



2022 Sustainability Report





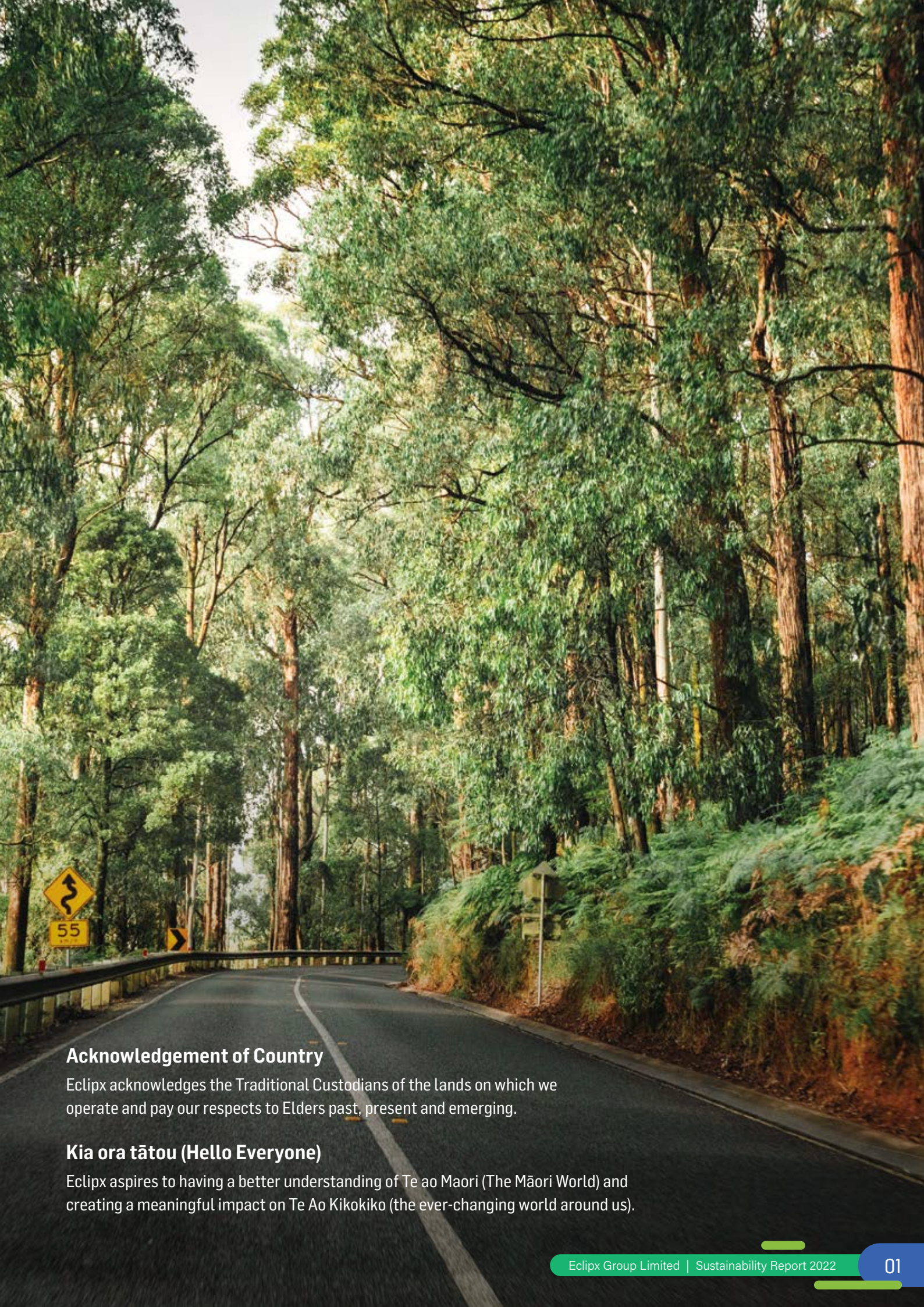
Eclix Group: Building sustainable fleet leasing and management solutions

Eclix Group is an established leader in vehicle fleet leasing and management in Australia and New Zealand. Eclix Group's primary brands are FleetPartners, FleetPlus and FleetChoice.

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eclixgroup.com



Acknowledgement of Country

Eclix acknowledges the Traditional Custodians of the lands on which we operate and pay our respects to Elders past, present and emerging.

Kia ora tātou (Hello Everyone)

Eclix aspires to having a better understanding of Te ao Maori (The Māori World) and creating a meaningful impact on Te Ao Kikokiko (the ever-changing world around us).

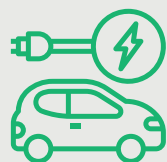


Chair & Chief Executive Officer's Letter

Dear Shareholders,

It is with pleasure that we present you with Eclix Group's inaugural Sustainability Report, which should be read in conjunction with the Eclix Group Annual Report.

Gail Pemberton Chair | **Julian Russell** Chief Executive Officer



**15% MORE
ELECTRIC CARS**

We are increasing our electric car fleet

The Sustainability Report records the Group's environmental, social and governance activities in the FY22 financial year, illustrating the importance we place on having sustainability at the core of our business strategy.

This year, we formed a sustainability working group to define and develop our sustainability strategy. The working group is led by some of our most senior executives as well as a broad range of team members from across the organisation in Australia and New Zealand.

Our Group is proudly at the forefront of our industry and is committed to driving leading environmental, social and governance activities that we believe will create long-term value for our shareholders and all other stakeholders.

We want to make a meaningful contribution to the sustainability of the communities and the environment in which we live and operate.

In the following pages are some insights into what we aim to achieve, and the progress we made during FY22 which show why we are at the forefront of

our industry on sustainability matters. These include:

- The strength and resilience of our people and how we have supported them by providing two CARE days of leave, volunteering opportunities, five extra days of annual leave, and other health and wellbeing initiatives;
- How Eclix became the first and only fleet management organisation to be certified carbon neutral by Climate Active in Australia as well as being certified for Toitū carbonreduce in New Zealand;
- Eclix now holds active environmental certifications in all regions in which it operates;
- A significant development has been the way we are supporting our customers to transition to a zero-emission electric fleet, particularly in New Zealand where



approximately half of our new orders in FY22 were electric or hybrid vehicles, reflecting recent Government policy initiatives to increase demand for lower emission engines;

- The Group proudly became one of 12 new organisations in Australia to receive a citation by the Workplace Gender Equality Agency (WGEA) as an Employer of Choice for Gender Equality;
- The Group was also ranked equal #1 in the ASX300 for female Board representation by the Australian Institute of Company Directors;
- Importantly, our average employee engagement score over the past year of 70% – a significant improvement on our mid-50% score from a pre-Simplification score, which has helped us retain and attract talent;

- Our efforts to champion diversity and enhance ethical business practices through our approach to the identification of modern slavery, human rights and corruption risks in our supply chains and within our business are an important part of our approach to sustainability; and
- Our partnering with a range of groups to help the disadvantaged and make a real difference in their lives. Towards the end of the report we have outlined some case studies of our involvement in specific initiatives.

The next step in our ESG journey is to review and continue to develop our ESG governance framework, and further develop our partnerships with our customers, suppliers, and community stakeholders, in support of our mutual objective of transitioning to a more resilient, sustainable future.

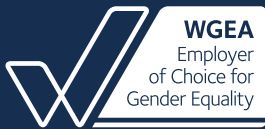
We are proud of what we have achieved in FY22, and we intend to continue to evolve our Group's approach to sustainability particularly as more harmonised local and global standards and targets emerge.

Gail Pemberton AO
Chair

Julian Russell
Chief Executive Officer

Key ESG Highlights

Corporate governance, sustainability and employee wellbeing are high priorities at Eclipx. Our primary focus is to ensure robust stewardship of the business to deliver sustainable long-term growth whilst operating in an ethical and transparent way.



WGEA citation

Achieved WGEA Employer of Choice citation for Gender Equality in 2022



ASX-300 leaders

In female board representation



34% REDUCTION IN CO₂

In Australia, 34% reduction (627 tCO₂-e) in YoY greenhouse gas emissions (2020-2021)



87%

Team members reported that they believe their manager genuinely cares about their wellbeing



Climate Active certified

Carbon neutral certified in Australia



Certified by Toitū Enviro

Achieved Toitū carbonreduce certification in New Zealand



Engaging with our customers, working towards Carbon Zero

Engaged with over 20 of our largest emitting business customers on their plans for a Journey to Carbon Zero



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



13 CLIMATE ACTION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS

SUSTAINABLE DEVELOPMENT GOALS

9 SDGs

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

Eclix Values



Our company values are designed to guide and drive employee engagement and to strengthen relationships with customers, partners and shareholders.



COLLABORATION

Our team is always greater than the sum of its parts

Our team is:

- › Highly respectful
- › Your biggest challenger
- › Your strongest critic
- › Your best supporter



ACCOUNTABILITY

Ownership, accountability and pride in everything we do

We are accountable for:

- › Ourselves
- › Our customers
- › Our colleagues
- › Our company



Dream big,
ask why
and seek
out positive
change

EXCELLENCE

Deliver beyond
expectations,
every day

WE THRIVE ON:

- Beating customer expectations
- Building relationships



REIMAGINE

Dream big, ask why and
seek out positive change

We challenge:

- › Status quo
- › Conventional wisdom
- › Our assumptions
- › Each other respectfully



EXCELLENCE

Deliver beyond
expectations, every day

We thrive on:

- › Beating customer expectations
- › Building relationships
- › Creating opportunities
- › Winning for our team

UN Sustainable Development Goals



Eclix team members feel valued by their manager

Sustainability strategy and UN Sustainable Development Goals mapping

Eclix Group has taken a considered approach to incorporating environmental and social issues across the organisation. We continue to embed sustainability into our business strategy and have strengthened our approach to managing this process.

This report is Eclix Group's inaugural Sustainability Report.

In FY22, the Executive Team assembled a sustainability working group, which was responsible for developing an enterprise-wide sustainability strategy and framework. The importance of this working group is reflected in its membership, with representation from some of our most senior executives.

To ensure a diverse range of views are considered and championed, the working group also includes a range of team members from Australia and New Zealand.

Our Sustainability Purpose

In striving to play an industry leading role in sustainability, Eclix Group aims to lower the carbon emissions and environmental impact of some of

Australia and New Zealand's largest vehicle fleets, which will in turn help to protect biodiversity. At the same time we also aim to support the needs of some of our more vulnerable communities.

The Group's sustainability purpose reflects the role we see ourselves playing for our customers and local communities, and the impact we can make in people's lives. Our purpose is:

To provide a meaningful contribution to the sustainability of the communities and the environment in which we live and operate.

To deliver on our purpose, we engage with a diverse range of stakeholders, and conduct our business in a responsible way to drive positive commercial, environmental and social outcomes.

Our Sustainability Framework

The Eclix Group sustainability framework is being developed in three key areas. Our associated action plans will continue to evolve in FY23, aligned with our sustainability priorities, appropriate governance and processes.

Our People | Our Community | Our Environment

Our People

We want our people to be inspired, engaged, safe, and to willingly live our purpose and values every day. Having highly passionate, capable and accountable teams is essential to delivering our business strategy, which in turn delivers the greatest benefits for our customers, communities and to our shareholders.

Our People goal: Purpose driven employer of choice

Our Community

A strong and thriving community, locally, nationally and internationally, is one in which all people have an opportunity to prosper. Prosperity can only start to be achieved if basic human needs such as access to a hot meal, a safe place to live, and equal opportunities to learn and be inquisitive are accessible.

Our Community goal: Leverage our resources, relationships and capabilities to support vulnerable members of our society.

Our Environment

The consequences of global temperatures rising more than 1.5°C above pre-industrial levels are extreme and far-reaching for nature, humans, businesses, and our collective future. As reported by the United Nations Net Zero Global Coalition, scientists agree that globally, emissions must be reduced by 45% by 2030 and reach net zero emissions by no later than 2050 to keep global warming to no more than 1.5°C.

Our Environment goal: Supporting the transition to a climate-resilient future through our operations and those of our customers.

Our Framework for developing a Sustainability Action Plan

We are committed to the United Nations Sustainable Development Goals (SDGs), adopted in 2015, as part of the 2030 Global Agenda for Sustainable Development. The SDGs are a set of 17 universal goals designed to provide a global framework for addressing the environmental, political, and economic challenges facing our world as 2030 approaches.

The SDGs are a call for global action by national governments to end poverty, protect the planet, and to ensure all people can enjoy peace and prosperity.

We believe that businesses have an important role to play in contributing to the achievement of the SDGs. We have aligned our approach to sustainability with the SDGs and use the goal targets as a framework for identifying where and how we believe we will have a positive impact on the communities in which we live and work – ensuring we look beyond the positive financial impact we aim for and make a positive societal impact as well.

We will continue to work within our Group's scope of influence to contribute to these goals, as governments around the world strive to achieve these goals.

Through self-assessment, the sustainability working group mapped initiatives which align with our three sustainability priorities of Our People, Our Community, and Our Environment, to identify how we are contributing to the SDGs. In doing so, we concluded that our actions currently contribute to 9 of the SDGs. Throughout this report, alignment with SDGs is identified using the relevant SDG icon and the relevant goal target references. A summary of this alignment is outlined below.

Our People

Purpose-driven employer of choice.



Goal 5:

Achieve gender equality and empower all women and girls.



Goal 8:

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Goal 16:

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Our Community

Leverage our resources, relationships and capabilities to contribute to the support of vulnerable members of our society.



Goal 3:

Ensure healthy lives and promote well-being for all at all ages.



Goal 4:

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Goal 10:

Reduce inequality within and among countries.



Goal 11:

Make cities and human settlements inclusive, safe, resilient and sustainable.

Our Environment

Support the transition to a climate-resilient future through our operations and that of our customers.



Goal 7:

Ensure access to affordable, reliable, sustainable and modern energy for all.



Goal 13:

Take urgent action to combat climate change and its impacts.

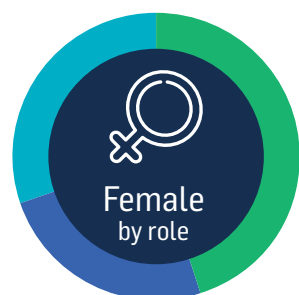
Sustainability Scorecard

Our People

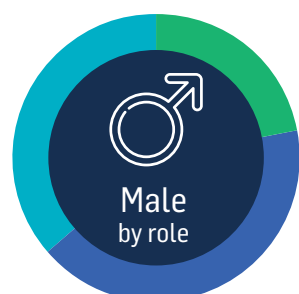
468 TOTAL TEAM MEMBERS IN AUSTRALIA & NEW ZEALAND



- Under 30 **17%**
- 30-39 **34%**
- 40-49 **28%**
- Over 50 **21%**



- Board **66%**
- Executives/General managers **36%**
- Other team members **44%**



- Board **34%**
- Executives/General managers **64%**
- Other team members **56%**



Diversity and inclusion

Team members that identify as First Nations Person	0.3%
Team members born overseas	52%



Wellbeing

My manager helps me feel valued	83%
My manager sets a good example for wellbeing at work	85%
My manager genuinely cares about my wellbeing	87%
Lost-time injury frequency rate	0%



Workplace flexibility

Team members accessing Secondary Carers Leave	28%
Team members accessing Primary Carers Leave	14%



Engagement

Overall engagement survey response rate	81%
Overall engagement score	69%



Team member retention

Return to work from Primary Carers Leave	80%
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Training, development and performance management

Annual compliance training completion rate	96%
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Our Environment

1,607 TCO₂-E TOTAL EMISSIONS
FOR 2021



Emissions by source (tCO₂-e)

Advertising	60	Land and sea transport (fuel)	514
Cleaning and chemicals	13	Office equipment & supplies	3
Electricity and gas	537	Postage, courier and freight	56
Flights	26	Stationary energy	29
Food	31	Waste	25
Hotel	4	Water	3
ICT services and equipment	174	Working from home	132



Projects supported by Eclix



Cerebral Palsy Alliance (CPA)

Supported the CPA and its STEPtember campaign to assist adults and children living with cerebral palsy, by raising awareness and over \$56,000 in much-needed funds.



Burdekin Association

Provided a dedicated learn-to-drive vehicle to deliver driving practice hours to young people living in out-of-home care who are without the family support required to complete driver training to secure their licence.



Story Factory

Doubled our commitment to the Story Factory by providing 2 vehicles which make it possible for storytellers to deliver workshops to those students most in need, irrespective of geographical location.



Anglicare Victoria

Helped to support children, young people, and families in need including Food Boost, Broadmeadows Women's House, volunteering, and the Dixon House Christmas distribution program.



Duffy Books

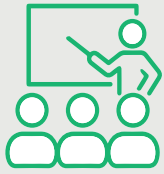
10 years of continuous support of 'Duffy Books in Homes,' providing a Mazda CX5 which is instrumental in the delivery of education programs that instil the value of books and reading, to school children across New Zealand.



Visionwest Waka Whakakitenga

Gave joy to struggling families at Christmas through donations that help fill empty fridges and pantries and put gift toys in the hands of children who would otherwise miss out and raising much-needed funds for the Visionwest Trust.

Corporate Governance and Risk



96%

Internal compliance and policy training completion rate

Ethical Business Practices

Eclixp Group is committed to practising sustainable and ethical business practices in our business and in our supply chain. We recognise that we have a responsibility to respect human rights. We will take steps to combat modern slavery and other human rights violations in our operations and our supply chain. We hold ourselves and our suppliers to this same standards.

Code of Conduct

The Group is committed to the highest standards of conduct, transparency and ethical behaviour in all of our business activities. Our Code of Conduct outlines a practical set of principles reflecting our approach to business conduct. At the core of our approach are our values:

- › **Collaboration:** Team is always greater than the sum of our parts
- › **Accountability:** Ownership, accountability and pride in everything we do
- › **Reimagine:** Dream big, ask why and seek out positive change
- › **Excellence:** Deliver beyond expectations, every day.

Modern Slavery and Human Rights Violations

Eclixp Group does not tolerate modern slavery in any form. We want to have a positive impact on our supply chain, strive to only do business with suppliers who demonstrate ethical business practices and values, and have a zero-tolerance approach to modern slavery.

We are conscious that some of our direct suppliers may have exposure to higher risks of modern slavery. Therefore, we have developed processes including the incorporation of contractual frameworks around modern slavery and potential human rights violations in our supplier contracts. These frameworks support our efforts to ensure parties are aware of, and held accountable to, the standards that we uphold.

We have introduced a variety of mechanisms to help mitigate the risks including the development of systems that facilitate identification, assessment, and monitoring of potential modern slavery risks. Eclixp Group has also developed measures for the reporting of actual or potential risks by team members or suppliers, in an appropriate, safe and confidential manner through our Whistleblowers Policy. As part of our risk-based approach, we have engaged a third-party risk management platform which we believe will help us better understand the risk of modern slavery in our supply chain. This platform will become operational in our next modern slavery reporting period.

Where we become aware of potential modern slavery issues in our operations or supply chains, we will take appropriate action in a timely manner. We will take into account applicable laws and the United Nations Guiding Principles on Business and Human Rights when determining the appropriate remediation steps.

The vigilance of our team members is a key component to monitoring and identifying modern slavery risks, which is why it is important they complete special training and have a strong understanding of how modern slavery may impact our supply chain. Eclixp Group expects suppliers in our supply chain to understand modern slavery risks.

Whistleblowers Policy

Fostering a culture where our people feel empowered to speak up is important. It is essential that our team members and external partners can raise concerns if they see something that they feel is not right and know that they will be taken seriously.

Our Whistleblowers Policy is one of a number of policies that fosters a culture of compliance, honesty, and ethical behaviour, and underpins our values. We encourage the reporting of any instances of suspected unethical, illegal, fraudulent or undesirable conduct involving our businesses, and will work

to ensure that those individuals who make a report do so without fear of intimidation, disadvantage or reprisal. Whistleblowers may raise reportable conduct confidentially through the Eclipx Ethics Hotline (an external reporting service) or to our internal Whistleblower Protection Officers.

Anti-Bribery and Corruption

Our Anti-Bribery, Corruption, Gifts and Hospitality Policy emphasises our commitment to maintaining an organisation free from bribery and corruption practices, whether direct or indirect. It applies to all our directors and team members, as well as other parties that we may appoint or engage to act on our behalf. Our team members are also required to complete training in relation to anti-bribery and corruption detection.

Our Policy covers any activity or behaviour undertaken during the course of, or in connection with, employment or acting on behalf of the Company, regardless of the geographical location in which that activity or behaviour occurs.

Tax Transparency Policy

The Eclipx Group corporate governance and the tax operating framework is set out in our Tax Risk Management Policy (Tax Policy). This policy has been endorsed by the Audit and Risk Committee and approved by the Board.

The Tax Policy ensures that we have a framework in place to allow for the effective management of tax risks in an appropriate and consistent manner, with consideration for tax authority expectations.

Our strategic objectives for tax are:

- To comply with all relevant tax laws and meet tax compliance obligations in a timely manner
- To protect the reputation of Eclipx in relation to tax matters
- Not to participate in, facilitate, or promote tax evasion
- To maintain an open and transparent relationship with tax authorities

- To be considered by tax authorities to present a low risk of misreporting our tax obligations due to our tax governance arrangements
- To maximise after tax returns in support of commercial business activities within the boundaries of our tax risk appetite.

In FY22 we published our first Tax Transparency Report. This report is an important way for us to demonstrate our commitment to transparency and ethical business practices. Voluntary disclosure of our tax information is consistent with the Australian Government's efforts to promote tax transparency, and outlines our approach to paying taxes, to tax governance and strategy, and details tax-related payments.

The Tax Transparency Report can be downloaded at:

https://eclipxgroup.com/wp-content/uploads/2022/09/Eclipx_Tax_Transparency_Report_2021.pdf

Data Protection

We take our responsibility to protect the personal information and privacy of our customers and team members very seriously. We are entrusted with customers' personal information to deliver the products, services and experiences they need.

The Eclipx Group Privacy Policy sets out why we need to collect personal information, how we collect it, what we do with it, how it is stored, and who we might share it with. The policy also describes how individuals can access or correct information about themselves and contact us regarding concerns about how their personal information is being handled.

The policy is available on the Eclipx website (<https://eclipxgroup.com/privacy-policy/>) and is supported by privacy, data and awareness training for all team members.

Cybersecurity

Eclipx Group recognises that cyber and information security risk is inherent in the use of the technology platforms that support our business activities. We manage cyber and information security risk through our non-financial risk management framework, which is set based on our Risk Appetite Statement and Risk Management Strategy and is delivered in line with our Risk and Governance Framework.

In the past two years, the increasing adoption of hybrid working arrangements, and high-profile external ransomware attacks have been front of mind for Eclipx leaders. In response, we have performed assessments to ensure the implemented controls are appropriate and that our team members are adequately trained to operate securely and can respond to specific threats.

In FY22 we have increased our investment in our cybersecurity resources. We will continue to maintain a vigilant cybersecurity posture as the threat profile continues to escalate and is unlikely to lessen.

UN Sustainable Development Goals

In the community in which we live and work, and within our sphere of influence, these initiatives are contributing to:



Decent work and economic growth

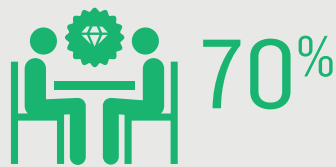
Targets 8.7 and 8.8



Peace Justice and Strong Institutions

Target 16.5

Our People



Our average employee engagement score

Diversity in the Workplace

Eclixp Group offers an inclusive work environment for our diverse mix of team members regardless of age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation, and gender identity. We strive for a workplace where our team members are empowered to perform at their best while providing a supportive and rewarding working environment, that offers a range of development opportunities and benefits.

The Diversity Committee, which was launched in FY20, is focused on ensuring team members are a part of creating a diverse workforce, including enabling women to have the opportunity to meet and learn from each other and to build meaningful connections across the Group. The Group's commitment to diversity in the workplace is outlined in

the Eclixp Group Diversity, Equity and Inclusion Policy.

WGEA

In March 2022, Eclixp Group became one of 12 new organisations in Australia to receive a citation by the Workplace Gender Equality Agency (WGEA) as an Employer of Choice for Gender Equality. The WGEA Employer of Choice citation is designed to encourage, recognise and promote active commitment to achieving gender equality in Australian workplaces.

The criteria for the citation includes leadership, learning and development, gender remuneration gaps and flexible working, as well as other initiatives to support family responsibilities, team member consultation, preventing sex-based harassment and discrimination, and targets for improving gender equality outcomes.



Health and Well-being

Eclipx cares deeply about its team members and is committed to ensuring their health and wellbeing. The Group has adopted numerous initiatives with the aim of enhancing our team members' health and wellbeing during FY22, including:

- Free flu vaccinations
- Continuing to offer team members a half-day of leave to receive their COVID-19 vaccination
- Offering team members 5 additional days of annual leave per year
- FY23 will see the introduction of a new wellbeing leave policy. Team members will be eligible to take two additional 'CARE' leave days throughout the course of the year.

Eclipx also partners with Assure to provide an Employee Assistance Program, which offers mental health support to our team members and their family members.

These measures were particularly important during the COVID-19 extended lockdowns at the start of FY22, during which time the majority of Eclipx Group team members worked remotely.

During World Mental Health week in October 2022, Eclipx Group hosted a webinar for all team members to educate them on the following areas:

- The mental health continuum and "languishing"
- Our brains and stress
- The importance of healthy habits
- Practical self-care strategies
- Goal setting and action planning

Employee Development and Mentorship

Eclipx Group aims to provide team members with meaningful work and development opportunities across the Group. These opportunities can be taken up in multiple ways, including through internal mobility and study assistance, as well as mentorship programs.

In FY22, Eclipx continued to enrol all people leaders through a series of two-hour virtual workshops. Following the successful completion of this program, a survey showed 100% of team members who attended the development sessions felt they were able to immediately use the skills and knowledge gained from the program in the workplace.

Developing the leadership practices of Eclipx leaders helps to multiply the positive impact that our leaders have on others, which drives business performance through productivity improvement, talent retention and employee engagement.

Further to this and in support of our WGEA citation, Eclipx Group embarked on launching a 'New Wave' leadership program for future leaders with particular focus on increasing the representation of women within the leadership team.

Eclipx team members are also offered compliance and risk related training throughout the year on various topics, including:

- Anti-money laundering
- Privacy
- Fraud awareness
- Anti-bribery and corruption
- Workplace health and safety
- Diversity and equality
- Cybersecurity

In FY22, Eclipx team members completed approximately 2,000 hours of training on these topics.

Eclipx also offers team members the opportunity to grow and develop with LinkedIn Learning, offering high quality content for our team members to professionally develop through completing over 300 courses and viewing almost 2000 e-learning videos.

Staff survey results

Question	Factor	Favourable score
I know how my work contributes to the goals of Eclipx	Your role	92%
My manager genuinely cares about my wellbeing	Your manager	91%
I know what I need to do to be successful in my role	Your role	89%
I have confidence in the ExCo leaders at Eclipx	Our leaders (ExCo)	88%

In addition to supporting the professional growth and development of our team members, we offer a trainee program. This program injects talented, smart, motivated, and highly driven trainees into our business, while providing the trainees with fantastic business experience across operations, sales, and customer service. FY22 marked the first year of trainee graduates.

Our People (continued)

Study Assistance

Our philosophy includes a learning framework for all our team members. Throughout FY22, we offered study assistance to our team members as an acknowledgement of our most important resource – our team members and the knowledge, skills and values they bring to work. The Group recognises that the personal growth and development of our team members improves individual and organisational capability and is integral to the success of our people and business.

Workplace Flexibility

Eclipx Group understands the importance of team members balancing their work life and personal commitments. We believe that by fostering an environment in which our team members can better integrate and balance their work life and personal commitments, will ensure we can attract and retain a diverse and talented workforce now and into the future. We also recognise that this approach leads to greater productivity, wellbeing, and job satisfaction.

Flexible Working Arrangements

Eclipx encourages and promotes flexible working arrangements for team members, including the option for flexible start and finish times. Before the widespread COVID-19 related lockdowns commencing in 2020, Eclipx encouraged all team members to work from home where practicable two to three days a

week. This allowed greater flexibility, and helped contribute to the work life balance of our team members. Following the end of lockdowns, hybrid work arrangements were embedded as part of our standard ways of working.

Dress for your day

We understand every day is different for every person within Eclipx. We want our team members to feel comfortable and empowered to do their jobs which is why we're embracing 'dress for your day'. The choice of attire is up to team members based on a common-sense, professional approach, but does not apply if mandatory personal protective equipment is required.

Parental Leave

Creating a workplace culture that is flexible is pivotal to ensuring we continue to attract and retain talent. Returning to work while raising a young family can present challenges. Accordingly, Eclipx updated its parental leave benefit in FY22 to offer 16 weeks of paid leave for primary carers and four weeks of paid leave for secondary carers, along with flexible return to work options. We also offer an optional Keeping in Touch Plan to team members on parental leave, including 10 optional 'Keeping in Touch' working days.

Eclipx offers all team members a flexible working environment to help manage their return to work. This allows team members to transition more smoothly

into their role and team, remain connected to the business, become familiar with new or updated processes, and be able to maintain and refresh their skills. Pleasingly, around 80% of team members who take primary parental leave return to work.

Eclipx was also one of the first companies across Australia and New Zealand to announce the introduction of paid miscarriage bereavement leave, available to all team members. This was announced and made effective immediately following legislative changes and the Group believes this responsiveness demonstrates our ongoing commitment to a supportive, equitable and inclusive workplace.

Internal Mobility

We aim to provide team members with internal mobility opportunities which may take the form of a secondment, permanent transfer or relocation to a new office, state or country.

International Women's Day March 2022

Eclipx continued its active involvement in a number of diversity campaigns including International Women's Day. Eclipx Group Chair, Gail Pemberton, and People, Culture, Remuneration, Nomination Committee Chair, Cathy Yuncken, participated in a question and answer session hosted by Eclipx Group CEO, Julian Russell, that was broadcast to all team members across the Group.



NAIDOC Week



To increase awareness and to recognise NAIDOC week, Eclix Group invited Isaiah Dawe to visit Eclix. Isaiah was a finalist in the 2019 NSW/ACT Channel 7 Young Achiever Awards and winner of the 2017 Aboriginal and Torres Strait Islander TAFE NSW student of the year.

Isaiah was also the first Indigenous person to be awarded TAFE NSW student graduate of the year. He has now been appointed as a Member of the Board of TAFE NSW as well as Marist 180 Youth Care and was a 2022 nominee for Young Australian of the Year. In 2022, Isaiah was named one of Sydney's Inner West's 30 most influential people under 30.

Isaiah shared his powerful yarn with Eclix team members about his journey to creating ID. Know Yourself

– the first Aboriginal-led organisation delivering 1:1 mentoring and support coordination to Aboriginal children and young people in contact with the Out of Home Care and Juvenile Justice system in New South Wales. Isaiah impressed upon Eclix team members his determination to impact the lives of the 22,000 Aboriginal children in Out of Home Care, by breaking the cycle of intergenerational trauma and disadvantage by establishing belonging, discovering purpose, and empowering positive choices.

Other events and organisations supported during FY22 include:

- RUOK Day
- Harmony Day
- Mental Health Awareness Week
- NAIDOC Week
- International Women's Day
- Anglicare Christmas Hamper
- Wear it Purple Day
- Diwali Day

Our People (continued)

Customer Service

Delivering exceptional customer outcomes is in our DNA

Our commitment to our customers is deeply embedded in our organisation and forms the basis for our values – CARE. By delivering these values of Collaboration, Accountability, Reimagine, and Excellence, we believe we can provide a truly exceptional service to our customers.

Eclix does more than just strive for the aspirational goal of exceptional service – we focus on and measure each customer interaction we have. We go beyond simply aiming to meet customer expectations. Our goal is to delight customers to the degree that they will

then recommend us to a friend, family member or colleague.

Eclix measures performance using Net Promoter Scores (NPS). NPS are captured at multiple key milestones throughout the customer's lifecycle and these scores are aggregated to provide an overall result. Survey responses are gained at the driver level. These scores are then coupled with qualitative customer feedback to gain meaningful and actionable insights.

Insights gained through this process are then used in business planning, in the prioritisation of new initiatives, and in the allocation of resources to deliver these initiatives.

Key initiatives delivered in FY22 which are positively impacting customer experience include:

- The development and launch of digital solutions to our broker and introducer partners, including quote automation and straight-through credit processing functionality
- The facilitation of optimal capital re-allocation by several corporate and small fleet customers through fleet re-financing and the completion of sale and leaseback transactions
- Re-alignment of our Corporate Sales and Customer Service teams with a focus on strategic service delivery and product best fit



- › An increased focus on delivering solutions to tactical requirements requested by customers
- › The alignment of our teams based on geographic and customer requirements, rather than go-to-market brands
- › Increased number of service delivery team members in our Small Fleet portfolio to support this growing segment
- › Additional training for our front-line staff to assist in customer education on market dynamics impacting both novated and operating lease scenarios
- › The delivery of real-time invoicing for our FleetPartners customers
- › Reduced response times with a direct-to-driver fuel card administration
- › Digital enhancements to the FleetPartners Pool Vehicle Booking solution including streamlined booking, rebooking, and cancellation capabilities
- › Scaled up re-finance and sale and leaseback solutions to better service customers impacted by new vehicle shortages

- › The transition of accident and insurance management to a specialist business partner, leading to enhanced online reporting capability and extended customer support hours, as well as a new 'premium' service offering
- › Greater customer reporting customisation and flexibility through enhanced capabilities within Nitro, our fleet management platform

In FY22, we achieved an organisational NPS outcome of 45.

Whilst this is a strong result it does highlight additional opportunities for improvement particularly in how we deliver services through our service providers and suppliers. In Australia movements in interest rates, coupled with long lead times for vehicle deliveries have also had an adverse impact on our customer experience.

Eclix is motivated to continue to provide our customers with excellent service in FY23 and beyond. Our ongoing commitment to and delivery of continuous improvement initiatives will make it even easier for customers to apply for, manage, and renew their leases.

UN Sustainable Development Goals

In the community in which we live and work, and within our sphere of influence, these initiatives are contributing to:



Good Health and Well-being

Targets 3.4, 3.7 and 3.8



Gender Equality

Targets 5.1, 5.5 and 5.c



Peace, Justice and Strong Institutions

Target 16.7



Quality Education

Target 4.1, 4.3, 4.4, 4.5 and 4.6



Reduced Inequalities

Targets 10.2, 10.3 and 10.4



Our Society



In FY22 Eclix and its team members raised more than \$56,000

At Eclix Group our people are committed to volunteering and supporting our communities. We are proud of the initiatives and our participation in FY22, some of which are illustrated below.

Cerebral Palsy Alliance

To kick off STEPtember, Eclix welcomed Matilda Mason a ParaMatilda soccer player to host a webinar to all team members to create awareness of the Cerebral Palsy Alliance (CPA). The ParaMatildas is Australia's first national team for women and girls with cerebral palsy, acquired brain injury, and symptoms of stroke. They recently won a silver medal in the 2022 IFCPF Women's World Cup.

Eclix has supported the CPA and its STEPtember campaign since September

2019. STEPtember challenges people to take 10,000 steps a day for 30 days during the month of September, while raising funds for the CPA. Team members are encouraged to participate in the challenge to not only raise funds to support adults and children living with cerebral palsy, but to also raise awareness of the CPA and its mission.

Throughout STEPtember, Eclix team members were also offered the opportunity to participate in or support the CPA's 'Lifestyles clients' who hosted a half marathon by completing 22 laps of their building.

All funds raised by staff during the challenge were matched by Eclix dollar-for-dollar and in FY22, Eclix and its team members helped raise more than \$56,000.



"Tilda's story started before she was born. She had a stroke while still in the womb and at several months old she was diagnosed with Left Hemiplegia Cerebral Palsy. At the age of 8, she had her first epileptic seizure and over the next decade, with the support of her family she went to multiple doctors' appointments to find a resolution and therapy. Tilda is now a part of the ParaMatilda's team."



Fuelling creativity and improving literacy



The atmosphere was thick. The streetlamps stood silently, stubbornly shining into the night. The sky was pitch black, the lamps resembled stars, illuminating their value in the night sky. The leaves on the streets rustled in the breeze. I sauntered through the spiritless streets, a wisp of the fetid smell drifted up to my nose.

The Door, by Kanvi, Year 6

Stories matter. Helping young people to write their own stories, imagine their own worlds, and see themselves as authors who have a voice worth sharing with the world, provides benefits that can last a lifetime. That's why Story Factory is one of our long-standing community partners.

Story Factory is a not-for-profit creative writing centre for young people in under-resourced communities across Sydney and NSW. It helps build writing skills, confidence, and creativity.

In consultation with partner schools, Story Factory storytellers and volunteers run workshops every week, building relationships and trust with students, and taking them through a fun and engaging writing process. At the end of the term, the students have completed a piece of writing which is often the most significant piece of writing they've ever done.

Student achievements are celebrated through a beautifully designed and printed publication of their works, which

they can take home and share with loved ones.

In the past year alone:

- › storytellers delivered workshops to 8,358 students
- › 51% of these students were English as an Additional Language or Dialect (EALD)
- › 14% of these students identify as Aboriginal or Torres Strait Islander.

Importantly, the workshops are having a big impact, with class teachers reporting:

- › 71% improvement in the writing skills of students

- › 69% of students improved their literacy
- › 88% of students transferred their newly learned skills to writing outside of Story Factory workshops.

Our support of Story Factory makes it possible for storytellers to deliver their workshops to those students most in need, irrespective of geographical location. Storytellers travel in new, safe, and reliable vehicles supplied by us, delivering workshops throughout Sydney and greater NSW.

This year, we've doubled our commitment to Story Factory, providing vehicles at both Story Factory Redfern and Parramatta locations, for the next 4 years.

Our Society (continued)

Burdekin Association – driving young people's potential

Believing that every young person has the right to a life that offers opportunities so they can fulfil their potential, the Burdekin Association supports young people living in out-of-home care. Over the past 10 years, its programs have supported more than 3,100 young people and their families, with over 80% of their clients leaving the out-of-home care system to live independent lives.

Introduced to the Burdekin Association through our sponsorship of the Manly Warringah Sea Eagles, we wanted to identify a way to make meaningful contribution to the Association in the achievement of its goals. We did this through our involvement in Burdekin's learn-to-drive program.

The learn-to-drive program exists to provide support and driving practice hours to young people living in out-of-home care, without the family support required to complete driver training to secure their licence. Not only does the program provide essential driving hours and practice, important

relationships are also developed between young people and volunteers, who become mentors as well as driving instructors.

Obtaining a driving licence plays a critical role in providing independence, building confidence, improving employment prospects, and proving a pathway to financial stability for the young people participating. By understanding this and the needs of the Association, we recognised that one of the most effective ways to lend our support was through the provision of a dedicated learn-to-drive vehicle.

Prior to the partnership, the program relied on staff and volunteers lending their own vehicles – both of which presented challenges and reduced the ability to maximise program outcomes. Through the use of the FleetPartners vehicle, the Association now has the ability to provide more young people across the Northern Beaches and Inner West of Sydney with essential learn-to-drive hours.

Visionwest Waka Whakakitenga

For thousands of Kiwis, Christmas is a time of great stress and uncertainty. The impact of increasing housing and food costs means many people in New Zealand communities are struggling to put enough food on the table for their families.

At the end of a tough year, the extra expense of providing a wonderful Christmas is totally out of reach for many families, which is why FleetPartners New Zealand has proudly supported Visionwest for the past 2 years and continues their commitment to this cause.

Visionwest helps vulnerable whānau (families) to rise out of poverty, isolation, homelessness, and joblessness by providing comprehensive wraparound services.

The Visionwest Christmas Club gives joy to struggling families at Christmas through donations that help fill empty fridges and pantries and put gift toys



An unwavering commitment to supporting those in need



For more than 12 years, Eclix has been in partnership with Anglicare Victoria, sourcing and managing their vehicles, and ensuring their mobility needs are met so they can continue to deliver services to the community.

Anglicare Victoria provides lifesaving and life changing programs including family and parenting support, out-of-home foster care, emergency relief and alcohol and drug support.

Their unwavering commitment to support children, young people and families in need is truly inspirational, which is why we are committed to supporting Anglicare Victoria beyond the delivery of our core fleet management services.

Since 2015, we've proudly provided a bus to the Broadmeadows Women's House. This donation has had a profound impact on the women at the centre, and in the words of House Team Leader, Helen Slonek:

In 2022, we began our support for Anglicare's Food Boost program which is aimed at supporting Victorians facing hunger and homelessness. As a partner in their donation matching drive, we proudly made a financial contribution of \$10,000.



"The bus has opened up a brand new world for the women at the house, enabling them to attend the many weekly programs on offer and go on day trips – both of which are so important to the physical and mental wellbeing of these women."

Our Society (continued)

in the hands of children who would otherwise miss out – transforming tough moments into treasured experiences each Christmas.

The FleetPartners team gets involved by running a 'Toy Drive' at Christmas and by raising much needed funds for the Visionwest Trust.

Eclix Employee Volunteering

We also recognise that volunteering is another important way of supporting – as it allows Anglicare Victoria to deliver services deeper into the community with programs such as the Live-In Mentor and Friends Volunteer program, homework clubs for vulnerable students, homeless support and the 'get out for good' post prison support program.

That's why we have encouraged Eclix team members to apply their volunteering day, provided by Eclix, to this worthy cause. While our volunteering time is just a fraction of what Anglicare Victoria needs, our team members have experienced firsthand the benefits of the various programs Anglicare provides to the community.

A recent example was the involvement of an Eclix team in a St Peter's Eastern Hill breakfast and fellowship event. The event operates to service a large number of people seeking nourishment, company, and comfort. The breakfast is the first available meal for people after a long night sleeping rough. Our team demonstrated their culinary skills from behind the barbeque, cooking hundreds of eggs and kilos of bacon, to provide a hot breakfast to those in need.

An Eclix team also volunteered in the packing of Christmas hampers as part of the Dixon House Christmas Distribution program, helping to ensure families have a meal on Christmas day.

Team members from across Eclix have and continue to be committed to also providing personal contributions. One of the ways team members make personal contributions is by sharing some love, joy and Christmas cheer, through their

enthusiastic donations to the Christmas Toy Appeal – an Appeal that helps to brighten Christmas for vulnerable children who need it most.

Duffy Books in Homes – breaking the cycle of 'booklessness'

The Alan Duff Charitable Foundation, better known as 'Duffy Books in Homes' is a literacy program aimed at breaking the cycle of booklessness among children at low decile schools throughout New Zealand. The program was developed by Alan Duff following a visit to Camberley School, Hastings in 1992. Firmly believing that "kids who can't read become adults who can't communicate and are at serious disadvantage in a world that operates on the written word", the Foundation aims to:

- Create and enhance the desire of children to read through book ownership
- Reach out to an ever-widening range of children and communities
- Develop programmes to meet the specific needs and aspirations of diverse communities
- Develop an interlinked network of people and organisations to collaborate on how to best meet the needs of our students and their communities.

FleetPartners has been a proud supporter of 'Duffy Books in Homes' for more than 10 years, providing the Westpac Duffy Theatre team with a Mazda CX5. This vehicle is instrumental in the delivery of their education programs which instil the value of books and reading, to school children across New Zealand.

UN Sustainable Development Goals

In the community in which we live and work, and within our sphere of influence, these initiatives are contributing to:



Quality Education

Target 4.1, 4.4, 4.5 and 4.6



Gender Equality

Targets 5.1, 5.4, 5.5 and 5.c



Reduced Inequalities

Targets 10.2, 10.3 and 10.4



Sustainable Cities and Communities

Targets 11.1 and 11.2



Our Environment

 \$75m

A\$75m financed under our clean energy fund



Climate Active and Toitū carbonreduce Certification

Climate change is the most pressing issue of our time and in 2016, we signalled our clear intent to be an industry leader in addressing this critically important issue.

Eclix was not only the first but remains the only fleet management organisation to be both certified carbon neutral by Climate Active in Australia and certified for Toitū carbonreduce in New Zealand.

More than 6 years ahead of our peers, Eclix Group first achieved Carbon Neutral certification in 2016. In 2021, we extended this certification to encompass our entire Australian operation.

Climate Active is the Australian Government's certification of businesses and organisations that have credibly reached a state of achieving net zero emissions, otherwise known as carbon neutrality.

Our certification offers a true carbon neutral solution encompassing 'embodied vehicle emissions.' Embodied vehicle emissions are comprehensively calculated and incorporate carbon emissions associated with the:

- › Manufacturing of the vehicle
- › Land and sea transport of the vehicle from the country of origin to Australia, and

- › Usage of the vehicle throughout the life of the vehicle lease.

In FY22, FleetPartners formally committed to measuring and reducing the carbon footprint of its New Zealand operations, and in September 2022 achieved Toitū carbonreduce certification.

Toitū carbonreduce certification is issued by Toitū Envirocare – a wholly-owned subsidiary of Crown Research Institute Manaaki Whenua – Landcare Research. Toitū is a New Zealand-based certifier and the Toitū carbonreduce program is accredited by the Joint Accreditation System of Australia and New Zealand (JAS-ANZ) the world's first carbon certification program to be accredited under ISO 14065.

Achievement of Toitū carbonreduce certification was the result of a rigorous audit process of the company's core operations and a formal commitment to track, measure, and report on carbon emission reduction progress each year, with a future goal of achieving Carbon Zero. Compliance with the program to maintain certification is independently verified annually.

Eclix Group now holds active environmental certifications in all regions in which it operates.

Customer fleet decarbonisation

Our customers' demand for education and strategic support when planning and executing fleet decarbonisation continues to increase, as organisations intensify their focus on reducing their environmental impact. In FY22, Eclix engaged with over 20 key customers – all of whom are now in varying stages of progression through our 'Journey to Carbon Zero.'

The Eclix 5-step 'Journey to Carbon Zero' is a comprehensive and strategic approach to supporting customers in achieving their carbon emission targets through the transition to more sustainable vehicle solutions.





1. Carbon strategy

The first step is to consider what the business is trying to achieve in terms of emissions reductions and over what timeframe. Many businesses may have set targets, otherwise we can support our customers to define their carbon strategy.

2. Fleet mission

Understanding the fundamental purpose of the fleet and how it is being used is the next step. We have a range of tools to analyse current fleet usage and its total CO₂ emissions and provide a future state recommendation for a more sustainable fleet.

3. Vehicle selection and funding

The selection of vehicles is an important step to ensuring that they work for the intended purpose. There are several things to consider when selecting more sustainable vehicles, and the timing and funding of those vehicles is paramount. We help recommend the best makeup of low emission vehicles that suits the customer's objectives.

4. Charging and infrastructure

Charging and the associated infrastructure keeps vehicles moving and drivers on the road. Mapping and managing the installation of charging solutions is critical to the overall success of any carbon reduction strategy. Partnering with JetCharge, Australia and New Zealand's EV charging infrastructure specialists, we work with JetCharge and our customers to get their best charging solutions in place.

5. Vehicle Policy and Employee Engagement

Transitioning to an electric fleet can be met with some reluctance by staff, due to the perceived limitations of range and features. So, getting staff on board and excited about moving to more sustainable vehicles takes careful planning and a well-considered communications program. We can help by getting drivers into vehicles to trial them, help to combat misconceptions and educate on the benefits of an EV fleet.

Working together with the Clean Energy Finance Corporation (CEFC)

Eclix has continued to work alongside the CEFC throughout FY22, helping facilitate an increase in the uptake of low-emission vehicles across Australia, via a financial support model that is unique in the Australian fleet landscape.

CEFC invests on behalf of the Australian Government and has a key focus on cutting emissions across the economy, including transport.

Through this relationship, Eclix is uniquely positioned to provide one of Australia's most competitive financial solutions, supporting our customers to transition to a zero-emission electric fleet.

Our partnership with CEFC provides corporate, government and not-for-profit fleet customers with access to discounted interest rates when choosing eligible low emissions passenger and light commercial vehicles.

All eligible opportunities to leverage this funding continue to be explored across our portfolio of new and existing corporate, government, not-for profit, and small fleet customers. In FY22, there was a constraint to uptake of this financial mechanic due to vehicle supply shortages of eligible electric and hybrid battery electric vehicles in the Australian marketplace – a trend we anticipate will reverse as the new car market availability normalises.

Since its establishment in 2015, we have financed more than A\$75 million worth of vehicles via our clean energy funding facility.

Eclipx Group Fleet Decarbonisation

Leading by example

As part of our organisation's sustainability journey and reducing our own emissions output, we have been transitioning our own vehicle fleet to more sustainable alternatives. Not dissimilar to many corporate fleets, our own vehicle selection criteria was updated to reflect our commitment to being more sustainable and the increase in hybrid and electric vehicle options. Prior to the review, our fleet mainly consisted of SUVs and wagons, with a mix of diesel and petrol drivetrains.

Our new fleet consists of a mix of hybrid, plug-in hybrid electric vehicles and battery electric vehicles, mainly used by our sales teams across Australia and New Zealand. We are continuing to transition the last few vehicles in FY23 as stock becomes available.

Throughout the process of our fleet transition, we implemented our own 5 step journey to carbon zero program which included analysing our current fleet's CO2 emissions output, identifying relevant vehicles to suit their intended purpose, charging solutions, as well as engaging our team through trials of the vehicles.



A financial institution 'banks' the value of our Journey to Carbon Zero.

In FY22, Eclipx delivered a well-planned, strategic and future-focused pathway to a global financial institution. Adopting the Eclipx Journey to Carbon Zero methodology, we aim to facilitate our customer's transition to a more sustainable fleet and helping achieve its goal of net zero emissions by 2025.

After identifying our customer's carbon reduction target defined in step 1 of the journey, we then set out to understand the mobility needs of our customer both now, and in the future, and also the implications of vehicle policy changes.

Leveraging existing fleet data to gain invaluable insights into current vehicle usage, our analysis identified a number of key considerations which informed our recommendations.

Throughout our engagement, we also undertook comprehensive data modelling to compare and assess the effectiveness of multiple scenarios. We presented a range of options, incorporating whole-of-life estimates

and carbon reductions (CO2) based on vehicle, location, and time horizon variables. This quantitative approach provided our customer with confidence in our recommended solution and robust grounds on which to present the solution to their Board.

Uniquely positioned to provide one of Australia's most competitive electric vehicle finance solutions, by working alongside the CEFC, we designed a vehicle replacement and transition plan which also aligned with the effective dates of Australian and New Zealand government subsidies. In doing so, we were able to maximise the financial benefits back to our customer.

Partnering with Australia's largest provider of charging hardware and public charging infrastructure, we mapped the customers' sites and identified that the existing public infrastructure would support 69% and 97% of their charging needs across Australia and New Zealand respectively, leading to a future-focussed charging infrastructure proposal.

Finally, as the Journey to Carbon Zero approach was highly collaborative, focused on the needs of a broad range of stakeholders, and included a comprehensive communication program, this approach provided our customer with confidence in our recommended solution and robust grounds on which to present the solution to their Board.



Fuel usage among a subset of drivers was up to 35% higher than the manufacturer guidelines.

Establishing this usage pattern and knowing the current single charge kilometre range of a Hyundai Kona battery electric vehicle (the equivalent to their current internal combustion engine vehicles) is 449km, we concluded that these particular drivers would be better suited to hybrids than pure electric.



39% of the Australian fleet are driving a large 4WD SUV, typically a Toyota Prado.

We identified an opportunity to transition some of the large fossil-fuel emitting vehicles to a hybrid equivalent – the Toyota Kluger AWD. This reduced carbon emissions while meeting driver expectations around vehicle type, and lead to greater team member acceptance and adoption of the carbon strategy.



Agri-business team members are required to travel off-road when visiting rural customers with the requirement for AWD, towing capability and high ground clearance.

The intended use, together with work, health and safety considerations lead to us recommending the Toyota Kluger Hybrid – a vehicle that is more suited to rugged conditions, while offering key safety features such as front and rear sensors and lane assistance.

NZ Post's Journey to Carbon Zero



NZ Post has been leading the way with one of the largest electric fleets in New Zealand with more than 50% of its fleet electrified. With a goal to be carbon neutral from 2030, NZ Post's journey started with FleetPartners support in defining a clear carbon strategy and targets, understanding its fleet utilisation, selecting fit for purpose vehicles and innovative charging solutions, as well as developing a plan to ensure its team was accepting of the transition.

Paul Booth, NZ Post's Transport Logistics Manager, said "NZ Post's electric vehicle journey started in 2011 with a Mitsubishi iMiev pilot. It was then monitored on range and practicality while assessing what charging infrastructure was required for that vehicle at that time."

As the long-standing vehicle leasing supplier to NZ Post for over 20 years, FleetPartners has been on this journey with NZ Post from the beginning and continues to support their transition to low CO2 and electric vehicles.

Following the highly successful pilot of iMievs, the next step was to assess how parcels and mail could be delivered more quickly. In 2015, NZ Post introduced the electric Paxster which gave the delivery agents capacity to deliver small parcels, as well as regular

mail. The Paxster pilot worked well and NZ Post proceeded to a bulk order of 450 vehicles.

Paxsters were fully integrated into the fleet by the end of 2017, giving NZ Post more capacity to deliver mail and parcels across their delivery network. FleetPartners has and continues to manage the 420-strong fleet of electric Paxsters and their supply chain, from compliance, servicing, and maintenance.

FleetPartners continues to work with NZ Post and Waka Kotahi in transitioning pool fleet and dedicated driver vehicles from Internal Combustion (ICE) to Battery Electric (BEV) and Plug in Hybrid (PHEV) vehicle options.

NZ Post is also slated to soon launch its new fleet of 70 eBikes to support the delivery of mail, with FleetPartners also managing those assets, ensuring they are fit for purpose and maintain the upmost safety standards.



"It's been a great pleasure to partner with FleetPartners who have been able to help us on our carbon journey and provide us with the good tools to move forward with."

Paul Booth – Transport Logistics Manager, NZ Post

Our Environment (continued)



CASE STUDY: Our Environment



Mainfreight

Mainfreight has teamed with FleetPartners to manage its small vehicle fleet. Mainfreight began operations in 1978 with a single Auckland office which has now grown into a global business with over 290 branch locations worldwide, and annual revenue of more than NZ\$3.2 billion.

FleetPartners and Mainfreight formed a strong working relationship based on hard work and shared values. FleetPartners helped Mainfreight start its fleet with just six cars, and as its business has grown, so has its fleet to over 300 cars and utes.

With a future-focused outlook, Mainfreight has an ever-growing commitment to sustainability. The company made it a global mission to be more environmentally friendly and fuel-efficient. Mainfreight approached FleetPartners to assist in their transition to alternative fuel vehicles.

FleetPartners and Mainfreight recognised the need to trial and understand electric and plug-in hybrid vehicles. The overwhelming benefits were quickly realised with the move of a significant proportion of the Mainfreight fleet to the Corolla Hybrid.

The conversion started in late 2017, and now hybrids make up over 30% of the company's New Zealand fleet. This switch helped lower Mainfreight's carbon emissions, improve fuel economy, and add to a growing reputation for sustainable practices.

Mainfreight is also connected to the FleetPartners fleet insights platform, which helps their Fleet Manager track vehicles, drivers, and access their fleet data, all in one place. The company works with FleetPartners who provide fully maintained vehicles, roadside assistance, and replacement vehicles every three to four years. When members of the Mainfreight team are looking to purchase a vehicle, FleetPartners connect their team with ex-lease cars.

In addition to aligned environmental and sustainability values, FleetPartners and Mainfreight recognise the importance of supporting the local community. Like FleetPartners, Mainfreight is also a major supporter of Duffy Books in Homes, the charity aimed at promoting a love of reading and learning through the delivery of books to children across New Zealand.



"The FleetPartners team understands our business and culture. They provide us great service and support 24/7, useful reporting systems, honest advice, and dedicated account management."

William Smith, Commercial Manager, Mainfreight Limited

Reducing the carbon footprint of our offices

Limiting the effects of climate change in all operational aspects of our business is an ongoing focus for Eclix. In a recent review of our New Zealand operational footprint, we took the opportunity to reduce our office space and adopt more of a sustainable approach to our work spaces. This led to office relocations in Auckland, Hamilton and Wellington, with Christchurch scheduled for early 2023.

Our new offices are more energy efficient and of a smaller scale. The fitouts include automated lighting that switches off when not in use, which saves electricity. EV charging stations are being installed to accommodate our own transition to a more sustainable fleet.

A working group is in place to support initiatives in our office locations to reduce our environmental impact while at work. Some of these initiatives include:

- Recycling and composting programs to minimise waste going to landfill
- The inclusion of a worm farm in the Auckland office to reduce the amount of biodegradable waste sent to landfill
- Educational lunch and learn sessions with team members to educate them on different environmental topics such as carbon emissions and recycling

- Eliminating single use takeaway cups with plastic lids by adopting multiple-use glass cups
- Filtered water is available from the taps in breakout spaces, removing the need for plastic bottled water to be necessary in the offices. Elimination of all single use plastics on site, such as cutlery.

Our new Auckland office was officially opened in September 2022 with a formal welcome and blessing by the Matua (elders) of Ngāti Whātua. The FleetPartners team moved slowly through the building, participating in the karakia (prayer), haka and waiata (song).

Karakia are the Māori incantations and prayers used to invoke spiritual guidance and protection and increase spiritual goodwill. The walls were blessed in all rooms of the building and following the ceremony, team members came together in the new breakout space, thanked the representatives from Ngāti Whātua with a speech and waiata, and shared breakfast.



Elimination of all single use plastics on site, such as cutlery.



Eliminating single use takeaway coffee cups with plastic lids by adopting multiple-use glass cups.



The inclusion of a worm farm in the Auckland office. This reduces the amount of biodegradable waste sent to landfill.

UN Sustainable Development Goals

In the community in which we live and work, and within our sphere of influence, these initiatives are contributing to:



Affordable and Clean Energy
Targets 7.1 and 7.3



Sustainable Cities and Communities
Target 11.b



Climate Action
Targets 13.2 and 13.3



Climate Active
certified



Certified by
Toitū Envirocare

We will continue to review and develop our ESG governance framework. We look forward to further developing our partnerships with our customers, suppliers and community stakeholders as we continue on our journey towards a more resilient, sustainable future.