

We're committed to advancing the United Nations 2030 Sustainable Development Goals (SDGs). These are the four primary SDGs most material to our business and are therefore our key areas of focus.



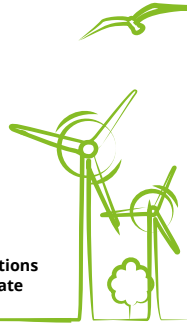
Environmental

Greenhouse gas (GHG) emissions

↓ **16.8%**
Reduction of our total emissions from FY21
FY22: 743 tCO₂e

↓ **28%**
Reduction of CO₂e per FTE from FY21
FY22: 0.48 tCO₂e/FTE

We invest in meaningful market solutions to offset emissions we cannot eliminate



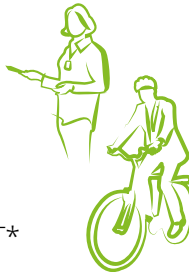
Net-zero by 2025

All targets

100%
Renewable energy for our offices



67%
of our suppliers (by emissions) to commit to SBT*



70%
reduction of Scope 1 & 2 emissions from a FY19 baseline

FY22 Progress ↓ 28%

50%
reduction of Scope 3 emissions from business travel per FTE by 2025 from a FY19 baseline

FY22 Progress ↓ 79%



*Science Based Targets

Social



\$260,000
to donations & sponsorships

9,316
total pro-bono hours

2,302
volunteer hours

212
graduates

117
interns

21
cadets



WorldClass



679
lives impacted



7,861
total lives impacted

Since FY18 towards our 2030 goal of 25,000

Diversity & Inclusion

26%
female partners

Our target: minimum 30% by 2025

45%
board members are female



40%
management group are female

27
women completed Women in Leadership



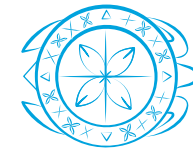
52:48
male-to-female ratio



Community groups firmwide



Hourua Pae Rau
our Māori peoples



Pās Peau
our Pacific peoples



NZ StandOUT
our rainbow community