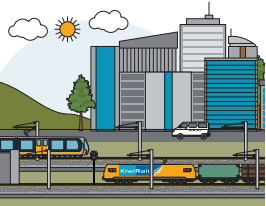
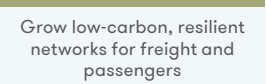
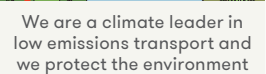
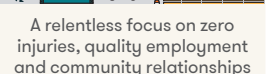


RAUTAKI WHAKAUKA SUSTAINABILITY STRATEGY 2025-2028

Our vision		Our priorities	Our 2028 targets	
ECONOMY		Customer-led	Customer-led 177,000 tonnes of CO₂e emissions avoided by moving freight by rail compared to road 42 million low carbon metro commuter journeys enabled	Climate adaptation and resilience (continued) Pilot of Dynamic Adaptive Pathway Planning completed for at least two sites/assets
		Climate adaptation and resilience	Climate adaptation and resilience 70% of actions in Climate Adaptation Plan are on track	Sustainable Procurement - Increase in KiwiRail suppliers that have committed to a Scope 1 & 2 emissions reduction target (new target, baseline TBC in FY26) - Complete initial risk assessment of supply chain for modern slavery and human rights violations
	Grow low-carbon, resilient networks for freight and passengers	Sustainable procurement	Maintain or reduce where possible the % of culverts that are condition 5 on priority lines, where 1 is best condition, 5 is very poor condition (baseline 4.4% for FY25)	
ENVIRONMENT		Emissions reduction	Emissions reduction 40% reduction in Scope 1 & 2 CO₂e emissions by 2035 against FY19 base year¹ 46% reduction in rail freight CO₂e emissions intensity by 2035 against FY19 base year 30% reduction in Scope 3 operational CO₂e emissions by 2035 against FY24 base year 14% reduction in Scope 3 capital goods CO₂e emissions intensity by 2035 against FY24 base year	Caring for our environment - Trial an Environment in Design process on selected projects. - Contribute to at least 3 environmental stewardship projects with iwi and/or community groups per year 100% of culvert replacements on permanent streams provide for fish passage
		Caring for our environment		Waste minimisation 25% of operational waste recycled (offices and sites) 70% diversion of construction waste from landfill across capital works projects (network waste)
	We are a climate leader in low emissions transport and we protect the environment	Minimising waste		
SOCIETY		Safety, health and wellbeing	Safety, health and wellbeing - Reduce TRIFR (total number of injuries requiring medical treatment) to 9.6 per million hours worked (baseline FY25 21.7) - Reduce High Potential Incidents and Near Misses to 2.0 per million hours worked (baseline 8.1 for FY25) 70% Employee Engagement Score	Providing quality employment 21% women in workforce (baseline FY25 18.9%) 33% young people (under 35 years) in workforce (baseline FY25 30.2%) 100% of KiwiRail staff paid at least Living Wage - Maintain 150 employees in early careers programme (e.g. graduates, apprenticeships or trainee roles)
		Iwi partnerships	Iwi partnerships - Increase in partnerships underway with mana whenua 20+ staff participating in Toi Toi Māori leadership programme/year	
	A relentless focus on zero injuries, quality employment and community relationships	Sustainable workforce		

Collaboration and partnerships: All pillars are supported by our commitment to partnerships and collaboration with the Energy Efficiency and Conservation Authority, Sustainable Business Council and the Climate Leaders Coalition and our ongoing support for policies that support the rail industry’s transition to a low-carbon future.

¹ Meeting our Scope 1 and 2 emissions reduction target will be contingent on initiatives, such as electrification of the Golden Triangle, which will require major additional investment.