

# OUR THREE-YEAR PLAN FOR A SUSTAINABLE FUTURE: 2022-2024

**OUR VISION:** A just and sustainable low-carbon future for Te Upoko o te Ika a Māui, the wider Wellington region.

**OUR PURPOSE:** We're on a mission to create sustainable, healthy homes for our community, to support them to take climate change action, and to nurture their relationship with Papatūānuku.

**WHO ARE WE?:** Sustainability Trust is a social enterprise operating in Te Upoko o te Ika a Māui.

We operate under a community/social enterprise model. We develop financial surpluses from a range of sustainability-focused business units which are used to support our social and environmental programmes. These programmes include the Wellington Curtain Bank and provide Wellingtonians with practical support to live warm and healthy lives with positive impacts on our environment.



**TE TIRITI O WAITANGI:** We recognise Te Tiriti o Waitangi as the founding document of Aotearoa. As an organisation, we work hard to achieve the relationships between Tangata Whenua and Tangata Tiriti which were envisioned by the principles of Te Tiriti o Waitangi. We acknowledge there is much to be done to honour Te Tiriti, at a personal, organisational and systems level. We honour and respect our place within Te Taio and our interdependence with Papatūānuku.

**SUSTAINABLE DEVELOPMENT GOALS:** In September 2015, the United Nations signed up to 17 Sustainable Development Goals (SDGs) and 169 targets. The 17 goals and 169 targets set out a universal agenda to achieve sustainable development globally, known as Agenda 2030. They bring together the three dimensions of sustainable development: economic, social and environmental. They apply to all countries. The SDGs underpin all of the work we do at Sustainability Trust. We recognise that this decade, 2020 – 2030 is the decade for action on climate change. We will act with urgency to contribute to and achieve the 169 targets set out in Agenda 2030.

## WE VALUE INTEGRITY, COLLABORATION AND COURAGE

We live our values through our mahi. We work with integrity offering honest advice, support and services to our community. We apply a social equity lens in all we do, understanding with humility, that not everyone has the same access to resources and services. We actively seek collaborations that will further our vision and enhance opportunities for all. We advocate with courage, driven by the knowledge that this is a decade of urgency for the planet.

## OUR LONG-TERM GOALS

**CLIMATE ACTION:** We commit to courageous advocacy and action to educate and influence climate positive behaviours and policies. By 2024:

1. More Wellingtonians adopt climate protecting behaviours as a result of our leadership, advocacy and facilitation.
2. Quality education sessions have been delivered across our community to a wide range of people and groups.
3. We are instrumental in influencing key sustainability and climate change policies at the local and national level.
4. Our initiatives have contributed to the development of a circular economy, diversion of resources from landfill and a more socially equitable community.
5. We play a leading role in incubating and supporting environmental community and youth initiatives and startups.

**SUSTAINABLE HOMES:** By 2024, we will grow our profitable business operations which create warm, dry, sustainable homes and add social value

1. Our services expand to regions north of the Wellington region, by partnering with like-minded organisations and/or establishing a local presence.
2. Our existing teams expand the range of services offered to include aligned activities such as energy-efficient water heating and domestic EV charging systems.
3. EV charging systems.
4. Customers recognise the differentiation of our services from competitors based on our social enterprise status and exemplary environmental performance.
5. We continue to grow sustainably and return profits from our commercial business arms to fund our community programmes and advocacy work.

**FAIR ENERGY:** We will work for the elimination of energy hardship and ensure a just transition to low carbon for all. By 2024:

1. We are instrumental in strengthening national and local policies, regulations and programmes that alleviate energy hardship for vulnerable households.
2. Our healthy homes projects continue to grow in reach and effectiveness – targeting those most in need and measurably improving the physical, financial and emotional health of whānau.
3. We develop an energy-hardship focused electricity retailer that ensures low-income households receive the energy services they need without the fear of disconnection.
4. New programmes are developed, piloted and delivered that ensure vulnerable households are not left behind in the transition to a zero carbon economy.

**A THRIVING ORGANISATION:** By 2024, we will ensure our own whare is in order, our diverse team is valued, our resources looked after and our future as a successful environmental social enterprise is assured

1. Our staff team reflects the diversity of Aotearoa, with Māori and Pasifika staff members in leadership roles.
2. Staff and volunteers have participated in Te Reo Māori lessons and Te Tiriti Workshops
3. Partnerships with Māori organisations and Mana Whenua are forged.
4. We have cut our carbon emissions in line with the Paris Agreement goals and the Zero Carbon Bill and we are seen as an exemplar for sustainable & ethical business operations in the Wellington region
5. Positive returns for the Trust's capital reserves are gained through their investment in ethical funds.
6. We continue to have excellent staff retention & strongly positive staff engagement evaluations, reflecting that staff are happy and supported at work.