

# OUR 2025 SUSTAINABILITY COMMITMENTS

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## ECONOMY

2024

*Including sustainability in regular supplier discussions*



**CASE STUDY: SUSTAINABILITY**

***Suppliers for sustainability***

Omexom New Zealand recognises the importance of sustainability being included in supplier discussions as a “Business As Usual” component.

From 2023, the Distribution Services Perimeter in Auckland has included sustainability as a discussion point during supplier interactions. Discussions with suppliers now typically include the following topics:

- Sustainability
- Service
- Cost
- Quality

Many of our suppliers have come on board to embrace reviewing their offerings from a sustainability perspective. Some examples:

**SCOPE OIL:** Remove oil from retired Vector assets destined for metal recycling

**NEW ZEALAND LANDSCAPE SUPPLIES:** Assessing opportunities for returnable and/or compostable bags

**IDENTIMARK:** Investigating practicality of reducing packaging

Some suppliers showcased their offerings in relation to recycling, e.g. NZ Insulator’s capability to recycle retired and difficult-to-recycle porcelain insulators. It is encouraging to see many suppliers now adopting sustainability, as a commercial element, in their offerings.



**ECONOMY**

**Leadership & Innovation**



Orange dot indicates oil has been removed from the retired Vector asset by Scope Oil and will be recycled

# 2024

*Enhance employee work environment*



## CASE STUDY: IMPROVEMENT

### *Annual Employee Survey*

To ensure that Omexom New Zealand continues to meet the needs and expectations of its employees, we recently conducted a comprehensive staff survey. The survey's primary objectives were clear: identify our strengths, recognise areas needing improvement, and gather insights to inform the business planning cycle for the upcoming year.

#### Survey Objectives

##### 1. Identifying Strengths

The first goal of the survey was to pinpoint what employees appreciate most about their work environment, benefits, and overall experience. By identifying these strengths, we can ensure that these practices are not only maintained but also shared across the organisation.

Recognising and amplifying with what we're already doing well ensures that success becomes a shared experience across business units.

##### 2. Pinpointing Areas for Improvement

Equally important was understanding where employees feel changes are needed. In identifying these areas, we can better plan targeted improvements to improve employee satisfaction and create a more supportive and productive work environment.



Addressing these concerns helps build trust and ensures that everyone feels heard and valued.

##### 3. Informing Business Planning

Insights gathered from the survey provides Omexom a ground-level perspective that is essential for the upcoming business planning cycle. It allows us to set realistic goals, prioritising initiatives, and allocating resources effectively.

We wish to ensure our strategic decisions align with the needs and expectations of our workforce, creating a stronger and more resilient company.

The employee survey was conducted in June 2024, with 511 of our 1,200+ employees having participated in the survey.

#### ECONOMY

Comply with ethical principles

2024

*Proactively identifying and  
managing our legal risks*



## CASE STUDY: TRANSPARENCY

### ***Modern slavery***

Omexom New Zealand is committed to ensuring that it operates its business fairly, ethically, in accordance with its legal requirements and in an environment where continuous improvement is encouraged.

Omexom has incorporated the topics of modern slavery into our overall sustainability strategy and action plans. Omexom approaches work grounded in the shared values of the global VINCI entities. These values and objectives are shared by VINCI employees, and are also used as a guide for our interactions with key stakeholders, sub-contractors and suppliers.

<https://www.vinci.com/vinci.nsf/en/item/ethics-and-vigilance-documentation.htm#ethicsconduct>

Omexom has policies in place which include:

- VINCI Code of Ethics
- VINCI Guide on Human Rights
- VINCI Anti-Corruption Code of Conduct
- VINCI Manifesto

The VINCI Group has been a member of the United Nations Global Compact since 2003, voluntarily committing to comply with the 10 principles and communicating annually about measures taken.

## ECONOMY

Comply with ethical  
principles

In addition to the Global Compact, the VINCI Group and all its subsidiaries adhere to the following international standards:

- Declaration of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises

At a global level, VINCI has developed its manifesto that sets out the commitments by VINCI regarding the way it will conduct itself in relation to ethical principles, accelerating the environmental transition, striving for zero accidents, fostering equality and diversity, amongst other objectives.

Omexom also uses the VINCI Guide on Human Rights, which sets out its policy position on the following matters:

- Labour migration and recruitment practices
- Working conditions
- Living conditions
- Human rights practices in the value chain
- Local communities

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2024

*Proactively identifying and  
managing our legal risks*



## CASE STUDY: TRANSPARENCY

### ***Modern slavery***

The VINCI Guide on Human Rights informs the policies and procedures of Omexom regarding each of the matters listed.

To this end, Omexom has robust policies in respect to:

- Recruitment - including background checks to ensure all employees are authorised to work in New Zealand, and hold the appropriate qualifications to complete the required work.

This in turn ensures that they receive the appropriate pay and allowances, per the relevant employment contract

- Health & Safety - this includes policies and procedures regarding PPE that is required, steps to complete specific tasks, pre-start checklists, safe work method statements, etc. These policies must also be followed by all subcontractors who work on an Omexom site

- Equal Opportunity and Anti-Discrimination
- Modern Slavery
- Subcontractor Pre-qualification
- Code of Conduct

Omexom also has a corporate governance framework in place, including a suite of policies and practices, which are relevant to modern slavery.



## ECONOMY

Ensuring legislative  
compliance

These include:

- Whistleblower Guidelines
- Independent Whistleblower Hotline
- Code of Business Conduct
- Anti-Corruption Policy
- Supplier Code of Conduct
- Sustainability Policy
- Employee handbook

The VINCI companies in New Zealand are required to produce a statement under the Act, so Omexom has joined the VINCI Energies Modern Slavery Working Group to align strategies and action plans between the VINCI companies.

Omexom will produce a statement under the obligations of the Modern Slavery Act once the New Zealand legislation comes into effect.

We are working with a third party and the VINCI Group to develop a system to further identify and manage our supply chain risks. We are also reaching out to our key suppliers to see what measures they have in place, and understand best practices.

2024

**CASE STUDY: REDUCE  
CARBON EMISSIONS**

*Transition to electric*

Omexom New Zealand has made a significant stride towards sustainability by integrating approximately 50 new electric vehicles (EV) into its fleet. This initiative is part of the company's broader strategy to reduce its carbon footprint and promote environmental responsibility. The new fleet includes models from Tesla and BYD, known for their efficient and advanced technology.

The primary objectives of this fleet upgrade were:

- **Reduce Carbon Emissions:** By replacing diesel cars with EVs, Omexom aims to significantly reduce greenhouse gas emissions.
- **Promote Sustainability:** Aligning with global sustainability goals and demonstrating corporate responsibility.

To facilitate this transition, EV charging stations were installed at key locations to support the new fleet.

miliarise drivers with the new EV technology and best practices for maintenance.

The result has been quantifiable reduction in emissions. The transition from diesel to electric vehicles has led to a substantial decrease in CO2 emissions, contributing to cleaner air and a healthier environment.

The 150+ electric and hybrid vehicles in Omexom's fleet marks a significant milestone in the company's sustainability journey. By reducing carbon emissions, lowering operational costs, and promoting a culture of environmental responsibility, Omexom has set a strong example for other organisations to follow.

This initiative not only aligns with global sustainability goals, but also enhances the company's operational efficiency and community standing.



**ECONOMY**

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Energy transition



# OMEXOM



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