



Tō Tātou Tiakitanga.

Ours to care for all.

January 2023 - June 2023

buddlefindlay.com



Kia ora

I am pleased to share Buddle Findlay's Tō Tātou Tiakitanga (ours to care for all) January 2023 – June 2023 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 are proud of how our people are embracing the opportunity to make a real difference 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

A handwritten signature in black ink, reading 'P Maitland' in a cursive style.

Contents

01. DIVERSITY AND INCLUSION	04
D&I initiatives	06
Cultural capabilities	07
02. TE HAPORI (OUR COMMUNITY)	08
Buddle Findlay Child Health Foundation	09
Halberg Foundation	11
Pro bono	12
Community Law	14
03. TE TAIAO (ENVIRONMENTAL AND SUSTAINABILITY INITIATIVES)	15





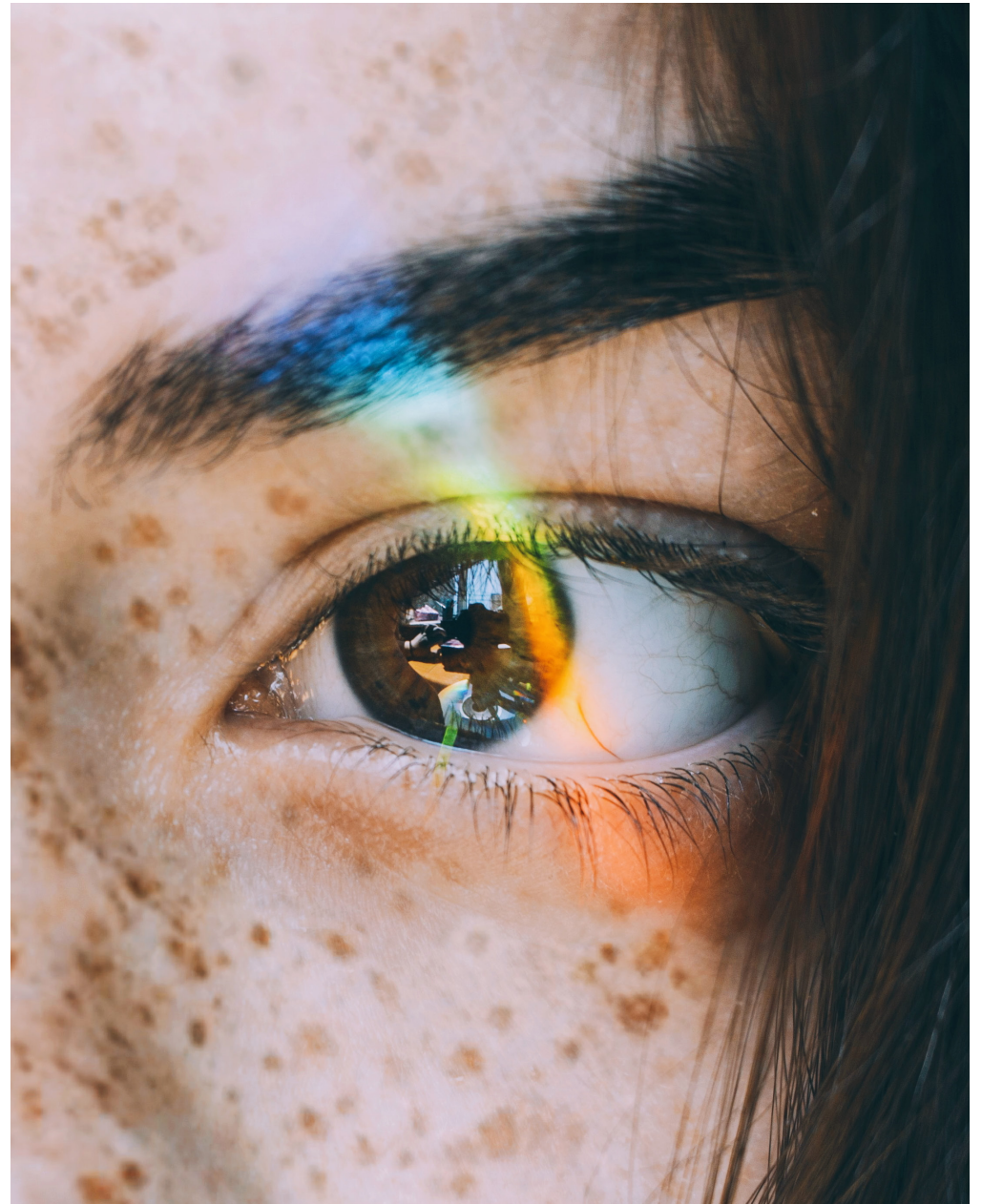
Diversity and inclusion

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

- Launching our new career coaching platform, Grace Papers. Grace Papers are workplace gender equity experts, helping people navigate managing their career and care responsibilities. The Grace Papers platform is an integral part of our new Buddle Findlay paid parental leave policy, launched in late 2022. The platform is aimed at empowering all of our people – individuals, parents, carers and leaders
- Publishing full details of our parental leave policy on the New Zealand parental leave register, created by Crayon. This is the first register globally to have this level of verified parental leave information
- Undertaking an analysis of our gender pay gap and publishing our gap on Mind the Gap. 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
- Achieving a finalist place for the Inclusive Workplace Award in the Diversity Works Awards 2023. The winner of the award will be announced on 30 August
- Participating in Sweat with Pride through June. Buddle Findlay was placed first in the workplaces category, raising \$23,670
- Supporting New Zealand Sign Language (NZSL) week by holding a deaf awareness and NZSL workshop that included an information session and the opportunity to learn some words in sign language
- Encouraging the participation of activities held during Unity Week. Unity Week was established to remember and honour the lives lost during the Christchurch mosque attacks, while promoting a socially cohesive society
- Celebrating Pink Shirt Day in May with morning teas held in each of our offices
- Working with volunteer organisations to provide volunteering options with a D&I lens for our Āwhinitia Rā (community day)
- Liaising with DignityNZ to explore options for providing free sanitary products in bathrooms
- Hosting a Menopause seminar in April for our people
- Participating in the Precinct rainbow group in our Auckland office
- Developing flags and pronoun stickers available for our Wellington people's office name tags
- Assessing accessibility in each office
- Re-certifying our Rainbow Tick
- Global Women membership and participation
- Celebrating and raising awareness of Matariki, Lunar New Year, Ramadan, and various pride celebrations and pacific language weeks.



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

- Holding regular mihimihi to welcome new starters or guests to the firm
- Continuing our engagement with Māori student associations
- Supporting our people to improve individual Te Reo Māori and Tikanga skills, integrating these into day-to-day life and work
- 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 litigation 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
- Preparing for Matariki celebrations in all three offices
- 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
- Attending the Māori Law Careers evening organised by Ngā Rangahautira, the Māori Law Students Association at Victoria University of Wellington. This event provided Māori students with a one-on-one, face-to-face opportunity speak to Māori in the legal profession about their work and career opportunities
- Connecting Ngā Rangahautira, the Māori Law Students Association at Victoria University of Wellington, with Engaging Well to provide Te Reo Māori and Tikanga Māori lessons
- 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 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.

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.

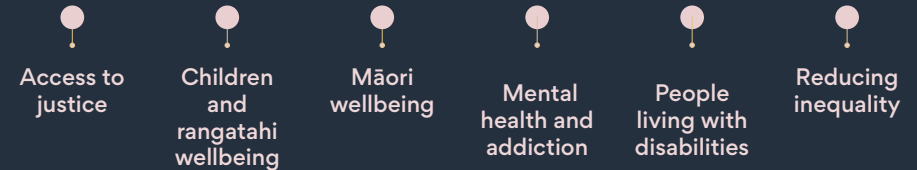
We will work collaboratively with our people on how we can contribute to each of these areas.

Recent Te Hapori initiatives

- Launching 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
- Supporting the Cyclone Gabrielle relief efforts by purchasing two generators, through our relationship with KPMG, to provide immediate relief to those communities that needed it most
- Supporting our pro bono client, Kaibosh, 'Give a Meal in May' fundraiser by hosting a morning tea in our Wellington office and provided a cash donation to the cause
- Sponsoring an event that one of our clients, Whaakata Māori (Māori TV), held called the #Maranga Rise Up Aotearoa concert in March in Auckland, as a fundraiser for the communities hit by Cyclone Gabrielle.

Te Hapori: our community priority areas

Based on our 2022 survey, the firm will focus on the following six priority areas over the next few years:



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.

**BUDDLE
FINDLAY**
CHILD HEALTH
FOUNDATION

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

\$1.43m has been donated for urgent medical care for children since the Foundation began.

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



Recent donations

Auckland

- Funding the summer student programme providing financial support to university students research projects. The most recent was a research project in digital tools for recruitment and retention of participants in paediatric clinical research (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 tamariki (2022)
- Air ultrasound (2021)
- IV pumps (2021)
- 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

- Donating Easter 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. The children were delighted to receive toys, crafts, games and chocolates
- Funding an OPMI PICO microscope for Wellington Hospitals Foundation in support of Te Wao Nui Child Health Service (2022).



Canterbury

- Supporting the 2023 launch of the Māia Health Foundation 2023 fundraising campaign
- 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).



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).



Other recent Child Health Foundation initiatives

- Attendance costs for three children at the annual Kidney Kids NZ summer camp (Camp Kee Wee), in March 2023 at the Ngaruawahia youth camp. The children are from Auckland, Wellington and Christchurch.



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 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

We are hosting a Halberg Youth Council member in our Wellington office in July 2023 for a three-day career experience. Previously in 2019, three Halberg Youth Council members joined our offices for a week of work experience. 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 Coach of the Year award.

Halberg
Foundation

234 hours of pro bono time dedicated to the Foundation since 2017, involving 32 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:

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.



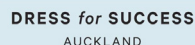
College Sport Wellington

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



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.



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 continue 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

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

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.



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, Vodafone 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 rangitahi.



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.



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.



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

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.

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 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

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



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

- Continual measurement and management of 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
- 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
- Making energy efficient decisions in relation to our premises including the use of sensor lighting and the replacement of non-efficient lighting
- Procurement for any replacement equipment to meet energy efficient standards.

Communication

- Making sure our people and our suppliers are aware of our strategy
- An overview of our environmental activities are included 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



Including environmental considerations in the design for the new Christchurch office fit out including lighting, air conditioning and technology optimisation.



Ongoing work to develop a procurement policy which includes environmental factors, alongside others



Āwhinatia Rā (community) leave used for environmental causes including organising seven volunteers to help with native forest regeneration at Mākara Peak in Wellington in May 2023. The bush is being regenerated as a location for eventual kiwi release by Capital Kiwi, one of the firm's pro bono clients. In addition, volunteers planted trees at Duder Regional Park in Auckland through the local Pohutukawa Brownie Unit.



Establishing a flights focus group which is providing subgroup reports and improving data on travel reasons.



Working to raise awareness about domestic flights, including how individual and subgroup travel patterns contribute to the firm's larger emissions picture.



Exploring the viability of energy efficiency opportunities in the Wellington office based on the time left to run on lease, including retrofitting LED bulbs and sensors, reviewing cooling in the server room, upgrading the natural gas boilers to electric, and installing smart meters.



Continuing our support of The Chancery Lane Project (TCLP), a global initiative involving lawyers collaborating to develop contract templates to deliver climate solutions, helping to normalise climate issues in legal drafting. Our involvement includes:

- Contributing to the development of the Aotearoa New Zealand Climate Clause Bank, a suite of abbreviated TCLP clauses published in early 2023
- Developing for the 2022/23 Summer Clerk Academy, a task for summer clerks to research and suggest how a TCLP clause could be localised.



Hosting events and developing communication campaigns including a nationwide movie screening for Food waste awareness week, a morning tea in Wellington to support Kaibosh's annual fundraising appeal Give a Meal in May, and tips on reducing utility use.



Rearranging three focus groups to ensure they address the firm's key emissions segments: flights; reduce, reuse and recycle - including reduce utility use; and reduce food waste.

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