

# Environmental Social Governance

DISCLOSURE REPORT



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# Environmental, Social and Governance (ESG)

Argus Fire is committed to the principles of ESG as the most effective means of creating long-term enterprise value and addressing the societal priorities enshrined in the United Nations' Sustainable Development Goals.

In March 2022, we committed to commence reporting on the Environmental, Social, and Governance (ESG) disclosures of the [Stakeholder Capitalism Metrics \(SCM\) of the World Economic Forum \(WEF\)](#).

We are in the process of making ESG disclosures in the form of a set of universal, comparable ESG metrics focused on people, planet, prosperity, and principles of governance that organisations can report on regardless of industry or region. This table represents our [reporting against the 21-core metrics](#), which will be reviewed quarterly and updated periodically.

We use this universal ESG framework to align our mainstream reporting on performance against ESG indicators. By integrating ESG metrics into our governance, business strategy, and performance management process, we diligently consider all pertinent risks and opportunities in running our business. We continue to look for opportunities for further transparency on the topics which are material to our business.

To track our disclosure progress and demonstrate our sustainability performance against the WEF SCM framework, we utilise [Socialsuite's ESG Go disclosure platform](#). ESG Go enables us to demonstrate our ongoing commitment to ESG by providing a dedicated solution to track, report, and share our ESG disclosures. With ESG Go, we have started the journey of building robust ESG credentials.

Last updated: 30/11/2023

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# Governance

## SETTING PURPOSE

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**Type:** Full disclosure  
**Status:** Verified  
**Last updated:** 23 Nov 2023

Argus Fire Protection's purpose statement is as follows:

"We protect the world around you - where you live, play and work.

We protect your people, your businesses, your livelihoods and your property through fire protection and keeping your buildings compliant."

Argus Fire Protection exists to do the following:

- We protect against fire, and therefore we protect lives, livelihoods, and essential infrastructure.
- We deliver total fire protection solutions expertly designed to fit the needs of the world around us while ensuring complete compliance.
- We assure you that your business will run without interruption and that your family, friends and colleagues can work, live and play safely.

### GOVERNANCE BODY COMPOSITION

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**Type:** Full disclosure  
**Status:** Verified  
**Last updated:** 22 Nov 2023

Argus is a private, family-owned business with a stable Board of Directors mainly representing the families who own the business.

Directors' interests are disclosed and recorded internally on BoardPro.

Paul Smart - Is an experienced professional director of public, co-operative and private companies. He has significant experience as CFO of start-ups through to top 10 market capitalisation companies in listed and public sectors. Specific experience in the energy, private equity, pay television, high tech, retailing, transport, tourism, minerals, forestry and building sectors in both New Zealand and internationally.

Robb Kidd - Is CEO of NZPM/Plumbing World, leading the company since 2020 (from his previous role as Plumbing World General Manager since 2011). His substantial experience spans the Building and Manufacturing industries (including with James Hardie in a number of executive roles in both New Zealand and internationally). Robb sits on a number of Boards, holding a number of positions.

The Argus Board is comprised of 6 Directors, as follows:

- Gender: Male - 5 (83%); Female - 1 (17%)
- Ethnicity Māori - 1 (17%)
- NZ European - 5 (83%)
- Age: Under 40 years - Nil; 40 years to 50 years - 1 (20%); 50 to 60 years - 1; 60 years plus - 4 (80%)

Assessments of the ESG competencies and skills and diversity of the Board are being undertaken.

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**MATERIAL ISSUES IMPACTING STAKEHOLDERS**

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**Type:** Full disclosure  
**Status:** Verified  
**Last updated:** 21 Nov 2023

Key stakeholders have been identified (both internal and external), and through internal and external focus groups, we understand what impacts Argus's decisions have on stakeholders.

External - Argus has several processes to understand better the impacts our decisions have on our clients.

- On a 6-monthly basis, in each region, Argus Managing Director hosts a focus event with several clients to identify what we do well and can improve on. The results help inform our company strategy and are also passed back to our customers in the way of continued improvement in service delivery.
- Key Account Management Plans - A structured approach to managing our key clients to ensure that Argus continues to deliver a service aligned with our client's needs. This includes an Annual Contract Performance Review, a process undertaken with the client to review Argus's performance against the contract deliverables. If need be, adapt how we deliver service to suit the changed needs of our clients and assign action ownership (for both Argus and the client (if applicable)).

Internal - Argus utilises several ways to ensure everyone in Argus has a voice at all levels. The way we consult with our people includes the following:

- Staff focus groups and surveys (both undertaken annually); the results help drive how and what we do to be a 'great' employer and retain and grow our people.
- Board meetings - Argus Board meets monthly in a different branch location. Key people from each branch are invited to meet with the Board and provide market and industry input, which helps inform the company strategy.
- Argus Shareholders - invited to one Board meeting per annum.

Suppliers - as per Argus ISO process 502 (supplier and selection review), Argus reviews existing suppliers. This includes a review of the quality register for any items raised and discussions as part of the regular management meeting cycles (weekly, monthly, and quarterly).

ESG and stakeholder engagement - In August 2023, Argus held 2 x workshops with our external (clients and suppliers) and internal (Argus people) stakeholders. The purpose of these workshops was to understand what was important to them to ensure whatever ESG strategies and actions Argus put in place, they would align with what our external stakeholders were focused on/felt were important and what was also important to our people.

The outcomes from these workshops resulted in a clear direction that identified a number of Ambitions and Initiatives, as well as the Next steps for each. This paper will now inform our strategic planning for ESG, with the development of a sustainability plan.

The 3 Ambitions identified were:

- Carbon Neutral by 2030.
- Preferred Sustainable and Ethical Supply Chain.
- A Sustainable Workforce.

Argus intend to hold these workshops with the same 2 stakeholder type groups on an annual basis to;

- Ensure our Ambitions remain aligned.
- Hold Argus to account to ensure progression.

It should be noted that the stakeholder engagement sessions were the first step identified after undertaking our Carbon Assessment over December 2022/January 2023.

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**ANTI-CORRUPTION PRACTICES**

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**Type:** Partial disclosure  
**Status:** Verified  
**Last updated:** 17 Aug 2022

Anti-corruption training has yet to be undertaken within Argus though many of our team have received training from earlier employers.

We know a global focus on bribery and corruption must be combatted collectively. We also know New Zealand has one of the top anti-corruption ratings.

While Argus does not operate overseas, we engage with international suppliers and partners and must be mindful of the 2005 United Nations Convention Against Corruption (2005 UN).

How Argus operates in New Zealand is impacted by the New Zealand anti-corruption laws, including the Crimes Act 1961 (Public Sector) and Secret Commissions Act 1910 (private sector). These Acts overlap with the 2005 UN.

Argus is ISO2001:2015 Certified as part of our ISO Manual; in our Supplier Selection and Review process, we include Conflict of interest (identify any potential pre-existing relationships with Argus Team members); this provides probity and peace of mind.

Argus Anti-theft and Fraud Policy forms part of The Argus Way Handbook handed out to every new employee. This policy aims to ensure that the Argus group of companies operates internal procedures to prevent and detect theft and fraudulent actions.

The policy includes definitions, prevention and management detail, and the process for any investigation.

The Gifts Policy also forms part of The Argus Way Handbook; to ensure all our people understand the Company's position on the giving and receiving of gifts to ensure there is no compromise from a probity perspective.

All Staff sign a declaration confirming they have read, understand, and agree to comply with The Argus Way Handbook and the documents referred to.

We are currently actively identifying the training our people will need to understand anti-corruption laws and the Acts referred to above, including the potential offences and penalties that may be applicable under these Acts.

A copy of The Argus Handbook is available on request.

**RISK AND OPPORTUNITY OVERSIGHT  
INTEGRATING RISK AND OPPORTUNITY INTO BUSINESS PROCESS**

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**Type:** Partial disclosure  
**Status:** Verified  
**Last updated:** 21 Nov 2022

ESG risks and opportunities have not been specifically identified or discussed in Argus. New processes and monitoring procedures are to be developed.

Argus Fire - Currently has ISO 9001:2015 - Quality Management System Certification. Our internal ISO System includes our Quality Registers for recording Complaints/ Compliments/Quality Improvements.

The organisation reviews ISO Quality Improvements regularly and implements the process to identify the risk or opportunity and assess the best method or system needed to improve or resolve the Quality Improvement.

Our quality improvements are business processes, business systems, risk reduction and mitigation.

**MECHANISMS TO PROTECT ETHICAL BEHAVIOUR**

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**Type:** Full disclosure  
**Status:** Verified  
**Last updated:** 23 Nov 2023

The Protected Disclosures Act 2000 facilitates the disclosure and investigation of serious wrongdoing in an organisation and protects team members who disclose the information in accordance with the procedures set out in this Policy.

Argus have a Whistleblower Policy which was reviewed and updated in July 2023, to ensure currency against the updated legislation. The policy sets out an internal procedure for receiving and dealing with information about serious wrongdoing in or by The Argus Group, which is intended to assist team members who believe they have discovered serious wrongdoing.

The procedure for making a protected disclosure about serious wrongdoing must be made to the Managing Director except where it is believed the Managing Director is involved; then, disclosure may be made to any Board Member.

Argus employees have all completed anti-bullying training, an externally delivered module that forms part of the company's approach to equal opportunities and enables the correct behaviours inside and outside the workplace.



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# Planet

## GHG EMISSIONS

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**Type:** Full disclosure  
**Status:** Verified  
**Last updated:** 14 Nov 2023

Argus are well underway in understanding GHG Accounting and Reporting Principles, their application to our industry, and the tools to be used to develop an effective framework that will allow it to understand, capture and record its total emissions and implement new or alternative practices that will assist it in achieving its emission reduction targets.

A number of targets have been set, with clear KPIs for performance.

ESG including GHG is now a key part of Argus Strategic planning.

Argus employed a tertiary student between December 2022 and February 2023 to undertake an analysis of Argus Group GHG emissions and produce a Strategy Launchpad paper. The student held a Masters in Climate Change Science and Policy, as well as a Bachelor's degree in Physics with Honours in Atmospheric Geophysics. He was studying towards his Masters of International trade.

The Launchpad paper included a number of recommendations for next steps in order to develop our decarbonisation strategy. The first steps being to hold exploratory workshops that included staff, clients and suppliers. The output from these workshops identified a number of ambitions, initiatives and next steps including timelines.

Argus are to now develop our sustainability plan based on the following Ambitions and Initiatives. See below:

Ambitions	Initiatives
Carbon Neutral by 2030	1. "Right Vehicle, Right Job"
	2. Tree Planting (Environmental/Social Initiatives)
	3. Fleet Management
Preferred Sustainable & Ethical Supply Chain	4. Policies (Supply Chain, Procurement, Sustainability etc.)
Sustainable Workforce	5. Influence Industry Standards
	6. Consistent Staff focused Marketing & Communications
	7. Youth Education Partnering

As part of the December-February 2023 GHG stock take it was found a significant amount of data was unable to be located/was missing. The exercise identified this was one of the key criteria in order for us to achieve our GHG goals (measuring and understanding all of the possible areas where our asset classes are producing or contributing to our overall emissions).

Based on the data available the below GHG emissions were estimated:

PROJECTED EMISSIONS FOR FINANCIAL YEAR ENDING MARCH 2023							
Component gas (expressed as tonnes of CO <sub>2</sub> equivalent gas)							
	CO <sub>2</sub>	CH <sub>4</sub>	N <sub>2</sub> O	HFCs	PFCs	SF <sub>6</sub>	Total tCO <sub>2</sub> e
Scope 1	1,483.3	2.0	23.6	0.0	0.0	0.0	1,508.9
Scope 2	17.9	0.4	0.0	0.0	0.0	0.0	18.3
Scope 3	344.4	0.1	0.9	0.0	0.0	0.0	345.4
<b>Total</b>	<b>1,845.6</b>	<b>2.5</b>	<b>24.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1,872.6</b>

**Table 2 - Projected Emissions for financial year ending 31 March 2023**

The GHG emissions by Source were as follows:

	Scope	tCO <sub>2</sub> e	Percent
1	Scope 1	1,131.7	80.6%
2	Scope 2	13.8	1.0%
3	Scope 3	259.1	18.4%
	<b>Total</b>	<b>1,404.5</b>	<b>100.0%</b>

Included in the Stakeholder Workshops Output document were a number of commitments and targets.

As Scope 1 GHG emissions equate to over 80% of Argus total emissions with vehicles being the sole source; this is Argus primary focus. Argus has committed to the target that we will have no more fossil fuel run vehicles by the end of FY26.

With regard to Scope 3 emissions (our next highest GHG emissions @ 18.4%); due to the fire protection industry being a highly regulated and standards driven industry, there will be limited opportunity to effect change here without change across the entire industry. We may in fact see these emissions increase in light of recent significant events that may force the change to legislation i.e. sprinkler protection in accommodation.

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Planet

### LAND USE AND KEY BIODIVERSITY AREAS

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**Type:** Explanation  
**Status:** Verified  
**Last updated:** 21 Nov 2022

Argus business operates in some regions included in National Priority One Land Environments and Remaining Indigenous Cover areas (as defined by the Ministry for the Environment). These areas have a high concentration of indigenous flora in need of protection. Protecting biodiversity in these areas has been identified as a priority by the government.

Argus is to undertake an Environmental Impact Assessment to ensure that all parts of our operations do not negatively impact Key Biodiversity Areas (KBAs).

### WATER CONSUMPTION

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**Type:** Explanation  
**Status:** Verified  
**Last updated:** 22 Nov 2023

Water Stress is defined as the ratio of total withdrawals to total renewable supply in a given area. The World Resources Institute defines New Zealand as having low water stress. This lower percentage means fewer water users are competing for water supplies.

While this means consumption by Argus may not create risk for an ecosystem or community, as a business, we still need to understand our usage (to manage and monitor to ensure no impact on an ongoing basis).

There needs to be more data or understanding of water usage within the Argus business. Argus will investigate and report on our findings and any recommendations.

#### TCFD IMPLEMENTATION

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**Type:** Explanation  
**Status:** Verified  
**Last updated:** 14 Nov 2023

Argus is continuing to gain an understanding of TCFD requirements. Once these are understood, a plan for implementing TCFD reporting will be developed, along with a time frame.

The Government passed legislation in April 2021, making climate-related disclosures mandatory for some organisations. The requirement will apply to large publicly listed companies, insurers, banks, non-bank deposit takers and investment managers. Argus is currently not within this group. However, as identified previously we have identified climate-related initiatives that Argus can implement to help reduce our carbon footprint; most notably Scope 1 emissions from our vehicle fleet.

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# People

## DIVERSITY AND INCLUSION

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**Type:** Full disclosure

**Status:** Verified

**Last updated:** 16 Nov 2023

An integral part of Argus onboarding of new staff is to record cultural and societal profiles. This assists Argus in ensuring a fully inclusive working environment for all our people.

As the data shows Argus has a diverse set of employees ranging across all job types and age range.

Argus over the financial year ending 31 March 2023 employed 43 new staff with a range of ethnic diversity in line with the New Zealand population.

	ETHNICITY	ETHNICITY % ARGUS	NZ POPULATION
Asian, Filipino, Indian	17	10%	15.1%
Brazilian (Latin American)	0	2%	1.5%
European, British, South African	17	55%	70%
Maori	5	21%	16.5%
Pacifica	4	12%	8.1%
	43		

Of the 344 staff within Argus, there are 86% male (296) and 14% female (48). The fire industry has predominantly been male-dominated, but we are starting to see more females enter the industry, which Argus actively promotes.

Argus staff are represented well across the age range, with 7% under 25, 29% 25-35, 31% 35-45, 18% 45-55 and 16% over 55. This gives the Argus team a wide scope of knowledge and future proofing within the industry.

Argus Equal Opportunities and Diversity policy reinforces The Argus Group's business-wide commitment to providing an equitable work environment that enables all individuals to reach their potential.

Argus operates internal procedures to prevent and detect theft and fraudulent actions. Our policy applies to all staff, contractors, volunteers, governing body and service users of The Argus Group service users.

Argus is committed to the following:

- Striving for a workplace culture that is welcoming and inclusive, respects individual differences and is free of discrimination and harassment;
- Providing equal opportunities regardless of sex, marital status, religious/ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status, or sexual orientation;
- Ensuring our workplace provides a safe, supportive and healthy environment for all Employees;
- Rewarding equitably based on merit, and
- Complying with all regulatory obligations about diversity and inclusion.

This policy forms part of the Argus Way Handbook.

#### HEALTH AND SAFETY

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**Type:** Full disclosure  
**Status:** Verified  
**Last updated:** 23 Nov 2023

Argus is Totika Certified - Tōtika has cut across the jumble of different schemes and standards to give NZ a universal Health and Safety standard, including cross-recognition along with external assessment and certification.

Schedule 19 of The Argus Way Handbook is our policy and procedure regarding how we will ensure the ongoing health and wellness of our employees and ensure that our people remain fit for the role they undertake and are not impacted by their employment activities.

We do this through health assessments that assess the following:

- For possible exposures to hazardous substances or environments
- Cardiovascular
- Respiratory exposure
- Lung function
- Noise exposure
- Hearing
- Vision
- Musculoskeletal assessment
- Fatigue

Argus company values include respecting and supporting our fellow team members and our customers - we call this The Argus Way.

Argus is focused on holistically supporting our employees. As a family business, we have an ethos of caring for our staff well beyond what is legally required.

Practical examples of caring for staff health and welfare include:

- Free annual health monitoring for all staff
- Paid birthday off
- Provision of extended paid sick or domestic leave for staff or their families with serious health issues,
- Paid gym memberships for line managers and project managers,
- Annual scholarship called "Igniting Success" provided to each year for any employee's dependent children's tertiary education,
- Numeracy and literacy courses for employees who would benefit,
- Provision of extended paid sick or domestic leave for the staff or their families with serious health issues,
- Discretionary financial advances or gift vouchers for staff experiencing difficulties,
- Argus has a robust Drug & Alcohol Policy that outlines our approach and support for all Argus staff. We focus on rehabilitating our employees where an employee's non-negative is confirmed as a positive test. All testing, requests, and results are processed via The Drug Detection Agency portal, managed by our Health and Safety team.
- EAP assistance is freely available to staff and their family members for work or personal issues. However, we recognise there was more we could do to help our employees before they needed to call the EAP; this is where the Groov stepped in (see below).
- Groov - A Wellbeing platform, helping us provide our teams with the tools they need to lift their mental health awareness so it becomes a part of our everyday life.
- During the Covid-19 pandemic, all staff were retained, even though this reduced company profit.
- Employing the right people in our business is critical to ensure we maintain our culture, so we empower our people to find new suitable staff via a referral incentive scheme

We have a defined business structure which encourages open communication between all levels of staff, from field technicians to our Managing Director. We believe this leads to open and honest communication between all staff improving service delivery through shared knowledge and experience.

Argus has 97% retention in staff measured over the last five years.

### Lost Time Injuries (LTIs)

Between 1/08/2022 and 31/10/2023, Argus had the following LTIs.

- Manual Handling = 1
- Slips, Trips or Falls = 5
- Struck by, on or against = 1
- Road Traffic incident = 1
- Electric Shock = 1
- Fall from height = 1

The following are examples of actions taken to reduce those injuries resulting in an LTI:

1. Ongoing communication with our operations teams on the importance of reporting injuries on time, focusing on our top 3 categories where strains and sprains can develop into injuries resulting in time off work.
2. Working with an external provider to deliver quick, effective physiotherapy sessions to our technicians following a strain or sprain.
3. Development of a Verification of Competency (VOC) practical training process around Electrical Safety where our technicians are required to drill into a wall cavity or enter a ceiling space; this has been highlighted via our Near Miss Reporting and Electrical LTI.
4. In collaboration with relevant medical specialists and ACC; an assessment is undertaken to identify light duties that an individual can undertake while recuperating and before they return to their normal duties.

Argus has Standard Operating Procedures (SOPs) for critical operations such as Safe Drilling and Ceiling access VOC.

Additionally, before any work commences, technicians must complete a TAKE 5 Safety Alert (in addition to any JSAs or SSSPs that may have been required for the work). This is a quick prompt to think about what work is about to be completed, what the risks are, and what control measures are in place.



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**TRAINING PROVIDED**

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**Type:** Full disclosure  
**Status:** Verified  
**Last updated:** 28 Nov 2023

Argus invests significantly in staff training, and continues to strengthen this aspect of the business.

Industry training is provided through Competenz for technical qualifications, while other external organisations provide targeted training in areas such as contract law, HR, team leadership etc.

The roles that manage the Building Compliance process are supported by knowledge sharing through memberships of organisations, including the Association of Building Compliance and the Facility Managers Association of New Zealand.

Recorded formal training hours (last 52 weeks) totaled 21,399 hours, while average number of employees entering time in this period was 245. So average training hours per hourly paid employee in this period was 87 hours per person.

We do not currently have useable data on training time for salaried staff but those hours could reasonably be assumed to be similar.

Argus Group training and development expenditure is interpreted as training provider costs (not employee time out of the business), there was a spend of \$84k over the previous 12month period. This equates to \$244 per employee.

However, the apprentice wage subsidies that are temporarily available, and were received over the same period are accounted for as a subsidy on training costs, so with these also accounted for, the actual training spend per employee is \$334.

Learning Management System - Argus are currently implementing a new Learning Management System that will provide a wide range of compliance and capability building learning in different forms for our people. This will fully integrate into our new IT platform, Microsoft Dynamics 365.

Learning and Development Manager – In May 2023 Argus recruited for the new role of Learning and Development Manager. The primary responsibility of the role is to deliver business-wide training initiatives (for all roles) that support the business's strategies.

### PAY EQUALITY

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**Type:** Partial disclosure  
**Status:** Verified  
**Last updated:** 21 Nov 2023

As part of the Argus Bullying, Harassment and Discrimination Policy (that forms part of The Argus Way Handbook, distributed to every new employee), our purpose is to provide a healthy working environment that is safe, positive and free from bullying, harassment and discrimination. This is based on the definition as per the Human rights Act, i.e., it is illegal to discriminate based on age, sex, sexual orientation, race, colour, disability, family, marital or employment status, political opinion, religious or ethical belief, and ethnic or national origins.

The Equal Opportunities and Diversity Policy is part of The Argus Way Handbook. This policy reinforces The Argus Group's business-wide commitment to providing an equitable work environment that enables all individuals to reach their potential.

All Staff sign a declaration confirming they have read, understand and agree to comply with The Argus Way Handbook and the documents referred to.

### WAGE LEVEL

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**Type:** Full disclosure  
**Status:** Verified  
**Last updated:** 28 Nov 2023

Argus pays the Living Wage as a minimum. The following is a summary of the entry-level wages paid as of 1 September 2023, irrespective of gender:

- Technical trainees \$26 per hour
- Junior administrators \$26 per hour

The CEO compensation ratio was calculated by dividing the CEO's remuneration by the average income number. The average income is calculated by considering all employees' pay and dividing that by the number of employees.

The ratio is 3.6:1.

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**CHILD, FORCED OR COMPULSORY LABOUR**

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**Type:** Partial disclosure  
**Status:** Verified  
**Last updated:** 21 Nov 2022

On 8 April 2022, the Government announced that it is commencing consultation regarding a legislative response to Modern Slavery and Worker Exploitation, Forced Labour, People Trafficking and Slavery.

Developed by the Ministry of Business, Innovation and Employment (MBIE) and the Modern Slavery Leadership Advisory Group, the legislative proposals would adopt a disclosure and due diligence approach which places obligations on all types of entities, regardless of size.

In 2021, Workplace Relations and Safety Minister Michael Wood released New Zealand's Plan of Action against Forced Labour, People Trafficking and Slavery (Plan). This followed the Government's commitment in its 2020 Election Manifesto to continuing "work to stamp out migrant worker exploitation with a focus on exploring the implementation of modern slavery legislation in New Zealand to eliminate exploitation in supply chains". Twenty-eight actions were identified across three pillars: prevention, protection, and enforcement. MBIE is currently reviewing submissions.

While Argus has not yet implemented any defined policy or process, we define human trafficking as recruiting, transporting, transferring, harbouring, or receiving a person using force, coercion, or other means, for exploitation. Argus defines modern slavery broadly to include any form of servitude, forced or compulsory labour and human trafficking.

We are currently developing our Modern Slavery policy/statement. We are also undertaking a review of our supply chain to understand the areas we may be exposed to inappropriate labour practices and what our next steps are.

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# Prosperity

## RATE OF EMPLOYMENT

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**Type:** Full disclosure  
**Status:** Verified  
**Last updated:** 28 Nov 2023

At Argus, during the period 1 April 2022 to 31 March 2023, 43 new staff were hired, 36 male (83.7%) and 7 female (16.3%); during the same period, 24 staff left the company with 19 male (79.2%) and 5 female (20.8%) with a range of ethnic diversity in line with the New Zealand population as per below.

### New staff

	ETHNICITY	ETHNICITY % ARGUS	NZ POPULATION
Asian, Filipino, Indian	7	10%	15.1%
Brazilian (Latin American)	0	2%	1.5%
European, British, South African	17	55%	70%
Maori	5	21%	16.5%
Pacifica	4	12%	8.1%
	43		

### Staff Attrition

	ETHNICITY	ETHNICITY % ARGUS	NZ POPULATION
Asian, Filipino, Indian	5	21%	15.1%
Brazilian (Latin American)	1	0%	1.5%
European, British, South African	14	55%	70%
Maori	2	19%	16.5%
Pacifica	2	10%	8.1%
	24		

Argus operates a programme to source staff from the Philippines, South Africa and Fiji. We offer employment and assist them in immigration processes. Some of these employees have been able to obtain residency and relocate their families to New Zealand. Argus has supported these valued team members to settle in their new homes and work environments. Note: Argus is an accredited employer with Immigration New Zealand.

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**TOTAL R&D EXPENSES**

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**Type:** Partial disclosure  
**Status:** Verified  
**Last updated:** 21 Nov 2022

Argus operates in a highly regulated industry, whereby what we install and maintain is driven by the requirements of the relevant New Zealand Standards and the Building Code.

As a business, we are constantly looking globally for innovations that we can bring to our business to enhance further our ESG focus in what and how we deliver (while still ensuring we continue meeting any legislative requirements within the Fire Protection industry).

We have provided detail elsewhere in this ESG report on the sustainability measures we undertake to minimise the impact Argus has on the environment, i.e., waste minimisation and recycling.

We also sit on several industry bodies, whereby Argus has representation and a voice to help drive change and improvement within the fire and Facilities Industry. This includes:

- The Fire Protection Association New Zealand Inc (FPANZ); New Zealand's peak body for fire safety, providing information, services and education to the fire protection industry and the community.
- FPANZ's mission is to be the voice of the Fire Protection community and to continually expand professional expertise to reduce the impact of fire in New Zealand. FPANZ is a not-for-profit member body works with members, the government, and the wider community to continuously improve regulations, standards, education, awareness, products and services to protect life, property and the environment from fire.
- Levy Allocation Advisory Group (LAAG) for the Building Research Advisory Council (BRAC). BRAC is vital in ensuring the Building Research Association of New Zealand (BRANZ)'s accountability and responsiveness to the New Zealand building and construction industry.
- BRANZ undertakes and commissions research funded by the Building Research Levy that is practical and drives positive change. This work helps improve industry practices around the performance of buildings and how we use them through informing policy and legislation and all points in between.
- BRANZ is committed to increasing the understanding of the environmental impact of how they work and taking decisive action to improve, limit or reduce that impact wherever possible. BRANZ's objective is to achieve this without decreasing efficacy as an organisation. BRANZ aims to become a net-zero emissions energy business by 2035 or before.

#### TOTAL TAX PAID

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**Type:** Full disclosure  
**Status:** Verified  
**Last updated:** 7 Oct 2022

The data provided by the CFO on taxes paid by the Argus Group is available on request/approval. The taxes include RWT, DWT, PAYE, FBT, GST and company tax.

#### ECONOMIC CONTRIBUTION

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**Type:** Full disclosure  
**Status:** Verified  
**Last updated:** 23 Nov 2023

The Argus Group is a privately owned business and, as such, is not required to publicise its financial statements. Information can be requested from the CFO, and disclosure of information will be assessed on a case-by-case basis.

From a training perspective, The Ministry of Education Apprenticeship Support Programme was set up to assist employers in dealing with the economic impacts of Covid-19. The Government recognised the need to support businesses to have confidence and retain existing and continue to bring on new apprentices. In addition to helping protect individual's jobs it will also ensure that skills pipeline remained strong to support New Zealand's economic recovery and rebuild over the coming years.

This programme runs until December 2024 and enables all employers who have an eligible apprentice to receive a base subsidy rate up to \$12,000 per annum (\$1,000 per month) for first year apprentices and up to \$6,000 per annum (\$500 per month) for second year apprentices through the Apprentice Boost.

For the period 1st November 2022 to 1 November 2023 Argus received \$31,050 in Apprenticeship Support payments.

In November 2022 Argus Group employees numbered 310; as at 1st November 2023 Argus employees numbered 344, fully supporting the desired economic outcomes of this programme.

#### FINANCIAL INVESTMENT CONTRIBUTION

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**Type:** Full disclosure  
**Status:** Verified  
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Capital expenditure is kept to a minimum in the Argus Group through careful management focused on reserving our working capital, particularly cash.

We achieve this by focusing on the identification and capitalising on key strategic initiatives fundamental to the business's ongoing success, sustainability, and growth — for example, implementing the new IT platform, Microsoft Dynamics 365.

Tools and equipment required to run the business efficiently and safely are provided through a combination of leasing (motor vehicles) and purchase (computers, mobile devices, tools).

The Argus Group allows for share buybacks following a defined process expressed in the Group's Constitution.

The Group's dividend policy is calculated at 5% of the financial year's opening equity and is paid equally at the end of each quarter.

