

A close-up photograph of several long, green, blade-like leaves of a plant, possibly a grass or reed, arranged vertically. The leaves have a prominent central vein and a slightly wavy texture. The lighting is soft, creating subtle variations in green tones.

Argosy

# **2021 Sustainability Report**

# Introduction

Argosy is one of New Zealand's largest commercial landlords. We own a diversified portfolio worth over \$2 billion across industrial, office and large format retail investment property.

We recognise that sustainability is essential to the continuing success of our business and the impact it has on the natural environment is of growing importance to our stakeholders. Our stakeholders include tenants, investors, employees, suppliers and the communities in which we operate.

Our overarching purpose is to reduce our impact on the environment, create vibrant environments, engage more with stakeholders and provide transparent and effective governance. Argosy's sustainability framework is supported by four pillars – reduction, creation, engagement and sustainability. With this framework now in place, Argosy is well positioned to move forward over the next decade with even clearer goals and a broader lens around value creation for all stakeholders.

We are focused on greater engagement, investment and contribution to the communities we live in. Our community partners do amazing work with many children and families most in need and we will continue to support their endeavours over the long term. As one of New Zealand's largest commercial landlords, Argosy is in a unique position to make a real difference. Accordingly, we have reset our long term social aspirations to making a much bigger and more positive impact.

We are always striving for outstanding performance, we do not compromise our ethics or principles. We place great importance on honesty, integrity, quality and trust and Argosy will aspire to maintain the highest standards of corporate behaviour and accountability.







82 Wyndham Street, Auckland: awarded Excellence under the Resene Green Building Award Category in the Property Council NZ Awards, first New Zealand building to be awarded Toitū carbonzero certification, NABERSNZ 5.5 Star Base Build renewal.



# Our Environment

"Proactive actions to ensure sustainable growth."



We're very happy to deliver a green product where we've had really good collaboration with the tenant."

SAATYESH BHANA

HEAD OF SUSTAINABILITY, ARGOSY PROPERTY LIMITED

## ARGOSY'S SUSTAINABILITY FRAMEWORK

### Overarching purpose

To reduce our impact on the environment, create vibrant environments, engage more with stakeholders and provide transparent and effective governance.

### Four pillars of Argosy's sustainability framework

1. **Reduction** => Managing and reducing the impact of Argosy's operations on the environment, primarily carbon emissions.
2. **Creation** => Creating well designed, vibrant and sustainable spaces for tenants and their staff to work, prosper and flourish.
3. **Engagement** => Delivering positive outcomes in communities we operate in, through greater stakeholder engagement and influence.
4. **Sustainability** => Improving the sustainability and resilience of our business by focusing on a wider range of outcomes over and above financial returns.





## MATERIAL ESG FACTORS

The impact of Argosy's business on the natural environment and the communities it affects is an increasingly important consideration for investors. Argosy recognises that a critical part of our responsibility to all stakeholders is to identify and assess material ESG factors, just as we manage other risks facing our business.

### ENVIRONMENTAL: How does Argosy perform as a steward of the environment?

Material ESG Factors	Targets
NABERSNZ Ratings	All office by 2023.
Waste Management	Target >75% landfill diversion on all major projects.
Environmental Policy	Sustainability reporting from 2021.
Argosy's Green Culture	Transitioning to 100% EV fleet.
Argosy's Carbon Emissions	Collect and report on Scopes 1, 2 and 3. Reduce emissions by 30% by 2031.

### SOCIAL: How does Argosy manage relationships with all stakeholders?

Material ESG Factors	Targets
Employee Relations	Increased financial commitment to training and development.
Employee Diversity	Continue to monitor and disclose.
Tenant Relations	Target >85% satisfaction levels by 2024.
Health & Safety	Zero Harm.
Community Engagement	Significant increase in financial community engagement commitments. Focus on "changing lives, saving lives".

### GOVERNANCE: Effective leadership and transparent communication couple with sound ethics and robust decision making.

Material ESG Factors	Targets
Argosy is committed to the highest standards of business behaviour and accountability.	Target zero policy breaches. Maintain best practice from a business, ethical and cultural standpoint.

## SUSTAINABILITY POLICY

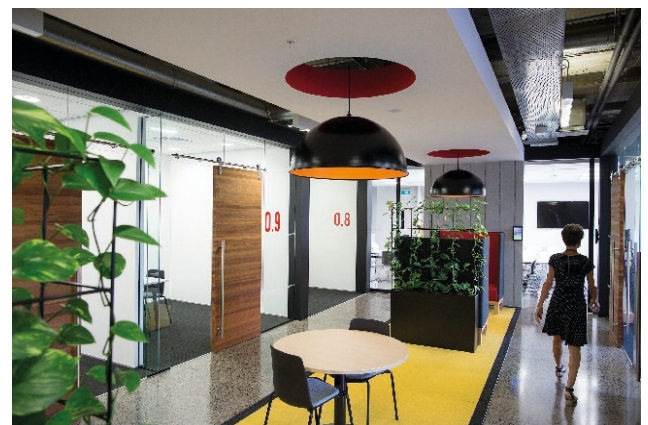
### Argosy's approach

Argosy owns a diversified portfolio of industrial, office and large format retail investment property. We recognise that sustainability is essential to the continuing success of our business and is of growing importance to our stakeholders. Our stakeholders include tenants, investors, employees, suppliers and the communities in which we operate.

#### Performance

- including a sustainability focus in our governance structure and policies;
- maintaining a Sustainability Framework with measurable objectives;
- assessing performance against the objectives; and
- reporting on the sustainability of the business.

A copy of Argosy's sustainability policy can be found on its website [www.argosy.co.nz](http://www.argosy.co.nz).



Top: 8 Nugent Street, Auckland. Bottom: Red Beach Surf Lifesaving Club.



### REDUCING CARBON EMISSIONS, ENERGY AND WASTE

#### Argosy's approach

The impact of Argosy's business on the natural environment is an increasingly important consideration for investors, tenants and other stakeholders. Argosy recognises that an important part of our responsibility to stakeholders and central to ensuring a sustainable business, is to focus on the reduction of this impact over the long term.

Key building performance measures include carbon emissions, energy used and waste produced. Argosy is focused on reducing the impact these have on the natural environment and utilises third party verification wherever possible to validate building performance. Third party validation includes New Zealand Green Building Council Green Star Built Ratings (around overall building quality, environmental benefits, recycling and waste diversion) and NABERSNZ ratings (energy). Most recently, Argosy has engaged Toitū Envirocare to help it identify, measure, monitor and report on its carbon emissions with a view to reducing these over time. In the short term, Argosy will initially offset its carbon emissions with carbon credits.

#### Performance

- Quarterly meetings covering monitoring, reporting and performance

Argosy's emissions in 2020	tCO <sub>2</sub> e
<b>Scope 1</b>	
Other fuels	17.83
Other gases	30.77
Passenger vehicles - default age	0.16
Stationary Energy	4.42
Transport Fuels	25.45
<b>Scope 2</b>	
Electricity	223.75
<b>Scope 3</b>	
Electricity	16.95
Passenger vehicles - default age	1.98
Retired indicators	0.05
Transport - other	27.96
Waste	0.08
<b>Total</b>	<b>349.38</b>

#### Green Buildings

The company strives to improve the environmental performance of its properties and the portfolio which is approximately 21% green. The World Green Building Council set the framework for sustainability tools and the New Zealand Green Building Council (NZGBC) customise the tools to reflect the New Zealand environment. A GreenStar "Built" rating is a tool that verifies what is built rather than what is designed. We believe that tool is more honest and reflects the finished product.

In accordance with Argosy's Green Bond Framework, green assets are those existing and/or planned office, industrial and large format retail buildings, including upgrades that are either targeting or have been certified as obtaining either a minimum 4 Star NZGBC Green Star Built rating or a minimum 4-Star NABERSNZ Energy Base Building Rating or Energy Whole Building Rating.

With a focus on ensuring the long term sustainability of its business, coupled with a corporate goal of greening 50% of the portfolio by 2031, Argosy will continue to transform the portfolio into one which is better for the environment but also delivers better outcomes for tenants and their staff, over and above financial returns to shareholders.

#### NABERSNZ

NABERSNZ is a rating tool developed by National Australian Built Environment Rating System and this is licensed to EECA and administrated by NZGBC. This is an energy efficiency rating that standardises buildings to allow comparisons to be made. The ability to understand how much energy is being used provides the benchmark against which energy reductions can be measured.

#### TOITŪ Certification

- Argosy engaged Toitū Envirocare to calculate its carbon footprint and provide emissions management guidance by implementation of an environmental management and reduction plan for scopes 1, 2, and 3 emissions.
- Certification ensures that Argosy is meeting international best practice in terms of measuring, reporting and monitoring its carbon emissions.
- Central to this process is the management and reduction plans to reduce and offset emissions in the business. For Argosy's first 'Carbon Zero' year (2020), it reported approximately 350 tonnes of carbon emissions. To ensure carbon neutrality for this period Argosy will initially be purchasing New Zealand carbon credits to offset these emissions. However, on a go forward basis Argosy is focused on reducing its emissions by 30% by 2031 and any unavoidable emissions reported annually it will supplement through purchasing carbon credits.
- Toitū carbonzero certified 2020.





Objective	Actions	Completion date
Fleet vehicles	Upgrade fossil fuel powered fleet vehicles to electric as leases come up for renewal	Ongoing
Energy metering	Install energy metering on all common area buildings, in order to measure and manage aggregated usage	Dec-21
Waste management	Introduce measured and reportable waste management to all common area buildings in the portfolio	Dec-21
Performance tool	Introduce NZGBC Green Star performance tool to Argosy's own corporate office tenancy	Dec-21
Flights	Reduce domestic air travel by introducing rules for flight bookings and thresholds for video conferencing	Dec-21
Refrigerant	Phase out R22 units on all buildings and replace with lower GHG refrigerants	Ongoing

## PERFORMANCE

### Green Buildings

- Minimum 4 Green Star Ratings on new builds and major refurbishments
- Currently average a 5 Green Star Rating across five rated buildings
- Strategic goal of 50% of the portfolio being green by 2031

### NABERSNZ

- Argosy is targeting NABERSNZ ratings on all of its office buildings by 2023 so that energy performance can be tracked and improved on.
- In order to achieve this, Argosy is currently installing energy sub-metering to allow for efficient data collection, monitoring, measuring and reporting.

### TOITŪ

- Reduce environmental impact by achieving 30% less carbon emissions by 2031.
- Move towards carbon net zero by implementing an emissions reduction plan combined with the purchase of carbon credits.

## OUR GREEN CULTURE – BETTER PEOPLE

### Overarching purpose

Argosy recognises that its activities can have an impact on the natural environment and is committed to managing and reducing the consequences of these activities wherever possible.

### Argosy's approach

Argosy have established a green committee which meets quarterly to discuss ways to reduce the environmental impact of its office operations by changing day-to-day practices.

### Performance

The green committee targets changes which can positively impact its carbon footprint including:

- Supporting the move towards our vehicle fleet becoming electric
- Introducing technology-based replacements for printed documents within the office
- Moving towards reduction in air travel for business, by encouraging video meetings and increased awareness of the emissions impact of flying.
- Waste reduction by separation of recycling, measurement and reduction of construction waste and diversion from landfill wherever possible.



# Our People & Community

Engaging, investing and contributing to the communities we live in.



## CHANGING LIVES, SAVING LIVES

Engaging, investing and contributing to the communities we live in.

### Argosy's approach

- A resilient business is one which maintains strong and valued relationships and remains committed to actively engaging with all its stakeholders.
- As one of New Zealand's largest commercial landlords, Argosy is in a unique position to make a real difference.
- Argosy has reset its long term social aspirations to making a much bigger and more positive impact in the communities it operates in.

### Performance

Through 2020 Argosy was pleased to have delivered on its financial commitment to its community partners. This includes five surf life saving clubs across New Zealand, Pillars, The Spirit of Adventure Trust and Variety – the childrens charity. As part of Argosy's new 10-year vision of *Building a better future*, Argosy is planning on materially lifting its social investment with its focus based around the philosophy of 'changing lives, saving lives'.

Argosy maintains a range of commercial and non-commercial partnerships. Annual memberships include: The New Zealand Shareholders Association, MSCI Real Estate, The New Zealand Green Building Council, The Property Council of New Zealand, and Toitū Carbonzero.

### Surf Life Saving

Argosy continues to support its five surf life saving partners across New Zealand. These include: Red Beach Surf Life Saving Club (SLSC), Hot Water Beach SLSC (Coromandel), Taylors Mistake SLSC (Christchurch), Lyall Bay SLSC (Wellington) and St Clair SLSC (Dunedin).

These five clubs and their members are part of a family of 74 Surf Life Saving Clubs across New Zealand, and over 4,500 volunteer surf lifeguards who patrol at over 80 locations every summer. The lifeguards volunteer thousands of hours to patrol beaches, saving lives and keeping people safe.

Given their commitment to keeping communities safe every year, Argosy's partnerships with local clubs is incredibly important and it will continue to support them at every opportunity.



NZ's fatal drowning rate has increased by 18% over the last 5 years and our drowning rate is 48% higher than Australia's (per capita). We need to do better."

Rajal Middleton, Head of Marketing  
SURF LIFE SAVING NEW ZEALAND



# 4,500

Volunteer lifeguards patrolling New Zealand beaches each year

## Variety – The Childrens Charity

Variety aspires to ensure all children have the opportunity to reach their full potential and give disadvantaged kids the childhood they deserve. In 2020, Argosy commenced a partnership with Variety –to support its *Kids in Beds* programme. In winter, Argosy’s initial support resulted in 22 beds and bedding packs provided to children who had been bed sharing or sleeping on the floor. Argosy staff added a further \$2,500 towards the cause which was a fantastic effort and greatly appreciated by Variety and the families this supported.

We think this is a very direct way to have a positive influence, changing lives in our community and for our most vulnerable children.

“

I am so very grateful for your help. My kids now all have their own beds and absolutely love their bunks and cosy blankets. I haven’t been able to afford new beds for my children ever, so I am very grateful and thankful to you for providing this for my family! ”

Mary  
VARIETY SPONSORED FAMILY

## Staff Volunteer Days

Argosy continues to encourage its staff to undertake community volunteer and give their time for organisations of their choice. Volunteer work is an important way to engage with our communities and support the delivery of outcomes over and above financial returns. Many of our staff undertook volunteer work in their community. Organisations which benefitted from the volunteer work included Pillars, The ManKind Project, Auckland City Mission and the Motutapu Restoration Trust. The company will be aiming to continue its staff commitment in the FY22 year.

# 64%

Of staff undertook volunteer work in their community



Top and middle: Argosy staff volunteering at Motutapu Island. Bottom: Argosy staff volunteering at the Auckland City Mission.

### EMPLOYEE WELLBEING - BETTER PEOPLE

Support the health & wellbeing of its people

#### Argosy's approach

Broadly, health & wellbeing relates to all aspects of working life, from the quality and safety of the physical working environment, to how staff feel about their job, their actual work space (including resources and set up), their environment and corporate culture. The better the employee wellbeing the better an organisations ability to achieve results and deliver on the corporate goals and strategy.

Argosy remains committed to providing a healthy and safe workplace for all its employees and have a workplace Health and Safety Committee (HSC) in place. The HSC drives the health and wellbeing framework on behalf of Argosy employees and includes (amongst other things) driving initiatives such as the provision of subsidised gym memberships (physical health) and access to independent employee assistance programs (mental health). In addition, permanent employees are provided with health, life and disability insurance cover as part of their employment.

Through 2020 and the Covid-19 lockdowns, the HSC was focused on ensuring all staff had the necessary support they needed. Even through 2021, with some people still working from home for 1-2 days per week under Argosy's flexible working arrangements, the HSC continues to ensure employees have access to everything they need to be as effective and efficient at home as they would be at the office.

#### Performance

- Engage with employees via the HSC and annual staff surveys;
- Professional development plans for staff;
- Support for professional courses ; and
- Monitor and report on effectiveness of flexible working arrangements for all staff.

#### Developing Our Talent

Argosy continues to invest resources into upskilling its people to ensure it has the necessary skills and experience to perform expertly and professionally. As the business changes and adapts to an ever changing competitive environment, so to must the resources to meet those changes. Each employee has a personal development plan as part of their Employee Performance Plan (EPP). The EPP is developed with the employee's line manager and reviewed as part of the annual review process. Through FY21, Argosy employees have continued to upskill across a range of areas including St Johns Level 2 First Aid and mental health courses, sustainability, health & safety and human resources.

With significant growth aspirations, Argosy has also restructured its internal resources to create a development team. The team has a Head of Development with four people reporting to that person.

### DIVERSITY

#### Argosy's approach

Argosy is committed to creating and maintaining a diverse, inclusive and supportive workplace for all its staff. A key focus for the company continues to be around the diversity of its people and this is underpinned by its Diversity Policy (available on its website) which sets out its position and includes measurable objectives to achieve its goals.

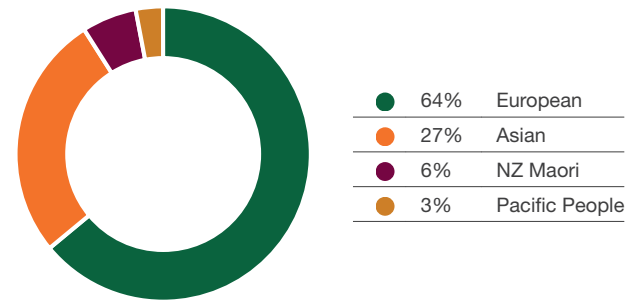
Key principles within the Diversity Policy include: treating people with respect, valuing the contribution of others and maintaining a zero tolerance policy for discrimination. Argosy continues to retain talented people to support the delivery of our strategy and recruit new ones as required.

Argosy does have staff who do identify as being part of the LGBT community.

#### Performance

We disclose gender, ethnic and age diversity across the business.

#### Ethnic Diversity





# 90%

Of respondent tenants believe Argosy is very professional in its dealings

## TENANT RELATIONS

Argosy continues to proactively manage its tenant relationships. It aims to create modern, high quality and safe environments that our tenants and their staff can work, prosper and flourish. Our tenants success is our success.

### Argosy's approach

Argosy aims to manage tenant relationships to benefit both parties.

It is committed to ensuring properties are professionally managed, the building environments are safe and provide comfortable occupation.

Strong and valued partnerships are founded on integrity and doing the right thing. The last 12 months of Covid-19 and our tenant survey results has demonstrated that Argosy's integrity has never been valued so highly.

### Performance

Argosy completes annual tenant surveys and looks to target minimum satisfaction levels across various measures including but not limited to; professionalism in its dealings, property management services rating, how well Argosy meets their needs and whether tenants would recommend Argosy as a property partner.

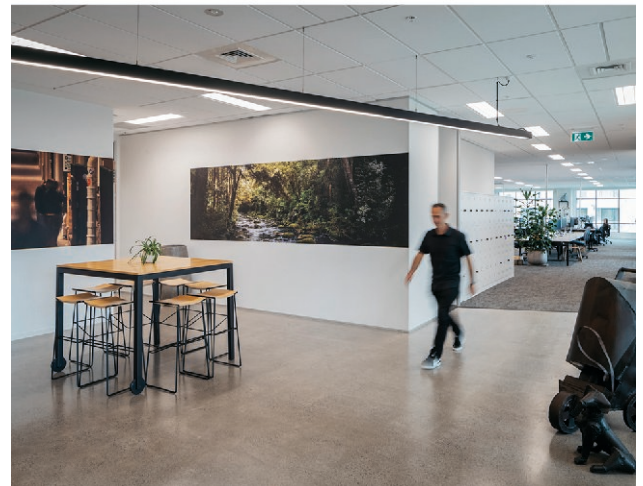


Over 85% of respondents considered Argosy very helpful in addressing immediate Covid-19 issues and over 75% rated its communications as excellent/very good.”

Stephen Freundlich  
HEAD OF INVESTOR RELATIONS

# over 90%

Of respondent tenants would recommend Argosy as a property partner



Top: 7WQ, Wellington Bottom: 82 Wyndham Street, Auckland.

# 100%

Of Precursor Serious Injury or Fatality (PSIF) incidents were investigated

## HEALTH & SAFETY

### Zero Harm

#### Argosy's approach

The focus around health & safety remains paramount to Argosy and the provision of a healthy and safe workplace for its employees, tenants and contractors is unchanged.

Argosy continues to maintain accurate recording and reporting of workplace incidents, supporting innovation and fresh ideas to improve health and safety systems, support for worker participation through health and safety representatives and supporting the safe and early return to work of injured employees.

Led by our Head of Health & Safety, Argosy's health and safety staff regularly participate in industry workshops such as SiteSafe and Contractor Induction Groups.

Underpinning this commitment is our continued innovation and adoption of technology to improve our systems – particularly around recording and reporting of workplace incidents.

Argosy's SiteConnect contractor management system ensures all work carried out on a building is completed to the highest standards and in the safest way possible. It allows real time notifications of risks, emergency procedures and building information to be passed on to a contractor visiting a building through smart phone technology.

Contractors undergo a pre-qualification and induction before any work can start. Argosy has 284 contractors and 1922 contractor staff loaded onto the SiteConnect system, which represents 97.5% of all contractors, a solid increase on 92% in the prior year.

#### Covid-19

With the concerns around Covid-19 Argosy has added a new section into the safety audit that specifically look at personal safety on site in line with Ministry of Business, Innovation and Employment guidelines.

Before a contractor can move up alert levels, they are required to supply a Return to Work policy which is vetted and approved, this ensures that a contractor is meeting all obligation from the authority, Argosy and the tenant.

Argosy schedule regular supervisor/site manager meetings with its major contractors where it takes the opportunity to discuss with those who manage people, its expectations regarding health and safety on site. Argosy has found this is reducing the incidence of tenant complaints during work because of a greater alignment of expectations.

# 89%

Improvement close out rate

## Performance

### 7 Health and safety strategic goals

Argosy wants to create a positive safety culture. Therefore, it is critical that it manages health and safety risks, provide adequate training and resources and ensure that managers and individuals are accountable for their actions or inaction. The seven key strategic goals to provide a safer work environment are;

1. We will proactively identify risks and implement actions to eliminate, isolate or minimise the risk of harm;
2. We will consult and actively engage with employees and contractors to ensure they have the training, skills, knowledge and resources to maintain a healthy and safe workplace;
3. We will improve our health and safety management systems including new pre-qualification format for sub-contractors with the view to increase the skill levels on site.
4. We will actively encourage our contractors and tenants to demonstrate the same commitment to achieving excellence in health and safety performance as we do;
5. We will support the health and wellbeing of staff and encourage the safe and early return to work of injured or ill employees;
6. We will comply with relevant legislation and regulations;
7. We will accurately report our incidents and investigate root causes, in a timely manner.

## Progress

The health and safety initiatives that were operating during the year include:

- New pre-qualification format for sub-contractors with the view to increase the skill levels on site; this is now completed.
- Pre-start project meetings continue to include high risk work based on a risk matrix;
- Regularly monitoring risk mitigation controls;
- New processes in place to deal with contractor health and safety rule breaches;
- Providing ongoing training and appropriate equipment to staff;
- Audit of every contractor at least once a year or as appropriate depending on a contractors incident history;
- Conducting monthly contractors meetings to discuss key health and safety issues. Argosy continues to hold meetings with tenants to ensure a co-operative approach is taken regarding health and safety at their buildings.





Top: 39 Randwick Road, Lower Hutt. Bottom: 107 Carlton Gore Road, Auckland.



# Our Leadership & Governance

"We don't compromise our ethics and principles."

Peter Mence, CEO



## ETHICS & VALUES

### Argosy's approach

Our values guide our internal conduct as well as our relationships with external parties. In striving for outstanding performance, we do not compromise our ethics or principles. We place great importance on honesty, integrity, quality and trust.

### Our values

- **Ethics** – Inspiring trust in our actions by doing the right thing.
- **Culture** – Creating a fun environment that encourages inclusiveness and teamwork.
- **Respect** – Treating all stakeholders with courtesy and understanding.
- **Accountability** – Taking ownership and responsibility.
- **Communication** – Promoting effective communication to all stakeholders.

## GOVERNANCE

Argosy will maintain the highest standards of corporate behaviour and accountability.

### Argosy's approach

The Company is committed to fostering open and transparent communications with investors, ensuring it delivers to the highest standards and comply with the NZX listing rules. Argosy aims to meet all continuous disclosure obligations to ensure that all investors are fully informed of all information necessary to assess the Company's performance.

Argosy aims to uphold the highest ethical standards, acting in good faith and in the best interests of the shareholders at all times. The ethical and behavioural standards we expect of Directors, officers and employees are set out in our Code of Conduct and Ethics.

Argosy's website contains 14 key governance policies which support the delivery of the highest standards of corporate behaviour. Policies include but are not limited to;

- Code of conduct and ethics;
- Conflicts of interests;
- Reporting against the NZX code;
- Diversity;
- Sustainability;
- Insider trading; and
- Shareholder communications.



## Payment date

# 23 Jun

Q4 dividend payment of 1.6125cps

## Performance

Maintain best practice by ensuring a regular policy review framework.

Formal establishment of new committees or sub committees as required.

## Annual Meeting

The Annual Shareholders Meeting (ASM) will be held on 29 June at 2pm at the Royal New Zealand Yacht Squadron in Auckland and is again planned to be a hybrid meeting. The Board has decided on the same approach due to the potential for further Covid-19 interruptions. The hybrid functionality of the ASM allows investors to attend virtually and participate in all elements of the meeting including being able to ask questions and complete all voting.

Jeff Morrison, Chairman, and Stuart McLauchlan will both retire in accordance with the Company's constitution and the NZX Listing Rules and will be eligible for re-election.

All shareholders are encouraged to attend the meeting where you will have the opportunity to listen to and meet the Board of Directors in person.

## Retail Roadshow

After missing out in 2020, Argosy will be commencing its 2021 Retail Roadshow in July. Dates to be confirmed for the event where Senior Management will visit 12 locations across the country. Led by CEO Peter Mence and CFO Dave Fraser, they will present the financial results to 31 March 2021 and provide an update on Argosy's vision of building a better future as well as strategy and portfolio activities. Argosy aims to have some of its Directors to also be in attendance on the roadshow, making themselves available to mingle with shareholders and answer questions.

Argosy encourages shareholders to take the opportunity to attend and catch up with members of the management team and Board. Further information about the roadshow will be provided in due course.



## Annual Retail Roadshow

# July-21

Dates to be confirmed for the 3 week 12 city event.

## Key Dates

*(indicative only and are subject to change)*

### **23 June 2021**

Final quarter FY21 dividend payment

### **29 June 2021**

Annual Shareholders Meeting

### **July 2021**

Annual Retail Roadshow

### **September 2021**

FY22 1<sup>st</sup> Quarter Dividend Payment

### **November 2021**

FY22 Interim results release

### **December 2021**

FY22 2<sup>nd</sup> Quarter Dividend Payment

## BOARD OF DIRECTORS



▲ Jeff Morrison **Chairman**



▲ Chris Gudgeon **Director**

**Jeff Morrison**  
**CHAIRMAN**

### ***Director since July 2013***

Mr Morrison has 40 years of experience as a property lawyer, 29 of them as a commercial property partner at Russell McVeagh, and now practises on his own account. Mr Morrison is a trustee of the Spirit of Adventure and other charitable trusts and holds a number of private company directorships. Mr Morrison is a qualified lawyer with a Bachelor of Laws degree from The University of Auckland. He is also a member of the Institute of Directors in New Zealand.

**Chris Gudgeon**  
**DIRECTOR**

### ***Director since November 2018***

Mr Gudgeon has been involved in property investment, development and construction in New Zealand for more than 25 years. He was previously Chief Executive of Kiwi Property Group and Capital Properties NZ Ltd. He is currently a director of Crown Infrastructure Partners and Ngāti Whātua Ōrākei Whai Rawa Limited. Mr Gudgeon holds an MBA from the Wharton School, University of Pennsylvania and a Bachelor of Engineering degree from The University of Canterbury. He is a Fellow of the Royal Institute of Chartered Surveyors and is a past President of Property Council New Zealand.



▲ Stuart McLauchlan **Director**

**Stuart McLauchlan**  
**DIRECTOR**

### ***Director since August 2018***

Mr McLauchlan is a Senior Partner of GS McLauchlan & Co Business Advisors and Accountants, a prominent businessman and company director. He is a Director of Scenic Hotels Group Limited, Dunedin Casinos Limited, EBOS Group Limited and several other companies. Mr McLauchlan is also Chairman of the NZ Sports Hall of Fame, AD Instruments Pty Limited and Scott Technology Limited. He is also a past President of the New Zealand Institute of Directors. Mr McLauchlan is a qualified accountant with a Bachelor of Commerce degree from the University of Otago, an FCA from Chartered Accountants Australia and New Zealand and is a Chartered Fellow of the New Zealand Institute of Directors.





▲ Mike Pohio Director



▲ Martin Stearne Director

#### Mike Pohio DIRECTOR

##### **Director since February 2019**

Mr Pohio has 25 years of senior executive experience across a range of industries including property, investment, port/logistics and dairy. He is the Chief Executive of Ngāi Tahu Holdings Corporation (NTHC). In addition to being a director on the boards of NTHC subsidiaries and related party companies, he is a director on the board of Te Atiawa Iwi Holdings. He is also Chairman of Rotoiti 15 Investments LP. Mr Pohio holds an MBA from IMD, Lausanne, an FCA from Chartered Accountants Australia and New Zealand and is a Chartered Member of the New Zealand Institute of Directors.

#### Martin Stearne DIRECTOR

##### **Director since March 2020**

Mr Stearne has over 20 years commercial and capital markets experience, primarily gained during his time at Jarden and its predecessors from 1995 until 2015. He currently holds appointments to the NZX Listing Subcommittee, the Takeovers Panel and the Investment Committee of the Impact Enterprise Fund. He is a member of INFINZ and IceAngels. Mr Stearne holds a B.Sc (Hons) in maths and a B.Com in finance from the University of Otago. He is also a member of the New Zealand Institute of Directors.



▲ Rachel Winder Director

#### Rachel Winder DIRECTOR

##### **Director since August 2019**

Mrs Winder has been involved in the property sector for over 20 years across a variety of roles including strategy, portfolio management, financial management and development. Her experience spans across industries from construction to telecommunications and financial services. Rachel is currently Head of Property for Westpac New Zealand and holds an MBA from the University of Otago and a Bachelor of Property from Auckland University. She is also a member of the New Zealand Institute of Directors.

## MANAGEMENT TEAM



▲ Peter Mence  
Chief Executive Officer



▲ Dave Fraser  
Chief Financial Officer



▲ Anna Hamill  
Financial Controller



▲ David Snelling  
General Counsel



▲ Steve Freundlich  
Head of Investor Relations



▲ Saatyesh Bhana  
Head of Sustainability



▲ Marilyn Storey  
Head of Development





▲ Warren Cate  
Asset Manager



▲ Micky Sutinovski  
Asset Manager



▲ Haley Jones  
Manager Property Services



▲ Shamus O'Halloran  
Asset Manager



▲ Rob Smith  
Asset Manager



▲ Wade Allen  
Leasing Manager



To read bios of our people please visit our website:  
[argosy.co.nz/about-us/our-people](https://argosy.co.nz/about-us/our-people)



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