



# Tō Tātou Tiakitanga.

Ours to care for all.

January 2022 - June 2022

[buddlefindlay.com](http://buddlefindlay.com)



## Kia ora

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

Tiakitanga brings together the key things we are doing as a firm under diversity and inclusion (D&I), Te Taiao (environment) and Te Hapori (community).

We recognise that to be the firm that we want to be, and to continue to develop our culture within, we need to provide the opportunities for our people to get involved and make meaningful contributions to the areas they are passionate about. We are committed to this journey and as we look out to the horizon we continue to work together to grow our capabilities in how we care for all.

This report is testament to the great work our passionate people across the country do, and will continue to do, for our environment and in our community.

Ngā mihi

**Philip Maitland**

**Chief Executive**

# Contents

<b>01. DIVERSITY AND INCLUSION</b>	<b>04</b>
D&I initiatives	06
Cultural capabilities	07
<b>02. TE HAPORI (OUR COMMUNITY)</b>	<b>08</b>
Buddle Findlay Child Health Foundation	09
Halberg Foundation	12
Pro bono	13
Community Law	15
<b>03. TE TAIAO (ENVIRONMENTAL AND SUSTAINABILITY INITIATIVES)</b>	<b>16</b>





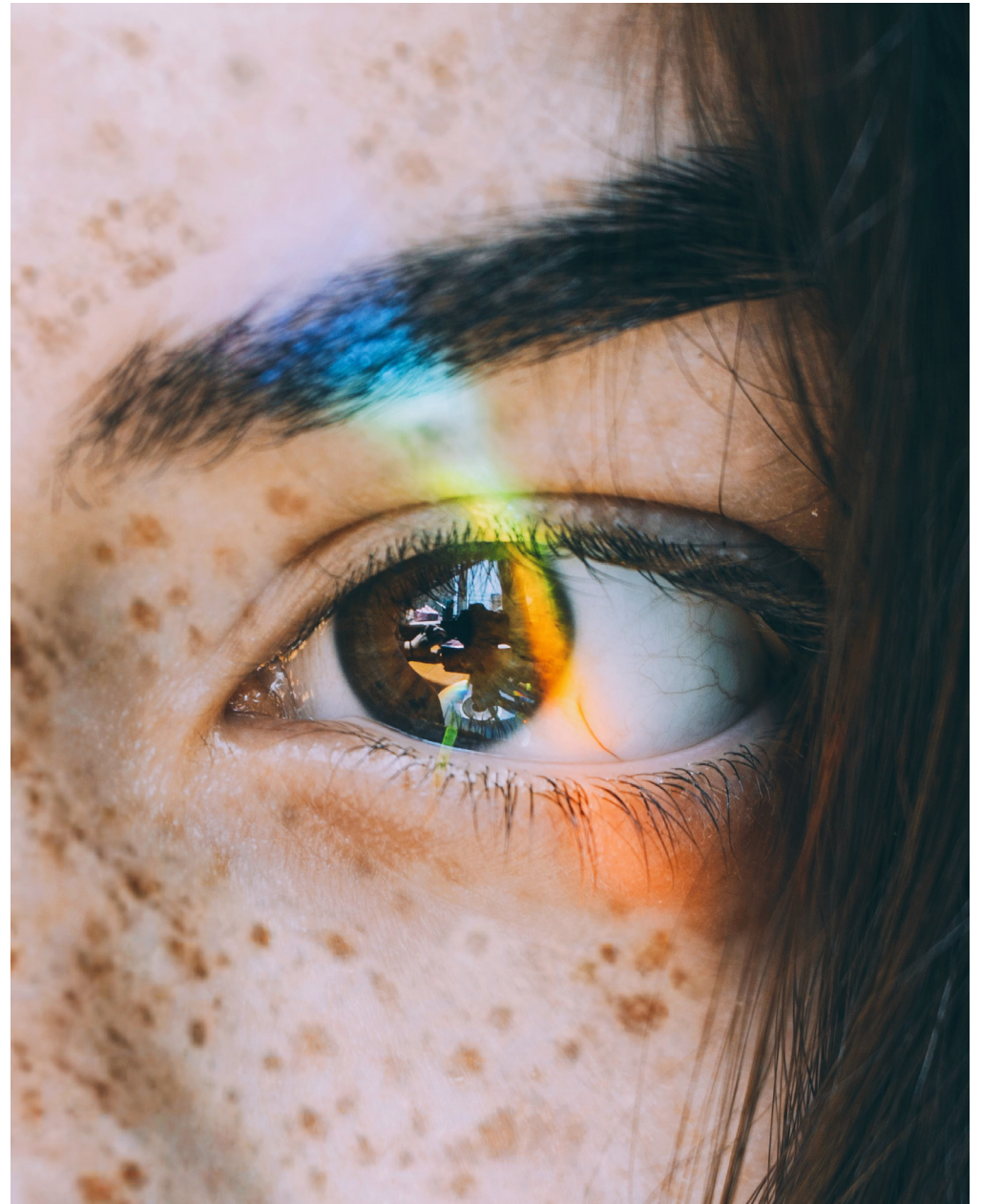
# **Diversity and inclusion**



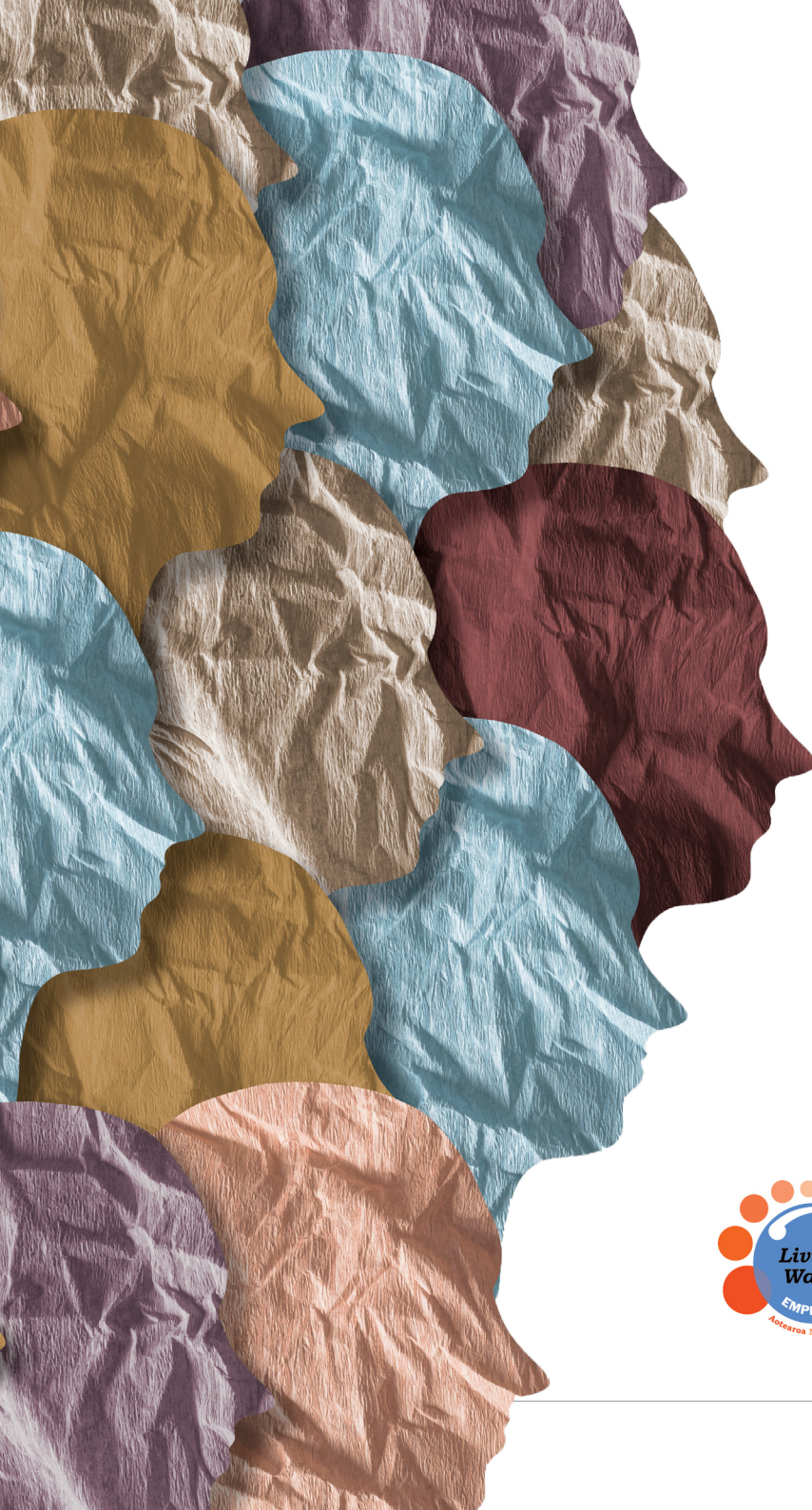
## Diversity and inclusion

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. We respect, value and support our people; our priorities are diversity, inclusion, safety and wellbeing.

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. Diversity and inclusion are fundamental elements of Buddle Findlay's strategic priorities and are a lens 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.







## D&I initiatives

- A key D&I focus this year has been understanding the motherhood penalty and exploring an innovative and progressive approach to support all our people to thrive before, during and after becoming parents. A working group of partners have met regularly throughout the year to challenge, understand and propose a new approach. The approach will be launched in December 2022. The following initiatives came into effect earlier this year:
  - KiwiSaver employer contributions – 3% employer contributions for the duration of parental leave
  - annual leave rate on return from parental leave will be at its full value (not the average of the previous 12 months)
- Development of D&I metrics and regular reporting of these to the Board
- Analysis of our gender pay gap along with a commitment to publish our gap in 2023 and a review of initiatives to improve our gap
- Our people participated in Sweat with Pride, raising \$10,255 in support of the Burnett Foundation Aotearoa (formerly the New Zealand AIDS foundation) to make a difference to improve the mental and physical health of Aotearoa's Rainbow communities
- Engaging with other legal organisations to discover ways in which we can better support our LGBTQI+ communities
- Re-certification of our Rainbow Tick
- Introduction of pronouns to our email signatures
- Global Women membership and participation
- Introduction of new policies – family violence, close personal relationships with co-workers and clients, a flexible working policy and review of all policies with a D&I lens
- Celebrating and raising awareness about Matariki, Pacific languages, pride, Chinese/ lunar New Year and Ramadan.





## Cultural capabilities

As part of our national D&I strategy, we have embedded a cultural capabilities framework within te ao Māori. This framework outlines our Kaupapa - our guiding principles:

- Manaakitanga (to show to others hospitality, kindness, generosity and support)
- Whanaungatanga (is a relationship created through shared experiences and collaboration in a way that provides people with a sense of belonging)
- Kotahitanga (represents unity, togetherness, solidarity and collaborative action)
- Mōhiotanga/maramatanga (is about sharing knowledge, understanding and comprehension)

Our goals: to offer respect and reciprocity, developing our culture, understanding of tikanga Māori and our Māori law practice.

### Cultural capability initiatives

- Supporting our people to improve individual Te Reo Māori and tikanga skills, integrating these into day-to-day life and work
- Building relationships with Māori organisations, such as student associations and local marae
- Extended Te Reo Māori courses focused on introductory language skills, generally involving ten sessions over several months

- Te Reo Māori and Tikanga Māori for advocates - a seven-part course for litigation teams to support in using Te Reo Māori in the Court, as well as better understand how and when to apply tikanga to legal problems
- Pronunciation basics workshops held for our people
- Regular waiata practice sessions held in Auckland and Wellington, with waiata now regularly performed at in-person events
- Supporting Pātaka Kai - as part of Matariki celebrations, we take part in food drives to support Manukau Urban Māori Authority Foodbank (Auckland), Kōkiri Marae (Wellington) and Purapura Whetu (Christchurch)
- Partnering with Māori Law Review - we have been a partner of the monthly publication since 2013, supporting to host events, as well as contributing publications each year on legal developments affecting Māori
- Increasing engagement with Māori student associations, including running mootings and negotiation workshops, providing judges for negotiation competitions, hosting office tours, funding merchandise and running CV and interview workshops
- A graduate recruitment programme with Ngāi Tahu provides a preferential place to a Ngāi Tahu law student in our summer clerk programme each year
- We pay 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

Our community strategy is based on involving our people and we are committed to building a stronger and sustainable community in New Zealand by:

- Supporting the Halberg Foundation to help it achieve its goal of sport and recreation for all
- Assisting hospitals in caring for children 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
- Partnering with Māori Law Review including by supporting the review and as a contributing author on legal developments affecting Māori.

### Child Health Foundation

The Buddle Findlay Child Health Foundation (the Foundation) is a charitable trust that was set up in 2005 and supports tamariki in need of medical care in New Zealand. If hospitals face an urgent need for equipment or other vital resources, the Foundation will quickly consider applications for funding to help meet the need and provide an immediate and direct benefit to the children.

Supporting child healthcare is a natural fit for Buddle Findlay with partners and staff having a genuine desire to make a difference. The Foundation is firmly committed to improving the experience for kids in hospital care in a direct and tangible way.

\$1.4m has been donated for urgent medical care for children since the Foundation began.

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

In August 2018, Buddle Findlay became a founding supporter of the Māia Health Foundation (Māia). In September 2021, we renewed the agreement between the Foundation and Māia for a further three years. Māia, which is the charitable arm of Te Whatu Ora - Health New Zealand, Waitaha Canterbury, has been set up to fundraise for items that are not budgeted for. This is a wonderful opportunity for Buddle Findlay to continue supporting child health in Christchurch which expands on the firm's existing relationships with the equivalent organisations for Wellington and Middlemore Hospitals.

**BUDDLE  
FINDLAY**  
CHILD HEALTH  
FOUNDATION



**At Buddle Findlay, corporate social responsibility is not just a nice 'add-on'. Giving back to our community is a fundamental element of the way we do business.**



**\$1.4m has been donated for urgent medical care for children since the Foundation began.**



## Recent donations

### Auckland

- Intrapulmonary Percussive Ventilation system (2022)
- Air ultrasound (2021)
- IV pumps (2021)
- Baby warmer (2020)
- Four scholarships (2020/2021), available to Māori and Pasifika medical students to research health issues facing Māori and Pasifika children. Topics have included:
  - Pasifika child and family wellbeing and school readiness
  - rheumatic fever conferences - improved patient treatment plans/engagement
  - long-term follow-up of post-streptococcus glomerulonephritis in children
  - risks for obstructive sleep apnoea in Pasifika youth at the time of leaving school.



Children's hospital, Middlemore



### Wellington

- Sending Santa to the annual children's Christmas party, with our Summer Clerk elves and a face painter, to distribute gifts
- Donating boredom buster gifts around Easter time.



### Canterbury

- SimBaby simulator (2020)
- Baby scales (2019)
- Dental booster cushions (2019).



### Placing defibrillators in schools nationwide

- Funded 13 defibrillators since 2018, including three in 2022 at:
  - Papanui Primary School (Christchurch)
  - St Brendan's Catholic School (Wellington)
  - Michael Park School (Auckland).



## Halberg Foundation

Buddle Findlay is pleased to be a key sponsor of the Halberg Foundation (the Foundation). The 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 Foundation was founded by 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 Foundation has worked hard to make Sir Murray's vision a reality for physically disabled New Zealanders. From humble beginnings, the Foundation now stands as the lead agency in its field.

Buddle Findlay provide the 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 Foundation's key regional fundraising events.

### Career experience programme

Three Youth Council members joined our offices for a week of work experience in 2019. The experience helped us better understand how to include people with a disability in our workforce. [More](#).

### Hosting Youth Council events

The 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 bi-annual 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.

### Accessibility and inclusion training

More than 85 people attended training on disability, accessibility and inclusion presented by the Foundation in all three offices.

**Halberg**  
Foundation

**170 hours of pro bono time  
since 2017, involving 27 lawyers**

Covering employment, donations, sponsorships,  
intellectual property, ticketing, constitution,  
property, contract variations and COVID-19 issues.



## Pro bono

Buddle Findlay recognises the difficulty some community organisations have in accessing legal services and that money saved on legal fees can be channelled towards making a real difference. We have a comprehensive pro bono policy in place, encouraging our lawyers to dedicate their time and expertise to helping those in need.

Over the years, we have voluntarily assisted a number of individuals, charities and community projects. Many of our partners and people are also involved in community boards, committees and charitable trusts. Some of our pro bono clients are:

### CCS Disability Action - Auckland

CCS is committed to creating inclusive communities. A large part of its role is supporting people with disabilities to be 'in the driver's seat' of their life and to achieve their own dreams and aspirations - by having the skills, confidence and resources to influence family, friends, colleagues, society and government.



### Coastguard Wanaka Lakes

Coastguard Wanaka Lakes is a volunteer emergency response marine search and rescue organisation covering Lakes Wanaka and Hawea. The unit was formed in 2011 and since then has averaged 20 volunteers, who together have spent thousands of hours to ensure that they meet both operational requirements and criteria to enable them to respond 24/7. The average number of people saved, rescued or assisted per annum is 24. CWL also provides operational support for a considerable number of annual Wanaka water sport events.



### College Sport Wellington

College Sport Wellington is a registered charitable entity established to centralise administration of sporting programmes for schools of the greater Wellington region. College Sport Wellington has a membership of 42 secondary schools, with a student population of 26,500 who have the opportunity to participate in 35 sporting codes at either a competition or tournament level.



### Dress for Success

The mission of Dress for Success is to promote the economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help women thrive in work and in life.

DRESS for SUCCESS  
AUCKLAND

### Gap Filler Trust

Gap Filler is a creative social enterprise that works with communities to design and deliver placemaking strategies and programmes that are the foundation for long-term community outcomes. Based in Christchurch, they create installations, events and processes to make places more memorable, fun, equitable and sociable and deliver strategies, installations and support services all around New Zealand and the world.



### Kaibosh Food Rescue

Kaibosh is a not-for-profit organisation that acts as a link between the food industry and charities that support people in need. Kaibosh aims to stop edible food from being needlessly thrown away and ensure that it reaches those in our community who are struggling or vulnerable.



### LandSAR

LandSAR is a national volunteer organisation that provides land search and rescue services to the lost, missing and injured all over New Zealand. LandSAR has over 3,000 volunteers across the country.



### Laura Fergusson Trust

Laura Fergusson Trust provides specialised rehabilitation services, both residential and community based. It has a special focus on the neurological field where it meets the needs of New Zealanders who have congenital or acquired conditions.



**"In the past year, Kaibosh has distributed 497,306kg of quality surplus food to people in need... Having the support of Buddle Findlay means we can do this with the confidence that we are fulfilling our legal obligations and can just focus on the 'on the ground' work of ensuring that healthy and nutritious food reaches those who may otherwise go hungry. We are incredibly thankful for the support we receive from Buddle Findlay."**

MATT DAGGER, GENERAL MANAGER, KAIBOSH



### Reconnecting Northland

Reconnecting Northland is the first large-scale ecological restoration programme in New Zealand, focusing on the wellbeing of the people and the land.

Reconnecting Northland covers the Northland Peninsula from the Tāmaki/Manukau isthmus to Te Rerenga Wairua at the northern tip of the North Island.



### Toi Whakaari: NZ Drama School

Toi Whakaari: NZ Drama School is a tertiary training establishment for the dramatic arts based in Wellington. Toi Whakaari's vision is

to lead in the training of actors, directors, technicians, costumiers, prop makers and designers in the performing arts both nationally and internationally.



**Toi Whakaari**  
New Zealand  
Drama School

### Te Rourou, Vodafone Aotearoa Foundation

Te Rourou, Vodafone Aotearoa Foundation is committed to creating an equitable Aotearoa for rangatahi. 20% of young people in Aotearoa are over-burdened and under-resourced. These young people are being locked out of opportunity by systems and experiences beyond their control, and face ongoing, complex challenges to their health, their education, and their relationships. Te Rourou, Vodafone Aotearoa Foundation blends digital investment, corporate partnerships, operational and communications support, advocacy, and mentoring with philanthropic funding to build fast-paced, sustainable, and measurable change with the goal of halving the number of excluded and disadvantaged young people by 2027.



**Vodafone  
Aotearoa  
Foundation**

### Women's Centre

The Women's Centre is a not-for-profit community organisation based in Christchurch that provides support for women through a range of low and no-cost services including counselling, a drop-in centre, low-rent rooms, legal advice, courses, information and support services.



### WWF - New Zealand

WWF - New Zealand is part of the world's largest organisation dedicated to protecting nature and looking after the planet. In New Zealand, the team supports local communities to protect our precious native wildlife, forests and landscapes, and are at the forefront of efforts to save our endangered Hector's and Maui's dolphins.



## Pro bono case study

### Judicial Review on the legality of rodeo

#### New Zealand Animal Law Association (NZALA)

In July 2022 we represented the New Zealand Animal Law Association (NZALA) and Save Animals From Exploitation (SAFE) in a High Court judicial review proceeding. The proceeding tested the legality of the Code of Welfare: Rodeos 2018 in the context of its primary legislation, the Animal Welfare Act 1999.

NZALA and SAFE argued there were procedural errors with how the Rodeo Code was promulgated, and that the Code is inconsistent with the Animal Welfare Act.

The key question at the heart of the proceedings was: What is considered a "necessary and reasonable" level of pain and distress for animals used in entertainment to experience? NZALA and SAFE argued the Code does not prevent rodeo animals from suffering ill-treatment and unreasonable or unnecessary pain or distress, permits activities that do not meet the purpose of the Animal Welfare Act, was issued for a purpose that runs contrary to the purpose of the Animal Welfare Act, and as such is unlawful. NZALA and SAFE asked the High Court to declare the Code unlawful and set it aside in its entirety.

Despite the High Court finding there were errors and procedural defects in the government's process when it re-issued the Rodeo Code in 2018, it declined to make a ruling on the legality of rodeo, instead considering the proper forum for challenging rodeo's legality would be the Rodeo Code review and consultation process that is being run by the National Animal Welfare Advisory Committee (NAWAC). The High Court dismissed the judicial review application.

This is the second time we have represented NZALA and SAFE, with a successful 2020 judicial review resulting in the High Court directing the Minister of Agriculture to consider new regulations and minimum standards phasing out sow farrowing crates and mating stalls for pigs.

## 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.



### Spotlight: 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.

The Hutt Valley Community Law Centre has advised our involvement is crucial in helping to fill a shortage of volunteers.

### 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, including those at Buddle Findlay, with disadvantaged kiwis 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 via Te Ara Ture include merits assessments, advice, one-off advocacy or court appearances, as well as help with dispute resolution.





# **Te Taiao**

**Environmental and sustainability initiatives**



Buddle Findlay has established an environment committee (Te Taiao) comprising of representatives from across the firm and is complimented by local subcommittees in each office. Participants are volunteers across all levels at Buddle Findlay - people who are passionate about the environment and its interaction with our workplace.

Environmental action is everyone's business. We have an ambitious goal to become leaders in our approach to reduce our environmental impact. To work towards this goal, we are committed to:

- Maintaining carbon-neutral certification and setting ambitious emissions reduction targets
- Engaging with our people on emissions reduction and broader environmental issues
- Integrating environmental considerations into all aspects of our business.

**“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

## Emissions reduction targets



Reduce  
total emissions  
by at least

**5%**

on average  
each year

Five years from  
1 Jan 2020 - 31 Dec 2024

Reduce  
flight emissions  
by at least

**15%**

compared  
to 2019

Target: 31 Dec 2023

Reduce  
electricity emissions  
by at least

**3%**

compared  
to 2019

Target: 31 Dec 2023





## Sustainability initiatives

### Environment

- Reducing the environmental impact of our business activities and decisions
- Setting targets for reducing our environmental impact, including aiming to reduce our overall emissions footprint by at least five percent on average each year
- Working with our people and suppliers to encourage the efficient use of resources including training our people in technologies which facilitate sustainable practices.

### Materials and waste

- In mid-2021 all three of our offices conducted a waste measurement exercise, measuring the volume of office waste sent to landfill each day for a five to ten-day period. The aim is to repeat this exercise annually to measure the impact of waste-reduction and recycling initiatives
- Reducing the quantities of materials we consume and the amount of waste or recyclable materials we create including active measures to reduce usage of paper and single use 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 and furniture, and used batteries
- All offices have separate schemes for recycling and disposing of organic/green waste separate to general waste, including an in-house worm farm in Auckland
- All our offices also separately recycle soft plastics
- Influencing our suppliers, including caterers, cleaners and couriers, to offer sustainable choices and taking advantage of those choices.

### Energy

- Promoting responsible energy use and the avoidance of energy wastage
- Making energy efficient decisions in relation to our premises including sensor lighting
- Reducing electricity emissions by three percent before 31 December 2023.

### Transport

- Avoiding unnecessary business travel
- Making provision for bicycle parking
- Buddle Findlay has set a target of reducing flight emissions by 15% before 31 December 2023.

### Communication

- Making sure our people and our suppliers are aware of this policy
- New starters will be made aware of our environmental goals as part of induction training
- Inviting our people to provide input to this policy
- Taking opportunities to educate our people about relevant sustainability practices including signage in our offices, email/newsletter communications and organising external speakers/presentations
- Taking opportunities to communicate our sustainability goal, achievements and challenges to our clients and to the wider community
- Gathering information about environmentally sustainable business practices.

### Buddle Findlay certified as carbon neutral

Buddle Findlay holds Toitū carbonzero service certification in line with PAS 2050 for our service offerings. We are proud to take science-based action to sustain the life of this place, our people and our future.

A Toitū carbonzero certified service is a net zero carbon service certified in line with international best practice.





## Recent environmental achievements



Working towards a sustainability focused procurement policy and framework.



Exploring and offering options to divert waste from landfill, allowing separation and recycling of specific waste wherever possible.



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Working towards better understanding commuting habits and related emissions.



Engaged an external consultant to recommend opportunities for reducing the Wellington office's electricity use.



Exploring systems to track the offices' main emissions areas which will provide an understanding of key trends. Using information gained to inform plan of action.



Supported and sponsored WWF's Whales Tail sculpture trail in Tamaki Makaurau.



Raising awareness about precedent-style resources available to support climate conscious legal drafting.

# BUDDLE FINDLAY

## AUCKLAND

HSBC Tower, 188 Quay Street, PO Box 1433

Auckland 1140, New Zealand

DX • CP24024 P • 64 9 358 2555

## WELLINGTON

Aon Centre, 1 Willis Street, PO Box 2694

Wellington 6140, New Zealand

DX • SP20201 P • 64 4 499 4242

## CHRISTCHURCH

83 Victoria Street, PO Box 322

Christchurch 8140, New Zealand

DX • WX11135 P • 64 3 379 1747

[buddlefindlay.com](http://buddlefindlay.com)

