	5.5	5
HAYMAN KRONFELD				4.5

BRITOMART GROUP PROGRESS TOWARDS GOALS (Set December 2024)

GOVERNANCE	ACHIEVED	UNDER WAY	NOT ACHIEVED	STATUS
To prepare Britomart’s Scope 3 greenhouse gas (GHG) emissions reporting to be ready for the 2024/25 financial year, reporting in 2026.		●		This is no longer required for 2026, but we are investigating the data and reporting requirements involved in this.
To write a Modern Slavery policy and evaluate Britomart’s current supply chain against it.		●		This policy has been drafted using The Hotel Britomart’s policy as a guide.
To create a green certification transition plan for Britomart’s buildings, covering Green Star and NABERSNZ ratings, aimed at maintaining the precinct’s green accreditations that support its Sustainable Finance Agreement.		●		We are currently evaluating various certifications to maximise our positive impact on the environment and our community.
PEOPLE AND CULTURE				
To create two events and related content around the topic of social connection in workplaces (and workplace loneliness) and invite Britomart lease partners to use these events to encourage social connection in their spaces.		●		Professor Sarah Wright, an expert in organisational psychology with a special interest in workplace loneliness, spoke at an event in Britomart hosted in April.
ENVIRONMENT				
To produce one art project and content series that focuses on raising awareness around ocean health.		●		This has been commissioned to photographer Petra Leary, with Melinda Williams writing the content, and scheduled for December 2025
To collaborate with Trees That Count for this year’s Greening the City event.			●	It was decided to continue to support Motutapu Restoration Trust this year instead.





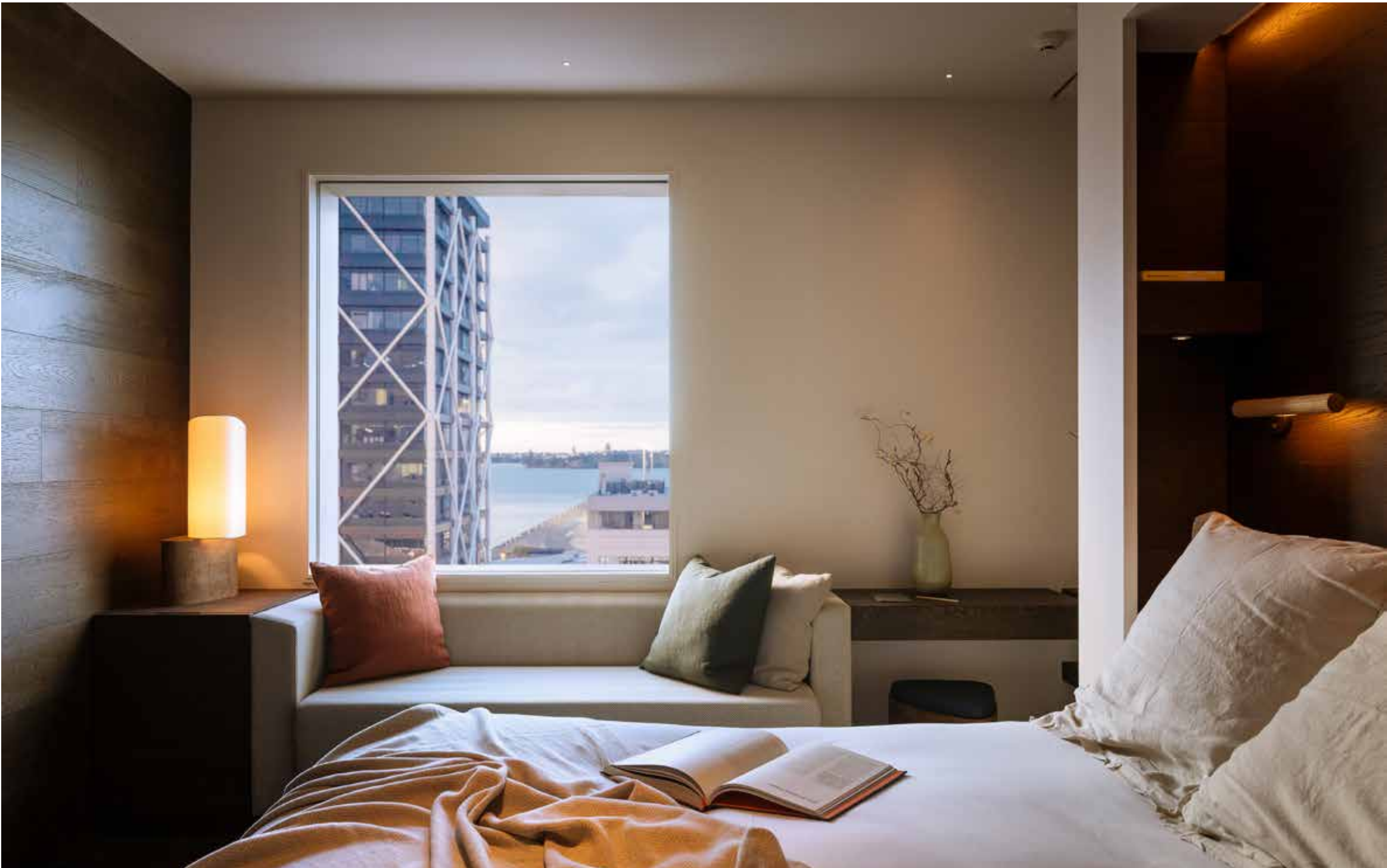
# THE HOTEL BRITOMART

Completed in 2020, 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, as well as Gold Status under Tourism Industry Aotearoa’s sustainable hospitality programme, Qualmark. The hotel offers guest accommodation, conference and events facilities and an in-house restaurant, all under Cooper and Company’s management.

## THE HOTEL BRITOMART’S CORE SUSTAINABILITY ACTIONS AND INITIATIVES INCLUDE:

- Being sustainably built with high insulation, double-glazing, low-emissions materials, LED lighting, water-saving appliances and an efficient HVAC system
- A robust sustainability strategy to ensure continued climate action
- Measuring carbon emissions through Toitū Envirocare and working to a reduction plan
- Operating the building efficiently through a Building Management System
- Managing waste well through a comprehensive recycling and reusables system
- Holding Environmental Sustainability, Travel, Modern Slavery, Plastic-Free Procurement and Supplier Code of Conduct policies
- Focusing on sustainable seafood and local produce in the hotel’s eateries
- Using environmentally friendly cleaning products
- Choosing locally sourced design, furnishings, room amenities and art
- A tree-planting programme in association with The Landing
- Participating in local environmental initiatives
- Key partner charities: LegaSea, Six for Good, Soap Aid, Dineaid, Fair Food

## RECOGNITIONS AND CERTIFICATIONS





THE HOTEL BRITOMART  
PROGRESS TOWARDS GOALS (set September 2024)

GOVERNANCE	ACHIEVED	UNDER WAY	NOT ACHIEVED	STATUS
Develop a detailed sustainability strategy that provides a roadmap to Net Zero by 2045 and communicate the strategy through our website.	●			This has been developed in full and will be communicated in the coming months.
In collaboration with the Britomart facilities management team, analyse the climate risk to The Hotel Britomart over the coming years to understand which hazards may pose an issue for the hotel and how we might prepare for them.		●		The groundwork for this project is underway and will be completed in the next few months.
Redevelop a sustainability dashboard to allow us to track our progress towards the roadmap in real time, promoting awareness across all teams.		●		A mock-up of the dashboard is complete and will be finalised in the next few months.
To set up a system to receive more detailed guest feedback on the hotel's sustainability efforts and guest expectations around sustainability.		●		This has not yet commenced.
ENVIRONMENT				
To model and understand the potential for our tree-planting programme at The Landing to act as official GHG mitigation for our emissions over coming years.	●			We have modelled an emissions reduction and removal pathway and have discussed the potential to accredit this with Toitū Envirocare. We took the decision to account for these trees under The Landing's GHG accounting.
To increase our tree-planting programme at The Landing significantly in line with our modelling, tying this to additional programmes at the hotel.	●			We have provided guests with the option to plant a tree when they book a room with the hotel.
Collaborate with the Britomart precinct operations team to find a provider to recycle our soft plastics.		●		We are currently exploring providers for this.
Find a cost-effective method to weigh our waste to enable better tracking.		●		This has not yet commenced.



PEOPLE AND CULTURE	ACHIEVED	UNDER WAY	NOT ACHIEVED	STATUS
Work towards certifying the hotel as a Great Place to Work.		●		This goal will be deferred to next year to allow us time to meet the required points for certification.
Complete an accessibility assessment and implement any changes possible.		●		This has not yet commenced.
Register the hotel with an accreditation provider and framework that showcases safe, inclusive and affirming employment.		●		This has not yet commenced.
Implement the hotel's leadership development training programme at all leadership levels within the hotel as a mandatory succession programme.	●			In May, participants in the hotel's Future Leaders development training programme (pictured above) made presentations to executives of the hotel and Britomart.
Encourage team members to utilise the volunteering hours allocation by providing regular suggestions of activities for individuals to participate in.	●			A volunteering brochure was produced to improve access to opportunities for team members.





# COOPER AND COMPANY CARPARKING

Cooper and Company's Britomart Carpark was built in 2011. Since then, three additional carparks have come under Cooper and Company's management, providing a combined 3000 parking spaces in downtown Auckland for over two million vehicle visits a year.

## COOPER AND COMPANY CARPARKING'S CORE SUSTAINABILITY ACTIONS AND INITIATIVES INCLUDE

- Rainwater harvesting tanks to supply the car grooming business and Britomart landscaping/ plant watering
- 12 Tesla EV charging stations installed
- All lighting converted to LED
- Secure bike parking
- Dedicated area for motorbike parking
- Managing waste well and providing a range of recycling streams







## THE LANDING

Located in the Bay of Islands in New Zealand's far North, The Landing is a 404-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 been appreciated as over 40 hectares of pasture have been returned to native forest and wetland plants have been restored. The Landing is now home to one of the most abundant populations of kiwi in New Zealand, as well as rare native birds such as Australasian bitterns, dotterels and pāteke.

### THE LANDING'S CORE SUSTAINABILITY ACTIONS AND INITIATIVES INCLUDE

- Adding over 1.2 million native trees and plants to the property as part of an ongoing reforestation project
- Measuring carbon emissions through Toitū Envirocare and working to a reduction plan
- High-level pest control practices to protect native birdlife
- Managing waste well and providing a range of recycling streams
- Key partner charities: Rangihoua Heritage Park, Rugby for Life, Coats for Kids

#### RECOGNITIONS AND CERTIFICATIONS



## THE LANDING RESIDENCES

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

### THE LANDING RESIDENCES' CORE SUSTAINABILITY ACTIONS AND INITIATIVES INCLUDE

- Being built with high standards of insulation, glazing, thermal orientation, natural convection and enduring materials
- Using environmentally friendly cleaning, kitchen and bathroom products
- Managing power use through good shut-down procedures when Residences are not occupied or are undergoing cleaning/maintenance
- Having recyclable and reusable systems for guest amenities
- On-site fruit, vegetable and flower gardens, beehives, chicken houses and a firewood plantation

#### RECOGNITIONS AND CERTIFICATIONS





THE LANDING WINE

The Landing Wine operates a 14-hectare vineyard and boutique winery on The Landing property, producing Chardonnay, Syrah, Pinot Gris, Rosé and Vino Rosso wines, as well as the premium Madre Chardonnay and Syrah made only in years of exceptional vintage.

THE LANDING WINE’S CORE SUSTAINABILITY ACTIONS AND INITIATIVES INCLUDE

- Winery building constructed using natural ventilation and cooling techniques
- Maintaining certification from Sustainable Winegrowing New Zealand
- Using natural viticulture techniques such as dry-farming vines and under-vine mowing to reduce water use, chemical use and enhance soil quality
- Composting grape marc

RECOGNITIONS AND CERTIFICATIONS



THE LANDING WINE PROGRESS TOWARDS GOALS (set February 2025)

GOVERNANCE	ACHIEVED	UNDER WAY	NOT ACHIEVED	STATUS
For The Landing team to create a detailed sustainability action plan in consultation with Cooper and Company’s Sustainability Manager		●		Initial work for this has taken place and the plan will be finalised this winter.
To investigate releasing a Nature-Related Disclosures Report for The Landing		●		Work has begun on understanding the disclosures needed for this report, with the Ecological Review providing a basis for some information required.
ENVIRONMENT				
To remove a concentrated infestation of moth plant identified in the Ecological Review in order to protect the stream wildlife in the area.		●		This area will be added as a focus point within the existing moth plant removal programme.
To commence a project to enhance the heritage orchard at Te Puna, following best practice guided by Heritage New Zealand Pouhere Taonga, with the aim of protecting the health of these historic trees.		●		This will start in winter 2025, in consultation with a Heritage New Zealand representative working at the Kerikeri office.
To produce a Trees of The Landing booklet as a companion guide to the Birds of The Landing booklet produced last year.		●		This is yet to commence.





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 South Pacific.

ATA RANGI’S CORE SUSTAINABILITY ACTIONS AND INITIATIVES INCLUDE:

- Adhering to a sustainable fishing policy, including taking fewer fish, at larger minimum sizes than legal limits, prioritising tag-and-release and using circle hooks
- An optimal cruising speed policy to maximise fuel efficiency
- Supporting Pacific Island communities with donations
- Good waste management with bulk food and low-plastic procurement

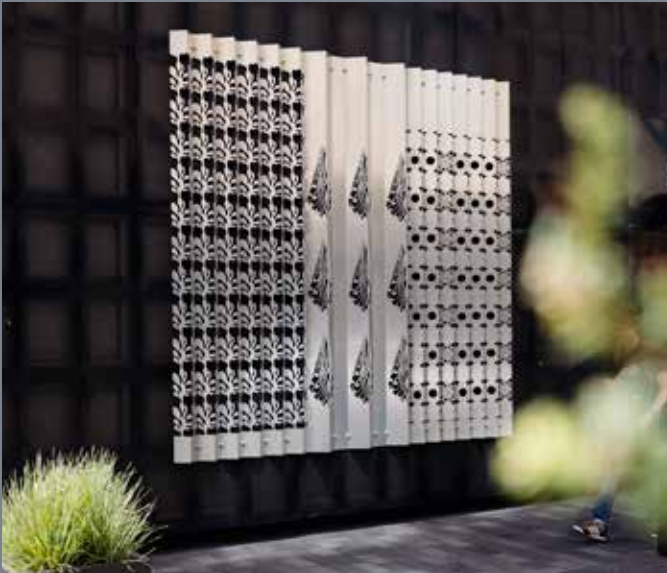
MV ATA RANGI PROGRESS TOWARDS GOALS (set June 2024)

GOVERNANCE	ACHIEVED	UNDER WAY	NOT ACHIEVED	STATUS
To complete the transition of Ata Rangi’s Marine Transport Operating Plan to the SeaFlux system.	●			This has been completed and is working well.
PEOPLE AND CULTURE				
To integrate Ata Rangi’s crew wellbeing programme with the wider Cooper and Company Wellbeing Programme to give crew members a wider range of opportunities to pursue.	●			Chelsea engaged in the Cooper and Company Wellbeing Programme while based in the office. The feedback from doing the Marine Metre Squared programme was very positive with the crew enjoying having the opportunity to participate.
To schedule training for Chelsea-Mae with chefs at The Hotel Britomart, led by Andrew Lautenbach and Tom Hishon, which focuses on preparing fish to minimise food waste and extend Chelsea-Mae’s fish recipe repertoire.	●			Chelsea spent three days with the kingi chefs and assisted with a ‘Kingfish Five Ways’ event in July 2024.
ENVIRONMENT				
To investigate the Marine Metre Squared programme and find a way for Ata Rangi’s crew to participate, particularly in the surveying of remote areas that are difficult for most people to access.	●			The crew took members of the community out on 23 November to a secluded beach in the Bay of Islands to participate in the Marine Metre Squared programme and followed this with a beach cleanup and catching fish for some local families.
To decrease Ata Rangi’s carbon emissions intensity by two percent.	●			We will achieve this due to not operating for five months in 2024.
To investigate Ata Rangi participating in the Mangōpare Temperature Sensor Programme.		●		The Mangōpare Temperature Sensor Programme has recently been put on hold while they raise more funding, and they are going to get in touch when their next phase begins.

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 neighbourhood with a long-term view to making Britomart an evolving space for public art within the city. Works gifted to the public space by the foundation include a work by Shane Cotton – Maunga (2020) – as well as Aroha ki te Ora (2020) by Lonnie Hutchison.

**THE LANDING TRUST**  
The Landing Trust was founded to protect the 45 documented heritage sites on The Landing property and to undertake projects to conserve its native flora and fauna. Heritage sites include Māori pa sites, a midden containing fragments of moa bone, the remnants of the first colonial schoolhouse in New Zealand and traditional Māori fish traps.







PART TWO

# 2024/5 YEAR IN REVIEW



# 2024/5 HIGHLIGHTS

852

PEOPLE EMPLOYED ACROSS  
COOPER AND COMPANY'S  
NINE BUSINESS UNITS

Cooper and Company  
Britomart Group Management  
Cooper and Company Parking  
MV Libertas (MV Ata Rangi)  
The Hotel Britomart  
The Landing Residences  
The Landing MLP  
The Landing Wines  
US head office

## ORGANISATIONS SUPPORTED

### COATS FOR KIDS

Blankets, coats, warm clothes and shoes donated  
by staff collection from all businesses

### WESTPAC CHOPPER APPEAL

Donation of carpark spaces and grooming services  
for auction at a fundraising event

### CATALYTIC FOUNDATION

13 Christmas Shoeboxes donated

### AUCKLAND CITY MISSION

\$2200 raised for Auckland City Mission through a  
Christmas competition

### RANGIHOA HERITAGE PARK

Maintenance services donated

### SIX FOR GOOD

385 cartons purchased to support six local charities

### SOAP AID

520kg of soap donated to vulnerable communities

### NATIVE FOREST RESTORATION TRUST

Over \$8000 raised through a native tree giveaway

### CANCER SOCIETY

Volunteer hours donated

### MERCY HOSPICE

Volunteer hours donated

## 3 DEVELOPMENT PROJECTS



### MARITIME BUILDING REFURBISHMENT

A new roof was put on the 1940s Art Deco  
Maritime Building, with the facade restored to a  
more authentic style and the name returned to the  
building. An internal refresh upgraded the interior  
of the building's lift and the stairwell and adapted  
the layout for the company's growing team.



### CHIEF POST OFFICE REFURBISHMENT

The refurbishment of the upper levels of the  
Category 1 Heritage Listed Chief Post Office  
building began, with work expected to complete  
in late 2025. The refurbishment targets 5 Green  
Stars and a WELL Gold Certification.



### VINEYARD EXPANSION

An additional 1.6 hectares of vines were  
planted at The Landing, mostly in Chardonnay  
and Syrah grapes to support the growing  
demand for these wines.

## RECOGNITIONS

### THE LANDING

**2024 Finalist, NZME Visitor Experience Award**  
Tourism Industry Aotearoa Awards

### THE LANDING WINE

**THE LANDING CHARDONNAY 2021**  
**Gold**, 2024 Decanter Wine Awards

**THE LANDING CHARDONNAY 2022**  
**Gold**, 2024 Sommeliers Choice Awards  
**Gold**, 2024 USA Wine Ratings  
**Silver**, 2024 San Francisco International Wine  
Competition  
**Silver**, 2024 Decanter World Wine Awards  
**Silver**, 2024 New Zealand International Wine Show

### THE LANDING SYRAH 2022

**Double Gold** (98 points), 2024 San Francisco  
International Wine Competition  
**Silver**, 2024 SommCon Concours d'Vin  
**Silver**, 2024 USA Wine Ratings  
**Bronze**, 2024 Decanter World Wine Awards

### THE LANDING ROSE 2023

**Double Gold**, 2024 SommCon Concours d'Vin  
**Silver**, 2024 Sommeliers Choice Awards  
**Bronze**, 2024 San Francisco International Wine  
Competition  
**Bronze**, 2024 USA Wine Ratings

### THE LANDING PINOT GRIS 2023

**Gold**, 2024 Sommeliers Choice Awards  
**Silver**, 2024 San Francisco International  
Wine Competition  
**Silver**, 2024 SommCon Concours d'Vin  
**Silver**, 2024 USA Wine Ratings  
**Bronze**, 2024 Decanter World Wine Awards

### THE HOTEL BRITOMART

**Exteriors Award, World's Most Beautiful Hotels**  
Secretariat du Prix Versailles, November 2023

**Maica Horigue, Receptionist of the Year**  
AICR NZ, December 2023

**Maica Horigue, Receptionist of the Year Runner-Up**  
AICR International, 2024

**Best of the Best Awards**  
Top 1% of listings on TripAdvisor, May 2024

**Best Hotel in New Zealand**  
New Zealand Hospitality Awards, July 2024

**Finalist, Luxury Hotel over 50 Rooms and  
Emerging Brand to Watch**  
Luxury Travel Gold List Awards 2024



## REFORESTATION

**THE LANDING**  
12,714 native trees and plants in various areas

**THE HOTEL BRITOMART**  
1200 native trees in the hotel's area at The Landing

**GREENING THE CITY**  
6000 native seedlings given away



## ACCREDITATIONS

**4 Star (Excellent) to 5.5 Stars (NZ Leading)**  
NABERSNZ ratings across six buildings

**5 Green Stars**  
Achieved for Kiwi Tavern Building,  
targeted for Chief Post Office

**Toitū Carbonzero**  
The Landing

**Toitū Carbonreduce**  
Britomart, The Hotel Britomart, Ata Rangi





# MANA WHAKAHAERE GOVERNANCE

Cooper and Company are 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. Sustainability reports have been produced annually for Britomart since 2019, The Landing since 2020, Ata Rangi and The Hotel Britomart since 2021 and Cooper and Company since 2022.



## OVERVIEW

New Zealand spent most of the 2023/24 financial year in recession, with the tight economy being reflected in generally lower retail and hospitality spending. Across Cooper and Company's businesses, work focused on continuing existing development projects, repairs and maintenance of capital assets, and maintaining trade in a tightened environment.

## BRITOMART

Central Auckland continued to see increased visitor activity and workers returning to the office during the 2024 year. Pedestrian counts were up approximately eight percent on the previous year, and a stronger focus on policing saw crime and media narratives about central city dangers decrease.

A long-term investigation began into the plausibility of installing solar panels on Britomart's contemporary buildings (East Building, Britomart Carpark) and future development projects, as well as into the long-term replacement of gas boilers in Britomart's larger buildings. The project will involve the operations, development, facilities management and sustainability teams working together.

The Britomart sustainability team undertook training in material issues analysis and prepared to hold a material issues enquiry with key members of the Britomart community in 2025.

In November 2024, the New Zealand Green Building Council issued guidance to lenders and investors on appropriate certifications associated with "green finance" agreements. The Britomart group of companies currently holds a Green Loan Agreement with a consortium of banks, which in coming years may be affected by this updated guidance. Work began on understanding which matrix of certifications would best ensure continuity of this agreement.

## THE HOTEL BRITOMART

The Hotel Britomart had a busy year, welcoming over 130,000 guests through their rooms and suites, restaurant and event and meeting facilities. A new People & Culture manager, Fay Fialho, joined the executive team (replacing Ryan Cheemee, who moved overseas) while Caitlin Rees joined the team as Sustainability and Procurement Coordinator. A policy refresh took place, with internal and external policies being updated to reflect new expectations now that the business has been operating for almost five years. External policies updated focussed on Environmental Sustainability, Modern Slavery, a Supplier Code of Conduct and our Plastic-Free policy which has been followed by suppliers since 2021.

The internal-facing versions of these policies were also updated, with new policies added including Sustainable Procurement procedures and a new travel policy that provides specific guidelines on when air travel is acceptable. The HR policies are currently being updated to reflect the needs of the growing team.

## COOPER AND COMPANY PARKING

Cooper and Company Parking had a subdued year, driven largely by tight economic conditions leading people to cut back on shopping and dining out (and thus parking in the city) and working from home more in order to reduce petrol and parking costs.

## THE LANDING

The Landing had a steady summer of Residence guests and saw increased bookings for winery experiences across the year. Wine Club memberships continued to grow, with Wine Club members starting to take greater advantage of the discounts offered across other hospitality businesses: The Hotel Britomart, The Landing, The Tasting Room and Ata Rangi.

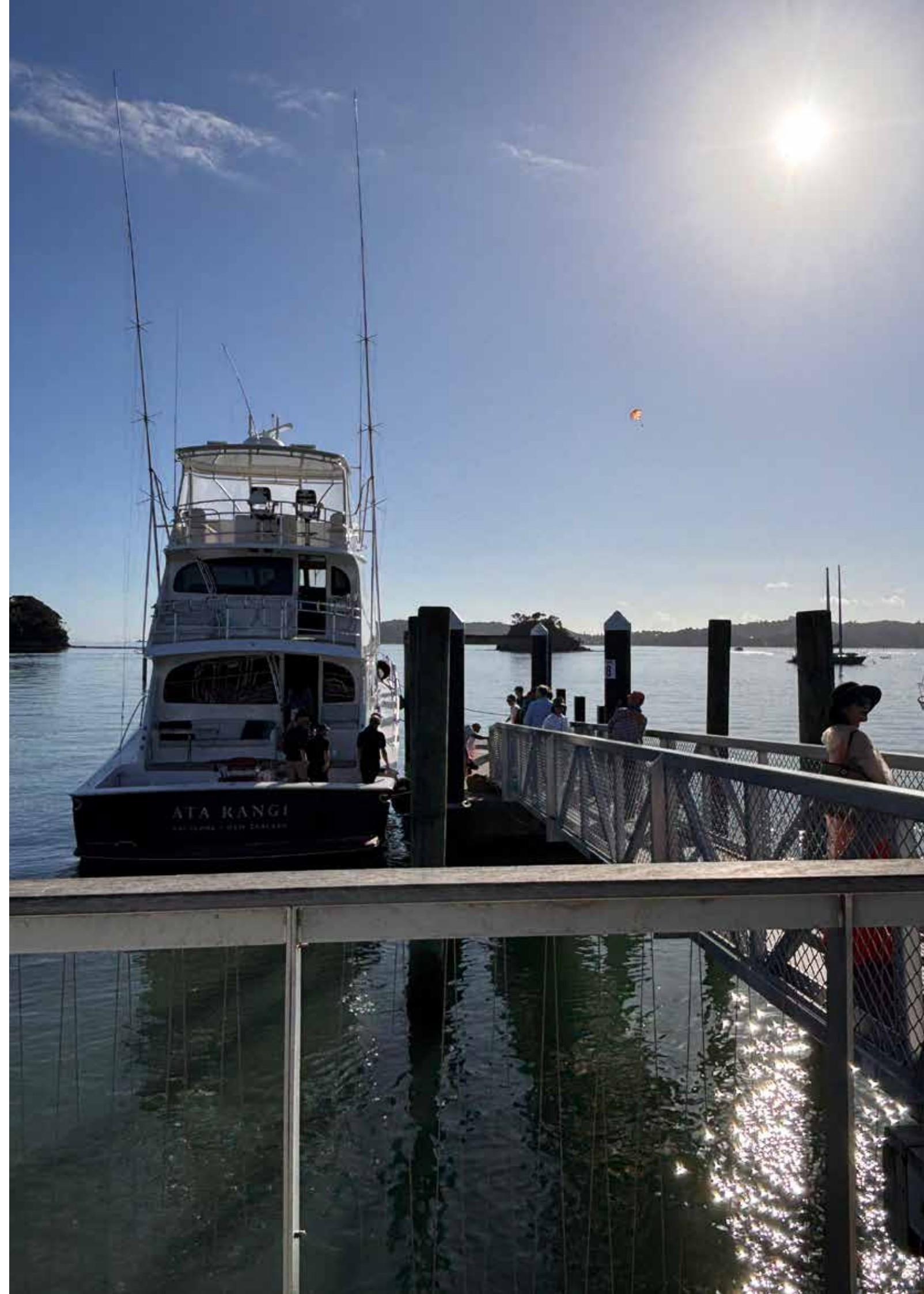
In August 2024, The Landing received the results of an ecological review, commissioned in 2023. This comprehensive document gives a deep insight into the soil typologies, vegetation, bird and fish life across the property, and makes a range of recommendations that can be used to guide future planting and conservation decisions.

## ATA RANGI

Ata Rangi spent five months out of the water from May to September 2024 for a substantial refit and upgrade. The hull and superstructure were repainted, generators serviced and seals replaced, engine turbos tested, hatches replaced and refurbished, composite exhausts repaired and mixers replaced, watermakers overhauled, bilge pumps overhauled, repairs made to the davit, air-conditioning chillers and handler units replaced, new transducer and AV/IT systems fitted, carpet replaced, anchor chain replaced, and bedding linen replaced, alongside other servicing and minor repair work.

This repair and upgrade work will considerably extend the life of the boat, with most work not needing to be repeated for 5-12 years (up to 18 years in some cases).

Ata Rangi's Marine Transport Operating Plan (MTO) and Marine Operating Safety Systems (MOSS) were moved to the SeaFlux digital management system, bringing together a wide range of compliance, logbook, health and safety, and operational management systems in an online format. Ata Rangi currently uses SeaHub to manage engineering tasks, record-keeping and inventory and engineering management.







## PROJECT

# CELEBRATING 20 YEARS OF DEVELOPMENT AT BRITOMART

Last year was a significant year for Cooper and Company. April 2024 marked the 20th anniversary of the signing of the Britomart Development Deed between Auckland Council and what was originally known as the Bluewater Consortium – Cooper and Company, Multiplex Construction and Phillimore Properties. By the end of 2005, Cooper and Company had bought out its partners and taken sole responsibility for the regeneration and development of the district.

The timing of the anniversary coincided with the completion of the first full round of refurbishments of the 18 heritage buildings at Britomart, with the Kiwi Building the last to be completed. This represents a future shift in focus for the Britomart development team, as while the care for and upgrading of the heritage buildings will be a continuing project, the construction of new buildings on the three development sites within the precinct will become more important over the next decade.

To celebrate the completion of this phase of development, and the 20-year anniversary, a series of projects was commissioned. Almost 30 people who played important roles in the

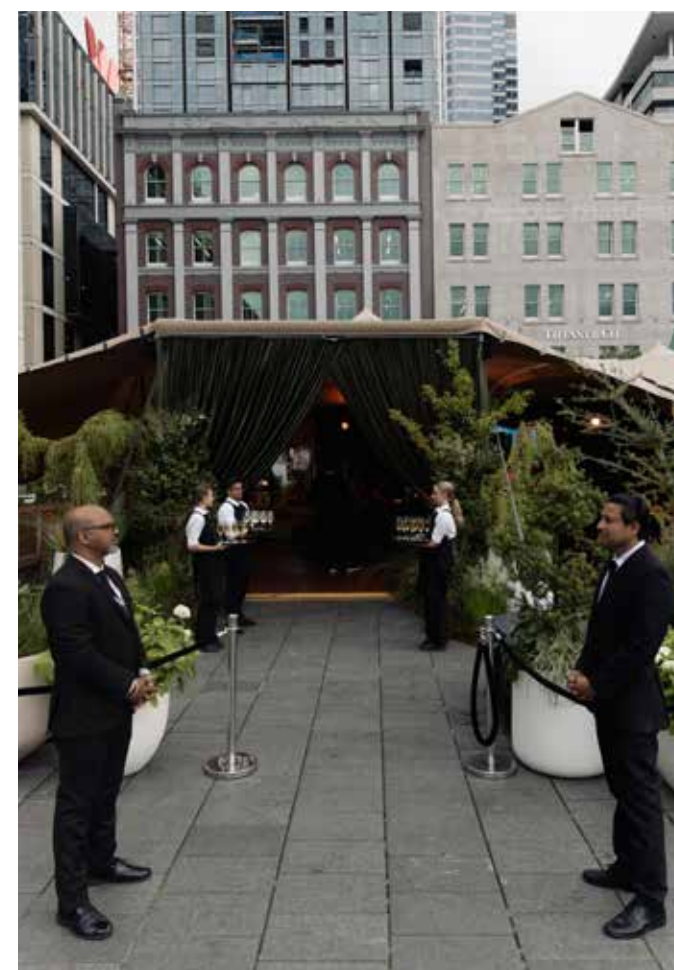
establishment, creation and development of Britomart were interviewed for a magazine-style publication, with their quotes woven together into an oral narrative that gave a look behind the scenes over the last two decades. Over 2000 copies of the publication were printed for the public to take for free.

New photographs were commissioned to show the scale of the changes in the heritage buildings and overall area before and after the redevelopment. These were used in both the publication and in an exhibition telling the redevelopment story on presentation boards in the Atrium on Takutai and on the art panels around The Pavilions.

Finally, a celebration was held under a marquee tent in Takutai Square – a nod to both the tent used for the 10-year party, and the original marquee tent that created the first exhibition and event space at Britomart, back in the first years of development. More than 400 people attended a night of food, drinks, dancing and reflections on the past 20 years from Matthew Cockram, CEO, Peter Cooper, chairman, Tom Irvine representing Ngāti Whātua Ōrākei, and Wayne Brown, mayor of Auckland. At the end of the evening, copies of the publication were handed out to all.











## PROJECT

### STREAMLINING TEAM EMPLOYMENT AND MANAGEMENT SYSTEMS

With Cooper and Company having grown to more than 250 employees across its various businesses, the company reached a point where existing payroll and performance management systems were not meeting the needs of the company. Almost 20 payrolls – covering weekly, fortnightly and monthly pay periods – were being run without full integration, and payroll processing was outsourced, requiring manual interventions and replication of data.

“As our businesses have grown, we wanted one system that would handle the complexity of our various businesses, particularly around rostering, timesheet and leave management, increase efficiency in payroll processing and provide a better user experience for our employees and

managers,” says Michelle Walls, financial project manager, who led the transition to a new employment system. “Integral to our choice was a system that had built-in compliance with New Zealand’s complex Holidays Act legislation and IRD compliance obligations. Our decision to implement the Readytech suite of products ticked all the boxes for corporate governance and our drive to build a better workplace environment.”

Cooper and Company implemented Ready Workforce, which has enabled the company to handle all time and attendance, rostering and payroll processing in-house. Team members use the Ready People mobile app to view their payslips, access rosters and apply for leave, while managers use the portal or mobile app to view their team rosters, approve timesheets and changes and view and approve leave.

“We also implemented Ready Employ (Recruitment) which has streamlined our recruitment and onboarding process and

enabled many efficiencies through automating our end-to-end processes and consolidating HR and payroll processing through built-in integrations,” says Michelle. “From job application, review and selection through to completion of onboarding documentation, all is online via the mobile app and our careers portal. The remote access capability via app or portal has sped up our recruitment process, which has been particularly beneficial for our hospitality and seasonal businesses.”

Over the next year, Cooper and Company will continue to build on onboarding capability to incorporate policy and practice documents and health and safety. Through 2025, the recruitment process will be evolved to utilise AI features to assist with job match and talent match in order to speed up review and selection processes, and for team members new features under Talent Management will be introduced to support performance and career development and training.

### 2025 MANA WHAKAHAERE GOVERNANCE GOALS

- Investigate accreditations across Cooper and Company businesses that will fulfil our sustainability ambitions in the most effective way
- Build a network of sustainability professionals across Britomart’s tenancies and the broader community
- Complete the Policies and Procedures document including the WELL certification criteria and integrate the document with the Ready Employ platform





## TE TAI AO ENVIRONMENT

Building well to endure, using environmentally friendly materials and conserving heritage structures are the cornerstones of Cooper and Company's approach to property. In recent years, our focus on building to mitigate greenhouse gas 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.



## OVERVIEW

Cooper and Company properties and other capital assets are developed and maintained to high environmental standards, alongside a programme of engagement initiatives that aim to foster positive social outcomes for the communities that use these properties and assets. The company is committed to a constant process of learning, improving and sharing knowledge through its communication channels.

In 2024, Cooper and Company's core environmental projects were starting a 5 Green Star targeted refurbishment of the Chief Post Office Building in central Auckland, continuing Toitu Carbonreduce and Carbonzero certifications, beginning investigations into solar power at Britomart, continuing reforestation and wildlife protection efforts at The Landing and working on environmental partnerships and more sustainable procurement at The Hotel Britomart.

## BRITOMART

Continued attention to managing refrigerant losses resulted in Britomart's lowest-ever greenhouse gas emissions total in the 2023/24 year – 592 tCO<sub>2</sub>e – which was almost 20 percent lower than the baseline year (2019/20), and ahead of track on Britomart's goals.

All five of Britomart's buildings previously rated under the NABERSNZ energy-efficiency scheme maintained a rating of 4 stars (excellent) or higher, although two buildings lost half a star due to increased gas usage. The Hayman Kronfeld Building was also introduced to the scheme, with an initial 4.5 star Whole Building rating.

The Kiwi Tavern Building was confirmed as achieving a 5 Green Star Design and Built rating, while the renovation of the upper storeys of the Chief Post Office Building (due for completion in 2026) is confidently targeting a 5 Green Star rating, with a 6 Green Star rating potentially within reach.

Britomart's annual Greening the City activation gave away more than 6000 native seedlings grown at The Landing, raising \$8000 for the Native Forest Restoration Trust. Other environment-focused activations included Reusable Tuesday (free coffees for people with reusable cups), a Low-Carbon Breakfast and a design competition for outdoor seating that showcased the notion of haumanu/renewal.

## THE HOTEL BRITOMART

For the 2023/24 year, The Hotel Britomart reported greenhouse gas emissions of 244 tCO<sub>2</sub>e. Although this appeared to be a reduction from earlier years, it was actually due to a previous over-reporting error, and real emissions rose slightly. This is to be expected when guest numbers rise, as they did in the 2023/24 year, as the hotel's high existing level of efficiency makes it difficult to achieve reductions on a per-guest basis.

In 2024, the hotel introduced New Zealand's first hotel-led 'regenerative tourism' experience, involving a trip to a 'native forest farm' in the Waitākare Ranges to learn about native ingredients and local traditions while supporting small businesses.



The hotel's restaurant, kingi, took part in a food waste reduction pilot programme, led by the Restaurant Association, in which over 100 restaurants throughout the Auckland, Waikato and Bay of Plenty areas measured and categorised their waste over a one-week period, and later tested an intervention designed to reduce food waste. Results from the intervention are due in 2025.

In collaboration with The Landing, The Hotel Britomart continued its tree-planting programme with another 1200 native trees and grasses planted in a designated area at The Landing. They have recently added an option for guests to donate a tree to this cause when they book a room.

## COOPER AND COMPANY PARKING

A long-term investigation was started, looking at various potential scenarios for installing solar panels on the roof of the Britomart Carpark (among other contemporary buildings at Britomart). Potential constraints to the project include the cost of securing solar panels firmly in high-wind zones and the weight of arrays large enough to give a clear financial return on the project.



Ten new electric charging stations were also installed at the Wynyard Carpark, which is under Cooper and Company Parking management.

## THE LANDING

The Landing's birdlife conservation programme continued successfully in 2024, with one local expert commenting that the property had reached 'virtual elimination' status in terms of pests and predators. The third release of rare pāteke ducks was held in March, with a good survival rate. Kiwi call counts continued to indicate high local populations, and the rare Australasian bittern was both heard and sighted by team members in the Te Puna wetland.

Reforestation work continued, with a focus on underplanting existing kānuka forest with fruiting native species like puriri and karaka, which support larger bird species. Several areas that had been inhabited by pine since before The Landing came into its present ownership were cleared of pines, with native trees replanted instead. Over 12,700 trees and plants were added to the property, with particular areas of focus being underplanting existing canopy and adding native trees

to areas where non-native pines were removed. Restoration work was also completed on sand dunes at Rangihoua Bay that had been damaged by storm surges during 2023's Cyclone Gabrielle.

## ATA RANGI

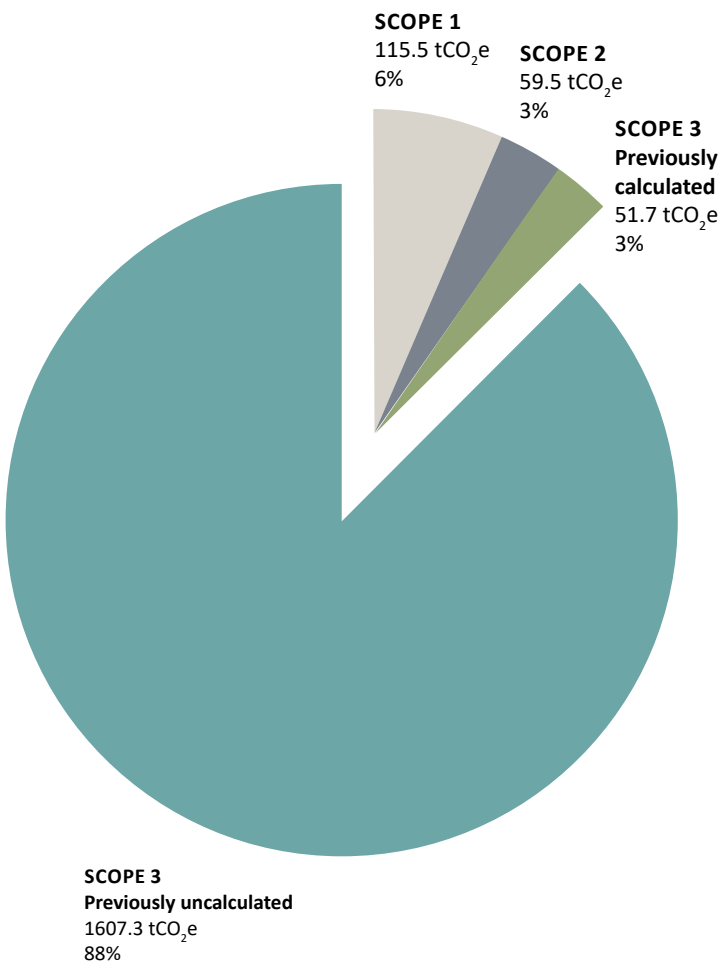
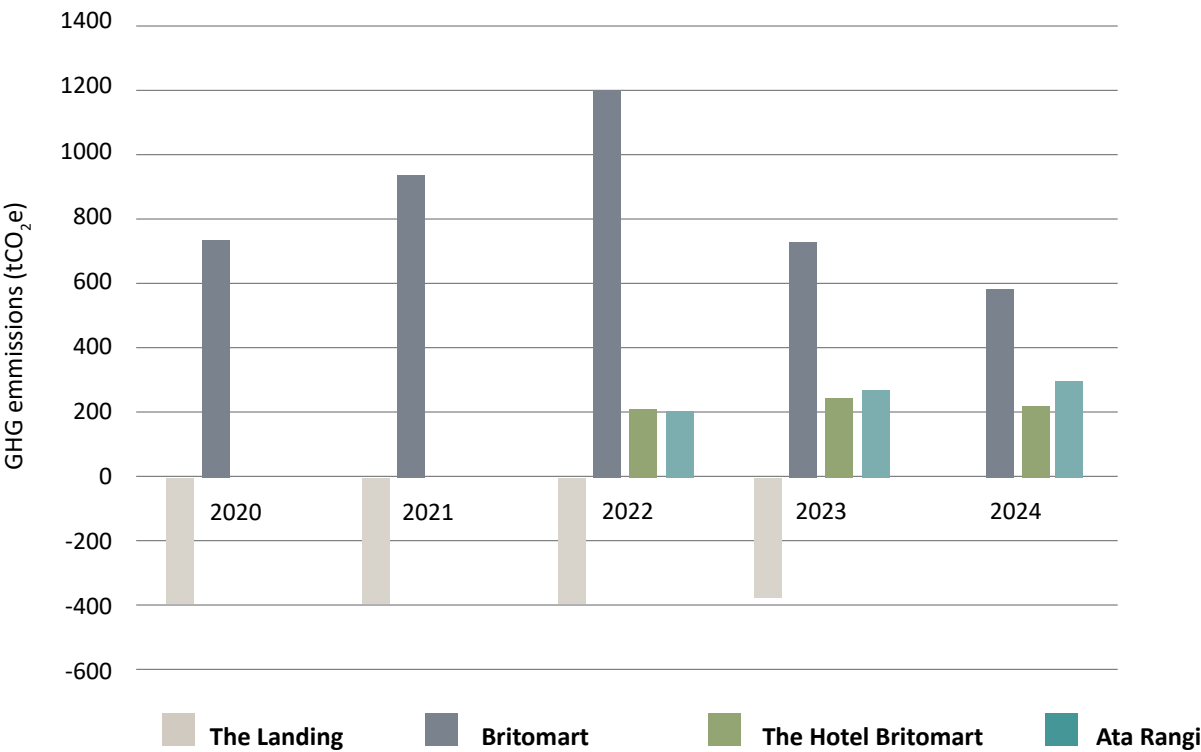
For the second year, Ata Rangi underwent a Toitū Carbonreduce assessment, intended to give the management team an understanding of the typical GHG emissions for the boat. In the 2022/23 year, this came to 269 tCO<sub>2</sub>e, an increase of 58 tCO<sub>2</sub>e over the previous year, which was attributable to increased use of the vessel. Almost 100 percent of Ata Rangi's GHG emissions come from the use of diesel, for which there is currently no practical replacement.

To raise awareness of ocean health, the Cooper and Company sustainability team produced *Moana Ora*, a short publication highlighting five key issues: sustainable fishing, microplastic pollution, runoff pollution, ocean temperature and movement monitoring and caulerpa seaweed infestation. Copies of the publication are distributed to guests on the boat.





# COOPER AND COMPANY GREENHOUSE GAS EMISSIONS SUMMARY



**SCOPE 3 REPORTING**  
In the next few years, Cooper and Company’s accreditation partner Toitū Envirocare is changing their reporting scope. Until now, our reporting has covered Scope 1 (direct emissions from burning fuel) and Scope 2 emissions (indirect emissions from the generation of purchased energy), as well as a small number of Scope 3 emissions (such as employee air travel and emissions produced by waste to landfill). This was in line with Toitū’s mandatory reporting guidelines.

In the next few years, we are aiming to report on the Scope 3 emissions across all of our Toitū-accredited businesses. These are generated through the full value chain of the organisation. While this will result in an increase in reported emissions, it will give us a complete picture, while also allowing us to reset our baseline measurements to a year that meets our new post-pandemic normal.

The Hotel Britomart calculated their full Scope 3 value chain in 2024, providing data insights that focussed their sustainability strategy on emissions hotspots. 87% of the full inventory was found to come from Scope 3, with around 79% of this coming from purchased goods and services. This has resulted in increased efforts into their supply chain, particularly around data capture and collaborations between suppliers.

For Britomart and The Landing, we expect that around 70-90% of emissions will sit within Scope 3. However, Scope 1 will still form the majority of Ata Rangi’s emissions. The Carbon Disclosure Project reports that for most organisations, Scope 3 emissions are, on average, eleven times larger than Scope 1 and 2.



## PROJECT

# CHIEF POST OFFICE BUILDING: REFURBISHING AN AUCKLAND ICON

In 2025, a major development project got underway with the second round of refurbishment of the upper floor of the 1912 Chief Post Office Building, in anticipation of the arrival of a new lease partner in 2026. The building was initially refurbished in 2006.

Sitting above Auckland's downtown Waitemata Train Station, which uses the ground floor as a grand lobby, the Category 1 heritage-listed building has needed extensive work to repair old water and fire damage, bring it up to modern seismic standards and transform it into an inspirational and healthy working space.

The refurbishment, being executed by long-time Britomart construction partner Bracewell, includes a major seismic upgrade, modernisation of the office spaces to 5 Green Star standards, and the pursuit of a WELL Gold standard (an international certification focused on human health and wellbeing).

The design of the refurbished spaces is led by Cheshire Architects, with a key focus being the transformation of the central lightwell space into a usable wintergarden and the roof into an outdoor gathering space. Other important aspects are the provision of wellbeing rooms and unisex toilets (as part of WELL requirements) and the re-establishment of the main entry stairs and a level one lobby. As always, Britomart is working closely with Heritage New Zealand Pouhere Taonga and Auckland Council Heritage to ensure that important aspects of the building's architecture and design are preserved and celebrated. Features have included exposing and restoring the decorative column heads throughout the building, returning the main stairs and handrails to a more authentic materiality (oak, steel and terrazzo instead of chrome and glass), restoring the kauri floors and retaining removed heritage space separators within the walls of the building in case they need to be restored in future.



A key element of achieving WELL certification is the construction partner's participation in providing workplace wellbeing. Bracewell Construction has a wide range of programmes in place to support worker wellbeing, including an Employee Assistance Programme, informational posters about support for suicide risk and heart health, regular check-ins on team members at 'toolbox' meetings to stay on top of what's happening on-site and wellbeing workshops.

Effective waste management is part of the project, with a goal to recycle 70 percent or more of waste removed from the site (as part of targeting 5 Green Stars). At present, the waste

diverted from landfill stands at over 81 percent, with Green Gorilla managing the diversion and recycling process.

The transition of the central lightwell into a usable space has meant a number of adaptations from the original building design. The original floor was not strong enough to support numerous users, so a raised floor has been installed, and the internal walls have been repainted with glare-reducing paint to meet WELL requirements. Balustrades will protect the heritage glass domes that sit within the space, a new glass roof has reduced glare and solar gain, and acoustic panels now cover the ducts rising from the train station below.

## 2025 TE TAI AO ENVIRONMENT GOALS

- Improve our office waste management through clear signage and more opportunities for material segregation
- Collaborate with our IT team to create a training guide to promote sustainable use of technology within the office and improved digital management





## TE TANGATA PEOPLE AND CULTURE

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, a strong wellbeing programme and an inclusive company culture, and policies around giving sustainably in ways that support community initiatives.



# OVERVIEW

Cooper and Company employ people across a diverse range of businesses and roles, including finance, administration, boat crew, carpark services, operations and facilities teams, marketing, hotel guest service, cleaners, vineyard and winery workers, and management. At the end of 2024, the employee count across all New Zealand businesses stood at 258, including part-time and seasonal workers, an increase of just over five percent.

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 paid at or above the Living Wage (\$27.80 p/hr in 2024) 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.

A positive and participatory workplace culture is encouraged. All team members receive a quarterly newsletter updating them on news across the Cooper and Company businesses and profiling people within those businesses, and there is a comprehensive Wellbeing Programme in place across the year.

## BRITOMART

With the major refurbishment of the Chief Post Office Building getting underway and three potential new buildings in development, the development team expanded, by the addition of development manager Tom Davison. The facilities management team moved from the Maritime Building into a new space next to the operations office, which allows the operations, facilities and carpark teams to work together more easily.

A party was held in March 2025, to which members of the Cooper and Company, Britomart, The Hotel Britomart, The Landing and Cooper and Company Parking teams were invited, celebrating 20 years of development at Britomart.

## THE HOTEL BRITOMART

The hotel maintained a staffing level above 100 full-time employees, which is seen in the industry as the appropriate staffing level for a luxury hotel. Celebrating the hotel's diverse team is a year-round project, with initiatives spanning from gift-giving on International Women's and Men's Days and team socials, through to engaging with the wider Cooper and Company teams on wellbeing. The kingi team worked with Project Employ to create an opportunity to employ a team member with a learning difference.

The team also supported a number of local organisations through fundraising, including for Fair Food, DineAid and through volunteering with the SPCA and other organisations. Several site visits for young people were hosted, including



from the NZGBC career network, the New Zealand School of Tourism, Te Kura Kaupapa O Hoani Waititi and early career professionals from Japan.

Training and upskilling for continued professional development remained a focus for the team, with a leadership succession programme delivered to heads of departments, as well as sustainability and procurement training for those with purchasing responsibilities at the hotel.

## COOPER AND COMPANY PARKING

This year Cooper and Company Parking introduced five- and ten-year long service badges to honour the long-standing members of the team (who are also gifted a Prezzy Card on these anniversaries). Breakfast is provided daily for the team, as well as pizzas when big events are on at Spark Arena and members need to work later. Carpark team members were strong participants in Cooper and Company Wellbeing Programme and social events, and alongside Britomart Operations team members, make up the backbone of the social touch rugby team.

## THE LANDING

The Landing's first Wellbeing Survey returned excellent results, with team members reporting feeling well-supported in their roles and high levels of wellbeing in their individual lives. Particular areas of strength were workplace flexibility, appropriate workload, support for stress and a fair approach to problem-solving. Areas identified for improvement were leaders modelling wellbeing during the workday, increasing training and development opportunities and ensuring clear and effective communication.

## ATA RANGI

A new engineer, John Peter Samuelson, was recruited for Ata Rangi, with a MEC (Marine Engineer Class) 5 rating – previously a MEC 4 rating was required. Andre Duurentijdt was also recruited as a deckhand, bringing the full-time crew to four.





PROJECT

CREATING CONNECTION  
AND WORKPLACE  
WELLBEING

In 2024, Cooper and Company continued and expanded its formal Wellbeing Programme. A wide range of social activities and wellbeing events were held, ranging from guest speakers on financial wellbeing, LBGTQIA+ awareness, natural product workshops, fitness challenges, mindfulness sessions, Groov webinars on mental wellbeing and Auckland Theatre Company shows.

Engagement was strong, with different audiences attending the various events. Feedback gathered from surveys of attending team members highlighted key insights and suggestions for improvement for the 2025 social wellbeing calendar, including a preference for relaxed, fun events over corporate-style gatherings to engage bonding and cross-floor connections within the Maritime Building office and across Cooper and Company’s different businesses.

“Surprise and delight events, like spontaneous lunches or morning tea treats, were well received, and quizzes were a favourite,” says project manager Jamie Urquhart-Hay. “The Mindfulness Sessions also received great feedback across the year and will continue regularly in 2025. We had the first session in February, with 12 people from Cooper and Company and The Hotel Britomart, and the last in December in the busy lead-up to Christmas.”

Opportunities for the next year include increasing awareness of the company’s paid Volunteer Days and looking for more opportunities for events in off-site locations.



2025 TE TANGATA  
PEOPLE AND CULTURE  
GOALS

- Set up the Ready Employ platform for Cooper and Company’s Professional Development Programme
- Ensure the social and wellbeing calendar events for 2025 reflect and feed back into the aims of Cooper and Company’s high performance organisation work



COOPER AND COMPANY HEAD OFFICE  
SUSTAINABILITY PROGRESS 2024

ENVIRONMENT	ACHIEVED	UNDER WAY	NOT ACHIEVED	STATUS
Find and promote a suitable environmental volunteering opportunity for teams to participate in, with a view to increasing uptake of the company volunteer day programme.	●			An opportunity was arranged for the finance team to volunteer as a team at a food redistribution organisation and to assist with the annual Cancer Society collection. Some of the Sustainability team also used their annual volunteer day to volunteer at the Mercy Hospice.
GOVERNANCE				
As part of acknowledging Britomart’s 20th year of development, investigate establishing a scholarship for a university student in an appropriate discipline to focus their PhD thesis on Britomart from an urban renewal perspective.		●		Initial investigations were undertaken into the different ways this could be structured, and the next step is to share this information with the wider team.
Complete Cooper and Company brand guidelines and circulate to all team members	●			Brand guidelines were completed and circulated.
Train the Cooper and Company sustainability team in material issues analysis	●			This project was completed in conjunction with the updated Cooper and Company brand guidelines. New versions were created of the Welcome Letters and Inductions Packs that are specific to those in the Maritime Building, carpark and the new Facilities Management team office.
Establish metrics to measure engagement levels in the company wellbeing programme, so it can be evolved in response to the needs of team members across companies.	●			Feedback forms were sent after each Wellbeing Programme event. The data was assembled into a document at the end of the year, with meditation sessions, quizzes and collaborations outside the office mentioned as particular favourites
PEOPLE AND CULTURE				
Make our company values and sustainability goals a clear part of an upgraded team member onboarding experience as we move to the new Ready Employ talent management system and portal.	●			This project was completed in conjunction with the updated Cooper and Company brand guidelines. New versions were created of the Welcome Letters and Inductions Packs that are specific to those in the Maritime Building, carpark and the new facilities management team office.
Create a centralised Cooper and Company policy and procedures document that ensures the company’s core values are formalised in policies that operate across all Cooper and Company companies.	●			The updated Cooper and Company policy and procedures manual has been drafted and sent to the relevant executives for review. The updated document includes new wellbeing offerings in conjunction with our WELL certification as well as health and safety procedures and general policy updates. Once finalised, this will be distributed to all current staff and included in onboarding materials.
To work with Groov on a science-based workplace wellbeing assessment programme with data available to both Cooper and Company and Groov to help improve understanding of how wellbeing practices can support a high-performance workplace.	●			A pilot programme was established, with a sample group of members across several teams. These members were regularly asked questions on their feelings about work scenarios and elevating performance, given prompts to celebrate other team members and reminders to recharge, take mini-breaks or stretch their thinking.



COOPER AND COMPANY SUSTAINABILITY GOALS 2025

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. Their progress is reported in individual reports for each business throughout the year.

		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
COOPER AND COMPANY	Report				●								
BRITOMART	Report									●			
	Toitū											●	
THE HOTEL BRITOMART	Report									●			
	Toitū										●		
THE LANDING	Report		●										
	Toitū						●						
ATA RANGI	Report					●							



# COOPER AND COMPANY SUSTAINABILITY GOALS 2025

## MANA WHAKAHAERE GOVERNANCE

Investigate accreditations across Cooper and Company businesses that will fulfil our sustainability ambitions in the most effective way.

Build a network of sustainability professionals across Britomart’s tenancies and the broader community.

Complete the Policies and Procedures document including the WELL certification criteria and integrate the document with the Ready Employ platform.

## TE TAI AO ENVIRONMENT

Improve our office waste management through clear signage and more opportunities for material segregation.

Collaborate with our IT team to create a training guide to promote sustainable use of technology within the office and improved digital management.

## TE TANGATA PEOPLE & CULTURE

Set up the Ready Employ platform for Cooper and Company’s Professional Development Programme.

Ensure the social and wellbeing calendar events for 2025 reflect and supports the aims of Cooper and Company’s high performance organisation work.







# BRITOMART SUSTAINABILITY GOALS 2025

**MANA WHAKAHAERE | GOVERNANCE**

To prepare Britomart’s Scope 3 greenhouse gas (GHG) emissions reporting to be ready for the 2024/25 financial year, reporting in 2026.

To write a Modern Slavery policy and evaluate Britomart’s current supply chain against it.

To create a green certification transition plan for Britomart’s buildings, covering Green Star and NABERSNZ ratings, aimed at maintaining the precinct’s green accreditations that support its Sustainable Finance Agreement.

**TE TAIAO | ENVIRONMENT**

To produce one art project and content series that focuses on raising awareness around ocean health.

To collaborate with Trees That Count for this year’s Greening the City event.

**TE TANGATA | PEOPLE AND CULTURE**

To create two events and related content around the topic of social connection in workplaces (and workplace loneliness) and invite Britomart lease partners to use these events to encourage social connection in their spaces.



# THE HOTEL BRITOMART SUSTAINABILITY GOALS 2025

**MANA WHAKAHAERE | GOVERNANCE**

Develop a detailed sustainability strategy that provides a roadmap to Net Zero by 2045 and communicate the strategy through our website.

In collaboration with the Britomart facilities management team, analyse the climate risk to The Hotel Britomart over the coming years to understand which hazards may pose an issue for the hotel and how we might prepare for them.

Redevelop a sustainability dashboard to allow us to track our progress towards the roadmap in real time, promoting awareness across all teams.

To set up a system to receive more detailed guest feedback on the hotel’s sustainability efforts and guest expectations around sustainability.

**TE TAIAO | THE ENVIRONMENT**

To model and understand the potential for our tree-planting programme at The Landing to act as official GHG mitigation for our emissions over coming years.

To increase our tree-planting programme at The Landing significantly in line with our modelling, tying this to additional programmes at the hotel.

Collaborate with the Britomart precinct operations team to find a provider to recycle our soft plastics

Find a cost-effective method to weigh our waste to enable better tracking.

**TE TANGATA | PEOPLE & CULTURE**

Work towards certifying the hotel as a Great Place to Work.

Complete an accessibility assessment and implement any changes possible.

Register the hotel with an accreditation provider and framework that showcases safe, inclusive and affirming employment.

Implement the hotel’s leadership development training programme at all leadership levels within the hotel as a mandatory succession programme.

Encourage team members to utilise the volunteering hours allocation by providing regular suggestions of activities for individuals to participate in.



# THE LANDING SUSTAINABILITY GOALS 2025

**MANA WHAKAHAERE | GOVERNANCE**

For The Landing team to create a detailed sustainability action plan in consultation with Cooper and Company’s Sustainability Manager.

To investigate releasing a Nature-Related Disclosures Report for The Landing.

**TE TAIAO | ENVIRONMENT**

To remove a concentrated infestation of moth plant identified in the Ecological Review in order to protect the stream wildlife in the area.

To commence a project to enhance the heritage orchard at Te Puna, following best practice guided by Heritage New Zealand Pouhere Taonga, with the aim of protecting the health of these historic trees.

To produce a Trees of The Landing booklet as a companion guide to the Birds of The Landing booklet produced last year.

To establish a system with metrics for measuring reductions in kitchen waste at The Landing.

**TE TANGATA | PEOPLE & CULTURE**

To credit all local artisans, farmers, fishers and producers on menus.

To ensure that at least 50 percent of the laptops that are recycled through the Cooper and Company programme go to members of the Bay of Islands community.

To work with a local school to offer students the opportunity to visit The Landing to learn about the ecology of the site and participate in tree-planting.



# ATA RANGI SUSTAINABILITY GOALS 2025

**MANA WHAKAHAERE | GOVERNANCE GOALS**

Complete the transition of Ata Rangi’s Marine Transport Operating Plan to the SeaFlux system.

**TE TANGATA | PEOPLE AND CULTURE**

To integrate Ata Rangi’s crew wellbeing programme with the wider Cooper and Company Wellbeing Programme to give crew members a wider range of opportunities to pursue.

To schedule training for Chelsea-Mae with chefs at The Hotel Britomart, led by Andrew Lautenbach and Tom Hishon, which focuses on preparing fish to minimise food waste and extend Chelsea-Mae’s fish recipe repertoire.

**TE TAIAO | ENVIRONMENTAL**

Investigate the Marine Metre Squared programme and find a way for Ata Rangi’s crew to participate, particularly in the surveying of remote areas that are difficult for most people to access.

To decrease Ata Rangi’s carbon emissions intensity by two percent.

To investigate Ata Rangi participating in the Mangōpare Temperature Sensor Programme.



