Lightyears

SUSTAINABILITY & ENVIRONMENTAL POLICY

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Sustainability and Environmental Policy

Introduction

Solar farms can support the electrification and decarbonisation of industrial and transport energy, to align with New Zealand's carbon zero goals. Lightyears Solar develops, builds, owns and operates ground-mounted, utility-scale solar farm generation assets, all connected to New Zealand's electrical distribution networks.

These farms bring much-needed diversity to our power grid to aid the transition away from fossil fuels, help meet the growing demand for electricity, lower wholesale prices and help alleviate energy poverty.

We aim to carry out our work in a way that is low impact, high reward and for all our development decisions we are guided by our three sustainability pillars: positive outcomes, kaitiakitanga, and ethical development.

Purpose

The purpose of this policy is to provide guidance for Lightyears staff and contractors in actions to support sustainability and improve our environmental performance. We aim to embed a culture of sustainability into all areas of our business.

Scope

Applies to all Lightyears Solar employees, contractors, and workspaces. This includes:

- Offices and shared workspaces.

Review and monitoring

The policy will be reviewed annually to reflect operational changes or updated sustainability goals.

Our sustainability pillars

Positive outcomes

We firmly believe that New Zealand can live up to its clean, green image. However, climate change, biodiversity loss, and the urbanisation of some of our most productive or ecologically valuable land is having an impact on that image. It's part of our mission to contribute to a positive future.

We are committed to contributing to the productivity of New Zealand's agricultural environment, rather than detracting from it, and to do this via dual use solar farms and agrivoltaics. When considering land for solar generation we will work with the local community to ensure our projects can continue with agricultural use, and that our designs enable nd support agricultural productivity.

Kaitiakitanga

Tangata whenua have a strong connection to the land and looking after it now, to benefit the generations to come. At Lightyears Solar, we mirror these beliefs, and work to embed them in our practices. Kaitiakitanga is the concept of guardianship and protection. and all our development decisions are made with the principle that we are here to look after the land for those that come after us.

Our developments must be designed in a way that considers the effects on the land during construction, and the reinstatement of the land once the project is at the end of its life and is no longer sustainable.

Ethical development and procurement

From our business partners to our suppliers, we are committed to working with only those businesses that have proven ethical and social credentials. As such we don't work with companies that choose to breach international conventions or that breach conventional social safeguards, be it through breaches of standards around environmental or labour principles.

We have a strong commitment to positive procurement with respect to human rights and modern slavery and hold those we do business with to the same high standards of labour and human rights that our employees and others are entitled to.

Operational policy

Travel

- Ensure company vehicles are EV or hybrid.
- Ensure any hire vehicles are EV or hybrid when possible.
- Minimise air travel where possible.

Waste

- Work to reduce, reuse and recycle waste at our head office and at our construction sites, where possible. This includes:
  - Head office will provide separate bins for recycling, organic waste and landfill waste and provide education to staff.
  - Disposal of all e-waste to an improved facility.
  - Work to minimise waste on construction sites (e.g. reuse of suitable materials; ordering only what is needed) and dispose of any waste safely and promptly.

People

People are integral to the success of Lightyears and by ensuing our people are valued, empowered and engaged in contributing to the goals of the business and reaching their full potential, we will attract and retain staff, so they, and our business can thrive. We will create a positive, safe and supportive company culture through:

- Practical aspects, such as ensuring a healthy desk set up in the office, comprehensive Health and Safety in place at construction sites and providing the ability for flexible working, e.g. working remotely.
- Providing a clear reporting structure with, at minimum, annual check-ins with a manager, and a discussion over career development and any opportunities for training and professional development.
- Providing opportunities for mentorship and knowledge sharing.
- Encouraging gender equity, diversity, and inclusion throughout our business.

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Powering New Zealand's Carbon Zero Future