

SUSTAINABILITY STRATEGY

FY24-FY26

OPENING STATEMENT

Vision Systems is a New Zealand owned and operated company specialising in electronic security, electrical installation, and data cabling, from planning to installation to ongoing servicing and maintenance throughout New Zealand. We are raising the industry standard, delivering exceptional customer service and have an energetic, engaged and experienced team living our business why of “Simply Making Lives Better”.

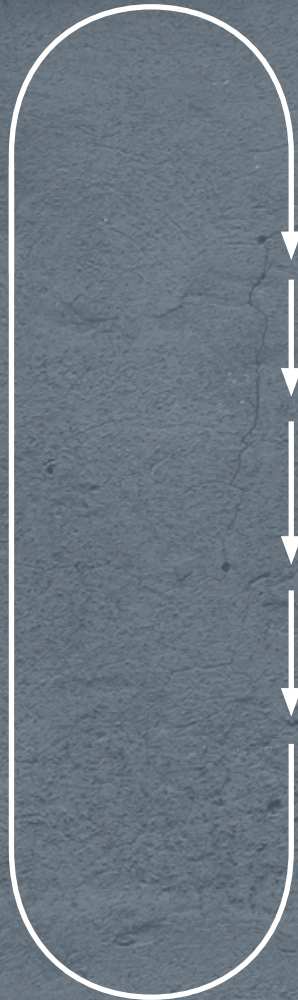
One of our company values is to be ‘1% better each day’. This has driven us to look into how we can promote sustainable development and play our part in moving from a traditional linear system to one that is circular, regenerative and inclusive. As part of this, we have engaged Go Well Consulting to develop this sustainability strategy, which sets out our goals for the next three years and breaks those goals down into corresponding targets across the years.

Many thanks

Signed

Date _____

HOW WE WILL ACTION THIS STRATEGY



Strategy reviewed and approved by our Leadership Team

Sustainability Committee established with representatives from across that business

Our Sustainability Committee will create a detailed action plan for the coming financial year for achieving targets

Our Sustainability Committee will meet regularly to track progress against action plan and communicate regularly to all employees

Quarterly reviews of achievements to date and review targets to ensure they remain current and realistic

End of FY report on progress made, and review and revision to strategy/action plan where required

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The SDG's were "adopted by all United Nations Member States in 2015, (to provide) a shared blueprint for peace and prosperity for people and the planet, now and into the future. The 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests."

We have reviewed and recognised the SDG's as a benchmark for sustainable business practices across the globe, and we are aligning our strategy to these goals. We have identified five goals and nine targets we feel we can have the biggest impacts on, while also ensuring we are not negatively contributing to any others. We have included the relevant target(s) within that SDG for each applicable SDG and set them out beside our goals in this strategy. You can see the full explanation of the relevant SDGs and specific targets in the appendix.



OUR EXISTING PRACTICES OR COMMITMENTS

Below are actions/policies/initiatives relating to sustainability that we have already undertaken, or continue to undertake as part of our business as usual:

- We ensure our internal policies are inclusive and progressive to promote a diverse, equitable and inclusive workplace
- We have a strong culture of support and wellbeing backed up by our Workplace Wellbeing Policy
- One paid volunteer day/year available for all employees (~20% uptake)
- Flexible working policy
- Recycling of cable
- Changed to a phone provider that offers handset recycling

STRATEGY SNAPSHOT

OUR IMPACT AREAS	OUR GOALS	SDG ALIGNMENT
BUSINESS ETHICS & GOVERNANCE	To be a business that is leading in sustainability performance	n/a
WORKING AT VISION SYSTEMS	To build a sustainability mindset into our culture, attract and retain talented individuals, and be a great place to work for all people	 
THE HEALTH & WELLBEING OF OUR PEOPLE	To have a resilient workforce that is healthy and productive	
ETHICAL & SUSTAINABLE PROCUREMENT	To have a positive social and environmental impact through our procurement decisions	 
MATERIALS MANAGEMENT	To send no materials to landfill	
ENERGY & EMISSIONS	To achieve a reduction in emissions in line with science	
SUPPORTING COMMUNITY	To understand our community needs and make meaningful contributions to supporting them	n/a
COMMUNICATING & INFLUENCING	To lead and influence sustainability in our industry and with our external stakeholders	 



GOALS AND TARGETS

Outlined below are our high level goals for the next 3 years for each impact we identified as material, and the corresponding annual targets.

OUR IMPACT AREA:

**BUSINESS ETHICS
AND GOVERNANCE**

OUR GOAL: To be a business that is leading in sustainability performance in our industry.

THE CHALLENGE: Taking a leadership approach to sustainability comes with risks and unknowns, and requires investment, continuous learning and mindset shifts.

SDG ALIGNMENT:
n/a

END OF FY24 TARGETS

END OF FY25 TARGETS

END OF FY26 TARGETS

Establish a Sustainability Committee with representatives from across the business

Develop action plan for 2023 and 2024 targets including assigning ownership of each Impact area/Target to a member of the Sustainability Committee

Establish a mechanism that allows our stakeholders to raise any concerns about our ethics and governance

Develop an action plan for 2025
Targets

Investigate employing a full-time
Sustainability Manager

Investigate viability of circular business models such as a leasing model for equipment and maintenance services

Pilot at least one circular business model

If viable, implement at least one circular business model

Ensure that all our policies are clear about our expectations around Anti-bribery and anti-corruption

Pilot at least one circular business model

Pilot at least one circular business model

Our SLT team to have completed at least 16-hours of sustainability-specific training cumulatively

Achieve our SLT sustainability-related training targets

Achieve our SLT sustainability-related training targets

Set a training plan and targets for specific areas of sustainability for our SLT

OUR IMPACT AREA:

**WORKING AT
VISION SYSTEMS**

OUR GOAL: To build a sustainability mindset into our culture, attract and retain talented individuals, and be a great place to work for all people.

THE CHALLENGE: People have diverse backgrounds and world views that can influence their perceptions and actions in regard to sustainability. Embedding sustainability in our business requires the buy in and continued commitment from our people.

SDG ALIGNMENT:
10.2, 10.3, 12.8

END OF FY24 TARGETS

Communicate our sustainability strategy to our people and engage them in achieving our goals and targets

Establish a quarterly team learning session to increase awareness of sustainability-related issues and actions they can take as individuals

Develop a calendar for sustainability initiatives and existing dates (e.g. Earth Day) and an internal communications plan for engaging and educating our people

Establish a mechanism for our staff to ask questions, share ideas, and raise concerns and feedback relating to our sustainability performance

Include our sustainability strategy as part of our on-boarding process

Build an online internal market place to share and trade second hand goods amongst staff. "Vision Systems Ecosystem" (VSE)

END OF FY25 TARGETS

Incorporate expectations of employees in regard to sustainability into role descriptions and performance goals/KPIs

Deliver quarterly team learning sessions

Continue the delivery of our sustainability calendar and communications plan

Establish a rewards programme for those who demonstrate "excellence" in sustainability-related performance

Establish an internal competition relating to sustainability initiatives e.g. the office with lowest electricity usage per person, or lowest weight of materials landfilled and recycled

Engage our team for their feedback and to score us on the sustainability related initiatives we have implemented

Provide learning resources such as books, magazines, and recommended documentaries for our staff

Make VSE available to other stakeholders

END OF FY26 TARGETS

Deliver quarterly/monthly team learning sessions

OUR IMPACT AREA: **WORKING AT VISION SYSTEMS** continued...

END OF FY24 TARGETS	END OF FY25 TARGETS	END OF FY26 TARGETS
<p>Conduct a Diversity, Equity, and Inclusion (DE&I) survey of our people</p> <p>Set diversity targets for 2024/2025</p> <p>Ensure that our policies and processes are inclusive and equitable</p> <p>Investigate initiatives to attract more women into roles (e.g. partnerships with tertiary institutes)</p> <p>Investigate training providers for DE&I training¹</p>	<p>Conduct an annual DE&I survey</p> <p>Measure and report on diversity targets</p> <p>Have all employees complete DE&I training (e.g. Unconscious bias or similar)</p>	<p>Conduct an annual DE&I survey</p> <p>Measure and report on diversity targets</p>

¹ For example DiversityWorks

OUR IMPACT AREA:

**THE HEALTH &
WELLBEING OF OUR
PEOPLE**

OUR GOAL:

To have a resilient workforce that is healthy and productive.

THE CHALLENGE: Our workforce faces many challenges that may impact mental health and wellbeing. When peoples health and wellbeing are suffering it can have a negative impact on their workplace engagement and performance.

SDG ALIGNMENT:
3.4

END OF FY24 TARGETS

Conduct a pulse survey of our people to establish a baseline score for the health and well-being and sense of work satisfaction and resilience of our team

Deliver training and awareness for our people on our Workplace Wellbeing Policy

Minimum of 3 staff to be Mental Health First Aid trained.

Identify and implement a minimum of 2 hours training for leaders/people managers to increase awareness/knowledge on mental health issues to better support employees²

Establish annual review of existing employee benefits to identify gaps and opportunities for promoting health and wellbeing³ and implement identified solutions as appropriate⁴

Establish an annual ergonomics assessment

Ensure we provide staff the opportunity to stand and work at their screens

END OF FY25 TARGETS

Conduct our annual pulse survey and report results to our team

Minimum of 2 staff in each regional office to be Mental Health First Aid trained

Complete annual employee benefits review and implement identified solutions as appropriate

Undertake our annual ergonomics assessment

END OF FY26 TARGETS

Conduct our annual pulse survey and report results to our team

Review Workplace Wellbeing Policy

Maintain ratio of Mental Health First Aiders in each regional office

Complete annual employee benefits review and implement identified solutions as appropriate

Undertake our annual ergonomics assessment

² For example Open Minds E-learning | Mental Health Foundation

³ Examples include gym memberships, mindfulness/meditation apps, wellbeing allowance, Employee Assistance Programmes (EAP)

⁴ As per existing benefits review cycles

OUR IMPACT AREA:
**ETHICAL &
 SUSTAINABLE
 PROCUREMENT**

OUR GOAL: To have a positive social and environmental impact through our procurement decisions.

THE CHALLENGE: With have limited control and visibility of our supply chain beyond our immediate suppliers and there are often limited procurement options available to us.

SDG ALIGNMENT:
 12.7, 15.1

END OF FY24 TARGETS

Map our supply chain for our top 20 most sold products and identify the gaps in our visibility

Develop a Sustainable Procurement Policy that addresses the social and environmental related expectations we have of our suppliers (including emissions, materials management, supplier diversity, local supplier utilisation) and set objectives and targets around sustainable procurement

Develop action plan to implement and manage the Procurement Policy

Review opportunities to increase supplier diversity⁶ as well as supporting local business

Measure our paper usage and set reduction targets for 2024 and 2025

END OF FY25 TARGETS

Conduct a Risk Assessment based on supplier chain map output⁵

For any suppliers identified as high risk, research alternative options

Take steps to gain visibility of gaps identified in our supply chain for our top 20 selling products, and review the number of products we have investigated in total

Measure and report on sustainable procurement targets annually

Review our current stationery, office equipment, and cleaning service suppliers against our Procurement Policy and implement changes accordingly

Achieve our 2024 paper reduction target

END OF FY26 TARGETS

Implement changes to our suppliers as necessary based on our risk assessment

Measure and report on sustainable procurement targets annually

Achieve our 2025 paper reduction target

⁵ This will include risks related to human rights, bribery and corruption and environmental impacts

⁶ Amotai | Supplier diversity Aotearoa is an organisation connecting buyers with Māori and Pasifika owned businesses

OUR IMPACT AREA:

**MATERIALS
MANAGEMENT**

OUR GOAL:

To send no materials to landfill.

THE CHALLENGE: We operate in an industry that discards a lot of materials and linear thinking remains the dominant mindset. We have limited control over the packaging materials of the products we procure.

SDG ALIGNMENT:
12.2, 12.5

END OF FY24 TARGETS

Conduct an audit to understand what types and volumes of packaging materials we are receiving from which suppliers

END OF FY25 TARGETS

Eliminate all unnecessary packaging we receive

Engage with suppliers to understand what they are doing to minimise packaging or use more sustainable packaging materials and discuss opportunities to work with them in piloting alternative packaging materials or initiatives⁷

END OF FY26 TARGETS

To have a recycling, reusable, or composting solution for every packaging item we receive

Conduct a bin audit to understand where materials from our operations sites are going (eg. recycling vs landfill, or other)

Set targets to reduce the volume of materials we send to landfill

Develop robust procedures for the management of materials to help us achieve our goal.

Communicate procedures to all employees and implement incentives for best practice

Establish a lunch box and reusable cup library with an accompanying incentives / rewards programme⁸

Conduct an annual bin audit to measure progress against landfill reduction targets

Gather data on the use of our lunchbox and reusable cup library

Conduct an annual bin audit to measure progress against landfill reduction targets

⁷ For example a packaging take back scheme or using biodegradable materials

⁸ This could be a part of the Communications calendar in the "Working at Vision Systems" section

OUR IMPACT AREA: **MATERIALS MANAGEMENT** continued...

END OF FY24 TARGETS

Identify opportunities to change/influence the way that materials are managed at our project sites

Develop an e-waste policy to ensure no operational IT or digital electrics goods go to landfill

Provide drop-off / collection services to our staff in each office for items that require specialised recycling
e.g batteries and soft plastics

END OF FY25 TARGETS

Share our learnings relating to the management of materials with the site managers we work with

END OF FY26 TARGETS

OUR IMPACT AREA:
**ENERGY &
 EMISSIONS**

OUR GOAL:
 To achieve a reduction in emissions in line with science.

THE CHALLENGE: We require energy to run our business which often uses fossil fuels.

SDG ALIGNMENT:
 12.2

END OF FY24 TARGETS	END OF FY25 TARGETS	END OF FY26 TARGETS
<p>Map our carbon footprint⁹</p> <p>Develop a carbon reduction plan with science-based targets</p>	<p>Implement activities as per emissions reduction plan</p> <p>Conduct annual carbon mapping and report progress against the reduction plan</p> <p>Investigate investing in emissions offsets vs reduction projects</p>	<p>Implement activities as per emissions reduction plan</p> <p>Conduct annual carbon mapping and report progress against reduction plan</p> <p>Implement emissions reduction project or purchase offsets</p>
<p>Map our travel-related emissions and set reduction targets for 2024 and 2025</p> <p>Develop a travel decision tree</p>	<p>Achieve our travel emissions reduction target for 2024</p>	<p>Achieve our travel emissions reduction target for 2025</p>
<p>Map our vehicle-related emissions and set reduction targets for 2024 and 2025</p> <p>Trial at least one electric vehicle and at least one hybrid vehicle and create a plan for transition of fleet vehicles</p>	<p>Achieve our vehicle-related emissions reduction target for 2024</p>	<p>Achieve our vehicle-related emissions reduction target for 2025</p> <p>Where possible all new fleet vehicles purchased or leased to be electric or hybrid</p>

⁹ To disclose emissions data publicly this will need to be independently audited

OUR IMPACT AREA: ENERGY & EMISSIONS continued...

END OF FY24 TARGETS	END OF FY25 TARGETS	END OF FY26 TARGETS
<p>Review our office amenities and infrastructure to identify what support we currently provide to enable zero-emissions commuting options</p> <p>If required, develop a plan to ensure all our offices provide amenities and infrastructure to enable zero-emissions commuting options</p> <p>Engage with our staff to identify what steps we can take to enable them to use zero or low emissions commuting options</p>	<p>Share our learnings relating to the management of materials with the site managers we work with</p>	
<p>Understand the percentage of renewable sources currently used to power our sites of operation</p>	<p>Investigate renewable energy providers</p> <p>Investigate onsite energy production (solar)</p>	<p>All energy at sites of operation to be 100% from renewable sources</p>

OUR IMPACT AREA:
**SUPPORTING
COMMUNITY**

OUR GOAL:

To understand our community needs and make meaningful contributions to supporting them

THE CHALLENGE: There are many great causes within our local communities, to support them requires an investment of time and resource.

SDG ALIGNMENT:

n/a

END OF FY24 TARGETS

END OF FY25 TARGETS

END OF FY26 TARGETS

Understand from employees the main barriers for not utilising their volunteer days

Achieve a 70% uptake in volunteer day use by our employees

100% of eligible employees have used their volunteer day

Collate a list of at least 5 individual volunteer options for employees to engage with

Establish an annual team community day for each of our offices e.g. tree planting or weeding, beach clean up etc

Undertake our annual team community day for each of our offices

Undertake our annual team community day for each of our offices

Engage our employees to identify what causes they care about and what needs they see within their communities

Establish a charitable giving policy and mechanism

Achieve our vehicle-related emissions reduction target for 2025

Review charitable giving to ensure alignment to our business values and with what our employees believe are the right causes for us to support

Select our chosen community / charitable partnership(s)

Where possible all new fleet vehicles purchased or leased to be electric or hybrid

Measure and report impact of volunteering, charitable giving and community involvement

Measure and report impact of volunteering, charitable giving and community involvement

OUR IMPACT AREA:

COMMUNICATING & INFLUENCING

OUR GOAL:

To lead and influence sustainability in our industry and with our external stakeholders.

THE CHALLENGE: Sustainability is complex and there is often confusion and discrepancies around definitions and language used. There are businesses that are greenwashing and undermining trust for many.

SDG ALIGNMENT:

12.6, 16.6

END OF FY24 TARGETS

Develop a page on our website dedicated to our sustainability journey

Publish our Sustainability Strategy

Complete our BCorp¹⁰ B Impact Assessment (BIA)

Develop sustainability content into our regular external communications plan to tell the story of our journey so far and what we are doing to achieve our goals and targets

END OF FY25 TARGETS

Complete and publish a Strategy Progress Report

Become BCorp Certified

Develop communications content for including in pitches/RFPs, marketing and sales materials

END OF FY26 TARGETS

Complete and publish a Strategy Progress Report

Complete a Sustainability Report in line with the Global Reporting Initiative (GRI)¹¹

¹⁰ bcorporation.co.au

¹¹ [GRI - Home \(globalreporting.org\)](http://GRI-Home(globalreporting.org))

<p>BUSINESS ETHICS & GOVERNANCE</p>	<p>n/a</p>	
<p>WORKING AT VISION SYSTEMS</p>	<p>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p> <p>12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature</p>	 
<p>THE HEALTH & WELLBEING OF OUR PEOPLE</p>	<p>3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being</p>	
<p>ETHICAL & SUSTAINABLE PROCUREMENT</p>	<p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>15.1 By 2030, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements</p>	 
<p>MATERIALS MANAGEMENT</p>	<p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	
<p>ENERGY & EMISSIONS</p>	<p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p>	
<p>SUPPORTING COMMUNITY</p>	<p>n/a</p>	
<p>COMMUNICATING & INFLUENCING</p>	<p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p> <p>16.6 Develop effective, accountable and transparent institutions at all levels</p>	 



METAL[®]
SYSTEM