



# Sustainability Strategy Report

# Pomona

In this report we highlight the key sustainability issues Pomona has been focusing on and the actions and objectives we have put in place to tackle these issues. Future sustainability strategies have also been addressed in this report for the years to come.

Our sustainability strategy has been broken down in three main categories:

## **Economic Sustainability:**

We know that sustainable, long term relationships are fundamental to our success as a business. We are working together with our customers to identify their specific needs and develop innovative solutions making them more profitable. We believe that as our customers succeed so do we.

## **Environmental Sustainability:**

Like many companies, our goal is to effectively manage our environmental impacts. We seek to not just comply with regulations. Our aim is to maximise energy efficiency, maximise recycling, minimise water use, and minimise waste to landfill.

## **Social Sustainability:**

As a major New Zealand importing and converting company, we recognise that we have an impact on the environment. it's our goal to ensure this impact is a positive one. Pomona is focused on helping create a more sustainable and inclusive society. Community contribution environmentally friendly supplier and a safe workplace are all key objectives in achieving this aim.



## Current Position

Pomona has a strong focus on researching and developing different strategies and processes that can help achieve our environmental and sustainability goals.

Actions that have been taken:

- A sustainability team has been formed and meets regularly to discuss improvement opportunities.
- We have identified key environmental and sustainability issues to focus on including employee engagement, waste, energy consumption, suppliers, community engagement and transportation.
- Active enquires into joining accredited sustainability and environmentally friendly associations.
- We are looking into working with well established recycling businesses to form a recycling plan for our Nitrile gloves.
- We are actively looking to strengthen our community relationship by reaching out to local schools and supporting programmes which support these schools.

## Pomona's Direction For The Future

Pomona recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy. As our product lines continue to grow, we are aiming to minimise all packaging without compromising the quality of the delivered product.

## Responsibility

Paul Rae Auckland Branch Manager, is responsible for ensuring that Pomona's sustainability/ environmental strategy is implemented. However, all employees have a responsibility to ensure the aims of this strategy is met.





# Supplier Accreditations & Efforts

At Pomona we encourage suppliers to adopt environmental and sustainability practices as an integral part of their business strategy.

Our suppliers' efforts towards sustainability:

**Waste Reduction:** All our suppliers have a strong focus on reducing waste and are continually searching for systems that reduce the amount of waste materials produced.

Some of our suppliers' efforts to waste reduction include:

- In 2016 one of our suppliers managed to collect 124 tonnes of plastics, reducing the amount of plastics in the mixed waste by 20%
- Our suppliers have waste management accreditations such as ISO 14000 Environmental Management System.
- Partnerships with companies such as Scrap Gloves to reduce the amount of waste material that is sent to landfills.
- Memberships such as the registered chemical industries associations.

**Energy Consumption Optimisation:** All suppliers have mentioned their efforts for reducing energy consumption.

Some of our suppliers' efforts to reduce energy consumption include:

- Implementing a solar panel system to act as a renewable source of energy to reduce the usage of electricity.
- Lighting units have gradually been replaced with ones that use LED technology.
- Regular monitoring of their energy consumption.
- Innovative use of olive pip by product to power boilers, which resulted in a saving of fossil fuels.

**Employee Engagement:** All our suppliers continue to show great employee engagement efforts, by valuing their employees as vital assets to their business.

Some of our suppliers' employee engagement efforts include:

- All employees are provided with the appropriate uniforms such as safety hats & glasses.
- Services such as in-house medical centres are offered.
- Our suppliers have Employee engagement accreditations such ISO 9000 Quality Management System.
- Employee engagement and development programs are offered.

**Community Involvement:** Just like Pomona, our suppliers value the importance of building long lasting relationships in the community in which they operate in.

Some of our supplier's community involvement efforts include:

- Sponsoring non-profit organisations including the Cancerlink Foundation, Malaysian Association for the Blind and the Association for the Prevention of Tuberculosis.
- Working with local community partners and government agencies.



## **Pomona's Waste Reduction Practices**

At Pomona we are starting to adopt a strong awareness on how we use raw materials and how we can reduce the amount of waste Pomona creates. We feel we can have a positive impact on the environment in which we operate in, by implementing and developing our waste management solutions.

Processes that we have implemented include:

- At Pomona we encourage all employees to recycle when possible by situating recycle bins in various areas around our premises.
- We also encourage our customers to consider our latex glove range that is made from natural fibres and are biodegradeable.
- We have a new product range of paper & eco-friendly packaging tape with three of these tapes being 100% recyclable.
- All paint tins that are used on our premises are collected regularly to be recycled.
- Pomona only uses licensed and appropriate organisations to dispose of waste.
- Any tape cut offs/reject stock that is produced during the manufacturing process are collected and donated to schools.

## **Future Goals for Waste Reduction Practices**

- We are looking to incorporate our GP04 Gum Paper Tape that is 100% recyclable into our repacking process in our warehouse.
- Research has gone into working with a well established recycling business to form a recycling plan for our Nitrile Gloves

## **Pomona's Efforts of Reducing our Transportation Impact**

- We encourage employees to carpool when possible.
- We have reduced the number of deliveries we make to our Christchurch branch from 25 pallets per month, to one 40-foot container.
- At Pomona we promote phone and/or video conferences as an alternative to travel for our remote employees.
- We accommodate the needs of those using public transport or bicycles, by being flexible with employees start and finish times.

## **Future Goals for Reducing our Transportation Impact**

Pomona's future goals for Transportation:

- Continue to encourage all employees to carpool and use public transportation.
- Continue exploring and researching processes that will minimise transportation of products to our Christchurch branch.
- Incorporate Skype and software such as Teams into our sales meeting, so that all sales team from out of Auckland can attend remotely on video chat.

## **Pomona's Energy Consumption Optimisation Practices**

As technology continues to improve and new energy consumption practices come to light, it is important that Pomona implements new opportunities to continue to lower energy consumption across all departments of the business.

We are continuing to research into energy optimisation processes but so far, our efforts to optimise energy consumption include:

- We have switched all lighting units on the premises to LED lights, which has had a significant reduction of energy consumption across the business.
- We have included various signs around the Pomona premises reminding employees to switch off all electrical equipment when not in use.
- Installed a Capacitor to evenly distribute electricity throughout our building for effective use of energy consumption.
- All Pomona Forkhoists are electric

## **Future Goals for Energy Consumption Optimisation**

- Adjusting heating with energy consumption in mind.
- Researching into ways to reduce energy consumption when creating new products

## **Having a QC Laboratory**

In 2017 we introduced a QC (Quality Control) laboratory at our Auckland head office. By doing this it has help us reduce our waste, energy consumption and transport by:

- Providing the ability to test all incoming product to insure it meets the agreed specifications. This reduces our transport levels drastically, as we continue to send less and less product back to the supplier each year.
- Ensures that our products the customer receives is not only delivered in full and on time but is also in spec. We have found the number of customer credits and returns dropping significantly, since the creation of the lab.
- Assist customers in acquiring the most suitable product for their specific need. This has helped prevent customers from buying a product that is not suitable for their needs
- Ability to age product to determine long term suitability. This has helped us determine standards for all our products and the quality they should be compared to.
- Tested samples are able to be returned to stock. This has reduced wastage significantly as we are no longer throwing away tested rolls, as now we can test in a way that doesn't impact the quality of the tape.

# Our People

## Pomona's Efforts Towards Employment

At Pomona we believe that our employees are our future. We believe by creating a warm and inviting work environment, with a family orientated organisational culture, we will attract and maintain employees dedicated to continually improving Pomona's performance as a business.

Our efforts so far to improve employee engagement include:

- Offering a day off on employee's birthdays.
- Monthly meetings that all Pomona employees are involved in.
- Flexible working hours.
- Opportunity to work remotely.
- Providing high quality uniforms for production employees.
- Pomona provides each employee with relevant environmental training.
- We also have an open-door policy so each employee feels supported from management.
- Pomona regularly inspects health and safety in the workplace to help reduce the risks for staff.
- Our canteen upgraded and a Café Espresso machine was installed.

## Employee Bonus Scheme

In the year of 2019 we also introduced a company wide bonus scheme to reward our employees for all their hard efforts. This bonus scheme includes taking 20% of Pomona's profits each quarter and putting it into a pool. The pool is then divided equally amongst the employees each quarter.

So far we have found this very successful in boosting employee morale and productivity.

## Employee Engagement Survey

As part of our strategy to increase employee engagement we implemented a company wide engagement survey and analysed the results.

From the results we concluded that the average answer for job satisfaction was 7/10.

What we learnt from this survey are areas that we are doing well in such as job flexibility friendly work environment and approachable management.

We also learnt the areas that as a company we can improve on such as communication levels throughout the whole company and bridging the gap between each department.

All the results were analysed in depth and have been taken into consideration for our sustainability strategy moving forward.



## **Pomona's Community Involvement**

At Pomona we value the importance of community involvement and opportunity to strengthen our relationships with our customers. We are always looking for local events to sponsor as well as local charities to support.

Our efforts so far include:

- Sponsoring a number of sporting events and local entities
- We donate 5% of particular product sales to KidsCan through selected distributors
- Donating reject/old stock to schools in our community
- Becoming a sponsor of Office Max's Max e-Grants
- An active member of the CRA (Collision Repair Association)

## **Future Goals for Pomona's Community Involvement**

- Building strong partnerships with local charities and sport teams.
- Becoming a member of associations that have a strong focus on the environment and business sustainability.
- Hosting events for the community.

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