



Tō Tātou Tiakitanga.

Ours to care for all.

July 2023 - February 2024



Kia ora

I am pleased to share Buddle Findlay's Tō Tātou Tiakitanga (ours to care for all) July 2023 to February 2024 report with you.

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

This is our fourth edition of Tiakitanga and it is heartening to see the variety of causes that our people get behind. We have a passionate team at Buddle Findlay, and I am proud of the way our people continue to embrace the opportunities presented to them - whether that be through our diversity and inclusion, community or environmental initiatives.

Ngā mihi

Philip Maitland

Chief Executive

Contents

01. DIVERSITY AND INCLUSION	04
D&I initiatives	05
Cultural capabilities	07
02. TE HAPORI (OUR COMMUNITY)	08
Buddle Findlay Child Health Foundation	10
Halberg Foundation	13
Pro bono	14
Community Law	17
03. TE TAIAO (ENVIRONMENTAL AND SUSTAINABILITY INITIATIVES)	18

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

- Providing eight Māori and Pacific Island secondary school students, through our partnership with Student360, the opportunity to gain work experience for a week in our Auckland and Wellington 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 the legal profession
- Achieving 'excellence awardee' in the Diversity and Inclusion Initiative of the Year category in the New Zealand Law Awards
- Achieving a finalist place for the Inclusive Workplace Award in the Diversity Works Awards 2023 for our motherhood penalty research and subsequent parental leave policy
- Launching our Parent Network as part of collaboration week
- Continuing to promote the platinum coaching opportunity available through our career coaching platform, Grace Papers. Grace Papers are workplace gender equity experts, helping people navigate managing their career and care responsibilities
- Hosting a Pink Ribbon breakfast, raising funds for the Breast Cancer Foundation. The event theme was health law and was organised by Victoria University of Wellington Law Students' Society and Victoria University of Wellington Feminist Law Society
- Continuing the analysis and publishing of our gender pay gap and equity pay gap and reporting to our board of management. We are committed to improving our gender pay gap and report on an annual basis to our board, partners and our people
- Reporting on a quarterly basis our diversity and inclusion metrics to our board of management and partnership. These metrics include the percentage of women in our workforce, partnership, senior leadership team and our board. Other metrics include the median and average age of our workforce, and percentage of our people who identify as Māori, Pacific Islanders, New Zealand Pakeha/European, Asian or other

365

People
(approx.)

50%

of our board are
women

60%

of our senior
leadership team
are women

36%

of our partners
are women

66%

of our total
workforce are
women

5%

of our people
identify as
Māori or Pacific
Islanders

55%

of our people
identify as New
Zealand Pakeha/
European



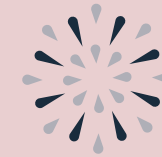


- Confirming our membership with Amotai, a supplier diversity intermediary tasked with connecting Māori and Pasifika-owned businesses with buyers wanting to purchase goods, services and works
- Working with volunteer organisations to provide volunteering options with a diversity and inclusion lens for our Āwhinitia Rā (community day)
- Celebrating Te Wiki o Te Reo Māori language week in September, including holding a workshop in all three offices where some mātauranga (knowledge) about karakia was shared
- Celebrating Mid-Autumn Festival which is an important event in many East Asian and Southeast Asian countries, including China, Korea, Japan, Vietnam, Malaysia, and Singapore
- Acknowledging Tuvalu, Fijian and Niue language weeks
- Acknowledging International day of the world's Indigenous People
- Hosting events in our Wellington office for the Victoria University of Wellington Asian Law Students' Association
- Sponsoring the Pacific Lawyers' Association end of year dinner
- Developing a new name pronunciation tool on our intranet.

 GLOBAL WOMEN



RAINBOW TICK 



**Celebrating
Diwali in
November**



**Continuing our
Rainbow Tick
membership**



**Celebrating
Matariki in July**



**Celebrating the
Pride Festival
in Auckland in
February**



**Continuing our
Global Women
membership and
participation**



**Celebrating
Lunar New Year in
February**



**Pride Pledge
membership**



**Partnership
with Dignity NZ
to provide free
sanitary products
in bathrooms.**

Cultural capabilities

Our diversity and inclusion strategy includes a framework aimed at increasing Buddle Findlay's capability in Te Ao Māori. The kaupapa behind the cultural capabilities framework is designed to achieve our goals of fostering respect and reciprocity, upskilling staff capability and confidence in Te Reo and Tikanga Māori, ensuring cultural safety for our people and clients, and developing our Māori law practice. Our principles include:

- **Manaakitanga** (showing others hospitality, kindness, generosity and support)
- **Whanaungatanga** (relationships 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** (sharing knowledge, understanding and comprehension).

Cultural capability initiatives

- Continuing our support of our people to improve individual Te Reo Māori and Tikanga Māori skills, integrating these into day-to-day life and work, including welcoming new starters with mihimihi
- Investigating the introduction of Te Reo job titles in our email signatures
- Launching cultural capability intranet pages. This includes language resources (Te Reo Māori at work - documents and emails, in the courts and in the legal context and Te Reo Māori more generally - reference materials, courses)
- 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
- Celebrating Matariki in all three offices including supporting Kōkiri Marae in fundraising to assist with construction of a mārakai (food garden) and commercial kitchen
- Partnering with Māori Law Review
- 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 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.

In late 2022, we conducted a survey of our people to better understand their views on what community priority areas the firm should focus on over the next few years. As a result, we have identified six community priority areas to guide our future contributions to the community.

These priority areas are reducing inequality (for example, education, hunger, poverty, homelessness and minority groups), children and rangatahi wellbeing, Māori wellbeing, mental health and addiction, access to justice and people living with disabilities.

We will work collaboratively with our people on how we can contribute to each of these areas.

Te Hapori: our community priority areas



Access to justice



Children and rangatahi wellbeing



Māori wellbeing



Mental health and addiction



People living with disabilities



Reducing inequality

Recent Te Hapori initiatives

- Confirming a three-year sponsorship of the Christ Church Cathedral Reinstatement Project. We provide an annual donation and 'in-kind' support in the form of a discount on our normal hourly rates on legal services
- Continuing our support of charities through our Āwhinatia Rā, our community day which is an extra day's paid special leave for an activity that represents a positive contribution to the community. Recently, teams in our Auckland and Wellington offices volunteered at Everybody Eats, a community 'pay as you feel' restaurant.

Child Health Foundation

The Buddle Findlay Child Health Foundation (the Foundation) is a charitable trust that was set up in 2005 and supports children 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 and young people. The Foundation also responds to applications from charitable organisations that are dedicated to improving healthcare outcomes for children and young people throughout New Zealand.

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.

\$1.51m 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.

Supporting our children



Recent Child Health Foundation initiatives

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

The main aim of the camp was 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.

Thirteen children and their families attended the inaugural camp, held at Glentui Lodge in North Canterbury. The children were treated to good food, good weather and an array of fun activities including face painting, bouncy castles, archery, air hockey, table tennis, and melting marshmallows.

“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



Recent donations

Auckland

- Funding the Māori Child Health Research Collaborative's Summer Student Research scholarship programme providing financial support to university students 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 2023/24 summer research project sponsored by Buddle Findlay is 'Do children with bronchiectasis need to stay two weeks in hospital for intravenous antibiotics?' (2023)
- Funding Tomato chairs chairs - an adaptive seat that supports children with special postural needs (2023)
- Funding a MetaNeb ventilator (intrapulmonary percussive ventilation system) to assist with the rising number of patients in hospital with respiratory infections during the winter (2022)
- Funding approved for the PIPPA Tamariki Study which is a significant child health project researching Paracetamol and Ibuprofen in the primary prevention of Asthma in children (2022).

Wellington

- Funding six Cubro Mauro Duo-line breastfeeding chairs (2023)
- Funding a Giraffe blue spot phototherapy system (2023)
- Funding 35 Buzzy4Shots healthcare kits (2023)
- Sponsoring three burn-victim children for their travel expenses to attend the Rehabilitation Camp to assist with their healing and recovery (2023)
- Sponsoring three children for their travel expenses to attend the NZ Alopecia Camp (2023)
- Confirming sponsorship of three children for their attendance costs for the 2024 Kidney Kids Summer Camp (2023)
- Donating Christmas gifts to the Te Wao Nui Child Health Service (the new Wellington Regional Children's Hospital) to the children staying in hospital over the holiday period. This included funding for a Santa suit and face painters (2023)
- Funding an OPMI PICO microscope for Wellington Hospitals Foundation in support of Te Wao Nui Child Health Service (2022).

Christchurch

- Funding five recliner chairs with footstools for Paediatric Outpatients Department (2023)
- Funding eight recliner chairs for Children's Emergency Care (2023)
- Supporting the launch of the Māia Health Foundation 2023 fundraising campaign (2023)
- Attending the Māia Health Foundation Feast Gala event to help raise funds for the Kahurangi project, an enhanced outpatient facility for Child and Youth Mental Health (2023)
- Funding request approved for the Paediatric Sleep Lab. The package of devices requested will extend the lab's ability to care for children with the most complex needs (2022).

Nationwide

- Partnering with charity, Embracing Hearts to fund defibrillators in 13 schools since 2018.

Supporting equal opportunities

Halberg Foundation

Buddle Findlay prides itself on being involved within the community and 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 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 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 provides 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.

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

Career experience programme

We hosted a Halberg Youth Council member in our Wellington office in July for a three-day career experience programme which included meeting

258 hours of pro bono time dedicated to the Foundation since 2017, involving 34 lawyers

with members of the people and culture and marketing teams providing insights into their roles in the firm, attending the monthly Te Taiao (environment) committee meeting, participating in a barista workshop, 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 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.

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.



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 in people's lives. Our pro bono policy was most recently updated in December 2023 and encourages our lawyers to dedicate their time and expertise to helping those in need of legal services.

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. Our pro bono clients include:

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 Auckland

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.

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 to ensure that it reaches those in our community who are struggling or vulnerable.

Kotahi Rau Pukapuka Trust

The Kotahi Rau Pukapuka Trust are on a mission to produce 100 books translated into te reo Māori within ten years. By June, eight books had been released with several more due to be published by the end of the year, along with audio books. Buddle Findlay assisted in establishing the trust and continues to advise on agreements with publishing houses, translators and with iwi affiliated groups to publish translated and original te reo works.

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 Wellington

Laura Fergusson Trust Wellington provides residential, rehabilitation, respite and recreational services for adults with physical or neurological impairments.

Louise Nicholas Trust

Louise Nicholas Trust supports survivors of sexual violence. They help survivors navigate New Zealand's complicated court and social services system, when survivors feel vulnerable and hurt. The Trust also help influence and change the system through input to legislation and government policy, and by changing community attitudes.



Buddle Findlay provides support in the development of a tailored whānau mortgage product to be provided by BNZ to Ngāti Whātua Ōrākei in respect of its papakāinga development

Buddle Findlay is delighted to have provided pro bono legal support to BNZ as it worked with Ngāti Whātua Ōrākei to develop an innovative financing framework for housing on iwi land.

Construction is now underway for 24 new whānau homes on Hawaiki Street in Tāmaki Makaurau Auckland.

As stated by BNZ, obtaining finance for housing on Māori land has been historically challenging. The unique ownership structure and restrictions on land transferability often meant that it couldn't be used as security for loans, creating a significant barrier for Māori home ownership.

However, the collaboration between BNZ and Ngāti Whātua Ōrākei has resulted in the development of a new framework enabling hapū members to secure a BNZ home loan for papakāinga housing at standard interest rates on iwi land. The new framework employs standard leasehold mortgage lending practices, underpinned by a confidential Deed of Understanding. This ensures that in the face of any challenges, such as a distressed mortgage, the land integrity and control is preserved by Ngāti Whātua Ōrākei who would take over the mortgage. This approach balances the bank's security requirements with the enduring land rights of Ngāti Whātua Ōrākei.

In addition to collaborating with Ngāti Whātua Ōrākei on the funding model, BNZ also provided a NZ\$20m social loan, certified by EY New Zealand, to support the construction of the homes.

Buddle Findlay banking and finance partner, Paul Farrugia, who led the team providing the pro bono legal support to the BNZ in developing this new funding model said "It was great to be involved in this collaboration between BNZ and Ngāti Whātua Ōrākei which has resulted in a mortgage lending framework providing greater accessibility to home ownership for Ngāti Whātua Ōrākei hapū members."



Moana Vā

Moana Vā supports the mental health and wellbeing of Pasifika Rainbow community members through connecting people and fostering friendships.

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.

Te Rourou One Aotearoa Foundation

Te Rourou One 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 One 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 rangatahi.

Voyce - Whakarongo Mai

Advocating for children with care experience (children in foster or whanau care) in New Zealand, amplifying their voices to positively influence their own care and the wider care system. Buddle Findlay provides this charitable trust with a range of legal services, including property and corporate structuring advice.

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.

Yes Disability Resource Centre Services Trust Board

Ensuring young people with disabilities and learning differences are represented equitably in governance,

planning and employment. Buddle Findlay assisted with strategic governance and management reviews to assist Yes with consolidating its processes and expanding its services to youth innovation and provides employment advice from time to time.



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 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.

Buddle Findlay signed up as a Te Ara Ture provider for dispute resolution work in 2022 and we are regularly monitoring the portal for pro bono referrals where we would be able to assist.

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.



Te Taiao

Environmental and sustainability initiatives

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, and three focus groups 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.

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 yearly 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



Ongoing 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, and used batteries
- 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 choice.

Energy

- Promoting responsible energy use
- 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.

Buddle Findlay certified as carbon neutral

Buddle Findlay holds Toitū net carbonzero certification in line with PAS 2050 for our service offerings. We are proud to take a science-based approach to guide how we better sustain our people and our future on this planet. We have been certified as net carbonzero since 2019.

A Toitū net zero carbon certification is in line with international best practice.



Recent environmental achievements



Ongoing work focused on our flight emissions, including the review of our travel policy to help support our environmental goals.



Implementing additional recycling initiatives in our Wellington office – for example, providing recycling for lids of plastic and glass bottles. Also installing smart meters in our Wellington office.



Increased signage to raise awareness and increase understanding of how to recycle in our offices.



Including environmental considerations in the design for the new Christchurch office fit out in areas such as lighting and air conditioning.



Promoting to our people Earth Hour, Vegetarian week, Recycling week, and Plastic Free July. Helpful tips were provided for each of the respective events, and a 'living on the veg' morning tea was hosted by the Te Taiao committee during Vegetarian week.



Coordinating a 'spring clean' event in September to swap children's clothes, with any clothes remaining donated to the charity The Nest Collective.



Āwhinatia Rā (community) leave used for environmental causes including a group of volunteers from our Auckland office spent their Āwhinatia Rā day at Fair Food, a food rescue organisation situated in West Auckland. Fair Food's mission is to "Feed People, Not Landfill".



Continuing to undertake waste audits to help guide our efforts in waste reduction.



Coordinating a Christmas 'stuff swap' box in the Auckland office for pre-loved Christmas decorations, wrapping and cards and promoting a sustainable Christmas gift guide to staff to encourage conscious and sustainable gift giving.

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

