

Sustainability for us at the Ministry for the Environment means operating within our baseline, minimising our environmental impact, and providing our people with what they need to flourish. We mobilise action across New Zealand to care for, manage and invest in our natural resources wisely, so our environment flourishes along with our people and economy. This is our plan to June 2025.

Tangata Our People

CREATING AN ENVIRONMENT WHERE OUR PEOPLE CAN FLOURISH



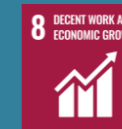
Taiao Our Environment

LEAD BY EXAMPLE AND BE A STRONG VOICE FOR OUR ENVIRONMENT



Pūtea Our Finances

BEING FINANCIALLY FIT SO WE CAN ACHIEVE OUR ENVIRONMENTAL OUTCOMES



Our longer term goals

- Embracing our diversity and inclusion as our strength – ‘He rau mano, he rau kotahi tangata – Embracing our multiple talents’
- Our people feel empowered and supported to grow and develop as effective leaders, challenging and empowering others to improve.
- The wellbeing of our staff is at the core of everything we do
- Strengthen our capability in te ao Māori and share our experiences with the public sector.

- Sustainability is at the heart of how we operate
- We advise with impact by providing New Zealanders with the best information at the right time to enable informed and sustainable environmental decisions
- We will halve our emissions from our 2017/18 baseline by 2030 in line with a 1.5 degree reduction pathway
- From 2025, we will offset the remainder of our emissions in line with the Carbon Neutral Government Programme
- We connect, collaborate and partner with others to reach better environmental outcomes at scale and pace
- We are high performing sustainability leaders who share best practice and support others

- We are a forward-thinking and resilient organisation, by managing and improving on our climate-related risks over the short, medium and long term
- We report transparently on our performance and progress
- We manage all our funds to ensure we minimise risk over the long term
- We take a best practice approach to sustainable procurement across the Ministry

This means by June 2025 we will

- Deliver on Tangata Ora, our People strategy
- Deliver on Te Ao Hurihuri, our Te Ao Māori capability strategy
- Deliver on Tui Raumata, our Diversity, Equity and Inclusion Strategy, and our ethnic and gender pay gap action plans
- Continue to mature and refine our employee experience by building on our capabilities, ways of working, and organisational culture
- Grow our people's capability and understanding of reducing carbon emissions and waste when working from home

- Reduce our emissions by 35% from our 2017/18 baseline by 2025
- Quality of Policy Advice – Sustainability is at the forefront of our minds and is woven into our everyday actions, advice and outcomes
- Implement our strategic partnerships strategy so we can accelerate and scale environmental benefits that align with policy direction
- Sustainability considerations are embedded in our engagement activities
- Use our environmental reporting programme to inform greater action on sustainably managing our natural assets
- Reduce our waste to landfill from our head office by 70% from our 2017/18 baseline
- Set and measure new baseline targets in our new head office building in Wellington

- Integrate carbon emissions into our financial and performance reporting so that it influences decision-making
- Coordinate and leverage our investments and funds for the greatest environmental benefits that align with our priorities
- Review, update and implement sustainability criteria in the funds we administer
- Continue to procure goods and services which align with or exceed New Zealand Government Procurement Broader Outcomes
- Provide guidance and resources aligned with our Procurement Broader Outcomes Strategy to enable our people to procure sustainably, ethically and inclusively
- Implement our three-year Taskforce for Climate-related Financial Disclosures aligned Action Plan