

2024

SUSTAINABILITY REPORT

Driving change.



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HWR 
H.W.RICHARDSON

From the CEO and Board

A warm welcome to the HWR Richardson Group (HWR) 2024 Sustainability Report.

As CEO and Directors of HWR, we are proud to present the achievements and projects delivered by our Great People to ensure our business operates sustainably, now and into the future. The progress made this year has been significant, particularly as we have navigated challenging economic conditions and business changes. Despite these conditions, we remain committed to achieving net zero carbon emissions by 2050.

In our New Zealand operations for 2024 our current reporting is indicating a 17% decrease in fuel used per KM travelled. This is attributable to improvements in our efficiencies within our business operations. Over the past 12 months our absolute emissions have reduced from 140,45 tCO₂e to 118,666 (unaudited). This is due to significant change and consolidation, notably with the demerger of AML Ltd in our Concrete Division. We also farewelled some businesses to the HWR Family of Brands, such as Farmers Transport Ltd, Bond Contracts Ltd and Fernhill Limeworks. Another factor has been the economic challenges the country has faced. Our response to this included putting considerable strategic focus on driving efficiency in all parts of our business operations to help decrease waste. A big thanks to our staff for their ideas and efforts in ensuring our operational costs remain sustainable.

Even if there are a few bumps in the road—at HWR we never stand still. We have established two companies that will play a pivotal part in our vertically integrated business model. Following the AML demerger, New Zealand Independent Cement (NZIC) was founded by HWR to secure the supply of cement. NZIC's first shipment of cement arrived in Bluff from Vietnam earlier in the financial

year, which has kept our local transport businesses and contractors busy helping unload and transport the product to sites and plants around the country. NZIC also imports slag which is a by-product of steel manufacturing which helps achieve a lower carbon emitting concrete.

Our newest member to the HWR family of brands is Change Fuel Technologies, which is already making a big splash in New Zealand's heavy transport sector through its innovative hydrogen-diesel dual-fuel trucks. The dual fuel technology has seen New Zealand's first milk tanker successfully commissioned in our Dynes Joint Venture offering an innovative and sustainable solution for transportation. The dual-fuel system injects hydrogen into the existing diesel combustion engine, enabling the truck to run without compromising existing operations, routes, distances, or payload, while reducing carbon emissions by up to 34%! This is a first in the Southern Hemisphere, and we are proud to now have multiple truck and trailer units using a combination of diesel and hydrogen with our technology operating throughout the country. To give you an insight into what's in store for 2025 at HWR, we are commissioning our very own hydrogen station in Southland to help fuel the trucks and stay true to being known for our ability to deliver Game Changing Transport.

Great Gear, Great People, Great Mates is what our customers know and expect of us. At the heart of HWR are our Great People; we'd like to take this opportunity to thank everyone across HWR for their hard work, their passion in their roles, and their commitment to finding a better and more sustainable way to do business.

Thank you for taking the time to read this report and stay safe on the roads.



**Jocelyn
O'Donnell**
Director



**Scott
O'Donnell**
Director



**Albert
Brantley**
Chairman



**Anthony
Jones**
CEO

About this report

This report is structured using the ESG model. ESG (environmental, social, governance), in a sustainability context, is a framework used to measure a company's performance and efforts to be more sustainable across the broad spectrum of its operations. Sustainability is more than the effects on the natural environment; it encompasses social initiatives that benefit people and communities, and governance policies and structures that highlight ethics and transparency.



UN Sustainable Development Goals

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals, which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

HWR has selected these six areas where we believe we can make the most difference.

49 COMPANIES

New Zealand's largest
**PRIVATELY
OWNED**
transport business

2,000+
employees across NZ and Australia

1,300 TRUCKS

6 SECTORS



12 **QUALIFIED DRIVER TRAINERS**
working alongside HWR staff

80% of eligible
staff receiving

**FREE
HEALTH
INSURANCE** 
provided by HWR



SouthRoads currently have **TWO 2022 DAF TRUCKS FITTED WITH HYDROGEN TECHNOLOGY**

PROMOTING PHYSICAL ACTIVITY AND SOCIAL INTERACTION

SouthRoads has also contributed to community development by designing and developing pump tracks Southland. These projects have provided valuable recreational spaces for local communities.



SAFETY INITIATIVES



The Allied Concrete Safety Council identify and address safety concerns within their regions. **A recent success was the identification of inadequate truck work lights as a hazard.** This led to the mandatory installation of work lights on all trucks. **This measure has significantly reduced the potential of accidents in the working area of trucks in poor lighting conditions.**

Managing Our Environmental Legal Obligations



During the year, Allied Concrete implemented an Environmental consent management database, CSVue, to ensure that our environmental requirements were being met. It also allows visibility and transparency of our compliance status to all levels of the organisation.

Enhancing fleet management

SouthRoads has utilised telematics to enhance fleet management by **improving utilisation, fuel efficiency, idle time, and overall fleet efficiency.** This technology enables better monitoring and management of their vehicles, contributing to more sustainable operations.

ESG

WORKING

GROUP

Following the implementation of HWR's Sustainability Framework (Framework) a Working Group was formed to help bring the pillars of the Framework to life in our business operations. In keeping with our company value of 'Walking the Talk', the ESG Working Group members are tasked with taking strides to implement the pillars of the Framework into their Divisions.

The ESG Working Group has cross – divisional representation who are strong problem solvers with an interest in sustainability. Members responsibilities include embedding processes to capture carbon emissions data, reporting, fleet or process optimisation to improve efficiency or reduce waste. Initiatives, progress and learnings are then shared back with the Working Group with the hope that some initiatives can cross pollinate into cross divisional outcomes and change where feasible.

HWR's ESG Working Group Members are:

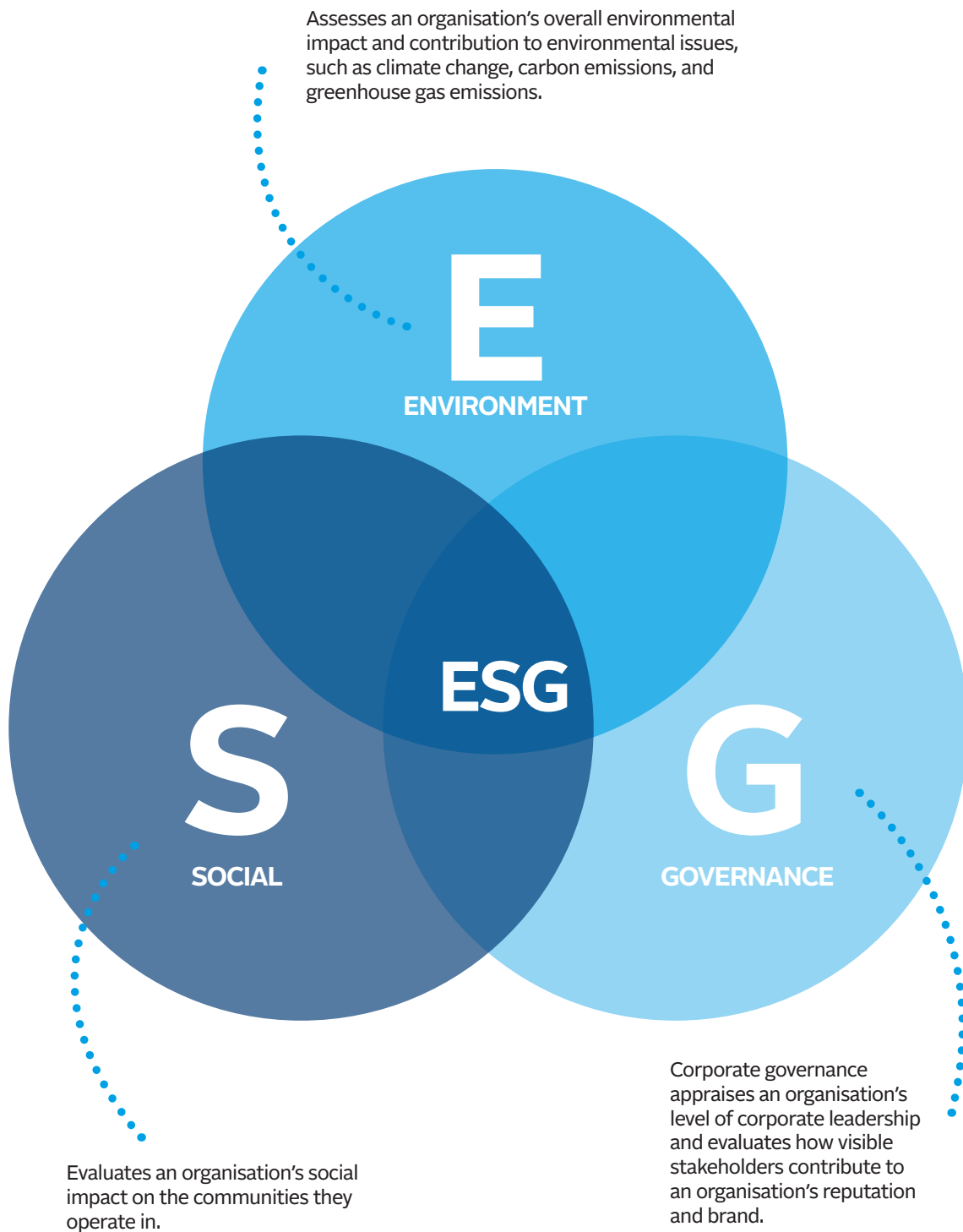
- Nicky Hogarth (National Environmental & Sustainability Manager) Allied Concrete
- Cody Oughton (Operational Excellence Facilitator- Transport Division)
- Brian Lamont (Corporate Services Manager- Allied Petroleum)
- Brad Downey (Compliance Manager- SouthRoads)
- Julie Phillips (IT Business Partner)
- James Jones Group Financial Controller
- Vanessa Haslem (HWR Accountant)

In the following pages you will read through some of the progress and outcomes achieved by HWR's operating divisions in the all things Environmental, Social and Governance.

A special thanks to the Working Group members for their contribution to our sustainability efforts for the financial year- it is much appreciated.



Elliott Mitchell
GM Corporate
Services



WHAT WORKING SUSTAINABLY MEANS TO HWR

This is HWR's sustainability values ecosystem. All of these components of HWR's business work together to create more sustainable operations and service for our customers. We are working towards net carbon zero by 2050, in line with the Government's plan to be carbon neutral.

INNOVATION

- mytransport, an optimised transport planning software
- Ecrete, lower embodied carbon mixes from Allied Concrete
- HWR Hydrogen, the alternative heavy transport fuel of the future

HEALTH AND SAFETY

- Technology
- Regular delivery of health and safety campaigns to keep our staff informed and skilled

Campaigns such as our Ken Danger series; a humorous character created to increase engagement when delivering health and safety messages.

ENVIRONMENT

- Carbon reduction activities across the Group
- SAFED, safe and fuel efficient driving training
- Fuel emission reduction across fleets
- Auditing of our activities to ensure we're meeting reduction targets

COMMUNITY

- Impact investing

Helping our communities prepare for the future, with projects such as the Invercargill inner-city rebuild and the specialised dementia care facility, The Hawthorndale Care Village



GEAR

- We invest in the best gear for the job, and make better choices for the environment in the heavy trucks and machinery we purchase, including trucks that meet the Euro 6 emissions standard

Dual-fuel hydrogen trucks to reduce emissions in the heavy transport sector.



 KING

 DS NET

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 BON

 50 -

LEADERSHIP

- A voice for the heavy transport industry who has been in the game for a long time
- A champion of New Zealand's ingenuity, hardy spirit, and getting the job done

PRODUCTION

- Services across the transport, petroleum, concrete, contracting, environmental and quarrying sectors, to better provide for our customers

SUPPLY CHAIN

- HWR works across several sectors, enabling our businesses to provide end-to-end transport solutions

The **vertical integration** of our businesses means we can work across the supply chain. We quarry materials at our quarries, which are then loaded and carted by our drivers; those materials are used in all manner of applications, such as concrete (Allied Concrete) or roading (SouthRoads). With these services, HWR is able to keep the country moving and keep amenities in shape for customers and the public.

STAFF

- Capable and technical staff base who are highly skilled to deliver on projects and service
- Diverse staff who are celebrated and supported in the workplace

PARTNERSHIPS AND RELATIONSHIPS

- Helping our customers achieve their goals
 - Getting milk from the farm to Fonterra
 - Ensuring timely pick up of farm stock for Blue Sky Meats
 - Helping Ballance achieve its sustainability goals

Ballance needed a solution to break up the compacted fertiliser on its shed floor that had built up over the years, making it difficult for loaders to operate. Southern Transport and SouthRoads worked together and the fertiliser was lifted, and then recycled back through the manufacturing plant.

OPERATIONS

- We're a large private business operating in all corners of New Zealand, and over the ditch, too. The advantages of our scale mean HWR is available for its customers wherever they need us.

AT A GLANCE

0.33%

The total emissions for the year ended August 2023 were 140,276.67 tCO₂e, which is 0.33% lower than 2022 total of 140,739.71 tCO₂e, and 5% higher than the base year's total of 133,962.84 tCO₂e.

9%

In 2023-24 Allied Concrete had increased its use of cement replacements across New Zealand to around 9%.

2,160

Allied Petroleum rescheduled the South Island bulk lubricant run to reduce the distance travelled by 2,160kms per year.

328

SouthRoads has installed 189 traps targeting rats, stoats, ferrets, and weasels, resulting in 328 predator catches to date in their continued support of the Halo Project.

Environmental.



2023

TOI-TŪ AUDIT



HWR remains committed to net zero carbon emissions by 2050. The total emissions for the year ended August 2023 were 140,276.67 tCO₂e, which is 0.33% lower than 2022 total of 140,739.71 tCO₂e, and 5% higher than the base year's total of 133,962.84 tCO₂e.

A reduction in emissions intensity (emissions relative to operational activity) of 17.04 tCO₂e/\$M has been achieved based on a 3-year rolling average.

With direct fuel use contributing 80% of HWR's emissions, the continued focus is the short-term goal to reduce Category 1 – Fuel carbon emissions by 8%, by 2027. To get to that target we are striving to optimise lowering our carbon output per unit of activity.



For the Year Ended August 2023:

Category 1

Category 1 (predominantly diesel) was reduced by 5%.

Improvements and reductions are from initiatives such as continued investment in fuel-efficient transport equipment, reduction/elimination of unnecessary idling time, fuel-efficient driving expertise (SAFED), improved logistics including optimal load sizes, coordinating delivery routes, and identifying and maximising opportunities for back loads.

The hydrogen trial had two operational dual-fuel trucks by YE 2023. A further seven trucks are under conversion and thirty are on order.

Category 2 + 4

Category 2 + 4 electricity for NZ companies was reduced by 13% from the 2021 base. This is 1047 tonnes CO₂e in 2021 to 868 CO₂e tonnes in 2023. One contributing factor is the new Business Centre in Invercargill which is home to HWR's Business Services that were previously located in multiple buildings. The building was designed with sustainability principles in mind to minimise electricity usage.

Category 3

Category 3 comprises 18% of emissions and increased by 18%.

The majority of Category 3 emissions are due to third-party transport.





FUELLING

OUR FUTURE

HWR is developing its inaugural hydrogen production facility in Clifton, Invercargill, as part of our commitment to sustainable energy solutions. This facility will be integrated with a newly developed Allied Petroleum fuel stop, ensuring a seamless transition for customers to hydrogen as an alternative fuel. The refuelling process will remain familiar, facilitating easy adoption of this clean energy source.

The green hydrogen production facility at this site will have the capacity to produce 450kg of hydrogen per day. It features a 1MW electrolyser, which compresses hydrogen to 500 bar for storage and dispenses it at 350 bar to trucks or mobile tanks for distribution to other locations. This facility will be capable of supplying hydrogen to approximately 30 dual-fuel trucks and is designed to scale up as demand increases.

We currently have 8 dual fuel vehicles on the road.

- 6 of the vehicles have the capacity to avoid 205kg of CO₂e per day through avoided diesel;
- 2 of the vehicles have the capacity to avoid 39kg of CO₂e per day (concrete mixers).

We have plans to build and deploy 39 more of these vehicles by September 2025, resulting in an additional 2,078 tCO₂e avoided per year once operational.

By making hydrogen readily available and accessible, HWR's initiative addresses both supply and demand challenges, supporting other companies in achieving their sustainability goals and fostering a broader transition to zero-emission transport across New Zealand.



Find out more here
hwr.co.nz/hydrogen



TURNING WATER INTO WINS

In a significant milestone for sustainable transportation, HWR Hydrogen has been honoured with the Social Procurement Award at the New Zealand Energy Excellence Awards. This accolade underscores the company's pioneering efforts in supporting the heavy vehicle industry's transition to cleaner energy solutions.

HWR Hydrogen's innovative dual-fuel system offers a game-changing approach to reducing carbon emissions. By providing a cost-effective alternative to low-carbon vehicles, the technology preserves the value of existing diesel fleets while preventing asset stranding. The system

boasts an impressive capability to slash carbon emissions by up to 34%, all without significant impact on payload.

This breakthrough serves as a crucial stepping stone towards a future dominated by 100% hydrogen-powered heavy vehicles. As the industry evolves, HWR Hydrogen's dual fuel technology is paving the way for a greener, more sustainable transport sector in New Zealand.

With this recognition, the future of dual fuel in the country looks more promising than ever, marking a new chapter in the nation's journey towards environmental sustainability.

REDUCING

FUEL

WASTE

At Allied Petroleum we are focusing on reducing fuel waste by improving how we are driving, the fuel we are burning, the routes we are taking, or by updating our fleet with newer, more efficient vehicles. As a division, through efforts to improve fleet utilisation and efficiency, we reduced our CO₂t per 100km from 12.73 to 12.21 and CO₂t per 100TKM from 5.64 to 5.11.

Another initiative we have been focussing at Allied Petroleum has been focussing on reducing waste to landfills produced by our business activities, especially in our lubricants business.

We challenged ourselves to make our lubricant deliveries more efficient and more sustainable.

- We rescheduled the South Island bulk lubricant run to reduce the distance travelled by 2,160kms per year.
- We increased the volume of lubricants carted on the bulk trailer by an average of 750 litres per delivery, (including previously delivered drums separately delivered on 36 runs of 1,100 per km per delivery).
- We are also recycling all waste drums, soft packaging and cardboard generated by our lubricants division through our decanting or repackaging processes.

RENEWABLE

DIESEL

As New Zealand works to reduce greenhouse gas (GHG) emissions, Mobil offers a practical and impactful solution for the road transport industry through renewable diesel. With potential to significantly cut carbon emissions, renewable diesel is projected to play a crucial role in transitioning to more sustainable practices, particularly for harder to decarbonise sectors such as heavy-duty transport.

While the long-term shift towards hydrogen is anticipated as infrastructure and policy evolve, renewable diesel is available today and provides an immediate solution. It offers several advantages: it shares similar chemical properties with conventional diesel, allowing it to serve as a substitute or "drop-in" fuel when blended with conventional diesel. Unlike traditional biodiesel, renewable diesel is compatible with existing vehicle fleets, requires minimal to no additional investment from customers, and is an affordable alternative that can reduce carbon emissions by up to 70% compared to conventional diesel. In industries where electric vehicles are not currently a viable option due to energy demands, renewable diesel offers high energy density making it ideal for moving large trucks.

Mobil is evaluating how to expand its capacity to co-process up to 100,000 barrels per day of lower-emission fuels. The ability to process biofeed and conventional feedstock together through an existing fluid catalytic cracker or hydrotreater will allow for faster, more cost-effective delivery of these fuels compared to building entirely new facilities.

Allied Petroleum is partnering with Mobil on their Renewable Diesel trials. Starting from December 2024 they will be running renewable diesel in five trucks and are expecting gas emissions from these vehicles to be reduced by 14% over traditional diesel. They will continue to work with HWR's innovations team to develop and bring to market Hydrogen as an alternative fuel. The rollout of the mytransport solution will continue across fleet and operations, and they'll work to produce customer dashboards and further optimise transport operations through route management.

Allied Petroleum is committed to meeting HWR's short-term target of 8% reduction of relative fuel use by 2027.



Understanding Our Carbon Footprint

As part of its commitment to tackling climate change, Allied Concrete launched its Environmental Product Declaration (EPD) On-Demand Service for Ecrete our low carbon concrete. This innovative service sets a new standard in sustainability and transparency within the construction industry reaffirming our commitment to environmentally responsible practices and our commitment to lowering the embodied carbon of our concrete.

Reducing our Carbon Footprint

Through our low carbon brand Ecrete and from the use of cement replacements (industrial by products) we have saved approximately 9500 t CO₂eq from being emitted. That's the equivalent of planting around 175,500 Native trees over a 20-year growth period. The industry average for use of cement replacements in New Zealand is around 2-3% per annum. In 2023/24 Allied Concrete had increased its use of cement replacements across New Zealand to around 9%.



Low Carbon Concrete in Use

The first building in the South Island to use Ecrete Plus is a new four level office building owned by property investment company Portus at 211 High Street in Christchurch's CBD.

The sustainable concrete solution means the building's overall embodied carbon will be lower and its carbon emissions will be significantly reduced, compared with those built from traditional concrete and steel construction.

Portus managing director Anthony Leighs says using low carbon concrete will reduce the embodied carbon of 211 High Street by 537 tonnes of CO₂ (more than half a million kilograms) that would have been otherwise emitted into the atmosphere.

"The word sustainability means a lot of different things to different people. For Portus, we think there's an absolute need to change the way things are done. We want to make sure that we don't use more carbon than we need to. We take a long-term view so that we are doing the right thing for the future," Leighs says.

Other notable projects using Ecrete include Te Kaha Multi Use Arena, Waimea Dam, and a retirement village being built by MetLife care.



mytransport

mytransport is an innovative software we have designed in-house to make heavy vehicles in our fleet operate as efficiently as possible.

The app assists dispatchers in picking the most time-efficient route to get from the site to the customer. This software solution has been designed to give users a competitive edge which will optimise commercial and environmental outcomes through reduced fuel burn and time saved.

mytransport is being rolled out in Allied Petroleum's DMR fleet in Auckland, Whangarei and the wider Bay of Plenty. Going paperless and having a consistent approach to scheduling is already showing some early signs of efficiency gains, particularly on the administrative side of the operations. One of our schedulers from Allied Petroleum has estimated a time saving of 20-25% using mytransport.

The next year will see more HWR transport companies adopting the mytransport software in keeping with our commitment of being known for our Game Changing Transport.



Grant Anderson taking out the National Health and Safety Award



Stephen Whitehead receiving his President's Award

GROUND

SPREADERS

FRONT AND CENTRE

There's no doubt about it, team members right across our HWR family of businesses have been snatching up awards left, right and centre, and when it came time for the Groundspread Awards in July – it was no different.

Held in New Plymouth, the 65th Annual Groundspread Awards (NZGFA) Conference two-day event was wrapped up on the final evening with the Awards Gala. A ceremony that recognises excellence across the Groundspread NZ sector, not one, but two of our staff took out awards on the night.

Transport Southland Ltd's (TSL) Grant Anderson won the National Health and Safety Award for his contribution to the industry, and his willingness to share his knowledge, experience and time across the sector. This included his building of a safety training module in response to

an increasing number of vehicle incidents, as well his implementation of a healthy meal option for TSL drivers. In addition to this award, Grant was also nominated as an Honorary Life Member of the Groundspread Fertiliser Association.

Groundspread Driver Trainer Stephen Whitehead also welcomed a massive achievement by taking out the President's Award, which also recognised his commitment and leadership across the sector – particularly during his many roles within Groundspread NZ, both at branch and national levels. Since entering the industry in 1999, Stephen has held many leadership roles and been instrumental in helping to re-establish a Groundspread qualification.

To our incredibly deserving team members, Grant and Stephen, congratulations!

AT A GLANCE

- ✓ **Counselling in Schools**
- ✓ **Career Pathways**
- ✓ **Kai For Kids**
- ✓ **Stewart Island Beach Clean Up**
- ✓ **Street Smart**

Social.

CHATBUS

Chatbus provides free mobile professional counselling for children under 14 years old. It started in 2021 with one counsellor and one bus working across 5 Invercargill schools and this year, another bus and counsellor have started offering services to another 5 schools. Children can self-refer for a variety of reasons, with anxiety, grief and trauma being the most common issues. Sometimes children present with more than one problem.

The feedback has been very positive. Teachers appreciate that they can refer children to the Chatbus when there is clearly an issue affecting their learning. Parents also request their children attend the Chatbus, and again, the feedback is positive. As well as face to face sessions with children, the counsellors spend time liaising with parents regarding their children, networking with other agencies, and liaising with school staff regarding students.



KAI

FOR KIDS

ASHBURTON



In April, the team at Ryal Bush Transport Ashburton facilitated a wonderful fundraising day for Kai for Kids Charitable Trust in Ashburton. Going to school with limited or no food in their lunchbox is a reality for many children, but Kai for Kids does a great job feeding nearly every school in Mid Canterbury breakfast and lunch.

35 teams, 105 golfers – made up of our local farmers, agents, suppliers and friends took to the course and had a very enjoyable day of golf. 18-hole sponsors and various other contributors worked together to raise \$6,500 for Kai for Kids.

PROVIDING

CAREER

PATHWAYS

Allied Concrete is committed to fostering inclusion and diversity through its Concrete Cadet Programmes which provide young individuals with valuable career opportunities in the construction industry. Recently, Allied hired an 18-year-old from Wanaka as a Concrete Cadet, supporting their development by enrolling them in BCITO training. This initiative ensures that new staff to the industry receive the necessary training and support to kickstart their career. Allied Concrete's commitment to nurturing the younger generation reflects its dedication to creating pathways for future leadership and long-term success in the workforce through internships and the Cadet Programme.

WOMEN

IN TRADES

SouthRoads and Allied Concrete are championing the support of women in trades, each creating opportunities and support systems for wāhine in traditionally male dominated industries.

SouthRoads is actively participating in the Girls in Trade events. Staff members such as Paige Bergman and Brooke Brown-Ogilvy have played pivotal roles in these events, sharing their experiences and insights about careers at SouthRoads. Their efforts have been instrumental in creating a supportive and encouraging environment for wāhine in the industry, inspiring the next generation of skilled tradeswomen.



Allied Concrete has encouraged staff members Sonia Wilson, Pam Cheeseman, and Ella Wilson to advance their careers through further learning and development, covering the costs of their education and training. By investing in their growth, Allied Concrete aims to empower women within the workplace, ensuring they have the tools and resources to succeed and thrive in their careers. Ella recently served as a guest speaker at the Building and Construction Training Organisations Empowering Mana Wāhine Trade Event celebrating women in trades.



STEWART

ISLAND

BEACH CLEAN

Through Allied Petroleum's continued sponsorship of the Southern Coastal Charitable Trust, we supported the Stewart Island beach cleanup held on July 23. This group is supported by many other sponsors and volunteers and, for a couple of decades has removed rubbish washed up on shorelines. Concentrating on Fiordland, Milford Sound and Stewart Island, staggeringly, during some years they have removed up to 20 tons of rubbish.

Conditions are not for the faint-hearted, involving long days of scrabbling over the rocky, remote coastline and battling the sandflies. July's cleanup resulted in the removal of 42 cubic meters of rubbish. That's more than a 20-foot container filled to the brim.

RECYCLING

ELECTRONICS

Allied Petroleum have partnered with a registered charity, Molten Media, which promotes ethical recycling of electronic equipment and computers. They refurbish and sell electrical parts where possible, disposing of the component parts and ultimately diverting 80-90% from landfills.

They now recycle all of our old outdoor payment terminals and any other old tech we can give them.



SUPPORTING THE CANCER SOCIETY

On Saturday 13th of April, Southern Transport supported the Cancer Society in the Southland Relay For Life in Invercargill. This remarkable event encourages participants to walk and raise funds to support New Zealanders living with cancer. Whether you're a cancer survivor, someone currently fighting cancer, or a caring supporter, Relay For Life brings people together to make a difference.

The team raised \$1,156.24 and walked with their team baton (a pilot wand) for 12 hours around the ILT Stadium Southland. Throughout the day it was nice to see some fresh faces turn up and join in to support the team.

We are proud of our team and the efforts they went to. The team pushed themselves to the limits, some nearly hitting the 30km mark!



SUPPORTING LOCAL

The Mandeville community celebrated the opening of a new playground in early May, which was made possible through a collaboration between Gore District Council, Miss Cocoa café, and community volunteers. Planning for the playground began in 2022, with the location chosen next to Miss Cocoa, strategically placed near the highway and aerodrome, making it central for the community.

Hokonui Rural Transport played a crucial role by providing gravel transport and using their concrete mixers to unload it into the playground. Lynley Hogg, the beloved owner of

Miss Cocoa, and Aaron Horrell, a dedicated resident, were instrumental in the project. Unfortunately, Lynley passed away before its completion, prompting the community's desire to name the playground the Lynley Hogg Memorial Playground in her honour.

Adam Waghorn, Manager of Hokonui Rural Transport, expressed pride in the community effort, creating a space where both locals and visitors to the small township can enjoy this wonderful new addition.

STREET SMART

DRIVEN BY **TONY QUINN**
FOUNDATION



STREET SMART PROGRAMME

The Street Smart Programme, a certified Charitable Trust, is making a positive impact on New Zealand's roads by providing a hands-on, practical driver's education programme. Focused on equipping young Kiwis with the tools needed to safely navigate our roads, the programme teaches drivers better awareness, preparedness, and confidence behind the wheel.

Since its relaunch, Street Smart has seen a promising level of support from various corners of the country. Engagement has come from schools, local government road safety divisions, the New Zealand Police, commercial entities, and individuals, to name a few. Many have contributed by volunteering their time, providing in-kind services and products, or making financial donations, either directly or through formal partnerships.

HWR is deeply invested in driving safety and recognises the critical importance of programmes like Street Smart. By teaching safe driving habits and heightened awareness at the beginning of a driver's journey, young drivers are better prepared when they enter the workforce, particularly in roles requiring a high level of driving skills. Street Smart directly aligns with HWR's safety culture of prioritising focus and preparation on the road.

The programme advocates for a deeper importance on practical driving skills within New Zealand's licensing system. The current driver licensing process is heavily theory-based, and Street Smart believes that incorporating practical, hands-on learning into the licensing journey will better prepare young drivers for the realities of the road and eventually lead to a reduction of road-related accidents.

By laying the foundations for a safer driving culture, Street Smart is helping shape the next generation of responsible and skilled drivers.



Ernslaw and Dynes Transport visiting Clinton school to take part in the Wood is Good.

WOOD IS GOOD

WOOD IS GOOD is a primary school engagement programme created by members of the forestry and log transport sectors in New Zealand. The programme focuses on two main themes: promoting the 'Be safe, Be seen' road safety message and highlighting wood as a valuable and sustainable product for New Zealand.

Blair Lennon, the driver of DYNES 239, and Tony Livingstone of Ernslaw 1 volunteered to help for the morning. The in-class discussion was around the forestry industry and how the wood is treated from seedling to processing, followed by a visit to the loaded log truck and trailer to discuss various aspects of safety.

The kids were rapt to be able to sit in the driver's seat, getting an idea of the view and observing the blind spots for themselves. As well as being taught to have these conversations at home to reinforce the messaging and urge mum and dad to drive cautiously around heavy vehicles. There were also inquisitive discussions about stopping distances and staying safe around heavy traffic.

A fun morning for everyone involved with another two visits planned around the region.

ROAD SAFETY WEEK

Raising awareness around road safety issues such as the prevention of accidents, injuries, and fatalities on the road, Road Safety Week is an annual nationwide campaign held during the third week of November. With support from road safety ambassador Greg Murphy, the event aims to emphasise the importance of responsible driving, pedestrian safety, and the need for improved road infrastructure.

Organisations that get involved in Road Safety Week include schools, youth clubs, corporate employers, sports clubs, local councils, driving instructors and more.

During Road Safety Week, SouthRoads demonstrated their commitment to community safety and education by engaging with students at Lumsden Primary School.

Together SouthRoads staff set up an interactive road safety scenario, complete with flashing lights, signs, and cones. Despite the less-than-ideal weather, the event was a success, with students enthusiastically participating and learning important road safety practices.





TRUCKSAFE PROGRAMME

After a hugely successful launch at Southern Field Days in February, TruckSafe had such a successful uptake that it was requested to be accessible online to be used as a resource by schools, whānau and their friends to teach kids safety around heavy transport and machinery.

Created in-house by our very own marketing team, the TruckSafe Road Safety Programme is an interactive, in-depth learning experience packed full of videos, learning tools and collaborative activities for all. Kids can watch the episodes, answer the quiz and complete the colouring in to become a TruckSafe champion. The programme was designed to instil confidence in children around heavy transport and combat avoidable accidents, many of which have the potential to be fatal.



Led by animated TruckSafe stars Truck Norris, Rolly and Billy, kids are given the opportunity to learn everything from how to cross rural roads safely to where a truck's blind spots are and how to avoid them.

At HWR, we want to set an example within the industry. Safety is such a huge part of what we do and that focus doesn't end at our door, it extends out to our community and beyond. Heavy transport fills up so much of our roads and we want to ensure that Kiwi kids are equipped with the knowledge they need to keep themselves and others safe around trucks.

Accidents do happen, but the last thing we want is for lack of awareness around truck safety to be the cause of them.

It's just gone live on the HWR website so please check it out and share it around family and friends and help keep our kids safe.

Spread the word so we have lots of wee TruckSafe Champions out there!



HWR's TruckSafe episodes and activities can be accessed here

AT A GLANCE

STAFF

Staff encouraged to recognise their fellow employee's who are demonstrating that they were Living the Values in their roles at work

300

Over winter, the HWR Transport Division held training sessions that ran for 3 weeks in total, delivering topics to 300 drivers.

Governance.

HWR**SUSTAINABILITY****FRAMEWORK**

The Strategic Sustainability Framework sets out how HWR will incorporate sustainable methods of working into its operations going forward.

For many years, goals and strategies have been in place at an individual business level, but looking to create a pathway to sustainable future that all HWR's companies could follow led to the development of a Group-wide approach. With representatives from each division, a sustainability working group was assembled. Over the course of several months, this group developed a comprehensive document that set out expectations and goals for businesses to meet. It is expected that managers will apply the framework to their area of HWR, with their performance being marked year-on-year.

To speak directly to the obvious: HWR operates within an industry that produces a significant number of emissions. As a business, we are acutely aware of our impact on the environment and our responsibility to ensuring our operations are respectful of those environments.

Sustainability is intrinsically tied to our HWR Values – Be Customer Driven, Work Together, Walk the Talk, Be Respectful and Get Home Safe. It feeds into all parts of our operations, because there are gains to be made in all areas. When we collaborate and share the same vision, we can deliver better outcomes which leaves behind a better tomorrow.

The Framework broadly covers:

Our Sustainability Commitment

- Actively challenging our current way of working to become more sustainable
- Embed sustainability throughout HWR's operating divisions
- Build credibility through transparency and accountability

A Culture of Sustainability

- Raise awareness of HWR's sustainability journey
- Encourage inquiry and learning within HWR

Walk the Talk on Sustainability

- Actively pursue a low carbon future; net zero by 2050
- Promote sustainability across HWR's built environment and land holdings
- Encourage sustainability in the procurement of goods, services and the supply chain
- Work towards a circular economy
- Encourage sustainable transport
- Minimise water impacts

Encourage Sustainability Innovation

- Explore innovative alternatives specific to HWR's businesses
- Support the use of HWR businesses as a vehicle for innovation

Working Together to be a Catalyst for Change

- Encourage collaboration across HWR, industry and our communities
- Strengthen community relationships
- Advocate for sustainability and celebrate achievements

SOUTHROADS

RETAINS

ISO ACCREDITATION

SouthRoads operates within ISO accreditations for Quality, Environmental and Health and Safety Management. These standards were successfully reaccredited in June this year with no major non-conformances. The standards are globally recognised and ensures the business has in place controls for managing risk and continual improvement as well as strategic planning the future. Integrating, maintaining, and operating under the company's framework requires continual review and auditing, which adds credibility to our commitment to operate in a sustainable manner, keeping staff safe and improving overall efficiencies for our clients. The standards are often prerequisites for larger clients as focus is given to working sustainably in the communities and environments we live and work in.



As a further example of our enduring commitment to safety, HWR also retained its tertiary status as a member of ACC's Accredited Employers Programme (AEP). Allied Petroleum were audited this year and we were thrilled to retain our tertiary status for those participating AEP companies across HWR.

Making sure we have systems and processes that help our people Get Home Safe is one of our core Company Values. Given HWR's membership in the Accredited Employers Program (AEP), ACC randomly selected Allied Petroleum to be audited as HWR's primary site this year. As a big win for the Company, we have successfully maintained 'Tertiary' status, which is the highest level in the AEP. Even better, the audit concluded with no non-conformances or critical issues for the business to address!

In 2024 Allied Concrete ended its long-term joint venture with Holcim (New Zealand) Ltd. As a result of the demerger the number of plants operated under the Allied Concrete Brand now include 3 plants in the North Island and 15 Plants in the South Island. Allied is proudly returning to its 100% New Zealand Owned roots



A huge thanks to our Driver Training Team, Phil Botting (HWR's Health & Safety Manager for Transport), Colin Thomas (HWR's Compliance Manager), Grant Anderson (Transport Services Ltd), Matt Johnson (Ryal Bush Transport Ashburton), Joseph McDougall (Ryal Bush Transport), Brock Payne (Herberts Transport). Also, a very special mention to the late Wayne 'Ox' McEwan, who has been a great advocate for upskilling our drivers – Ox's presence and humour will be missed in future sessions! Everyone's collective efforts provide valuable training to ensure our drivers are equipped with the right tools to Get Home Safe from work.

TRAINING OUR GREAT PEOPLE

Traditionally, our business is quieter in winter months as demand drops and staff take leave to refresh themselves. Even with the reduction in business volume, our commitment to health, safety and learning never takes a break. Over winter this year, the HWR Transport Division held training sessions that ran for 3 weeks in total, delivering topics to 300 drivers. Topics ranged from pre-starts, distractions in the cab, vehicle routes, fatigue, on-road compliance, livestock handling, off-road fertiliser application, and many other topics.

Being on the right side of the law is important to us, particularly 'on road' given the risks our drivers face day in and day out. Members of the New Zealand Police's Commercial Vehicle Safety Team attended some of these sessions and were clearly impressed to see the effort HWR has invested in ensuring our staff are kept up to date with important training relating to their jobs. The attending Sergeant, Craig Sew Hoy, commented that "ultimately, we all have the same goal of getting everyone home each night to their families in one piece. It is good for us to see things from the other side of the windscreen, so we learn from these sessions as well".



HWR

TAKES OUT

THE TITLE

It's fair to say that the buzz lingered for many days after the 2023 Southern Green Hydrogen Southland Business Excellence Awards. And it wasn't just because of the electric atmosphere that comes with having all of Southland's most forward-thinking and successful businesses all in one room, but even more so because we managed to take out the biggest prize of all – the Supreme Winner Award.

Held at our very own Bill Richardson Transport World in September, more than 600 members of the Southland business community were dressed up to the nines to celebrate the eclectic mix of industry innovation across the region. Proving that Southland is one of the best places in the world to live, work and start a business in, the Southland Business Chamber reported a record year, with

137 applications received across 13 categories, and more entries than ever under the Consumer Service category.

Sweeping up multiple awards, HW Richardson Group bowled its employees and supporters over by winning the Southern Green Hydrogen Supreme Award, the Findex Rural Sector Excellence Award, the ACC Workplace Safety Award, and the Fi Innovations | Innovation Award for its hydrogen project. These wins were all the more special due to the fact that it was the 10th annual event since the awards' inception. We could not be prouder of the HWR team, and want to extend a huge congratulations to all the other finalists and winners who attended this truly memorable event.

A close-up shot of two men shaking hands. The man on the left is wearing a dark blue long-sleeved shirt. The man on the right is wearing a dark blue long-sleeved shirt and an orange high-visibility safety vest. They are standing in front of a yellow piece of equipment.

Be customer driven.

Two construction workers in orange high-visibility safety vests are working together on a wall. One worker is using a blue-handled tool to work on a metal bracket attached to a concrete wall. The other worker is standing next to him, observing the work. A wooden ladder with "1-826-5016" written on it is leaning against the wall.

Work together.

A close-up shot of a rough, cracked asphalt surface. The texture is uneven and shows signs of wear and tear.

Walk the talk.

A man and a woman are sitting at a table, engaged in a conversation. The man is wearing a dark jacket over a light-colored shirt. The woman is wearing a dark top. They are both looking at each other and smiling. On the table, there is a green water bottle and a red plate with some food.

Be respectful.

A pair of black work boots is sitting on a set of concrete stairs. The stairs are leading up to a doorway. There are some small green plants and a white railing on the stairs. The background shows a white wall and a window.

Get home safe.

HWR

VALUES

HWR wouldn't be where it is today without the foundation that founder Bill Richardson so strongly embedded. At the beginning of 2022, HWR set out on a journey to formalise these values and communicate them to its people.

The HWR Values – Be Customer Driven, Be Respectful, Walk the Talk, Work Together and Get Home Safe – help HWR's people to anchor their thoughts and guide decision-making. When working with the values in mind, HWR and its businesses can be match-fit and go from being good to being great.

Great Gear, Great People, Great Mates has long been our motto, and this remains a cornerstone of HWR's business messaging. It's what customers know HWR for; it's how staff speak to others about the business.

This year, HWR embedded its company values further by introducing a nomination form to encourage staff to recognise their fellow employee's who were demonstrating that they were Living the Values in their roles at work. Every two months each division of the business self-selected the best nominations and provided the employees with a prize to say thanks.



Scan here
to watch
the video!



Be Customer Driven

Our customers keep the wheels of our business turning, so it's vital we understand them. Walk a mile in their shoes, build customer relationships, look for solutions – this means we can deliver great service and add value.



Work Together

Teamwork makes the dream work. When we support one another and collaborate, we're a better team. Good communication allows us to build good relationships, which deliver good outcomes in all parts of our work.



Walk the Talk

Leading by example and working with integrity sets a tone not only within ourselves, but for others to follow. Walking the talk is as much about what you do in the moments when no one is looking, as it is when you're working in a team. How we act in the tougher moments speaks volumes.



Be Respectful

HWR is a place where the diversity of our people is our strength. Our differences are encouraged and celebrated. We listen with intent; we're open and honest and we treat our people and customers with kindness, professionalism and understanding.



Get Home Safe

We all have the right to be safe at work and get home safe every day. It's something we're all responsible for, from our spaces being safe to operate in, to our people stepping in if we think something doesn't look quite right. Making good decisions keeps us, our colleagues, and our customers safe, meaning we all get home safe at the end of the day.



H.W.RICHARDSON

FAMILY OF BRANDS

CONCRETE

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Concrete

NZIC
NEW ZEALAND INDEPENDENT CEMENT

CONTRACTING

SOUTHERN
ROADS
Your Contractor of Choice

SOUTHERN
DRILL
EXPLORATION & PILING

SOUTHERN
RAIL

ENVIRONMENTAL

CLEARAWAY



ENERGY

Allied
Petroleum

B2 Bulk Energy
New Zealand

CH2NGE
FUEL TECHNOLOGIES

HWR
HYDROGEN

Pacific
fuel solutions

QUARRYING

Allied
Materials

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International specialty aggregates

KILMOG QUARRIES

QA
ORETI AGGREGATES

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BEST VALUE QUARRY SERVICE CONTRACTORS

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GREAT GEAR GREAT PEOPLE GREAT MATES