



Social		Metric	Data	Score	Weight	Group Score	Group
Health & Safety	3.01	Is there a health & safety policy?	Yes	1.00	16.67%	80.00%	12.50%
	3.02	Are there safety management targets in place?	Yes	1.00	16.67%		
	3.03	Is a measure of safety (e.g. LTIFR) tracked and measured?	Yes	1.00	16.67%		
	3.04	If yes, is data reported?	4 years	0.80	16.67%		
	3.05	If there is five years of data, is it increasing/stable/decreasing?	N/A	0.00	16.67%		
	3.06	Have there been any workplace fatalities in the last five years?	No	1.00	16.67%		
Human Rights	3.07	Is there a human rights policy?	No	0.00	50.00%	50.00%	12.50%
	3.08	Is there a commitment to preventing modern slavery?	Yes	1.00	50.00%		
Supply Chain	3.09	Is there a supply chain code of conduct?	No	0.00	33.33%	33.33%	12.50%
	3.10	Is there an environmental policy for the supply chain?	Yes	1.00	33.33%		
	3.11	Is there a formal commitment to pay vendors a living wage?	No	0.00	33.33%		
Product Quality & Accessibility	3.12	Have there been any product or service faults (unplanned) resulting in, for example, disruption to operations or recalls (including FDA regulated products if relevant), in the last three years?	No	1.00	100.00%	100.00%	12.50%
	3.13	Portion of care beds offered at standard rate?	-	Unscored	0.00%		
Employee Value Proposition / Culture	3.14	Is employee turnover measured and publicly reported?	Yes	1.00	25.00%	100.00%	12.50%
	3.15	If yes, is it <10%, <20%, >20%?	3%	1.00	25.00%		
	3.16	Is there a contemporary parental leave policy?	Yes	1.00	25.00%		
	3.17	Has the company made a living wage commitment?	Yes	1.00	25.00%		
Diversity	3.18	Does the company track and measure ethnicity diversity metrics?	No	0.00	50.00%	50.00%	12.50%
	3.19	Does the company track and measure the % of women managers in relation to % of women employees?	83%	1.00	50.00%		
Community Relations	3.20	Is there a policy to manage community involvement?	Yes	1.00	100.00%	100.00%	12.50%
Stakeholder Relations	3.21	Is the business model stakeholder centric?	Yes	1.00	100.00%	100.00%	12.50%
<b>S - Total</b>							<b>A- (76.67%)</b>

Governance		Metric	Data	Score	Weight	Group Score	Group
Sustainability	4.01	Is there a sustainability strategy?	Yes - Integrated	1.00	20.00%	80.00%	14.29%
	4.02	Is remuneration linked to achieving sustainability performance?	Yes	1.00	20.00%		
	4.03	Any recent level 3, 4 or 5 controversies?	No	1.00	20.00%		
	4.04	Has there been a breach of UN Global Compact principles or are they on the watch list?	Compliant	1.00	20.00%		
	4.05	Does the company have B Corporation or Future-Fit certification?	No	0.00	20.00%		
Investor Protections	4.06	Does the company have shares with different voting rights?	No	1.00	25.00%	62.50%	14.29%
	4.07	Is there potential for a 'blocking' shareholder?	24.90%	0.50	25.00%		
	4.08	How many anti-takeover devices are there?	5	0.00	25.00%		
	4.09	Is there any evidence of significant unequal treatment of minority shareholders in any equity raisings in the last three years?	No Raise	1.00	25.00%		
Board	4.10	Do non-executive and independent Board members comprise the	57.1%	1.00	12.50%	75.00%	14.29%
	4.11	Is the CEO, the Chair?	No	1.00	12.50%		
	4.12	What is the average Board tenure?	11.0	0.00	12.50%		
	4.13	What is the average number of Board member affiliations?	Null	Unscored	0.00%		
	4.14	What is the size of the Board (number of people)?	7	1.00	12.50%		
	4.15	Is a Board skills matrix disclosed?	No	0.00	12.50%		
	4.16	Does the company have a policy for maintaining a well-balanced Board?	Yes	1.00	12.50%		
	4.17	Are all audit-committee members non-executive directors?	100%	1.00	12.50%		
4.18	Is the Board's gender diversity sufficient? (i.e. <2/3 one gender)	38%	1.00	12.50%			
Auditors	4.19	Is the auditor tenure >10 years?	18 years	-1.00	25.00%	50.00%	14.29%
	4.20	Has the lead audit partner rotated in the last five years?	Yes	1.00	25.00%		
	4.21	Is auditor compensation for non-audit publicly reported?	Yes	1.00	25.00%		
	4.22	If yes, >70% of statutory audit fees – average over last three years?	5.63%	1.00	25.00%		
Data Security & Strategy	4.23	Is there a cybersecurity policy in place?	Yes	1.00	50.00%	100.00%	14.29%
	4.24	Is there a data privacy and protection policy in place?	Yes	1.00	50.00%		
Tax	4.25	Does the Board have a tax governing framework in place?	Yes	1.00	100.00%	100.00%	14.29%
Reporting & Assurance	4.26	First quartile Bloomberg disclosure score	32.50	0.50	33.33%	83.33%	14.29%
	4.27	External assurance of sustainability report or disclosures?	Yes	1.00	33.33%		
	4.28	Has the company acted with integrity in financial reporting and in the timeliness and balance of corporate disclosures within the last five years?	Yes	1.00	33.33%		
<b>G - Total</b>							<b>A- (78.69%)</b>

Data sourced from Forsyth Barr analysis, company disclosures, Refinitiv Eikon, Sustainalytics and Bloomberg.