

# Sustainability Scorecard

People & culture

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50% female representation in senior leadership by 2022:  
**34.8%**

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20% ethnic representation in senior leadership by 2022:  
**15%**



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Gender pay gap in NZ:  
**5.1%**  
on a median basis compared to the national average of 9.2%


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Double training skills hours (NZ) by 2025 from a FY20 baseline:  
**85.6%**  
increase to 501,879 hours

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Nature




30% water reduction at manufacturing sites in water constrained regions by 2030 from FY18 baseline:  
**6.6%**

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Net changes in GHG emissions from dairy farming since 14/15 (NZ):  
**8.2%**  
reduction from a 2014/15 baseline

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30% reduction in absolute scope 1&2 emissions (Global) by 2030 from FY18 baseline:  
**11.2%**  
on FY18

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100% of Farms with Farm Environment Plans by 2025:  
**71%**

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