



HERE FOR GOOD

**CULTIVATING A LEGACY THAT
WILL LIVE BEYOND US**

2026 SUSTAINABILITY STRATEGY SUMMARY



ABOUT US

Green Gorilla™ was founded on a simple thought: someone needed to do a better waste diversion job for New Zealanders, and it may as well be a bunch of Kiwis!

Since 2010, we have set trends in waste services for Aotearoa, fuelled by ambition, innovation and Kiwi ingenuity. We brave uncharted territory to maximise recovery, reuse and recycling – shaping a cleaner, greener New Zealand, now and for generations to come.

GREEN BEGINNINGS

Green Gorilla began in 2010 with a clear goal: to do waste differently in New Zealand. We set out to move beyond the old ‘haul and bury’ approach and create smarter, more sustainable ways to deal with waste.

We’re 100% New Zealand-owned. We pay our taxes here and reinvest our profits into recycling technology and developing our people.

Kiwi innovation drives everything we do and our focus on maximum diversion means landfill is always our last resort, not the first port of call.

Our operations include New Zealand’s largest resource recovery facilities for commercial, industrial, construction and demolition (C&D) waste, supported by seven transfer stations across the ‘Golden Triangle’ (Auckland, Waikato and Tauranga). Our C&D facility diverts more than 75% of materials from landfill, while our advanced commercial and industrial facility combines mechanical and manual sorting powered by electric material handlers.

We’ve invested for the long term: in people, in technology and in a low-emissions fleet that has included electric vehicles since 2016.



REDUCING WASTE TOGETHER, FROM THE START.

Green Gorilla’s job doesn’t only start when we pick up the waste. We help our customers before they create it by identifying opportunities to reduce waste at the source, providing waste audits and Toitū-verified diversion reporting, designing circular waste systems for wood, plasterboard, plastics and

organics, and offering education and engagement programmes to promote better recycling habits. We also support sustainable building certifications like Homestar, Green Star and LEED, helping our clients plan projects that minimise waste, lower emissions and maximise resource recovery from the start.

GREEN GORILLA IN NUMBERS



GREEN GORILLA PROVIDES SOLUTIONS FOR:



OUR NETWORK

TRANSFER STATIONS

RIVERHEAD

13 TIMBER PLACE, RIVERHEAD

- Waste transfer station for general and construction/demolition waste diversion to the Auckland RRF.

ONEHUNGA

1 VICTORIA STREET, ONEHUNGA

- Dual waste transfer and resource recovery facility.

DRURY

2 TOIAWAKA ROAD, DRURY

- Large-scale waste transfer station for general and construction/demolition waste diversion to the Waikato RRF.

HUNTLY 1

93 MCVIE STREET, HUNTLY

- Waste transfer station for general and construction/demolition waste diversion to the Waikato RRF.

HUNTLY 2

137 ROTOWARA ROAD, HUNTLY

- Material Recover Facility to recycle residential collections from the Waikato District.

TE KAUWHATA

RATA STREET, TE KAUWHATA

- Waste transfer station for general and construction/demolition waste diversion to the Waikato RRF.

TAURANGA

100 MATAKOKIRI DRIVE, TAURIKO, TAURANGA

- Large-scale waste transfer station for general and construction/demolition waste for diversion to the Waikato RRF.

RESOURCE RECOVERY STATIONS

AUCKLAND RRF

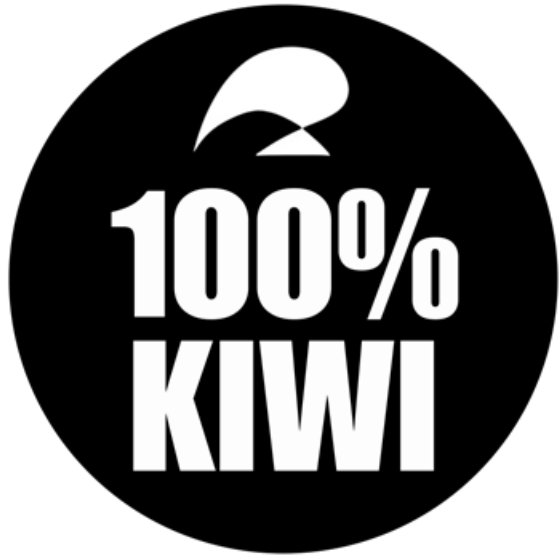
1 VICTORIA STREET, ONEHUNGA

- New Zealand's first and largest comprehensive resource recovery facility for commercial, industrial, and construction/demolition waste, processing over 150,000 tonnes per year, with dedicated lines for C&D waste and commercial dry waste. Serving Northland and Auckland.

WAIKATO RRF

1153 ROTOWARA ROAD, HUNTLY

- Large-scale construction/demolition resource recovery facility (130,000 tonnes capacity), serving regions including South Auckland, Waikato, Coromandel, Tauranga, Rotorua, and New Plymouth.



WHAT WE RECOVER

At Green Gorilla™ we do our utmost to make good with waste – not landfill.

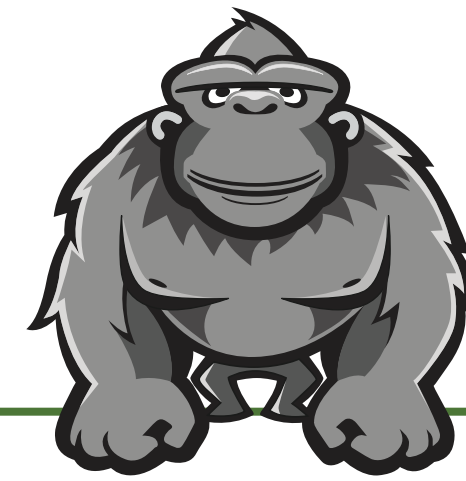
In 12 months, our Auckland and Waikato facilities are capable of diverting over 200,000 tonnes of waste from landfills.

We separate recyclable materials such as metal, wood, rubble, cardboard, paper, aluminium cans, steel and plastic bottles – diverting waste away from landfill.

Metals are sent to specialist metal recycling plants for processing.

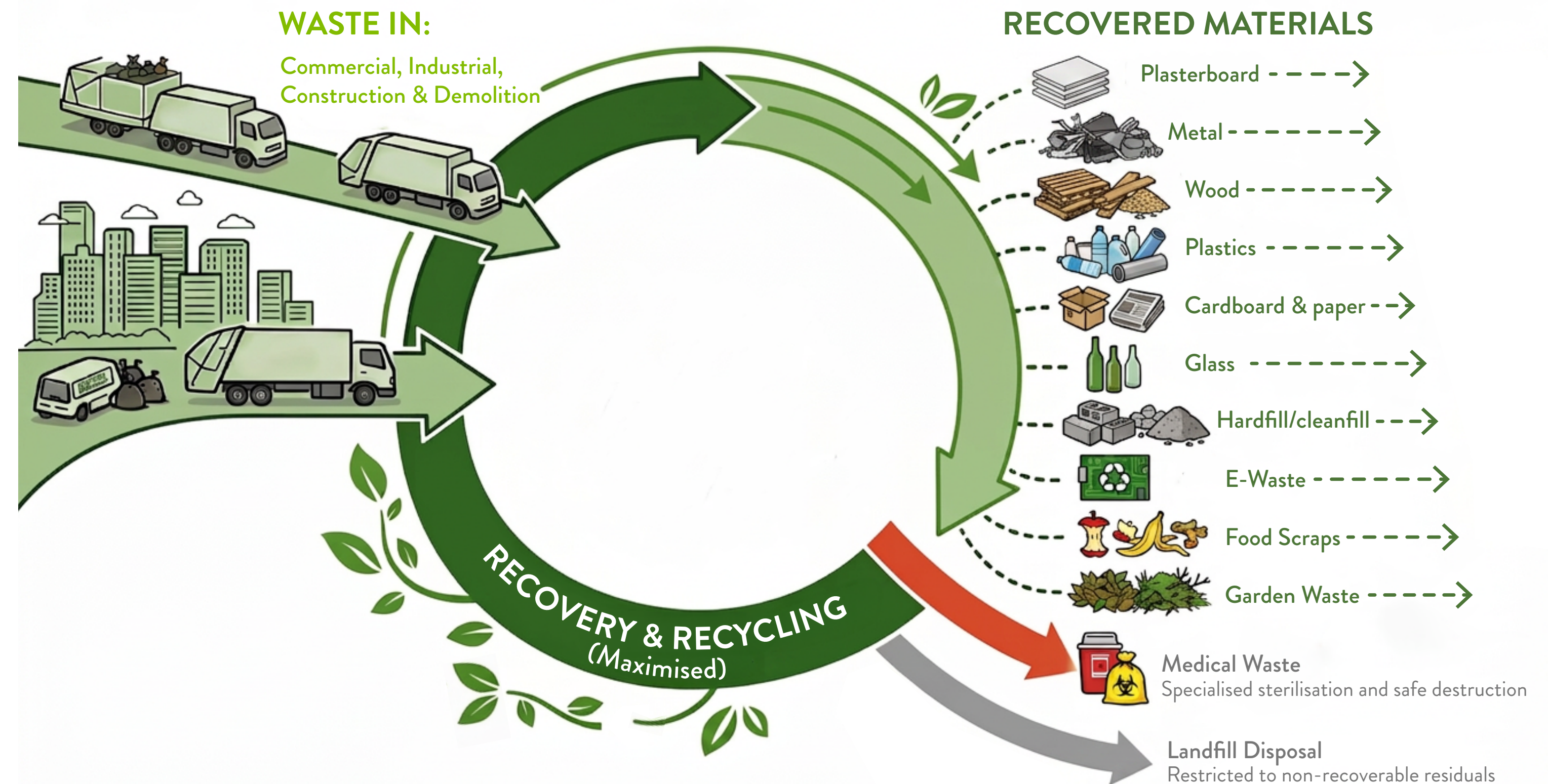
The wood-chipping operation turns treated wood into wood chips that are used for biofuel and untreated wood into landscaping chips and animal bedding, while our plasterboard processing plant separates gypsum for horticultural and agricultural sectors. Around 70% of the C&D waste is recycled. Food waste is sent to Ecogas to generate electricity. Any residual waste is sent to landfill.

Other recovered materials are separated into single streams and delivered to specialised recyclers.



We can recover the weight of
100,000
200kg gorillas in a year!

DIVERSIFIED SUSTAINABLE WASTE STREAM MANAGEMENT



**LANDFILL AS
A LAST RESORT
NOT THE FIRST
PORT OF CALL**

OUR SUSTAINABILITY STRATEGY

Green Gorilla leads New Zealand’s shift towards responsible waste management.

Through innovation, investment and collaboration, we’re redefining how waste is recovered, reused and valued across Aotearoa. Our sustainability strategy supports our customers to meet their own environmental and social goals while strengthening Green Gorilla’s long-term business performance. We listen, innovate and collaborate to make waste management simpler, safer and more sustainable for every project.

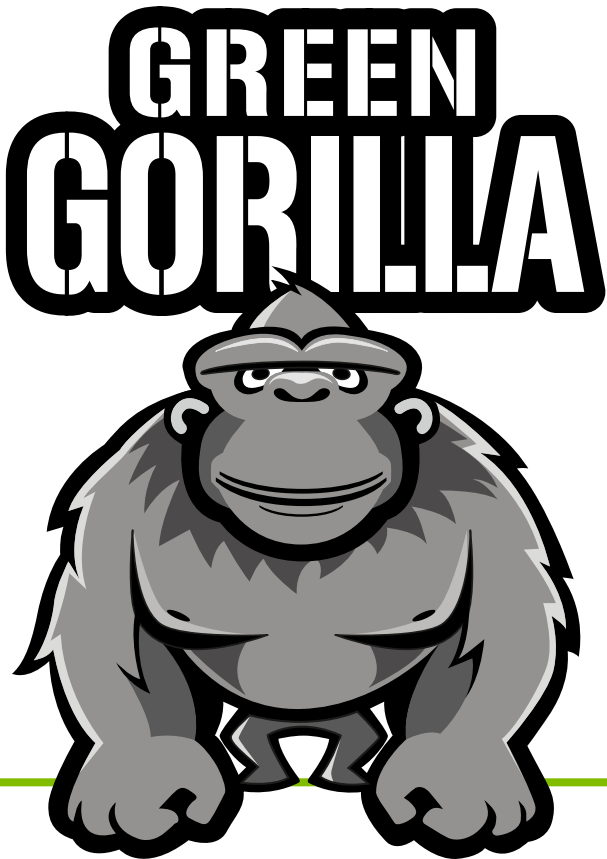
We are invested in our country environmentally, economically and emotionally to cultivate a legacy that will live beyond us.

HOW WE USE THIS FRAMEWORK

Here for Good guides how we make decisions, invest and measure progress across Green Gorilla. It connects our long-term sustainability goals with daily operations and shapes how we plan, build and deliver our services.

We review progress every year through Toitū certification, internal performance reporting and customer feedback.

This framework helps us stay accountable, transparent and focused on the outcomes that matter most: reducing environmental impact, building a resilient business and supporting our people and communities.



EARTH
WHAT WE INHERIT

Caring for the land,
protecting our future



ENTERPRISE
WHAT WE SHAPE

Building smarter systems
for a sustainable future



HEART
WHAT WE SHARE

Empowering people, partners,
communities and culture

THREE PILLARS OF SUSTAINABILITY



EARTH – WHAT WE INHERIT

CARING FOR THE LAND, PROTECTING OUR FUTURE

OUR COMMITMENT

We reduce environmental harm and give materials a second life through innovation, resource recovery infrastructure and partnerships that enable circular outcomes. We actively protect Aotearoa New Zealand's natural resources by reducing emissions, maximising waste diversion and supporting carbon sequestration projects.

HOW WE DO THIS

- **Lead waste diversion and resource recovery.** We pioneer large-scale off-site sorting that improves diversion rates, reduces site congestion, and supports sustainability certifications.
- **Innovate for reuse.** We turn wood, plasterboard, food and organic waste into valuable resources like biofuel, agricultural gypsum and energy, partnering with industry to expand circular markets.
- **Decarbonise operations.** Our facilities run on 100% renewable electricity from Ecotricity, with fully electric transfer stations at Drury and Tauranga.
- **Reduce and offset emissions.** We're Toitū CarbonReduce certified and invest in our 110 hectare Waikato forestry project to support carbon sequestration and biodiversity.
- **Build climate resilience.** We design adaptable infrastructure and support customers to reduce climate-related risks in their waste systems.
- **Collaborate for environmental protection.** Working with iwi, local authorities and community partners such as Sea Cleaners/ Sustainable Coastlines, we extend our environmental impact beyond operations.



ENTERPRISE – WHAT WE SHAPE

BUILDING SMARTER SYSTEMS FOR A SUSTAINABLE FUTURE

OUR COMMITMENT

We believe sustainability and profitability go hand in hand. As a leading service provider, we deliver efficient solutions and excellent customer experiences that help our customers reduce waste, save costs and achieve their environmental goals. By reinvesting locally, driving innovation and developing a capable workforce, we're strengthening New Zealand's circular economy and building a business that endures.

HOW WE DO THIS

- **Delivering trusted service.** We build long-term relationships based on reliability, innovation and practical solutions that help clients plan, monitor and improve their sustainability performance.
- **Reinvesting in innovation and local capability.** We reinvest profits into New Zealand-based infrastructure, technology and people, ensuring value stays in Aotearoa and supports long-term sustainable growth.
- **Designing efficient, low-impact systems.** Our innovations such as 5 m³ front load (FL) bins, 18 m³ crane bins and electric collection vehicles reduce site congestion, emissions and costs.
- **Enabling sustainable building and compliance.** Our systems and reporting support clients to meet building certification and waste diversion requirements while managing costs.
- **Expanding future-ready infrastructure.** Our new Waikato facility adds 130,000 tonnes of annual recovery capability to serve the fast-growing Golden Triangle.
- **Building workforce capability.** We invest in technical training and leadership to strengthen the industry's circular economy expertise.



HEART – WHAT WE SHARE

EMPOWERING PEOPLE, PARTNERS, COMMUNITIES AND CULTURE

OUR COMMITMENT

We build a legacy by investing in people and relationships. Our focus on wellbeing, inclusion and partnership ensures progress benefits everyone – from our people to the customers and communities we serve. We build trust through respect, collaboration and practical solutions that make waste management simple and effective for all.

HOW WE DO THIS

- **Empowering our people.** We pay above the Living Wage to every employee, invest in personal development, and maintain a turnover rate well below the national average.
- **Champion inclusion and equity.** With 50% of leadership roles held by women and strong Māori and Pacific representation, we actively support underrepresented groups into sustainable careers.
- **Keep people safe and well.** Our SiteWise Gold and IMPAC Prequal 5-star certifications reflect our commitment to sending everyone home safe, every day.
- **Strengthen communities.** We invest in education, partnerships and local sustainability initiatives that make recycling easier and more accessible.
- **Lead with purpose.** As a 100% New Zealand-owned company, our leadership team is personally invested in building a fair and sustainable future for Aotearoa.

WORKING TOGETHER

Sustainability is a shared effort. We succeed through partnership – with our customers, iwi, suppliers, local and regional authorities and the communities we serve. Together we turn waste into resources, create safer and cleaner places to live and work, and help build a more sustainable future for Aotearoa.

SUSTAINABILITY TARGETS (2025–2030)

PILLAR
OUR TARGET (BASE YEAR 2025)



EARTH – WHAT WE INHERIT
CARING FOR THE LAND,
PROTECTING OUR FUTURE

Increase zero-emission or renewable-fuel collection vehicles to 20% of total fleet by 2030.
→ Expand the low-emission fleet to cut transport-related carbon emissions and improve efficiency for customers.

Reduce facility emissions intensity (tCO₂e/tonne processed) by 25% by 2030.
→ Improve energy efficiency and reduce operational emissions across all processing facilities.

Achieve ≥85% average diversion rate across C&D resource recovery facilities by 2030.
→ Recover more materials from construction and demolition waste through advanced off-site sorting and customer collaboration.



ENTERPRISE – WHAT WE SHAPE
BUILDING SMARTER SYSTEMS
FOR A SUSTAINABLE FUTURE

Reduce cost-to-serve per tonne by 15% by 2030.
→ Improve operational efficiency through innovation, data and design to deliver more affordable, sustainable services for customers.

Adopt ISO 20400-aligned sustainable procurement framework and screen 100% of supplier spend by 2028.
→ Strengthen responsible sourcing and transparency across Green Gorilla’s supply chain.

Reinvest ≥20% of annual net profits in sustainability-linked capital projects.
→ Prioritise long-term investment in low-emission infrastructure, technology and workforce capability.



HEART – WHAT WE SHARE
EMPOWERING PEOPLE, PARTNERS,
COMMUNITIES AND CULTURE

Zero serious harm incidents annually and ≥95% corrective actions closed within 30 days.
→ Maintain industry-leading safety standards to ensure every team member returns home safe every day.

Maintain annual staff turnover below 6%.
→ Continue fostering a stable, engaged and supported workforce.

Invest 0.5–1.0% of earnings before tax in local community initiatives and sustainability education.
→ Support education, inclusion and community wellbeing across Aotearoa.

Progress towards these targets is measured annually through Toitū certification and internal performance reporting. Baselines and detailed results will be published in Green Gorilla’s Sustainability Report.

