



Tō Tātou Tiakitanga.

Ours to care for all.

September 2024 to March 2025



Kia ora

I am pleased to share Buddle Findlay's Tō Tātou Tiakitanga (ours to care for all) September 2024 to March 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 commitment to grow our capability in Te Ao Māori, including the launch of a national Te Tiriti and Tikanga series for our people to develop the knowledge and skills to meaningfully and respectfully engage with Te Ao Māori
- The Buddle Findlay Child Health Foundation providing financial support for a number of equipment requests across Auckland, Wellington and Christchurch. These included a specialist hearing test machine for newborns, a cough assist machine, and various therapy and rehabilitation chairs for children at different ages
- Case studies on our pro bono legal support to New Zealand Land Search and Rescue and the Hoku Foundation
- Our continued support of environmental initiatives including donation drives for Dress for Success and the Christmas Shoebox Project charity.

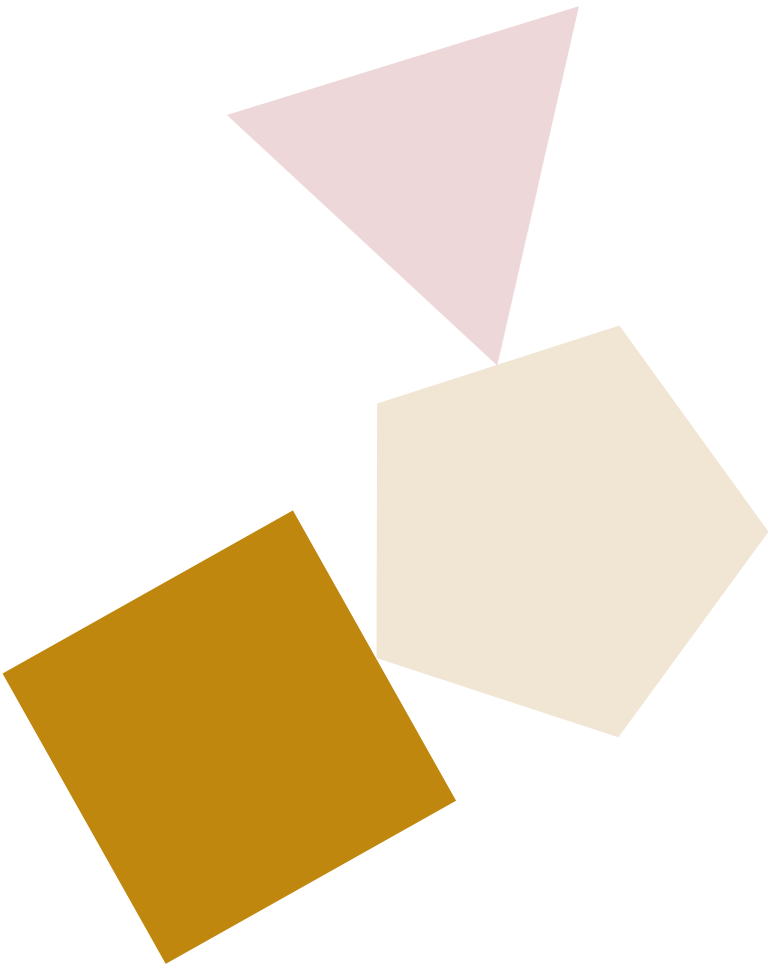
Ngā mihi

Philip Maitland

Chief Executive

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Diversity and inclusion

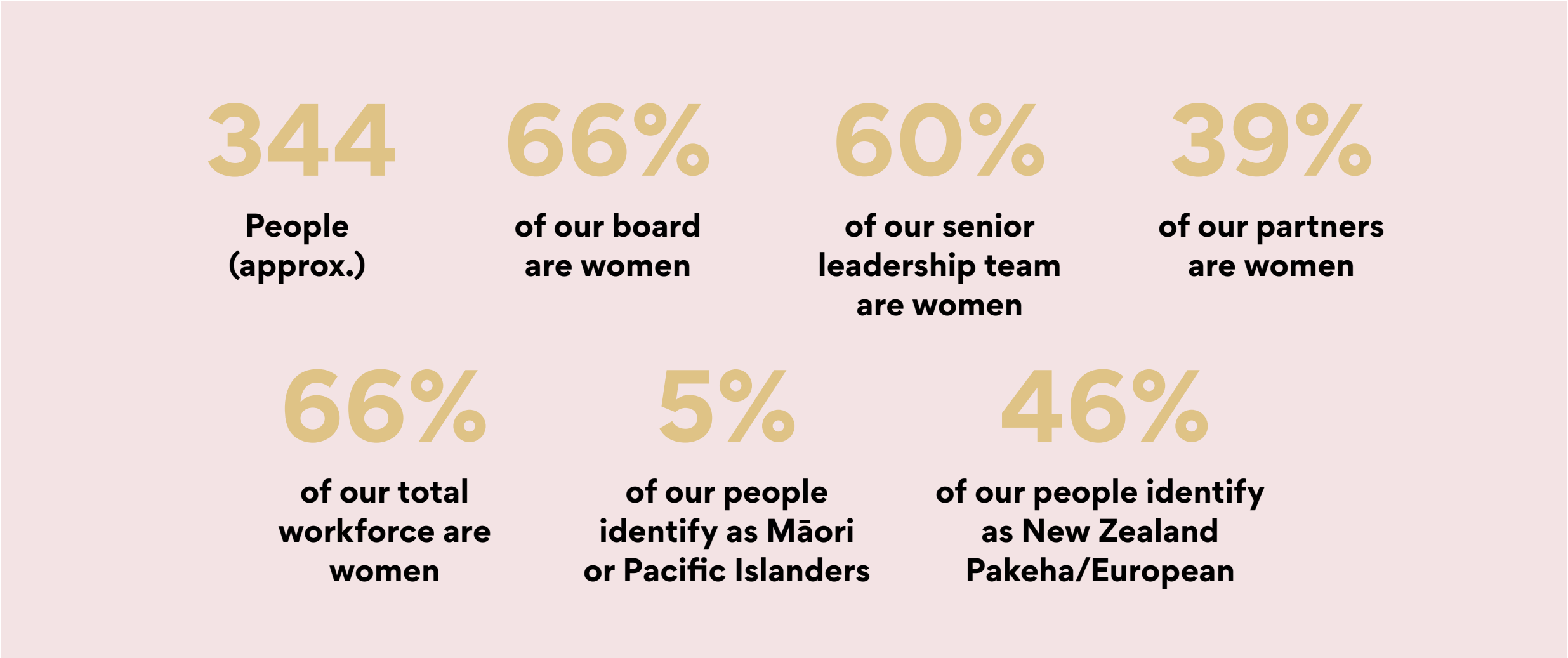
Diversity and inclusion

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:

- Committed to leadership programmes for all current and emerging leaders
- Launched a leadership programme for our partners
- Implemented 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
- Launched a menopause policy and engaged in an education programme to develop awareness and support for challenges associated with peri menopause and menopause.

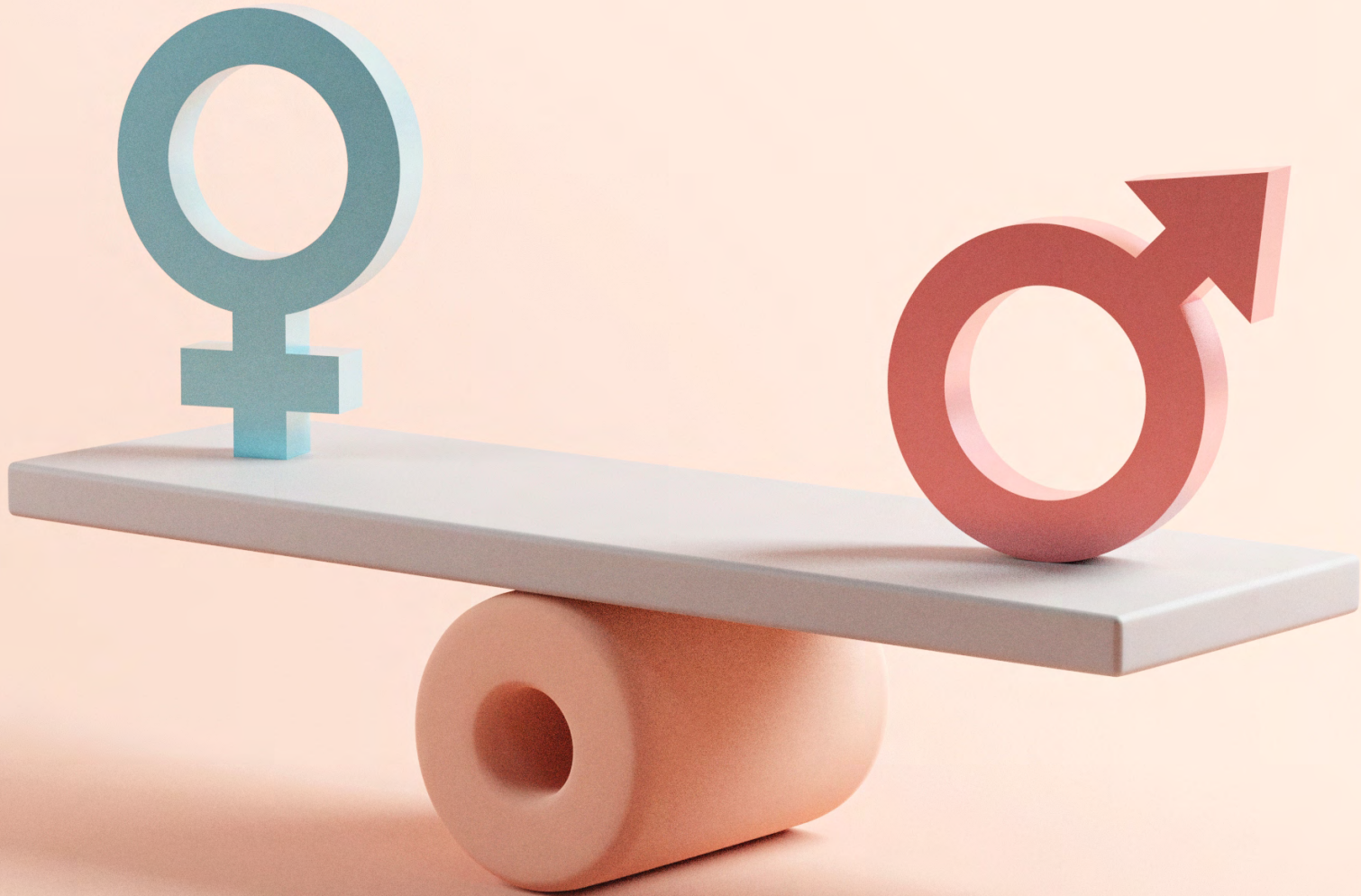
We have a number of policies that support the demands experienced by our people and those with families. They include:

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

We measure the progress of these initiatives through pay gap reporting, including on Mind the Gap, 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
- Hosted Niki Bezzant, a writer, speaker and author who came to speak to us about menopause, women working in the workplace and positive aging
- Developed a transitioning gender while at work policy
- Partnered 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 Mind the Gap. We are committed to reviewing our initiatives to improve our pay gap.

Our firm wide pay equity gap is 2.07%. Pay equity is paying people in the same roles the same pay, irrespective of their gender.

Our firm wide gender pay gap is 11.70%*. 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 launched 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:

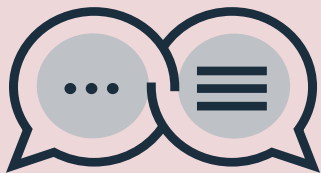
- Partnered with NZ Young Asian Lawyers to host a panel event in our Wellington offices
- In 2024, together with Student 360, we provided eight Māori and Pacific Island secondary school students the opportunity to gain work experience for a week in our Auckland and Wellington offices, giving them an 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 corporate roles. Since hosting our students in 2023 we know at least one of those students is now at university studying law
- Hosted numerous events in our offices for student equity groups
- Celebrated cultural awareness days to increase understanding and knowledge.



Celebrated Diwali



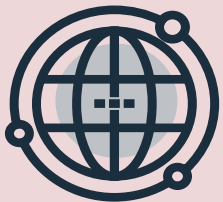
Celebrated Mid-Autumn Festival



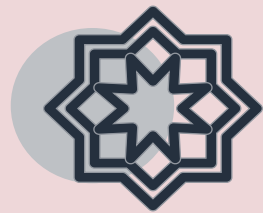
Acknowledged Tuvalu, Fijian and Niue language weeks



Celebrated Te Wiki o Te Reo Māori language week



Acknowledged International Day of the World's Indigenous People



Acknowledged Eid Mubarak

Our rainbow community

We are Rainbow Tick and Pride Pledge members. We celebrate Pride month in all offices. We recently held a Rainbow 101 lunchtime seminar with Rainbow Tick which included discussion about the history of Rainbow Pride in Aotearoa, learning identities within the Rainbow community and the value and importance of inclusion at work and in our community.

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.

We also acknowledged Neurodiversity Celebration week in March.



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

Hikitia

To uplift

Our journey to grow

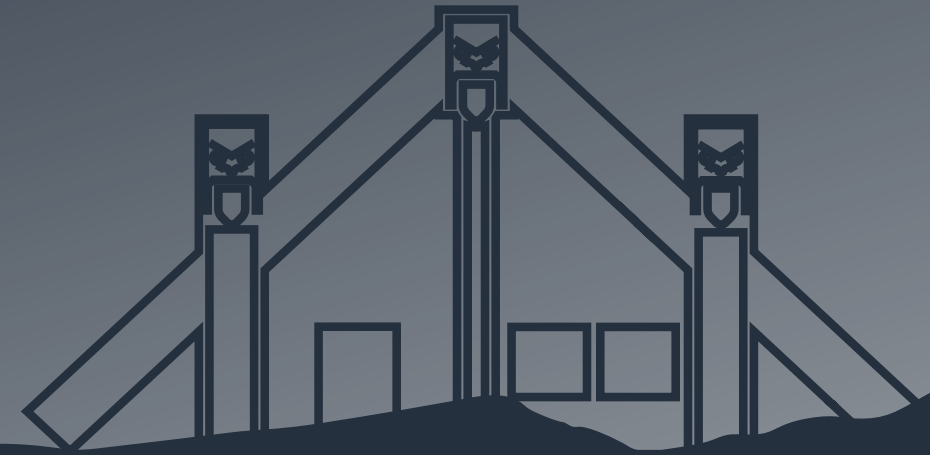
For a number of years, a rōpū within Buddle Findlay has been working on strategies and initiatives to uplift the firm's capability within Te Ao Māori. Our first strategy was launched in 2021 and has recently been updated.

Hikitia (to uplift) is the new name for the strategy, and the kaupapa that is intended to guide Buddle Findlay on our journey to grow our capability in Te Ao Māori. Hikitia for us means uplifting our people and the firm on this journey, using the principles set out below to guide us toward our goals.

- **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:

- Launching a 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
- Sponsoring Te Hunga Roia Māori o Aotearoa (the Māori Law Society) and organising a delegation from across the offices to attend Hui a Tau, the national conference for Māori lawyers, run by Te Hunga Rōia Māori o Aotearoa
- 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. Teams from our Auckland and Wellington offices regularly volunteer at Everybody Eats, a community 'pay as you feel' restaurant.

Buddle Findlay Child Health Foundation

The Buddle Findlay Child Health Foundation (the Foundation) is a charitable trust that was set up in 2005 and supports children and young people 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.

\$1.62m 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](#)

“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 Hapori: our community priority areas

We surveyed our people and identified six community priority areas to guide our future contributions to the community:

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

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

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 will be held in April 2025 and the Foundation trustees have again agreed to sponsor 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 a Dinamap machine. This machine monitors patients pre- and post-operatively, allowing for acute monitoring of patients’ vital signs. It is less invasive and ideal for children when burns dressings are done and they need close continuous monitoring.

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.

Assistance Dogs New Zealand Trust

In 2024, the Foundation trustees agreed to provide funding to Assistance Dogs New Zealand Trust (the Trust) to put towards the fundraising efforts of three families (in Auckland, Wellington and Christchurch) who have disabled children on the waiting list for an assistant dog.

The Trust is a registered charitable trust, providing purpose-bred and trained dogs to people living with a range of disabilities. The Trust evaluates each applicant individually and provides assessment, training, and follow-up to each individual’s specific needs.

Kidney Kids

The Foundation trustees agreed to sponsor four children to attend the 2025 Kidney Kids camp, one more than in previous years. The sponsorship supports children with serious kidney dysfunction requiring dialysis treatment, to attend the camp. With specialist renal nursing care provided onsite and a paediatric nephrologist on call, the event caters fully to each child’s medical needs, providing a rare chance for them to safely engage in fun summer activities with other Kidney Kids just like themselves.



Recent donations

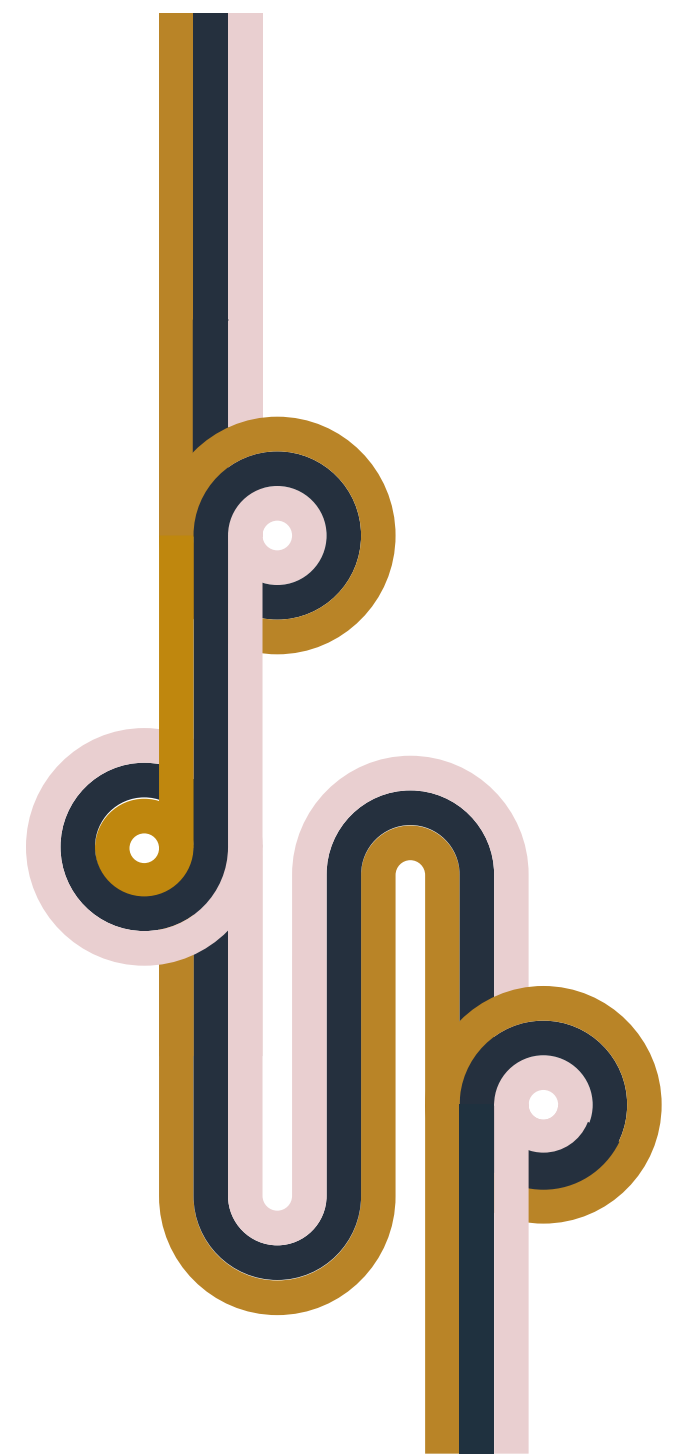
Nationwide - Embracing Hearts

Partnering with charity, Embracing Hearts, to fund defibrillators in schools since 2018. This includes funding three AEDs and lockboxes for schools in Wellington in 2024. The Foundation has now funded a total of 14 AEDs since 2018.



Auckland - Kidz First Children's Hospital

- Funding the Māori Child Health Research Collaborative's Summer Student Research scholarship programme 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 2024/25 summer research project sponsored by Buddle Findlay is "Are we getting better at diagnosing bronchiectasis at a younger age"
- Funding an EasyScreen Audiometer for Kidz First Middlemore Foundation. All babies are screened for hearing soon after birth, preferably while they are still in the hospital. If a baby misses the test, the family/whānau is invited to an outpatient clinic to ensure the test is completed before the baby reaches three months of age. While most babies pass the newborn hearing test, up to 140 babies (nationally) are born each year with hearing loss. Early detection allows the Foundation to work closely with families to develop the best plan to support the baby's language, social, and emotional development. Māori and Pacifica babies are more likely to have hearing loss than other babies in Aotearoa. The test shows how a baby's ears respond to sound. It is simple, safe, and causes no discomfort. The test usually takes about 10 to 20 minutes and detects moderate to severe hearing loss, though it is not designed to pick up mild hearing loss.



Recent donations



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

- In November 2024, the Foundation funded two Cough Assist machines and a Soft Touch Tomato chair with a combined value of \$30,000
- The two new Cough Assist machines are to replace old machines that are no longer recommended for use in children due to the manual nature of the pressure settings. The latest model provides smaller pressures needed to keep a much younger child safe during therapy. The technology in the new machines is significantly more advanced, resulting in more effective treatment and will enable younger children to be treated in their own homes as opposed to a hospital admission. It also provides an improved quality of life for these children as they will be able to spend more time at home whilst continuing effective treatment to keep them well. Access to these machines will reduce the evidence of chest infections in these vulnerable young children. In addition, the machines will have programmed triggered modes (triggering the child’s inspiration to cough) which will allow treatment to be safely implemented in the home setting. It reduces the risk of user error as treatment parameters can be set and locked by a health care professional who regularly will see the young patient
- The Soft Touch Tomato chair is used by the Child Development Service (CDS) as support for the effective delivery of therapy and care to children. Some of the conditions assessed and treated include Spina Bifida, Cerebral Palsy, ADHD, ADD, Asperger’s Syndrome, Autism, Dyspraxia and Dyslexia. Children who pass through the service are treated for both long term, short term and permanent disabling conditions and require a range of different therapeutic interventions which involve the use of a wide range of therapy equipment. There are a number of therapists and specialists who work within the CDS and they include: Developmental Paediatricians, Clinical Psychologists, Speech-language Therapists, Neurodevelopmental Therapists, Occupational Therapists and Physiotherapists.

Christchurch - Māia Health Foundation

- Funded two Tumble form seats that offer a supportive position for children aged 1 to 4 years
- Funded a Sorrento chair that provides recline and tilt in space options to seat the most dependent children aged 10 to 16 years
- Funded a Jordi Rehabilitation chair suited for 5 to 11 year olds who are needing supportive seating to sit out of bed but do not require the level of support of some of the larger chairs
- Funded a Gravity chair which is suitable for 5 to 9 year olds which allows them to seat a wide range of children including those who are still on ventilators in the ICU to benefit from the respiratory benefits of an upright posture in the same way that our adult patients can.

“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



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 (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 including the Halberg Games.

Career experience programme

We hosted a Halberg Youth Council member in our Wellington office in July 2023 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, 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. This programme will be held again in 2025.

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.

Participating in Round the Bays 2025

In February 2025, our Auckland and Wellington offices organised teams to be part of Team Halberg at the Round the Bays 2025 event, and celebrated with other Team Halberg participants at the Team Halberg (Auckland) and Buddle Findlay (Wellington) marquees.

Accessibility and inclusion training

More than 85 people have attended training on disability, accessibility and inclusion presented by the Foundation in all three offices. In May this year, Halberg 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

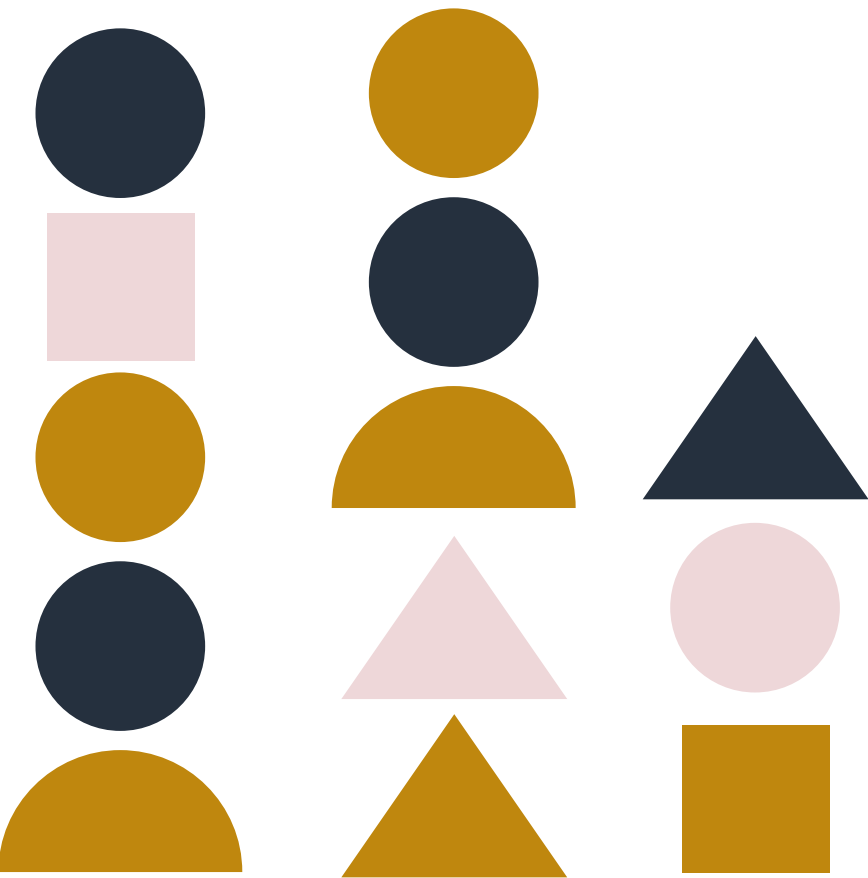
As part of our partnership with the Halberg Foundation, we are proud to sponsor their annual Buddle Findlay Coach of the Year award.

451 hours of pro bono time dedicated to the Foundation since 2017, involving 34 lawyers
covering employment, donations, sponsorships, intellectual property, ticketing, constitution, property, contract variations and COVID-19 issues.



Pro bono

Buddle Findlay continues to focus on growing our pro bono practice through various initiatives, which are driven by our firm’s commitment to providing meaningful contributions to our communities through our legal expertise.



Over the past six months, we’ve undertaken a number of key initiatives to strengthen our pro bono practice, including:

- **Forging new partnerships:** We’re actively exploring and developing partnerships with organisations to help us connect with new pro bono clients; expanding our reach and impact
- **Refining our approach:** We’ve updated our internal pro bono guidelines and policies to ensure clarity, consistency, and best practices in our pro bono work
- **Streamlining our processes:** We’ve streamlined our pro bono processes and systems to minimise the administrative burden on our personnel, allowing our teams to focus on serving our pro bono clients better
- **Integrating pro bono work into professional development:** We’ve integrated a focus on pro bono work into our personnel development and performance requirements, recognising and valuing these contributions alongside our other (non-pro bono) legal work
- **Setting ambitious goals:** We’ve established increasing targets for all our personnel to achieve annual pro bono hours, demonstrating our firm’s commitment to this vital work
- **Empowering our teams:** We provide our personnel with the flexibility to develop and manage pro bono relationships in ways that maximise benefits for our pro bono clients
- **Raising awareness:** We continue to promote the importance and impact of pro bono work within our firm and the wider community.

In 2024, we:

- Worked on 133 different pro bono matters
- Formed 15 new pro bono client relationships.

We are particularly proud of establishing new pro bono relationships with the following organisations:

- Antarctic Heritage Trust
- Aranui Community Trust
- Cancer Society of NZ Wellington Division
- Hospice New Zealand
- InsideOUT
- Jon Wolk and Without Limits
- Kilmarnock Enterprises Limited
- Kilmarnock Enterprises Trust
- Ranfurly Veterans Trust
- Ronald McDonald House (RMHC)
- Speed Freaks Charitable Trust
- Tamariki Pakari Child Health and Wellbeing Trust
- Whau Mental Health Research Foundation.

These partnerships allow us to address critical needs within our community and contribute to positive change. For example, Buddle Findlay has welcomed the Whau Mental Health Research Foundation as one of our pro bono relationship clients. The Whau Foundation, formerly Oakley Mental Health Research Foundation, is a New Zealand charity that has funded high quality research into mental health conditions, treatments and interventions for over 50 years aimed at shaping a healthier, more compassionate future for mental health care. In 2024, with the Foundation adopting its new name and undertaking a significant rebranding, teams across Buddle Findlay provided legal assistance on matters including trademark registration and intellectual property advice, commercial contracting and a review of the Foundation's Trust Deed.

“We are incredibly grateful to Buddle Findlay for taking us on as pro bono clients and for their ongoing support throughout our rebrand and relaunch. Their expertise in contracts, intellectual property, and legal processes has been instrumental in ensuring a strong foundation for our future.

Beyond their legal guidance, Buddle Findlay’s generosity and commitment to our mission have been truly inspiring. Their belief in our work and their dedication to improving mental health outcomes in Aotearoa make them more than just legal partners - they are valued allies in our journey.

Having the support of one of the country’s top law firms is an immense privilege, and we cannot thank them enough for their ongoing contributions. We look forward to continuing this important work together.”

SOPHIE MORRIS, WHAU MENTAL HEALTH RESEARCH FOUNDATION

Buddle Findlay’s pro bono support for New Zealand Land Search and Rescue



“Supporting Land Search and Rescue in aligning the governance of its groups and navigating the complexities of the re-registration process under the Incorporated Societies Act 2022 has been a privilege. Being able to assist an organisation that is dedicated to saving lives not only reinforces the firm’s commitment to community responsibility but is also deeply rewarding on a personal level.”

JULIA GABRIELLE, PARTNER



“Brands/trade mark rights are key assets of not only commercial businesses but also entities that provide invaluable community services such as Land Search and Rescue and should be protected accordingly. By doing this, we ensure the strong brand identity and community profile as well as creating opportunities to leverage fund raising and future collaborations. We were therefore delighted to advise Land Search and Rescue and support their outstanding work across New Zealand”.

HAMISH SELBY, PARTNER

Buddle Findlay has a long-standing commitment to supporting community initiatives, and one of our enduring partnerships is to support Land Search and Rescue through providing legal advice and support on a pro bono basis.

The type of pro bono legal support that we do for Land Search and Rescue is varied; in the last two years it has included advice on two areas where Land Search and Rescue has required legal support.

Firstly, we provided pro bono legal services to Land Search and Rescue following the introduction of the Incorporated Societies Act 2022 (the 2022 Act).

The changes in the 2022 Act posed significant challenges for Land Search and Rescue, a federated organisation with 64 independent Land Search and Rescue Groups (the Groups). The Groups varied in their legal status, from registered charities, incorporated societies under the 1908 Act, charitable trusts, to some having no formal legal status. We played a crucial role in rewriting the constitution for Land Search and Rescue Inc. and provided a template for the individual Groups’ constitutions. Additionally, we advised the Groups on the process of becoming incorporated, ensuring a smooth transition and compliance with the new legal requirements.

This has allowed Land Search and Rescue to align the governance of all its Groups, creating consistency and efficiencies. It has also reduced the impact on volunteers in the Groups, who, without the support, would have had to each find a way to navigate changes imposed by the 2022 Act.

In addition, we recently assisted Land Search and Rescue protect its brand assets via trade mark registration, ensuring key intangible assets are best protected.

Johnny Franklin, Chief Development and Project Officer at Land Search and Rescue commented “as a charity with limited resources, we hadn’t considered the importance of protecting our brand. But as we’re raising our profile, promoting the work of our volunteers, spreading our safety messages and raising funds, thanks to Buddle Findlay, we’ve realised how important it is.”

“These initiatives have helped Land Search and Rescue continue in our assistance to the lost, missing and injured. By fostering a firm governance foundation for Land Search and Rescue Inc and its Groups and creating their constitutions, Buddle Findlay has helped make the organisation more resilient and sustainable for the future, and freed up resources and volunteers’ time to focus on our core mission. The same can be said with protecting its brand and image.”

Buddle Findlay provides pro bono support for the development of a loan facility to be provided by Hoku Foundation to Localised to expand a network of resource recovery sites across Aotearoa

“We really enjoyed working with Eve Jolly and the team at Hoku Foundation. We were inspired by their vision and their passion, and greatly valued their ability to utilise and develop funding models in a way that best serves the needs of the social enterprises that they work with.”

MIRIAM ANDREWS, PARTNER



Buddle Findlay has provided pro bono legal support to Hoku Foundation as it worked with Localised to develop a flexible loan facility that will enable accelerated expansion of community-led resource recovery sites that divert reusable and recyclable materials from landfill. These sites play an important role in our circular economy. They help reduce waste, create local employment opportunities and keep materials in circulation for longer – leading to greater community resilience and fewer carbon emissions.

Obtaining finance for these kinds of community enterprises is hard. Costs are high in the early stages with significant investment required before revenue flows. Localised needs to find the right community partners and tender for council contracts, often in competition with large private enterprise. The sites can also face higher operational costs because environmental and social benefits are prioritised alongside commercial efficiency.

Hoku Foundation wanted to establish a loan facility to provide Localised with ongoing access to working capital and debt finance to scale its impact. Hoku Foundation recognises that generating meaningful, additional impact often requires trade-offs with financial returns and risk - and they sought a legal partner who could help them strike the right balance. With Buddle Findlay's support, the loan facility features a revolving structure with flexible terms, while reporting to Hoku Foundation emphasises impact and learning alongside financial performance.

In addition to the loan facility, we also helped Hoku Foundation set up its AML / CFT compliance programme.

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.

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 is signed up as a Te Ara Ture provider. We regularly monitor the portal for pro bono matters where we are able to assist, and have taken on new pro bono clients through referrals from Te Ara Ture.



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.

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:

- 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



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:

- Partnering with Lever Room to complete a carbon audit and certification process for the 2024 reporting period
- Promoted a sustainable Christmas gift guide to staff to encourage conscious and sustainable gift giving
- Participated in the Christmas Shoebox Project charity. 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. Sustainable shoeboxes were packed with new or gently used donated gifts for girls and boys of all ages
- 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
- Acquired carbon credits for the 2023 reporting period.

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

The Regent, Level 3, 33 Cathedral Square, PO Box 322
Christchurch 8011, New Zealand
DX • WX11135 P • 64 3 379 1747

buddlefindlay.com

