


# Sustainability Scorecard

People

50% female representation in senior leadership by 2022:  
**32.4%**

20% ethnic representation in senior leadership by 2022:  
**9%**




Gender pay gap in NZ:  
**3.8%**  
on a median basis compared to the national average of 9.5%



World-class employee engagement:  
**4.09**  
(2nd highest quartile)


Double training skills hours (NZ) by 2025 from a FY20 baseline:  
**28%** increase to 346,417 hours

Environment



30% water reduction at manufacturing sites in water constrained regions by 2030 from FY18 baseline:  
**2.6%**

Net changes in GHG emissions from dairy farming since 14/15 (NZ):  
**3.1%** reduction from a 2014/15 baseline



30% reduction in absolute scope 1&2 emissions (Global) by 2030 from FY18 baseline:  
**6.5%** on FY18



100% of Farms with Farm Environment Plans by 2025:  
**53%**



Zero solid waste sent to landfill by 2025:  
**4,000 tonnes reduction** (24.6%)