

Sustainability Strategy | Whakaawe | te Taiao



Delivering good energy for a brighter Aotearoa | Kia tika te pūngao a Aotearoa

The four pillars or pou of our Sustainability Strategy demonstrate the pathway Clarus is on to decarbonisation while doing right by our environment, people and communities with effective governance. We aim to continuously improve our tiaki taiao (care for the environment) through environmental programmes and focusing on operational efficiencies that reduce emissions, investing in new technologies, and embedding sustainability considerations into decision-making.



Doing Right by
Our Environment

Manaaki whenua

We aim to continuously improve our tiaki taiao (care for the environment) through environmental programmes, investing in new technologies and research, and focusing on how Clarus could contribute to a more sustainable future.



Doing Right by
Our People

Manaaki tāngata

At Clarus, we are building a safety-first team of awesome individuals with a huge variety of strengths, skills and amazing attitudes. We aim for our good energy (at work) to keep our people safe, encourage their growth and development.



Doing Right by
Our Communities

Manaaki hapori
whānui

Energy is what we do but it's people we do it for. We are building and growing connections with the communities we work in across Aotearoa New Zealand.



Good
Governance

Mana
whakahaere

Effective governance and risk management are central to the growth and success of Clarus. We are working to ensure good governance underpins all our work, while operating in an ethical and transparent manner.



Doing Right by
Our Environment

Manaaki whenua

| Term | Aspiration | How we'll achieve this |
|--------|---|---|
| Short | Explore and pursue opportunities to diversify into low carbon energy and alternatives | Complete construction and bring online Tauhei solar farm, explore options to grow renewable power generation, and leverage the Broadlands biomethane plant to lay the foundations for biomethane in New Zealand |
| Medium | Focusing on operational efficiencies that reduce emissions | Continuing to implement our emissions reduction initiatives, measuring emissions and identifying areas to reduce further |
| Long | Supporting Aotearoa New Zealand's energy transition | Researching and investing in options to support homes, businesses and energy intensive industries to access lower emissions energy |



Doing Right by
Our People

Manaaki tāngata

| | | |
|--------|---|---|
| Short | Improve employee engagement and continue to strengthen our safety-first culture | Continue to drive internal communications that support the organisation, provide more information to staff about ESG work programme, continue to score a positive eNPS score, strengthen the health and safety management system including critical risk management |
| Medium | Continue to embed & elevate programmes that support staff wellbeing, belonging, safety, culture | Lift awareness of our Building Belonging programme (diversity and inclusion) and measure and track progress over time |
| Long | Plan for future changes to workforce | Develop a long-term workforce strategy, continue development of managers |



Doing Right by
Our Communities

Manaaki hapori
whānui

| | | |
|--------|--|--|
| Short | Got Your Back – volunteering days, continue to deliver Community Sponsorship and ESG related funding | Establish opportunities for staff to participate in volunteering in their local communities/environments, promote our sponsorship fund and support charitable organisations with aligning ESG objectives |
| Medium | Deepen engagement with customers | Continue to develop our relationships with and understanding of customers with research, relationship management plans and customer feedback |
| Long | Robust and sustainable stakeholder relationships | Targeted approach to engagement with stakeholders including demonstrating our commitment to the communities in which we work |



Good
Governance

Mana
whakahaere

| | | |
|--------|--|---|
| Short | Assess business for climate change risks | Assess how climate change could impact our business, put plans in place that respond to risks that emerge |
| Medium | Continue to implement our governance programme | Provide regular ESG education opportunities to our executive leadership team and board via external speakers, training. Regularly refresh policies related to ESG as they come up for renewal. Publish annual Sustainability Report with independently verified emissions |
| Long | Mature and evidenced compliance programme | Take a continuous improvement approach to compliance across the organisation |