



**DB BREWERIES**  
***Sustainability Report***

**2022**

*“We brew the joy  
of true togetherness to  
inspire a better world.”*



.....

***As one of New Zealand's leading beer and cider producers, we recognise that operating sustainably is integral to our success and to the success of our local communities.***

**Contents**

**About  
DB Breweries**

**Social  
Sustainability**

**Responsible  
Consumption**

**Environmental  
Sustainability**

**About this Report**







# Contents

## 01

***Kia ora from our  
Managing Director***

PAGE 4

## 02

***2022 at a Glance***

PAGE 5

## 03

***Our  
Foundations***

PAGE 6

## 04

***Material Topics***

PAGE 9

## 05

***Our Value Chain  
(Barley to Bar)***

PAGE 13

## 06

***Fundamentals  
for Our Business***

PAGE 14

## 07

***DB's Sustainability  
Framework:  
Brewing a Better  
Aotearoa***

PAGE 15

## 08

***Social  
Sustainability***

PAGE 17

## 09

***Responsible  
Consumption***

PAGE 24

## 10

***Environmental  
Sustainability***

PAGE 29

## 11

***About this  
Report***

PAGE 37

## 12

***GRI Index***

PAGE 38





## Kia ora from our Managing Director

I am pleased to share DB's latest Sustainability Report, which showcases our progress in achieving our environmental and social sustainability goals over the past year. Despite the challenges posed by the ongoing effects of Covid-19 on our industry, global supply chain constraints, and rising inflation, we remain committed to our sustainability goals, and I am proud that we are hitting our targets. I am grateful to our hardworking staff for their dedication to achieving our objectives.

Last year, we were delighted to welcome back tourists to our shores, which provided some much-needed relief for our hospitality and events partners. We were able to bring to life the joy of togetherness at music festivals, concerts, sports games, and beer festivals across the country.

Our efforts to reduce our company-wide production carbon footprint have yielded significant progress. By using biomass-derived steam for our DB Draught Brewery in Timaru and increasing the proportion of hybrid vehicles in our sales fleet to 71% in 2022, we achieved a 49% reduction in our scope 1 and 2 emissions since we established our baseline in 2018. I am proud that we have made these reductions without the use of carbon offsets.

We also joined a global net zero carbon programme to collaborate with our global suppliers and other HEINEKEN companies to develop solutions to decarbonise our Waitematā site by moving away from natural gas. This holistic programme considers energy efficiencies, water, and waste circularity to achieve our goal of net zero in scope 1 and 2 by 2030 and renewable electricity by 2025.

As active members of both the Sustainable Business Council (SBC) and Climate Leaders Coalition (CLC), we are proud to be one of the first 35 businesses to meet the CLC minimum requirements in the new Statement of Ambition. We are also committed to working with our suppliers to develop a roadmap to collectively reduce emissions.

In addition to our environmental achievements, we are proud of our social sustainability record. Our policies and employee benefits support our staff, their whānau, and their communities. We maintain a zero % gender pay gap, top-up parental leave payments to full pay for 26 weeks, have a flexible working policy, pay a living wage, and offer life, income, and health insurance for all staff. At the end of 2022, we had five women in our senior leadership team of nine, and we continue to promote and hire staff regardless of gender, age, ethnicity, disability, and sexual orientation.

We are also working to improve our cultural competency through a partnership that aims to better understand and bring te ao Māori to life at DB.

*“Our people are core to our business and we work hard to ensure our policies and employee benefits continue to be New Zealand leading.”*

We recognise that sustainability is a continuous journey, and we are always exploring new ways to reduce our impact on the environment and create positive social outcomes. We have refreshed our sustainability strategy to align with HEINEKEN's Brew a Better World 2030 programme and improve areas identified in our 2022 materiality assessment. This positions us well to have a robust sustainability plan for 2023-2025 and achieve our 2030 objectives.

We appreciate the continued support of our staff, customers, suppliers, and partners and hope you enjoy reading about our sustainability journey for 2022.

Cheers,

**Matt Wilson**

*DB Breweries Managing Director*





# 2022 at a Glance

Progress towards our 2030 Brew a Better World Goals



## Embrace Inclusion and Diversity

- ✓ Gender Tick accredited
- ✓ 33% women in senior management



## Reach Net Zero Carbon

- ✓ 49% reduction in scope 1 and 2 carbon emissions
- ✓ 71% hybrid fleet vehicles in 2022



## Always a Choice

- ✓ Provide zero alcohol options with Heineken® 0.0 and Export 0.0

## A Fair and Safe Workplace

- ✓ Publicly reported our 0% gender pay gap on Mindthegap.nz
- ✓ All staff paid a living wage

## Maximise Circularity

- ✓ >98% diversion of production waste from landfill

## Address Harmful Use

- ✓ Support the SMASHED programme educating youth on responsible consumption

## Positive Impact in Our Communities

- ✓ Formalised partnership with the Ōtara Māra Kai and Kai Village – first volunteer day
- ✓ CSR spend: \$241,015

## Environmental Stewardship

- ✓ Partnership with The Nature Conservancy for water stewardship in the Waikato
- ✓ Waitamatā Toitū Enviromark Diamond Accredited

## Make Moderation Cool

- ✓ Spent \$1.5M rate card spend on Heineken® 0.0 responsible consumption campaigns



## Awards:

Finalist in the 2022 Sustainable Business Awards - Climate Action Leader

Top three finalist in the 2022 NZ Energy Excellence Awards - Large Energy User Initiative of the Year

Second year in a row #1 spot in beverage, #1 spot for all suppliers in annual ADVANTAGE Grocery customer satisfaction survey

Golds & Trophies in the NZ Cider awards!

Two gold medals for Old Mout Cider

Rekorderlig Ultra Berry won a trophy for its class and silver

Orchard Thieves Lower Sugar won silver

We also won bronze medals for Orchard Thieves Apple and Orchard Thieves Berry.

Orchard thieves rose wins gold award at New World beer and cider awards

International Brewing & Cider Awards 2021 - Gold medal for Orchard Thieves Rosé.





# Our Foundations

## Our Dream

To shape the future of beer and beyond and win the hearts of consumers

## Our Values



Courage to dream and pioneer



Care for people and planet



Enjoyment of life



Passion for consumers and customers

## Our Behaviours

### Deliver

- ✓ Play to win and celebrate success
- ✓ Deliver the goods

### Shape

- ✓ Think consumers first
- ✓ Make courageous moves

### Connect

- ✓ Champion a culture of belonging
- ✓ Learn, share and reapply

### Develop

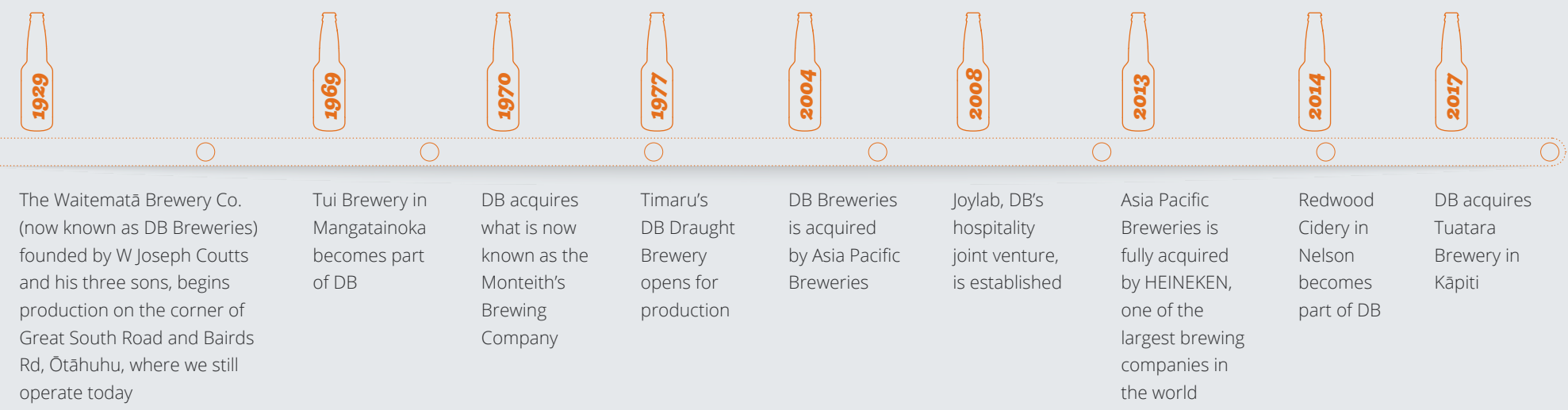
- ✓ Have real conversations
- ✓ Embrace learning and growth



OUR FOUNDATIONS



## Our History





# Our Company 2022

DB's Management Team



Managing Director  
**Matt Wilson (2022)**



Supply Chain Director  
**Darron Curphey (2022)**



Digital & Technology Director  
**Hajni Magdo (2022)**



General Counsel  
**Karyn O'Loughlin (2018)**



Corporate Affairs Director  
**Lauren Mentjox (2022)**



Marketing Director  
**Fraser Shrimpton (2021)**



Sales Director  
**Christiaan Crous (2022)**

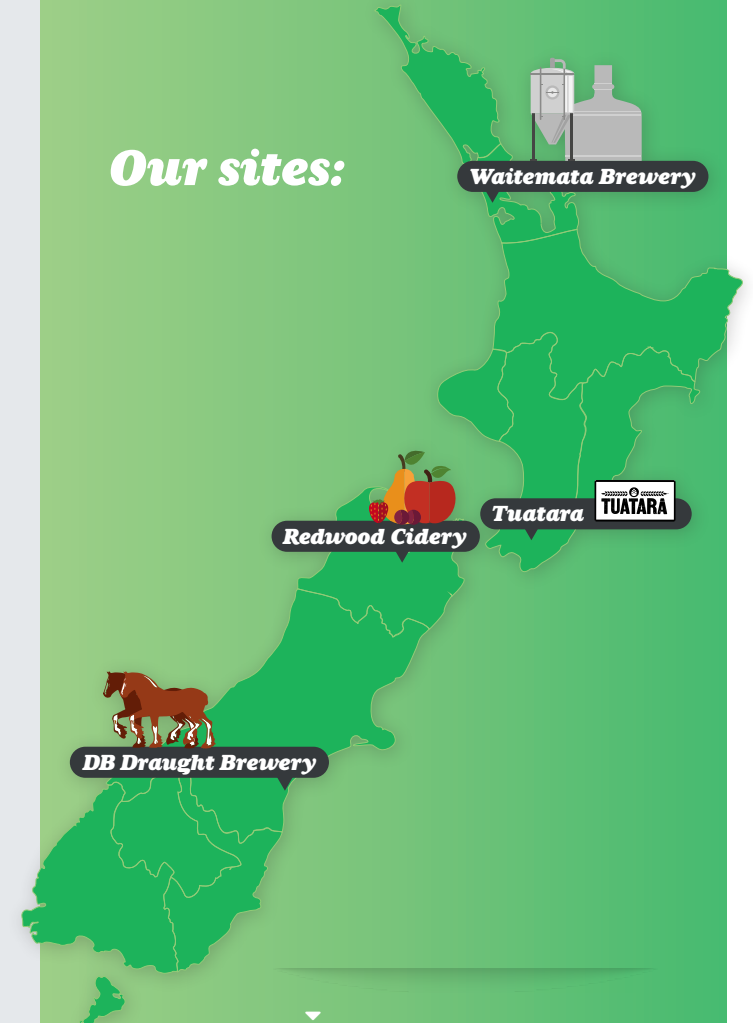


People Director  
**Rebecca Mead (2018)**



Finance Director  
**Lisa Matchett (2022)**

## Our sites:



- 3 breweries
- 1 cidery
- 2 experience breweries

Joynlab hospitality joint venture in Tāmaki Makaurau





# Sustainability Governance

## HEINEKEN Board of Directors

Governance of strategy

## HEINEKEN Supervisory Board - Sustainability and Responsibility Committee

Supervises the activities of the Executive Board with respect to environment, social sustainability, responsible alcohol consumption, sustainability performance and external environment

## HEINEKEN Executive Team - Sustainability and Responsibility Committee

Leadership actively involved in the sustainability and responsibility agenda and delivery of commitments

## HEINEKEN Asia Pacific Management Team

Guidance and approval of key sustainability KPIs, projects and funding

## DB Breweries Management Team

Oversight of sustainability strategy  
Guidance on challenges

## DB Sustainability Manager and Environmental Manager

Development of DB sustainability strategy  
Ensure integration of sustainability into business operations

## Diversity, Equity and Inclusion Council

## Health and Safety Committee

## Environmental Sustainability Pillar

Deliver on initiatives to achieve targets

## Path to an inclusive, fair and equitable company (Social Sustainability)

Inclusion and diversity  
Fair and safe workplace  
Community impact

## Path to moderation and no harmful use (Responsible Consumption)

Always a choice  
Address harmful use  
Moderation

## Path to zero impact (Environmental Sustainability)

Reach net zero carbon emissions  
Circularity  
Environmental Stewardship

## All of DB people

Support delivery of sustainability strategy  
Performance KPIs for relevant staff





# Material Topics

We reviewed our material topics to ensure we focus on things that matter to our customers, suppliers and people. We last reviewed our sustainability issues in 2019, so 2022 was a good time to refresh and make sure we put our best foot forward for 2023 onwards. Engaging local consultants from Proxima, we interviewed three customers, five suppliers, and our own people from our operations around the country.



## Our Customers:

- › 1x Grocery Retailer
- › 1x Liquor Retailer
- › 1x Hospitality Group



## Our Suppliers:

- › 1x Packaging Supplier
- › 3x Agriculture/Raw Materials Suppliers
- › 1x Retail Promotion Agency



## Our Partners and People:

- › Joylab (hospitality partner)
- › Redwood Cidery
- › DB Draught Brewery
- › DB staff focus group

This process was conducted in line with GRI's revised universal standards for sustainability reporting and provided useful insights about where we need to focus our efforts, and also allowed us to understand more about how our business affects our people, planet and communities.

## What are material topics?

The most significant positive and negative, actual and potential impacts of DB's business on the environment, the economy, and society – including on people's human rights.





## Which topics need to be included with disclosures?

Those that meet or exceed a self-determined test of significance by evaluating:

### How much?

How harmful/beneficial is the impact for the stakeholders affected?

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## 2021 Material Topics

- Safe and healthy workforce
- Employment practices
- Prosperous communities
- Economic impact and tax
- Safe and social drinking culture
- Carbon and climate impact
- Water stewardship
- Product stewardship and packaging
- Sustainable value chain
- Biodiversity

## 2022 Material Topics

- Governance, ethics and employment practices
- Vibrant and socially connected communities
- Economic impact and opportunities
- Safe and social drinking culture
- Carbon and climate
- Water and nature
- Product stewardship and packaging
- Sustainable value chain





## Our Impact on People and Communities

<b>Material Topic</b>	<b>Find out more in these sections of our report</b>
<b>Governance, ethics and employment practices</b>	<p>Fundamentals for Our Business:</p> <ul style="list-style-type: none"> <li>→ Responsible Business Conduct</li> </ul> <p>Social Sustainability:</p> <ul style="list-style-type: none"> <li>→ Embrace Inclusion and Diversity</li> <li>→ A Fair and Safe Workplace</li> </ul>
<b>Vibrant, socially connected communities</b>	<p>Social Sustainability:</p> <ul style="list-style-type: none"> <li>→ Positive Impact in our Communities</li> </ul> <p>Environmental Sustainability:</p> <ul style="list-style-type: none"> <li>→ Environmental Stewardship</li> </ul>
<b>Safe and social drinking culture</b>	<p>Responsible Consumption:</p> <ul style="list-style-type: none"> <li>→ Address Harmful Use</li> <li>→ Always a Choice</li> <li>→ Make Moderation Cool</li> </ul>
<b>Economic impact and opportunity</b>	Fundamentals for Our Business
<b>Sustainable Value Chain</b>	<p>Fundamentals for Our Business:</p> <ul style="list-style-type: none"> <li>→ Sustainable Value Chain</li> </ul>







## Our Impact on the Natural Environment

Material Topic	Find out more in these sections of our report
<b>Carbon and Climate Impact</b>	Environmental Sustainability: → Reach Net Zero Carbon → Maximise Circularity
<b>Water and Environmental Stewardship</b>	Fundamentals for Our Business: → Sustainable Value Chain  Environmental Sustainability: → Environmental Stewardship → Plan for 2023
<b>Product Stewardship and Packaging</b>	Environmental Sustainability: → Maximise Circularity
<b>Sustainable Value Chain</b>	Fundamentals for Our Business: → Sustainable Value Chain  Environmental Sustainability: → Plan for 2023





# Our Value Chain (Barley to Bar)

## Raw Materials (Ingredients)

Malt, hops, flavours, fruit, sugar, syrup.

>95% of procurement spend is spent in NZ for goods & services including contractors and consultants.

## Packaging Materials:

Single use & returnable glass bottles, kegs, aluminium cans, cardboard boxes, rPET bottles, steel & plastic closures, paper & plastic labels.

~76% of our total GHG emissions are from raw materials & packaging.

~85% of ingredients & packaging sourced from NZ by weight.



**Community Partnerships** – The Nature Conservancy, Ōtara Māra Kai & Kai Village.

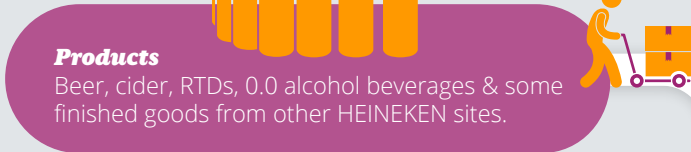
**Sponsorships** – SMASHED programme, community organisations, brand event sponsorships.

**Memberships** – Glass Packaging Forum, Sustainable Business Council, Climate Leaders Coalition.

**Consumers**  
Responsible consumption messaging, low & 0.0 alcohol products, lower carb, transparent labelling, recycling logos.



426 staff, 3 breweries, 1 cidery, 1 head office, 2 sales offices, 2 experience breweries, regional sales teams.



**Products**  
Beer, cider, RTDs, 0.0 alcohol beverages & some finished goods from other HEINEKEN sites.



**Distribution**  
Products are distributed by truck, rail & sea.  
~10% of our total emissions come from transport (inbound, outbound, & inter-brewery transfer).



**Customers**  
Hospitality (bars, restaurants), supermarkets, liquor stores, event venues & promoting responsible consumption.



**International Markets**  
Products shipped to Australia, Pacific & Asia.



**Water**  
Municipal water supply 3.27 hectolitres of water is used to make one hectolitre of beer.



**Energy**  
Grid electricity, natural gas & biomass for steam, fuel for fleet vehicles. About 50 MJ of thermal energy, & 10 kWh of electricity is used to make one hectolitre of beer.



**Employees**  
Fair remuneration, living wage, 0% gender pay gap, life, income & health insurance, upskilling, safe & ethical workplace.



**Production Waste & Emissions**  
Tradewaste, wastewater, spent grain & yeast, plastics from inwards goods, glass, cardboard, paper, cans, metals, e-waste, chemical waste, organic waste & general waste to landfill.  
Environmental management systems – dust, noise, spills, resource use; 49% decrease in scope 1&2 GHG emissions; 98% diversion of waste to landfill.

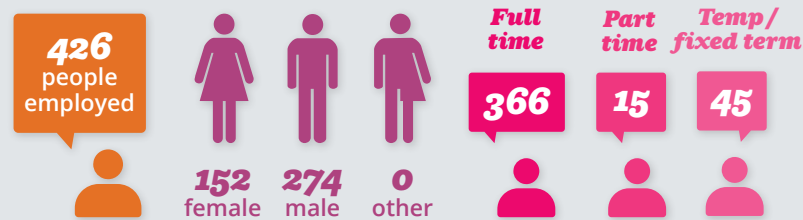
OUR VALUE CHAIN



# Fundamentals for Our Business

**\$437.7m economic contribution to Aotearoa through tax, duty and contracts.**

We create employment opportunities at our head office or manufacturing sites as well contributing to opportunities that arise through our value chain.



## Responsible Business Conduct

- › Number of speak up reports per 100 FTE: 1.68
- › Completion rate for code of business conduct training: 86%, target 90%
- › Completion rate for anti-bribery training: 55%, target 90%
- › Staff now regularly undertake cyber security training
- › Number of complaints made to the Advertising Standards Authority: Zero complaints in 2022
- › DB is a member of the Retail Industry Liquor working group which is working to eradicate modern slavery and worker exploitation from the retail liquor sector.

## Sustainable Value Chain

- › 96% of procurement spend is spent locally (materials, contractors etc), providing job opportunities and creating economic value in local markets.

- › All suppliers must sign up to our HEINEKEN Supplier Code of Business Conduct to meet our expectations on responsible business conduct, human rights, health and safety, and protecting the environment.
- › We are taking a more stringent approach to how we assess our suppliers on sustainability issues to better understand their goals and plans for improving their environmental footprint and effect on people.
- › We recognise that working with global suppliers carries with it risks to people and the environment. We now screen all current and potential vendors using an automated due diligence tool called SHINE. This is designed to help us to better identify and understand, assess, and remedy regulatory risks. The purpose of the SHINE screening is to ensure we do business with parties that share our values and commitment to responsible business conduct. Irresponsible acts committed by third parties may lead to DB and the wider HEINEKEN company being liable, which could result in large fines and reputational damage.



### Material Topics:

- Governance, ethics and employment practices
- Economic impact and opportunity
- Sustainable value chain






# DB's Sustainability Framework: Brewing a Better Aotearoa

We have aligned our sustainability reporting and strategy with HEINEKEN's Brew a Better World, Raise the Bar 2030 commitments to better report on the impacts which are material to our company as identified in our refreshed materiality review.

Our Focus Areas

Our Ambitious Targets

 <b>Social Sustainability:</b> <b>Path to an Inclusive, Fair and Equitable Company &amp; World</b>	 <b>Responsible Consumption:</b> <b>Path to Moderation &amp; No Harmful Use</b>	 <b>Environmental Sustainability:</b> <b>Path to Zero Environmental Impact</b>
<div style="display: flex; justify-content: space-around;"> <div data-bbox="324 391 459 478"> <p><b>Embrace inclusion &amp; diversity</b></p> </div> <div data-bbox="526 391 660 478"> <p><b>A fair and safe workplace</b></p> </div> <div data-bbox="683 391 817 478"> <p><b>Positive impact in our communities</b></p> </div> </div>	<div style="display: flex; justify-content: space-around;"> <div data-bbox="952 391 1041 478"> <p><b>Always a choice</b></p> </div> <div data-bbox="1131 391 1220 478"> <p><b>Address harmful use</b></p> </div> <div data-bbox="1288 391 1422 478"> <p><b>Make moderation cool</b></p> </div> </div>	<div style="display: flex; justify-content: space-around;"> <div data-bbox="1512 391 1646 478"> <p><b>Reach net zero carbon</b></p> </div> <div data-bbox="1713 391 1848 478"> <p><b>Maximise circularity</b></p> </div> <div data-bbox="1892 391 2027 478"> <p><b>Environmental Stewardship</b></p> </div> </div>
<div style="display: flex;"> <div style="margin-right: 10px;"> </div> <div> <ol style="list-style-type: none"> <li>1 Gender balance across senior management: 30% women by 2025, 40% by 2030 <input checked="" type="checkbox"/></li> <li>2 Cultural diversity: across each region at least 65% of country leadership teams are regional nationals by 2023 <input checked="" type="checkbox"/></li> <li>3 100% of our managers trained in inclusive leadership by 2023 <input type="checkbox"/></li> </ol> </div> </div> <hr/> <div style="display: flex;"> <div style="margin-right: 10px;"> </div> <div> <ol style="list-style-type: none"> <li>1 Living wage for employees: close any gaps by 2023 <input checked="" type="checkbox"/></li> <li>2 0% gender pay gap (according to HEINEKEN methodology) <input type="checkbox"/></li> <li>3 Ensure fair living and working standards for third party employees and brand promoters <input type="checkbox"/></li> <li>4 Create leadership capacity to drive zero fatal accidents and serious injuries at work <input checked="" type="checkbox"/></li> </ol> </div> </div> <hr/> <div style="display: flex;"> <div style="margin-right: 10px;"> </div> <div> <ol style="list-style-type: none"> <li>1 A social impact initiative in 100% of our markets every year <input checked="" type="checkbox"/></li> <li>2 Local sourcing of agricultural ingredients <input checked="" type="checkbox"/></li> </ol> </div> </div>	<div style="display: flex;"> <div style="margin-right: 10px;"> </div> <div> <ol style="list-style-type: none"> <li>1 A zero-alcohol option for two strategic brands by 2023 <input checked="" type="checkbox"/></li> <li>2 Clear and transparent consumer information on 100% of our products by 2023 <input type="checkbox"/></li> </ol> </div> </div> <hr/> <div style="display: flex;"> <div style="margin-right: 10px;"> </div> <div> <ol style="list-style-type: none"> <li>1 100% of markets in scope have a partnership to address alcohol-related harm <input checked="" type="checkbox"/></li> </ol> </div> </div> <hr/> <div style="display: flex;"> <div style="margin-right: 10px;"> </div> <div> <ol style="list-style-type: none"> <li>1 10% of Heineken® media spend invested every year in responsible consumption campaigns <input checked="" type="checkbox"/></li> </ol> </div> </div>	<div style="display: flex;"> <div style="margin-right: 10px;"> </div> <div> <ol style="list-style-type: none"> <li>1 Net zero emissions in production (scope 1 &amp; 2) by 2030 <input type="checkbox"/></li> <li>2 Carbon neutral value chain by 2040, 30% absolute reduction by 2030 <input type="checkbox"/></li> </ol> </div> </div> <hr/> <div style="display: flex;"> <div style="margin-right: 10px;"> </div> <div> <ol style="list-style-type: none"> <li>1 Zero waste to landfill for all our production sites by 2025 <input checked="" type="checkbox"/></li> <li>2 Turn waste into value and close material loops throughout the value chain (strategy &amp; targets in development) <input type="checkbox"/></li> </ol> </div> </div> <hr/> <div style="display: flex;"> <div style="margin-right: 10px;"> </div> <div> <ol style="list-style-type: none"> <li>1 Fully balance water used in our products by 2030 <input type="checkbox"/></li> <li>2 Reduce average water intake to 2.6 hl/hl by 2030 <input type="checkbox"/></li> <li>3 All sites to be ISO 14001 compliant by 2025 <input type="checkbox"/></li> <li>4 100% sustainable ingredients by 2030 <input type="checkbox"/></li> </ol> </div> </div>

## DB's Sustainability Framework: Brewing a Better Aotearoa

### Key Initiatives & Foundations 2023-2025



#### Social Sustainability: **Path to an Inclusive, Fair and Equitable Company & World**

- ✓ Report on ethnic pay gap
- ✓ Volunteering opportunities for all staff
- ✓ >95% of procurement spend is spent locally
- ✓ Maintain 0% gender pay gap (NZ govt methodology)
- ✓ Maintain living wage for all staff
- ✓ Zero fatalities and serious injuries at our sites
- ✓ Implement DB's DE&I Council through our WholeMe Ambassadors
- ✓ Bring to life te ao Māori plan
- ✓ Formalise training opportunities and development pathways for all staff
- ✓ 100% of suppliers signed up to the supplier code of conduct and assessed through human rights tool
- ✓ Become B Corp Certified



#### Responsible Consumption: **Path to Moderation & No Harmful Use**

- ✓ Increase offering of 0.0 alcohol and low ABV products
- ✓ Increase our offering beyond beer
- ✓ Be bold in our responsible consumption messaging
- ✓ Develop additional long-term harmful use partner



#### Environmental Sustainability: **Path to Zero Environmental Impact**

- ✓ Formalise Environmental Sustainability pillar for all sites and whole of DB
- ✓ 100% renewable electricity by 2025
- ✓ Decrease total weight to landfill by 25% by 2025
- ✓ Waitematā renewable energy alternative
- ✓ All sites to be ISO 14001 compliant and Toitū Enviromark Diamond Certified by 2025
- ✓ Sustainability integrated into procurement process & supplier management
- ✓ New and existing suppliers formally assessed against environmental criteria
- ✓ Agricultural suppliers undertake sustainable farming assessment
- ✓ Sustainability guidelines for marketing NPD
- ✓ Reduce potable water use through reuse and rainwater harvesting
- ✓ 50% average recycled content in packaging by 2030
- ✓ Point-of-sale materials to be minimised and recyclable by 2025
- ✓ Maintain 100% of suppliers sign up to the supplier code of conduct
- ✓ Disclose climate change risks and opportunities against TCFD framework
- ✓ Bring to life sustainable events
- ✓ Scope 3 reduction roadmap developed with suppliers by end of 2023
- ✓ Waitematā decarbonisation solutions identified and roadmap to implement by 2024







# Social Sustainability

## Path to an inclusive, fair and equitable company

- ✓ Embrace Inclusion and Diversity
- ✓ A Fair and Safe workplace
- ✓ Positive impact in our Communities

### Our Ambition

DB is an inclusive, non-discriminatory workplace that fosters good mental health and wellbeing among its people.

All our people are safe, healthy and valued, and have equal access to opportunities across the business.



Material Topic	Focus Areas	Targets	Performance		Status	2023 Plan
			2021	2022		
Governance, ethics and employment practices	Embrace Inclusion and Diversity	30% of senior management are women by 2025 (≥ JG35) and 40% by 2030	17%	33%	Target achieved	Maintain
		65% of the leadership team are regional nationals by 2023	75%	89%	Target achieved	Maintain
		100% of people managers are trained in inclusive leadership by 2023	100%	0%	Working on improving	100%
Governance, ethics and employment practices	A Fair and Safe Workplace	100% of our employees are paid a living wage by 2023	100%	100%	Target achieved	Maintain
		0% gender pay gap according to NZ Government methodology by 2023	0%	0%	Target achieved	Maintain
		0% gender pay gap according to HEINEKEN methodology by 2025 (Assessments and action by 2023)	2.9%	2.4%	Working on improving	0%
		Assess 3rd party employees for fair living and working standards by 2023, implement outsourcing principles by 2025.	In progress	In progress	Working on improving	Implement
		100% of people leaders have completed the Life Saving Rules training by 2023	N.A.	79 leaders	Working on improving	100%
		Zero fatalities and serious accidents at our sites	0	0	Target achieved	Maintain
Vibrant and socially connected communities	A Positive Impact in Our Communities	At least one long-term social impact project/partner within our local communities	1	1	Target achieved	2
		>95% of procurement spend is spent locally	>96%	>96%	Target achieved	Maintain

Working on improving
 Target not achieved
 Target achieved



## Embrace Inclusion & Diversity

### Key initiatives in 2022:

We started the year with some significant policy updates to show our care and respect for our people. This included the announcement that our Family Support Policy had been updated to 26 weeks of paid leave topped up to 100% of a staff member's salary, and 10 days of paid partner leave, all while still having access to health, life and income protection insurance premiums paid throughout parental leave.

We are committed to improving inclusion and diversity to create a better workplace and in early 2022 were awarded with the GenderTick Accreditation. We will be audited each year to ensure we continue to meet the GenderTick criteria and champion inclusion and diversity efforts. Greater diversity encourages new thinking and innovation that can support our future business success.

In March we had a week of activations to recognise International Women's Day, with the theme #BreakTheBias. During this week we proudly announced we were one of the first 50 companies to sign up to the country's first public pay gap registry through MindTheGap. In November we recognised International Men's Day to raise awareness of positive male role models, improve gender relations in our communities and workplaces, and highlight all aspects of men's wellbeing.

In August, our whole business came together for the first time in five years at our conference in Tāmaki Makaurau. It was great to bring to life our purpose of brewing the joy of true togetherness. Recognition was given to those celebrating long service at DB, honouring 10, 15, 20, 25, 30, 35 and even 40 years at our company. Three people were inducted into the DB Legends hall of honour, which recognises those who go above and beyond, who truly live our values, and show loyalty and commitment to our business.

Providing the ability for our people to grow and develop, we ran two three-day immersive leadership development courses (Go Deep to Jump High) for 32 leaders from across the business, who took part in sessions on self-awareness, empathy, self-regulation, self-motivation and wellbeing.

To expand our cultural capability, we engaged Au Consulting to help guide and support DB to authentically connect with te ao Māori. As part of this partnership our people have access to an online platform to learn more about Te Tiriti o Waitangi, Matariki, te ao Māori, and te reo Māori.

Our social committee organised a fantastic event for our staff at the Waitemātā Brewery to view the Matariki cluster with a guest from the Auckland Astronomical Society, and with input from our own people on the meaning of Matariki – a time to reflect on the past year, celebrate the present, and plan for the year ahead.

***“Imagine a world free of bias, stereotypes, and discrimination. A world that is diverse, equitable, and inclusive. A world where difference is valued and celebrated. Together we can forge women's equality. Collectively we can all #BreakTheBias”***





## A Fair & Safe Workplace

### Key initiatives in 2022:

Our refreshed company-wide Life-Saving Commitments are applicable to anyone working on behalf of our company to ensure we protect ourselves and others. The new 'Golden principle' has been introduced to ensure that everyone feels empowered to stop work and speak up when safety is at risk.

Every year we acknowledge Pink Shirt Day to remind our people about creating a safe, inclusive workplace and the ability for our staff and their families to access free and confidential counselling services and help with domestic violence. This year we invited our on-site roaming counsellor to our Waitemata Brewery to talk about his experiences with workplace bullying. Some of our people also shared their experiences of social media bullying.

Our people have unique living and working scenarios so we updated the flexible work guidelines from 2019 to allow staff to work elsewhere two days a week.

During Mental Health Awareness Week in September we rolled out various sessions to help our staff engage in various learning opportunities. We kicked off with a workshop for one of our teams to develop their own Personal Wellbeing Plans, the DB mindfulness programme, and two lunchtime learning sessions. This included one on responsible consumption and another in which David Letele shared his remarkable story.

To help reduce stress and anxiety, we provided four online sessions for our people on mindfulness practice, learning the basics behind it, self-managing thoughts and emotions, building self-awareness and self-compassion, and improving connections with others through empathy.

The safe use of vehicles, forklifts and equipment form part of our Life Saving Commitments and our safety strategy at DB. This year we rolled out virtual reality training for our forklift operators at our sites in an innovative move to upskill our drivers and create a safer operating environment.

Our culture is formed by our behaviours, defining who we are as a business. We introduced the new HEINEKEN Behaviours to shift our culture, to keep evolving as a company.

### Life Saving Commitments



Be sober and free from drugs



Follow CO<sub>2</sub> procedures



Phone hands free only



Handle dangerous substances safely



Wear your seatbelt or full-face helmet



Handle dangerous substances safely



Drive at correct speed



Follow working at height procedures



Safe use of vehicles & equipment



Follow hot work procedures



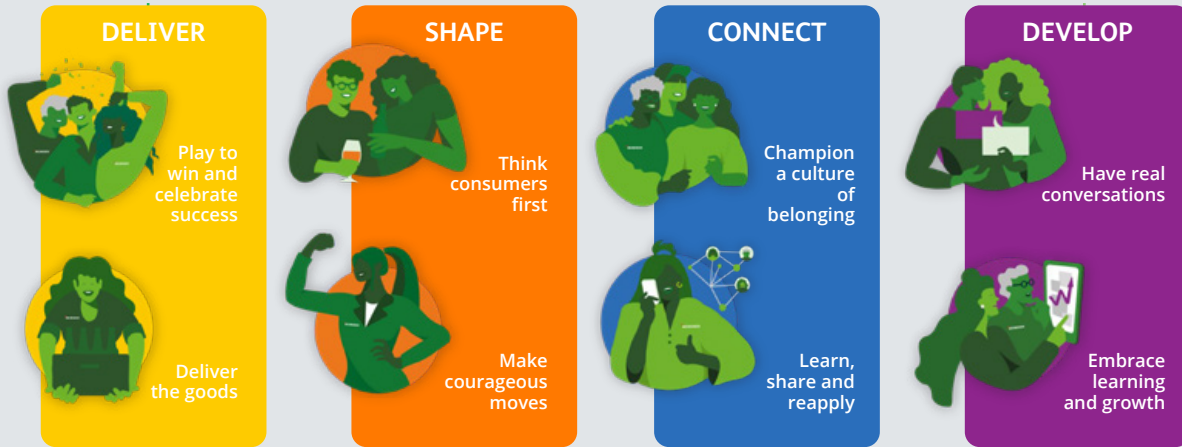
Follow lock out tag out procedures



Follow forklift truck procedures



## OUR BEHAVIOURS ENSURE WE



## Positive Impact in Our Communities

### Key initiatives in 2022:

DB Breweries has been part of Kiwis' lives since 1929. As a local company, we believe in giving back to our local communities. In 2020, we initiated our partnership with The Community Builders NZ Trust to improve the wellbeing of the South Auckland Community. We formalised this partnership in 2021 to bring to life one of their initiatives, the Ōtara Māra Kai (community garden). In 2022 our staff volunteered at the Ōtara Kai Village to help with social kai distribution, which The Trust also manages.

In April, our people helped clean up waterways near our sites to improve the health of the environment and communities.

In December, our staff generously donated food items and gifts to the Auckland City Mission to support people during the festive season.

Our purpose is to bring people together to create joy, and we do that by supporting various events throughout Aotearoa that allow all types of community to come together, whether it's for their love of music, sports, or art. Our hospitality customers and partners provide a place for people to come together with friends, whānau and community, something that has been especially important over the past few years. Our Tuatara Taproom located at our craft brewery in Paraparaumu helped to kick off the joy of summer with live music every Sunday to bring the local community together.





## Challenges

The Covid-19 pandemic continued to affect our business, making it challenging to connect effectively with lockdowns and isolating of cases as outbreaks occurred. Filling job openings also took longer, exacerbating the strain on our workforce.

Supply chain issues ongoing from Covid-19 were also exacerbated due to the war in Ukraine. We attempted to navigate these challenges, but the production of some critical items, including CO<sub>2</sub> was delayed or unavailable, further complicating matters.

Despite these difficulties, our people demonstrated care and respect for each other. However, the number of near misses and accidents increased towards the end of the year.

With so much going on, it was challenging to engage staff effectively on initiatives and training.

Having gone through some challenging years, our teams are now better equipped to deal with curveballs, and we are hoping for a less turbulent 2023.



## Plan for 2023

In our care for people and planet, we will launch WholeMe 3.0 which is our integrated wellbeing and diversity, equity and inclusion framework of five pillars; internal, mental, physical, social and financial wellbeing.

Under these pillars we continue with our existing foundation initiatives and support services, and will focus on the following:

- › Workshops for our people to develop 'Personal Wellbeing Plans' for daily self-care and energy renewal.
- › Partnership with a group called 'soften up bro' who specialise in male mental health to improve our men's wellbeing, focusing first on those working in production and logistics.
- › Embed DB mindfulness programme.
- › E-learning for all leaders on inclusive practices.
- › Continue our Go Deep to Jump High leadership development course.
- › Develop and deliver a cultural competency strategy with Au Consulting based on their 2022 diagnostic report.
- › Roll out a menopause toolkit and parental leave support plan.
- › Expand and bring to life the Diversity, Equity and Inclusion (DEI) Council through WholeMe ambassadors with events and initiatives.
- › In partnership with AMP financial services to deliver a new financial wellbeing and advice programme.

Continue to build employee capability with our Leadership Development Curriculum, which includes two new programmes: Leadership Essentials, and Management Essentials 101. We also continue to provide technical upskilling for those in production, including our brewery technician's course.

Our volunteering page is now live for staff to sign up to events where they can volunteer and give back to our communities. As this gets underway more opportunities will become available to staff from around the regions.

We will continue to support the Ōtara Māra Kai and Kai Village and find ways to build on this partnership.



If you have a sponsorship request, please use the link below:  
<https://www.db.co.nz/brewing-a-better-nz/sponsorship>







## Our Foundations

- ✓ Equal opportunities for everyone irrespective of factors like age, gender, ethnicity, country of origin, disability and sexual orientation
- ✓ GenderTick accredited
- ✓ Family Support Policy
- ✓ Employee benefits:
  - life insurance, income protection insurance, health insurance
  - wellbeing services; free confidential counselling services through Raise
- ✓ Living wage
- ✓ 0% gender pay gap
- ✓ Enjoyment of life day
- ✓ Zero fatalities and injuries
- ✓ Domestic Violence Free Policy + DVFree Tick + free and confidential services offered through Shine for help with domestic violence
- ✓ Respectful workplace policy
- ✓ Speak Up: Golden Principle in our Life Saving Commitments tells us that to ensure everyone is able to work safely (psychologically, emotionally, physically), everyone must feel empowered – at all times – to stop and speak up.
- ✓ Flexible work guidelines
- ✓ Free access to LinkedIn Learning
- ✓ Community partnerships
- ✓ Charitable sponsorships
- ✓ Corporate sponsorships
- ✓ Volunteering available to staff
- ✓ Free period products for our people





# Responsible Consumption

## Path to Moderation and No Harmful Use

- ✓ Always a Choice
- ✓ Address Harmful Use
- ✓ Make Moderation Cool

### Our Ambition

DB champions a safe and socially responsible drinking culture.



Material Topic	Focus Areas	Targets	Performance		Status	2023 Plan
			2021	2022		
Safe and social drinking culture	Always a Choice	Two of our largest brands to provide 0.0 alcohol options	2	2		Maintain
		100% of our products have clear and transparent consumer information by 2024 (based on HEINEKEN labelling guidelines)	0%	0%		90%
Safe and social drinking culture	Address Harmful Use	At least one long-term partnership to address alcohol-related harm	1	1		2
Safe and social drinking culture	Make Moderation Cool	10% of Heineken® brand media spend is invested in responsible consumption campaigns	10%	10%		Maintain

Working on improving    Target not achieved    Target achieved





## Always a Choice

### Key initiatives in 2022:

We have always advocated for responsible consumption of our products and proudly led the way in 2018 to bring Heineken® 0.0, the first mainstream zero alcohol beer to Aotearoa. We continue to provide Heineken® 0.0 to meet all occasions where you want a beer, but without the alcohol.

As consumers are being more mindful of their wellbeing, we continue to provide low and 0.0 alcohol options for consumers with brands including Export and Heineken®.

Continuing the trend of 'healthy for me' options, we are providing more lower carb options and in 2022 launched our Tiger Crystal Ultra low carb and brought Better Beer to New Zealand.

At DB we have gone beyond what is legally required for responsible and transparent labelling, by having responsible drinking messages and logo, don't drink and drive symbol, pregnancy warning, number of standard drinks, listed ingredients and recycling symbols. In 2022 we worked on updating our labels to meet our new global labelling policy to include additional info such as nutrition, and to meet New Zealand regulations on a standardised pregnancy label.





## Address Harmful Use

### Key initiatives in 2022:

As an alcohol producer we have a responsibility to address harmful misuse of our products. We always advocate for responsible consumption both internally with our staff and externally to our consumers. During mental health week we had a lunch 'n' learn session to understand the history of alcohol and the joy of getting together to enjoy alcoholic beverages responsibly, with our on-site counsellor sharing insights into the need to respect alcohol.

Twice in the year we made our people aware of our responsible consumption policy and trainings available to employees and managers on enjoying alcohol responsibly. For our staff events we always promote our "When You Drink Never Drive" messaging, making available 0.0 beverages, soft drinks and water, and when possible help to provide safe transport home for our staff.

We launched our HEINEKEN #Responsibility1st internal campaign to share learnings from around the world on different programmes that have a positive effect on responsible consumption.

We continue to support the SMASHED programme which is delivered to teenagers in schools through the Life Education Trust. It helps to educate students about peer pressure, relationships and the dangers of consuming alcohol, making sure they are equipped to make safe decisions.

### #Responsibility1st

- When you drink, drink in moderation
- When you drive (including cycling, scooter etc.) never drink unless it's alcohol free (0.0%)
- When you drink, always take alternative transport (e.g., public transport or e-hailing)
- Make sure to include alcohol-free options for guests and yourself
- Respect the choice of others not to drink alcohol

### SMASHED Programme Reach - Why it's Important

- 22,071 students in 2022
- A total of 62,295 students since the programme started in 2019.
- Youth binge drinking remains high in Aotearoa. A study by Youth19 found 22% had reported binge drinking in the four weeks before the study, and a 2019/2020 NZ Health Survey indicated one in seven teenagers aged 15-17 reported consuming six or more standard drinks in one session in the month before the survey.
- In the Life Education Trust follow-up survey in 2022, after experiencing SMASHED, 92% of students said they were less likely to drink alcohol while underage.





## Make Moderation Cool

### Key initiatives in 2022:

Through our leadership and influence, we can contribute to ambitious commitments and action that support a healthy drinking culture and encourage the safe use of alcohol. We do this through our well-known Heineken® 0.0 brand. In 2022 we launched campaigns to champion zero alcohol beer, including a partnership with Event Cinemas to enable movie-goers to buy a Heineken® 0.0 with an M rated movie ticket, and our billboard messaging to make moderation and zero alcohol cool and not a compromise.

## Challenges

Our plan had been to work more with our hospitality partners to further encourage responsible consumption through initiatives to help make sure no one drives after drinking. With the hospitality industry facing many challenges due to Covid, we postponed this until more resources become available.

We are always looking for additional partnerships that can have a positive effect on addressing harmful use in our communities and aim to do this in 2023.

## Plan for 2023

We will continue to provide low and 0.0 alcohol options and expand the range of better-for-me drinks.

We are updating our labelling to meet the new pregnancy warning label requirements by 31 July 2023. We are taking this opportunity to also update our labels to meet the global labelling policy for greater alcohol transparency, so that by 2024 we will include on our labels:

- › a QR-code on-pack that links to a landing page where further information on alcohol and health is clearly and easily accessible
- › a legal drinking age symbol on-pack for all alcoholic beverages and non-alcoholic line extensions of alcoholic brands
- › full nutritional information on-pack
- › information about how empty packaging can be recycled by means of standardised packaging recycling symbols

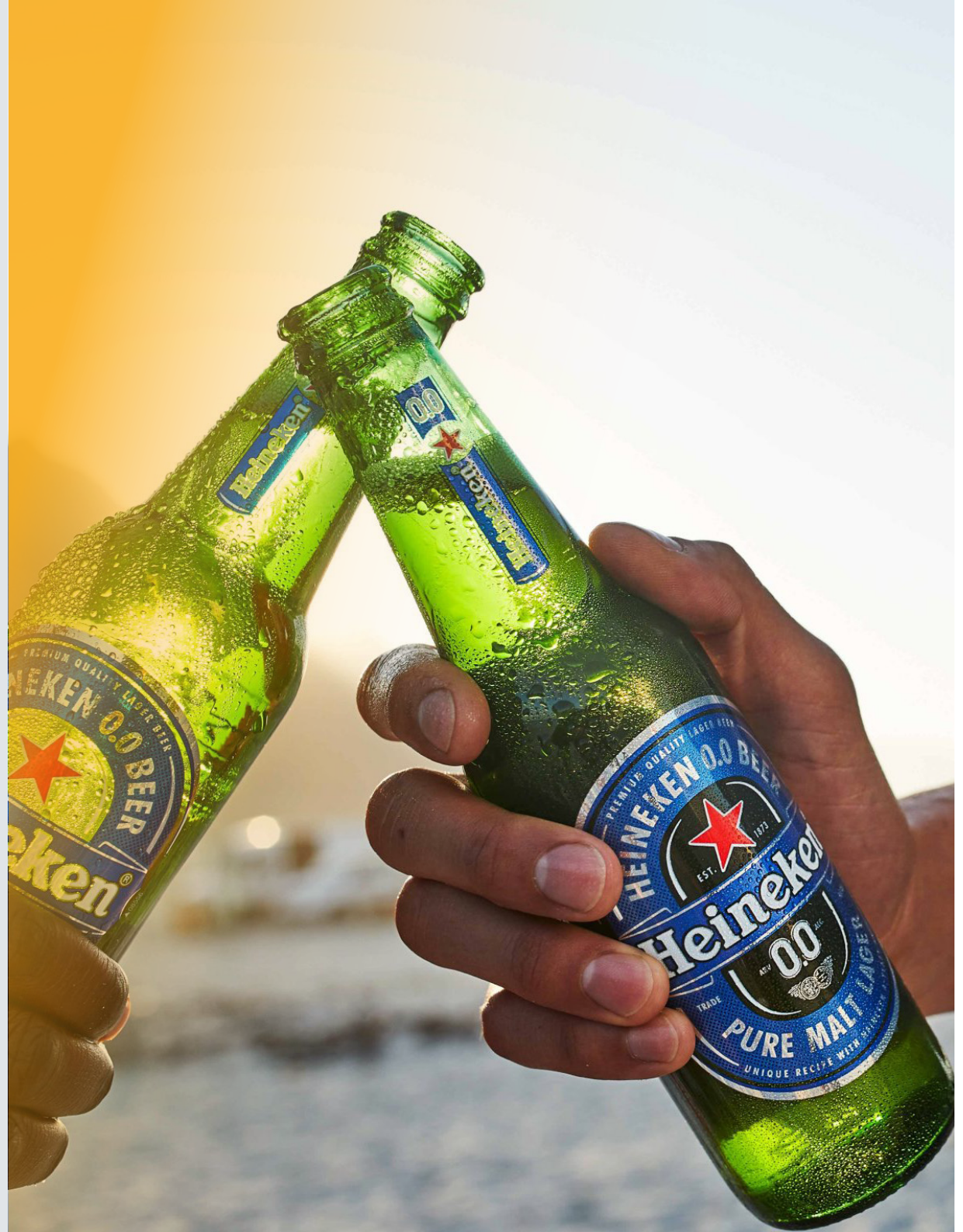
Continue to promote Heineken® 0.0 with campaigns that reach consumers to continue to show that moderation is cool, and 0.0 isn't a compromise on taste.

Formalise an additional partnership to address the harmful use of alcohol.



## Our Foundations

- ✓ Always providing low and no alcohol products
- ✓ Responsible and transparent labelling
- ✓ Responsible consumption policy
- ✓ Dedicated media spend for our Heineken® 0.0 brand to promote responsible consumption
- ✓ Partnership to address alcohol harm
- ✓ Continuous When You Drive Never Drink messaging







# Environmental Sustainability

## Path to Zero Impact

- ✓ Reach Net Zero Carbon
- ✓ Maximise Circularity
- ✓ Environmental Stewardship

### Our Ambition

DB is a low emissions business and leader in climate action.

DB protects and conserves water and natural resources throughout its value chain through environmental stewardship.

Material Topic	Focus Areas	Targets	Performance		Status	2023 Plan
			2021	2022		
Carbon and climate	Reach Net Zero Carbon	Net zero scope 1 & 2 emissions by 2030 (90% reduction from 2018 baseline)	35% reduction*	49% reduction*		52% reduction*
		Carbon neutral in our value chain (scope 1, 2 & 3 emissions) by 2040, with a 30% absolute reduction by 2030	N.A.	Measured scope 3		TBC
Product stewardship and packaging	Maximise Circularity	>98% of waste diverted from landfill for all large sites by 2025 (zero waste to landfill)	3	3		Maintain
		Turn waste into value & close material loops throughout the value chain (strategy & targets to be developed)	N.A.	N.A.		TBC
Water and nature Sustainable value chain	Environmental Stewardship	Water used in products is fully balanced in water stressed areas by 2030	Partnership formed	Ongoing partnership		Pilot projects
		Reduce average water efficiency to 2.6 hl/hl by 2030	3.26 hl/hl	3.27 hl/hl		2.95 hl/hl
		All sites to be ISO 14001 (or equivalent) certified by 2025	1	1		1
		100% sustainable ingredients through an accredited certification scheme	N.A.	N.A.		Plan in place

\* from a 2018 baseline

Working on improving Target not achieved Target achieved



## Reach Net Zero Carbon

### Key initiatives in 2022:

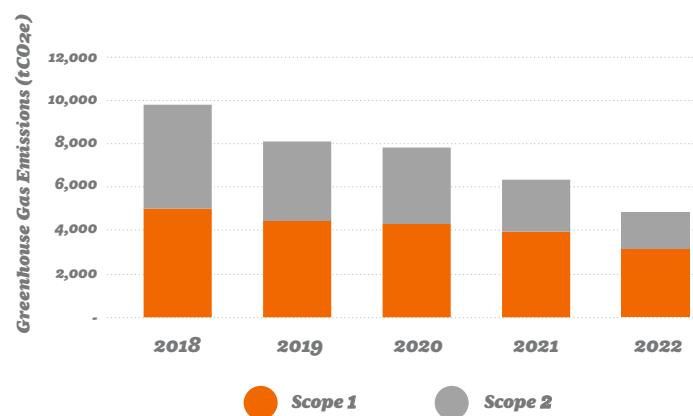
Through a whole year of biomass-derived steam at our Timaru brewery, DB Draught, we beat our target of a 40% reduction in our production and corporate related emissions (scope 1 and 2) and achieved a 49% reduction in emissions from our 2018 baseline which we're very proud of.

We are taking part in a HEINEKEN global project called the Net Zero Programme, which will allow a centralised and strategic approach to decarbonising HEINEKEN's sites worldwide. The first phase for DB's involvement kicked off in November with a site visit from Siemens. They are developing a holistic roadmap for implementing decarbonisation solutions at Waitematā which will also optimise and increase operational efficiency.

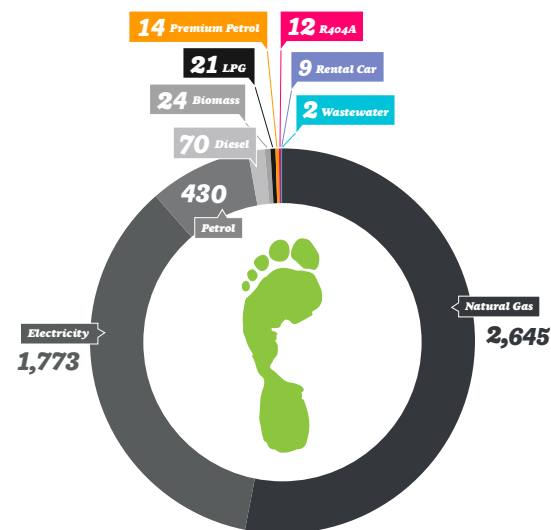
We completed our first full scope 3 carbon footprint report with the help of consultants from thinkstep-anz. This exercise provided useful insights and clarity about the largest emission sources in our full value chain, revealing that packaging and raw materials make up circa 70% of our total carbon footprint (scope 1, 2 and 3). Our scope 3 emissions account for roughly 95% of our total emissions.

We continue to work on sustainability and value in our product development. We have been working on labelling changes for some of our products which include changing from a metallic paper label for Tiger beer to a plain paper label which will help with recycling and has a smaller carbon footprint, while also meeting our cost and value objectives. We are also removing the neck label on one of our key domestic brands, reducing paper and ink as well as saving costs.

Reduction in our production and corporate (scope 1 & 2) emissions from our 2018 baseline



2022 DB carbon footprint scope 1 & 2, tonnes of CO<sub>2</sub> equivalent\*



\*to be verified by Toitū Envirocare in June 2023







**Emission categories contributing to DB scope 3  
(upstream and downstream of production) emissions**

GHG Protocol Category	Scope 3 Category Name	% of Scope 3 Emissions
	<b>Purchased Goods and Services TOTAL</b>	<b>80%</b>
C1	Raw materials (ingredients)	32%
	Packaging	45%
	Finished goods	3%
	Other goods & services (e.g. engineering)	<1%
C2	<b>Capital Goods</b>	1%
C3	<b>Fuel- and Energy-related Activities</b>	1%
	<b>Transportation and Distribution TOTAL</b>	<b>12%</b>
C4	Inbound (supplier goods)	6%
	Outbound (DB finished product)	4%
	Inter-brewery (semi-finished product)	2%
C5	<b>Waste Generated in Operations</b>	<1%
C6	<b>Business Travel</b>	<1%
C7	<b>Employee Commuting</b>	<1%
C8	Upstream Leased Assets	
C9	Transportation and Distribution	
C10	Processing of Sold Products	
C11	<b>Use of Sold Products</b>	4%
C12	<b>End-of-life Treatment of Sold Products</b>	1%
C13	Downstream Leased Assets	
C14	Franchises	
C15	<b>Investments</b>	<1%



## Maximise Circularity

### Key initiatives in 2022:

Once again, we achieved on average, more than 98% diversion of waste from landfill based on weight. This is because we have partners that find value in the various waste streams we generate. We can still improve to further reduce our waste sent to landfill. Some of our recent achievements in waste reduction include:

- › Providing more than 10,000 tonnes of spent grain from our brewing process to farmers to use as animal feed for dairy and goats.
- › Recycling most of our glass, cans, cardboard and plastics generated in production and from stock returns.
- › Collecting and sorting e-waste and metal waste appropriately.
- › Providing compost and soft plastic recycling bins in office kitchenettes in regions this service is provided.

We continue to work on circular economy solutions for our packaging and introduced 100% recycled content PET bottles (excluding caps) for the Old Mout cider brand, the only brand that uses PET. These bottles replaced virgin PET bottles.

The Swappa Crate refillable bottle solution has existed since 1920, and we continue to offer this to our consumers through our Tui, Export Gold, and DB Draught brands. We are also investigating other options for a returnable solution to reduce our packaging carbon footprint.

We are a member of the voluntary Glass Packaging Forum (GPF) Product Stewardship scheme which aims to have zero container glass to landfill. We pay a levy to the GPF based on the volume of glass we put out to market. This levy goes towards initiatives to improve the recovery and recycle rates of glass in Aotearoa.

Our events follow our Greener Events guidelines and Sustainable Events charter that follow circular thinking. We collaborate with our event organisers and asset developers to keep innovating. Some of the key priorities are:

- Zero waste: all assets (furniture, uniforms) are to be designed for reuse and recycling; all bottles and cups to be collected, reused and/or recycled; separation of all waste streams to minimise waste to landfill
- Optimise energy impact: energy efficient equipment; renewable energy solutions where possible; energy saving initiatives
- Food with limited impact: choose local and seasonal with more vegetarian options







## Environmental Stewardship

### Key initiatives in 2022:

We continued our partnership with The Nature Conservancy (TNC) to support their efforts in enhancing, restoring, and improving the freshwater quantity and quality within the Waikato River and its catchments. This is to help safeguard one of the key water sources that Auckland (and our Waitematā Brewery) draws from to help address and mitigate future water scarcity issues. TNC has met with local iwi, government and industry to gain support and is currently determining the next stages for the project.

We commissioned the construction of a wastewater treatment plant at our Timaru site to meet our quality requirements for wastewater discharge. Civil works started in 2021 but due to shipping constraints, the equipment for the plant was not delivered until the end of 2022. We aim to have the plant operational by the end of 2023.

We became re-certified to meet Toitū's enviromark certification programme requirements of the enviromark diamond level for our Waitematā site. This means we meet the ISO 14001 standards for the environmental management at our site.

Through our environmental management systems we control and monitor nuisance emissions such as dust, noise, and odour. We have not had any complaints from our neighbours in 2022. We also closely track and report our energy and water use and waste to landfill.

As we continuously assess our management systems we identified the need to refine the Environmental Sustainability Pillar for our sites and overall company to allow for better resource allocation and role responsibility. This will allow us to implement changes more effectively.







## Challenges

We planned to use the GIDI funding to start the project to install a high temperature hot water heat pump at our Waitematā site in 2024. However, further engineering work found that the project was no longer feasible due to lower than anticipated carbon reductions and higher costs.

Although we achieved more than 98% diversion from landfill, we still need to focus on enhancing our practices to reduce contamination and maintain our high diversion rate.

We observed that point-of-sale materials in our marketing displays still generate a lot of waste for our customers to dispose of.

We were unable to progress on initial studies on the reuse and recycling of water, or rainwater catchment done in the summer '21/'22 due to resource constraints.

We did not meet our target water efficiency of 2.9hl/hl in 2022 due to unforeseen issues with equipment and we ended the year at 3.27hl/hl.





## Plan for 2023

We continue to focus on reducing our scope 1 and 2 emissions at our largest site, Waitematā. We plan to move ahead with the second phase of the Net Zero Programme which involves carrying out detailed engineering feasibility studies to finalise the roadmap of solutions to be implemented to achieve net zero emissions in scope 1 and 2 by 2030.

We are continuously working to decarbonise our fleet vehicles with our sales team transitioning to hybrid cars. By the end of 2023 our entire fleet will be hybrid.

In 2020 we kicked off our climate change risk assessment in alignment with the TCFD. We aim to further assess our sites and value chain to better prepare ourselves for the impact of climate change on our business. This covers operations and our staff who rely on us to provide a safe place to work.

More than 70% of our emissions come from our upstream supply chain; agricultural products and packaging. This is where we need to focus on developing a roadmap to support our suppliers so we can jointly reduce greenhouse gas emissions.

Now that our largest production sites have achieved 98% or more diversion of waste from landfill, the next step is to turn this into a total weight diversion KPI to push ourselves further. Each site will determine its own target to reduce total tonnes to landfill.

Reducing the number of point-of-sale materials our customers dispose of will be a focus for us this year.

We will continue to support The Nature Conservancy to enable pilot projects to start in 2023 with iwi and stakeholder approval.

Water reuse and recycling is being looked at as part of the Net Zero Programme, which correlates to energy generation and decarbonisation. The NZP programme is a HEINEKEN led initiative and we aim to have further details of the outcomes of the initial scoping stage in early 2023.

We aim to have our wastewater treatment plant in Timaru operational by the end of 2023.

We have a robust equipment maintenance plan in place and have more granular insight on water use within the plant which will allow us to achieve our target of 2.9hl/hl by the end of 2023.

Water use in our supply chain from the production of raw materials such as agricultural products was highlighted in our 2022 materiality review as an impact we need to work harder on.

We passed our Toitū enviromark audit for our Waitematā site, but there are always opportunities to work on, so we developed an action plan to improve. We also want to ensure our other sites are audited to the same standards and aim to have DB Draught Brewery in Timaru audited in 2023.

We are developing an action plan to achieve 100% sustainable ingredients, which is a new KPI for DB. This includes assessing fertiliser and pesticide use, water sources, biodiversity and land use change using existing agriculture assessments and certifications.



## ***Our Foundations***

- ✓ Regular monitoring of energy use – electricity and thermal
- ✓ Climate change risks integrated into the company risk register
- ✓ Continually finding ways to reduce our carbon emissions
- ✓ Sustainable events charter
- ✓ Regular water efficiency monitoring at our sites
- ✓ Water conservation
- ✓ Spill training
- ✓ Trade wastewater monitoring
- ✓ Compliance with consents
- ✓ To be ISO 14001 compliant





## ***About this Report***

DB Breweries' sustainability report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. This report covers DB Breweries' performance from 1 January to 31 December 2022. It covers the impacts of DB Breweries' main operating sites and sales offices, including Waitematā Brewery, DB Draught Brewery, Redwood Cidery and Tuatara Brewery. Unless stated otherwise, our reporting doesn't include Joylab.

We have processes governing the collection, review and validation of our non-financial data. This includes applying standardised definitions from HEINEKEN and involving subject matter experts to validate and challenge our data and processes. Where possible, standard or automated calculations and validity checks are built into our systems to minimise errors. Where we have concerns, we highlight them in the report. HEINEKEN's internal audit function is involved in the annual review of the global non-financial reporting process, including reviewing the quality of control processes at various levels, data ownership and clarity of definitions. DB's 2022 scope 1 & 2 carbon footprint is pending verification by Toitū Envirocare. Our scope 3 carbon footprint data that has been included in this report has been verified by Toitū Envirocare in 2022. External assurance was not sought for our other 2022 disclosures, however our metrics are reported monthly to HEINEKEN, whose reporting is audited by Deloitte.

For questions regarding this report, please contact:  
**[sustainability@db.co.nz](mailto:sustainability@db.co.nz)**



# GRI Index

## General disclosures

<b>Disclosure Title</b>	<b>GRI</b>	<b>Location or Reference</b>
Organisational details	2 - 1	pages 6, 7, 8 & 37
Entities included in the organization's sustainability reporting	2 - 2	page 37
Reporting period, frequency and contact point	2 - 3	page 37
Restatements of information	2 - 4	None
External assurance	2 - 5	page 37
Activities, value chain and other business relationships	2 - 6	page 13
Employees	2 - 7	pages 13-14
Workers who are not employees	2 - 8	Not required to disclose
Governance structure and composition	2 - 9	page 8
Nomination and selection of the highest governance body	2 - 10	Refer to HEINEKEN's annual reports
Chair of the highest governance body	2 - 11	Refer to HEINEKEN's annual reports
Role of the highest governance body in overseeing the management of impacts	2 - 12	page 8
Delegation of responsibility for managing impacts	2 - 13	page 8
Role of the highest governance body in sustainability reporting	2 - 14	page 8
Conflicts of interest	2 - 15	Refer to HEINEKEN's annual reports
Communication of critical concerns	2 - 16	page 8
Collective knowledge of the highest governance body	2 - 17	Refer to HEINEKEN's annual reports
Evaluation of the performance of the highest governance body	2 - 18	Refer to HEINEKEN's annual reports
Remuneration policies	2 - 19	Determined by HEINEKEN
Process to determine remuneration	2 - 20	Determined by HEINEKEN
Annual total compensation ratio	2 - 21	Determined by HEINEKEN







<b>Disclosure Title</b>	<b>GRI</b>	<b>Location or Reference</b>
Statement on sustainable development strategy	2 - 22	page 4
Policy commitments	2 - 23	pages 14 & 23
Embedding policy commitments	2 - 24	pages 8 & 14
Processes to remediate negative impacts	2 - 25	pages 14, 19 & 23
Mechanisms for seeking advice and raising concerns	2 - 26	pages 14, 19 & 23
Compliance with laws and regulations	2 - 27	No non-compliances to note
Membership associations	2 - 28	page 13
Approach to stakeholder engagement	2 - 29	page 9
Collective bargaining agreements	2 - 30	Not required to disclose

## Topic specific disclosures

<b>Disclosure Title</b>	<b>GRI</b>	<b>Location or Reference</b>
<b>Material Topics</b>		
3-1 Process to determine material topics	3 - 1	pages 9-10
3-2 List of material topics	3 - 2	page 30
3-3 Management of material topics	3 - 3	Located throughout the 2022 report
<b>Economic Performance</b>		
Direct economic value generated and distributed	201 - 1	Refer to HEINEKEN's annual reports
Financial implications and other risks and opportunities due to climate change	201 - 2	Have not yet assigned a financial value to climate risks
Defined benefit plan obligations and other retirement plans	201 - 3	DB contributes to employees' Kiwisaver above the minimum legal requirements
Financial assistance received from government	201 - 4	Not applicable

<b>Disclosure Title</b>	<b>GRI</b>	<b>Location or Reference</b>
<b>Market Presence</b>		
Ratios of standard entry level wage by gender compared to local minimum wage	201 - 1	pages 17 & 23
Proportion of senior management hired from the local community	201 - 2	page 17
<b>Procurement Practices</b>		
Proportion of spending on local suppliers	204 - 1	pages 13-14
<b>Anti-corruption</b>		
Operations assessed for risks related to corruption	205 - 1	page 14
Communication and training about anti-corruption policies and procedures	205 - 2	page 14
Confirmed incidents of corruption and actions taken	205 - 3	None
<b>Anti-competitive Behavior</b>		
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206 - 1	None
<b>Materials</b>		
Materials used by weight or volume	301 - 1	page 13 lists materials, excludes weight
<b>Energy</b>		
Energy consumption within the organization	302 - 1	page 30 provides GHG emissions equivalent
Energy consumption outside of the organization	302 - 2	page 31 provides percentage overview of scope 3 emissions
Energy intensity	302 - 3	page 13
Reduction of energy consumption	302 - 4	page 30
<b>Water and Effluents</b>		
Interactions with water as a shared resource	303 - 1	pages 13, 29 & 33
Management of water discharge-related impacts	303 - 2	page 33
Water withdrawal	303 - 3	page 13
Water consumption	303 - 5	page 13 provided as consumption per production volume





<b>Disclosure Title</b>	<b>GRI</b>	<b>Location or Reference</b>
<b>Biodiversity</b>		
Significant impacts of activities, products and services on biodiversity	304 - 2	No significant impacts. Environmental management and future plans are on pages 33 & 35
<b>Emissions</b>		
Direct (Scope 1) GHG emissions	305 - 1	page 30
Energy indirect (Scope 2) GHG emissions	305 - 2	page 30
Other indirect (Scope 3) GHG emissions	305 - 3	page 31
Reduction of GHG emissions	305 - 5	page 30
Emissions of ozone-depleting substances (ODS)	305 - 6	page 30
<b>Waste</b>		
Waste generation and significant waste-related impacts	306 - 1	
Management of significant waste-related impacts	306 - 2	
Waste diverted from disposal	306 - 4	page 32 provides overall percentage diverted
<b>Supplier Environmental Assessment</b>		
New suppliers that were screened using environmental criteria	308 - 1	pages 14 & 35
Negative environmental impacts in the supply chain and actions taken	308 - 2	page 14
<b>Employment</b>		
Benefits provided to full-time employees that are not provided to temporary or part-time employees	401 - 2	page 23
Parental leave	401 - 3	page 18
<b>Occupational Health and Safety</b>		
Occupational health and safety management system	403 - 1	pages 17 & 19
Hazard identification, risk assessment, and incident investigation	403 - 2	pages 19, 21 & 22
Worker training on occupational health and safety	403 - 5	page 19
Promotion of worker health	403 - 6	pages 19 & 23



<b>Disclosure Title</b>	<b>GRI</b>	<b>Location or Reference</b>
<b>Occupational Health and Safety (cont)</b>		
Workers covered by an occupational health and safety management system	403 - 8	All workers
Work-related injuries	403 - 9	page 17
Work-related ill health	403 - 10	page 17
<b>Training and Education</b>		
Programs for upgrading employee skills and transition assistance programs	404 - 2	pages 18 & 22
<b>Diversity and Equal Opportunity</b>		
Diversity of governance bodies and employees	405 - 1	pages 7, 14 & 17
Ratio of basic salary and remuneration of women to men	405 - 2	page 17
<b>Local Communities</b>		
Operations with local community engagement, impact assessments, and development programs	413 - 1	page 20
<b>Supplier Social Assessment</b>		
New suppliers that were screened using social criteria	414 - 1	page 14
<b>Marketing and Labeling</b>		
Requirements for product and service information and labeling	417 - 1	page 25
Incidents of non-compliance concerning product and service information and labeling	417 - 2	None, more information on page 25
Incidents of non-compliance concerning marketing communications	417 - 3	None, more information on page 14
<b>Customer Privacy</b>		
Substantiated complaints concerning breaches of customer privacy and losses of customer data	418 - 3	None





**Our Mission:**

**Source** **100%** of our energy from **renewable sources**   
**Balance** **100%** of the **consumed volume of water** that we use  
**Create** **ZERO**  **%** waste to landfill **in production** 

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## ***Contact us***

To give feedback or for more information about this report or sustainability at DB, please contact us:

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