

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.



2023 New Zealand Impact Report

Environmental

Greenhouse gas (GHG) emissions

↓32%

Reduction of our total emissions from FY19 baseline

FY23: 1,783 tCO2e

↓46%

Reduction of CO2e per FTE from FY19 baseline

FY23: 0.93 tCO2e/FTE



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

Net zero operational emissions by 2025

All targets

100%

Renewable energy for our offices

FY23 Progress: our tenancy contracts are 100% renewable

67%

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

70%

reduction of Scope 1 & 2 emissions from a FY19 baseline

FY23 Progress **↓20%**

50%

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

FY23 Progress **↓48%**



*Science Based Targets

Social

\$526,900

to donations & sponsorships



8,099

total pro-bono hours

5,478

volunteer hours

191

graduates

137

interns

17

cadets



WorldClass



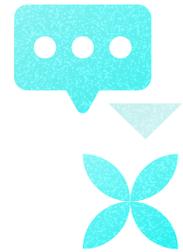
1,623

lives impacted

9,484

total lives impacted

Since FY18 towards our 2030 goal of 25,000



Diversity & Inclusion

49

female partners
30% of total partners

SLL* Goal: 30% by 2025

33%

board members
are female

29%

management
group are female

SLL* Goal: 40% by 2025

33

women completed
Women in Leadership



52:48

female-to-male
ratio



Community groups firmwide



Hourua Pae Rau
our Māori peoples



Pās Peau
our Pacific peoples



NZ StandOUT
our rainbow community