



Brittain Wynyard

Sustainability Report

June 2024





What we do.

Brittain Wynyard is New Zealand's largest distributor of the world's leading sports, outdoor, and lifestyle brands. Since 1923 we have been bringing the brands we love to the active communities we are passionate about. Through established distribution channels, innovative marketing, and a reputable DTC experience, we provide a true omni-channel framework for our brands to thrive.



Our Values

TEAM - Our people define our success, we move as one.

QUALITY - New Zealand's leading service for the world's best brands.

TRUST - Doing the right thing since 1923.

GROWTH - Committed to progression across the board.

PLAY - Have fun and bring your A game.



Our Brands



BW - 2023 at a glance



235

235 Team Members

54

54 Ethnic Groups

49%

49% Female

700+

700 Wholesale Doors

17

17 Retail Stores

1500

1500 Shoes Donated

\$250K

\$250K Invested in the
community

7

7 Ecommerce Stores

Environmental Goals



The environment is important to our organisation, our team, and our customers. We have a responsibility to manage our operational environmental impacts carefully and we are committed to improving our environmental performance. We aim to achieve the following reductions to our 2022/23 baseline by 2026

10% Reduction in scope 1 & 2 emissions

10% Reduction in scope 3 emissions from business travel

- We will work with our suppliers and distributors to ensure that inbound freight or shipping is transported using the lowest impact methods feasible (such as avoiding shipment by air transport). We will also ensure that outbound freight is reduced including providing low carbon alternatives for our services and working with companies that use alternative fuels in their trucks or require full loads for transport.
- Where possible, we will select shipping and distribution companies that practice green logistics.
- We will prioritise the use of travel alternatives, such as video/phone conferencing, or using public transport where possible.
- We will continue to transition our company fleet to electric and plug-in hybrid vehicles.
- Our HQ is set to undergo a refurbishment, we will prioritise the use of sustainable materials and carbon efficient equipment.

We will continue to measure and report our broader Scope 3 emissions annually, taking all feasible actions to reduce them. Recognising that the products we sell are our most significant source of carbon impact, we will work closely with our brand partners to enhance our understanding of these emissions and set meaningful, measurable reduction targets.

10% Reduction in energy use within our premises

- We will work with our landlords to improve the energy efficiency of our premises – with a strong focus on HQ.
- Lights and electrical equipment will be switched off when not in use, more efficient equipment to be used in refurbishment of HQ.
- Develop further energy savings in the home office with our staff.

Where new business emerges during the coming years, we recognise that our emissions baseline may need to be adjusted to accurately reflect the expanded scope and scale of our business. Where acquisitions or new brands significantly impact our greenhouse gas emissions, waste generation, or energy use, we will conduct a re-baselining exercise to ensure our targets remain both realistic and meaningful. This will allow us to continue our commitment to transparent measurement and reporting of our environmental performance.



Sustainability Goals

Our dedication to sustainability is woven into every aspect of our operations, from the products we distribute to the personal practices we uphold. We understand that the health of our planet is crucial for the future of our industry, that's why we are committed to sustainable practices that protect the environment and promote a healthy lifestyle.

10% Reduction in waste generated by BW operations

- We will measure and report on the wastage of our business on a quarterly basis, starting with a 2022/23 baseline.
- We will be implementing changes in HQ to encourage a 'Go Digital' approach to decrease the amount of printing and use of paper within our operations.
- We have created a preferred purchasing policy to encourage purchasing local and in bulk where possible
- We will prioritise using only energy efficient devices and ensure the correct disposal of all hazardous waste.
- Keepcups to be introduced to reduce use of takeaway coffee cups.
- 100% of suppliers to sign BW Supplier Code of Conduct by 2026.

Reduce use of hazardous waste in our supply chain

- We aim to do an audit of our supply chain to identify sources of hazardous waste.
- Assess our current hazardous waste management process.
- Set some achievable goals and develop standards for suppliers.
- Develop systems to recycle or reuse hazardous materials whenever possible.
- Implement a system for regular reporting and review of hazardous waste metrics for our operations.



Community Goals

BW seeks to contribute to the communities in which we live and work. We support local community initiatives and non-profits that closely align with our values and whose work enhances the well-being of people through improved education, health, or movement. From 2023/24 BW commits to the following community initiatives.

Invest \$250,000 in the community per year through charities and non-profits that look after people's well-being through education, health, and movement.

- We have a limited corporate budget for donations to charitable organisations. We encourage each division to nominate their preferred charities to support.
- We support organisations through donations of product as well as a monetary value. A department manager will ensure these donations are made and recorded.
- We will review this amount annually and will increase it if possible.

Donate 400 hours to the community per year

- All HQ employees will receive 16 hours paid leave annually to volunteer in the community on BW volunteer day. This can either be a group activity or individual activity approved by a supervisor.
- An additional paid 8 hours provided to anyone who wants to volunteer to an organisation they have a personal connection with. Date of activity must be requested a week in advance and approved by a supervisor.

Brittain Wynyard will:

- work with its suppliers to adhere to its Code of Ethics and comply with all modern slavery and worker exploitation legislation
- continue to invest in customer data and IT security measures to align with best practice principles.

Thanks.



We have developed a detailed action plan for the objectives and targets we have set, if you have any questions please reach out. All stakeholders will be kept informed of our environmental objectives, targets, and actions, as well as any related policies or procedures.