🛟 FORSYTH BARR

Company ticker:

TWR

	Grade	Score	Financials Average	New Zealand Average	Financials Sector Weights
Carbon	Α	75%	77%	61%	15%
Environmental	C+	50%	39%	52%	15%
Social	A-	71%	68%	61%	30%
Governance	C+	52%	58%	59%	40%
Total	В	61%	61%	59%	

Forsyth Barr Commentary

Covering its Claims: Tower (TWR) has retained its status as a Fast Follower in this year's C&ESG ratings, which is a commendable effort considering the bar has been raised. We note that TWR continues to work towards B-Corp certification, something few organisations aspire to. TWR's only minor controversy was with its self-reported miscalculation of multi-policy discounts (some years ago), which led to customer remediation payments and a fine from the Financial Markets Authority (FMA). A key strength in TWR's rating comes from its Social section, where its health and safety and human rights and supply chain sub-sections are very strong.

Carbon		Metric	Data	Score	Weight	Group Score	Group Wgt
Climate Reporting	C1.1	Is the company a Climate Reporting Entity, required to prepare climate- related disclosures in accordance with the Aotearoa NZ Climate Disclosure Standards?	Yes				
	C1.2	Has the company filed its first mandatory climate-related disclosures and/or voluntarily reported in accordance with the Standards?	No				
	C2.1	For how long have scope 1 and 2 CO2e (tonnes) been tracked, measured and publicly reported by the company?	≥ 5 years	1.00	20.00%		
	C2.2	If at least five years of scope 1+2 emissions data, are scope 1+2 emissions decreasing, stable, or increasing over the last five years?	-11.13%	1.00	20.00%		
GHG Emissions	C2.3	If at least five years of scope 1+2 emissions data, is carbon intensity decreasing, stable, or increasing?	-34.04%	1.00	20.00%	100.00%	33.33%
	C2.4	Has the company identified and publicly disclosed its most material scope 3 emission sources?	Yes	1.00	20.00%		
	C2.5	For how long have scope 3 CO2e (tonnes) been tracked, measured and publicly reported by the company?	≥ 5 years	1.00	20.00%		
	C3.1	Does the company have an emissions reduction target or net zero commitment in place?	Yes	1.00	16.67%	58.33%	33.33%
	C3.2	If a target is in place, is the target based on an absolute emissions and/or an emissions intensity measure?	Absolute	1.00	16.67%		
Emissions	C3.3	If a target is in place, is the target aligned with and/or verified by the SBTi (or similar) as a science-based target?	Aligned but not verified	0.50	16.67%		
Management	C3.4	Is there a clearly defined climate transition plan in place outlining the strategy to meet emissions reduction targets?	No	0.00	16.67%		
	C3.5	Is the company already operating at net zero and if so, how are offsets used to help meet targets?	No	0.00	16.67%		
	C3.6	Has the company introduced the concept of a 'just transition' into its climate ambitions?	Yes	1.00	16.67%		
Risk & Opportunity		Has the company outlined how its assessment of climate-related risks and opportunties serves as an input to capital deployment and funding decisions?	No	0.00	33.33%		
Management	C4.2	Has the company publicly announced any new projects or partnerships (over the last 12 months) that will amount in significant (<-10%) emissions reductions?	Yes	1.00	33.33%	66.67%	33.33%
	C4.3	Does the company own any proven or probable fossil fuel reserves?	No	1.00	33.33%		
C - Total							A (75%)

Environmental		Metric	Data	Score	Weight	Group Score	Group Wgt
Environmental Management Systems	E1.1	Does the company have ISO 14001, EMS, Toitū Envirocare carbonzero or equivalent certification on all applicable sites?	No	0.00	33.33%		
	E1.2	Has the company made commitments to new build or retrofit to meet level 4, 5 or 6 of the Green Star (or equivalent Homestar if relevant) standard in owned or leased buildings?	Green Star 6	1.00	33.33%	66.67%	33.33%
	E1.3	Has there been an environmental fine or breach (including any resource consent discharge breaches such as nutrient or harmful substances discharges) in the last three years?	No	1.00	33.33%		
	E2.1	Is there a commitment to reduce waste in place?	Yes	1.00	50.00%		
	E2.2	If there is five years of waste management data, is total waste to landfill decreasing, stable, or increasing?	< 5y data	0.00	50.00%		
Waste & Water	E2.3	Is water consumption material to the company's business operations and/or supply chain?	No	0.00	0.00%		
	E2.4	If water consumption is considered material to the company's operations, is the company currently implementing any water stewardship practices to reduce water usage or improve water efficiency?	Not material	0.00	0.00%	50.00%	33.33%
	E2.5	If water consumption is considered material to the company's operations, and if there is five years of water data, is total water use decreasing, stable, or increasing?	Not material	0.00	0.00%		
Biodiversity & Circular Economy	E3.1	Is there a commitment by the company to preserve and protect biodiversity and/or natural ecosystems?	No	0.00	33.33%		
	E3.2	Does the company voluntarily report against the TNFD framework?	No	0.00	33.33%	33.33%	33.33%
	E3.3	Is the company actively engaged in implementing circular economy principles into its business model?	Yes	1.00	33.33%		
E - Total							C+ (50%)

Social		Metric	Data	Score	Weight	Group Score	Group Wgt
Health & Safety	S1.1	Does the company have safety management targets in place?	Yes	1.00	33.33%		
	S1.2	If there is five years of data on a measure of safety (e.g. LTIFR) collected by the company, is it decreasing, stable, or increasing?	Remained zero	1.00	33.33%	100.00%	20.00%
	S1.3	Have there been any workplace fatalities in the last five years?	No	1.00	33.33%		
Human Rights &	S2.1	Does the company have a human rights policy?	Yes	1.00	25.00%	100.00%	20.00%
	S2.2	Has the company identified where, across its business, there may be material risks of modern slavery?	Yes	1.00	25.00%		
Supply Chain	S2.3	Is the company an accredited living wage employer?	Yes	1.00	25.00%		
	S2.4	Is there a supply chain code of conduct?	Yes	1.00	25.00%		
Product Quality & Accessibility	S3.1	Have there been any unplanned product or service faults (including cyber incidents or data privacy breaches) resulting in, for example, disruption to operations or recalls (including FDA regulated products if relevant), in the last three years?	Yes	0.00	100.00%	0.00%	20.00%
	S4.1	Is employee turnover measured and publicly reported?	Yes - publicly	1.00	25.00%	81.25%	20.00%
	S4.2	If employee turnover is reported:					
Employee Value	S4.2.1	Is it <10%, <20%, >20%?	10% <x<20%< td=""><td>0.50</td><td>12.50%</td></x<20%<>	0.50	12.50%		
Employee Value Proposition /	S4.2.2	If there is five years of employee turnover data, is it decreasing, stable, or increasing?	Insufficient data	0.00	12.50%		
Culture	54.3	Is there a contemporary parental leave policy?	Contemporary	1.00	25.00%		
	S4.4	Does the company provide resources and support for employees' mental health and well being, and is the company measuring the impact of its mental health/wellbeing initiatives on productivity and/or retention?	Yes	1.00	25.00%		
	S5.1	Does the company publicly report its gender pay gap?	Yes	1.00	50.00%	75.00%	
Diversity	S5.2	Does the company track and measure the proportion of women in management roles in relation to the proportion of women employees?	69%	0.50	50.00%		20.00%
S - Total							A- (71.25%)

Governance		Metric	Data	Score	Weight	Group Score	Group Wgt
	24.4	Does the company integrate its sustainability strategy into its business-as-		4.00		·	
Sustainability	G1.1	usual operations?	Yes	1.00	50.00%		
	G1.2	Is remuneration for senior executives linked to achieving sustainability	No	0.00	50.00%	50.00%	14.29%
	G1.2	performance?	INO	0.00	50.00%	30.00%	14.29%
	G1.3	Has the company committed to voluntarily putting its executive remuneration report forward for a shareholders vote?	No	0.00	0.00%		
		Does the company have B Corporation, Future-Fit (or equivalent)					
Framework	G2.1	certification?	Partial	0.50	100.00%	50.00%	14.29%
	G3.1	Does the company have share classes with different voting rights?	No	1.00	33.33%		
nvestor	G3.2	Is there potential for a 'blocking' shareholder?	20.00%	0.50	33.33%	83.33%	4.4.000/
Protections	G3.3	Is there any evidence of significant unequal treatment of minority	NI the constitution -	1.00	33.33%	83.33%	14.29%
	G3.3	shareholders in any equity raisings in the last three years?	No equity raisings	1.00	33.33%		
	G4.1	How long is the current auditor's tenure?	20 years	-1.00	50.00%		14.29%
Audit & External	G4.2	What is the average proportion of total fees paid to the auditor for non-	8.89%	1.00	50.00%		
Relationship		statutory audit services over the past three years?				0.00%	
Management	G4.3		No	0.00	0.00%	0.00%	
S	G4.4	Is the company explicitly considering Iwi specific considerations within its business operations?	No	0.00	0.00%		
	G5.1	Do non-executive and independent Board members comprise the	80.00%	1.00	10.00%	65.00%	14.29%
		majority of Board members?					
	G5.2		No	1.00	10.00%		
	G5.3		6.4 years	1.00	10.00%		
	G5.4	What is the average number of Board member affiliations of non- executive Board members?	5.80	0.00	10.00%		
Board	G5 5	How many directors are on the Board?	5	0.50	10.00%		
		Is a Board skills matrix disclosed?	No	0.00	10.00%		
	G5.7	Does the company have a policy for maintaining a well-balanced Board?	Yes	1.00	10.00%		
	G5.8	Are all audit-committee members non-executive directors?	Yes	1.00	10.00%		
	G5.9	Is the Board's gender diversity sufficient?	20.00%	0.00	10.00%		
	G5.10	,	Yes	1.00	10.00%		
	244	Is there a cybersecurity policy in place? If so, is there evidence the	.,	4.00			
Data Security &	G6.1	company has tested its cyber resilience strategies in the last year?	Yes	Yes 1.00 33.33%			
Data Security & Tax	6/2	Is there a data privacy and protection policy in place? If so, is there	Vee	1.00	33.33%	66.67%	14.29%
l dX	G6.2	evidence the company has tested its security measures in the last year?	Yes	1.00	33.33%		
	G6.3	0 0 1	No	0.00	33.33%		
	G7.1	Has the company received external assurance of its sustainability report	No	0.00	50.00%	50.00%	
Assurance & Ethics		or disclosures?	140	0.00	30.0076		14.29%
Assurance & Lines	G7.2	Has the company avoided major controversies in the last five years as	Yes	1.00	50.00%		14.27/0
G - Total		well as acted with integrity in both financial and non-financial reporting?					