



Tō Tātou Tiakitanga.

Ours to care for all.

April 2025 to October 2025



Kia ora

I am pleased to share Buddle Findlay's Tō Tātou Tiakitanga (ours to care for all) April 2025 to October 2025 report with you.

Tiakitanga brings together our contribution within the areas of diversity and inclusion, Hikitia (cultural capabilities), Te Hapori (community) and Te Taiao (environment and sustainability).

We are committed to providing our people with a variety of opportunities to participate in areas they are passionate about - whether that be through our diversity and inclusion, cultural, community or environmental initiatives.

Highlights in this edition include:

- Our new Te Hapori partnerships
- Announcing our new Buddle Findlay Child Health Foundation partnership with Cholmondeley Children's Centre in Christchurch
- Continuing our long-standing relationship with the Halberg Foundation, and showcasing recent events involving Halberg Youth Council members in our Auckland and Wellington offices
- Continuing to grow and support our pro bono relationship clients.

Ngā mihi

Philip Maitland

Chief Executive

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Diversity and inclusion

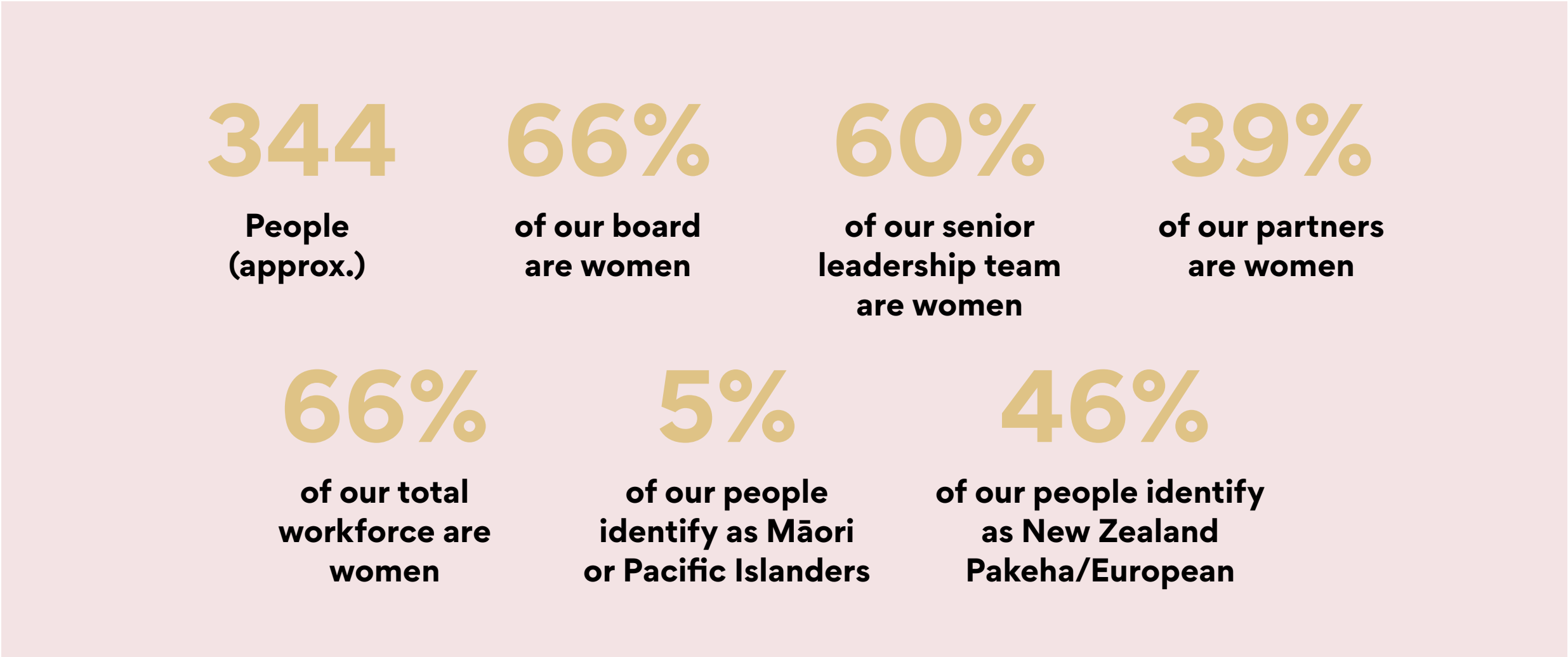
Diversity and inclusion

Buddle Findlay’s culture is the foundation of who we are as a firm and is integral to delivering our promise: New Zealand’s collaborative law firm - exceptional outcomes through collaboration. Diversity and inclusion are fundamental elements of Buddle Findlay’s strategic priorities and are lenses we place over all our decision-making. We know that a diverse workforce will increase our creativity, innovation and profitability, and provide our clients with better experiences.

We are committed to being market leaders in attracting a diverse workforce and creating the best environment for our people to belong, thrive, and grow their careers.

We measure our progress in all areas of diversity and inclusion and we use metrics to assess the demographics of our workforce.

We survey our people twice each year using the engagement survey tool Glint. The survey includes questions relating to our diversity and inclusion initiatives. We track our diversity and inclusion score against the industry professional services benchmark.



Gender equity

Gender equity is an important focus for Buddle Findlay. We aspire to have gender equity throughout our business and have committed to a range of initiatives to support this. We have a holistic approach to create gender equity that supports the whole workforce and considers the role of all family members. To support change, we have implemented:

- A leadership programme for emerging leaders
- A leadership programme for our partners
- A market leading Parental Leave policy that supports both parents and provides coaching for parents and leaders throughout the transitions that occur during parental leave
- A Menopause policy and engaged in an education programme to develop awareness and support for challenges associated with peri menopause and menopause.

We have a number of policies that support the demands experienced by our people and those with families. They include:

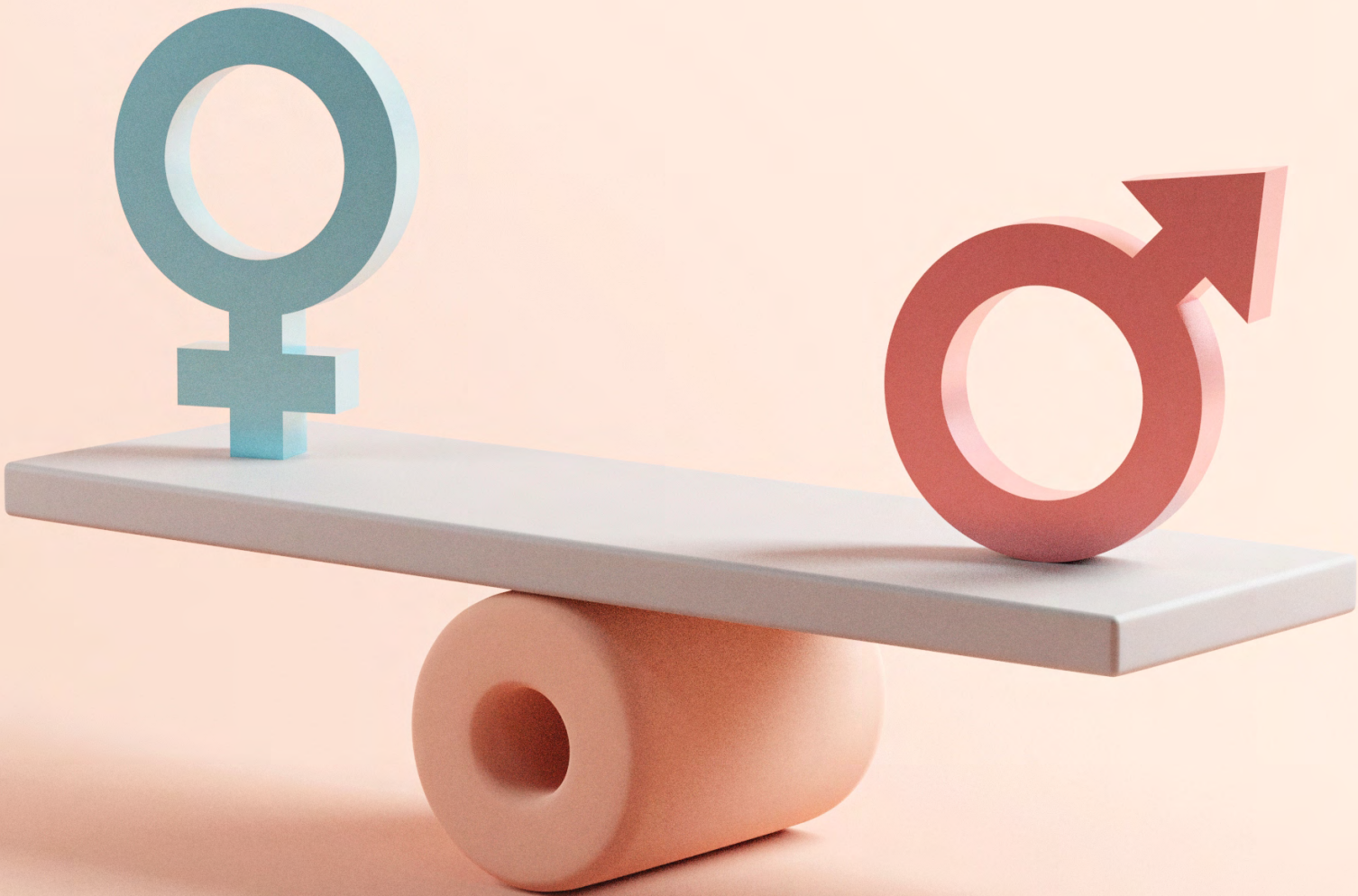
- Flexible working
- Unlimited sick leave
- Paid parental leave
- Lifestyle leave.

We measure the progress of these initiatives

through pay gap reporting, including on Pay Gap Insights Hub, internal promotion planning and internal reporting to our Board on the gender pay gap.

Other initiatives to support gender equity:

- Established a Buddle Findlay whānau connect network which provides an opportunity for parents, grandparents and expecting parents to come together to discuss relevant issues and shared experiences
- Developed a Transitioning Gender While at Work policy
- Continued our partnership with Dignity to provide period products in all bathrooms (male, female and accessible). Dignity operates on a buy-one-give-one model, so for every product we buy, we are helping provide free period products to youth groups, community groups and schools throughout Aotearoa
- Continued our Global Women membership and participation.



Pay gap

Buddle Findlay is committed to closing gaps in equity and proactively seeks ways to eliminate (and not create) barriers to success. We support all of our people to succeed, and this includes promoting equal pay and eliminating our gender pay gaps.

We analyse the pay gap annually and have published it on Pay Gap Insights Hub. We are committed to reviewing our initiatives to improve our pay gap.

Our firm wide pay equity gap is 1.58%. Pay equity is paying people in the same roles the same pay, irrespective of their gender.

Our firm wide gender pay gap is 12.66%*. The gender pay gap is the gap between the average earnings of women compared with men (regardless of what role they are in).

*Our gender pay gap is a percentage measure of the difference between the average full time equivalent earnings of all women and the average full time equivalent earnings of all men. The data is employees of Buddle Findlay and does not include partners or the chief executive.

Closing our gender pay gap

Our commitments are:

- The Board and partnership have made their commitment to closing the gender pay gap
- We will continue to enhance our policies with our diversity and inclusion lens to ensure equity for everyone
- We implemented a new Parental Leave policy, available on the New Zealand parental leave register, Crayon, which we believe will have a direct impact on reducing the motherhood penalty and improving our pay gap
- We consider gender (where possible) for lateral hire appointments into our business at senior level roles
- Our graduate recruitment programme is designed to increase diversity of graduates we recruit
- We will continue to report annually on our gender pay gap.



Ethnicities and cultures

We are committed to increasing our ethnic and cultural diversity at Buddle Findlay.

Graduate recruitment plays an important role in this. We know that there are barriers that need to be broken down in order for us to be an appealing workplace for all students. We work closely with university equity groups to create familiarity with our workplace and the work we do. We seek ways to open our doors and invite people to come and experience our culture first hand.

We have thought long and hard about our graduate recruitment process and have challenged ourselves to deliver a process that allows for applicants to shine in a variety of ways. Our process gives people from diverse backgrounds opportunity to show more about their capability than the traditional system did.

We report our graduate recruitment diversity statistics to our diversity and inclusion committee and our Board.

Recent initiatives:

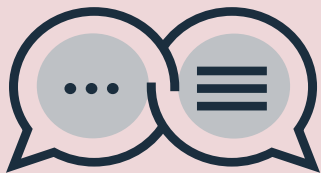
- In September 2025, together with Student 360, we provided eight Māori and Pacific Island secondary school students the opportunity to gain work experience for a week in our Auckland, Wellington and Christchurch offices, giving them an insight to working in a law firm. They spent time learning about the areas of law we work in, meeting with our business operations teams and understanding how those teams support our firm. The programme is designed to inspire and support more students from diverse backgrounds to find their passion in corporate roles
- Hosted numerous events in our offices for student equity groups
- Celebrated cultural awareness days to increase understanding and knowledge.



Celebrated Diwali



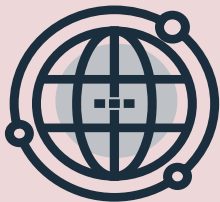
Celebrated Mid-Autumn Festival



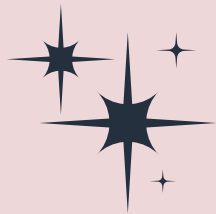
Acknowledged Tuvalu, Fijian and Niue language weeks



Celebrated Te Wiki o Te Reo Māori language week



Acknowledged International Day of the World's Indigenous People



Celebrated Matariki

Our rainbow community

We are Rainbow Tick accredited and Pride Pledge members. We celebrate Pride month in all offices.

Recent initiatives:

- Continued our participation in the Sweat with Pride campaign, run by the Burnett Foundation Aotearoa. This campaign encourages Kiwis to be active for at least 21 minutes a day during June, raising funds for Rainbow communities (LGBTQIA+). All money raised supports essential physical, mental, and sexual health services provided by the Burnett Foundation Aotearoa, RainbowYOUTH, InsideOUT, and OutLine. Our people were encouraged to join the Buddle Findlay Sweat with Pride team, either by fundraising or simply participating in the activities. Participation included exercise, meditation, reading, or learning something new about Pride each day
- Held condom packing events in Auckland and Wellington in association with the Burnett Foundation. Our people were asked to volunteer their time to support the LGBTQIA+ community by hand packing condoms. Each year, the Burnett Foundation distributes around 750,000 free condom and lubricant packs around Aotearoa. It ensures people all over Aotearoa have easy access to protection
- Hosted Campbell Johnstone – a gay ex-All Black who spoke to us about creating a workplace culture that embraces everybody for who they are.

Disabilities

We are proud sponsors of the Halberg Foundation and work closely with them on initiatives to support people with disabilities. Together we have run inclusion training as part of our graduate recruitment campaign and offer inclusion training to all our people. Our people volunteer at the Halberg Games on an annual basis. The Halberg Foundation have supported us with an audit of the accessibility in our buildings.



The background of the entire image is a dark blue-grey color with a repeating herringbone or chevron pattern. The pattern consists of thin, light-colored lines forming a series of interlocking V-shapes that create a textured, woven appearance.

Hikitia

To uplift

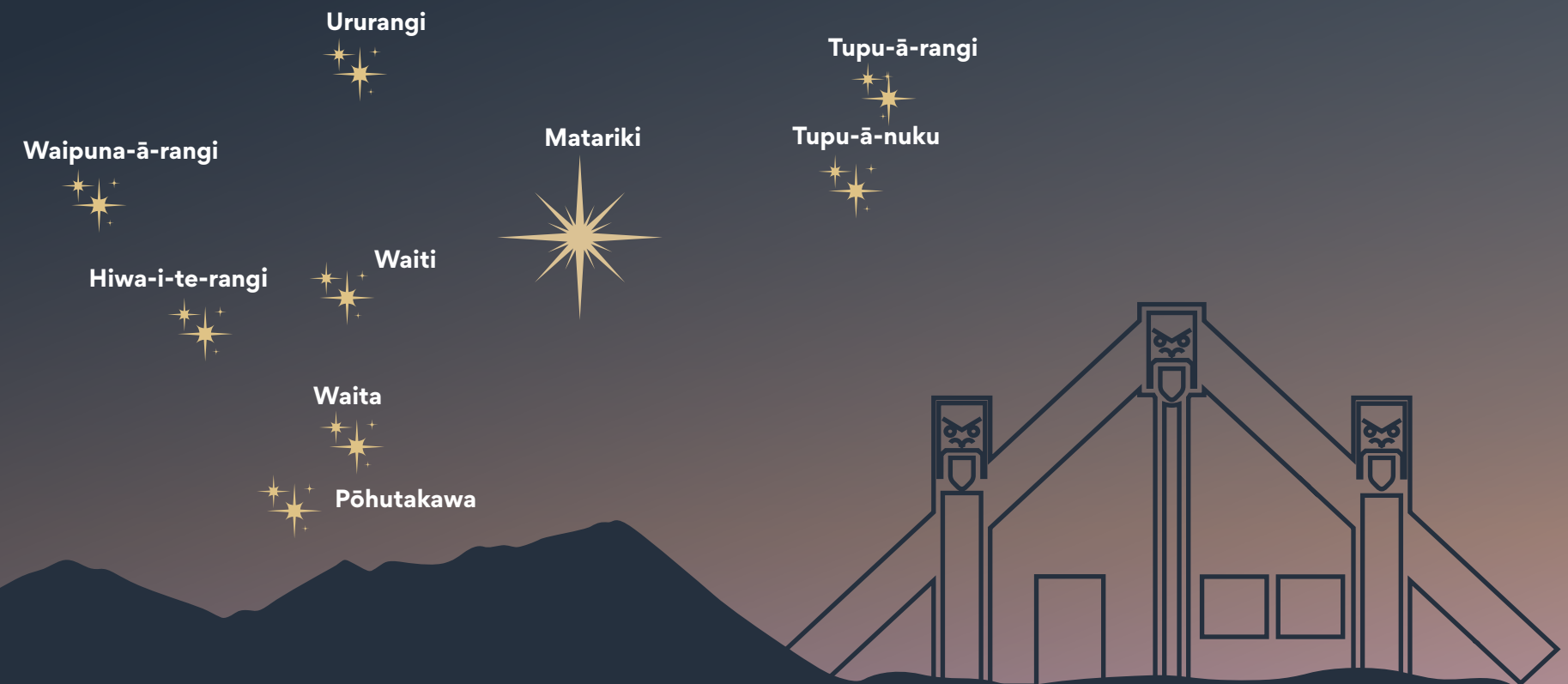
Our journey to grow

Hikitia (to uplift) is the name of the kaupapa that is intended to guide Buddle Findlay on its journey to grow its capability in Te Reo Māori me ōna tikanga and Te Ao Māori. Hikitia for us means uplifting our people and the firm on this journey, using ngā mātāpono (the principles) set out below to guide us on this journey, and ngā whāinga (the goals) to help measure our progress.

- **Kotahitanga** represents unity, togetherness, solidarity and collaborative action
- **Manaakitanga** is to show to others hospitality, kindness, generosity and support
- **Hononga** signifies connections that exist through meaningful relationships
- **Mātauranga** involves sharing knowledge, understanding and comprehension.

Recent initiatives:

- Sending a delegation to the Hui-ā-Tau, the national conference run by Te Hunga Rōia Māori o Aotearoa (the Māori Law Society). This year's conference was timed to take place at the same time as the International Indigenous Judges Conference, in Hamilton over Labour weekend. The theme for 2025 was bound together by our indigeneity, and this is the second year Buddle Findlay has sent a delegation
- Sponsoring both Hui-ā-Tau, and Hui-ā-Tauira (the equivalent national conference for Māori law students)
- Continuing to run the National Te Tiriti and Tikanga series, run by Engaging Well, for our people to develop the knowledge and skills to meaningfully and respectfully engage with Te Ao Māori including our responsibility to honour and uphold Te Tiriti o Waitangi
- Celebrating Matariki and Te Wiki o Te Reo Māori
- Continuing our support of our people to improve individual Te Reo Māori and Tikanga Māori, integrating these into day-to-day life and work, including welcoming new starters with mihimihi and extending the Te Reo classes to level 5
- Providing language resources on our intranet including Te Reo Māori at work, in the courts, in the legal context and Te Reo Māori more generally
- Continuing our engagement and building ongoing relationships with Māori organisations, such as student associations and local marae
- Extending Te Reo Māori courses focused on introductory language skills
- Providing Te Reo Māori and Tikanga Māori lessons for our legal teams to support them in using Te Reo Māori in the Court, and to have a better understanding of the application of Tikanga to legal problems
- Providing regular waiata practice sessions held in Auckland and Wellington, with waiata now regularly performed at in person events
- Continuing our graduate recruitment programme with Ngāi Tahu which provides a preferential place to a Ngāi Tahu law student in our summer clerk programme each year
- Paying membership fees for individuals who wish to join Te Hunga Rōia Māori o Aotearoa (The Māori Law Society).





Te Hapori

Our community

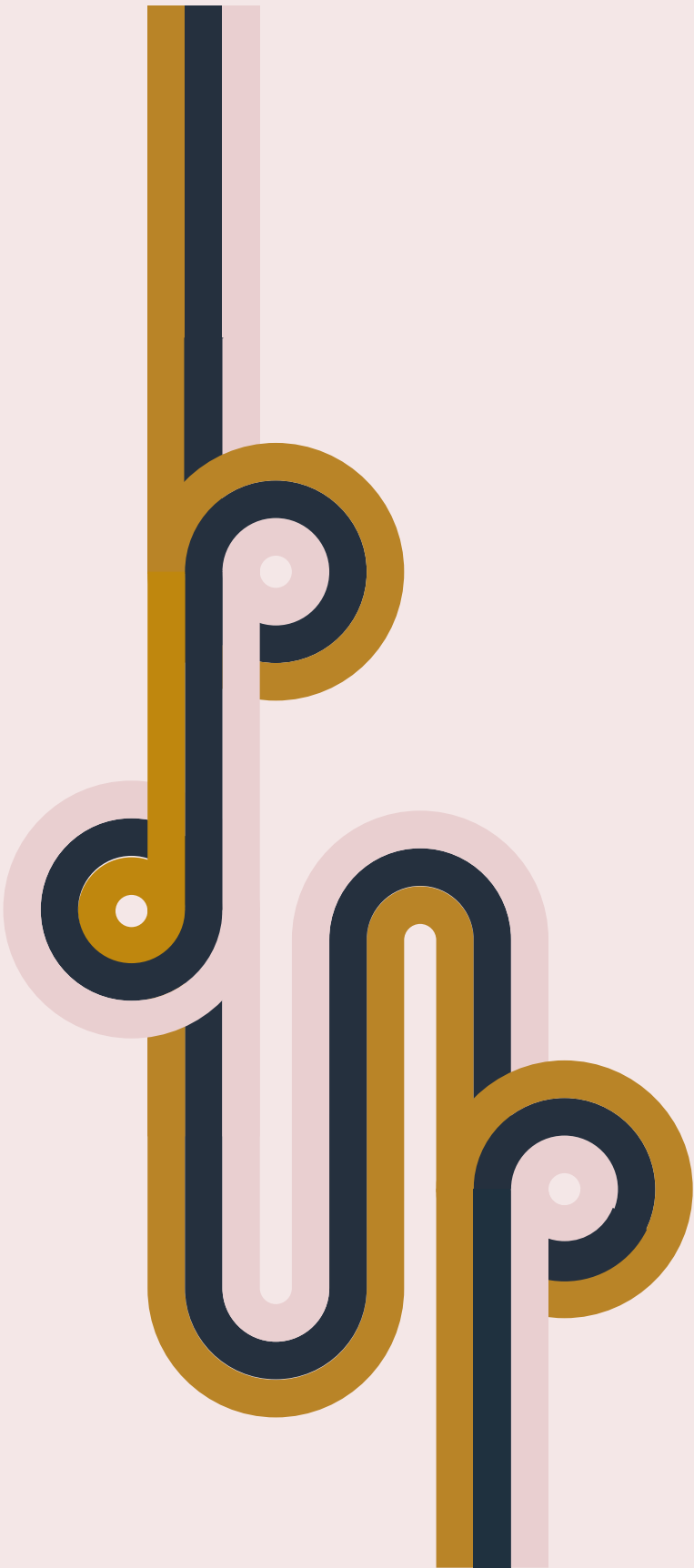
Our community involvement

Te Hapori is our strategic framework to guide and support our contribution to the community. We are committed to building a stronger and more sustainable community in New Zealand, including for example:

- Supporting the Halberg Foundation to help it achieve its goal of sport and recreation for all
- Assisting hospitals and charitable organisations in caring for children and young people through our Buddle Findlay Child Health Foundation
- Encouraging our lawyers to dedicate their time and expertise to assisting our pro bono clients
- Developing close relationships with key charities
- Partnering with Community Law to provide free legal advice to members of the public, who otherwise may not be able to afford it or who are vulnerable
- Continuing Āwhinatia Rā, the Buddle Findlay community day. Āwhinatia Rā is an extra day’s paid special leave for an activity that represents a positive contribution to the community.

Te Hapori brings together our six community priority areas and how we contribute to our community. Through our Te Hapori programme we have made financial contributions to the following organisations:

	Access to justice	 
	Children and rangatahi wellbeing	
	Māori wellbeing	
	Mental health and addiction	
	People living with disabilities	
	Reducing inequality	  



A spotlight on our Te Hapori partnerships



Buddle Findlay partners with VERI-Mi

Buddle Findlay is delighted to announce, in support of our ‘access to justice’ Te Hapori strategic priority, we have partnered with VERI-Mi. VERI-Mi aims to combat migrant exploitation in New Zealand by empowering workers to stand up for their rights. The VERI-Mi website and app provides workers with information, tools and resources about employment and other rights.



Supporting the kaupapa of Kotahi Rau Pukapuka

Buddle Findlay’s sponsorship of Kotahi Rau Pukapuka contributes to their goal of producing 100 great books in Te Reo Māori. The collection of quality reo Māori books available for rangatahi and adult readers are in printed form, as e-books and audiobooks, to suit every type of Māori language enthusiast. The series will comprise a diverse array of both original Māori books and translations of great books from English and other languages. This kaupapa is founded on the belief that an abundance of quality literature in Te Reo Māori is a critical support for whānau and communities engaged in language revitalisation. This partnership supports our Te Hapori strategic priority area ‘Māori wellbeing’.



Buddle Findlay partners with Lifeline

Buddle Findlay is excited to announce a new partnership with Lifeline, supporting our Te Hapori strategic priority ‘mental health and addiction’. Lifeline plays a critical role in supporting those who need someone to talk to, including through the Lifeline helpline and the suicide crisis helpline. Lifeline have been helping people in crisis for 60 years, with their free and confidential helpline and text services. Our partnership with Lifeline provides an annual financial contribution along with other support.



Reducing inequality through food rescue partnerships

Buddle Findlay has partnered with food rescue organisations in each of our office locations – in Auckland with Fair Food, Wellington with Kaibosh, and in Christchurch with Kairos. These food rescue charities link food industries with community groups that support people in need ensuring that quality surplus food reaches those who are struggling rather than being needlessly discarded. More than a third of all food produced gets wasted – by keeping this fresh food out of landfill, these organisations help the planet by minimising greenhouse gas emissions. These partnerships support our Te Hapori strategic priority area ‘reducing inequality’.

Buddle Findlay Child Health Foundation – supporting our children and young people

Buddle Findlay Child Health Foundation

The Buddle Findlay Child Health Foundation (the Foundation) is a charitable trust that was set up in 2004. The Trust’s focus is to support children and young people in New Zealand facing health and wellbeing challenges, including challenges relating to both physical and mental health, disability and/or family stress or crisis.

Supporting the healthcare of New Zealand’s children and young people is a natural fit for Buddle Findlay with partners and our people having a genuine desire to make a difference in a direct and tangible way.

\$1.67m has been donated for urgent medical care, equipment and research, for children and young people since the Foundation began.

The Foundation is funded by Buddle Findlay partners and our people.

Click here to learn more about the Foundation and apply for funding

New Zealand Alopecia kids camp

In October 2023, NZ Alopecia held the first ever alopecia kids camp. The Foundation provided financial support to help three children and their families attend the camp.

The next camp was held in April 2025 and the Foundation trustees again sponsored three children to attend. The main aim of the camp is to bring children (and families) together who have alopecia. To make them feel special, in a good way, and make new friends and create a feeling of not being alone in what can be and is a frightening situation, especially when you are young.

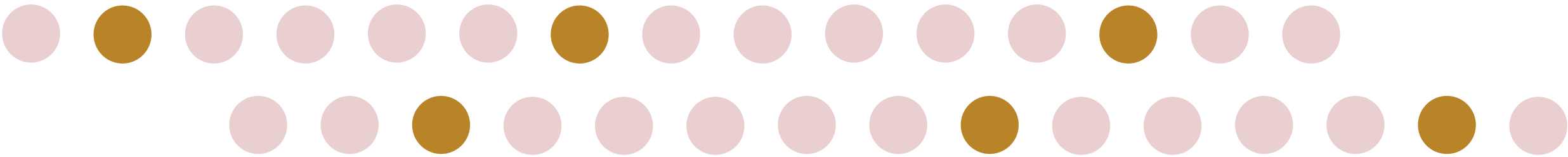
“My child has met a couple of adults with alopecia but has never met a child with alopecia so being able to go to the camp and be in a room full with other kids who look like her was amazing!”

PARENT OF ATTENDEE AT NEW ZEALAND ALOPECIA KIDS CAMP

Burn Support Charitable Trust

We are proud to support the Burn Support Charitable Trust through funding two Skin Graft Wound Care Models. These models encompass both the types of skin grafts used and the techniques and tools to aid their integration and healing.

In addition, we are again providing funding for three children to attend the National Camp for New Zealand Burn Survivors. The camp provides a supportive haven to assist in the healing and recovery of young burn survivors to attend confidence-building workshops and learn strategies to help them face the world again.



Recent donations

Nationwide - Embracing Hearts

Partnering with charity, Embracing Hearts, to fund defibrillators in schools since 2018. This includes funding two AEDs and lockboxes for Red Beach Early Learning Centre and Fantails Childcare Estate. The Foundation has now funded a total of 16 AEDs since 2018.

Auckland - Kidz First Children’s Hospital

Funding the Māori Child Health Research Collaborative’s Summer Student Research scholarship programme by providing financial support to university students medical research projects. The aim of the programme is to offer years two to four Māori and Pasifika medical students the opportunity to develop research skills, work with established researchers to develop research projects with a specific focus on key child health issues in Counties Manukau, and to increase awareness of Māori and Pasifika child health equity issues. The two 2025/26 summer research projects sponsored by Buddle Findlay are “Understanding measles sequelae” and “Caring for rangatahi in hospital.”



BUDDLE FINDLAY

Wellington - Wellington Hospitals Foundation (Te Wao Nui - Child Health Services)

The Trustees agreed to renew the Wellington Hospitals Foundation (Te Wao Nui Child Health Services). The Wellington Hospitals Foundation relationship has been in place since 2005, and the first agreement was signed in 2021. The Trustees agreed to renew it for a further three years (September 2025 – September 2027). It continues to be a very rewarding partnership, and the foundation has sponsored the purchase of a significant amount of equipment over the years.

The Wellington Hospitals Foundation has also become a pro bono relationship client.

“We are extremely grateful of their continued support of the Buddle Findlay Child Health Foundation in our region. The relationship that has developed over the years is very much valued and appreciated.”

WELLINGTON HOSPITALS FOUNDATION



Buddle Findlay Child Health Foundation Trustee, Charlotte von Dadelszen signing the Wellington Hospitals Foundation (Te Wao Nui Child Health Services) agreement

Recent donations

Christchurch - Cholmondeley Children’s Centre

Earlier in 2025, the Christchurch partners unanimously agreed that Cholmondeley Children’s Centre (Cholmondeley) was the preferred recipient of the Foundation’s funding for the Canterbury region, as it is unique in what it offers tamariki in the area, and has a significant Government funding shortfall. A three-year agreement was signed with Cholmondeley.

Cholmondeley provides short-term planned, or emergency, respite care for tamariki aged 5-12 in the Canterbury region and has been providing this service since 1925. Tamariki stay at the centre in times of whānau stress or crisis when it is considered in their best interests to spend some time away from home. Cholmondeley also offers community outreach support to whānau, rangatahi, and tamariki through its Awhi Team, made up of Social Workers, Youth Workers, and Whānau Ora Navigators. Over the past 100 years, more than 33,000 tamariki have benefited from Cholmondeley’s care, with demand continuing to grow as families face increasing financial and personal challenges.

The Christchurch office recently participated in the inaugural ‘Week of Care’ – an initiative aimed at giving back to communities that support children’s wellbeing. The Buddle Findlay team spent time decorating pots for strawberry plants, cooking, playing on the swings and trampoline and connecting with the tamariki, filling the place with laughter as the children proudly displayed their handmade creations. In the kitchen, the Buddle Findlay team worked alongside the children, decorating cupcakes together. The shared moments sparked some wonderful conversations and plenty of creativity.

Cholmondeley has also become a pro bono relationship client.

“The Buddle Findlay Child Health Foundation’s involvement in the ‘Week of Care’ is a beautiful reminder of how partnerships built on compassion and shared purpose can create lasting change in the lives of Tamariki.”

INGRID LARSEN, CHOLMONDELEY CHILDREN’S CENTRE



Members of the Buddle Findlay and Cholmondeley teams at the Cholmondeley Children’s Centre



Nettles Lamont, Cholmondeley Children’s Centre and Julia Gabrielle, Buddle Findlay, signing the partnership agreement



Supporting equal opportunities

Buddle Findlay prides itself on being involved within the community and is pleased to be a key sponsor of the Halberg Foundation for the last nine years. The Halberg Foundation works with talented young sportspeople and their families to ensure that they receive the support they need to pursue their sporting dreams, and to reap the benefits that sport and recreation provide. They also collaborate with schools, sports clubs and organisations to provide training and support with the aim of ensuring that physical activities are available to everyone.

The Halberg Foundation was founded by the late Sir Murray Halberg on the belief that all people, regardless of their ability, should have equal opportunity to enhance their lives through sport. Since 1963, the Halberg Foundation has worked hard to make Sir Murray’s vision a reality for physically disabled New Zealanders. From humble beginnings, the Halberg Foundation now stands as the lead agency in its field.

Buddle Findlay provides the Halberg Foundation with financial assistance and legal support to help it achieve its goal of sport and recreation for all. Our people are provided with volunteer opportunities at the Halberg Foundation’s key regional fundraising events including the Halberg Games.

We recently welcomed the Halberg Foundation, fellow sponsors and trustees and members of the Halberg Youth Council to our Auckland office for an evening to come together and celebrate our partnership (pictured on the right). We had the pleasure of hearing from members of the Halberg Youth Council, and from Halberg Foundation chief executive, Thomas Smith. This long-standing partnership has grown over many years, and we’re very proud to support an organisation that creates opportunities for young people with physical disabilities across New Zealand.

The Buddle Findlay Board agreed in October 2025 to renew the original sponsorship for another three years at a higher level of financial contribution.

Over \$300,000 of pro bono work has been done for the Halberg Foundation since 2017, covering employment, donations, sponsorships, intellectual property, ticketing, constitution, property, contract variations and COVID-19 issues.



Halberg Youth Council members



Halberg Foundation chief executive Thomas Smith and Buddle Findlay chief executive Philip Maitland

Supporting equal opportunities

Accessibility and inclusion training

More than 85 people have attended training on disability, accessibility and inclusion presented by the Halberg Foundation in all three offices. In May this year, Halberg Foundation advisors will run an inclusion training at our graduate recruitment interview function in our Auckland and Wellington offices and an inclusion training for our people in all three offices.

ISPS Handa Halberg Awards

As part of our partnership with the Halberg Foundation, we are proud to sponsor their annual Buddle Findlay Coach of the Year award which was won by Gordon Walker in 2025 for the sixth year and accepted by Dame Lisa Carrington on his behalf (pictured below with partner Jennifer Caldwell and Halberg Youth Council member Jaden Movold).



Career experience programme

We hosted three Halberg Youth Council members in our Wellington office in September for the three-day Buddle Findlay and Halberg career experience programme which included meeting with members of the people and culture, and marketing teams providing insights into their roles in the firm, and spending time with their Buddle Findlay buddy who shared what it is like to work in a large law firm. These experiences help us better understand how to include people with a disability in our workforce and provides work experience opportunities to the member.

Hosting Halberg Youth Council events

The Halberg Youth Council is a group of young leaders from around the country representing the voices of physically disabled young people. We provide a venue to the group for their hui's.

Volunteering at games

Our people volunteer at the Halberg Games, helping to coordinate the annual three-day event for young people aged 8-21 with physical or visual impairments. We also get the opportunity to attend the games' opening event.

“The Buddle Findlay and Halberg career experience programme provided me with amazing insight into how a law firm is managed, and as a result, I’m looking to study a Bachelor of Laws at the University of Canterbury next year.”

JOSEPH TEBBUTT,
HALBERG YOUTH COUNCIL MEMBER



Joseph Tebbutt

“The Council is a safe space to advocate for inclusion and to make sport and recreation inclusive and accessible for rangatahi across the motu. You need people with lived experience to do that effectively, and the Council brings those voices together.”

TOBY IRELAND,
HALBERG YOUTH COUNCIL MEMBER



Toby Ireland

Pro bono

Buddle Findlay is committed to making meaningful contributions to our communities and the services that support them through our pro bono programme.

At a glance: Our work in 2025

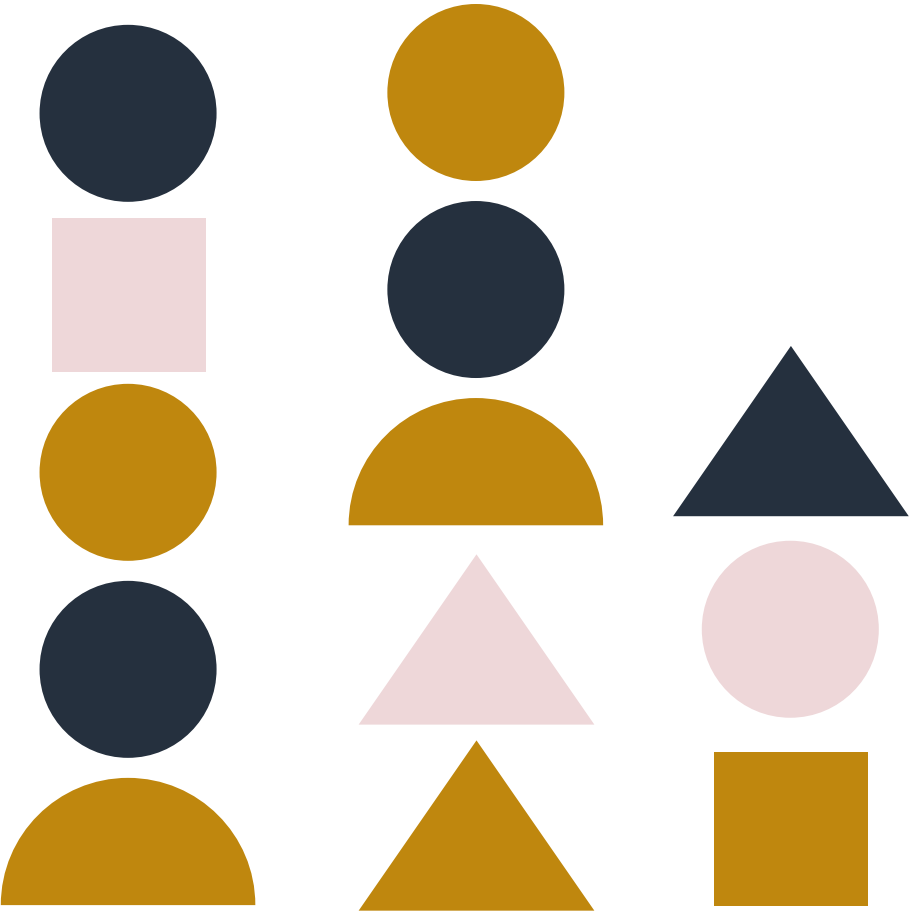
- We have advised on 160 different pro bono matters
- We have provided over 2,900 hours of pro bono legal work
- We have contributed over 570 hours of support to Community Law and Te Ara Ture
- We are proud to have formed new pro bono relationships with the following organisations:



Our focus

We are continuously exploring new connections and developing existing relationships with people and organisations who can benefit from our pro bono services.

To address critical needs within our community and contribute to positive change, we have a particular focus on work which aligns with our Te Hapori priority areas outlined on page 13.



Community Law

Community Law Centres provide free legal advice to members of the public, who otherwise may not be able to afford it or who are vulnerable.

Hutt Valley Community Law Centre: Volunteer lawyers from Buddle Findlay’s Wellington office provide legal advice to members of the public at the Hutt Valley Community Law Centre on a fortnightly rotation basis. Advice includes property, employment, criminal, family, health, and civil litigation issues.

Te Ara Ture – A bridge to law, pro bono litigation clearing house: Community Law Centres Aotearoa launched Te Ara Ture in 2021, a national service which connects volunteer lawyers with disadvantaged New Zealanders to make the justice system fairer and more accessible.

Community Law Centres can refer clients to Te Ara Ture, accessing a network of firms and lawyers helping to promote access to justice. The types of matters which may be referred include merits assessments, advice, one-off advocacy or court appearances, as well as help with dispute resolution. Buddle Findlay is a Te Ara Ture provider.



Buddle Findlay’s pro bono support for the Mental Health Foundation of New Zealand

We were delighted to recently establish a pro bono relationship with the Mental Health Foundation of New Zealand in June 2025.

The Mental Health Foundation of New Zealand (the MHF) is a charity and has been the nation’s trusted, independent voice for better mental health since 1977. The MHF works to positively impact the mental health and wellbeing of everyone in Aotearoa by promoting actions that lift mental wellbeing, providing tools that support people through tough times, and advocating for a better mental health system and society. They are best-known for running the Mental Health Awareness Week and Pink Shirt Day campaigns and providing free, reliable resources about a range of mental health challenges. Their work is evidence-based and considers Te Ao Māori, lived experience, and clinical perspectives to ensure it is relevant and effective.

Buddle Findlay has been assisting the MHF with a range of commercial matters, as well as offering technical advice on specific legal issues. Our most recent work brought together specialist advice and assistance relating to tax issues, intellectual property and commercial contracting, to help the MHF in negotiating and securing a significant fundraising opportunity to be presented in New Zealand for the first time.

“It is a privilege to support the Mental Health Foundation to undertake critical work that benefits New Zealand as a whole, as well as some of our most vulnerable communities. The Foundation’s mission is an important one that aligns with our Te Hapori strategic priorities, and it is deeply rewarding for Buddle Findlay to play its part in helping the Foundation to achieve its goals.”

MICHAEL FINUCANE, SENIOR ASSOCIATE

Buddle Findlay provides pro bono support for the van Asch Bungy Foundation

The van Asch Bungy Foundation (vABF) is a charitable trust that exists to empower individuals to discover their inner bravery and resilience, equipping them with the tools to thrive in an ever-changing world. vABF delivers a targeted experiential resilience programme to young New Zealanders which culminates in the opportunity for participants to experience a bungy jump at an AJ Hackett Bungy site.

Buddle Findlay has supported vABF in relation to various legal matters, including the provision of structuring, charities law, intellectual property and general trust and commercial advice. Our Auckland office has also recently participated in a successful pilot scheme of the programme aimed at corporates.



Buddle Findlay team members ready to experience a bungy jump



Te Taiao

Environment and sustainability

Environmental action is everyone's business.

Buddle Findlay's national environment committee (Te Taiao) is comprised of representatives from across the firm and is complemented by regional subcommittees tasked with actively working towards lowering our emissions. Participants are volunteers across all levels at Buddle Findlay - people who are passionate about the environment and its interaction with our workplace.

The following principles guide our strategy and decision making so our approach endures despite changes in the external environment:

- **Environment:** we will try to do what is right for the environment and take practicable steps to reduce our environmental footprint.
- **Clients:** we will try to honour our environmental commitments to clients.
- **Our people:** we will always ensure that we reflect our people's desires to work at a firm that tries to reduce its environmental footprint.

“With the worldwide aim of avoiding more than 1.5°C change in global temperature, Buddle Findlay is committed to playing its part in the effort to achieve net zero emissions by 2050.”

HAMISH KYNASTON, PARTNER

Environment and sustainability initiatives

Environment

Working with our people and suppliers to encourage the efficient use of resources including training our people in processes and technologies which facilitate sustainable practices.

Materials and waste

- Continuing to measure and manage waste with the aim to reduce the quantities of materials we consume, including paper, single use and soft plastics
- Using and encouraging recycling where possible including implementing select TerraCycle recycling schemes across our offices, encouraging the recycling of paper products generally and participating in schemes to recycle redundant electronic equipment, furniture, used batteries and blister packs
- Continuing schemes for recycling and disposing of organic/green waste separate to general waste, including an in-house worm farm in Auckland
- Influencing our suppliers, including caterers, cleaners and couriers, to offer sustainable choices.

Energy

- Promoting responsible energy use
- Purchase of Certified Renewable Energy with Meridian
- Making energy efficient decisions in relation to our premises including the use of sensor lighting and the replacement of non-efficient lighting
- Continuing procurement for any replacement equipment to meet energy efficient standards.

Communication

- Making sure our people and our suppliers are aware of our strategy
- Providing an overview of our environmental activities in induction training
- Educating our people about relevant sustainability practices including recycling signage in our offices, email/newsletter communications and organising external speakers/presentations
- Including our environmental goals, achievements and challenges in client communications
- Gathering information about environmentally sustainable business practices.

Recent initiatives:

- Completed a full scope 1-3 carbon audit and Carbon Commit certification process for the 2024 reporting period with Lever Room. We are currently discussing our certification and off-setting options beyond Carbon Commit certification with Lever Room in conjunction with our national environmental committee and regional sub-committees
- We will promote a sustainable Christmas gift guide to staff to encourage conscious and sustainable gift giving
- We will once again participate in the Christmas Shoebox Project charity for 2025. The aim of the project is to ensure kiwi kids living in hardship receive the same positive memories and educational benefits from Christmas gifts that their peers will
- Sponsoring Dress for Success’ “Mother’s Day Sip ‘n’ Shop” event, which celebrated the special women in our lives with an evening of sustainable shopping and style at their Dressed on the Terrace recycled clothing boutique in Wellington
- A group of Auckland staff volunteered with the Sea Cleaners crew, spending a day on the Gulf visiting various islands around central Auckland and collecting rubbish washed ashore
- Our Auckland litigation and employment team spent the day volunteering with Give a Kid a Blanket, a charity dedicated to easing the effects of poverty by providing warmth and care to those in need. Give a Kid a Blanket distributes blankets, duvets, bedding, clothing, and self-care essentials to individuals and families across our community - a simple yet powerful way to show compassion and solidarity
- Partnering with Dress for Success where our Wellington office collected clothing donations from our people and delivered them to Dress for Success
- Increased signage to raise awareness and increase understanding of how to recycle in our offices
- Held a Vegetarian Week morning tea event and recipe competition with pizza vouchers as prizes
- Promoted Recycling Week and held a live audit, e-waste collection competition, and provided communications on recyclable items
- Promoted a ‘Little Library’ for usage and potential book swap
- Developing a ‘Waste-Free Christmas’ swap event for November/December 2025.

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