



Green fingers

Air New Zealand volunteers are supporting the environment.

THE GREENTEAM is a group of almost 3000 Air New Zealand volunteers from all over the world who get together every month to support environmental activities throughout New Zealand.

The team works hard to preserve, protect and educate New Zealand through work with partners such as the Department of Conservation, Kiwis for kiwi, CUE Haven and Mangarara Station. Members get involved in everything from weeding and planting to track maintenance and even relocating threatened species.

This year the team has been working hard on a number of projects including CUE Haven (cuehaven.com). In May, more than 20 Greenteamers volunteered to work at CUE Haven on the shores of the Kaipara Harbour to help plant about 450 native trees. The 24ha former dairy farm is being converted into native New Zealand forest with walking tracks, and

has been handed over to QEII National Trust. The Trust will ensure the planting is always protected, and the property will be gifted as a nature reserve to the community so everyone can enjoy the forest and bird life for free.

Greenteamers have been volunteering at CUE Haven for more than two years and are enjoying seeing how much the trees they've planted have grown in that time. Because of a big slip on the property this year, the group helped to re-plant the affected area to protect it from severe weather conditions.

In April, passionate Greenteamers spent the weekend in Hawke's Bay helping to plant native trees on Mangarara Station (mangarara.co.nz). Air New Zealand and its employees have a nine-year relationship with the station and have played a key role in helping to rejuvenate areas of the farm by planting thousands of trees and working on other projects.

The team planted about 300 kōwhai, totara, flax and other native trees and plants around what is known as Horseshoe Lake – these are an important component in building a natural environment that encourages local wildlife to flourish.

Mangarara Station is a 610ha sheep and cattle farm that focuses on healthy food, ethical animal husbandry, regenerative land stewardship and educating the wider community about these topics. The farm also has an impressive timber eco lodge that is available to the public.

Air New Zealand and its employees have played a key role in helping to rejuvenate areas of the Mangarara Station by planting thousands of trees and working on other projects.



JODIE KING, CHIEF PEOPLE OFFICER, AIR NEW ZEALAND

Kia ora

On the fourth of this month Air New Zealand releases its annual sustainability report, which is our opportunity to report on the progress we're making towards our social, environmental and economic sustainability aspirations.

One of the important ways we are working to supercharge New Zealand's success is by focusing on our own people, and diversity plays an important part in this.

As an international airline it's important that we encourage and celebrate diversity in our workforce and create an inclusive culture, which leverages our people's unique backgrounds, qualities and contributions to allow us to be our very best.

We are also committed to promoting equal opportunities for our people through our employment, recruitment and remuneration policies and practices.

I'm very pleased that this year, for the first time, Air New Zealand will publicly report on gender pay within our business. We want to take a transparent, corporate leadership position in this important area.

At Air New Zealand the difference in pay between our male and female employees on individual employment agreements is just 0.4 percent, which is significantly lower than the national average of 9.4 percent. This is something I am very proud of. We don't support gender-based pay disparity and we are confident that the small gap we have is attributable to genuine differences in tenure and experience within our workforce (each year, this small percentage difference may fluctuate around this level for either gender). The full gender pay report, and detail of other initiatives underway to support our people, is available from October 4 as part of our annual sustainability report.

Read about some of the other work we've been doing in the sustainability space on page 26 of this issue of *Kia Ora* and for more information visit: airnewzealand.co.nz/sustainability
Jodie