



Gordon Shaw CMInstD

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Summary

Gordon is an experienced business director, consultant and business leader with a wide ranging background including specific commercial and government experience.

Gordon is an experienced governor and senior executive. His Governance and Executive career snapshot includes: Nelson Netball, Promed HR Solutions [Chair], 2Cheap Cars Group, Nelson Bays Primary Health Trust, Optimus Group Japan, JEVIC JAPAN, JEVIC NZ, Vehicle Inspection NZ, Auckland Council, Auckland Transport, LTSA (now Waka Kotahi/NZTA), ACC and Dun & Bradstreet.

Gordon has an industry specialisation in local government, health, transport, logistics and the automotive sectors. Gordon has worked within central and local government in senior executive roles.

Gordon is currently an Independent Director with NZX listed entity 2 Cheap Cars Group (formerly-NZ Automotive Investments Ltd). He is Chair of the Remuneration and Audit & Risk committees for 2CC Group. From August 2022 until 01 Feb 2023 Gordon was Interim CEO for 2 Cheap Cars Group (formerly - NZ Automotive Investments Ltd) an NZX listed automotive group.

Gordon's other governance roles are listed on page#2.

Gordon has honed his skills as an experienced certified management consultant and independent consulting professional allowing him to bring to the board table specific experience in consulting and advisory, change management, programme and project management and process improvement.

Gordon led Auckland Council's Project/Programme Management office through a major period of change during and post the implementation of the new Super City structure.

Gordon also has consulting experience in regulatory compliance, corporate social responsibility consulting, climate change, carbon accounting, sustainability, health & safety, process change, and procurement consulting.

Gordon has proven experience at building successful relationships at all levels of the state sector, local government, and business community. He has managed governmental relationships from within the public sector and as a service provider to the public sector.

Gordon has contributed to strategic planning in both public and private sector organisations and has been responsible for the operational delivery of those plans including building organisational capability for change and successful organisational change and restructuring initiatives.

The following table provides a summary of Gordon's career

Period	Company	Details
Current	<p>Nelson Bays Primary Health Trust</p> <p>2 Cheap Cars Group Ltd (formerly - NZ Automotive Investments Ltd) & subsidiaries.</p> <p>NZ Car Safety Ltd</p> <p>ProMed HR New Zealand Ltd</p> <p>Voluntary Nelson Netball Centre Inc.</p> <p>Institute of Directors (IoD) – Nelson Marlborough Branch</p> <p>Mapua & Districts Business Assn Inc.</p>	<p>Independent Trustee</p> <p>Independent Director</p> <p>Director</p> <p>Independent Director & Chair</p> <p>Board member</p> <p>Committee Member</p> <p>Chair</p>
Nov 2018 to June 2023	Business Leaders' Health & Safety Forum	Steering Group Member
August 2022 to January 2023	NZ Automotive Investments (2CheapCars)	Interim CEO & Executive Director
September 2020 to Nov 2022	Redwood Valley Service Company Ltd – Galeo Estate Residents Assn Inc.	Director
August 2019 to January 2022	VINZ – Vehicle Inspection NZ Ltd Inspicere Ltd	Executive Director Director
August 2019 to June 2021	JEVIC NZ Ltd (retired June 2020) JEVIC Co., Ltd (Japan) (retired June 2021)	Director Director & Chairman
August 2014 to August 2019	VINZ – Vehicle Inspection NZ Ltd	CEO
March 2013 to July 2014	Auckland Council	Commercial Manager – Chief Planning Office
April 2012 to March 2013	Auckland Transport	Business Advisor and Programme Manager
Nov 2010 to March 2012	Auckland Council	Manager - Enterprise Project Management Office
Jan 2010 to Nov 2010	Auckland City Council	Programme Manager Transport Integration Super City Transition
May 2005 to July 2014	Director and Founder, Sempre Avanti Consulting	<p>Assignments with</p> <ul style="list-style-type: none"> • JEVIC New Zealand • CRESCO Italy • Auckland Council • Auckland City Council • Auckland Transport • Auckland Transition Agency • NZ Dental Council • TEC • Ministry of Health • Corrections • Schneider Electric NZ • NZ Symphony Orchestra

		<ul style="list-style-type: none"> • Department of Labour • Housing NZ • JEVIC Japan • Department of Internal Affairs • Credit Consultants
August 2003 to May 2005	LTSA – now Waka Kotahi - NZTA	National Manager Business Development
June 1999 to August 2003	ACC	Head of Debt Management
August 1997 to June 1999	Baycorp	Government Sector Manager
Feb 1992 to August 1997	Dun & Bradstreet	Regional Sales Manager

Current Directorships / Governance roles

Independent Trustee – Nelson Bays Primary Health Trust

Independent Director – 2 Cheap Cars Group Ltd (and various subsidiary companies)

Chair & Independent Director – ProMed HR Solutions Ltd

Board member – Nelson Netball Centre Inc.

Committee Member - Institute of Directors (IoD) – Nelson Marlborough Branch

Chair – Mapua & Districts Business Association Inc.

Recent Directorships

Forum Steering Group Member – Business Leaders' Health & Safety Forum

Director – Redwood Valley Service Company Ltd - – Galeo Estate Residents Assn Inc. Sept 2020 to Nov 2022

Director – Vehicle Inspection NZ Ltd – August 2019 – January 2022 [Subsidiary of TSE listed entity]

Director – Inpicere Ltd – August 2019 – January 2022 [NZ Group Holding Company]

Chief Executive Officer – Vehicle Inspection New Zealand Ltd 2014-2019

Director & Chairman – JEVIC Co, Ltd (JEVIC Japan)

Chief Secretary Conflict of Interest Council – Optimus Group Ltd [TSE listed entity]

The following is a snapshot of governance work history from recent roles.

Transport & Automotive

Gordon has a strong skill set across Transport & Automotive.

Gordon has worked at Director and CEO level in the vehicle inspection, regulatory, policy and used retail areas both in NZ and Japan.

Gordon has been in leadership roles for transport sector organisations navigating regulatory change, COI management and mitigation, people and organisational change, IPO's and process improvement initiatives.

From Aug 2022 until Jan 2023 Gordon was Interim CEO for NZ Automotive Investments the parent company for 2 Cheap Cars. From Feb 2023 Gordon is now an Independent Director for the 2 Cheap Cars Group.

From 2014 to 2022, Gordon was CEO, and then Executive Director of Vehicle Inspection NZ Ltd a nationwide provider of regulatory vehicle inspections. VINZ is part of a global group of companies who provide inspection services and various services across the automotive supply chain.

Part of his group accountabilities was to lead the development of new products and services in Australia, Fiji and Japan.

Gordon also held senior roles within JEVIC Japan, and Optimus Group Japan a Tokyo Stock Exchange [TSE] listed entity.

In the early 2000's Gordon held an operational role at LTSA [now Waka Kotahi] in a role accountable for the management and delivery of LTSA's service delivery strategy.

Listed entity executive management and governance

During Gordon's current tenure with 2 Cheap Cars Group Ltd Gordon has had experience with NZX listing rules and regulations including the holding and Chairing of an ASM for NZAI, preparing and releasing market updates and appointments of directors. Gordon also has experience in working with the NZX and RegCo on various market matters.

CEO reporting to a Board

During Gordon's time as Interim CEO of NZ Automotive Investments and Vehicle Inspection NZ CEO Gordon reported to the Boards of both entities.

Gordon worked with the Chair(s) on board reporting, strategy, and governance approach and in the setting of meeting agendas and a streamlining of reporting to the board.

Gordon also attended the board meetings of VINZ Group parent company (Optimus Group Japan) as Chief Secretary of the Conflict of Interest Council.

Conflict of Interest Governance

In Gordon's role as the inaugural Chief Secretary of the [Optimus Group's](#) Conflict of Interest Council, he was involved in the establishment [January 2019] of the council for the COI management across the multinational group of Optimus.

The Optimus Group is a Tokyo Stock Exchange (TSE) listed entry based in Japan. The Optimus COI Council is a Board mandated subcommittee reporting direct to the board on COI matters for the group.

Main role of The COI Council was to assess the following group company matters and report to the Board of Directors:

- Governance environment, maintenance, and operational status of regulations
- Concerning conflicts of Interest
- Identification and effective management of risk of conflict of interest
- Appropriate monitoring and maintenance of appropriate reporting systems
- Other matters deemed necessary by the Board of Directors

Gordon's role included:

1. Meeting management of Council and Chairing the monthly meetings
2. Monthly reporting to Optimus Board [written and verbal]
3. J-SOX reporting
4. COI training for NZ based senior leaders

Health & Safety

Gordon was a steering group member of the [Business Leaders H&S Forum](#) from Nov 2018 to June 2023. The forum has a recent focus on mental health and wellbeing of company executives, and has been active in recent discussions of the forums positioning in this area.

In Gordon's former role at Vehicle Inspection NZ, he had H&S governance responsibilities within the VINZ Board. This included a review of our H&S procedures and the protection of customers on sites.

In his role as CEO at VINZ I led the VINZ operationalisation of the new H&S legislation, the creation of the VINZ H&S Champions scheme and have moved VINZ to a future looking organisation with its approached of H&S issues such as wellbeing, fatigue, mental health, and hearing

Gordon has completed H&S training with the IoD and Business Leaders Health & Safety forum.

Sustainability and ESG

As a member of the IoD and a current director in NZ Gordon has been exposed to the mechanics of Environmental, Social and Governance (ESG) sustainability reporting and the need for Boards to enable and give focus to integrated sustainability reporting.

In his current roles he has had various board tasks that require him to work with executive teams to set up targeted metrics and reporting is an important tool in improving the understanding of the relationship between financial and non-financial factors that determine a company's performance.

In the early 2000's Gordon consulted in the carbon neutral reporting space providing inventories and mitigations actions for organisations such as the NZSO and presented 2-day public seminars via CONFERENZ.

Community engagement, corporate diversity and te reo and tikanga

Gordon was [Nov 2021] selected by [The Superdiversity Institute](#) and the Ministry for Ethnic Communities as a recipient of the 'Top Diverse Board-Ready Directors List 2021'.

Having worked for many Government Departments and agencies Gordon is well versed in obligations to the Treaty including the ability to speak basic Te Reo and was one of the first European New Zealander to make a formal greeting in Reo at Te Papa's upper Marae.

Automotive - Regulatory

Gordon is well versed in the mechanics of navigating in complex regulatory environments having worked at LTSA the forerunner for Waka Kotahi, partnering with Waka Kotahi and MPI in his roles at VINZ and JEVIC and on the transition to Auckland Council and in both Auckland Council and Auckland Transport post establishment.

In Gordon's current role with 2CC Group he has been leading the engagement with Waka Kotahi on the clean car standard.

Gordon has represented VINZ in Ministerial meetings and submissions and presentations to the Primary Production and the Transport and Infrastructure Select Committees.

Gordon has had experience in recent roles in working within regulatory environments and dealing with government regulators such as EECA, MPI and NZTA and working on Board initiatives such as identifying and driving value creation in the supply chain within the complex vehicle entry compliance environment.

Professional Development

During 2019/20 Gordon has completed the Institute of Directors Certificate in Company Direction and passed the Chartered member assessment and is now a **Chartered Member** of the IOD [Nov 2019].

Gordon is a committee member of the Nelson Marlborough Branch of the Institute of Directors.



Gordon is a member of the NZ Shareholders Association.

QUALIFICATIONS:

Certificate in Company Direction [May 2019] IoD

Diploma in Sales Management

Certificate in Direct Marketing

Prince2 Foundation (Dec 2011)

CMC - Certified Management Consultant (June 2007)

PROFESSIONAL MEMBERSHIPS:

Member NZ Institute of Directors #84149

Chartered member of NZ Institute of Directors,
awarded Nov 2019

Member – NZ Shareholders Association

Certified Management Consultant [CMC] –
International Council of Management Consulting
Institutes

Fellow [FIMCNZ] & Member - Institute of
Management Consulting New Zealand

PROFILE:

Gordon Shaw's key attributes include:

- Extensive experience in the transport sector having worked in a regulatory delivery environment
- Experience in the mechanics of Governance and the Management of Stakeholder Relationships
- Extensive experience in organisational review evaluation and delivery of business change
- Extensive Local Government experience
- Experience as a project sponsor/owner, portfolio/programme /project manager, and EPMO Manager.
- Undertaken operational process review for several Government and Private sector organisations
- Strong investigative and management skills
- Strong business development, sales and marketing skills
- Experience is delivering projects and programmes under the BBC and ILM methodologies.

SKILLS OVERVIEW:

Programme & Project Management

- Gordon is an experienced PMO manager with skills & experience in implementing new business processes
- Gordon is an experienced programme & project manager
- Gordon has managed change, IT, infrastructure, procurement, and policy projects
- Gordon can operate with various Project Management Methodologies such as PMBOK, Prince2, Extreme and Agile
- Gordon is experienced in delivering complex projects and programmes under the BBC and ILM methodologies

Organisational Change

- Gordon has provided capability building and change readiness consulting to Auckland Council, Auckland Transport, Ministry of Health, NZ Symphony Orchestra, Land Transport New Zealand, ACC, and Fiji Land Transport Authority.
- Gordon has undertaken operational process review for several Government and Private sector organisations

Strategic Leadership

- Gordon has delivered powerful business change projects and programmes
- Gordon has experience in Leadership and management development including leadership mentoring
- Gordon has experience is managing business restructuring

Change Management

- Gordon has extensive experience in business and process restructuring.
- Gordon has experience in leading successful operational service delivery teams

Corporate Social Responsibility

- Gordon is experienced in the development of sustainability strategies and policies including carbon accounting and carbon offsetting, climate change policy development, GHG emission inventory management
- Gordon has presented and delivered sustainability training and consulting in NZ and the Asia Pacific region, Middle East and USA.