

Sustainability Policy

'3Months' recognises that providing our services consumes resources that have adverse impacts on the environment. Sustainability is one of our core values. Accordingly, we have adopted a sustainability policy through which we aim to provide leadership in sustainable performance in New Zealand.

We do this in several ways:

1. Embracing and promoting all aspects of sustainability in our governance, by:

- considering all aspects of sustainability in our business decisions,
- complying with all relevant legislation
- maintaining financial viability
- reporting our performance to the wider community
- engaging with key stakeholders
- improving our performance by establishing appropriate objectives and carrying out regular audits
- Embracing diversity in respect of different cultures, ethnicities and beliefs.

2. Respecting the environment through our activities and influence, by:

- minimising and mitigating the adverse effects of our activities on the environment (including carbon emissions, resource consumption and waste production)
- Working proactively with our suppliers to increase our purchase of goods and services that are produced using sustainable practices.

3. Caring for our staff and customers, by:

- providing a safe and healthy working environment that supports individual development, team-working, positive work–life balance, and job satisfaction. Ensuring that our staff and customers are part of ongoing dialogue about our sustainability.