



Environmental Policy

Crown Worldwide New Zealand
November 2025

Purpose

We're a company built on movement, and we are committed to reducing the impact that movement creates.

This policy outlines how Crown Worldwide New Zealand works to minimise environmental harm by reducing emissions, cutting waste, using resources responsibly, and improving the sustainability of our services. It helps guide our progress as we move toward being part of the solution, supporting our customers, partners, and communities to achieve positive environmental outcomes alongside us.

Scope

This policy applies to all Crown Worldwide (New Zealand) entities and business divisions, including Crown Relocations, Crown Workspace, Crown Information Management, Crown FF&E and Crown Fine Art, Crown World Mobility, and all supporting corporate and operational Teams.

It covers all activities that could impact the environment, such as logistics, warehousing, transportation, office operations, procurement, waste management and service delivery across all New Zealand locations.

Our Framework

This policy supports Crown New Zealand's Sustainability Framework, guided by the Climate & Environment pillar and strengthened by commitments to Sustainable Procurement and responsible partnership.

Our focus is to:

- Achieve net-zero emissions by 2040
- Embed a circular-economy approach that keeps resources in use and out of landfill
- Use resources responsibly and design sustainable service offerings
- Partner with suppliers, clients, and communities to reach shared environmental goals

Our Commitments

Energy, Emissions & Resource Use

We measure and report our Scope 1 & 2 emissions and relevant Scope 3 categories through the Normative platform, contributing to Crown Group's SBTi commitments.

- We focus on efficient operations, smart use of resources, and continuous improvement:
- Maintain and upgrade vehicles and equipment to lower emission, energy efficient models.
- Plan routes and schedules to reduce unnecessary travel and congestion.
- Improve energy performance across facilities and install solar generation in new or upgraded buildings.
- Provide environmental awareness training for all staff, encouraging responsible behaviours such as energy saving, waste reduction, and sustainable decision-making.

Target: Achieve net-zero emissions by 2040, and continue to measure Scopes 1 to 3 in line with Group SBTi commitments.

Biosecurity & Environmental Protection

As a proud member of the New Zealand Biosecurity Pledge, Crown NZ is committed to protecting Aotearoa's unique environment, economy and way of life from biosecurity risks.

We work closely with Ministry for Primary Industries (MPI) and supply chain partners to ensure all import, export, and relocation activities meet biosecurity standards in New Zealand and internationally.

Our teams are trained to recognise and report potential risks, and we continue to strengthen procedures to prevent the introduction or spread of unwanted pests and contaminants through our operations and facilities.

Circular Economy & Waste

We apply circular-economy principles to keep materials in circulation and prevent waste.

- Operate Sustainability Stations in central locations to repair, reuse and redistribute furniture and materials to schools, charities and recyclers.
- Review and trial improved packaging options, working with suppliers to identify reusable or recyclable alternatives.
- Select waste and recycling partners with strong sustainability performance and prioritise local solutions including specialist recyclers for materials like metals, polystyrene, e-waste etc.
- Recognise branches and teams that demonstrate innovation and leadership in reduction and reuse.
- Design services to minimise impact reusing materials, re-homing quality items, digitalising processes to cut paper and storage waste, and providing transparent reporting on environmental outcomes.

Targets:

- 30 percent reduction in waste to landfill from 2023 by 2027
- Work towards zero waste to landfill from services

Sustainable Procurement & Partnerships

Our environmental impact extends beyond our operations, it's shaped by the suppliers and partners we work with.

- Apply the Sustainable Procurement Policy to all purchasing and supplier engagement.
- Ensure procurement and key staff receive training on responsible and sustainable sourcing.
- Continue assessing major suppliers and ensure all key suppliers align with Crown NZ's sustainability goals by the end of 2025.
- Prefer local partners with verified environmental, social and ethical performance.
- Collaborate with customers and suppliers to reduce packaging, emissions and waste, encouraging shared accountability for sustainable outcomes.

Target: All key suppliers aligned with Crown NZ's sustainability goals, ensuring staff who make the decisions have the resources to do so.

Monitoring & Governance

- Oversight by the NZ Sustainability Steering Committee, with annual reviews and reporting to senior leadership.
- Progress integrated into Crown NZ's business planning

Legal Compliance & SDG Alignment

Crown NZ complies with all relevant environmental legislation and operates in alignment with national climate and waste reduction goals. We aim to exceed legal requirements wherever possible through regular reviews and updates to meet or exceed compliance.

Our actions contribute to UN SDGs 11, 12, 13 and 15 - Sustainable Cities, Responsible Consumption, Climate Action and Life on Land.

Related Documents

- Crown Worldwide (NZ) Sustainable Procurement Policy
- Crown Worldwide (NZ) Sustainability Framework
- Crown Global Sustainability Report
- Crown Group Environmental Statement & Policy

Version History

Issue	Owner	Endorsed By	Approved By	Date
1.0	Sustainability Officer	Sustainability Steering Committee	Sustainability Steering Committee (NZ)	14/11/2025