



# Tō Tātou Tiakitanga.

Ours to care for all.

July 2023 - August 2024



## Kia ora

I am pleased to share Buddle Findlay's Tō Tātou Tiakitanga (ours to care for all) report with you.

Tiakitanga brings together our contribution within the areas of diversity and inclusion (D&I), Hikitia (cultural capabilities), Te Hapori (community) and Te Taiao (environment and sustainability).

We have a passionate team at Buddle Findlay, and I am proud of the way our people are committed to embracing the opportunities presented to them - whether that be through our diversity and inclusion, community or environmental initiatives.

Highlights in this edition include:

- The Buddle Findlay Child Health Foundation providing financial support to several new causes, including helping three children and their families attend the first ever Alopecia kids camp, supporting the Burn Support Charitable Trust and providing funding to Assistance Dogs New Zealand to help support three families who have disabled children on the waiting list for an assistant dog
- Our commitment to diversity and inclusion, including the representation of women in leadership roles, with women representing 66% of our Board, 60% of our leadership team and 66% of our total workforce
- Our continued support of and participation in Sweat with Pride – an important fundraising initiative for the Rainbow community
- Our pro bono legal support to BNZ as it worked with Ngāti Whātua Ōrākei to develop an innovative financing framework for housing on iwi land.

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 were delighted to be named an ‘excellence awardee’ in the Diversity and Inclusion Initiative of the Year category in the New Zealand Law Awards in 2023.

We measure our progress in all areas of diversity and inclusion. We use metrics to assess the demographics of our workforce.

We track our diversity and inclusion score in our engagement survey, Peakon. Our April survey showed an increase to our score to 8.4 which is 0.3 above the industry professional services benchmark.

**365**

People (approx.)

**66%**

of our board are women

**60%**

of our senior leadership team are women

**36%**

of our partners are women

**66%**

of our total workforce are women

**5%**

of our people identify as Māori or Pacific Islanders

**55%**

of our people identify as New Zealand Pakeha/European



## 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
- Implemented a market leading parental leave approach that supports both parents and provides coaching for parents and leaders throughout the transitions that occur during parental leave
- Drafted 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 are:

- 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.

We were proud to achieve a finalist place for the Inclusive Workplace Award in the Diversity Works Awards 2023 for our motherhood penalty research and subsequent parental leave policy.

Other initiatives to support gender equity:

- Launched our Parent Network – an opportunity for parents, grandparents, expecting parents to come together to discuss relevant issues and shared experiences
- Hosted a Pink Ribbon breakfast, raising funds for the Breast Cancer Foundation. The event theme was health law and was organised by Victoria University of Wellington Law Students' Society and Victoria University of Wellington Feminist Law Society
- 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

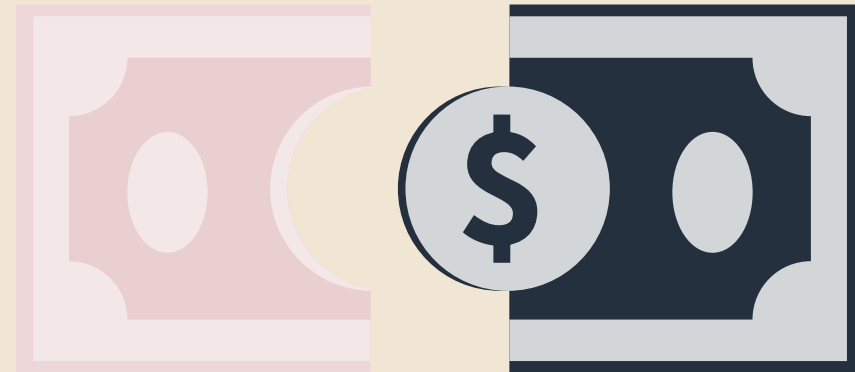
Buddle Findlay is committed to closing gaps in equity and proactively seeks ways to eliminate (and not create) barriers to success. We support all of our people to succeed, and this includes promoting equal pay and eliminating our gender pay gaps.

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 CE.*



## 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 D&I lens to ensure equity for everyone
- We have launched our 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.

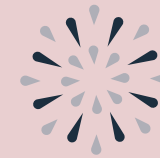
Graduate recruitment plays an important role in this. We know that there are barriers that need to be broken down in order for us to be an appealing workplace for all students. We work closely with university equity groups to create familiarity with the work we do and seek ways to open our doors and 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 the Board.

### Recent initiatives:

- Partnered with NZ Young Asian Lawyers to host a panel event in our Wellington offices
- Together, with Student 360, 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.
- Developed a new name pronunciation tool on our intranet
- Sponsored the Pacific Lawyers' Association end of year dinner
- Hosted numerous events in our offices for student equity groups
- Celebrated cultural awareness days to increase understanding and knowledge, and to support inclusion.



**Celebrated  
Diwali**



**Celebrated  
Mid-Autumn  
Festival**



**Celebrated  
Matariki**



**Celebrated Te Wiki  
o Te Reo Māori  
language week**



**Acknowledged  
Tuvalu, Fijian and  
Niue language  
weeks**



**Celebrated  
Lunar New Year**



**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. This year we ran an internal competition with the best Rainbow dressed winning tickets to a local queer comedy show to support our LGBTQIA+ artists. We also 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.

Once again, Buddle Findlay participated in Sweat with Pride through June 2024. Sweat with Pride is a 30-day challenge to sweat for 21 minutes per day to help raise funds to save lives for Rainbow New Zealanders for essential mental, physical and sexual health services.

In 2023 the Buddle Findlay team raised \$23,670 and had almost 100 participants. This achievement placed us first overall in the workplaces category for 2023.

For 2024 Buddle Findlay raised \$17,400 with a goal of \$25,000 and had 86 participants. As at 1 July 2024 this also saw Buddle Findlay winning the workplace category for most funds raised.

## 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.

Halberg have supported us with an audit of the accessibility in our buildings.

Our people volunteer at the Halberg games on an annual basis. We have also acknowledged:

- New Zealand Sign Language Week in May
- Neurodiversity Celebration week in March.





**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:

- Sponsoring Te Hunga Rōia 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. This year's conference is in September, and will be hosted in Whakatane
- 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 mihimihī
- Investigating the introduction of Te Reo job titles in our email signatures
- Launching Hikitia intranet pages. This includes language resources (Te Reo Māori at work – documents and emails, in the courts and in the legal context and Te Reo Māori more generally – reference materials, courses)
- 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
- Celebrating Matariki in all three offices including supporting Kōkiri Marae in fundraising to assist with construction of a mārakai (food garden) and commercial kitchen
- 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 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
- Establishing 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.

## 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

Recently, teams in our Auckland and Wellington offices volunteered at Everybody Eats, a community 'pay as you feel' restaurant, and Wellington volunteers

visit HUHA (Helping You Help Animals) – the team lent a helping hand with a variety of jobs, from painting to unloading pony feed to looking after new born puppies.



## 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.

**\$1.53m 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](#)

**BUDDLE  
FINDLAY**  
CHILD HEALTH  
FOUNDATION

# Supporting our children

## NZ Alopecia kids camp

In October 2023, NZ Alopecia held the first ever alopecia kids camp. Buddle Findlay Child Health Foundation provided financial support to help three children and their families attend the camp.

The main aim of the camp was 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.

Thirteen children and their families attended the inaugural camp, held at Glentui Lodge in North Canterbury. The children were treated to good food, good weather and an array of fun activities including face painting, bouncy castles, archery, air hockey, table tennis, and melting marshmallows.

**“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 OF 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 NZ 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

The Buddle Findlay Child Health Foundation trustees agreed to provide funding to Assistance Dogs New Zealand 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.

Assistance Dogs New Zealand 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.





## Recent donations

### Nationwide

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

### Auckland

- Funding the Māori Child Health Research Collaborative's Summer Student Research scholarship programme providing financial support to university students 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 2023/24 summer research project sponsored by Buddle Findlay is 'Do children with bronchiectasis need to stay two weeks in hospital for intravenous antibiotics?'
- Funding Tomato chairs chairs - an adaptive seat that supports children with special postural needs.

### Wellington

- Funding six Cubro Mauro Duo-line breastfeeding chairs which have been designed especially with hospital care in mind. It offers many clinical benefits, superior infection control, and has been made to withstand high-use environments. The Wellington hospital NICU had a need for six new breastfeeding chairs to support mothers when breastfeeding their neonatal baby. Given the vulnerability of NICU babies, it is important that they support mothers with the best equipment and furniture available
- Funding a Giraffe Blue Spot PT Lite Phototherapy System which provides an excellent solution for treating hyperbilirubinemia (Jaundice) – a threat to the wellbeing of 60% of full term babies and 80% of pre-term babies
- Funding 35 Buzzy4Shots healthcare kits. Buzzy4Shots is a small vibrating device designed to help block sharp pain and provide distraction during medical procedures. A cooling pad (ice-wings) is placed behind Buzzy, and Buzzy is placed between the brain and the pain (usually on arms or hands). A patient's attention is taken away from the needle and pain and focused on the cool, vibrating buzzy bee. Buzzy confuses the body's own nerves and distracts attention away from the pain, thereby dulling or eliminating sharp injection pain
- Sponsoring three children for their travel expenses to attend the NZ Alopecia Camp
- Confirming sponsorship of three children for their attendance costs for the 2024 Kidney Kids Summer Camp

- Donating Christmas 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. This included funding for a Santa suit and face painters.

**“We are extremely grateful of their continued support of Child Health in our region. The relationship that has developed over the years is very much valued and appreciated.”**

WELLINGTON HOSPITALS FOUNDATION

### Christchurch

- Funding five recliner chairs with footstools for Paediatric Outpatients Department
- Funding eight recliner chairs for Children's Emergency Care
- Supporting the launch of the Māia Health Foundation 2023 fundraising campaign
- Attending the Māia Health Foundation Feast Gala event to help raise funds for the Kahurangi project, an enhanced outpatient facility for Child and Youth Mental Health.



# Supporting equal opportunities

## 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 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.

Covering employment, donations, sponsorships, intellectual property, ticketing, constitution, property, contract variations and COVID-19 issues.

### 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

**363 hours of pro bono time dedicated to the Foundation since 2017, involving 34 lawyers**



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.

### 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.

### 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 Buddle Findlay Coach of the Year award.



# 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 in people's lives. Our pro bono policy was most recently updated in December 2023 and encourages our lawyers to dedicate their time and expertise to helping those in need of legal services.

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. Our pro bono clients include:

## 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 Auckland

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 to ensure that it reaches those in our community who are struggling or vulnerable.

## Kilmarnock Enterprises

Kilmarnock Enterprises is a Christchurch-based social enterprise that creates meaningful employment opportunities

for people with intellectual disabilities. Kilmarnock offers these opportunities through their outsourcing relationships with a variety of businesses across New Zealand. Buddle Findlay is proud to use Will&Able eco-cleaning products in our Christchurch office, which the team at Kilmarnock fill, label and dispatch.

## 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 continues 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 Wellington**

Laura Fergusson Trust Wellington provides residential, rehabilitation, respite and recreational services for adults with physical or neurological impairments.

**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.

**Moana Vā**

Moana Vā supports the mental health and wellbeing of Pasifika Rainbow community members through connecting people and fostering friendships.

**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 One 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 whānau care) in New Zealand, amplifying their voices to positively influence their own care and the wider care system. Buddle Findlay provides this charitable trust with a range of legal services, including property and corporate structuring advice.

**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 and provides employment advice from time to time.

**Tamariki Pakari Child Health and Wellbeing Trust**

Tamariki Pakari Child Health and Wellbeing Trust is a non-profit organisation working to improve the health and wellbeing of tamariki (children) and rangatahi (youth) in Taranaki and Aotearoa/New Zealand. The Trust achieves this through supporting a research programme that:

- Strives to undertake research by communities, for communities
- Works towards achieving health equity
- Continues to build on existing research in this area to date.

It's long-term goal is to establish Tamariki Pakari as a successful paediatric research centre supporting impactful outcomes and advocacy.

IN THE WORDS OF ONE OF OUR PRO BONO CLIENTS:

**“Buddle Findlay’s support for TE4CL Ltd (Tertiary Education for Care Leavers) has been invaluable. They helped us to navigate the complex process of setting up a company, obtaining charitable status, appointing directors and hiring contractors with both speed and skill - without their expertise we really could not have set ourselves up as quickly and effectively, giving us more time to focus on our mahi.”**





## **Buddle Findlay provided support in the development of a tailored whānau mortgage product to be provided by BNZ to Ngāti Whātua Ōrākei in respect of its papakāinga development**

Buddle Findlay is delighted to have provided pro bono legal support to BNZ as it worked with Ngāti Whātua Ōrākei to develop an innovative financing framework for housing on iwi land.

Construction is now underway for 24 new whānau homes on Hawaiki Street in Tāmaki Makaurau Auckland.

As stated by [BNZ](#), obtaining finance for housing on Māori land has been historically challenging. The unique ownership structure and restrictions on land transferability often meant that it couldn't be used as security for loans, creating a significant barrier for Māori home ownership.

However, the collaboration between BNZ and Ngāti Whātua Ōrākei has resulted in the development of a new framework enabling hapū members to secure a BNZ home loan for papakāinga housing at standard interest rates on iwi land. The new framework employs standard leasehold mortgage lending practices, underpinned by a confidential Deed of Understanding. This ensures that in the face of any challenges, such as a distressed mortgage, the land integrity and control is preserved by Ngāti Whātua Ōrākei who would take over the mortgage. This approach balances the bank's security requirements with the enduring land rights of Ngāti Whātua Ōrākei.

In addition to collaborating with Ngāti Whātua Ōrākei on the funding model, BNZ also provided a NZ\$20m social loan, certified by EY New Zealand, to support the construction of the homes.

Buddle Findlay banking and finance partner, Paul Farrugia, who led the team providing the pro bono legal support to the BNZ in developing this new funding model said "It was great to be involved in this collaboration between BNZ and Ngāti Whātua Ōrākei which has resulted in a mortgage lending framework providing greater accessibility to home ownership for Ngāti Whātua Ōrākei hapū members."



# 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

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, 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.

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





## Ongoing 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.

### 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
- Continuing procurement for any replacement equipment to meet energy efficient standards.

### 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, and used batteries
- 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 choice.

### 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.

### Buddle Findlay certified as carbon neutral

Buddle Findlay holds Toitū carbonreduce certification in line with ISO 14064-1 for our service offerings. We have been certified as carbonreduce since 2019.

A Toitū carbonreduce certified organisation is measuring and reducing its carbon footprint in line with international best practice.

## Recent initiatives



Implementing additional recycling initiatives in our Wellington office – for example, providing recycling for lids of plastic and glass bottles.



Increased signage to raise awareness and increase understanding of how to recycle in our offices.



Volunteers from our Wellington office spent their Āwhinatia Rā (community) day helping with native forest regeneration at Mākara Peak - this included removing invasive weeds (like tradescantia) to clear areas for future planting sessions, and releasing seedlings by clearing away long grass or other soft weeds that are smothering native plants.



Promoting a sustainable Christmas gift guide to staff to encourage conscious and sustainable gift giving.



Āwhinatia Rā (community) day used for environmental causes including a group of volunteers from our Auckland office spent their Āwhinatia Rā day at Fair Food, a food rescue organisation situated in West Auckland. Fair Food’s mission is to “Feed People, Not Landfill”.



Including environmental considerations in the design for the new Christchurch office fit out in areas such as lighting and air conditioning.



Continuing to undertake waste audits to help guide our efforts in waste reduction.



Promoting to our people Earth Hour, Vegetarian week, Recycling week, and Plastic Free July. Helpful tips were provided for each of the respective events, and a ‘living on the veg’ morning tea was hosted by the Te Taiao committee during Vegetarian week.

# Buddle Findlay purchases carbon credits

As part of our commitment to sustainability we recently purchased 428 carbon credits to offset our 2023 emissions through Cattle Flat Forever Forest project.

The Cattle Flat Station is a vast high-country farm located in northern Southland with extensive native vegetation amongst pasture and farmed areas. Natural seed dispersal from neighbouring DOC land has facilitated native regeneration on the farm in hard-to-reach areas.

Pest eradication and forest management have created a protected environment, resulting in over 400 hectares of regenerating native forest, which will continue to be promoted and protected. Regenerating areas of natives on the farm are restoring the land to its former vegetation cover.



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