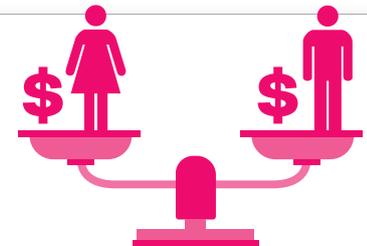


DB Sustainability Report 2023

A year in review of 2022



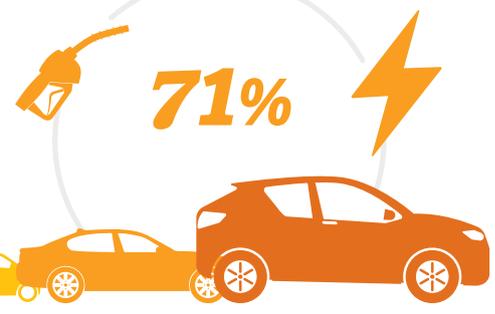
We achieved a **49% reduction** in scope 1 and 2 carbon emissions from our 2018 baseline, without the use of carbon offsets



We publicly reported our **0% gender pay gap** on Mindthegap.nz, and our management team is currently made up of **55% women**



We **increased** the proportion of our **hybrid sales fleet** to



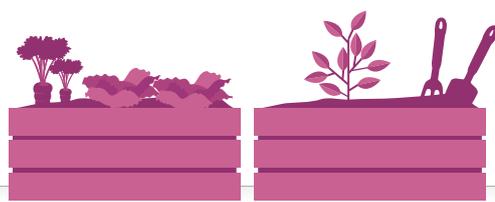
71%



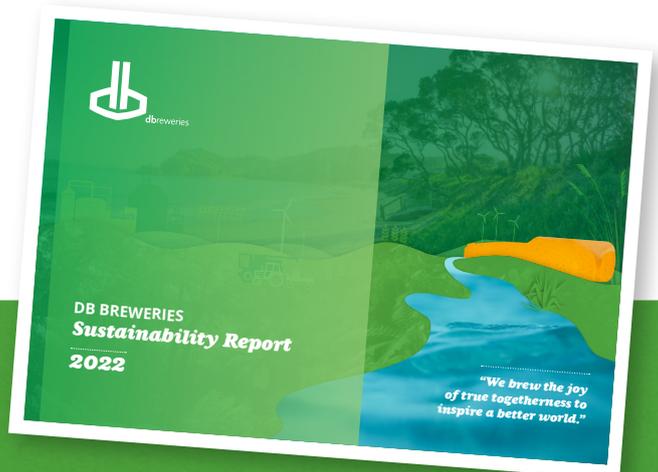
We formalised working **partnerships** with local organisations that help **feed the community:**



Ōtara Māra Kai & Kai village



We are proud to report that **96% of our spend is local** (materials, contractors etc)



To access the full report, go to this link:

<https://www.db.co.nz/brewing-a-better-nz/sustainability-report>