FORSYTH BARR

Last data update: 11/10/2023

Company ticker: **THL**

A Leader

	Grade	Score	Consumer Sector Average	New Zealand Average	Consumer Sector Weights
Carbon	A+	78%	40%	55%	15%
Environment	C+	50%	39%	46%	15%
Social	A-	68%	68%	71%	30%
Governance	A+	88%	57%	60%	40%
Total	Α	75%	55%	60%	

Forsyth Barr Commentary

THL improved its already strong Leader scorecard to push it to second place in the NZ market and firmly establish itself as a leader in C&ESG reporting. Its 'C' and 'G' scores are the most impressive feature of the scorecard, both with an A+ grade. Its 'S' score is also a solid A- with room to increase further through the reporting of employee turnover, commitment to the living wage and contemporary parental leave policy. The 'E' category, currently a C+, presents THL the best opportunity to improve its overall scorecard. Much of this should happen automatically over coming periods as the company reaches the historical data time threshold in many categories. We are of the view that THL's commitment to the Future Fit framework is a key contributor to this strong score.

Carbon		Metric	Data	Score	Weight	Group Score	Group Wgt
	C1.1	Is scope 1 and 2 CO ₂ e (tonnes) tracked, measured and publicly reported	5 years	1.00	20.00%		
		by the company? If so, for how long has the data been collected?	,				
	C1.2	If five years of data, are scope 1+2 emissions increasing, stable or decreasing?	-29.61%	1.00	20.00%		
GHG Emissions	C1.3	If five years of data, is carbon intensity increasing, stable or decreasing?	-40.74%	1.00	20.00%	100.00%	33.33%
	C1.4	Has the company identified and publicly disclosed its most material scope 3 emission sources?	Yes	1.00	20.00%		
	C1.5	Is scope 3 $\rm CO_2e$ (tonnes) tracked, measured and publicly reported by the company? If so, for how long has the data been collected?	5 years	1.00	20.00%		
	C2.1	Does the company have an emissions reduction target or net zero commitment in place?	Yes	1.00	16.67%		
	C2.2	If so, is the target an absolute and/or intensity measure?	Absolute	1.00	16.67%		
Emissions Management	C2.3	If so, has the target been verified/approved by the SBTi (or similar) as a science-based target?	Yes	1.00	16.67%		
	C2.4	Is there a clearly defined climate transition plan in place outlining the strategy to meet targets? If so, does the plan include decarbonisation efforts as well as specifying the role of existing/future climate solutions (i.e. technologies and products that will enable the economy to decarbonise)?	No	0.00	16.67%	50.00%	33.33%
	C2.5	Is the company already operating at net zero and if so, how are offsets used to help meet targets?	No	0.00	16.67%		
		Are there any material projects underway that will enable actual emissions reductions of more than -10% of total scope 1 and 2 emissions?	Yes	Unscored	0.00%		
	C2.7	Has the company introduced the concept of a 'just transition' into their climate ambitions?	No	0.00	16.67%		
Risk & Opportunity Management	C3.1	Has a physical risk and transition risk assessment been undertaken?	Both	1.00	33.33%		
		Has the company outlined how its assessment of climate-related risks and opportunities serves as an input to capital deployment and funding decisions?	In progress	0.50	33.33%	83.33%	33.33%
	C3.3	Does the company own any proven or probable fossil fuel reserves?	No	1.00	33.33%		
C - Total							A+ (77.78%)

Environmental		Metric	Data	Score	Weight	Group Score	Group Wgt
Environmental Management Systems	E1.1	Does the company have an ISO 14001, EMS, Toitū Envirocare carbonzero or equivalent certification on all applicable sites?	Yes	1.00	33.33%		
	E1.2	Has the company made commitments to new build or retrofit to meet level 4, 5 or 6 of the Green Star (or equivalent Homestar if relevant) standard in owned or leased buildings?	No	0.00	33.33%	33.33%	33.33%
	E1.3	Has there been an environmental fine or breach (including any resource consent discharge breaches such as nutrient discharges) in the last three years?	Breach	0.00	33.33%		
Waste & Water	E2.1	Is there a commitment to reduce waste in place?	Yes	1.00	25.00%		
	E2.2	If there is five years of data, is total waste to landfill increasing, stable or decreasing?	< 5y data	0.00	25.00%		ļ
	E2.3	Is there a target for achieving water use reduction or water consumption efficiency?	Yes	1.00	25.00%	50.00%	33.33%
	E2.4	If there is five years of data, is total water use increasing, stable or decreasing?	< 5y data	0.00	25.00%		
Biodiversity & Circular Economy	E3.1	Is there a commitment by the company to preserve and protect biodiversity and/or natural ecosystems?	Yes	1.00	33.33%		
	E3.2	Does the company voluntarily report against the TNFD framework?	Yes	0.00	33.33%	66.67%	33.33%
	E3.3	Is the company actively engaged in implementing circular economy principles into their business model?	Yes	1.00	33.33%		
E - Total				-			C+ (50%)

Social		Metric	Data	Score	Weight	Group Score	Group Wgt
Health & Safety	S1.1	Does the company have safety management targets in place?	Yes	1.00	33.33%		
	S1.2	If there is five years of data on a measure of safety (e.g. LTIFR) collected by the company, is it increasing/stable/decreasing?	+5.30%	0.50	33.33%	83.33%	16.67%
	S1.3	Have there been any workplace fatalities in the last five years?	No	1.00	33.33%		
Human Rights &	S2.1	Is there a human rights policy?	No	0.00	25.00%		
	S2.2	Is there a commitment to preventing modern slavery that covers both the company's workforce as well as workers in the value chain?	Yes - both	1.00	25.00%	50.00%	16.67%
Supply Chain	S2.3	Is the company an accredited living wage employer?	No	0.00	25.00%		
	S2.4	Is there a supply chain code of conduct?	Yes	1.00	25.00%		
Product Quality & Accessibility	\$3.1	Have there been any unplanned product or service faults (including cyber incidents or data privacy breaches) resulting in, for example, disruption to operations or recalls (including FDA regulated products if relevant), in the last three years?	No	1.00	100.00%	100.00%	16.67%
	S3.2	Aged care only: Is there a policy of repaying evacuated units within 6 months regardless of whether the unit is sold?	N/a	Unscored	0.00%		
	S4.1	Is employee turnover measured and publicly reported?	No	0.00	25.00%		
Employee Value	S4.2	If employee turnover is reported:					
Proposition /		Is it <10%, <20%, >20%?	No data	0.00	12.50%	25.00%	16.67%
Culture		If there is five years of data, is it increasing/stable/decreasing?	Insufficient data	0.00	12.50%	25,55%	
Curtare	\$4.3	Is there a contemporary parental leave policy?	No	0.00	25.00%		
	\$4.4	Has the company invested in any mental health and/or wellbeing initiatives in the last 3 years?	Yes	1.00	25.00%		
	S5.1	Does the company have a diversity and inclusion policy?	Yes	1.00	50.00%	100.00%	
Diversity	S5.2	Does the company track and measure the proportion of women in management roles in relation to the proportion of women employees?	90%	1.00	50.00%		16.67%
Stakeholder	S6.1	Is there a policy to manage community involvement?	No	0.00	50.00%	50.00%	16.67%
Relations	S6.2	Is the business model stakeholder centric?	Yes	1.00	50.00%	30.00%	10.07 /0
S - Total						•	A- (68.06%)

Governance		Metric	Data	Score	Weight	Group Score	Group Wgt
	G1.1	Is there a sustainability strategy?	Integrated	1.00	50.00%	<u> </u>	
Sustainability	G1.2	Is remuneration for senior executives linked to achieving sustainability	Yes	1.00	50.00%	100.00%	14.29%
	G1.2	performance?	res	1.00	50.00%		
Framework	G2.1	Does the company have B Corporation, Future-Fit (or equivalent)	Future-Fit	1.00	100.00%	100.00%	14.29%
Framework	G2.1	certification?				100.00%	
	G3.1	Does the company have share classes with different voting rights?	No	1.00	33.33%		
Investor	G3.2	Is there potential for a 'blocking' shareholder?	12.87%	0.50	33.33%		
Protections	G3.3	How many anti-takeover devices are there?	4	Unscored	0.00%	83.33%	14.29%
i iotections	G3.4	Is there any evidence of significant unequal treatment of minority	No equity raisings	1.00	33.33%		
	G5. -1	shareholders in any equity raisings in the last three years?	140 equity raisings				
	G4.1	How long is the current auditor's tenure?	1 year	1.00	33.33%		
Audit & External	G4.2	What is the average proportion of total fees paid to the auditor for non- statutory audit services over the past three years?	6.48%	1.00	33.33%		
Relationship	G4.3	Is there a code of conduct governing interactions with elected officials?	No	0.00	33.33%	66.67%	14.29%
Management	G4.4	Is the company explicitly considering lwi specific considerations within their community interactions?	No	Unscored	0.00%		
Board	G5.1	Do non-executive and independent Board members comprise the	75.00%	1.00	10.00%	90.00%	
		majority of Board members?		4.00	40.000/		
	G5.2	Is the CEO also the Chair?	No	1.00	10.00%		
	G5.3	What is the average tenure of current Board members?	3.6 years	1.00	10.00%		
	G5.4 G5.5	What is the average number of Board member affiliations of non- executive Board members?	6.50	0.00	10.00%		
		How many directors are on the Board?	8	1.00	10.00%		14.29%
	G5.6	Is a Board skills matrix disclosed?	Yes	1.00	10.00%		
	G5.6 G5.7	Does the company have a policy for maintaining a well-balanced Board?	Yes	1.00	10.00%		
	G5.8	Are all audit-committee members non-executive directors?	Yes	1.00	10.00%		
	G5.9	Is the Board's gender diversity sufficient?	50.00%	1.00	10.00%		
	G5.10		Yes	1.00	10.00%		
	G6.1	Is there a cybersecurity policy in place? If so, is there evidence the company has tested its cyber resilience strategies in the last year?	Yes	1.00	33.33%		-
Data Security &		Is there a data privacy and protection policy in place? If					
Tax	G6.2	so, is their evidence the company has tested its security	Yes	1.00	33.33%	100.00%	14.29%
Iax	G0.2	measures in the last year?	1.50	33.3370			
	G6.3	Does the Board have a tax governing framework in place?	Yes	1.00	33.33%		
	-00.5			1.00	00.0070		
Assurance & Ethics	G7.1	Has the company received external assurance of its sustainability report or disclosures?	Reasonable - GHG inventory	0.50	50.00%	75.00%	14.29%
	G7.2	Has the company acted with integrity? Avoided major controversies in the last five years?	Yes	1.00	50.00%		
G - Total							A+ (87.86%)

Data sourced from Forsyth Barr analysis, company disclosures and Refinitiv Eikon.