

THE LANDING
BAY OF ISLANDS NEW ZEALAND

SUSTAINABILITY REPORT

2023





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Kia ora,

The Landing has been many things to many people over the last thousand years: a place to forge a new life; a home; a natural resource; a trading post; a vacation retreat; a workplace, and a venue for celebration. Today, above all else, we see it as a place where many unique and significant aspects of New Zealand's cultural and biological heritage can be preserved, protected and nurtured.

At this stage, most of The Landing's sustainability programme – which includes measuring our carbon emissions, sustainable winegrowing, reducing waste, caring for our team and wider community and managing our property responsibly – is well embedded and a matter of business as usual. Our way of working is patient, with successes building slowly over time.

After two decades of continuing reforestation and predator control work, for example, it's gratifying to see the native birdlife here truly flourishing. Our population of kiwi has become known as one of the most abundant in the country, and in March, for the second time, we were honoured to be the release site for a group of rare pāteke (brown teal ducks) from the Department of Conservation's breeding programme.

Recently, we have also noticed uncommon migratory birds visiting our shores and wetlands. In part this is a consequence of there now being rich native habitat available for them. It's rewarding to know we are preserving Aotearoa's unique natural heritage for the future, and we hope our guests' visits are also enriched by the chance to encounter rare native wildlife. An interview on p.28 with Andrew Mentor from Kiwi Coast takes us through the long-term collaborative effort behind great outcomes like this.

Long-term collaborative effort is also behind the success of Rugby for Life, a social support organisation we're proud to have worked with since its inception in 2018. You can read about Rugby For Life's work in our interview with founder – and a good friend of The Landing – Riki Kinnaird on p.39. The wider outcomes RFL achieves, which have little or nothing to do with rugby, are good illustrations of the multifaceted benefits our sustainability programme is designed to support and achieve.

Behind it all, the patient and consistent work of our own team is the driving force in this gradual accumulation of success. Every day our team members are out planning, planting, weeding, growing, pruning, harvesting, building, repairing, cleaning, hosting and collaborating with others, through good seasons like the mild calm winter we enjoyed in 2023, or the challenging ones like the summer of heavy storms and damaging winds that started the 2023 year.

I hope you enjoy reading about the full range of these sustainability efforts this year in this report. Ngā mihi nui,

Peter Cooper
Founder, Cooper and Company



Our Property

The Landing is a 404-hectare coastal property situated on the southwestern point of the Purerua Peninsula, Bay of Islands, Northland, Aotearoa New Zealand. It is a site of significant cultural and historic value, showing evidence of being one of the earliest areas settled by Polynesian voyagers in the late 1300s or early 1400s, and the place where Māori and European people first lived together, laying the foundation of the country's bicultural history.

Within the property today are four privately-owned Residences built between 2003 and 2015, which are also used as premium guest accommodation. A vineyard was planted in 2007, which by the end of 2024 will extend across 13 hectares, producing around 75 tonnes of grapes per year. A winery and tasting room were added in 2020.

Other developments include a significant back-of-house operational compound, a native tree and plant nursery, productive vegetable and flower gardens, a fruit orchard, olive grove and beehives, as well as a jetty and boat ramp, quarry and roading and walking and biking infrastructure throughout the property.

Around 160 hectares of the property have been covenanted for native bush, wetland areas and heritage sites, 130 hectares are set aside for grasslands and vineyard, development sites, and 16 hectares for infrastructure (including operational buildings and roads). Around 90 hectares are currently leased for grazing, crossing over the grassland and future development blocks.



Our Businesses

The Landing is home to several businesses that operationally support and leverage off each other while diversifying revenue streams from the property.

THE LANDING RESIDENCES

Luxury guest accommodation and event hosting in the Residences.

THE LANDING WINE

Wines grown and produced on site, introduced to guests through winery tours and tastings, and sold domestically and internationally.

THE LANDING PROPERTY

Development, sales and maintenance of subdivision lots on the property, development and maintenance of all infrastructure and buildings, grazing, leasing, and olive oil produced for on-site use.

THE LANDING NURSERY

Native tree and plant seedlings and grass turf grown for use on-site and commercial sale.

CHARTER BOATS

Three leisure vessels of varying sizes available for charter transport, fishing and scenic tours.

THE LANDING HONEY

Mānuka and kānuka honey produced on-site.

Our Stakeholders

OWNER

Peter and Sue Cooper are owners of The Landing and associated businesses.

THE LANDING BOARD AND MANAGEMENT

The people responsible for the governance and operation of business activities associated with The Landing.

RESIDENCE OWNERS

The owners of the Cooper Residence, the Gabriel Residence, The Boathouse and the Vineyard Villa.

EMPLOYEES OF THE LANDING

The team members employed by The Landing businesses.

TE TAIAO

In accordance with tikanga Māori, the land, water and air are acknowledged as holding a right to continued existence and integrity.

IWI AND HAPU

The local hapu Ngāti Torehina who hold mana whenua over the southern Purerua Peninsula, and Te Tai Tokerau iwi Ngāpuhi.

BAY OF ISLANDS RESIDENTS

The community from which we draw many of our employees.

GUESTS OF THE LANDING

Local and international visitors who spend time at the property.



Our Values

As custodians of The Landing, we are committed to honouring its history and potential by evolving, developing and rejuvenating the land, nurturing its people and sustaining its culture. As a place where Māori and Pākehā people have lived and worked together for over two centuries, we regard The Landing as bicultural turangawaewae – somewhere both cultures can regard as a foundational ‘place to stand’ and where guests can feel connected to and empowered by this shared history. The property is a taonga that will increase in value over time under our kaitiakitanga (guardianship).

WE FOLLOW THREE GUIDING PRINCIPLES

WHAKAUTE RESPECT

We build relationships through mutual respect. We honour our landscape, heritage, culture and people, in their common ground and diversity.

KUMANU CARE

We take care in detail. We constantly question our best, refine the refined, challenge the status quo and quietly evolve to ensure we are creating an environment where people and nature can thrive.

TAUTINEI SUSTAIN

We are committed to sustained intergenerational kaitiakitanga.

OUR SUSTAINABILITY PARTNERS

TOITŪ ENVIROCARE

Toitū Envirocare is New Zealand’s leading carbon emission assessment and accreditation agency. Its name translates as ‘to actively sustain’. The agency works with all types of businesses to assess, accredit and give guidance on managing environmental impacts.

SUSTAINABLE WINEGROWING NEW ZEALAND

This internationally respected organisation provides an annual audit and review, last issued in September 2023, which provides assurance that vineyards and wineries are adhering to sustainable standards and practices that are subject to continuous improvement.

Our Recognitions

NOVEMBER 2022

New Zealand Tourism Awards
Conservation Award
Finalist for Environment Award

JULY 2023

Lion New Zealand Hospitality Awards
Best Luxury Accommodation

SEPTEMBER 2023

Luxury Travel Magazine Gold List
Finalist

NOVEMBER 2023

HM Awards (Australia, New Zealand and South Pacific)
Best New Zealand Luxury Lodge
Best Environmental Programme

“These four awards and two finalist acknowledgements are very pleasing recognitions, especially as they come from both industry peers and cultural arbiters. It has taken a great deal of hard work by the entire team across many years to accumulate these excellent results. The awards further establish The Landing’s credibility as a leader in sustainable luxury accommodation, which is a category of growing importance to travellers, and significant to the long-term sustainability of the business.”

– *Garth Solly, general manager, The Landing Residences and director of hospitality, Cooper and Company NZ*

Our Progress

2023 Sustainability Goals

Mana Whakahaere Governance 2023 Goals

Stay on track for Year 2 Toitu carbon reduction goals
ON TRACK

Reduce purchased electricity emissions by 15 percent by Year 3 through on-site renewable power generation.

ON TRACK Onsite renewable power generation has not been implemented but overall power was reduced by 14% from Year 1 to Year 2.

Reduce electricity used in Cooper Residence by 10 percent through transition to LED lighting and powering down when unoccupied.

ON TRACK Some LED lights were introduced as a testing strategy but proved uneconomic to pursue at a wide scale. Through better power-down management, electricity usage was reduced by 32% from Year 1 to Year 2 at the Cooper Residence.

Reduce purchased diesel by 10 percent through efficiencies in vehicle use, ensuring right-sized equipment and phase-in of EVs, staged over the next three years.

UNDER MANAGEMENT From Year 1 to Year 2 diesel emissions increased by four tonnes but work continues to decrease the diesel usage.

Reduce purchased petrol by 3.5 percent through efficiencies in vehicle use and greater use of battery-powered hand tools.

UNDER MANAGEMENT Carbon emissions from petrol use were reduced by two tonnes from Year 1 to Year 2.

Complete waste audit and implement approved changes.

AUDIT COMPLETE AND CHANGES UNDERWAY

The waste audit has been completed and a report done. The findings and recommendations on how to streamline the waste operation with an aim to reduce waste to landfill will form the basis of a new waste-related goal for the kitchen.

To engage with The Landing Trust on mutually beneficial projects.

COMPLETED: ECOLOGICAL SURVEY COMMISSIONED

In May 2023, a proposal was presented to The Landing Trust for the funding of an ecological study of The Landing. The proposal was approved and work began in August 2023. The survey is expected to be completed in March 2024. Read more about this project on page (number to be added)

Te Taiao Environment 2023 Goals

Combine composting systems across the vineyard and landscape businesses with a view to increasing compost volumes and reducing bought compost.

UNDERWAY Following a review of the quarry and upper hardstand, a masterplan for these facilities is being developed. The two areas will be distinct, the hardstand for storing capital materials (fencing, vineyard nets, culverts) and the quarry for consumable materials (mulch, aggregates, compost etc). This has impacted the compost bin installation – temporary storage will be utilised until construction is completed.

Review single-use plastic use in hospitality with a view to reducing the overall use and integrate alternative solutions.

REVIEW COMPLETED A number of alternative solutions for single-use plastic have been researched and introduced, including replacing single-use water bottles with reusable alternatives in the gym and on The Landing's charter vessels. Plastic milk bottles have been replaced by using refillable glass bottles at a Bella Vacca refill station in Waipapa. Gladwrap has been all but eliminated by using plastic food storage containers and tin foil as an alternative. Compostable rubbish bags are being trialled to find the most suitable brand.

Create a biodiversity map of the property.

UNDERWAY In May 2023, a proposal was presented to The Landing Trust for the funding of an ecological study of The Landing. The proposal was approved and work began in August 2023. The initial desk work has been completed and the on site part of the study will take place over summer 2023/2034. This will include data on soils, vegetation type and cover, notes on the presence or absence of birds, fish, lizards and insects, and recommendations for future goals for The Landing's biodiversity. The survey is expected to be completed in March 2024. After this, a biodiversity map will be created for the property.

Write and implement a policy on sustainable fishing practices and increasing catch and release.

COMPLETED A policy has been written and implemented by the team crewing The Landing's charter vessels, which sets higher-than-legal standards for kept catches (higher minimum snapper size and lower daily catch per angler), specifies higher welfare techniques for fishing (line fishing and circle hooks), encourages catch-and-release and prioritises self-caught bait fish over purchased bait fish to minimise packaging waste. All The Landing's charter vessels are skippered, with the policy enforced by the skipper.

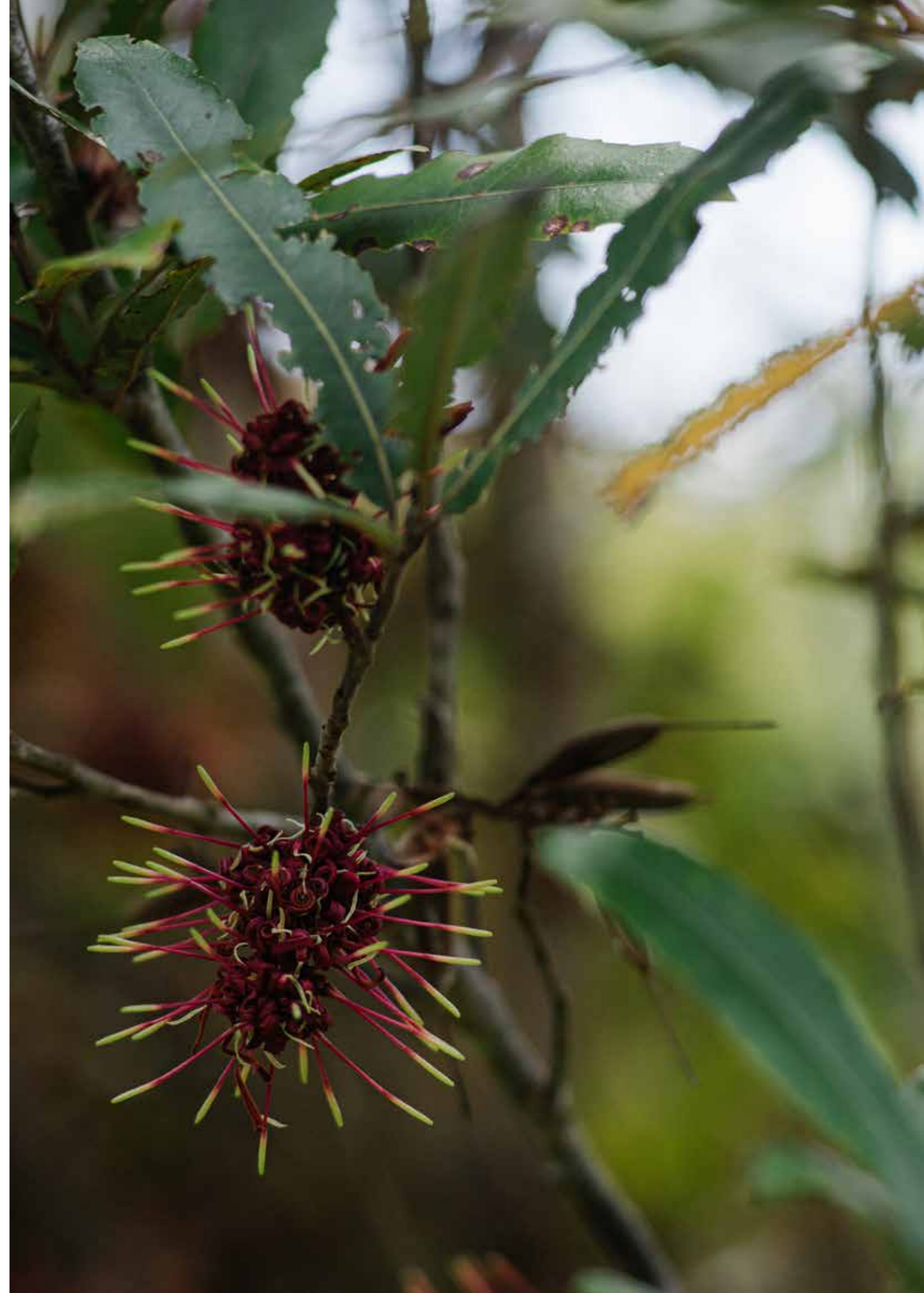
Te Tangata People & Culture 2023 Goals

To implement the Mental Health Wellness Programme Groov for employees of The Landing.

NOT ACHIEVED Due to the way the Groov programme content is delivered, which is primarily through webinar, the programme has turned out not to be suitable for the team at The Landing. An alternative mental health programme will be considered.

Create a Welcome Pack for new employees.

COMPLETED The work done for the Cooper and Company Auckland office Welcome Pack was shared with The Landing and is being adapted for use at The Landing.





Mana Whakahaere *Governance*

The 2023 year was a return to normal operation for The Landing in terms of international visitor access, although numbers were still subdued. A wet summer in 2022/23 with heavy rains, flooding and Cyclone Gabrielle in the early months of the year meant the property sustained damage to beachfront areas, necessitating repair work on beach stairs and the sea wall. The weather also caused some losses in the vineyard, with a lightning strike affecting a small number of vines in one of the new planting blocks and the wet summer resulting in a significantly smaller crop than the previous three years.

BUSINESS AS USUAL

SUSTAINABILITY MANAGEMENT

The Landing's sustainability progress is overseen by Sarah Hull, Cooper and Company's Director of Brand and Sustainability, and reported to The Landing boards on a quarterly basis. A 'Green Team' has been in place at The Landing since 2022, with members from a range of operational roles at The Landing: Tim Robinson (operations), Tereza Byrne (vineyard), and Zak Kempthorne (landscape) and Peter Worley (landscape) to lead and feed back ideas around sustainability practices on a regular basis.

SUSTAINABLE WINEGROWING

The Landing Wine is certified as adhering to sustainability standards and practices issued by Sustainable Winegrowing New Zealand and goes beyond a number of these standards. Sustainable Winegrowing NZ sets standards for the wine industry in six focus areas: soil, water, plant protection, waste, people and climate change. Vineyards and wineries are required to document water use, chemical spray use, waste and recycling, prioritise low-chemical methods, monitor soil health and provide good working conditions.



GREENHOUSE GAS EMISSIONS REPORTING

The Landing is reporting on Y2 (2021/22) of its carbon reduction journey, as audited and accredited by Toitu Envirocare. In Y2, emissions have decreased by 6 percent compared to Y1, although this is still 5% above the baseline year (2019 / 2020).

Compared to the last reporting year, emissions from diesel use have increased by 4tCO₂e (3.8%) offset by decreases in emissions from electricity (-14%), petrol (-12.5%) LPG (-33%), fertiliser (-44%) and waste to landfill (-37%). The increase in diesel use was mainly due to additional travel outside the property, including to the Cooper and Company office in Auckland and for plant deliveries from the nursery.

Diesel use produces around 62% of all emissions (up from 56% in the previous year) and is our highest priority for reduction where possible. This fuel is used in our tractors (used in the vineyard and landscaping), mowers, boat (used for guest transfers and sightseeing) and in company vehicles used both on the property and further afield.

Diesel emissions, while the largest category, are perhaps the most difficult to significantly reduce, given the nature of many of the vehicles and machines that use it. While electric vehicles are becoming more accessible, there are no electric utes, tractors or mowers that can achieve the results needed. Fuel use reductions will be best gained by analysis of vehicle use to reduce machine hours or kilometres travelled. Vehicle

use by management and administration staff is a significant contributor to diesel use, so some of these vehicles may be replaced by electric or hybrid vehicles over time.

Over recent years, The Landing has undergone a major vehicle and equipment upgrade, meaning the fleet is relatively modern. Off-property travel for wine and nursery sales is likely to increase over time. The wine sales vehicle will be able to be replaced by an EV or hybrid in time, but with no electric utes in the immediate pipeline it may be some time before the nursery vehicle is able to change. The appointment of a wines sales manager, and the need for that person to travel widely will increase mileage and diesel consumption.

Electricity usage accounts for a further 19% of carbon emissions. The biggest users of electricity are the winery, the Cooper Residence and the operations compound, which houses workshops, offices, lunchrooms, staff ablutions and plant nursery. Electricity usage was down, with the largest savings recorded in the Cooper Residence and the winery. An electricity audit on the Cooper Residence and Boathouse will be carried out to identify further areas of potential energy savings, particularly with respect to any non-LED lighting and underfloor heating use.

TOITŪ CALCULATION CHANGES

Since we published our last Sustainability Report, there have been some changes in the way Toitū Envirocare, the agency that issues our greenhouse emissions accreditation, makes its calculations.

The first change occurred in August 2022. The Ministry for the Environment decided that a change in methodology was needed for calculating the electricity emissions factor in Toitū emissions assessments. This change was retrospectively applied to all emissions assessments, and affected all Toitū-rated organisations that have electricity as part of their emissions total.

Depending on how large a factor electricity is for each organisation, this change could affect overall emissions totals slightly or substantially. For The Landing, this had a moderate effect, as electricity use accounts for a reasonable portion of our emissions. In consequence, all The Landing's baseline electricity emissions totals were revised slightly upwards, dating back to our first assessment in 2019.

The second change was in August 2023, and will be applied to future emissions calculations. This applied to the emissions factor relating to petrol and diesel. Emissions factors change over time for a variety of reasons – such as vehicles becoming more fuel-efficient, the country using more thermal generation in one year compared to another, etc. The Landing has a vehicle fleet, all of which are presently petrol or diesel-powered, as well as power tools and generators that are diesel-powered, so this change will have some effect on our overall totals. The precise effect will not be known until next year's emissions calculations have been completed.



2023 Projects

THE LANDING FARM ENVIRONMENT PLAN

A Farm Environment Plan outlines how a farm's resources, environment and management system can work together to protect the land for the future. All farms in Aotearoa New Zealand are required to have a Farm Environment Plan by 2025. This year, The Landing team worked with farming advisor Ian Hanmore of Hanmore Land Management, the farmers who lease grazing land from The Landing and the Northland Regional Council to complete a plan with a focus on protecting native forest, waterways, wetland and coastline through improved

fencing and reducing erosion through retiring poor grazing pasture in favour of reforesting or planting additional vineyard blocks. Soil types and land contours throughout the property are identified in the plan, with recommendations made as to the most sustainable land uses for the future. Much of the protective work identified in the plan has already been achieved over past years and follow-through on the plan will continue over the next several years. There is no compulsion to enact all the recommendations however, and a review and screening process will occur to ensure that works carried out have a reasonable beneficial result to the property as a whole.

LAUNCH OF THE LANDING WINE CLUB

A long-term project came to fruition with the launch of The Landing Wine's membership programme. The Landing Wine Club was developed alongside the three-year extension of the vineyard, which over time will increase the current production of the vineyard by over a third, leading to a step-change in scale for the operation. One of the core reasons for developing the Wine Club was to deepen The Landing's relationship with its community of customers, facilitate richer feedback and enable customers of the business the opportunity to connect directly at members' events.

New sales processing and inventory systems recently implemented will improve The Landing's ability to manage wine distribution in-house, which will make shipping more efficient and improve economic sustainability. The annual membership to the Wine Club includes an allocation of two cases of The Landing wines, as well as a range of members' rates on accommodation at both The Landing and The Hotel Britomart in Auckland, charters on the Cooper and Company-managed vessel Ata Rangi, and experiences at The Landing Tasting Room at the winery. As well as opening up a new revenue stream for the winery operation, the creation of the club has allowed The Landing, The Hotel Britomart and Ata Rangi

to continue to work together more closely, creating a more interlinked and mutually supportive brand culture within Cooper and Company.

STATE OF THE LANDING: AN ECOLOGICAL SURVEY

In May, a proposal was presented to The Landing Trust for the funding of an ecological study of The Landing. The proposal was approved and work began in August 2023. The initial desk work has been completed and the on-site part of the study will take place over the December 2023/January 2024 summer period. This will include data on notable bird, fish, insect and lizard species found at The Landing, as well as

soil types, existing vegetation and the kinds of vegetation that might be expected historically in different soil areas.

The survey is expected to be completed in March 2024, with a report produced thereafter. This report will form the basis for a biodiversity map of the property, which will be available to guests and interested community parties, and the data from the report will be made available to researchers, scientists or agencies who would find it useful. The Landing will use the report to inform future planting and conservation strategies that may help mitigate the effects of climate change and encourage further biodiversity on the site.

INTERVIEW

REBECCA LODGE

Bay Ecology



Ecologist Rebecca Lodge has been working with The Landing to create a biodiversity profile of the property that takes into account soils, vegetation, native and introduced bird, insect, fish and animal species, and offers advice on how The Landing team can best recreate high-quality native habitat that encourages the return and flourishing of native biodiversity.

SARAH HULL Hi Rebecca. Could you describe the work that you're doing at The Landing?

REBECCA LODGE I'm going to do an ecological inventory of what was at The Landing historically, what's there now, the influence of the re-vegetation and what trajectory we could push to get the expected native species compositions in the various areas through the property. We're sort of making a prediction of where the vegetation at The Landing should be, which may vary from where it's headed at the moment. We're looking to drive the vegetation towards the expected primary composition that should be there, rather than subduing the expected composition with planting schemes that are successful but might not be authentic.

SARAH What's the main reason the native forest might not have achieved the natural composition that would be expected for the area, given that there's a mix of indigenous native forest and reforested native bush on the property?

REBECCA A lack of seed sources generally influence the trajectory of the vegetation. Unless you introduce mass later-successional stage tree species, the native forest is always going to remain in an early to mid-successional state.

SARAH Am I right in thinking the reason we see lower numbers of certain native birds, like wood pigeons, is that there aren't many native fruit-bearing trees here, like karaka?

REBECCA Yes, there aren't enough to sustain large populations. The kiwi you have here are very generalised in their habitat requirements. As long as there's really good pest control, they will live anywhere. They're very

adaptable. They can go from pine forestry, native forestry, vineyard, stream margins to kikuyu grass, as long as there's a water source.

SARAH So while the pest control has been primarily done to protect the kiwi, other birds are benefitting from it too, but some birds are not regenerating to the same degree because of the native vegetation mix?

REBECCA Certainly pest control that targets a flagship species like kiwi confers protection to everything else. But if the vegetative requirements of a bird species are not there, then they're not going to flourish. So kiwi are well-suited to the current forest, but we're never going to get a resurgence of frugivores, especially large kākūpa [woodpigeon] that require bulk fruit and leaves, unless there is a shift in the vegetation. Kanuka, manuka, some of the pseudopanax, they give a broad temporal supply across winter, but you need those bulk-producing large-stature, later-successional trees.

So, supplementing the areas of revegetation or even a new revegetation would help. The Landing has such an ability to manage things here. You could skip some of the very early successional planting or load that planting with larger trees that often take a bit more care. A lot of revegetation is almost like a bandage, and there's an expectation that it will develop into a mature forest but you usually have so many constraints.

SARAH We've recently noticed some rare migratory birds at The Landing, like bitterns and eastern curlews. How do they fit into The Landing's current environment?

REBECCA For the bitterns, the tall raupo wetlands are their preferred nesting habitat. The pest control is a critical layer over that, because they're often ground-dwelling and

a bit dumb, so they tend to freeze up. You've got prime bittern habitat in these wetland gullies. This peninsula is blessed with large, intact sedge and raupo wetlands because the hydrology is so reliable and the wetlands have width, that means that some predators aren't able to get into the middle, where the birds are.

SARAH With those rare birds arriving here, are they coming here because this peninsula is geographically in a good place for them or is it because it's one of the places left where they can find food and safety?

REBECCA Species have memories. For thousands of years of birds have been coming here. Whether they get eaten when they land here is another thing, but they have a memory [that brings them back to the same place]. It's the same with fish. They go back to the same place to breed, and whether they survive long enough to go onto their breeding, and then successfully complete their lifecycle, depends on what they encounter locally.

SARAH As part of the study you also take a look at the soil as well, don't you?

REBECCA It's the main driver, really. The abiotic layer underneath our vegetation dictates what can grow there. In some parts of the property, there's one soil type where the predicted vegetation layer is kahikatea and puriri, and you've actually got a reasonably nice representation happening there. Through the drier, higher ridges, you have a different soil type that's predicted to be more suited to kauri podocarp. Another soil type is more suitable for taraire and tawa; they should be within those soil types. Then you have layers of aspect, moisture, altitude. What you would get in the gully by the wetland is different than what you would get up the top on the ridge, even within those soil types. The natural patterns have been subdued by

the original burn-off of the early pioneer species [back in the 1900s, when much of the property was converted to farmland] and then the biodiversity sort of got stuck at that point for 50 years from lack of pest control. When you lose seed sources, you lose vectors, like wood pigeons no longer coming here pooping out seeds, so there's no regeneration. The mass revegetation work that's been done is fantastic, but again, it's focused on those early to mid-successional species and so you're never going to quite get an environment that has a full range of forest types.

SARAH When it comes to the insects and geckos and other fauna, how do you count those?

REBECCA Herpetofauna like geckos are difficult. It's almost against the Wildlife Act to search intensively for them without a permit. What I tend to do is just investigative ruffling around to see if they're there and then put out tracking tunnels. They have to stay out for about three months until the lizards get used to them. You would target fruiting trees or areas where you would expect to see them. Nice warm rocky areas. That coastal boulder forest over on the west coast of the property really intrigues me. I want to get stuck into that.

SARAH Can you talk a bit more about that?

REBECCA There's a remnant of native coastal forest on the property where there's some lovely little short coastal creeks. You have some large remnant species growing in beautiful scree. It's slightly unique and where you have rare environments like that, you tend to get rare vegetation and that also then promotes fauna that might not be other places. I'm going to do a fish survey as well, because there's data for predicted species, but from my own experience that tends to be quite limited and we find all sorts of other interesting freshwater fish as well. I would suggest that we're going to find pretty much some of everything, which is exciting.

SARAH Will you be looking at the shoreline or sea in your survey at The Landing?

REBECCA I'm not a marine biologist. That's more specialised. Certainly at the interface, we'll be looking at potential spawning sites. Hopefully we can target those runs, because many New Zealand native fish spend part of their lifecycle in the sea, so what's happening in the ocean hugely affects what happens on land. And also with your migratory birds, the influence before they even get the chance to get here on their journey, what's happening out at sea – pollution, weather events – again, there's layers of that before they even get here. So the shore and marine environments



are intimately tied with the land, but my work is going to be focused on the terrestrial site.

SARAH Where are you up to in terms of the work on the property?

REBECCA We're about to kick off with our fieldwork. We've done the desktop review of all the information and on that basis we've selected the sites to target incorporating original vegetation and the revegetation layer over the top of that. Also the different types of ecosystems based on those soil types, aspect, and so forth, so we get nice coverage and representation. And then we're going to do the wetland survey and fish survey, winding up at the end of January because that's the time everything's active and noisy and obvious and that makes fieldwork easier, and coincides with spawning so we can check and see if we've got successful spawning areas. You have the gobiomorphous family, which are the bullies, and galaxias which are inanga. And we also expect eel smelt.

Then it's back to the indoors part. The statistics will give us some output, like the species that should be, could be, would be expected to be there. I know Tim [Robinson, operations manager] has said on a few occasions he's surprised about the lack of undergrowth in some of the revegetated areas, so we'll consider why that's not happening. And we'll describe patterns for future revegetation so we can get a really specific association between the soil and plantings. The revegetation here looks good and does the job to a point, but it's not necessarily the authentic zoning we would expect. You have the privilege of being able to create that here, which is amazing. Usually

no one gets an ecologist in unless they're told to, so I'm excited by that. It's usually linked to a resource consent process and people are usually resistant to the results. For me, a project where it's voluntary, following on from a huge amount of work that's already done, that's really exciting.

SARAH Would other organisations be interested in these results to use for their own work and studies?

REBECCA There is a National Vegetation Survey Bank, the NVS. I've accessed information from that. They have long-term plots all over the country and have for decades and decades. They guard their information quite tightly. You cannot say where the plot is, you can't publish, you can't go and revisit it without permission, but I have located one on the peninsula and I can, if The Landing is happy with it, log this information in the NVS. These plots, because we're going to mark them and my report will be a permanent record, they can be revisited in five years, 10 years, 25 years, beyond our lifetimes, which will become an amazing resource in future. That's the kind of thing us botany geeks love.

SARAH Where do you think the value lies for landowners in doing surveys like this?

REBECCA Developing an association between soils and vegetation and fauna that is well adapted to a site will make that site more resilient in future through climate change, through drought, through sea level rise. Having what's meant to be there will mean you have the most resilient and adapted ecosystem into the future. It's a legacy, basically, a legacy project. It's amazing.

Mana Whakahaere *Governance*

Goals 2024

GOAL 1

To set a schedule for The Landing's sustainability team to meet regularly with sustainability teams from other Cooper and Company businesses to share progress, ideas, opportunities and challenges.

GOAL 2

To establish formalised policies around sustainable purchasing and minimising plastics.

GOAL 3

To create a biodiversity support plan following the recommendations of the biodiversity report being prepared by Bay Ecology.





Te Taiao *Environment*

The reforestation of The Landing property with native plants has been ongoing for over two decades. In recent years, this effort has extended beyond the property, with an annual giveaway of native seedlings at The Landing's sister property, Britomart in Auckland, to help people establish native plants in their own backyards. This year saw a new partnership with The Hotel Britomart that uses native reforestation to further both The Landing and The Hotel Britomart's environmental goals.

Alongside native reforestation, 2023 saw an increased focus on measures to protect and support the wildlife living within the property's forest, waterways and wetlands. Pest control efforts were stepped up to help protect a flock of rare native ducks introduced to the property, and an ecological survey was commissioned to give a full picture of the property's flora, fauna and soils, along with advice on how to encourage the ecological composition of species that might naturally be expected on the site.

In the vineyard, the team continued to nurture the new planting blocks after a rough summer of high winds and rain. An additional 2000 vines were added to the vineyard, with another 1500 yet to come in 2024. As these vines move into production, expected harvest volumes will rise by over 50 percent by 2028.

Within the Residences, a focus has been reducing electricity use through more regular power-down processes, as well as reducing waste associated with guest stays. One way this has been achieved is through the purchase of a water-bottling system and still and sparkling filter tap instead of buying in bottled still and sparkling water.

BUSINESS AS USUAL

REFORESTATION

More than 10,000 plants and trees were added throughout the year for wetland, landscape and coastal enhancement, mainly underplanting tree species into existing kanuka forest. This year, with permission from the local hapu Ngāti Torehina, members of The Landing team joined local trappers on three visits to Harakeke Island to collect native seeds and cuttings that are not commercially available. Subsequently, new native orchids, ferns, shrubs and sedges have been propagated in the nursery and planted out in the landscape.

NATIVE TREE GIVEAWAY

Our annual Greening the City tree giveaway in Auckland, in association with Britomart, was held in April. Over 3500 native trees were given away for people to plant in

their backyards in exchange for a gold coin donation, raising over \$7000 for the Motutapu Island Trust.

PEST CONTROL

Pest control measures continued at The Landing, including possum, rat and stoat control, hare control and a focus on feral cats. Trapping specialist Amy Knopers and her tracking dog Toby spent several days at The Landing in July tracking a trio of feral cats that were preying on a group of native pateke ducks that had been released on the property months earlier, as well as other native birds. After a group effort, the feral cats were eliminated from the property. The Landing also assisted trappers to travel by boat to nearby islands in the bay to extend pest control offshore.

INTERVIEW

ANDREW MENTOR

Mid North coordinator for Kiwi Coast



A long-time pest control expert and Northland local, Andrew Mentor helps lead the largest community-led birdlife restoration project in the country. The Mid North region stretches from the Hokianga to the Bay of Islands, and includes the Puruerua Peninsula, where The Landing is located.

SARAH HULL Hi Andrew. Would you like to give us a little background on Kiwi Coast as an organisation and what its goals are?

ANDREW I'm the Mid North coordinator for Kiwi Coast as well as the Project Manager for Pest Free Puruerua. Kiwi Coast has existed as an entity in Northland for 10 years, and it has expanded from no more than 20 land-care groups to something like 220 land-care groups over that 10-year period. We've been working with The Landing for about seven years.

SARAH Do you find that as you start getting on top of the pests in an area, the balance between the pests and in The Landing's case, the kiwi, starts to escalate in terms of returns?

ANDREW If you help out a bird species a little bit, you start to see some increase in bird population. You're taking off the intense pressure from very high numbers of pests. You see some increase in birds, but then you've got to sustain that level of pest control. But as you remove more pests and predators, it gets harder to get rid of the last 10% or 5% or 1%. That's because as we remove the very high numbers, we are left with more abundant food supplies and animals that are trap-shy, toxin-shy, human-shy and able to avoid detection so much more.

SARAH In general, how is the peninsula going?

ANDREW We've split the peninsula into four zones. The Landing is in Zone 1 and had 0% possums detected in March/April. So very, very low possum numbers. It doesn't mean they're completely eradicated. It relies on the possum to eat a wax tag, which are randomly spread throughout the peninsula. If they don't interact with the wax tag, you can get a zero result. But our camera work is showing very, very, very few.

SARAH How about stoats, rats and feral cats – they're also an issue, aren't they?

ANDREW Cats and stoats are next down from possums. We consider cats and stoats to be predators in that they're actively killing birds, whereas rats and possums are pests in general. They'll eat a lot of vegetation as well as fledglings and eggs. The two main predators are mustelids – stoats, ferrets and weasels – and cats. There are no ferrets on the peninsula. There are very few stoats; around a few dozen trap catches of stoats per year, which is quite low. The stoat population take out 95% of kiwi chicks. You can successfully hatch a chick, but within six months, 95% of them are killed by stoats and feral cats take a few as well. Add roaming dogs taking out adult birds, and you can lose a potential 60 kiwi chicks from one kiwi pair over their lifetime of breeding. If you hit kiwi from all those different angles as well as roadkill and urban development, then your population will quickly decline.

In the first a hundred years or so of colonisation and human habitation, there was a 90% reduction in kiwi, with the subsequent hundred years seeing another 90% gone. All we are doing now is looking at the last 1% of the original population and trying to maintain that and get it to breed as best it can and to take the pressure off. Here on the Puruerua Peninsula, you've got quite good dog control, you've got very good stoat control, you've got cat control, so the kiwi breeding rate is equivalent to a possum's rate. There are 2000-3000 kiwi on this peninsula, which is a phenomenal number. We hear of people seeing 20 or 30 kiwi in one night here. Pretty much nowhere else in New Zealand or the world will you get that level of density. So it's super, super special.

SARAH What would be the next step here for the kiwi then?

ANDREW It would be good if they could repopulate the rest of Northland. But to do that they've got to grow up and fight their way through hundreds of kiwi territories. Adults will boot their kids out of their territory and into another territory. Those chicks get hammered and beaten up and stressed particularly as it dries out, as they've got shorter beaks. So as the soil and clays dry out, they won't be able to get down to where the food and moisture are. They will typically lose condition, dehydrate, emaciate and die.

With this El Nino season, that's a concern. They love the water. And don't forget that if you get a brilliant season, the adults are voraciously feeding to build up condition for the next lay. With their long bills they're going down deep for the worms. The little guys haven't got beaks that can go down to that level. So in addition to the dryness, you've got a lack of food through competition because the adults are feeding within that territory.

SARAH Even though Kiwi Coast is the name of the organisation, it seems all the native flora and fauna are benefiting from this kind of work, from the vegetation to other birds, lizards and insects.

ANDREW The kiwi is the poster child with the cuteness factor.

SARAH The Australasian bitterns [pictured top right] now found at The Landing also benefit from the work you're doing for kiwi. Is there anything you do differently for bitterns? I believe DoC is monitoring calls counts.

ANDREW Yes, DoC and Kiwi Coast and the Regional Council and Fish & Game are all doing patches. The bitterns definitely benefit, as do the spotted crake and the fernbird and the penguins and the grey-faced petrel, which are all on this peninsula.



SARAH As you say, the kiwi is the poster child for "bird protection", but do you feel there's a need for the other birds to be brought out into the light so to speak – a need to let more people know about them?

ANDREW Yeah, absolutely. Some sort of biodiversity cataloguing is good, in that it's identifying and then knowing a bit about them. The whimbrel that we saw at The Landing a couple of weeks ago is a good example. At first we thought that was an Eastern curlew. The long, curved beak is typical of an Eastern curlew or a whimbrel. Same family, slightly different species. The migratory birds come through from Siberia and they come in numbers of about 60 or 70 whimbrel to New Zealand per year. So that was one of 60, one of very few that happened to land on the beach down here. The eastern curlew, eight to 10 per year would come down. There was a pair of red knot there on the beach as well. All quite rare visitors.

SARAH I imagine a lot of the time people don't even see those birds when they're visiting, but does it feel like there's starting to be more sightings of birds like that at The Landing?

ANDREW The numbers coming to New Zealand are less and less because the numbers in total in the world are less – like halving every

couple of decades. That's because of habitat loss in China and in North Korea as swamp and feeding grounds are being reclaimed, hunting and predation as food sources. And then climate change on top of that will do something. We just don't know what.

SARAH What would you say the rarest bird at The Landing would be then?

ANDREW If you take that bittern as an example, there's 750 left total in New Zealand and declining. On the Puruerua Peninsula, there's probably half a dozen to a dozen. That's because of loss of wetlands over time and also they've become fairly spread out throughout the country. We'd like to get that 750 to being a stable or increasing population just by people being aware that roadkill at night, hedgehogs, possums, rats and stoats all affect their breeding success. The more we can find out about their habits and migration patterns, the more we can proactively do something to help. Do they migrate within New Zealand? Some scientists have an idea, but it's not commonly known what their habits are, or at least it's not conveyed widely.

SARAH So, the bitterns are obviously still on the mainland. Is the main push to keep removing predators and restoring the

wetlands so they can have an environment to live happily in?

ANDREW Right. Wherever there's unproductive farmland, let it revert into swamp, that type of thing. There's less than 10% swamp in New Zealand. It's 90% gone, only 10% left of what was originally there. So other wetland birds like the spotless crake and the marsh crake and the fernbird all benefit as well.

SARAH What can the general public in Northland do to help?

ANDREW Firstly, education and awareness. Partaking in the annual Backyard Bird Count is a good easy entry point. You sit on your deck for an hour once a year and you count the number of birds that you're hearing. Be a responsible dog owner and keep your cat inside at night. In terms of the wider picture, we are building a kiwi rehab centre on the other side of Waipapa. At the moment, sick and injured kiwi have to go to Whangarei, and so you've got a delay of two hours of travel to get them down there. So you can imagine some people would think twice about even bothering. Something like 30 kiwi a year are taken in for rehabilitation.

INTERVIEW

CHANTELLE POVEY

Guest services assistant and kiwi walk guide



As part of each guest stay, guests are invited to take a night walk through native forest and wetland to spot kiwi at The Landing. Chantelle Povey regularly leads these walks, which give guests the opportunity to learn about New Zealand's national icon and The Landing's conservation practices.

SARAH HULL When you take guests on a guided kiwi walk at The Landing, how does that experience go? Do you give them guidance on how to minimise disruption to the birds and increase their chances of spotting them?

CHANTELLE POVEY I start by making my way to the guests' Residence, introduce myself and talk about the health and safety aspects. Our torches have a white light and a red light. We encourage guests to always use the red light as kiwi cannot visually detect this colour. It is best to not shine the light directly on the bird, instead just to the side to further minimise disturbance. To increase your chance of spotting a kiwi, we recommend soft voices. It is known that the birds have somewhat terrible vision, which heightens their other senses. So if you want to catch a glimpse, it is best not to let them know you are coming.

SARAH How many kiwi might you normally see and what's the most you have ever seen?

CHANTELLE It really depends on the season. In winter it can be a bit slow-going. You are lucky to see between one to three. In saying that, all you need sometimes is one close-up sighting to make it a special experience. As the season moves into summer it gets more exciting. I personally have seen just under 30 in one evening. Over time I have discovered that the amount of rain you get over summer can impact the number of kiwi roaming. In 2023 we had so much rain that Northland avoided a drought. This meant that kiwi did not need to venture very far for food and water. Everything the birds needed to survive was fortunately right on the doorstep of their burrows. For guided walks this meant that sightings became less frequent as the kiwi did not tend to be out in the open areas. At the other end of the spectrum, during a drought, kiwi tend to congregate in the Village Green [an area of open field between the bottom

of the wetland and Wairoa Bay] as it was the last place on the property that the birds could easily get their beaks into the ground to find food.

SARAH. So, the drier the summer is the more likely you are to see them come out further?

CHANTELLE Yes. Kiwi try to stay around their home as much as they can and you will find that the earlier in the evening you go, the closer they are to their burrow. While you can still get a sighting, they tend to run quickly back into the dense bush. On the other hand, if the birds are immersed in searching for food you can get so close that they almost brush against your leg. It is known that kiwi can travel around five kilometres in one evening. Because we have a growing population at The Landing, kiwi do have the need to spread out to find enough food.

SARAH Where do you most commonly find them?

CHANTELLE Around the wetlands is where the most common sightings occur. On guided walks with guests, we walk around the plethora of tracks available. We will start at the Residence where the guests are staying then link up with a path close by. Kiwi create burrows in among the grasses and flax bushes that line our mapped-out walks, so we don't need to go too far off the beaten track to find them.

SARAH What other birds do you see at night when you are going for walks?

CHANTELLE Morepork can also be seen during our evening walks. This small owl is often heard before it is seen with its recognisable bird call. As a rule of thumb, if there is rustling on the ground, it is a kiwi and if there is noise up above in the trees, it is a morepork.



SARAH What sort of facts about kiwi do you like to share with guests during the walks?

CHANTELLE I will usually let the guests lead the discussion and answer specific questions that they have. Often people want to know what kiwi eat and how long they live. As we make our way around the tracks, I will share previous experiences or sightings I have had on the property. There was one time that a kiwi was so curious it pecked at a person's shoe. Another time, a kiwi leapt off a bridge into a waterway. This is when I learned that kiwi use their beak as a snorkel to navigate through the water. Each walk I go on teaches me more about the species and their quirks.

SARAH Do you find there is a difference between the international guests and the New Zealand guests in terms of their reactions or their excitement about seeing kiwi?

CHANTELLE Surprisingly, the New Zealand guests find it far more interesting. I think their knowledge around the bird is a bit more

prominent, so seeing kiwi in their natural habitat is exciting. People often comment that they have only seen them in the zoo. When it comes to international guests, I have found that cows can pique their interest more than our native bird. The animal is foreign to them, a lot bigger than a kiwi, and they don't tend to run away, it is no wonder they tend to steal the show.

SARAH What's the most interesting, unexpected or rewarding thing you've experienced on one of the walks?

CHANTELLE One of the most interesting things I have seen was two kiwis fighting. There were three of the birds in one area, two of which were kicking with their claws and making noises that I could only describe as grunting and hissing. The guests and I took it upon us to decide that it was two males fighting for the female. It was quite a phenomenon because they were so immersed in what they were doing that we got the opportunity to stand a metre or two away and observe for quite some time.

SARAH I was talking to Andrew Mentor from Kiwi Coast about the bitterns that have been spotted and heard at The Landing. It sounds like there will be more focus from Kiwi Coast and DOC on looking out for them.

CHANTELLE Yes, we do have them on the property. While they are not often spotted on the evening walks, during the bittern's mating season you are almost guaranteed to hear their booms. There is thought to be only around 750 of them left in New Zealand, which makes them an endangered species. They appear to have made their way naturally to the Landing, drawn in by the wetlands that we have onsite. Now we know that they're here, it is our opportunity to help them alongside Kiwi Coast and DOC.



BEACH CLEAN UP

The Landing team spent an afternoon cleaning up beaches on the Purerua Peninsula in September for World Clean Up Day. The clean-up provided an opportunity to refresh team members on how to recognise and avoid the nesting sites of the endangered dotterel on the beach. A variety of rubbish was collected on the day, including plastics and microplastics, as well as wood and metal items that had come off boats. Sturdy chicken feed bags were reused to collect the rubbish in, with six bags being collected in total, along with items too large to fit into the bags.

VITICULTURE

Work continued on experimenting with techniques to decrease chemical use and increase the biodiversity of the vineyard to attract beneficial insects. A lightning strike in the vineyard damaged some vines and also caused nitrogen fixation, where a high-temperature lightning bolt breaks the molecular bonds of nitrogen atoms in the air, causing them to bond with oxygen to create nitrogen oxides in the air that then fertilise the soil. This leads vines in the affected area to develop faster than others, requiring additional trimming, because it's important for grape harvest timings that all vines within a block develop at the same rate.

As the current set of vineyard nets have started to reach the end of their life, it became apparent that a sustainable end-of-life solution needs to be found for them. Currently, around two full shipping containers of high-grade reusable nets are used to cover vines across more than 28 acres while the fruit is in its final stages. These nets are repaired after each annual use, but reach the end of their repairable life after 7-12 years.

“We don't currently have a solution for recycling our vineyard nets except giving small pieces of them to some of our staff members to use on their own fruit trees at home. Currently we have about 500 kilograms of nets stored that need to be recycled. We would like to find a solution to make them into a product we could use at The Landing, like plastic pallets, for example.”

– Tereza Byrne, vineyard manager



2023 Projects

WATER BOTTLING PROJECT

As a result of an extensive waste audit conducted by operations manager Tim Robinson, focus was put on measures that would reduce waste and recycling long-term at The Landing. One area that was identified for reduction was the use of bottled water supplied to guests for drinking within the Residences and while out doing activities. Previously, water in glass bottles was sourced from a New Zealand supplier. While glass is highly recyclable in New Zealand, it is also weighty, and there are carbon costs associated with both transporting and recycling glass. To reduce this environmental impact, The Landing invested in its own water-bottling system, as well as glass and stainless steel bottles that can be reused during boat trips and property tours/activities. This has eliminated the use of plastic bottles and reduced glass bottle recycling by over 2500 bottles each year.

IMPROVING PRODUCTIVE GARDENING

The Landing has a number of productive gardens that grow herbs, vegetable and fruit, as well as its own chicken houses, beehives and floral and foliar gardens that supply cuttings for vases of flowers in the guest Residences. Produce from the gardens is used in guest meals or donated to staff. This year, the team have been working to improve the productivity of the vegetable, herb, flower gardens and orchards.



INTERVIEW

PETER WORLEY
Landscaping team member

MATHEW COOK
Head chef

SARAH HULL Peter, what is your role at The Landing?

PETER WORLEY My most important role is looking after the vegetable gardens. I've also got a foliage garden for all the Residences. There are also two flower gardens, and one of them is under renovation right now, so that's taking up a lot of my time. I also look after the bees, the berry cage and the avocado orchard, as well as looking after the pot plants around the Residences. Also, I've got all the stone fruit; the quince, the pears, the apples between the berry cage, and the chickens. There are about five different citrus orchards at the Residences. I look after them as well. They require quite a bit of maintenance because a lot of them get verrucosis or black sooty mould. So we've got to keep on top of copper sprays, which does take quite a bit of time.

SARAH Mat, can you please tell us about your role here at The Landing and how you work in with Peter?

MATHEW COOK I look after all the culinary operations for The Landing, serving food to all the Residences and the winery. I work with Peter on the gardens to try and get the best produce we can.

SARAH Is the produce and fruit for you to use in the kitchen as well as the guest fruit bowls?

MAT We use a lot of citrus, apples, and pears in the kitchen. They're a bit small but last year we got a lot from the fig trees and a lot of berries. We also have feijoas but the problem with feijoas is they're ready when we don't have a lot of guests.

PETER The berry cage is looking very good right now. We have thornless jewels – that's a raspberry without thorns, blackberries, passionfruit, strawberries. I've just planted 25 pineapple, blueberries, blackcurrants, cranberries. And a couple of coffee plants and then guavas.

SARAH How has the last season or two been for the productivity of your gardens?

PETER Winter was really good for vegetable gardens, but obviously not very many people stay during winter. We're coming into our

summer gardens, so things are a little bit sparse. There has been a bit of a struggle with some crops down in the nursery. The nursery is really set up for native trees. There's three different areas in the nursery where there's room for my plants, and they are either really wet, extremely wet or even wetter. Ideally, I'd put my crops outside away from irrigation and then hand-water them every day. But that takes a lot of time.

SARAH What are the most useful staples for you to grow and the easiest, most productive to grow?

MAT The kale seems to grow really well. Zucchini's grow really well. The garden is looking a lot better since Peter started. I don't think the nutrients were right in it before then. So stuff wasn't growing properly. Salad greens are growing well. We're trying to grow some different types that you can't get from the supermarket. We've got some New Zealand spinach that's going quite well. The tomatoes are looking quite good. They've been in there for about a month. Over winter we tried broccoli, broccolini. That all grew pretty well. We tried some different purple types, some of the green ones with interesting shapes. One of them went all right, a couple of them went a bit funny. So it's a trial and error on what will work.

SARAH Do you use standard or heirloom varieties and what's the reason behind this?

MAT Probably a mixture, but more towards heirloom varieties and something that's interesting. Mostly the tomatoes are just different types of tomatoes, not just a normal standard tomato that you get at the supermarket. We do that just to offer a point of difference from what we could go and get from the supermarket or locally.

SARAH Do you grow the seeds or use seeds from what you've got or source seeds?

PETER I'll always prioritise using seeds but they are susceptible to snails and slugs in the nursery.

What's the biggest challenge to creating useful productive gardens here?

MAT If we had more customers over winter, we would've used it more, so we're just trying some things to see how it worked rather than just leaving it empty. I think over summer it's going to be good. The gardens are definitely looking a lot better than last year, a lot healthier and stuff seems to be growing better. I think we're going to get a lot more use over it this year than we did last year. The timing was a bit off last year, so we were a bit late on a few things.

SARAH Do you notice when you're provisioning that it makes a difference in the amount that you're buying in?

MAT Yeah, definitely. It would lower the cost on a few things, though the cost of everything drops when it's more abundant anyway. I think it's more the quality and knowing it comes from our own gardens.

SARAH Do you grow or cultivate any native food species?

MAT We've got kawakawa and horopito that we use quite a lot.

PETER And Māori potatoes. They're really good. We grow four different varieties.

MAT The guests seem to enjoy those because they're different, something they haven't tried.

SARAH What are the biggest challenges to getting the productive gardens into the state you'd like to have them in?

PETER My main problem right now is probably time. A lot of things to do and it's all pressing.

I think the best thing for the veggie gardens would be a proper nursery. Just a greenhouse that's dedicated for growing seeds would be major boost, because right now I am growing in a native tree nursery, which is too wet. And then if they germinate, they're getting too wet, and I have to put them in the garden too soon. A glass house would be the best thing for the veggie gardens. I think the best spot would be down at the nursery, to keep all that together. I could probably tap into Caleb's irrigation and his power already there. And having my own potting mix would be huge.

Te Taiao *Environment*

Goals 2024

GOAL 1

To implement and report quarterly on the kitchen's plan to focus on reducing plastic, glass and paper waste going to landfill (as documented in the 2022 waste audit), transitioning to greener cleaning products, reducing power and gas consumption, improving productive garden output and engaging with guests about these measures.

GOAL 2

To create an educational document about rare birds (in addition to kiwi) on The Landing property for team members, so they can share information with guests and visitors.

GOAL 3

To work with plastics recycler Critical NZ to explore possibilities for recycling vineyard netting into a product that can be used on site or retailed.





Te Tangata *People & Culture*

The Landing draws its team of employees from the local Bay of Islands area. During winter (the low season), the core staff stands at around 32 full time workers and seven part-time workers, with six of these staff members based in the Auckland office of Cooper and Company, including two members of the executive team who hold responsibility over aspects of The Landing's performance Peter Jones, Director of The Landing, and Garth Solly, Director of hospitality for Cooper and Company.

Over the course of the year, an additional 12 contract and fixed-term team members and more than 30 seasonal workers can be employed across the various teams – hospitality, landscape, vineyard, winery and operations, particularly in summer for the vineyard harvest season.

BUSINESS AS USUAL

LAPTOP RECYCLING PROGRAMME

In 2023, Cooper and Company introduced a laptop recycling scheme for good quality devices that were being moved out of use as part of the company's ongoing technology upgrade programme. Surplus devices in good condition from all Cooper and Company businesses, including The Landing, are wiped and made available for donation to individuals or organisations that can make good use of them.

STAFF WELLBEING

All employees who are full-time, part-time or employed for a significant period (eg vineyard labour contracts) are paid at Living Wage rates or above. All these employees and their immediate families have free access to the Employee Assistance Programme. Free influenza vaccinations are offered to all team members every year. Team members, many of whom spend substantial time working outside, are also provided with access to skin checks annually.

MATARIKI HĀNGI

A mid-year celebration and social event for staff is held at the time of the traditional Māori New Year, where a shared meal is cooked hāngi-style (in earth ovens). Dennis Matiu, who leads the landscaping team, has laid the annual hāngi at The Landing for many years, using skills learned during childhood at his marae.



ANNUAL FISHING COMPETITION

The Stuart Shaw Memorial Fishing Competition is held every year in memory of an early contractor to The Landing, who was the brother of current team member Kirsty Taylor. This year, the competition, where individuals compete to catch the biggest snapper from the shore, was won by Brett Michalick with Will Bonney second and Tereza Byrne third. A team barbecue is held afterwards.

BALD ANGELS COLLECTION

Bald Angels is a Northland-based charitable organisation that supports communities and individuals in need. As in previous years, The Landing team members donated coats and other winter necessities to support the organisation, which were added to similar donations of coats, warm clothing and blankets from team members at The Hotel Britomart and the Cooper and Company head office in Auckland and passed on to the Bald Angels team.

RANGIHOA HERITAGE PARK

The Landing team provides free-of-charge year-round grounds and infrastructure maintenance for the public heritage park, which neighbours The Landing. A pedestrian counting device has been purchased by the Marsden Cross Trust Board that administers the park, to give the board clear data on the number of visitors to the park, which will assist with funding applications and requests to the council for road maintenance and improvements. The device is currently being stored by The Landing and will be installed underground near the visitor centre by members of The Landing team at an appropriate time during the year.

RUGBY FOR LIFE

The Landing is a long-time supporter of the charitable trust Rugby For Life, which runs programmes designed to support Northland communities to improve opportunities and outcomes in health, wellbeing, employment and social connection.

In 2023, Rugby For Life held two fundraising dinners in New Zealand, one in Whangarei and one in Auckland. The Landing donated cases of wine and two vouchers for a Tasting Room Cellar Door Experience for these charity fundraising events. Across the two events, more than \$200,000 was raised to support Rugby For Life's programmes.

This money funds Rugby For Life's club coordinators in Northland. These coordinators catalyse community outcomes for the Northland region, growing youth participation in Northland rugby clubs and achieving community outcomes that grow the community in ways that support broad social outcomes in the region, such as the clubs becoming safe havens and community resource centres during the Cyclone Gabrielle emergency.

INTERVIEW

RIKI KINNAIRD

Rugby For Life



Riki Kinnaird (Ngāpuhi) is the founder and deputy chair of the charity trust Rugby for Life (RFL). A former rugby player for Otago and a member of the Northland Rugby Union board, he is co-owner of The Duke of Marlborough Hotel in Russell and in his spare time currently runs day-to-day operations and strategy for Rugby For Life in a volunteer capacity. We spoke to him in depth about the work of the organisation and how it's increasing positive social outcomes in the Te Tai Tokerau Northland region.

MELINDA WILLIAMS Hi Riki. Could you start out by describing why and how Rugby for Life was founded?

RIKI KINNAIRD In 2017, the Rugby for Life idea was created by the Northern Rugby Union Board. The Rugby Union Board is made up of volunteers from all walks of life with a common goal of providing rugby to the Northland community and helping our community grow. It included people like Stan Semenov, the former WDC council mayor, and businessmen like Andrew Ritchie from Ritchie's Transport. In the board meetings we normally talk about 15% of the time on high performance and 85% of the time on how to help and drive and grow our community through rugby and sport.

What we realised is that while the Rugby Union is a wonderful organisation, it didn't have the resources to support the community in the way we wanted. Northland is down the bottom of every social table in New Zealand, whether it be employment, diabetes or whatever, and we are the poorest region. However, we've got wonderful people and wonderful opportunities. So, the board decided to create an arm's-length organisation that could help people through sport and leadership, use the scale of rugby to help, and use it as a vehicle to push programmes for social good in a trusted way.

So in 2018, we created the charitable trust model. We didn't know how to help our customers / our community, but we knew our network was available to help, which is the way we all roll in New Zealand. We had answers to problems, but we needed the community to say, "We have a challenge and we need help". Rugby clubs help people within each club with what they've got at their fingertips. The idea was that we would

do the same but region-wide and have all of our network relationships ready to help them.

MELINDA So how did you initially get the Rugby For Life off the ground?

RIKI To kick it all off we ran a fundraiser event in Britomart to spread the word and build a financial war chest. The location at Britomart was the idea of "Team Cooper and Company" and we worked with our Northland hospitality friends like The Duke of Marlborough, Omata Estate, McLeods Brewery and of course The Landing to provide a pop-up restaurant that showcased Northland hospitality excellence. We had 300 people attending and raised around \$200k net. It was awesome, and still talked about today – that the quality of offering, the quality of wine and food, etc, all happening in the middle of Auckland, set the benchmark for all our events since then. Who knew we could cook and serve a five-course menu of choice for 300 people, using a kitchen built in the train station? That war chest provided for a person to work with the clubs and provide rollout solutions to problems and galvanise the thousands of volunteers that are part of RFL.

MELINDA What are some of the problems you started identifying that Rugby For Life might be able to help address once you started working with the clubs?

RIKI This is a bottom-up programme, and our customers are the communities across Northland. We help with small problems and macro-challenges that spread over all Northland. The challenges are vast and varied and to help, you need to be trusted. Everything we do tries to have outcomes for our four pillars (Education / Employment, Health and Wellbeing, Club and Community

Sustainability and Rugby Growth). So, for example, in Dargaville there was a real challenge of teenage kids going to practices without their drivers' license. Having a license in your toolkit, everyone needs that. Without that you can't have a job, can't be a productive person in society. These kids were going to training without licenses and they were getting tickets. So, we worked with the Ministry of Social Development to bring their driver's license provider to run their course in Dargaville, not Whangarei. And we worked with families to provide pastoral care to keep the kids turning up and completing the course. We had a 99% success pass rate. We're a middleman to help clubs connect to programmes that can help.

MELINDA It sounds like the work of the organisation has broadened substantially over time in response to a huge amount of diverse need.

RIKI Northland has 46 rugby clubs and we support them all and other sporting organisations. We also have a physical presence in 17 clubs with a paid RFL club coordinator. This is growing and these people make the real difference. It costs around \$24,000 per coordinator. They're the key to identifying problems and solutions in that community and the funnel for the RFL network to provide support. The outcomes these people drive are impressive. For example, we have taught them how to fundraise for money. Last year, as a group they raised about half a million dollars for their own clubs. On average their work with the community has grown rugby participation by about 33%. We help surround them with smarts such as marketing using social media and localised programmes such as "Get Off the Couch and Play Rugby" after Covid. It's a great combination that's driving results.

The way our communities survive and grow is through having extensive community help. RFL is not about rugby alone, it's about helping clubs grow. Nyze, the Kaeo RFL coordinator, has transformed the club into a community club. They now have nine netball teams and run a pool competition on Wednesday nights. They open the clubrooms for the kids to come and do their homework because it's got Wi-Fi now. What's happening is that these clubs, through these coordinators, are becoming genuine hubs that have gone from hosting one season of rugby in a year to a 52-week community environment, with netball, basketball, etc. So, it's not just about growing rugby, it's about growing community hubs where people work and play together and get participation through sport in general and other activities. Once you stabilise that, then you can help the community by rolling out other programmes in a trusted way.

MELINDA Have you seen the positive outcomes really start to snowball as you've grown over the last five years?

RIKI Absolutely ... We took Graham Henry to Whangaruru to show him what they're doing and by the time we left there, he was blown away with the social outcomes. There were 600 people watching the game, a pig on a spit and a real community spirit. Five years ago, that place had had problems and was gang-infested. Northland Rugby Union was looking at this club as a lost cause, so to see where it is today is humbling. You gotta say wow. And it's growing, growing, growing.

MELINDA How has working with organisations like The Landing and Britomart helped Rugby For Life make progress during the initial years of development?

RIKI Without Team Cooper and Company, The Landing, Peter Cooper, Peter Jones and Sarah Hull, we wouldn't be here. They helped us start the programme and have supported us along the way. Over five years we've raised about \$3 million, which goes directly to the clubs and the coordinators. The Landing and Britomart have supported us with gifting wine and experiences and space for the kick-off function at Britomart, which created a massive noise.

But what we find now is that the people we're supporting know that they have the support of genuine people with influence, who've got their back. The funding is a small part of it now because we've "taught people to fish". What's more important is the genuine belief that good people are behind them so they can try stuff and we will help. It's given them belief that people are out there to help, that



they've got the encouragement to go and do what they love, which is help their community. We promote Peter [Cooper] as a local hero. We promote Eric Rush as a local hero. These kids can see they can move from Northland to be anything they want to be, and that is so powerful. The reality is we are doing something as an ecosystem that no-one else has been able to do up here and we're rolling it out nationwide. Without that level of unconditional trust and support for us, the belief that it was worth a try, we wouldn't be here.

MELINDA Have you had any really big learnings through getting these programmes out there in the community?

RIKI It's about trust. People are scared. To give you an example, last year we worked with the Milford Fund and got \$70,000 to help with cyclone relief, which we distributed to

clubs that were affected by Cyclone Gabrielle. At one, they got their windows replaced, another we're helping with their roof, another their sewage blew up and their kids' kit was ruined, so we got that replaced.

But six weeks ago, we had to say, "Come on, you've got to put your invoices in for this." And the clubs keep saying, "Oh... it's too good to be true. Is it real?" It's been that way for six months. Even when the money's there, it's dedicated, they're still scared, and afraid to spend it. This is the gist of it. That volunteer work is humbling, but it's too heavy.

So now that we're business as usual, we're commercially coming together. We're on a roll, but it is very, very heavy. The reason why it's working for us is our bottom-up approach, and the reason why it hasn't worked for people like the Ministry of Social

Development is because they're top-down and template-driven. You need both, but it's volunteer hours that we've been putting in. This is a long, long game. Establish stability for a club. The first set of programmes become normal. Then you start lifting the heavy rocks like diabetes or unemployment and stuff like that. Our Northland clubs are on their journey now and other provincial unions are excited about it. It's really rewarding, but you can't do it justice until you actually go and touch it.

MELINDA What's the next stage for the organisation?

RIKI We're working on a sustainable commercial model and more community outcomes, and on taking the programme to more provinces. Financially everything we're doing will probably cost about \$1 million a year, if we get to 25 or 30 coordinators, but

you can't fundraise \$1 million a year the way we do it. The model needs to be financially sustainable. So, we have developed a co-op model that allows commissions to flow back to the clubs – basically redirecting sales and marketing spend from partners to the clubs.

This model was based on the model we built to help provide education and vaccinations through Covid to the far regions of Northland. During Covid, Te Tai Tokerau was way behind in vaccination pickup rates and as a result we were locked off from the rest of New Zealand. The real challenge was in the regions, which are hard to get to and had huge amounts of Māori population and mistrust. And people were having to drive three hours to get a vaccination if they wanted it. What we decided to do with the clubs was a programme of three months of educating about what Covid was in a

really soft local way. We had a marketing programme, a social campaign, events, talks online, cups of tea in the clubs. It was a good partnership approach with smart marketing at a grassroots level and a cup of tea at local level.

We also negotiated and worked with Māori health providers to go on-site, and we ended up getting 11,000 vaccinations, by taking away all the barriers. 11,000 vaccinations might not seem much, but in the regions, Māori is the biggest population. We worked with Te Puni Kōkiri and MBIE and all sorts to help pay for that. And they got the government to pay the clubs to open their doors. So it was a fundraiser as well for the clubs. Rugby For Life didn't get paid – we're volunteers – but we had the smarts to pull together the relationships. We helped our people with getting vaccinations, the clubs got funding, and we allowed our borders to be opened up for trade. That's the power of a community that's conducted well. We've won awards for that, which has also allowed trust to grow in our community. The future looks pretty good because now we've got this co-op model where we can partner programmes at the grassroots level to help people. And that's great, except that it needs money.

Our next step is a reseller programme deal with an energy provider. The problem we're trying to solve is how to reduce power costs for our people and increase their wallets in the current cost-of-living crisis. 83% of the 92,000 households in Northland have not switched providers in 17 years. They don't know how and they're scared. So, we're working on the same principle as the vaccination model. We've piloted a programme with our people to give them choices. They get a discount on their power and they get two years locked in for a price. So that's stability. And the club gets \$150 as a commission. We're trying to work through a co-op model to get companies to shift their sales and marketing spend to the clubs. That helps the clubs pay for big things. You can't do enough sausage sizzles to put a new roof on a club. But we're hoping to make \$1 million a year for Te Tai Tokerau, and then we can lay more and more products as we go. And we're also rolling it out to the next union, so this will become a nationwide support model, a commercial model that other provincial unions are really, really interested in. It basically connects the whole sporting network to leverage off the power of people and volume and scale. We're not only working on Te Tai Tokerau, we're looking to support our people nationwide.

Te Tangata *People & Culture*

2024 Goals

GOAL 1

To offer all team members the opportunity to attend a Mental Health First Aid course that will help them compassionately identify when others may be struggling with their mental health and offer appropriate suggestions for finding professional support.

GOAL 2

To ensure that at least 50 percent of good-quality used laptop computers that pass through the Cooper and Company digital device recycling scheme are passed on to or through members of The Landing team and into the community.

GOAL 3

To undertake a workplace wellbeing survey of team members and report on results.





The Landing Sustainability Goals for 2024

Mana Whakahaere *Governance*

GOAL 1

To set a schedule for The Landing's sustainability team to meet regularly with sustainability teams from other Cooper and Company businesses to share progress, ideas, opportunities and challenges.

GOAL 2

To establish formalised policies around sustainable purchasing and minimising plastics.

GOAL 3

To create a biodiversity support plan following the recommendations of the biodiversity report being prepared by Bay Ecology.

Te Taiao *Environment*

GOAL 1

To implement and report quarterly on the kitchen's plan to focus on reducing plastic, glass and paper waste going to landfill (as documented in the 2022 waste audit), transitioning to greener cleaning products, reducing power and gas consumption, improving productive garden output and engaging with guests about these measures.

GOAL 2

To create an educational document about rare birds (in addition to kiwi) on The Landing property for team members, so they can share information with guests and visitors.

GOAL 3

To work with plastics recycler Critical NZ to explore possibilities for recycling vineyard netting into a product that can be used on site or retailed.

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