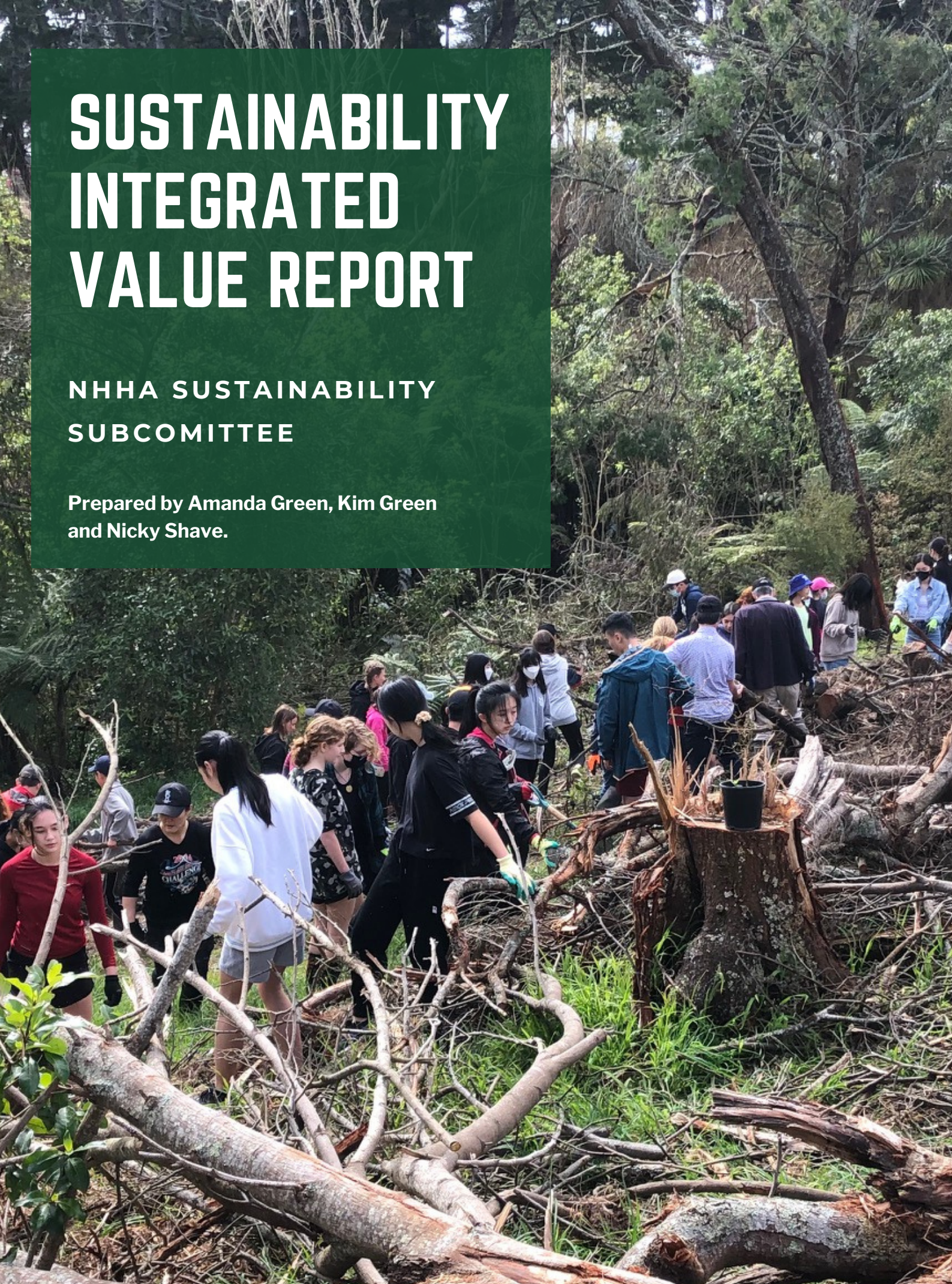


SUSTAINABILITY INTEGRATED VALUE REPORT

NHHA SUSTAINABILITY
SUBCOMITTEE

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INTRODUCTION

Three out of four New Zealanders expect businesses like North Harbour Hockey Association (NHHA) to deliver sustainable products or services (IPSOS, 2022) to positively contribute to enhancing the wellbeing of people and the planet. NHHA current staff and players are Millennial and GenZ people who have the highest expectations for employers and businesses to be sustainable. Their children, Generation Alpha, are predicted to vote with their feet to increase sustainability and mitigate climate change. NHHA recognises that as our world warms further, increases in social inequity and extreme weather events will harm our people, environment, and economy, directly impacting how we can play hockey. Architecting a sustainable model to build on our historical construction of a holistic place for our people to thrive, despite mounting systemic socio-economic and environmental pressures, remains an integral part of our strategic plan.

Sustainability is accomplished by promoting social equity, enhancing environmental health, and increasing financial resilience. Given NHHA promotes hockey as a lifelong approach to maximising people's sense of belonging and health, improving our social justice and natural environment is a logical fit. We are determined that our innovations and future thinking will provide services that benefit our customers, including enhancing their local environment, for future generations.

CONTEXT GLOBAL, NATIONAL AND LOCAL PRESSURES

Following New Zealand's commitment to the Paris Agreement and the United Nations Sustainable Development Goals, central government is instituting legal levers to pressure commercial entities to take ownership of their carbon footprints, decarbonise, promote social and environmental justice, mitigate and adapt to climate change.

More locally, our community is changing. Demographic changes influencing hockey include increasing numbers of Māori, Pasifika (18 % shift), and Asian whānau living in NW Auckland. NZ Pakeha numbers are declining. Over the next decade, Indian immigrants are expected to be the primary cultural group choosing to reside in NZ (Spoonley, 2023). The over 65-year-old cohort is our largest age group, and our youth population rate is declining. We know one quarter of NZ adolescents experience anxiety and/or depression. We are experiencing increasing Rainbow youth numbers shifting from 4 - 11 % over the last five years. Youth are our future backbone, and Rainbow youth needs are significant, particularly in the competitive sports environment that is predominantly binary. Members of our community living with neurodiversity and managing disability sit at around 20 and 25% of our population, respectively.

Ensuring we are ready to welcome all our people is crucial to our capacity to increase equity and promote organisational resilience, ensuring hockey services remain current, sustainable, and future fit.



At a time when scientists and business leaders across the globe state that we are living in an era that has generated the greatest intergenerational challenge of our time, climate change, NHHA's sustainability journey began as we moved into the National Hockey Centre. During the opening speeches, Kaumatua Tracy Davis drew our attention to the Pou standing at the entrance to the facility representing the Awa (stream), the Whenua (land), and the relationship of those entities to people.

Tracy requested we better care for our new environment, particularly the Alexander Stream, to enable us to better care for our people. In acknowledgement of Iwi guidance and the Board's recognition of the need to pivot to allow us to generate opportunity from mounting uncertainty in the climate we operate within, we formed the Sustainability Board Sub-committee.

OUR WHY

1 / CLIMATE CHANGE

Tackling the greatest existential challenge modern society faces

2 / OUR HOME

Respecting our Kaumatua's request to care for place, whenua (land) and awa (stream)

3 / OUR VOICE

NHHA Sustainability Sub-Committee formed

4 / OUR MODEL

NHHA holistic sustainability model underpinned by Treaty of Waitangi principles

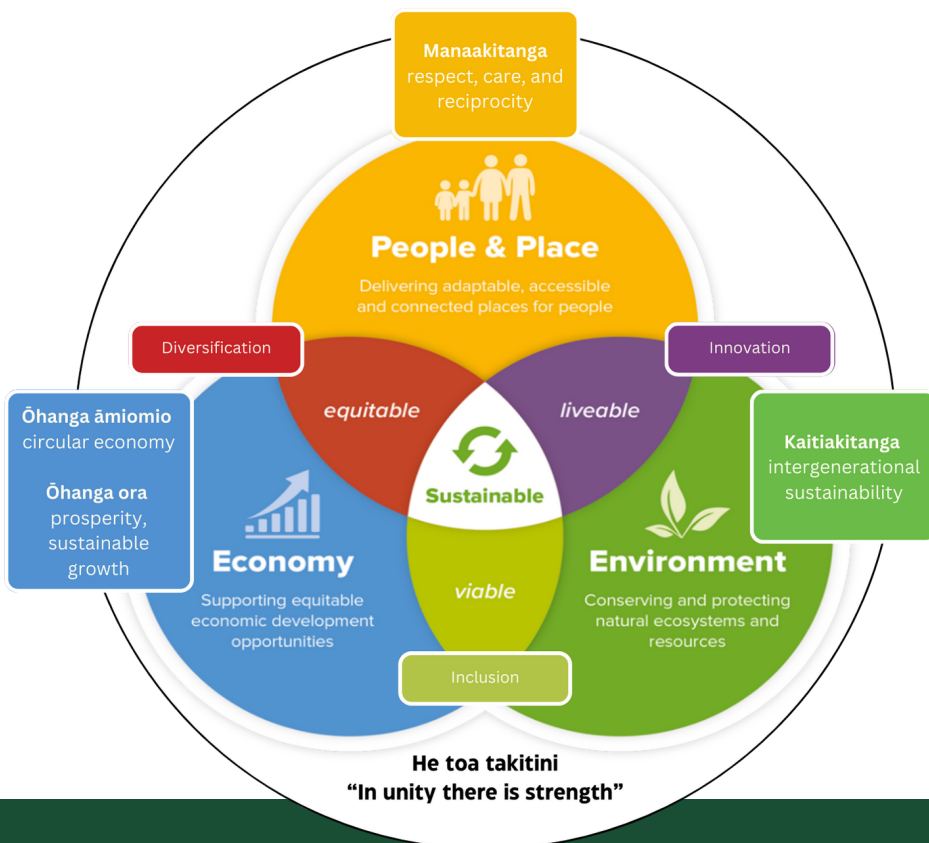
5 / OUR LENS

Exploring opportunities to innovate and diversify

6 / OUR FUTURE FITNESS

Strengthening organisational resilience using first mover status

To support this vision, NHHA designed a sustainability model underpinned by Te Tiriti o Waitangi principles, enabling us to build on our Harbour Whānau strengths. Increasing our organisational sustainability offers NHHA the opportunity to diversify and innovate to mitigate social, environmental, and organisational risks, secure the benefits of first-mover status, increase our future financial resilience, attract and retain talented staff, and players as well as funders, sponsors and long-term sustainability corporate partnerships.



INTEGRATED VALUE OUTCOMES: INCEPTION TO END OF 2022

NHHA is changing how we report sustainability outcomes to reflect the true value of all our sustainable initiatives against the NHHA Future Fit Sustainability Roadmap by delivering this Integrated Value Report (IVR).


Diagram of NHHA sustainability outcomes 2021- 2022	SOCIAL	ENVIRONMENTAL	FINANCIAL
Integrated Capital	Human/Intellectual & Social	Natural	Manufactured/ Financial
Te Ao Māori	Manaakitanga	Kaitiakitanga	Ohanga Ora/ōhanga āmīomio
2021/22 Sustainable Outcomes against NHHA Roadmap	<ul style="list-style-type: none"> Over 50% of NHHA Board are women Identification of need to increase Te Ao Māori governance skills Health + Wellbeing & Sustainability Board Sub-Committees with diverse membership formed Completed Diversity Works Inclusion Stocktake Staff demographic analysis undertaken NHHA Sustainability Model underpinned by commitment to Te Tiriti O Waitangi developed Developing a positive relationship with Mana Whenua/Iwi AccessAbility Analysis of facilities Delivery of Hockey Without Limits programme Chinese Hockey Fun Day model designed Undertaking and implementing the Pride Pledge Programme Diversity Works partnership with staff education opportunities 	<ul style="list-style-type: none"> Sustainable procurement of Uniforms - Tsunami Development and implementation of Te Hōnonga a Iwi: Restoring Rosedale Park Decision to pursue Green Star Building Accreditation finalised Increased NHHA education opportunities for environmental health Identification of energy and waste reduction initiatives Summer Waste Audit Achieved Water conservation linked to Te Hōnonga Water conservation - rainwater roof collect Turf water recycling system - less extraneous loss Increased water storage capacity 	<ul style="list-style-type: none"> Completion of BCorp analysis Development and implementation of NHHA Future Fit Sustainability Roadmap 2021-2027 Development of sustainable and diverse micro funding streams Development of the Good Governance Mark NHHA coordinates 39 local Te Hōnonga Stakeholders increasing local connectivity Partnership with Massey University to secure research outputs. Te Hōnonga social value chain documentary filmed Provision of presentations, forums, resources for Te Hōnonga model to be scalable and replicable for SME's Increased customer stewardship Funding for Hockey without Limits Implementation of alternate player payment schedules Third party endorsements with Pride Pledge and Te Hōnonga awards

TE HŌNONGA A IWI

A Model for Sustainable Action

NHHA developed and implemented Te Hōnonga a Iwi: Restoring Rosedale Park as a part of the organisation's Future Fit Sustainability Roadmap. The project is a SME-led, integrated, local urban social and environmental restoration. We work in primary partnership with Kaumatua, Richard Nahi, Ngāti Whatua Ō Kaipara, as well as lead and coordinate 39 other local stakeholders from the public, private, education, sports, and arts sectors to regenerate 4000 m² unused, weed-infested land using sustainability and bioorganic principles. The project utilises principles of diversity, inclusion, and intersectionality to enhance social equity, increase physical and emotional wellbeing, enable greater stakeholder social connectivity, and strengthen local business resilience. We are striving for the project to be carbon negative, climate positive. We have demonstrated that sports organisations and SME's can make an immediate, positive difference within the community we serve and leave a legacy of care and hopefulness for the youth of tomorrow by mitigating climate change.

In addition to Iwi/Mana Whenua, seven schools, a Montessori, a retirement home, Massey University, sports codes, local government, NGO's organisations, and local SME's all contribute integrated value to the project. The team is intergenerational with stakeholders from 2 years of age who sow cover crops, Rangitahi leaders in specialist roles, and under the leadership of retiree Jan Knight, Greenwich Gardens older adults used their expertise to care for 3,700 natives before planting. Te Hōnonga a Iwi is privileged to partner with other socio-cultural groups, including our Chinese community and neuro-diverse Rangitahi managing mixed abilities from Wairau Valley Special School, who sow our cover crops and plant natives. Ngāti Whatua Ō Kaipara leadership in the project has enabled meaningful connection to the whenua, new insights into the people NHHA serves, development of our cultural safety, enhanced integrated thinking, and built a more holistic social-ecological wellbeing platform.



'Sustainability is about making other sport clubs aware of their playing fields and to learn to care and appreciate more for their sporting environment. Something needs to change by way of encouragement to take more responsibility.'

Kaumatua - Richard Nahi

TE HŌNONGA A IWI - CONTINUED

Matt Cummings, Untangled Landscapes is the project's biological restoration specialist and an exceptional contributor. Dan Marrow, Auckland Council (AC) Park Ranger, has been instrumental in the project's success. Massey University (MU) academics Cadey Korson and Natalie Mathews have filmed a yearlong documentary on the project's social value chain. Warwick Stent, Professor of Accounting MU, and Sarah Colin, Statistician, supported NHHA in producing this first integrated value report. AC Sustainable Schools and teachers from schools investing in the project work hard to coordinate hundreds of students who contribute human, natural, and intellectual capital value. Auckland Council ecology, sustainability, and conservation experts guide our work, and ecology groups like UWEN, NEDF, Whitebait Connection and Wai Care offer ongoing specialist expertise. All Te Hōnonga a Iwi SME's contribute value in natural, manufactured, human, financial, or intellectual capital. Specifically, Untangled Landscapes, Hilton Brown Swimming, Business North Harbour, Ventia, Watercare, Gurit, Stormwater 360, Brightstar, ICB, Rotary, CommandIT, and Davenports Law have been vital to our success. Individuals within our wider community offered investment into the value chain.

NHHA contributes sizable value to the project. This includes extraordinary service to Harbour and Te Hono from hockey players, Sheryl Blythen, project journalist from Be Media, Samantha Weston, graphic designer, Peter Felstead, water quality testing lead, Sophie Haine, animal pest management lead, and Miriam Scott, water management/working bee lead in addition to ongoing investment from NHHA staff, the Board and the Sustainability Board Sub-Committee.

We recognised that we needed help from within and from other organisations to bring Te Hōnonga a Iwi to life, and we are thankful to all volunteers for gifting time, resources, and expertise to increase sustainability in Albany.



SUSTAINABILITY STRATEGIES

1 / BIOORGANIC REGENERATION

Use of local bioorganic compost, bacteria and fungus to increase soil health and promote tree survival and growth rates.

2 / INCREASED SOCIAL EQUITY

Increased inclusivity, increased innovation.

3 / REPLICABLE MODEL

SME and Sports organisation can make positive changes to remain current and operable.

4 / IMPLEMENTATION AT SCALE AND PACE

Thinking big, quickly, to mitigate climate change.

5 / INCREASED CIRCULARITY

Recycled and rain harvested water, using local waste stream, durable and recyclable products to reduce carbon footprint.

6 / DECARBONISING & CARBON SEQUESTRATION INITIATIVES

15 tonnes of weeds converted to bioorganic compost. 4000m² cover crop. 3,700 native trees planted.

7 / INCREASED VALUE CHAIN

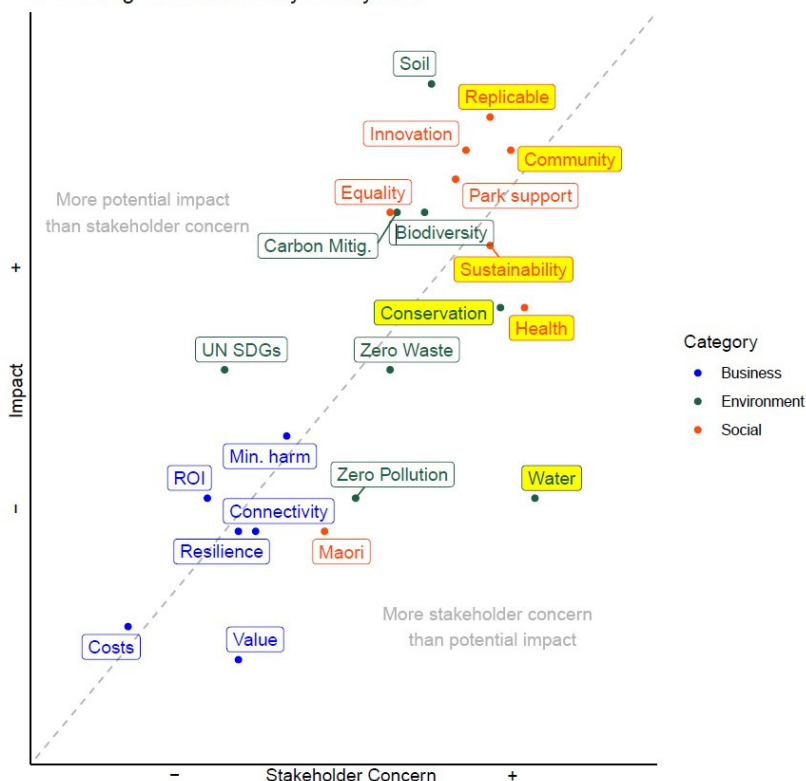
Strengthening local communities to adapt to and mitigate climate change.

TE HŌNONGA A IWI - CONTINUED

Te Hōnonga a Iwi Materiality Matrix review, highlighted a strong alignment with stakeholder concerns and the ability of the project to impact those concerns or priorities. Surprisingly, given the environmental basis of the project, stakeholders referenced the projects' social outcomes as their priority concerns, including improving mental and physical wellbeing of community members, promoting a sense of community, developing innovations and a replicable model that can be scaled at pace and shared, and improving equality and sustainability. The following 2022 project outcomes address stakeholders' primary concerns:

- Te Hōnonga a Iwi generated 2069 volunteer hours across 148 members (organisations and individuals).
- Twenty-two education and event opportunities such as the microscopy workshops, bioreactor construction study day (photo), site working bees, and the NHHM Matariki Celebration enabled intersectoral collaboration.
- NHHM uses the Te Hōnonga Insta and Facebook platforms to increase social connectivity.
- The physical nature of the working bees across 2022 promoted physical and mental wellbeing.
- All members have direct access to Te Hōnonga a Iwi Teams platform which offers access to all data, research, and outputs in the Project, enabling stakeholders to build their understanding of sustainability and assess Te Hōnonga a Iwi performance.
- The development and implementation of the Te Hōnonga a Iwi website (<https://www.restoringrosedalepark.org.nz>) contains educational material that enables other restorations insight into the model's framework and Te Hōnonga a Iwi stakeholders' actions to secure the project's outputs.
- The Massey University documentary on Te Hōnonga a Iwi social value chain, is due for release in late 2023. The documentary will offer evidence of the value of social connectivity within the project.

Te Hononga a Iwi Materiality Survey 2023





In general terms, we will continue to prioritise stakeholders' desire to develop community connectivity and stakeholder wellbeing and refine the capacity to share the model so other communities can use the model's elements in ways that suit their place and their people. Lower than expected alignment of the importance of Māori partnership and soil and water quality, essential components for the success of the restoration model, highlighted the need to prioritise stakeholder education opportunities around the pivotal importance of these three elements as we advance. Securing local streamside stakeholders who can add value by positively impacting water quality will be a focus for 2023/24. The development of stakeholder understanding of how impactful indigenous knowledge can be to mitigate climate change will also take precedence in 2023/24. This model is business-led. The model was designed to enable small businesses to increase sustainability, securing future organisational resilience. Stakeholders saw business priorities in the project as offering the lowest impact and were the lowest concern. Consideration is needed to understand how best to support stakeholders to understand better the potential for SME's to contribute vast value, globally and locally, to mitigate climate change and ensure they remain resilient as the world warms.

SUMMARY - FUTURE FOCUSSED AND FUTURE FIT

NHHA has achieved notable strategic sustainability outcomes across 2021-22 and achieved Te Hōnonga a Iwi Stakeholder priorities. The next steps on our sustainability journey will be to increase our understanding of incorporating tikanga practices into everyday life within our Harbour home. Doing what is right, at the right time, and for the right reasons will increase our sustainability. Staff development opportunities, increasing social equity with a focus on meeting the needs and expectations of Māori, Pasifika, Chinese, Indian and Rainbow staff, players and whānau, and increasing facility accessibility are all Roadmap priorities for 2023- 25. Increasing our sense of place and belonging for all community members to feel at home at Harbour is a top priority. Strengthening connections with Te Tāmaki Makaurau Haupoi committee will enable us to better understand how to achieve greater equity, especially for Māori whanau. Within the environmental pillar, we focus on sustainable procurement, decarbonising, and managing out waste to zero. Our learnings from Te Hōnonga a Iwi stakeholders will guide our project priorities through the next growth phase, extending the restoration by 2000m². Our NHHA strategy and sustainable actions will ensure we are in a strong position to deliver hockey services within an increasingly complex global and local socio-ecological and financial environment, leaving a legacy of care for our children and their children to thrive.