

Vision:

To be Corporate New Zealand's Most Trusted Brand Partner by ALWAYS MAKING SPECIAL

Sustainability Plan FY24-FY26



FOCUS AREA

ENGAGING ALL

GOALS

TARGETS

DIVERSITY & INCLUSION

Throughout the business and supply chain, people of all backgrounds are welcomed, included and treated equally

- Increase engagement/experience score from baseline
- Increase diversity & inclusion score from baseline

- 100% of employee agreements to include bullying, harassment & whistle blowing policy by Dec 2023
- 100% of factories signing AMS code of compliance including anti-slavery and child labours

OUR PLANET

CARBON FOOTPRINT

Understanding the business' carbon footprint and identifying opportunities to reduce greenhouse gas emissions are an integral part of business as usual

- Audit Base Year footprint by Q2 2024
- Reduce Scope 1 & 2 GHG emissions by 20%
- Measure Scope 3 GHG emissions from Purchased Goods and Services by June 30, 2025

- Reduce the total amount of waste generated by 20% by June 2026 and total amount of waste to landfill by 50% by June 2026, then 90% by 2027

CIRCULAR ECONOMY

The business is actively moving towards a more circular economy; including how resources are managed, products are made and used, and how materials are recycled or disposed of

- Increase percentage of materials (from baseline) sourced from sustainable or renewable sources used in the production of our products

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ALWAYS MAKING SPECIAL

PACKAGING

Packaging alternatives that serve function and the environment are used and, where possible, reduced

- 100% of Indent customers educated on consequences of packaging changes
- Sales team to engage with top 30% of customers
- Monthly sustainability update to all stakeholders, including a minimum of 15 customers

- Packaging alternatives that serve function and the environment are used and, where possible, reduced
- Ongoing storytelling via AMS website to demonstrate industry leadership, share challenges & learnings and bi-monthly website blogs and Linked in posts

AUTHENTICITY & TRANSPARENCY

The company is open, honest, and authentic about how it portrays itself and its sustainability activities and communications

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- Sales team to engage with top 30% of customers
- Monthly sustainability update to all stakeholders, including a minimum of 15 customers

- Customer engagement score greater than 75% in response to quarterly survey by 2025 and 48 hour response to customer complaints (returns/emails/calls)
- Ongoing storytelling via AMS website to demonstrate industry leadership, share challenges & learnings and bi-monthly website blogs and Linked in posts

ETHICAL SOURCING

All products sourced are obtained ethically and certified as abiding by environmental standards

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- Maintain 100% of suppliers signing and audited against the AMS code of conduct
- 95% of suppliers independently audited by BSCI or SEDEX