



Greenlea

QUALITY FOODS THAT GROW PEOPLE AND THE PLANET

SUSTAINABILITY REPORT

2025 FINANCIAL YEAR



NEW ZEALAND.COM
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and Managing Director

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LETTER FROM OUR CHAIRMAN AND MANAGING DIRECTOR

Every day our people scan the horizon and tweak our sails, steering us forward with a sense of place.

As we go, our values of integrity, innovation and excellence give us purpose to work as One Team. Together we are achieving common goals that help to define our place in an ever-changing world.

Our landscape is the beating heart of New Zealand, whose farms, bush, and streams are our lifeblood. Our productivity seeks to preserve and enhance this beauty, by finding the sustainable balance our world needs to survive.

Along the way, our sustainability journey continues to set and achieve new goals through a framework which is both environmental and social. It brings us together, with a shared vision of a future where one beating heart guides us all. Animals raised in harmony with nature, whose footprint enriches our soils and protects our biodiversity. Processing that is efficient and measurable, reducing emissions and to keeping our people safe.

Quality foods that grow people and the planet!

Tony Egan

MANAGING DIRECTOR
GREENLEA PREMIER MEATS



Phil Harris

CHAIRMAN
GREENLEA PREMIER MEATS





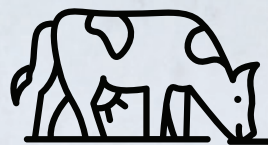
ABOUT GREENLEA

 **51,629**
TONNES

\$615M
REVENUE



1,200
SPECIFICATIONS



236,962
HEAD OF CATTLE
PROCESSED

40 COUNTRIES EXPORTED TO



2
PLANTS



538
EMPLOYEES

OUR VISION

Quality foods that grow people and the planet

OUR MISSION

As a team, in every way to be the best and most progressive meat company in NZ through integrity, innovation and excellence





ABOUT GREENLEA

OUR VISION

Quality foods that grow people and the planet

OUR VALUES

As a team, in every way to be the best and most progressive meat company in NZ through integrity, innovation and excellence.

Our vision is about more than just who we are. We're much more than a beef company. Our vision has evolved as we've grown as a company and as we've started to recognise our place in the world. We care about our people, those who come to work every day and meaningfully contribute to our success and our achievements. We care about our communities, our farmers who support us each and every day. We care about our rural landscapes. New Zealand farms are a mosaic of pastures, native bush, streams, and wetlands that contribute not only to our productivity but also our country's beauty and biodiversity. We care about our planet, and we see sustainable agriculture as a force for good and positive change.

OUR HISTORY

Greenlea traces its roots to the New Zealand east coast town of Gisborne. Peter Egan, Greenlea's founder, has spent his lifetime working in the New Zealand meat industry, but got his start working in the family's Gisborne butcher shop in the 1960s. In 1993 Greenlea's first plant was built on the outskirts of Hamilton and was widely praised in the press for its efficiency. Following the success of the Hamilton plant, Greenlea purchased its second plant in Morrinsville in 1997. For more than 30 years Greenlea has been exporting premium quality New Zealand beef for the world to enjoy. As New Zealand's fourth largest beef exporter, we are big enough to achieve great things but small enough to care. This care extends to our staff and farmers who together ensure Greenlea's success. Our farmers take pride in sustainably producing superior quality, grass fed, antibiotic- and hormone-free beef.

OUR FUTURE

We believe that grass fed beef is the key to a sustainable future. Raising animals in harmony with nature and the environment ensures a product with a small footprint while enriching the soils and protecting and enhancing biodiversity



SUSTAINABILITY FRAMEWORK

OUR VISION Quality foods that grow people and the planet

OUR MISSION As a team, in every way to be the best and most progressive meat company in NZ through integrity, innovation and excellence

OUR PILLARS



ENVIRONMENTAL STEWARDSHIP



SOCIAL RESPONSIBILITY



GOVERNANCE

OUR FOCUS AREAS

1 RESOURCE MANAGEMENT
We will efficiently manage and reduce our impact on natural resources.

2 MANAGING CLIMATE CHANGE
We will continue to measure our carbon emissions and pursue meaningful reductions.

3 EMPLOYEE HEALTH, SAFETY AND WELLNESS
We will ensure a healthy workplace culture that safeguards the health and wellbeing of our people.

4 FUTURE OF FARMING
We will support our farmers in protecting and preserving their businesses and their communities.

5 GREENLEA DNA
We will embrace our uniqueness, reward innovation, and recognise the qualities that generate success.

6 PRODUCT INTEGRITY
We will always put food safety at the forefront of our business.

7 HOW WE RUN OUR BUSINESS
We will respect and preserve the relationships that allow us to be successful.

8 CUSTOMERS/CONSUMERS
We will listen to our customers and our consumers.

9 HOW WE TELL OUR STORY
We will communicate the value of sustainable agriculture.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



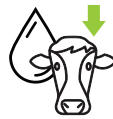


ENVIRONMENTAL STEWARDSHIP

OUR FOCUS AREAS

1 RESOURCE MANAGEMENT
We will efficiently manage and reduce our impact on natural resources.

OUR KPIS



Reduce water intensity of product (per head of cattle) **by 15% by 2027** from 2019 baseline.



Decrease waste to Landfill by 10% by 2027

2 MANAGING CLIMATE CHANGE

We will continue to measure our carbon emissions and pursue meaningful reductions.



Reduce Scope 1 and 2 emissions.

- Reduce Hamilton plant emissions **by 75%** by 2030.
- Reduce Morrinsville plant emissions **by 50%** by 2030 from 2019 baseline.

HOW WE CREATED OUR KPIS AND TARGETS

Change rarely happens by chance. This year, when we reviewed our sustainability framework, we realised that we needed to make ourselves accountable. Because change requires us to do something new or to do something old in a different way, it is often quite challenging ... especially for those who love the status quo. While last year's emphasis on our materiality study provided a much more focused framework, the focus areas needed to be further defined to provide a pathway. This year we challenged our department managers to develop key performance indicators (KPIs) and specific targets for their areas within the business. While still a work in progress for some focus areas, we now have quantifiable and measurable targets. We look forward to reporting on our progress in future sustainability reports.



SOCIAL RESPONSIBILITY

3 EMPLOYEE HEALTH, SAFETY AND WELLNESS

We will ensure a healthy workplace culture that safeguards the health and wellbeing of our people.



Decrease laceration injuries by 25% by 2027 (from a 2019 baseline).



Eliminate hot water burns by the end of fiscal 2027.

4 FUTURE OF FARMING

We will support our farmers in protecting and preserving their businesses and their communities.



Have **50%** of Prime cattle suppliers **NZFAP certified** by 2028.

5 GREENLEA DNA

We will embrace our uniqueness, reward innovation, and recognise the qualities that generate success.



Maintain **staff turnover rate below 5%** for salaried staff.



GOVERNANCE

6 PRODUCT INTEGRITY (BAU):
We will always put food safety at the forefront of our business.



Maintain current performance standards for compliance and customer audit outcomes.

7 HOW WE RUN OUR BUSINESS
We will respect and preserve the relationships that allow us to be successful.



Maintain zero tolerance for corruption, bribery or modern slavery.

8 CUSTOMERS/ CONSUMERS
We will listen to our customers and our consumers.



Establish a formalised feedback process following customer visits.

9 HOW WE TELL OUR STORY
We will communicate the value of sustainable agriculture.



Investigate biodiversity credits to fund New Zealand conservation activities.



Increase % of farmers measuring carbon sequestration as we work towards developing a nature positive framework.

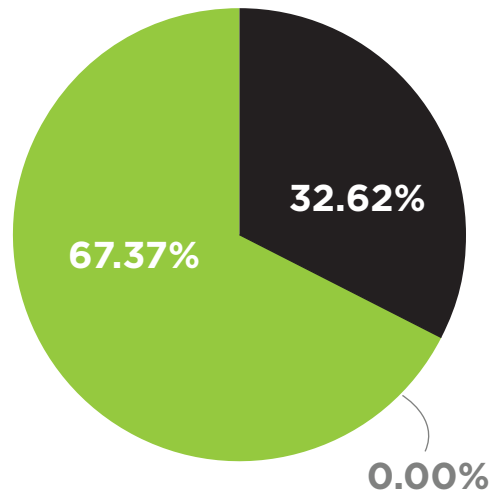


ENVIRONMENTAL STEWARDSHIP

GREENHOUSE GAS EMISSIONS

In 2019 we prepared our first emissions inventory report. We elected an operational control consolidation approach as our reporting boundary. As such, we do not report on-farm emissions, such as methane, as these are outside of our operational control. Absolute net GHG emissions in FY25 were 7,048 tonnes CO₂e which is an 18% decrease on FY19 base year measures.

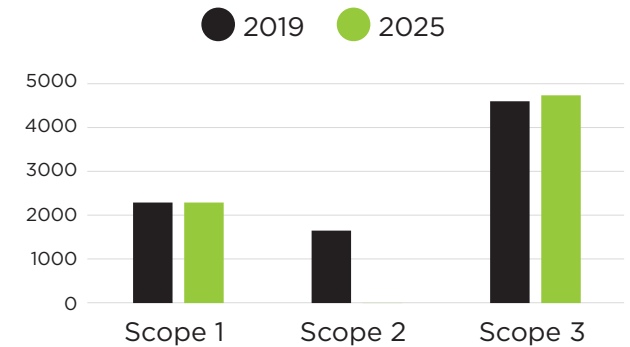
Total Gross GHG emissions by Scope, 2025*
(tonnes CO₂e)



Scope 1	2,301.55
Scope 2	0.27
Scope 3	4,752.49
Total	7,054.33

*market-based

Total GHG emissions by Scope, 2019 vs 2025
(tonnes CO₂e)



Emissions Intensity, 2019 vs 2025

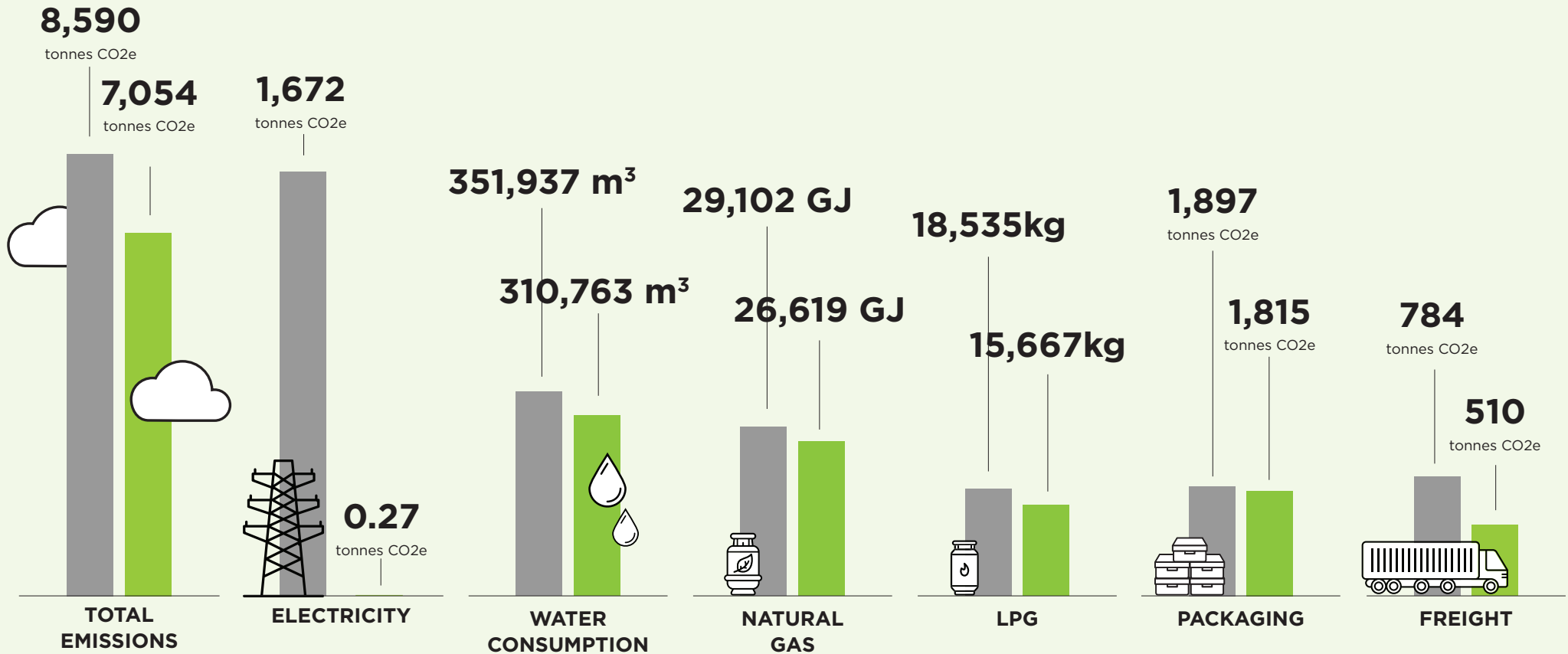
	2025	2019
Total Net GHG Emissions per tonne product (market based)	0.14	0.17
Total Net GHG Emissions per tonne \$M revenue (market based)	11.46	20.74



PROGRESS AT A GLANCE

● 2019 ● 2025

This year showed continuous and consistent improvement in many areas on our 2019 base year. It was also pleasing to see natural gas combusted on site and water consumption both decline from not only our base year but also 2024 as a direct result of a structural process change that was fully operational in fiscal 2025. We remain committed to purchasing renewable energy certificates to support sector investment in renewable energy projects. This investment demonstrates our commitment to helping New Zealand reduce its reliance on fossil fuels for electricity generation. This year's Middle East conflict has demonstrated that 100% renewable electricity is a win-win for both our environment and our economy.





SOCIAL RESPONSIBILITY

OUR PEOPLE

Greenlea prides itself on its people. Across the business, you see people who share our values and enjoy being part of our team. We truly are one team.

NUMBER OF LONG SERVICE EMPLOYEES



SOCIAL RESPONSIBILITY

OUR COMMUNITIES

Since 2011, the Greenlea Foundation has supported a range of charitable organizations. The Foundation is our way of giving back to the communities that support us each and every day.

VISION

To support individuals, organisations, and communities by addressing immediate needs in ways that improve long-term wellbeing—socially, educationally, and environmentally—while enabling a more sustainable and hopeful future.

MISSION

The Trust is committed to compassionate action in response to human suffering, with a particular focus on education, faith-based values, and initiatives that restore dignity and opportunity. We also recognise the urgent need to care for the environment, and we support projects that protect, restore, and sustain the natural world as a vital part of our mission.





Greenlea Premier Meats Ltd

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Greenlea