

Our Sustainability Strategy 2025 targets



KIA TOITŪ TE TANGATA

We care for our people, clients and communities

- We will increase involvement of our people in mental and physical wellbeing programmes year on year.
- We will have greater diversity and inclusion throughout our organisation by 2025 than 2021, including a 40:40:20 (women: men: any gender) gender balance at all levels and a focus on integrating Te Ao Māori and ethnic diversity.
- By 2025 we will have three programmes in place that help our legal community to change so it reflects Aotearoa New Zealand’s communities.
- We will achieve positive sustainable impacts in our society by ensuring our Community Investment Programme provides at least \$250,000 per year of in-kind support to our community investment partners focused on at least two of the following issues: poverty, gender equality, reduced inequality, and rule of law.
- 90% of us will participate in our Community Investment Programme every year from 2022.



KIA TOITŪ TE TAIAO

We have a positive sustainable impact on our planet

- We will be net-zero carbon by 2025, demonstrated by external certification.
- 80% of us will use sustainable travel options during the working week by the end of 2023.
- We will have zero waste to landfill by 2025 by measuring and reducing our waste year on year.
- We will create a policy for responsible consumption and production by the end of 2021. We will apply and keep under review this policy so that 100% of our consumption and production of goods and services comply with the policy by 2025.
- We will achieve positive sustainable impacts for our planet by ensuring our Community Investment Programme provides at least \$250,000 per year of in-kind support to our community investment partners focused on climate action and responsible consumption and production.



KIA TOITŪ TE TIKANGA

We lead the normalisation of sustainability in business

- We will integrate delivery of sustainable outcomes into our contracting, funding, finance and governance advice by 2025.
- By 2023 and every year after that we will have independent recognition of
 - (a) our Community Investment Programme and
 - (b) our sustainability leadership, including that we have significant roles in achieving sustainable impacts with our clients.
- In 2025 80% of respondents to surveys of our people and key clients will agree that we are making a positive sustainable impact for our people, clients, communities and planet.



*Our targets contribute to these United Nations Sustainable Development Goals.