

SUSTAINABILITY REPORT

JUNE 2023

Growing futures



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Welcome to sustainable Seeka

Welcome to Seeka's Sustainability Report. Sustainability is reflected in our brand attribute "*Growing Futures*" and is increasingly considered in all business operations. Sustainability is not a marketing tool; we are making it an integral part of our conduct and culture.

Supplying fruit in a changing climate

New Zealand and Australia have been impacted by extreme weather events in the last year, with floods, frosts, cyclones and hail creating operational challenges. Seeka continues to assess its risks and mitigation strategies arising from climate change.

Seeka is improving frost-protection and orchard shelter systems to protect against climate risks. Seeka is also focused on soil health through regenerative horticulture, and assessing new crops in different climates. You can see more on Seeka's jujube programme on [page 23](#).

Transitional climate risks are being minimised by reducing Seeka's use of products that damage the environment. We are switching to renewable energy generation, converting Seeka's passenger fleet to low-emission vehicles, eliminating refrigerants with a high carbon footprint as they reach end of life, and reducing artificial fertiliser application rates.

Targeting net zero carbon

For the last four years Seeka has independently verified its carbon footprint. Seeka is working towards its target to be net zero carbon by 2050, and has set interim targets of a 30% reduction in carbon emissions by 2025, and a 50% reduction by 2030. In 2022, the baseline was reset to incorporate the carbon impact of businesses acquired since 2019. You can see more on Seeka's carbon reduction targets on [page 5](#).

On 30 June 2023, Seeka refinanced and entered into a Sustainability Linked Loan with its banking syndicate. This allows the banking syndicate to actively support Seeka's sustainability programme by offering incentives and penalties that are linked to annual carbon reduction, solar installation and employee safety targets. You can see more on Seeka's Sustainability Linked Loan on [page 6](#).

People

Seeka's team focuses on developing and upskilling employees to support their growth and career aspirations, with our cadet scheme one example of the pathway Seeka provides to develop talent.

While Seeka operates a seasonal business, we are making more full-time jobs available by creating roles that span orchard and post harvest work. During harvest, our peak employment period, we support local people into seasonal jobs, and supplement local labour with people through the Recognised Seasonal Employer (RSE) scheme. Seeka is also investing in better accommodation for overseas workers. You can see more on Seeka's social sustainability on [page 27](#).

Seeka operates in challenging environments which can present safety risks. Safety is central to our business, with programmed health and safety meetings, inspections and audits, along with investments in systems, barriers and protective equipment to keep our people safe. Seeka is serious about worker safety, as reflected in the Sustainability Linked Loan. You can see more on Seeka's employee health and safety on [page 30](#).

Our communities

Seeka, alongside iwi and government, has invested in regional areas lacking capital to develop economic activity and enablement. These investments assist regional development by facilitating orchard development and operation, helping generate returns to landowners, and creating local job opportunities. You can see more on Seeka's co-investment in iwi orchards on [page 28](#).


Our RSE programme supports Pacific and Malaysian communities by enabling people to work in New Zealand when our seasonal demands are high and cannot be met with our local workforce. In return this generates income that the Pacific and Malaysian people can send home. We operate a pastoral care programme that helps RSEs adjust to living and working in New Zealand. We recognise that working away from families can be difficult and aim to support them while they are in New Zealand. You can see more on Seeka's social sustainability on [page 27](#).

Sustainability highlights

New Sustainability
 **Linked Loan** financially incentivises Seeka to achieve carbon reduction, solar installation and employee safety targets for the next 5 years


100 
tonnes of organic waste diverted to regenerative horticulture; composted at Seeka's worm farm and applied to Seeka orchards

 Keeping people safe with a
2.75
total recordable injury frequency rate, well below Seeka's 4.5 target

Generated **407**  **MWh**
of renewable energy, enough solar to power 56 houses

Recovered **273** 
tonnes of cardboard for recycling by Seeka's packaging partner

Diversifying with **9** 
fruits handled, with kiwifruit, nashi, pears, plums, citrus, persimmons, avocado, kiwiberry and jujube

 **160**
hectares of kiwifruit, avocado and kiwiberry in development, transforming pastoral land to high-production orchards

 **22**
hectares of jujube dates in development, producing crops with minimal water use

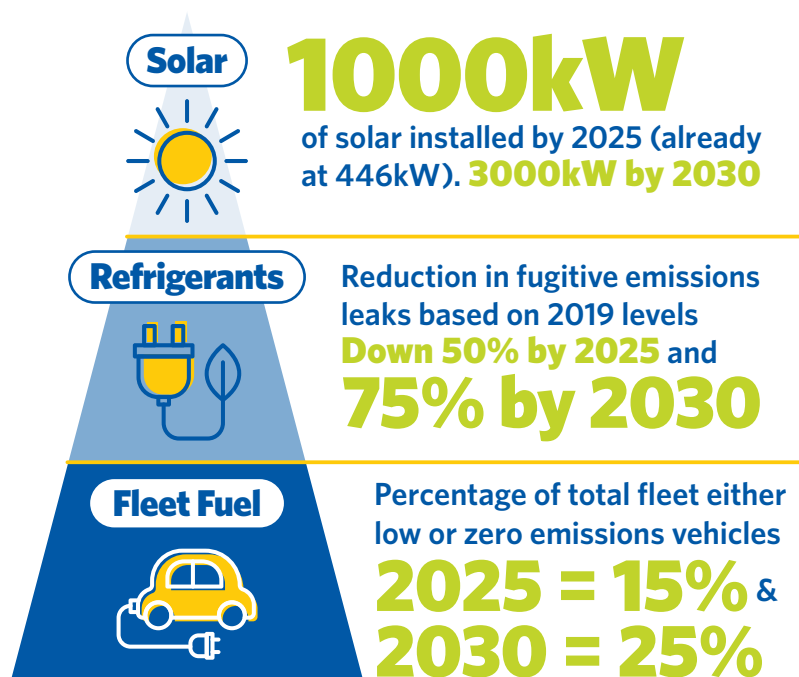
CO2e reduction targets

Absolute and intensity-based greenhouse gas emissions reduction targets



The reduction targets were based on 2019 category one and two emissions. As part of Seeka's Sustainability Linked Loan, the targets have been reset to a 2022 baseline. The targets maintain the initial ambition, but now incorporate Seeka's recent acquisitions. See more about the baseline change on [page 6](#).

Initiatives to achieve targets



Waste diversion from landfill back to orchards



Sustainability Linked Loan

Seeka has executed a Sustainability Linked Loan structure with its banking syndicate. From 30 June 2023, Seeka's interest rate has been linked to achieving three sustainability goals; carbon reduction, solar installation and employee safety.

Risk and rewards

The Sustainability Linked Loan rewards Seeka when it achieves yearly sustainability targets by decreasing the annual interest rate on the syndicated banking facilities. If Seeka does not meet sustainability targets, a higher interest rate is charged. This allows Seeka's syndicate lenders to financially incentivise Seeka to achieve predetermined sustainability performance targets.

Achieving all three sustainability targets delivers the biggest discount to Seeka's annual interest costs.

Westpac had a key role as the Sustainability Coordinator, leading the Sustainability Linked Loan process in partnership with Seeka.

Key performance indicators and sustainability performance targets

The three key performance indicators have sustainability performance targets to reduce greenhouse gas emissions, increase renewable energy generation and improve employee safety. Each indicator has a yearly performance target that tracks incremental sustainability gains between the 2022 base year and 2027.

Key performance indicator	Sustainability performance target	2022 base year	2027 sustainability performance target
Reduce greenhouse gas emissions.	Reduce absolute category 1 and 2 greenhouse gas emissions to no more than 6,485 tCO ₂ e.	10,173 tCO ₂ e	6,485 tCO ₂ e
	Reduce emissions intensity of category 1, 2, 3 and 4 greenhouse gas emissions to no more than 42 tCO ₂ e per \$1 million of revenue.	66 tCO ₂ e	42 tCO ₂ e
Increase renewable energy generation capacity.	Install 1,114 kW of solar energy generation capacity ¹ .	Zero	1,115 kW
Improve health and safety.	Achieve zero serious injuries.	1	Zero
	Achieve a TRIFR ² of less than or equal to 2.5.	2.75	2.5 or less

External review of our sustainability performance targets

External reviewer [Morningstar Sustainalytics](#) provided a second-party opinion to confirm alignment with the internationally-agreed [Sustainability-Linked Loan Principles](#). Sustainalytics also confirmed that Seeka's sustainability performance targets are ambitious.

1. Seeka had 446 kW of solar operating in 2022.

2. Total recorded injury frequency rate per 200,000 hour worked.

Key performance indicator 1. Reduce greenhouse gas emissions

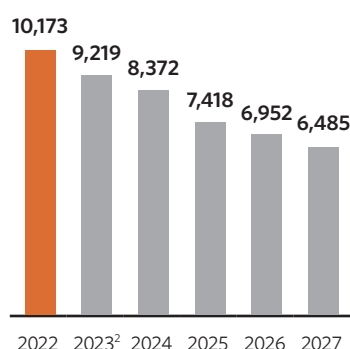
The sustainability performance targets to achieve key performance indicator 1 is to reduce category 1 and 2 emissions to 6,485 tCO₂e by 2027. This aligns with Seeka's targeted 30% reduction by 2025, and 50% by 2030¹.

Sustainalytics have assessed the alignment of Seeka's absolute emissions reduction target with the SBTi's 1.5°C pathway and notes this key performance indicator goes well beyond the SBTi's 1.5°C scenario, see [SBTi](#).

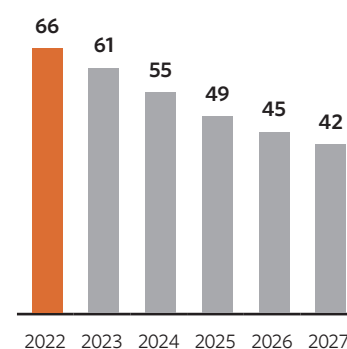
Category 1 includes direct emissions from Seeka-controlled operations, including vehicle fuels, refrigerants and fertiliser. Category 2 includes indirect emissions from purchased electricity.

Along with reducing absolute emissions, Seeka is also committed to reducing its emissions intensity. This is the total category 1 and 2 plus transport and supply-chain categories 3 and 4 against total Group revenue. If Seeka fails to meet its annual absolute reduction targets, but does meet the annual intensity target, there is no change in the base interest rate.

Reduction thresholds for absolute category 1 and 2 emissions
Category 1 and 2 tonnes CO₂e



Reduction thresholds for intensity of category 1, 2, 3 & 4 emissions
Tonnes CO₂e per \$1,000,000 revenue



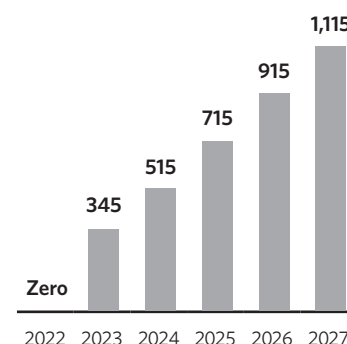
Key performance indicator 2. Increase renewable energy generation capacity³

The sustainability performance target to achieve key performance indicator 2 is to install 1,115kW of new renewable energy generation capacity by 2027. This aligns with Seeka's target to have 1000 kW of solar installed by 2025, and 3000 kW by 2030⁴.

By adding renewable energy generation to post harvest roof spaces, Seeka increases its energy resiliency, reduces exposure to energy price increases, and is helping decarbonise New Zealand's electricity grid.

The progressive addition of solar is a key initiative to achieve Seeka's carbon-reduction targets, and contributes to the national goal of 100% renewable electricity generation by 2030.

Solar installation thresholds
Total new generating capacity kW

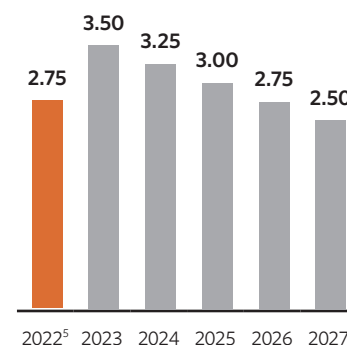


Key performance indicator 3. Improve health and safety

The employee safety performance indicator targets zero serious injuries and a total recorded injury frequency rate (TRIFR) below 2.5 per 200,000 hours worked by 2027.

Seeka's health, safety and wellbeing policy is focussed on ensuring everyone goes home injury free, with zero serious injuries. The health and safety management plan identifies, eliminates or minimises all hazards, and ensures all staff and contractors are informed and follow the correct control procedures.

Health and safety thresholds
Recordable injuries per 200,000 hours worked



1. The baseline was reset to 2022 to incorporate recent acquisitions.

2. Excludes category 1 emissions (1,385tCO₂e) from a Gisborne refrigerant leak which occurred prior to the execution of the Sustainability Linked Loan.

3. Category 2 emissions may include Renewable Energy Certificates.

4. Total cumulative solar installed by Seeka, including the 446 kW of solar operating in 2022.

5. 2022 TRIFR was significantly lower than the historic four-year average of 3.89 (2019 - 2022).



Seeka's climate impact

Seeka is working to understand and adapt to the challenges of climate change, and has set a target of net zero carbon emissions by 2050.

Since 2019, Seeka has been measuring its carbon footprint. Using this information, Seeka has initiatives to reduce category 1 and 2 emissions by 30% within three years, and 50% by 2030. This includes reducing refrigerant gas emissions, and the use of fossil fuels, synthetic fertilisers and electricity.

Category 1 emissions

come directly from Seeka's operations. Our main sources are:



Refrigerants

Leaking from our coolstore equipment



Fossil fuels

Burnt by our transport fleet



Fertilisers

Applied on our long term leased and owned orchards

Category 2 emissions

come indirectly from purchased services. Our main source is:



Electricity

Powering our packhouses and coolstores



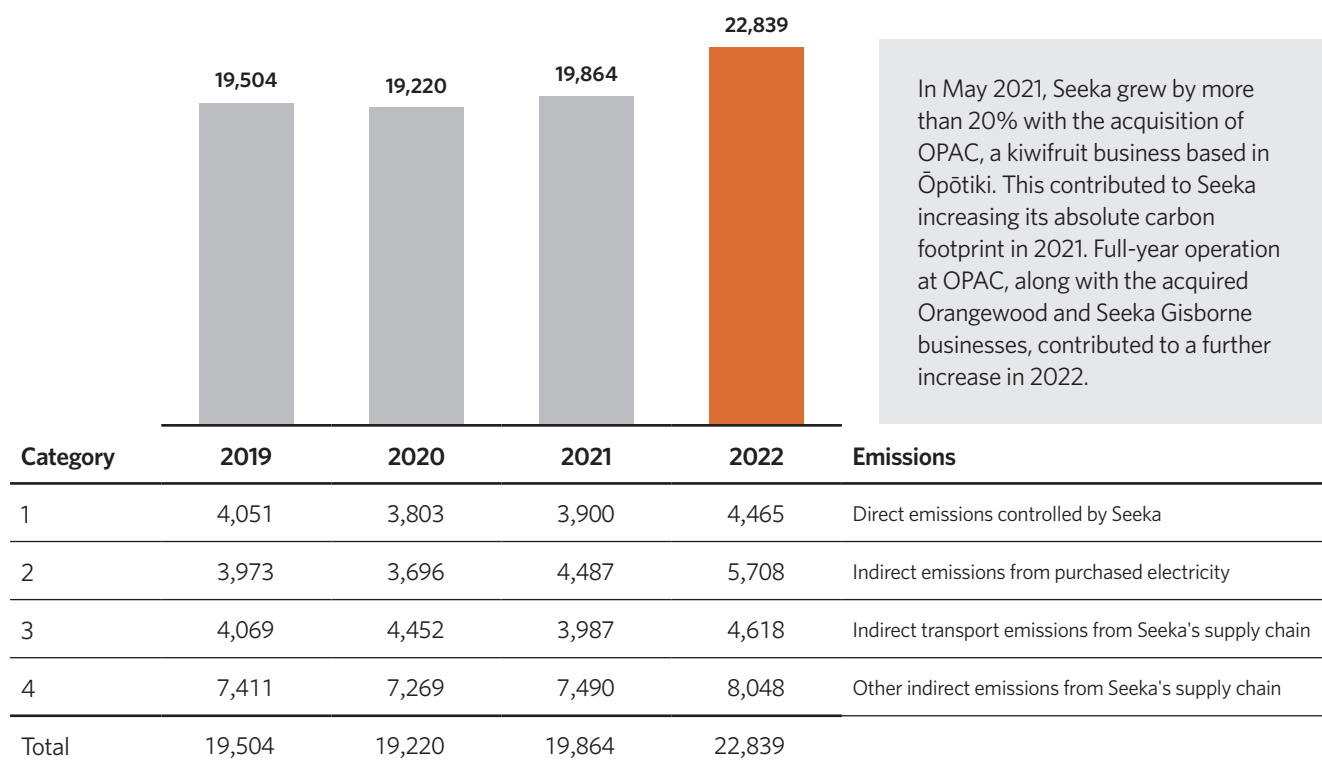
Seeka's carbon footprint

Seeka measures its greenhouse gas (GHG) emissions in accordance with *ISO 14064-1: 2018 - Greenhouse gases*. [Toitū Envirocare](#) has verified Seeka's GHG emissions inventory, providing assurance across applicable emission categories since 2019.

Seeka's approach to its carbon footprint is to prevent carbon emissions, then to reduce, and offset as a last resort. No carbon offsets were purchased between 2019 and 2022.

Annual CO₂e footprint, 2019 to 2022

Absolute carbon footprint in tonnes CO₂e



Categories 1 and 2 are the direct and indirect emissions from Seeka operations. Because Seeka controls these emissions, they are relatively easy to identify and quantify, and are typically the focus of emission reporting and are used for setting reduction targets. Categories 3 (supply chain transport) and 4 (other supply chain emissions) are controlled by Seeka's supply chain partners. Seeka has limited control over kiwifruit packaging, which contributes to category 4 emissions, as this is determined by the regulated marketer Zespri. Seeka supports and encourages the development of sustainable packaging choices and remains committed to minimising post harvest waste. Seeka recognises emissions for kiwifruit from orchard to port.

Seeka has no material category 5 or 6 emissions, which fall beyond the scope of Ministry for the Environment — Manatū Mō Te Taiao guidance. Category 5 relates to the total expected lifetime emissions of the product sold, which is negligible for fresh fruit, and category 6 captures any material emission sources that are not already captured in the former categories.

Intensity-based performance measures

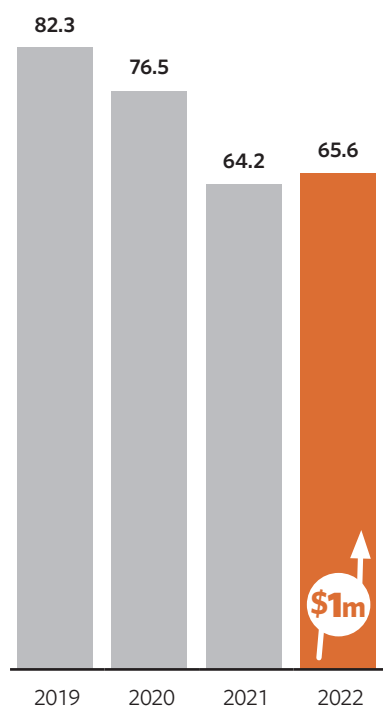
Seeka is in a fast-growing industry. While it is important to report our absolute carbon result, as an expanding business it is equally important to report our efficiency gains. Our total emissions are benchmarked against three intensity-based measures:

- Tonnes CO₂e per \$1,000,000 revenue
- Tonnes CO₂e per 100,000 class 1 trays packed
- Tonnes CO₂e per permanent employee

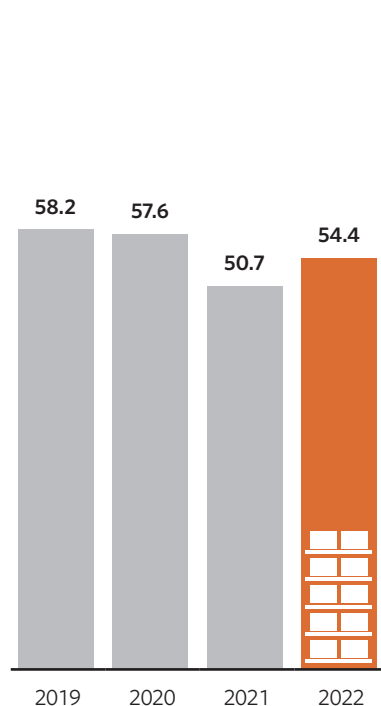
All three intensity performance indicators have reduced since 2019.

A drop in 2022 kiwifruit yields contributed to the 2022 revenue and fruit packed indicators being higher than the previous year.

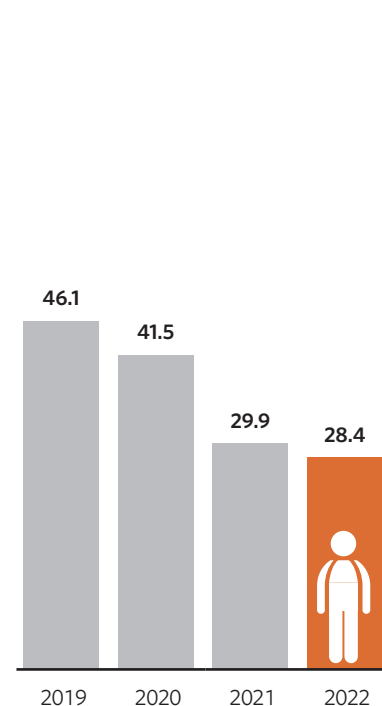
Per \$1,000,000 revenue
Tonnes CO₂e



Per 100,000 class 1 trays packed
Tonnes CO₂e



Per permanent employee
Tonnes CO₂e



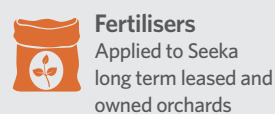
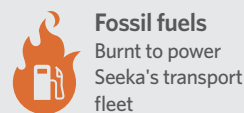
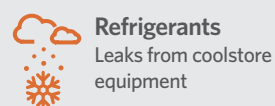
Insights into Seeka's emissions

Trends in Seeka's category 1 emissions

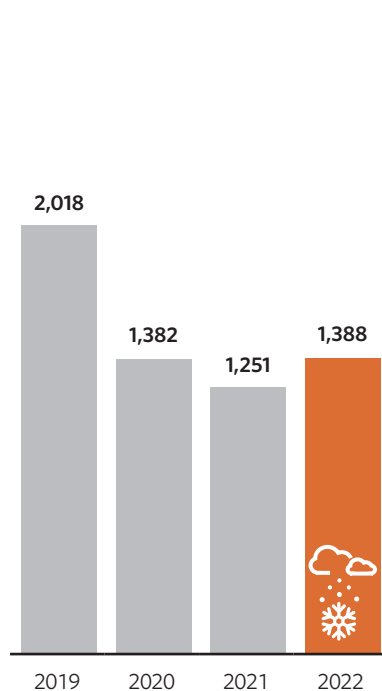
Total category 1 emissions have increased 10% since 2019, as Seeka handled a 30% increase in kiwifruit volumes. Coolstore refrigerants and fossil fuels consumed by Seeka's transport fleet and workshops are the main contributors to category 1 emissions.

- Seeka has decreased refrigerant leaks by 31% in three years, despite a 30% increase in coolstore volumes. The conversion to carbon-neutral refrigerants provides scope to further reduce Seeka's category 1 emissions.
- Growth and acquisitions contributed to a 58% increase in fossil fuel use since 2019. The uptake of electric and hybrid vehicles provides scope to reduce fossil fuel consumption.
- Seeka has reduced synthetic nitrogen application rates since 2019, by switching to naturally-occurring organic nitrogen. This sustainability gain has offset the increase in leased orchards. When sourcing synthetic nitrogen, Seeka factors in the embedded carbon in the procurement process (which is counted as a category 4 emission).

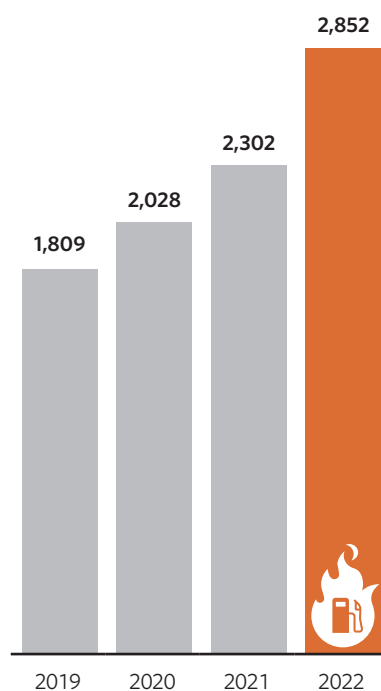
Seeka's main category 1 emissions



Refrigerants
Tonnes CO₂e



Fossil fuels
Tonnes CO₂e



Fertilisers
Tonnes CO₂e



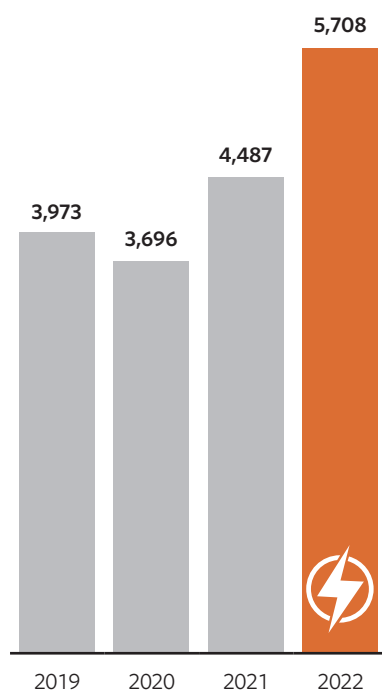
Trends in Seeka's category 2 emissions

Category 2 covers the consumption of electricity, predominately consumed to grade, pack and coolstore fruit in New Zealand and Australia. Grid electricity is the energy source for Seeka's core business and has increased alongside coolstore volumes and machinery automation. Total category 2 emissions are up 45% since 2019. Seeka has also acquired three post harvest facilities since 2019.

Normally 80% to 85% of New Zealand's electricity is generated from renewable sources, with fossil fuel generation making up the remaining portion. This means that in years with higher reliance on fossil fuels, the category 2 emissions associated with using the same amount of grid energy will be higher.

Seeka is working to reduce peak demand and is actively switching to renewable energy.

Category 2 emissions
Tonnes CO₂e



Seeka's main category 2 emissions



Electricity

Powering packhouses and coolstores
Lighting





Carbon sequestration in kiwifruit orchards

Seeka is researching improvements to soil health to improve crop quality and yields from healthier and more resilient plants.

Seeka intends to incorporate orchard carbon sequestration once reliable and science-based methods are established.

According to a 2011 Bay of Plenty study¹, each year organic kiwifruit orchards sequester 2.4 tonnes of CO₂e per hectare. With Seeka managing nearly 2000 hectares of kiwifruit, this equates to almost 4700 tonnes of CO₂e sequestered each year. Seeka has a further 160 hectares of kiwifruit in development that will further lift annual sequestration.

1. Page, Kelly, Minor and Cameron

Governance

Seeka is governed by a Board of Directors that is tasked with establishing the key objectives and strategy for the company. Sustainability is core to Seeka's strategy and long-term success.

The Board has a sustainability sub-committee to provide strategic guidance and feedback to the Board and management on Seeka's sustainability framework, targets, measures, and performance.

The Sustainability Committee also considers the strategic implications of climate change and potential adaptation needs of the business. The Committee meets at least quarterly and is comprised of at least two Directors of the Board.

Climate-related risks and opportunities

Seeka discloses its climate-related risks and opportunities in line with the External Reporting Board's (XRB's) [Climate-related Disclosures \(NZ CS 1\)](#). Seeka's climate-related risks are regularly reviewed and incorporated into Seeka's risk management register.

XRB climate-related disclosure requirement (NZ CS 1)	Alignment	Future development
Governance	<p>Seeka's Sustainability Committee meets quarterly to review climate risks, which are reported to the Board.</p> <p>Seeka's Audit and Risk Committee also consider the implications of climate-related risks.</p>	Sustain ongoing assessments and transparently communicate risks associated with climate change to all levels of management on a regular basis.
Strategy	<p>Physical and transitional climate-related risks identified.</p> <p>Risks and impacts assessed against various warming scenarios and time frames.</p> <p>Climate risks and impacts considered in capital and funding allocation.</p> <p>Risk mitigation and adaptation strategies identified.</p>	<p>Continuously analyse and assess the present and expected financial implications.</p> <p>Expand and integrate climate risk transition planning into the business model and strategic framework.</p> <p>Ensure alignment between transition planning, capital allocation, and funding decision-making processes.</p>
Risk management	<p>Developed a climate risk register which is reviewed annually.</p> <p>Climate-related risks are incorporated into Seeka's risk management register.</p>	Utilise smart technology and scientific weather modelling to update climate risk assessments.
Metrics and targets	<p>Since 2019, Seeka has measured and verified all scopes of GHG emissions, including emissions intensity, in accordance with ISO 14016-1:2018.</p> <p>Public milestone carbon reduction targets established and aligned to science¹.</p> <p>Annual targets established in Sustainability Linked Loan from a 2022 baseline.</p>	<p>Update metrics used for assessing climate risks.</p> <p>Explore internal carbon emission pricing.</p> <p>Seeka will include recognition of orchard carbon sequestration if regulations allow.</p>
Assurance	GHG inventory awarded 'reasonable' level of assurance.	Continue to achieve a high level of verification assurance.

1. Third party, Sustainalytics assessed Seeka's absolute emission reduction targets as science aligned using SBTi's near-term science-based target tool.

Climate risk and impact assessment

Changing climate and an increase in severe weather events is a threat to the business. This impacts the land and our people, and the quantity and quality of the fruit Seeka handles. Seeka is working to enhance its resilience by assessing climate-related risks and impacts, and adapting business practices.

While changing climates introduce physical and transitional risks that may be beyond Seeka's direct control, Seeka is identifying these risks and is formulating strategies to ensure the business remains resilient.

New Zealand and Australia were impacted by extreme weather events in the last year, including flooding, frosts, cyclones and hail.

Physical climate risks

As a grower, Seeka is aware of the physical risks associated with a changing climate.

Seeka uses frost protection and orchard shelter systems to minimise frost and wind damage to kiwifruit crops. Geographical diversity mitigates risk from localised weather events, providing Seeka with a more resilient and adaptable business model, however in 2022 all regions were effected by weather-related events.

Seeka is implementing regenerative horticulture practices to improve soil health. By adopting regenerative techniques, Seeka is working to build healthier and more sustainable orchard ecosystems.

Through innovation, adaptation, and responsible farming practices, Seeka is navigating the evolving climate landscape to maintain a resilient and sustainable position in the horticulture industry.

Transitional climate risks

Seeka is transitioning its products and services to low carbon alternatives. This includes reducing grid electricity consumption through increased renewable energy generation, and phasing in environmentally-friendly refrigerants as old equipment reaches end of life.

Cyclone Gabrielle

Cyclone Gabrielle reached New Zealand in 2023 and is an example of an extreme weather event that could become more frequent with climate change.

Gabrielle delivered heavy rains over much of the North Island's main kiwifruit growing regions, and severe flooding in the Hawke's Bay and Gisborne. Many orchards in the Hawke's Bay and near Gisborne were severely damaged, however they are not a large kiwifruit-growing regions.

Seeka supported its growers impacted by flooding, and is using this event to better understand the impacts of extreme weather.



Climate change risk and opportunity analysis

New Zealand and Australia could experience more extreme weather events, including high-intensity rainfall, higher sea levels, less winter chilling, higher average temperatures, and more extreme-heat days. Seeka has identified its climate change risk and impact, and is working to develop an adaptation plan to manage this risk.

Transitional risks

Risks and opportunities	Impact	Response
Regulatory changes restrict chemical applications for pest control and crop maintenance.	<p>By controlling pests and disease, chemical inputs maintain fruit quality and yield.</p> <p>The chemical Hi-Cane improves kiwifruit yields by promoting uniform budbreak and flowering. Removing Hi-Cane without finding a viable alternative could disrupt the uniformity of fruit maturity resulting in lower yields, quality issues and subsequently increased food waste.</p> <p>High R&D cost to find alternative chemicals.</p>	<p>Active involvement in industry associations, including regional councils, government and regulators.</p> <p>Research and development focused on chemical alternatives and reduced chemical input, while achieving consistent quality and yields. It is anticipated that Hi-Cane will be phased out over the next ten years which should provide enough time to identify a viable alternative.</p> <p>Adopt regenerative horticulture practices, improve biodiversity, and encourage beneficial insects and planting.</p>
Changing consumer preferences and new market restrictions.	<p>Changing consumer sentiment regarding carbon footprint, chemical inputs, pests, and diseases can impact fruit demand.</p> <p>Adaptations in farming techniques may be necessary to meet evolving consumer demands.</p>	<p>Decarbonise our supply chain.</p> <p>Progress pest management strategies and improve smart spray plans.</p> <p>Adopt regenerative horticulture practices to reduce chemical inputs.</p> <p>Research and development into chemical alternatives.</p>
Regulations restrict orchard water availability.	<p>Temperature increases may increase demand for irrigation, which coupled with tighter water restrictions could stress orchards, impacting plant health and yields.</p>	<p>Develop farm environmental plans.</p> <p>New developments must be able to access water or have on-site water storage.</p> <p>Improve irrigation infrastructure and harvest on-orchard rainwater.</p> <p>Use regenerative horticulture practices to improve soil health and water retention.</p> <p>Research and development on drought resilience, including applying Australian learnings.</p>
Introduction of market mechanisms add a cost for carbon.	<p>The cost of carbon being priced into commodities such as fuel and fertiliser.</p> <p>Rising demand for carbon offsets.</p>	<p>Seeka has set 5, 10 and 30 year targets to progressively reduce its carbon footprint.</p> <p>Understand scope-3 emissions and work with suppliers to measure and reduce their carbon footprints.</p> <p>Develop a procurement strategy that values low carbon products and services.</p>

Physical risks

Risks and opportunities	Impact	Response
Risk to fruit yields and quality from extreme weather events.	<p>Heavy rain, flooding, frost, hail, high winds, heat waves and fire can physically damage plants and fruit, and impact fruit quality and storability.</p> <p>Extreme weather events such as high winds and flooding could damage post harvest facilities.</p>	<p>Geographic spread of orchards distributes the risk from extreme weather events.</p> <p>Invest in crop protection measures, such as irrigation, frost fans, protection, shelter belts, and hail netting.</p> <p>Avoid orchard development on land vulnerable to climatic impacts such as steep slopes and low-lying coastal areas.</p> <p>Consider flood plains, water supply and free drainage on orchards and post harvest facilities.</p> <p>Improve access to weather forecasting technology and response planning.</p> <p>Develop innovative crop protection solutions.</p>
Risk to fruit yields and quality from higher average temperatures.	<p>Warmer winters reduce kiwifruit bud break and yields, and increase the reliance on chemicals.</p> <p>Warmer winters increase pest pressure.</p> <p>Higher temperatures impact water quality and availability, raise drought conditions, and degrade soil quality and biodiversity.</p>	<p>Increase the geographical spread of orchards.</p> <p>Develop farm environmental plans to provide locally relevant adaptation strategies.</p> <p>Improve irrigation infrastructure and harvest on-orchard rain water.</p> <p>Monitor and improve waterways, biodiversity, and natural ecosystem services.</p> <p>Industry collaboration to develop resilient orcharding practices and crops.</p> <p>Apply Australian learnings.</p>
Unseasonal weather events impact crops and disrupt harvests.	<p>Plants use the cycle of seasons to time growth, flowering and fruit development.</p> <p>Climate change may impact plant health and crop quality, yield and timing.</p>	<p>Adapt orchard and post harvest practices to changing seasons.</p> <p>Improve weather-event protection measures, such as irrigation and frost fans.</p> <p>Diversify crop types and variety.</p>
Risk to fruit yields and quality from new pests and diseases or increased presence of existing pests and diseases.	<p>Higher temperatures may support the introduction of new pests and diseases.</p> <p>Warmer, wetter conditions may support higher populations of existing pest species.</p>	<p>Adapt orcharding practices to monitor and control pests and diseases.</p> <p>Geographic spread of orchards distributes the risk and allows for a targeted response.</p> <p>Enforce biosecurity controls on disease and disease vectors.</p> <p>Introduce beneficial insects and plants to combat pests and disease.</p> <p>Research and develop better biological and chemical controls.</p>
Rising sea levels.	<p>Higher sea levels may raise the water table, reduce drainage, and increase ground water salinity.</p> <p>Unprotected coastal orchards may have a higher risk of coastal erosion.</p>	<p>Establish a minimum altitude for new orchard developments.</p> <p>Supply freshwater for orchards close to sea level.</p>

Opportunities

Risks and opportunities	Impact	Response
Consumer demand for sustainably produced, healthy foods increases demand for Seeka-handled fruit.	Stronger product demand and new markets.	<p>Ensure Seeka is an industry leader in carbon reporting and adaptation.</p> <p>Achieve carbon reduction targets.</p> <p>Work with industry and suppliers to reduce the supply chain carbon footprint.</p>
Green financing for low-carbon developments.	Lower economic cost of carbon reduction and sustainability programmes.	<p>Engage with lenders of Sustainability-Linked Loans.</p> <p>Investigate grants for carbon reduction and low-carbon technology.</p>
Higher soil CO2 levels improve plant water use.	Orchards require less water.	<p>Understand soil carbon and water storage capacity.</p> <p>Establish orchard management practices that best capture carbon in the soil.</p>
Climate change opens new growing regions.	Changing climates may allow productive orcharding in colder regions.	<p>Track and forecast new orcharding regions and match suitable fruit varieties.</p> <p>Leverage experience in handling multiple varieties in different regions.</p> <p>Adapt orchard practices.</p>

Carbon reduction initiatives

Renewable energy

As a major energy consumer, Seeka is transitioning to low-carbon sources. As operations rely on the national grid to power refrigeration and packhouse machinery, Seeka's carbon footprint from electricity is closely coupled to New Zealand's generation mix.

While between 80% to 85% of New Zealand's electricity comes from renewable sources, we rely on fossil fuels in peak periods. Seeka acknowledges its responsibility to contribute to a low-carbon energy future and has set goals to install new renewable energy sources.

By 2025, Seeka aims to have 1000kW of solar panels, with a target of 3000kW by 2030. These solar installations supplement the national grid, reduce use of non-renewable energy, and help alleviate peak demand on the national grid.

Seeka has installed 446kW of solar at three locations. Kiwifruit energy demand peaks in autumn and winter. Seeka has installed solar at Seeka Kerikeri and Seeka Australia which handle a diverse range of crops and have a more-consistent energy demand throughout the year. These sites also have good sunshine hours, making them ideal for solar. Seeka also has solar panels at the head office.

Seeka continues to identify opportunities for solar installations, including packhouse rooftops in the Bay of Plenty. Solar mitigates against future energy cost increases. Additionally, advancements in battery technology enhance solar systems by storing power for later use.

Energy efficiency

Along with transitioning to renewables, Seeka is implementing new technologies and energy management strategies to decrease our energy demand. This includes transitioning to LEDs, and incorporating natural daylight into the design of new packhouse facilities. Lights are also being controlled by motion and lighting sensors which automatically adjust light intensity. Seeka is evaluating and improving coolstore insulation, refrigeration systems and equipment efficiency.

Low emission vehicle fleet

Seeka aims to reduce its reliance on fossil fuels and decrease its carbon emissions from vehicle operations by transitioning to low-emission vehicles (LEVs).

Seeka has assessed its vehicle fleet and requirements for different roles. While mid-sized hybrids and electric vehicles are suitable for support operations, Seeka's orchard operations team require larger 4WD vehicles capable of transporting equipment between orchards and navigating off-road conditions. Unfortunately, the current offroad options available in the EV market do not meet Seeka's needs, and Seeka is awaiting viable vehicles.

Seeka has added five new hybrids and one plug-in hybrid, bringing the total number of low-emission vehicles to 11. Seeka has also installed a dual 7kW electric car charger at the head office, designed and installed by Hikotron in New Zealand. Accessible through an app, the charger is available for staff, visitors, and company vehicles. Seeka is looking at building its charging network as it prepares to transition to LEVs.

Coolstore refrigerants

Seeka specialises in cooling and controlling the temperature of stored kiwifruit, to meet a long supply window. Refrigeration gases, especially those with high global warming potential (GWP), can have significant adverse effects on the environment when released into the atmosphere. Upgrading to environmentally-friendly refrigerants incurs significant capital costs. Seeka is minimising refrigerant leaks through planned maintenance and better leak detection. This minimises the potential environmental impact, and enhances energy efficiency.

Seeka supports the government's transition from voluntary to legally-regulated disposal of synthetic refrigerants and advocates for increasing incentives for refrigerant gas destruction through the Cool-Safe product stewardship scheme.



Sustainability Projects



Hybrid vehicle fleet

Seeka has installed two 7kW electric vehicle chargers at Seeka 360 Head Office. New low-carbon options are being added to Seeka's owned and leased vehicle fleet which currently operates 11 hybrid vehicles.

Seeka's 2023 goals are to grow its electric vehicle charging network and increase the percentage of low-carbon vehicles.



Waste management

Seeka recovered strings from more than 100 hectares of kiwifruit vines, which are recycled into useful agricultural products, and recovered 273 tonnes of cardboard for recycling.

Seeka's 2023 goals are to extend soft plastic recycling to regional operations.



Worm farm

Organic post harvest waste was diverted from landfill to Seeka's worm farm. Vermi compost recovered at the worm farm is recycled back to Seeka orchards in a regenerative process.

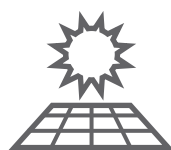
Seeka's 2023 goals are to maximise worm farm waste recovery and investigate applying circular waste management to other areas of the business.



Regenerative horticulture

Seeka is reducing the use of synthetic inputs to enhance biodiversity and soil health.

Seeka's 2023 goals are to expand regenerative horticulture, and share findings with the grower community.



Solar energy

In 2022, Seeka had 446kW of solar installed across its Australia and New Zealand sites which produced more than 400MWh of renewable energy. Seeka's post harvest facilities have large roof spaces suitable for solar.

Seeka's 2023 goal is to install 345kW of solar.



Zero GWP refrigerants

In 2022, Seeka upgraded Transcool coolstores with a zero-carbon refrigeration system. By replacing legacy coolstores with high-efficiency rooms and ammonia coolant systems, Seeka is progressing its commitment to achieve a 50% reduction in harmful coolant leaks from the 2019 baseline.

Seeka's 2023 goal is to further improve refrigerant leak detection systems.



LED lighting and sensors

In 2022, Seeka added more LEDs and motion sensors to its large post harvest facilities. These LEDs use up to 70% less power than previous fittings. Stage one of Seeka's roll out is expected to save nearly a million kWh annually.

Seeka's 2023 goals are to continue to install LED lighting and motion sensors.



Packaging and waste

Seeka is considering innovative packaging solutions. In Australia, Seeka has recently made a transition from plastic to cardboard punnets.

Seeka's 2023 goals are to progress packaging innovation.

Crop diversification and climate adaptation

Over the past three years, Seeka has expanded its operations to encompass New Zealand's Northland, East Cape, and Gisborne regions. Seeka is also growing and packing a range of fruit, including nashi, pears, plums, avocado, kiwifruit, kiwiberry, jujube, persimmons and citrus.

By growing diverse ranges of crops in different regions, Seeka is building its knowledge base on how different soil types and climates impact plant health and fruit yields. These learnings are helping Seeka adapt orchard practices and help guide developments.

Case study Jujube dates

In Australia, Seeka is trialling jujube dates, a hardy, fast-cropping crop also known as red or Chinese dates. Jujube are part of the buckthorn family and have a long cultivation history in Southern Asia, the Middle East and Africa.

Currently, Seeka has 22 hectares of jujube cropping or in development, and has been supplying fresh fruit to Australia's large retailers.

Seeka is aiming to expand jujube production to 40 hectares in Australia.



Waste minimisation

Creating a circular economy

Seeka's waste minimisation initiatives showcase our commitment to sustainable practices, recycling, and reducing the environmental impact of our operations.

Collaboration with landowners

Seeka's technical team and orchard managers work closely with landowners to cultivate sustainable volumes of flavourful, visually appealing, and pest-free fruit. This ensures that the fruit meets high-quality standards and reduces the likelihood of waste fruit.

VLS Testing Laboratory

Seeka's testing laboratory monitors fruit maturity and provides clearance testing services for the kiwifruit industry. By ensuring fruit is cleared for harvest at optimal maturity, VLS minimises waste from immature or over-mature fruit.

SureStore Bins

SureStore bins are designed to protect fruit being transported from the orchard to the packhouse. This minimises waste from transport damage.

Soft-handling technology

Seeka employs advanced soft-handling technology, including automated camera grading, to sort crops according to market requirements. This technology ensures that quality fruit is selected for export, while lower-grade fruit can be directed towards alternative uses, minimising waste.

Inventory management systems

Seeka's inventory management systems prioritise coolstore loadouts, ensuring that fruit is dispatched based on quality. This reduces the risk of waste from storage losses.

SeekaFresh programme

Seeka's marketing service SeekaFresh collaborates with retailers to match fruit supply with market demand. This includes promoting the seasonal availability of Seeka fruit to consumers to optimise sales and minimise waste by aligning supply with consumer demand.

Packaging innovations

Seeka has introduced net bagging for small or irregularly shaped kiwifruit and avocados, creating retail space for fruit that may not have met traditional cosmetic standards. These innovative packaging solutions, such as "odd bunch" programmes, allow Seeka to sell a greater portion of its fruit, reducing waste and maximising value.

Picking innovations

Seeka is implementing innovative picking bags to handle kiwifruit more gently. The new bags reduce the potential for damage during the picking process, to decrease fruit waste.

DNFC

Seeka's subsidiary, the Delicious Nutritious Food Company (DNFC), specialises in processing fruit that falls short of retail-grading standards. This fruit is transformed into functional food products such as Kiwi Crush and Kiwi Crushies. Seeka also processes avocado into avocado oil.

SeekaFresh, the marketing arm of Seeka, directly promotes and sells these products, making them easily accessible to consumers.

Seeka worm farm

Seeka's worm farm receives residual waste from DNFC's Kiwi Crush operations and organic waste from the packhouse. The worms turn this waste into vermi compost, which is then used as a compost on Seeka orchards. Seeka has the capacity to divert 100 tonnes of organic waste each year.

Recycling kiwifruit vine strings

Where practicable, kiwifruit strings are collected after harvest and sent to Plasback, a member of the government-accredited product stewardship scheme, to be recycled into durable plastic products.

Cardboard recycling

Seeka utilises large volumes of cardboard packaging. In 2022, 273 tonnes of packaging were collected and recycled through the company's supplier, Oji Fibre Solutions.

Shift to easy-to-recycle cardboard cartons

Seeka Australia has been transitioning away from single-use plastic packaging. Plastic punnets have been replaced with easy-to-recycle cardboard cartons. Seeka's eight-pack kiwifruit cartons, made from cardboard, are now available for sale in Woolworths and other leading Australian retailers.



Seeka's new picking bags ensure kiwifruit are handled more gently.

Regenerative horticulture

Historical land management practices rely on synthetic chemicals and nutrients to maximise productivity, but these practices can have negative impacts on the environment by disrupting the health of the soils and waterways. Seeka recognises the importance of biodiversity in creating a circular and interconnected system.

Seeka has a team of technical specialists who are continuously reviewing orchard practices.

Some of the initiatives we have implemented include:

- **Sward growth and beneficial plantings:** We encourage the growth of diverse vegetation in and around orchards to support beneficial insects, improve soil structure, and enhance overall biodiversity.
- **Innovative mowing practices:** We have adopted innovative mowing techniques that reduce the need for weed sprays, promoting a healthier and more natural ecosystem.
- **Composting:** Seeka actively promotes composting to increase the organic matter content in the soil, improving its fertility and structure.
- **Reducing synthetic nutrient usage:** We are working to minimize the reliance on synthetic nutrients, exploring alternative methods and organic practices to support orchard health and productivity.
- **Supporting organic orcharding:** Seeka provides support and resources to growers who choose organic orcharding methods, promoting sustainable practices and reducing chemical inputs.
- **Protecting waterways:** Seeka is committed to protecting waterways by implementing riparian plantings and regenerating wetlands, creating buffer zones that filter runoff and enhance water quality.

Through these initiatives, Seeka aims to enhance soil health while promoting biodiversity, which contributes to the production of high-quality fruit and the long-term environmental well-being of our orchards and ecosystems.



Social sustainability

At Seeka, social responsibility is a fundamental aspect of our brand attribute, *"Founded on Relationships"*. We work towards being an employer of choice, and highly value our connections with the communities in which we operate. The welfare and well-being of our growers, clients, employees, investors, and communities are of utmost importance.

We strive to create a positive and inclusive work environment for our employees, ensuring fair treatment, equal opportunities, and fostering their professional growth. We also prioritise the satisfaction and success of our growers and clients by delivering excellent service and building strong relationships based on trust and mutual benefit.

In addition, we recognise the impact of our operations on the communities we serve. Seeka engages with local communities, supporting initiatives that promote social development, environmental sustainability, and economic growth.

Our people

Seeka is committed to being an employer of choice. Seeka believes in fair compensation for all employees and is working to report our performance on pay equity, ensuring that everyone receives equitable remuneration for their work.

Seeka is committed to investing in the safety of our people, implementing robust safety measures. Additionally, Seeka establishes remuneration structures, provides training opportunities, and offers clear career pathways that attract and promote the best individuals within our industry. Seeka recognises that our people are the driving force behind Seeka's success, and we celebrate and express gratitude for their valuable contributions.

Seeka's ongoing commitment to our workforce ensures that we create an inspiring and rewarding company culture. We strive to be an employer that attracts, retains, and nurtures top talent.

Partnering with Māori

Seeka acknowledges the importance of its partnerships with Māori and holds these relationships in high regard. Seeka has the largest number of Māori kiwifruit growers, and is actively investing in partnership with Māori to develop kiwifruit and other orchards. These investments are stimulating the Māori economy and communities.

Māori entities hold a substantial shareholding in Seeka, which grants them a voice and influence within the company. This ensures that Māori perspectives, values and aspirations are represented and taken into account in Seeka's decision-making processes.



Case study

East Cape orchard developments

Seeka is partnering with iwi and Kānoa (Regional Economic Development & Investment Unit) to create employment, generate long-term wealth and strengthen communities in the East Cape.

Our co-investments to grow 40 hectares in Raukokore, 12 hectares in Te Kaha and 10 hectares in Hawaii, is helping a new generation of iwi leaders obtain a thriving social and economic future. The orchard developments are growing the Māori economy, improving land utilisation, creating local jobs and returning value to Māori as orchard owners.

In Raukokore, Seeka is a foundation partner of the \$14 million Wai o Kaha orchard development. The investment has created skilled roles and economic development, which in turn has led to tangata whenua returning home.

The iwi, Kānoa and Seeka-funded development has established 40 hectares of Hayward kiwifruit orchards on former maize and grazing land, irrigated by a Kānoa-funded water system.

Seeka has supported iwi to establish the local contractor Raukokore Kaimahi to work on the development, along with other orchards in the region.

The revitalisation of Raukokore is being guided by Willie Te Aho and includes Kānoa-funded housing that is helping locals into home ownership through a rent-to-own scheme.

Willie and the iwi of Te Whānau-ā-Apanui are working to grow the venture, with a vision to have 100 hectares of kiwifruit in Raukokore.

Case study

RSE programme supports Pacific social and economic development

Seeka has recognised seasonal employer workers (RSEs) from the Pacific and Malaysia. They have become an integral part of Seeka, with many returning year after year.

Since borders reopened in 2022, Seeka has welcomed 1200 RSEs and remains committed to their wellbeing in New Zealand.

Seeka offers opportunities to RSEs to gain new skills and increase their knowledge base while in New Zealand. While directly benefiting each worker, upskilling also has a positive effect on their families and communities in their home countries.

To support RSEs from Kiribati, Solomon Islands, Samoa, Tonga, Vanuatu, and Malaysia, Seeka helps with their physical, mental, and spiritual wellbeing, with Seeka's pastoral care service ensuring their sense of belonging and connection within the Seeka workforce.

Seeka is building Turanga Whetu, a new accommodation facility scheduled to open in July 2023. Located on Sharp Road in Katikati, Turanga Whetu will accommodate up to 140 RSEs, expanding the area's accommodation capacity.

Turanga Whetu, meaning "Star Base," will offer modern amenities, including recreational areas, lounges, kitchen and laundry facilities, and facility-wide Wi-Fi. A special blessing ceremony will mark the formal opening of Turanga Whetu, symbolising the beginning of the RSEs' stay in this welcoming and well-equipped accommodation facility.



Esera Isaako, RSE from Samoa

Health and safety

Seeka has a health and safety team who ensure the well-being of our workforce operating in diverse workplaces with moving machinery, tractors, forklifts and heavy vehicles. Seeka continues to invest to keep our people safe, including new guarding and barriers that remove opportunities for plant and people to collide, and our new HIT-NOT proximity detection systems that protects people from moving forklifts.

On-orchard movements are tracked via the one-step Seeka app sign-in process, which provides direct access to accurate orchard maps that clearly mark hazards.

We have a lead measure to our safety performance indicators that records safety meetings and attendance across the business. Health and safety support includes:

- Free and anonymous access to a professional employee assistance programme (EAP)
- Regular reporting of health and safety targets and performance
- Health and life insurance benefits
- Embracing the Global.G.A.P. GRASP module that supports worker welfare

Community sponsorship

In 2022, Seeka donated \$320,834 to support New Zealand youth development, community, cultural and sports groups, and Pacific health initiatives. Seeka proudly supported the following groups in 2022:

Ashbrook School	Mums4mums Charitable Trust	Te Puke Events and Promotions Group
Auckland Rescue Helicopter Trust	Ngamuwahine Trust	Te Puke Golf Club
Autism NZ	Ngāpuhi Iwi Social Services	Te Puke High School
BOP Dragon Boat Club	New Zealand Frisbee team	Te Puke Intermediate
BOP Rugby Union	Omanu Golf Club	Te Puke Pony Club
BOP Symphonia	Ōpōtiki College	Te Puke Smallbore Riffle Club
Citizens RSE Te Puke	Ōpōtiki Golf Club's Matariki Golf	Te Puke Sports & Recreation Club
Eastbay REAP	Tournament	Te Puke Squash Club
Eastern District Rugby & Sports	Ōpōtiki Surf Life Club	Te Puke Tai Mitchell
Fairhaven School Fundraising	Otamarakau School	Te Puke Tennis Club
Association	Our Kerikeri Community Charitable	Te Ranga School
Gisborne Tairāwhiti Rugby League	Trust	Te Rūnanga o Ngāti Ranginui
Gisborne Young Grower of the Year	Paengaroa School	The Going Bananas Show
Hauraki Waka Ama Club	Pongakawa School	The Job Agency
Heart Kids	Purangi Golf & Country Club	The Kids Foundation
Katch Katikati Incorporated	Radio Lollipop for Children in Hospital	Tia Marae Charitable Trust
Katikati Cricket Club	Rotary Club Katikati	Toi Kai Rawa
Katikati Hockey Club	Rotary Club Papamoa	Top Energy Far North Science
Kerikeri Cricket Club	Rotoiti Fishing Club	Te Puke Volunteer Fire Brigade
Kerikeri High School	Tauranga Intermediate	Waerenga-A-Hika Squash Club
Kerikeri Rugby Football Club	Tauranga North Tai Mitchell	Waihau Bay Sports
Kids Foundation	Te Aranui Youth Trust	Western Bay Heritage Trust
Lion Club Tauranga	Te Kura Mana Māori o Maraenui	Western BOP Cricket Association
Lions Club Katikati	Te Puke Agriculture & Pastoral	Young Fruit Growers
Lions Club Gisborne	Association	Zespri AIMS Games
Made in Te Puke Trust	Te Puke Boys & Girls Agricultural Club	
Matakana Island Rugby Team	Te Puke Bridge Club	
Motu Trails	Te Puke Community Patrol	
Mt Maunganui Bridge Club	Te Puke Cricket Club	

Social report

With "Select Excellence", Seeka strives to continually improve our performance for stakeholders and deliver an excellent service that supports prosperous communities.

Responsibility	Initiative	Achievements
Engage youth into industry	Cadetship	<p>Supported five new cadets into the workforce in 2022.</p> <p>Seeka's cadetship provides a three-year skills development pathway covering orchard and post harvest operations that give cadets comprehensive knowledge about the industry.</p> <p>Current key achievements include:</p> <ul style="list-style-type: none"> - Integration of Tikanga Māori. - New post harvest stream that broadens learning and development. Currently a first-year cadet has chosen the post harvest stream with a second-year cadet moving to post harvest next year. - Formal public speaking opportunities with government working groups. - Cadets help with Seeka information and social events to gain valuable networking opportunities with the grower community, improve cadet confidence and support Seeka's community engagement. <p>Our second-year orchard cadets are in supervisory roles and developing leadership skills with our RSE units while also developing their orchard management skills.</p> <p>Our third-year orchard cadets are working towards trainee manager roles, where there is significant competition.</p> <p>Our third-year post harvest cadet has performed a broad range of packhouse leadership roles, and is also taking a supply and distribution course.</p>
Upskilling	Trainee orchard management programme	Seeka has two trainee orchard managers that oversee a small portfolio of orchards. With close support and mentoring from their regional manager, the trainees learn all aspects of orchard management, until a position becomes available and they are ready to manage 50 hectares.
	Level 3 training programme	Recently created, the level 3 programme allows leaders to increase their supervisor and manager skills, and to improve Seeka's operational efficiency through standard processes and procedures.
	Internships	<p>General managers consider projects suitable for an intern. Interns gain experience in the area they are studying, create networks, increase awareness, grow aspirations and develop skills. It is also an opportunity for our team to share their skills in a professional environment. This year we had four interns:</p> <ul style="list-style-type: none"> - IT; created a strategy road map for Seeka's IT team. - Finance; evaluated Seeka's plant, equipment, and motor vehicle assets. - Finance; cost modelling for DNFC - People and capability; created a survey for Seeka's RSE unit to help improve the programme.
	Toi Ki Tua internship	The people and capability intern came through the Toi Ki Tua Māori internship programme which is focussed on helping Māori tertiary students enter high-value career pathways.

Responsibility	Initiative	Achievements
Wellbeing	'Seeka You'	Seeka's people and capability team has partnered with health and safety to form the support platform <i>Seeka You</i> . <i>Seeka You</i> covers emotional, mental, physical and financial support, and has a set of convenient tools and handy apps that help employees prioritise their wellbeing. The <i>Seeka You</i> calendar also keeps employees up to date and encourages participation in activities that promote wellbeing, such as Gumboot Friday and Pink Shirt Day.
Cultural, age and gender diversity	Diversity study	Seeka undertook a diversity study to assess cultural, age, and gender diversity at Seeka. The findings indicate that 58% of Seeka's workforce are male and 42% female. The results are being analysed to inform future diversity strategies and planning. Seeka aims to ensure a fair and equitable working environment for all employees, irrespective of their gender, cultural background, or age. The study's insights will play a crucial role in shaping Seeka's efforts to promote inclusivity and diversity within the company.
Working with MSD	Help New Zealanders into meaningful employment	Seeka works closely with the Ministry of Social Development to prioritise New Zealanders into the workforce, as we liaise with multiple agencies to find suitable work in our orchard and post harvest operations.
Understand Seeka people; who we are, our aspirations, and our relationship with Seeka	Permanent employee engagement survey	The 2022 survey indicated an improvement in employee engagement. Available to all permanent staff, the survey informs future engagement planning and strategy development. Seeka values employee feedback and uses survey insights to enhance initiatives and foster a positive work environment.
	Annual performance and development review	Provides employees with the opportunity to discuss their workplace experience, clarify expectations, and plan for future professional development. These reviews encourage communication, setting goals, and supporting employee growth.
	Exit survey	Explores both positives and negatives to guide improvements. The survey is offered to all departing permanent employees.
Seasonal worker engagement	Seasonal work campaigns	Keeping people engaged to work at Seeka throughout the harvest season. Seeka was fully staffed at the start of harvest, and through incentives and a range of fun and inclusive activities, such as food shouts and dress-up days, Seeka has maintained a turnover rate under 3%.



Read more about Sustainable Development Goals
See the United Nations Sustainable Development website.



Seeka and the United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (UNSDGs) are a collection of 17 interlinked global goals designed to be a "blueprint to achieve a better and more sustainable future for all." Established in 2015 by the United Nations General Assembly, the UNSDGs are intended to be achieved by 2030.

Seeka's operations are closely aligned with the following eight United Nations Sustainable Development Goals (UNSDGs):

3 GOOD HEALTH AND WELL-BEING 	<p>Fostering healthy communities.</p> <p>Supplier of healthy nutritious food.</p> <p>Promoting a safe and healthy work environment to our staff.</p>	13 CLIMATE ACTION 	<p>Monitoring our carbon footprint.</p> <p>Working towards carbon neutrality.</p> <p>Reducing energy intensity of fruit supply.</p> <p>Committed to achieving the Paris targets < 2 degrees.</p>
8 DECENT WORK AND ECONOMIC GROWTH 	<p>Providing local and rural work opportunities.</p> <p>Supporting people back into the workforce.</p> <p>Partnerships with hapū, iwi, Pacific peoples.</p> <p>Paying a fair wage and benefits.</p> <p>Providing training opportunities and supporting growth within the company.</p>	14 LIFE BELOW WATER 	<p>Interconnected land and sea.</p> <p>Value and protect ecosystem services.</p> <p>Restore soil health.</p> <p>Promote healthy biodiversity.</p> <p>Reduce negative externalities.</p> <p>Recognise the connection between land and sea.</p> <p>Environmental compliance.</p>
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	<p>Seeka strives to be agile, innovative, and industry leading.</p> <p>Embrace new technology.</p>	15 LIFE ON LAND 	<p>Interconnected land and sea.</p> <p>Value and protect ecosystem services.</p> <p>Restore soil health.</p> <p>Promote healthy biodiversity.</p> <p>Reduce negative externalities.</p> <p>Recognise the connection between land and sea.</p> <p>Environmental compliance.</p>
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	<p>Zero food waste to landfill.</p> <p>Use less resources.</p> <p>Improve packaging through innovation.</p>	17 PARTNERSHIPS FOR THE GOALS 	<p>Valued partnerships to support SDGs with local communities, hapū, iwi and Pacific communities.</p>



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