

FY24

ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT



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About this report

We are pleased to present our second annual ESG report. This report records TR Group's (TR) environmental, social and governance activities during the financial year running from 1 July 2023 to 30 June 2024 (FY24).

TR has long believed in taking actions that make a positive difference to our team, our community, our industry and our environment.

We are proud to be able to present this report and hope that it both recognises the efforts of our team over the last 12 months and inspires others who read it to make a positive difference in their community.



Let's Do Something **Extraordinary...**

EXTRAORDINARY RESULTS



By being the best in the world at hiring trucks and trailers.



Customer Value



Our Capabilities



Ourselves

Always Growing, Learning and Improving.

A LASTING IMPRINT



By believing we can make a positive difference in people's lives.

Both what we do and how we do it are things that we want to feel proud of. These are our pillars. The pathway to achieving this is to constantly learn, grow and improve... for ourselves, our customer value and our capabilities.

About TR Group

The philosophy for TR remains simple: Being both (simultaneously) the best in the world at hiring trucks and trailers and making a positive difference in people's lives.

We concentrate on ensuring customers have the best possible vehicle for the job they are doing, and that the vehicle's performance is optimal for that job, throughout its life. This supports full vehicle utilisation and optimum vehicle performance across its lifecycle.

“In partnering with TR Group, we see enormous benefit in leveraging the expertise of their team.”

Deena Clarkson,
CODA Group - Chief Executive



About TR

We believe we can make a positive difference to our New Zealand and Australian communities by:

- Creating a culture of care, learning and success within the TR team.
- Supporting industry critical for both nation's future progress.
- Having a better-maintained trucking fleet.
- Improving driver performance for safer roads.
- Giving back to our community by supporting organisations that align with our values.
- Leading and taking responsibility to explore how alternative energy can make a positive difference to lowering both country's emissions.



Our ESG Policy

TR's vision is to be both the best in the world at hiring trucks and trailers and to create a lasting imprint by making a positive difference in people's lives, one alone is not enough.

At the heart of our day-to-day work is the desire to “do the right thing”. ESG is about doing the right thing and making a positive difference for the environment, our team, our industry and our community, so it is a natural fit with TR's values.

Our position on ESG is as follows:

- **OUR PEOPLE** – We recognise that the foundation of a valuable and sustainable business is a team of people who work well together, who feel cared for, empowered and intrinsically motivated to be their best and, as a result are living their best lives. It is important that we maintain a safe and enjoyable place to work for our team. To maintain a culture that lives and breathes our values every day.
- **OUR INDUSTRY AND COMMUNITY** – We strive to provide leadership to the transport industry, leading by example to improve areas such as road safety, health and safety, emissions and ethical employment practices. We also give back to our community by supporting organisations that align with our values.
- **OUR ENVIRONMENT** – We are committed to taking meaningful action to reduce our impact on the environment and support the global transition to net zero emissions. We have two overarching goals:
 - To achieve net zero scope 1 and 2 emissions by 2040.
 - To take a leadership role in the transport industry in the transition towards greener transport.
- **OUR GOVERNANCE** – To show good leadership in steering TR into the future by focusing on taking practical, meaningful, sustainable steps to improve in all areas of ESG. We will stay focused on doing the right thing, in keeping with our values and to tell our story the TR way.

ESG Highlights

- ✓ Over three years we have grown our zero-emission fleet from 3 to 55 vehicles
- ✓ We have begun an initiative to start using recycled materials in our truck and trailer curtains
- ✓ To show our support for the United Nation's Sustainable Development Goals (UNSDGs), TR has identified 9 UNSDG's that align with our business and where we believe we can make a positive difference
- ✓ We have started using recycled mudguards
- ✓ We have established anti-slavery processes in our Australian operations (to match those in our New Zealand operations)
- ✓ We established new policies covering Anti Bribery and Corruption, Conflicts of Interest, Diversity, Privacy and Quality
- ✓ We provided support to a number of charitable organisations we feel passionate about



Growing Sustainable Fleet



Recycled Plastic Mudguards



NZ First Sustainable Side Curtains



SUSTAINABLE DEVELOPMENT GOALS

Contributing to 9 of the 17 United Nations Sustainable Development Goals (UNSDGs)

The SDGs were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. TR are supportive of these goals and have identified 9 UNSDG's that align with our business and are areas where we believe we can make a positive difference.



Environment – Moving towards greener transport

TR is aligned with New Zealand and Australia's long-term commitment to reducing its carbon footprint. We believe that the biggest impact we can make is by taking a leadership role in the transport industry in the transition towards greener transport.

As evidence of this commitment, some of the areas we are currently investing in include:

- Battery Electric Trucks (BEV)
- Hydrogen Dual Fuel
- Engine Oil Bypass Filters
- Retread Tyres
- Recycled Curtains
- Driver Training promoting fuel efficient driving practices
- Hydrogen Fuel Cell Trucks (FCEV)
- Low-emission company vehicles
- Tyre Pressure Management Systems
- Euro 6 trucks
- Recycled Rhino Mudguards



Environment – Moving towards greener transport

Battery Electric Trucks

As of 30 June 2024, TR had 44 Battery Electric Trucks (BEV) working across both our rental and lease fleets. Since going on the road, these units have travelled in excess of 1,000,000 km without using one drop of diesel.

Electric trucks provide an excellent driving experience – they are smooth, quiet, and have plenty of torque. They are also reliable and economical to run (no diesel and RUCs are exempt until the end of 2025). Best of all, from an environmental point of view, they produce zero emissions. At the moment, electric trucks still have limitations. They are expensive to buy (around three times the cost of an equivalent diesel truck), they are heavy (which can reduce payload for some applications), have a limited range (so they are restricted in use to mainly metro work), have extended recharging times, and there are recharging infrastructure challenges.

These limitations have an effect on customer uptake, but it is our expectation that over time technological advancement, economies of scale and infrastructure improvement will see customer uptake accelerate.



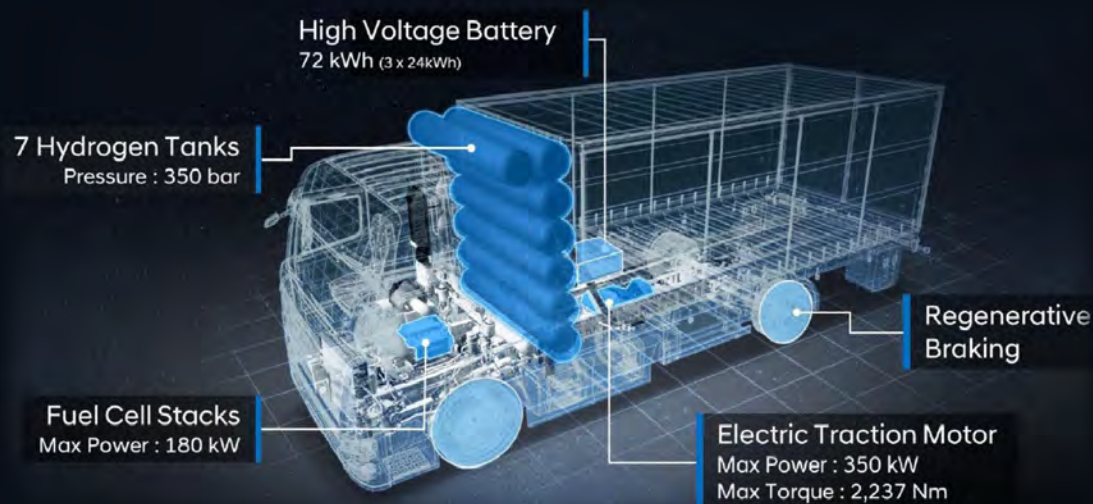
Environment – Moving towards greener transport

Hydrogen Fuel Cell Trucks

A Hydrogen Fuel Cell Electric Vehicle (FCEV) is electrically powered but generates electricity through a fuel cell using hydrogen gas as fuel. A FCEV is just an electric truck, but instead of storing its energy chemically like a battery would, it stores it as hydrogen in the form of a gas. The fuel cell uses hydrogen as fuel and oxygen from the air to create an electrochemical reaction that generates electricity leaving just water and a small amount of heat as the only by-products.

In 2023, TR added our first FCEV to our fleet - it has been a great success, having ticked over 100,000km in July 2024. TR has an additional 20 FCEVs on order and are expecting delivery in the next 12 months.

A big development in the last year has been the launch of Hydrogen refuelling stations. Hiringa has opened three refuelling stations located in Wiri, Hamilton and Palmerston North with a fourth under construction in Tauranga. These are the first green hydrogen refuelling stations in Australasia and are capable of refuelling a truck in 10-15mins.



Environment – Moving towards greener transport

Hydrogen Fuel Cell Trucks (continued)

Hydrogen trucks provide the same driving experience as a BEV – they are smooth, quiet, and have plenty of torque. They are lighter than a BEV but still heavier than a diesel truck. The range on an FCEV is typically better than a BEV at 400km when carting higher weights.

However, hydrogen trucks also have limitations. They are currently very expensive to buy (around three times the cost of an equivalent diesel truck), fuel is also expensive (around twice the price of diesel), the technology is currently still being proven and there are dimensional challenges with the tanks (they take up too much space).

Hydrogen heavy vehicles are very much in their infancy. At this early stage, similar to electric trucks, their limitations will have an effect on customer uptake. However, just like with electric trucks, it is our expectation that over time technological advancement, economies of scale and infrastructure improvement will see customer uptake accelerate.



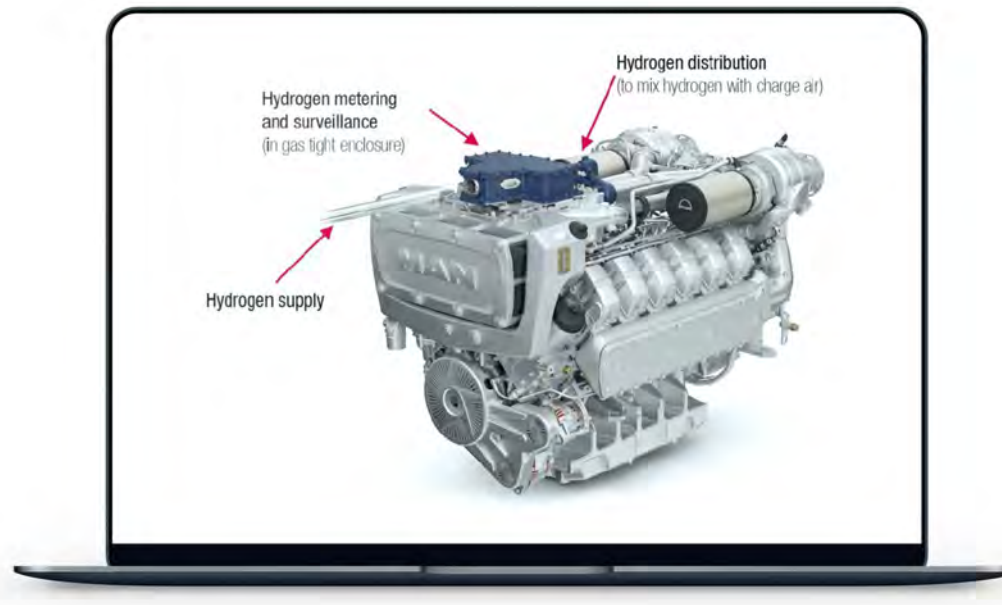
Environment – Moving towards greener transport

Hydrogen Dual Fuel

TR is working on introducing hydrogen dual fuel trucks to our fleet to reduce emissions.

A hydrogen dual fuel system allows a regular internal combustion diesel engine to run on a combination of hydrogen and diesel. The system works by injecting hydrogen gas, which is stored in high-pressure tanks, into the engine intake manifold. The hydrogen then mixes with the diesel to create a more complete burn. This results in lower emissions of carbon dioxide, particulate matter, and nitrogen oxides, all of which are harmful to the environment.

It's important to note that the engine still runs on a combination of diesel and hydrogen, not hydrogen on its own. In addition to reducing emissions, a hydrogen dual fuel system also improves fuel efficiency. The hydrogen gas allows the diesel fuel to burn more efficiently, which means that less fuel is needed to produce the same amount of power.



Environment – Moving towards greener transport

Tyre Pressure Management

Systems

We are currently trialling a system that actively manages the tyre pressure on our vehicles. Early indications are that this system could reduce tyre wear by up to 20% and reduce fuel consumption.

To date the four trial units have completed between 3,000 and 60,000 km and have yet to have a tyre replaced.

Engine Oil Bypass Filters

TR have been trialling ZEDone Oil Filters on 93 trucks. These filters have the effect of halving the oil usage on trucks. This is possible by passing the engine oil through another filter removing particles which in turn extends the life of the oil. As of the end of June, we have saved 10,076 litres of oil.

ZEDone



Low Emission Company Vehicles

During the year we added our second electric car to our company car fleet. We have also made the commitment that all future new and replacement company cars will be low emission.



Environment – Moving towards greener transport

Euro 6 Trucks

With technology still developing to make FCEV and BEV trucks increasingly more viable, it is worth noting that Euro 6 diesel trucks produce over 80% less pollutants (nitrogen oxides) than Euro 3 trucks.

During FY24, TR took delivery of over 273 Euro 6 trucks. In most cases, these trucks will have replaced a much older diesel equivalent (either owned by TR or by our customers), helping to reduce NZ and Australia's transport emissions (nitrogen oxides).

Retread Tyres

We continue to promote and encourage the use of re-tread tyres in our fleet. Bandag re-tread tyres are made from 75% recycled and reused materials and use 70% less oil. Compared to a new tyre, producing a Bandag re-tread tyre reduces carbon emissions by around 45% and reduces solid waste to landfill by around 60%.

During FY24, TR's use of retreads saved 363 tonnes of CO2e and 84 tonnes of landfill waste.



Environment – Moving towards greener transport

Recycled Rhino Mudguards

TR is also proud to collaborate with Rhino Manufacturing in its initiative to recycle and repurpose plastic truck mudguards into New Zealand's first recycled plastic truck mudguards. These recycled mudguards are not only a sustainable solution but also a cost effective one, as the recycled mudguards are the same price as new guards. A collaboration between some of the country's leading manufacturing and transport companies, such as Fonterra, will mean hundreds of plastic truck mudguards will not be going to landfill this year – and instead will be recycled into new mudguards for heavy commercial vehicles.

TR Driver Training

Our TR Driver Training team provide quality education, training and assessment programmes for drivers, operators, instructors, and assessors throughout New Zealand. Coupled with supporting well trained new operators into the transport industry, we are teaching drivers more fuel-efficient driving practices making a positive difference to the environment.

Recycled Curtains

TR has partnered with one of our suppliers Straitline to begin using Transport 9000 Eco fabric for its truck and trailer curtains. This material contains a minimum of 35% recycled content, with the base cloth made from 100% recycled PET soft drink bottles. The material is estimated to generate a 14% reduction in carbon emissions compared to regular Transport 9000 PVC.

[Click HERE to watch a video and learn more about NZ's first Recycled PVC Curtains.](#)



Environment – Our Emissions

FY24 is the second year we have captured our greenhouse gas emissions for both our NZ and Australian operations. Our scope 1 and 2 emissions relates to emissions from the things we control together with our electricity usage. Our scope 3 emissions are indirect emissions and primarily relates to the emissions generated by our customers using our fleet.

We have set an overarching goal of achieving net zero scope 1 and 2 emissions by 2040. We have not set any scope 3 emission reduction goals yet as we acknowledge that the time frame for the transition towards greener transport is dependent on both the speed of technological change and the speed with which manufacturers can achieve the economies of scale needed to become commercially viable for transport operators.

Our total scope 1 and 2 emissions for FY24 have increased from FY23 largely due to our team travelling more using our company vehicle fleet. Over time, we expect these emissions to reduce, as we replace more of our fleet with low emission vehicles. Our scope 3 emissions have also increased in FY24 due to the growth in our truck fleet, however our emissions intensity (total CO₂-2 / total fleet kms travelled) has reduced. Our emissions intensity should reduce over time as we replace older trucks with newer ones (that produce less emissions).



Environment – Our Emissions

Scope 1, 2 and 3 Emissions

CO2-e (metric tonnes)	FY23	FY24
Scope 1 Emissions	1,522	2,005
Scope 2 Emissions	86	73
Total Scope 1 & 2	1,608	2,078
Scope 3 Emissions	274,792	281,826
Scope 3 Emissions intensity Total CO2-e / total fleet kms travelled	0.00143	0.00129

Scope 1 & 2 Emission Breakdown by Activities

FY24	CO2-e (metric tonnes)	%
Fuel – Fleet Relocations	755	36%
Fuel – Company Vehicles	1,219	59%
Electricity	73	4%
Other	31	1%
Total Scope 1 & 2	2,078	100%

Note: To calculate TR’s scope 3 vehicle emissions for FY24, TR has used the emission rates published in the Government’s “Measuring emissions: A guide for organisations 2024 detailed guide”

Social – Our Team

We recognise that the foundation of a valuable and sustainable business is a team of people who work well together, who feel cared for, empowered and intrinsically motivated to be their best and, as a result, are experiencing success and living their best lives.



When we think about caring and looking after our team, the various things we do fall into five broad categories:

- Our Culture
- Ourselves (personal development)
- Our Physical Wellbeing
- Our Mental Wellbeing
- Our Financial Wellbeing





Social – Our Team

Our Culture - Values

Our values are a key part of how we deliberately shape our culture. The following pages highlight some of the things we do to ensure that our values are real and lived.

Our Values

Ownership

“TR is its people of which I am one”

We take personal responsibility and understand our contribution makes a difference to what TR stands for and does. We understand how value is created and how we contribute.

Teamwork

“Together we are better”

We support, encourage, celebrate and respectfully challenge each other, to achieve something extraordinary.

Honesty

“With ourselves and others”

We choose the often harder yet ultimately healthier path of being true to ourselves and constructively honest in our communication and relationships. Honesty is a cornerstone of TR.

Work Ethic

“Do an honest day’s work and you will be fine”

Every day we do the best we can. The judge of that is ourselves.

Leadership

“Being aware of and deliberate with our influence”

Knowing ourselves – we stay humble, continually learning and growing. Leading others - we find ways to support our team to be at their best. Leading the business - through our actions and understanding their impact.

Customers

“The very reason for our work”

We work hard to understand and provide what our customers really value. Every customer of TR is ‘our’ customer.

Continuous Improvement

“Consciously challenging ourselves to be better”

Learning and having the courage to act creates success for:
 • Ourselves • Our families • The TR team

Care

“About what we do and what it results in”

Doing what’s right, for each other, in our work, our community and the environment. Leaving a lasting imprint.

Social – Our Team

Our Culture

Celebrating women in transport

28% of our team are women, a small lift on last year's number (27%). During the year we celebrated one of our longest serving female team member bringing up 15 years with TR.

Parental policy

5 women and 4 men within the last financial year have benefited from our parental policy across NZ and AU. Our policy centres around being able to support both parents immediately after birth and the subsequent transition back into the workplace for the primary parent who has taken extended leave. These benefits include a week's extra parental leave, a 4-month transition back to work for the primary caregiver and a week's extra sick leave for the first year returning to work.



Social – Our Team

Cultural days

Our team of 300 people spans 20+ cultures. We celebrate our diverse backgrounds through the sharing of food and creating understanding of the national day of our different team members.

Annual and 6 monthly Reviews

Our annual and 6 monthly reviews are linked to contribution to culture (how you do your work is equally important as what you do).



Social – Our Team

Our Culture

Celebrating 5 years and greater with the team

Celebrating people’s contribution to what we do (job) and how we do it (team) is an important part of our culture. This year we celebrated 24 members of our team bringing up significant milestones:

- 30 years 
- 20 years 
- 15 years      
- 10 years     
- 5 years.       

The average tenure of our NZ team is 5 years (6 years in FY23), skewed a little by the fact that we have employed 41 new people in the financial year. It’s too early to measure tenure in Australia as the business is only 5 years old and growing.



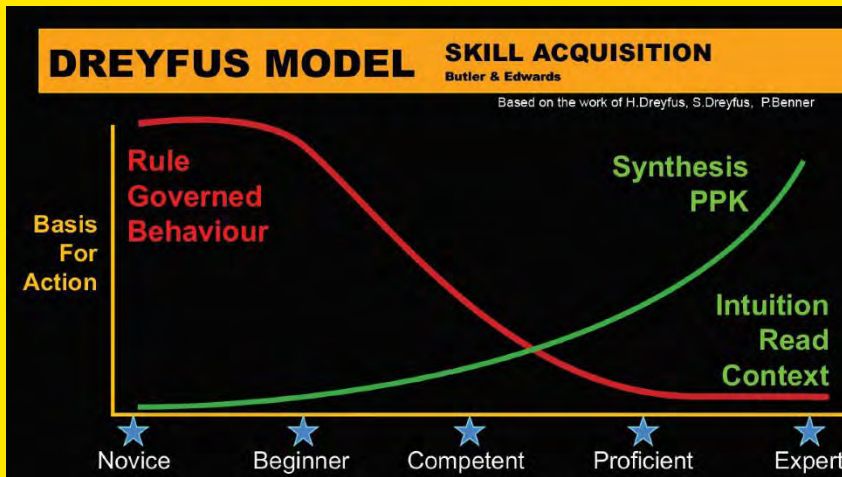
Social – Our Team

Ourselves (personal development)

Skilled

Skilled is a three-year, internally run programme that covers a series of tools and models that provides frameworks to help us improve (job, family, personally and interpersonally).

34 of our new team members began learning about Skilled during FY24. A further fifty-five are in their 2nd and 3rd years of the Skilled programme.



Social – Our Team

Ourselves (personal development)

OPC (Outdoor Pursuit Centre)

OPC is a year-long, internally run programme that explores what creates a high-performing team and the part that each participant plays in it. The programme starts with a week's activities at the Sir Edmond Hillary Outdoor Pursuit Centre and is then followed up by a series of workshops that explore concepts relating to self-leadership. Each participant then takes the feedback they received from their time at OPC, or a concept from the workshops they would like to grow, and partners with a coach within the business to turn this into new behaviours.

In this financial year, we ran two programmes, involving 30 members of our team.



Social – Our Team

Ourselves (personal development)

Lean

Lean is part of our culture that focuses on understanding what our customers value, what is waste and constantly improving the proportion of our time spent on creating value.

Over the course of the 2023 calendar year, we completed 171 lean initiatives. These initiatives generated a variety of benefits across our 4 “True Norths” of Lean – People, Quality, Speed, and Efficiency. The efficiency initiatives alone saved 13,000 hours!



Social – Our Team

Our Physical Well Being

Health and Safety

Over the course of FY24 we had:

- 1 accident of a serious nature (broken ribs)
- 6 accidents of a moderate nature (cut, twists, sore back)
- 1 incident (polish in the eye)

This equates to a ratio of 2.7 events per 100 people (FY23 1.8).

An ideal result would be no accidents, but the majority of these incidents are to be expected given the nature of work involved.

We had an external audit during the year which produced a good result, highlighting our strong practices and noting some minor improvement opportunities.



When we fit mezzanine floors we ensure that the insertion of blocks into the floor holder is done from outside of the vehicle and prior to the floor being put in place by the forklift.



A prop is placed under any bar that is elevated.



For any work on trucks we remove the keys from the ignition and place them in the yellow key bag. For trailers we place cones and a barrier arm in front of the draw beam.



We report all accidents and injuries to someone from TR if we are a visitor, or we let our members know if we are one of the TR team.



10 km/h around the yard.



High Viz is worn outside.



The locking pin is checked to ensure it is secure in place before we move any gear with a two way tailgate.



All Rental Steel Wheelbed vehicles are fitted with Safety Lug Locks.



Social – Our Team

Our Physical Well Being



Health and Skin checks

We offer health and skin checks to our team. Testing covers eyesight, hip to waist ratio, blood sugar, cholesterol, mental wellbeing, lung function, diet, blood pressure, physical activity, and a comprehensive skin check.

Our Financial Well Being



Financial Well Being support

We encourage and support our team to manage their financial wellbeing. Over the course of FY24 we supported 30 members of our team on general topics such as budgeting, mortgages, creating a will and retirement planning.



Employee Share Scheme

TR offers an Employee Share Scheme to eligible members of our team. The scheme provides the opportunity to purchase shares in TR at discounted rates and once team member reach 5 years with us they are gifted some shares. Following the annual update to the Employee Share Scheme in FY24 the number of employee shareholders rose to 113.

Our Mental Well Being



Mental Health support

We have a two-pronged approach to supporting our team with mental well being. Where appropriate, we offer coaching to provide tools and strategies for the individual. Sometimes the person prefers an external reference, or if the need is outside of our skillset, we refer to an external provider and cover the cost of this for an agreed timeframe, along with providing support back in the workplace for the individual.

This year we provided 15 of the team with internal coaching support and a further 7 with external counselling support.



Work-Life Balance (working from home)

We believe there is an important balance to strike between being part of the team contributing to our culture and giving people autonomy in their life. We've settled on a ratio of a maximum of two days at home for roles where this is appropriate, with the remaining time working with your team in the office. The foundation of this is a belief that we do our best work when we are together.

Social – Our Community

We strive to provide leadership to the transport industry, leading by example to improve areas such as road safety, health and safety, emissions and ethical employment practices. Giving back to our community by supporting organisations that align with our values.



Our support and focus takes the following forms:

- Supporting Charitable Organisations we feel passionate about
- Lifting standards in the transport industry and helping make our roads safer
 - Our suppliers – Health and Safety
 - Our suppliers – Anti Slavery
 - Driver Training – Saving the world one driver at a time



Social – Our Community and Industry

Supporting Charitable Organisations we feel passionate about

I AM HOPE

I AM HOPE is the principle charitable organisation that TR supports. I AM HOPE was started by Mike King and is a youth and community focused support group run by The Key to Life Charitable Trust. The Key to Life promotes positive attitudinal, societal change in schools and communities up and down the country, and fund private care and counselling for young people.

At TR, we also believe that mental wellness spans our whole community, so this is an area where we feel we can have a positive influence on a lot of people.

Our support of I AM HOPE takes the form of:

- Financial contributions.
- Advertising to promote the work of I AM HOPE – This includes TV advertising and signage on both our rental fleet and our company vehicles.
- Gumboot Friday – Community fund raising.
- Our influence - Encouraging and supporting others to support I AM HOPE.



Social – Our Community and Industry

Supporting Charitable Organisations we feel passionate about

I AM HOPE (continued)

Our team are also proud of “Mack the Hopeful Black Dog”. Mack the Hopeful Black Dog is the name of the Mack truck and trailer designed and built in collaboration with I AM HOPE as an expression of love and support for those who have experienced or are experiencing mental health struggles. Mack is TR’s way of encouraging each other to ask, “Have you checked on your mates today?” to raise awareness in the community, to let people of all ages and backgrounds know they are not alone, that there is always support, and there is always Hope.

The Black Bulldog on the bonnet of Mack is one of a kind as a nod to depression, often being referred to as “The Black Dog”.



Social – Our Community and Industry

Supporting Charitable Organisations we feel passionate about

Safety MAN - Road Safety Truck

The Safety MAN was established to prevent crashes by creating awareness about improving truck driver health and well-being and educating other road users about sharing the road safely with heavy vehicles. TR are a major sponsor of this initiative, which has been targeting schools, community groups, truck stops, and heavy vehicle operators.



Breast Cancer Bake Sale

This is a team lead initiative where we make baked goods and sell them to raise money for the Breast Cancer Foundation. The team were proud to have raised \$671.

Variety Australia

For almost five decades Variety – the Children’s Charity has been helping to give children who are sick, experiencing disadvantage or living with a disability a fair go in life. Their work allows kids to gain mobility, to get out and about in the community, to communicate, achieve independence and increase their self-esteem. They make sure the kids who miss out, can always join in. TR proudly supports the various Annual Variety Bash fundraising events around Australia each year.



Social – Our Community and Industry

Supporting Charitable Organisations we feel passionate about



Weetbix Kids TRYathlon

The Weet-Bix Kids TRYathlon is designed for Kiwi kids aged 6-15 years to help them stay active and healthy through a programme of participation. The series has been running since 1992 and is a rite of passage for Kiwi kids. To date, over 475,000 Kiwi kids have given it a TRY. Open to Kiwi kids of all sporting abilities the Sanitarium Weet-Bix Kids TRYathlon is a fun day out for kids, parents and families. Participants get to swim, cycle, and run their way around courses challenging themselves to have fun and give it a go. TR Group proudly provides logistical support to the Weetbix TRYathlon team by providing free rental trucks as they travel around the country bringing this famous event to communities and schools nationwide.

Other Charitable Organisations

TR also supports a number of other charitable organisations, including Duffy Books in Homes, The Life Education Trust, The Auckland Westpac Trust Rescue Helicopter Service, Share the Road Campaign and Cycling NZ.



AUCKLAND RESCUE
HELICOPTER TRUST



Share the road
Heavy vehicle drivers and cyclists



Social – Our Community and Industry

Lifting standards in the transport industry and helping make our roads safer

Our suppliers – Health and Safety

Making sure our fleet is well maintained is important to us for two main reasons:

- Safety - A well-maintained vehicle is safer to drive and contributes towards making our roads safer.
- Efficiency and reliability for our customers – Our goal is to ensure our vehicles operate at maximum efficiency and effectiveness for the duration of their hire to maximise the uptime for our customers and to ensure that fuel and energy consumption is optimal.

Having a network of suppliers who will maintain our vehicles to our high standards is critical. To support this, the quality and health and safety practices of our key maintenance suppliers are reviewed annually by our team as a minimum.

During the year TR purchased a flood damaged FH16 truck and donated the wreck to one of our suppliers to use as a training vehicle to help train technicians at their national training centre.





Social – Our Community and Industry

Lifting standards in the transport industry.

Our suppliers – Anti-Slavery

At TR, part of our DNA centres on creating a lasting imprint by making a positive difference in people's lives. Any form of exploitation of another person does not align with our intent, and as such, we will not, and do not, condone, support, or turn a blind eye to such practices. We can also categorically say there is no exploitation of any of our TR team members.

We believe in using our influence in an appropriate and positive way to ensure we are not indirectly contributing to exploitative practices and we have an Anti Slavery policy in place.

Our approach and work in the last year:

- In New Zealand, we have processes in place to support our policy which includes the incorporation of anti slavery questions in our supplier reviews. During FY24 we have reviewed 186 suppliers and have not identified any concerns around slavery in our supply chain. Based on a risk assessment of our supply chain, we have set a goal of reviewing 265 New Zealand suppliers in FY25.
- In Australia, we have recently set up similar anti slavery processes to that of New Zealand. During FY24 we have reviewed 7 suppliers and have not identified any concerns around slavery in our supply chain. Based on a risk assessment of our supply chain, we have set a goal of reviewing 40 Australian suppliers in FY25.



Social – Our Community and Industry

Lifting standards in the transport industry and helping make our roads safer

Driver Training – Saving the world one driver at a time

TR Driver Training provides quality education, training and assessment programmes for drivers, operators, instructors, and assessors throughout New Zealand. We take pride in knowing that by supporting our customers to operate heavy vehicles, safely, efficiently and compliantly. Coupled with supporting well trained new operators into the transport industry, we are making a positive difference to road safety and the environment.

Over the course of FY24:

- We completed **908** In-Vehicle Driver Assessments - Helping lift the skills of existing drivers to drive more safely, efficiently, and compliantly
- We helped **1,047** drivers achieve class-2 and above licenses - creating a new generation of well-trained drivers for the transport industry
- **517** of our free training vouchers were redeemed - given to TR Lease customers to help operate new lease vehicles
- **50%** of all training provided by TR Driver Training was for TR rental and lease customers



Governance

Our intention is to show good leadership in steering TR into the future by focusing on taking practical, meaningful, sustainable steps to improve in all areas of ESG. We will stay focused on doing the right thing, in keeping with our values and to tell our story the TR way.



We have an experienced Board of Directors and Senior Leadership Team with a variety of skills who provide leadership and governance in a range of areas including:

- Strategy
- Funding
- ESG
- Risk management
- Financial reporting and audit
- People and remuneration (including a Remuneration Committee)
- Property
- Health and safety
- IT

During the year we established new policies covering Anti Bribery and Corruption, Conflicts of Interest, Diversity, Privacy and Quality



