

# 2024 YHI (New Zealand) Ltd Sustainability Report

## CEO Statement

Sustainability plays a key role in the mindset and functioning of YHI (New Zealand) Ltd.

In our selection of products that are safe, offer longevity to New Zealand consumers and that are packaged with readily recyclable materials.

In the reduction of the environmental footprint of our operations.

In the creation of economic wellbeing for our staff and in our support of the local community.

In our support of power products that offer clean energy generation.

## Organisational Profile:

YHI (New Zealand) Ltd is owned by YHI International Ltd and The Talbot Family Trust. There are nine branches of YHI (New Zealand) Ltd across the country: Auckland, Hamilton, Tauranga, Napier, Palmerston North, Wellington, Christchurch, Dunedin and Invercargill. Staff totalling 88 nationwide make up the YHI family.

YHI (New Zealand) Ltd has three distinct product groups, Tyres, Wheels & Energy:

The primary brands in the tyre group are: Nankang, Pirelli, Toyo and Farroad

The primary brands in the wheel group are: Advanti, Konig, Enkei and Orbit

The primary brands in the energy group are: Vision, DAS, Neuton, Eaton, Goodwe, SMA, Bosch, Siemens and Polarium

## Governance Structure and Practices

YHI (New Zealand) Ltd is governed by a board of directors comprising Managing Director Chris Talbot, General Manager/Director Bevan Messenger, and YHI International Ltd board members Tay Tian Hoe and Alex Ong.

YHI International Ltd is listed on the main board of the Singapore Stock Exchange.

Governance is supplemented by both internal and external audits.

## Mission Statement

At YHI, our aim is to continuously provide our customers with quality products and distinctive customer services so as to build strong customer relationships. We also aim to provide growth and opportunities for our employees and to consistently generate stable returns to our shareholders. We will achieve these goals through our organisation-wide commitment to quality, professionalism, management, sound business practices and teamwork.

## Core values

- Teamwork
- Mutual Respect
- Integrity & Honesty
- Commitment
- Customer Focus
- Innovation
- Continuous Improvement

## Scope

YHI (New Zealand) Ltd, all New Zealand operations.

Reporting period: January 2024 – December 2024

## Economic Performance

Economic contribution to New Zealand includes operational costs paid to NZ companies, staff earnings, tax, GST, ACC, community donations.

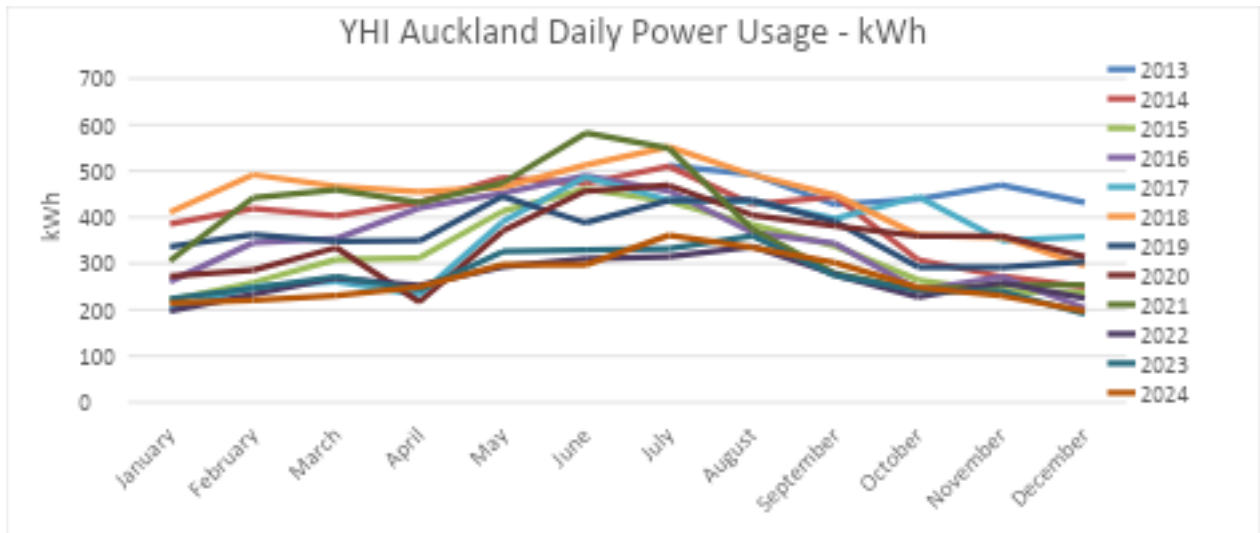
## Environmental Performance

At YHI (New Zealand) Ltd we have a strong focus towards the importance of reducing our environmental impacts.

We maintain procedures and policies that ensure any environmental risks are captured and reduced, or where possible, eliminated. We are externally audited on an annual basis.

Key Achievements:

- Total reduction of 52% in paper usage since 2013
- Installation of solar power generation to our Auckland & Christchurch buildings
- Installation of Beehives on site to help grow the urban bee population
- Reduction of general waste by 45.83% since 2014
- Reduction of general waste by 7.14% in 2024 as compared against 2023
- Installation of electric vehicle charging points at our Auckland, Hamilton and Christchurch branches
- Include full electric and hybrid vehicles in our fleet
- Use of electric forklifts to reduce emissions
- Installation of pallet wrapping machine to reduce plastic wrap use
- Induction and training of staff and gaining their 'buy in' to environmental practices
- Re-use of paper that has only been printed on one side
- Continuing to introduce paperless systems
- Printer toner recycling program
- Reduction in use of plastic in our warehouse packaging



We were able to reduce our power usage level for 2024 as compared against 2023, with a small decrease of 2.96%

**Points to note:**

- All rubbish leaving YHI is sorted, recycled when possible, and general waste kept to an absolute minimum. Any concern about the need to dispose of any products from our inventory is addressed as follows:
  - Scrap Tyres – These are collected by Waste Management Ltd and are recycled
  - Scrap Batteries – These are collected by Sims Pacific Metals and are recycled
  - Scrap Alloy Wheels – These are collected by Sims Pacific Metals and are recycled
- Any visitor to YHI Auckland, YHI Hamilton or YHI Christchurch is welcome to charge their electric vehicle from our charging points.
- YHI will continue to report and review our environmental objectives annually.

**Social Performance (staff, community)**

**Staff**

YHI (New Zealand) Ltd has a nationwide distribution network and employs 88 staff;

Auckland	This is our head office and the largest of our warehouses, and is the workplace for 46 staff.
Hamilton	Sales and warehousing operation with 7 staff
Tauranga	Smaller sales and warehousing operation with 5 staff
Napier	Smaller sales and warehousing operation with 4 staff
Palmerston North	Smaller sales and warehousing operation with 2 staff
Wellington	Sales and warehousing operation with 5 staff
Christchurch	Our second largest office and warehouse, 13 staff operate from our Christchurch branch.
Dunedin	Smaller sales and warehousing operation with 3 staff
Invercargill	Smaller sales and warehousing operation with 3 staff

- We experience a low staff turnover in key positions.
- A significant number of staff have grown with the business over the last 10 years or more.
- 86% of our staff are men, 14% are women.
- Our staff are a mix of ages and races.

Staff are appraised annually, allotted training hours if required, and benefits reviewed. YHI (New Zealand) Ltd are committed to equal opportunity employment practices and non-discrimination.

- Health & Safety is paramount at YHI. The Health & Safety committee meet monthly to discuss and review all sites. There were no major accidents recorded at YHI during 2024.
- All staff members participate in 5S & Kaizen initiatives. Our staff are encouraged to contribute their great ideas to improve our work environment, increase efficiency, reduce our environmental impact and waste and create a cycle of continuous improvement within the business and the staff.

### **Community**

- Supporting RSA with our Pirelli brand
- Supporting Breast Cancer NZ with our Radar brand
- Supporting Prostrate Cancer NZ with our Toyo brand
- Provide financial and marketing support for Totara Park Riding for the Disabled
- We have beehives on site to help grow the urban bee population
- Staff at the YHI Auckland office regularly donate blood to the NZ Blood Service
- YHI (New Zealand) Ltd makes regular contributions to the Westpac Rescue Helicopter Trust and local community activities
- All staff can enjoy one days paid leave per year to volunteer in the community
- Annually since 2016, we have been involved with Poppy Day in April by making a donation and in addition gathering further donation collections for 100 poppies
- Donations made to St John Ambulance, Auckland City Mission, Totara Hospice, Cancer Society & Salvation Army