

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.
You can find out more about the SDGs here.



Environmental

↓ **31%**

Reduction in gross emissions from FY19 baseline
FY25: 1,263 tCO₂e



↓ **49%**

Reduction in emissions per FTE from FY19 baseline
FY25: 0.73 tCO₂e/FTE incl. Scope 1,2 and 3 (business travel)



Net-zero by 2040

Our commitment

90% absolute emissions reduction from FY19 baseline by 2040

Near-term goals 2030

100%

Renewable energy for our offices
FY25 progress: 100%



67%

Of our suppliers (by emissions) to commit to Science Based Targets
FY25 progress: 32% of suppliers have SBTs



70%

Reduction in Scope 1 & 2 emissions from FY19 baseline
FY25 progress: 100%



55%

Reduction in Scope 3 business travel emissions per FTE from FY19 baseline
FY25 progress: 48%



Social

\$432,151

to donations & sponsorships



4,342

pro-bono hours

5,766

volunteer hours

185

graduates



132

interns



WorldClass



2,863

lives impacted

14,839

total lives impacted

Since FY18 towards our 2030 goal of 25,000



Diversity & Inclusion

49

female partners
29% of total partners



40%

board members are female



54:46

female-to-male ratio

1.8%

gender pay gap



New Zealand's gender pay gap was 5.2% in June 2025

46%

management group are female

20

completed Deloitte Women in Leadership Programme



Community groups firmwide



Hourua Pae Rau
our Māori peoples



Pās Peau
our Pacific peoples



NZ StandOUT
our rainbow community