

## Air New Zealand GRI Content Index

In developing the Sustainability Report 2020, we have considered the Global Reporting Initiative (GRI) Principles for Defining Report Content of Stakeholder Inclusiveness, Sustainability Context, Materiality and Completeness (the Core Option).

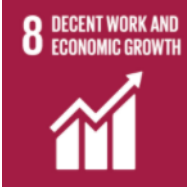





The table below provides an overview of the relevant GRI Standards for our material topics and where to find relevant information. The reporting period for disclosures is 1 July 2019 to 30 June 2020, unless otherwise stated.





This index also highlights where we are contributing to the UN Sustainable Development Goals.

Air New Zealand Limited – GRI Content Index		
General Disclosures		
Disclosure Title	GRI	Location or reference
Name of the organisation	102-1	Air New Zealand Limited
Activities, brands, products, and services	102-2	Sustainability Report 2020, p. 5 <a href="#">Where we fly</a>
Location of headquarters	102-3	<a href="#">Annual Financial Results 2020</a> , Shareholder Directory p. 87
Location of operations	102-4	<a href="#">Annual Financial Results 2020</a> , Shareholder Directory p. 87
Ownership and legal form	102-5	<a href="#">Annual Financial Results 2020</a> , Securities Statistics and General Information p. 85-86
Markets served	102-6	Sustainability Report 2020, p. 5, 17, 18 <a href="#">Where we fly</a>
Scale of the organisation	102-7	<a href="#">Annual Financial Results 2020</a> , Historical Summary of Financial Performance p.56, Key Financial Metrics p.58, Key Operating Statistics p. 59
Information on employees and other workers	102-8	Sustainability Report 2020, p. 8-11, 24 <a href="#">Air New Zealanders</a> , Workforce Profile
Supply chain	102-9	Sustainability Report 2020, p. 20-23
Significant changes to the organisation and its supply chain	102-10	Sustainability Report 2020, p. 21
Precautionary Principle or approach	102-11	Air New Zealand's annual Communication on Progress under the United Nations Global Compact
External initiatives	102-12	Sustainability Report 2020, p. 9-10, 14, 17-19, 21-23, 25

Membership of associations	102-13	Sustainability Report 2020, p. 7 <a href="#">Sustainability Stakeholders</a>
Statement from senior decision-maker	102-14	Sustainability Report 2020, p. 3
Key impacts, risks, and opportunities	102-15	Sustainability Report 2020, p. 13-14 <a href="#">Annual Financial Results 2020</a> , Climate-Related Disclosures, p. 72-73
Values, principles, standards, and norms of behaviour	102-16	<a href="#">Annual Shareholder Review 2020</a> , p. 8-9 <a href="#">Air New Zealand Code of Conduct</a>
Mechanisms for advice and concerns about ethics	102-17	<a href="#">Air New Zealand Code of Conduct</a> , Speak Up, p. 4
Governance structure	102-18	<a href="#">Annual Financial Results 2020</a> , Climate-Related Disclosures, p. 72-73
List of stakeholder groups	102-40	Sustainability Report 2020, p. 7 <a href="#">Sustainability Stakeholders</a>
Collective bargaining agreements	102-41	<a href="#">Air New Zealanders</a> , Workforce Profile Air New Zealand's annual Communication on Progress under the United Nations Global Compact
Identifying and selecting stakeholders	102-42	Sustainability Report 2020, p. 7 <a href="#">Sustainability Stakeholders</a>
Approach to stakeholder engagement	102-43	Sustainability Report 2020, p. 7 <a href="#">Sustainability Stakeholders</a>
Key topics and concerns raised	102-44	Sustainability Report 2020, p. 7 <a href="#">About our Reporting</a>
Entities included in the consolidated financial statements	102-45	Air New Zealand's organisational boundary for sustainability reporting encompasses the companies listed on pages 1 and 2 of <a href="#">Air New Zealand's 2020 Greenhouse Gas Emissions Inventory Report</a>
Defining report content and topic Boundaries	102-46	<a href="#">About our Reporting</a> Air New Zealand's organisational boundary for sustainability reporting encompasses the companies listed on pages 1 and 2 of <a href="#">Air New Zealand's 2020 Greenhouse Gas Emissions Inventory Report</a>
List of material topics	102-47	Sustainability Report 2020, p. 7 <a href="#">About our Reporting</a>
Restatements of information	102-48	Sustainability Report 2020, identified throughout
Changes in reporting	102-49	None
Reporting period	102-50	Data and commentary in Air New Zealand's Sustainability Report 2020 is for the year ended 30 June 2020 unless otherwise stated
Date of most recent report	102-51	<a href="#">Sustainability Report 2019</a>

Reporting cycle	102-52	Data and commentary in Air New Zealand's Sustainability Report 2020 is for the year ended 30 June 2020 unless otherwise stated
Contact point for questions regarding the report	102-53	Please contact us at <a href="mailto:sustainability@airnz.co.nz">sustainability@airnz.co.nz</a>
Claims of reporting in accordance with the GRI Standards	102-54	In developing the Sustainability Report 2020, we have considered the Global Reporting Initiative (GRI) Principles for Defining Report Content of Stakeholder Inclusiveness, Sustainability Context, Materiality and Completeness
GRI content index	102-55	<a href="#">Sustainability Reporting and Communication</a>
External assurance	102-56	Air New Zealand's internal audit function has considered key aspects of the Sustainability Report 2020 and provided assurance over its contents as required

Material Topics	GRI	Location or reference	Sustainable Development Goals
<b>Economic Performance</b>			
Explanation of the material topic and its Boundary	103-1	Sustainability Report 2020, p. 5, 7, 10, 16-19	  
The management approach and its components	103-2	Sustainability Report 2020, p. 16-19	
Evaluation of the management approach	103-3	Sustainability Report 2020, p. 16-19	
Financial implications and other risks and opportunities due to climate change	201-2	Sustainability Report 2020, p. 13-14 <a href="#">Annual Financial Results 2020</a> , Climate-Related Disclosures, p. 72-73	
Defined benefit plan obligations and other retirement plans	201-3	<a href="#">Annual Financial Results 2020</a> , Note 18 to the Financial Statements p. 29	
Infrastructure investments and services supported	203-1	Sustainability Report 2020, p. 9-10, 17-19, 22	
<b>Procurement Practices</b>			
Explanation of the material topic and its Boundary	103-1	Sustainability Report 2020, p. 20-23, 27	
The management approach and its components	103-2	Sustainability Report 2020, p. 20-23, 27	
Evaluation of the management approach	103-3	Sustainability Report 2020, p. 20-23, 27	
Proportion of spending on local suppliers	204-1	Sustainability Report 2020, p. 20-23, 27	
<b>Energy</b>			
Explanation of the material topic and its Boundary	103-1	Sustainability Report 2020, p. 12-15, 22, 26	 
The management approach and its components	103-2	Sustainability Report 2020, p. 12-15, 22, 26	
Evaluation of the management approach	103-3	Sustainability Report 2020, p. 12-15, 22, 26	
Energy consumption within the organisation	302-1	Sustainability Report 2020, p. 26 <a href="#">2020 Greenhouse Gas Emissions Inventory Report</a>	
Energy consumption outside of the organisation	302-2	<a href="#">2020 Greenhouse Gas Emissions Inventory Report</a>	
Reduction of energy consumption	302-4	Sustainability Report 2020, p. 26	

<b>Biodiversity</b>			
Explanation of the material topic and its Boundary	103-1	Sustainability Report 2020, p. 14, 19, 27	 
The management approach and its components	103-2	Sustainability Report 2020, p. 14, 19, 27	
Evaluation of the management approach	103-3	Sustainability Report 2020, p. 14, 19, 27	
Habitats protected or restored	304-3	Sustainability Report 2020, p. 19, 27	
<b>Emissions</b>			
Explanation of the material topic and its Boundary	103-1	Sustainability Report 2020, p. 12-15, 26 <a href="#">Annual Financial Results 2020</a> , Climate-Related Disclosures, p. 72-73	
The management approach and its components	103-2	Sustainability Report 2020, p. 12-15, 26 <a href="#">Annual Financial Results 2020</a> , Climate-Related Disclosures, p. 72-73	
Evaluation of the management approach	103-3	Sustainability Report 2020, p. 12-15, 26 <a href="#">Annual Financial Results 2020</a> , Climate-Related Disclosures, p. 72-73	
Direct (Scope 1) GHG emissions	305-1	Sustainability Report 2020, p. 14 <a href="#">2020 Greenhouse Gas Emissions Inventory Report</a>	
Energy indirect (Scope 2) GHG emissions	305-2	Sustainability Report 2020, p. 14 <a href="#">2020 Greenhouse Gas Emissions Inventory Report</a>	
GHG emissions intensity	305-4	Sustainability Report 2020, p. 14	
Reduction of GHG emissions	305-5	Sustainability Report 2020, p. 14-15, 26	
<b>Effluents and Waste</b>			
Explanation of the material topic and its Boundary	103-1	Sustainability Report 2020, p. 20-23, 26	
The management approach and its components	103-2	Sustainability Report 2020, p. 20-23, 26	
Evaluation of the management approach	103-3	Sustainability Report 2020, p. 20-23, 26	
Management of significant waste-related impacts	306-2	Sustainability Report 2020, p. 20-23, 26	
Waste diverted from disposal	306-4	Sustainability Report 2020, p. 20-23, 26	

<b>Training and Education</b>			
Explanation of the material topic and its Boundary	103-1	Sustainability Report 2020, p. 8-11, 24	 
The management approach and its components	103-2	Sustainability Report 2020, p. 8-11, 24	
Evaluation of the management approach	103-3	Sustainability Report 2020, p. 8-11, 24	
Programs for upgrading employee skills and transition assistance programs	404-2	Sustainability Report 2020, p. 8-11, 24	
<b>Diversity and Equal Opportunity</b>			
Explanation of the material topic and its Boundary	103-1	Sustainability Report 2020, p. 8-11, 24	 
The management approach and its components	103-2	Sustainability Report 2020, p. 8-11, 24	
Evaluation of the management approach	103-3	Sustainability Report 2020, p. 8-11, 24	
Diversity of governance bodies and employees	405-1	Sustainability Report 2020, p. 8-11, 24 <a href="#">Annual Financial Results 2020</a> , Corporate Governance Statement p.62-64	
Ratio of basic salary and remuneration of women to men	405-2	Sustainability Report 2020, p. 8-11, 24 <a href="#">Air New Zealanders</a> , Workforce Profile	