

# GRI Index

## GENERAL DISCLOSURES

	DISCLOSURE TITLE	GRI	LOCATION OR REFERENCE
2-1	Organizational details	2-1a	Proxima Consulting Limited
		2-1b	Proxima Consulting Limited is a <a href="#">Limited Liability Company incorporated in New Zealand</a> with three equal shareholdings held by the founding directors - Simon Harvey, Stefan Rüegg and Calum Revfem.
		2-1c	Grid AKL, 101 Pakenham St, Wynyard Quarter, Auckland 1010
		2-1d	New Zealand
2-2	Entities included in the organisation’s sustainability reporting		<a href="#">Proxima Consulting Limited</a>
2-3	Reporting period, frequency and contact point		The most recent full financial reporting period is April 1, 2023 – March 31, 2024. Unless otherwise stated, all disclosures relate to this period. This report is updated yearly. Contact point for this report is <a href="mailto:engage@proxima.global">engage@proxima.global</a>
2-4	Restatements of information		None
2-5	External Assurance		No part of this report has been externally assured
2-6	Activities, value chain and other business relationships	2-6a	<a href="http://proxima.global">proxima.global</a>
		2-6b	Proxima primarily operates in New Zealand. We primarily rely on our internal intellectual capital to produce our services. We do engage in limited business travel in the course of our work, flying with Air New Zealand only when necessary and renting EVs from Zilch. We also purchase small amounts of office supplies from local retailers. There is no significant change in our supply chain.
2-7	Employees		<a href="http://proxima.global">proxima.global</a>
2-8	Workers who are not employees		<a href="http://proxima.global">proxima.global</a>
2-9	Governance structure and composition		Proxima has a governance board of the three directors – Simon Harvey, Stefan Rüegg and Saskia Verraes. The board are responsible for all decision-making on economic, environmental and social topics yet with strong involvement of the whole team.

2-10	Nominating and selecting the highest governance body		The board is the highest governance body. Three of its members were selected on the basis of being the three founding director-shareholders.
2-11	Chair of the highest governance body		The board is co-chaired by Simon Harvey, Stefan Rüegg and Saskia Verraes.
2-12	Role of the highest governance body in overseeing the management of impacts	2-12a	The board are responsible for setting purpose, values and strategy, including policies and goals relating to economic, environmental and social topics.
		2-12b	The board uses the following processes and criteria to identify and manage our impacts - materiality process, Future-Fit business benchmark and the policies contained within the <a href="#">Proxima Way</a> (Our policy document). The board consults stakeholders on economic, environmental and social topics. The <a href="#">Proxima Way</a> is occasionally assessed to ascertain its effectiveness.
2-13	Delegation of responsibility for managing impacts	2-13a	Governance authority is not delegated to executives and other employees.
		2-13b	The board is responsible for the management of economic, environmental and social topics.
2-14	Role of the highest governance body in sustainability reporting		The board prepares the sustainability report along with the rest of the team and is wholly responsible for its content.
2-15	Conflicts of interest		<a href="#">Proxima Way</a>
2-16	Communicating critical concerns	2-16a	<a href="#">Proxima Way</a>
		2-16b	We had no critical concerns reported this year.
2-17	Collective knowledge of highest governance body		The board are actively and continuously updating their individual and collective knowledge of economic, environmental and social topics. In practice this happens through individual professional development, research and Proxima's internal knowledge sharing and project review processes.
2-18	Evaluating the highest governance body's performance		<a href="#">Proxima Way</a>
2-19	Remuneration policies		<a href="#">Proxima Way</a>
2-20	Process for determining remuneration		<a href="#">Proxima Way</a>

2-21	Annual total compensation ratio		The highest compensation is 2.67 times higher than the lowest compensation within the team. Proxima also has a policy that all team are paid the living wage as a minimum and five times the living wage as a maximum.
2-22	Statement on sustainable development strategy		Page 2 of the <a href="#">Proxima Sustainability report</a> .
2-23	Policy commitments		The precautionary principle is core to <i>The Proxima Way</i> .  All policy commitments are described in the <a href="#">Proxima Way</a> .
2-24	Embedding policy commitments		<a href="#">Proxima Way</a>
2-25	Processes to remediate negative impacts		<a href="#">Proxima Way</a>
2-26	Mechanisms for seeking advice and raising concerns		<a href="#">Proxima Way</a>
2-27	Compliance with laws and regulations		No significant instances of non-compliance with laws and regulations occurred during the reporting period.
2-28	Membership associations		Sustainable Business Council, Sustainable Business Network, GRI Community, Institute of Directors, New Zealand Scandinavian Business Association
2-29	Approach to stakeholder engagement		List of stakeholders: Employees, Clients, Shareholders, Industry Peers (Sustainability consultants), Sustainable Business Organisations, Sustainability and Reporting Framework organisations. Stakeholder engagement approach is based on AA1000SES
2-30	Collective bargaining agreements		No employees are covered by a collective bargaining agreement

## TOPIC SPECIFIC DISCLOSURES

DISCLOSURE TITLE	GRI	LOCATION
<b>Emissions</b> (GRI 305:2016)		
Disclosure on management approach	3	<a href="#">Proxima Way</a>
Direct (Scope 1) GHG emissions	305-1	0 tCO <sub>2</sub> e
Energy indirect (Scope 2) GHG emissions	305-2	0 tCO <sub>2</sub> e More information on this on Page 5 of the <a href="#">Proxima Sustainability report</a> .
Other indirect (Scope 3) GHG emissions	305-3	3.58 tCO <sub>2</sub> e
GHG emissions intensity	305-4	<a href="http://proxima.global">proxima.global</a>
Reduction of GHG emissions	305-5	Page 5 of the <a href="#">Proxima Sustainability report</a> .
Emissions of ozone-depleting substances (ODS)	305-6	Not applicable
Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	305-7	Not applicable
<b>Occupational health &amp; safety</b> (GRI 403:2018)		
Disclosure on management approach	3	<a href="#">Proxima Way</a>
Occupational health and safety management system	403-1	<a href="#">Proxima Way</a>
Hazard identification, risk assessment, and incident investigation	403-2	<a href="#">Proxima Way</a>
Occupational health services	403-3	<a href="#">Proxima Way</a>
Worker participation, consultation, and communication on occupational health and safety	403-4	<a href="#">Proxima Way</a>
Worker training on occupational health and safety	403-5	<a href="#">Proxima Way</a>

Promotion of worker health	403-6	<a href="#">Proxima Way</a>
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7	<a href="#">Proxima Way</a>
Workers covered by an occupational health and safety management system	403-8	<a href="#">Proxima Way</a>
Work related injuries	403-9	<a href="#">Proxima Way</a>
Work-related ill health	403-10	<a href="#">Proxima Way</a>
<b>Non-GRI topics</b>		
Disclosure on management approach	3	<a href="#">Proxima Way</a>
Client impact	Non-GRI	Page 2 of the <a href="#">Proxima Sustainability report.</a>
Sustainability sector impact	Non-GRI	<a href="http://proxima.global">proxima.global</a>