

Vision Systems Sustainability Report

Financial Year 2025–2026

Executive Summary

Vision Systems continues to integrate sustainability into the way we operate, plan, and grow as a business. Our commitment is guided by the belief that responsible business practices improve outcomes not only for our company but also for the communities and environments in which we work.

During the 2025–26 financial year, we progressed a range of initiatives across our sustainability impact areas. These included strengthening governance processes, engaging employees through practical sustainability activities, supporting community projects, and continuing work toward understanding and reducing our environmental footprint.

This year also saw the continuation of our three-year sustainability strategy developed with Go Well Consulting. The strategy sets clear objectives and measurable targets across environmental, social, and governance areas.

While we have achieved meaningful progress, we recognise sustainability is an ongoing journey. Each year we aim to build on previous successes and continuously refine how sustainability is embedded into our operations.

Business Ethics & Governance

Strong governance underpins our sustainability work.

Vision Systems' Sustainability Committee continues to guide our sustainability strategy and oversee progress against our goals. The committee brings together team members from across the organisation, ensuring sustainability initiatives are embedded into everyday business operations.

Key activities during the year included:

- Monitoring sustainability targets across key operational areas
- Continuing employee engagement surveys to gather feedback on culture and ethics
- Ongoing sustainability awareness initiatives
- Reinforcement of ethical business policies including anti-corruption standards

These processes help maintain transparency, accountability, and responsible business practices across Vision Systems.

Working at Vision Systems

Building a sustainability-focused workplace culture remains a key priority.

Throughout the year we continued communicating our sustainability goals through internal presentations, team meetings, and company communications.

Staff engagement initiatives included volunteer events, internal sustainability discussions, and practical activities organised by the sustainability committee.

One activity involved members of the committee experimenting with making Vision Systems soap, demonstrating that sustainability initiatives can also be creative and engaging.

Our internal “Vision Systems Ecosystem” platform continues to encourage staff to reuse and exchange items rather than purchasing new ones, reducing waste while strengthening connections between employees.

Dog Bed Initiative, where old company uniforms were repurposed into dog beds for local animal shelters. Instead of sending worn uniforms to landfill, these materials were reused to create comfortable bedding for animals in need, extending the life of the materials and supporting local charities.

All new staff members are introduced to our sustainability commitments as part of the onboarding process.

Health & Wellbeing of Our People

Supporting employee wellbeing is central to our sustainability strategy.

Throughout the year we gathered staff feedback through wellbeing surveys and workplace discussions. These insights help guide improvements to workplace support initiatives.

Key wellbeing initiatives included:

- Employee wellbeing surveys
- Mental health awareness training
- Ergonomic workstation assessments
- Availability of adjustable desks and improved office ergonomics

These efforts aim to ensure Vision Systems remains a healthy and supportive workplace environment.

Ethical & Sustainable Procurement

Responsible procurement practices play an important role in reducing our environmental and social impacts.

During FY2025–26 we continued improving our understanding of the supply chains associated with key products and services used across the business.

Our work in this area focused on:

- Improving visibility of supply chains
- Considering environmental and social impacts in supplier decisions
- Strengthening relationships with local suppliers where possible
- Developing a framework for a sustainable procurement policy

These initiatives support our broader sustainability objectives and help ensure our purchasing decisions reflect our values.

Materials Management

Reducing waste and improving resource efficiency remain priorities for Vision Systems.

Across our offices we continued implementing waste separation systems to ensure recyclable materials are diverted from landfill where possible.

Additional initiatives included:

- Responsible disposal of electronic waste
- Battery recycling points for staff
- Continued investigation into solutions for difficult waste streams such as soft plastics
- Encouraging reuse through internal sharing initiatives

These efforts help reduce operational waste and encourage more responsible resource use.

Energy & Emissions

Understanding and reducing our emissions remains an important focus.

This year we continued collecting operational data to support the development of a carbon footprint baseline. Establishing this baseline will enable Vision Systems to set meaningful emissions reduction targets in future reporting periods.

Alongside this work, initiatives were introduced to reduce emissions where possible. One initiative encouraged more sustainable driving practices for company vehicles, including trip planning, vehicle maintenance, and combining site visits where practical.

These changes support gradual reductions in fuel consumption and operational emissions.

Supporting Community

Community involvement is an important part of our sustainability commitment.

During the year our teams participated in volunteer initiatives that supported local environmental projects.

The Christchurch team volunteered at the New Brighton Community Gardens, helping with tasks such as painting tables, spreading bark, and assisting with garden maintenance.

The Auckland team participated in a volunteer day at Ambury Regional Park where they helped with environmental restoration work including digging and planting flax.

These initiatives not only support the environment but also strengthen team engagement and connection to the communities where we operate.

The “Big Blue Shed Initiative” is another example of this commitment. Team members volunteered their time assisting with tasks that support the organisation’s community-focused work, helping strengthen connections between Vision Systems and local organisations.

Communicating & Influencing

Vision Systems continues to communicate openly about our sustainability progress.

Our sustainability webpage provides regular updates on goals, achievements, and initiatives. These updates help ensure transparency for employees, customers, and the wider community.

During the year some of our Christchurch team attended the Green Expo at Wolfbrook Arena, where we connected with other organisations and community members interested in sustainable practices. Events like this provide opportunities to share our sustainability journey, learn from others, and encourage broader conversations about responsible business practices.

We also share sustainability milestones through company communications and social media channels, helping raise awareness and encourage industry engagement.

By sharing our progress publicly, we aim to contribute to wider sustainability improvements across our sector.

Looking Ahead

The 2025–26 financial year marked continued progress in Vision Systems' sustainability journey.

In the coming year we will focus on:

- Finalising our carbon emissions baseline
- Strengthening sustainable procurement practices
- Expanding employee participation in sustainability initiatives
- Continuing to support community and environmental projects
- Increasing transparency around sustainability performance

Through these initiatives, Vision Systems will continue working toward long-term environmental, social, and economic sustainability.