

# ESG REPORT 2024

EMPOWERING A GREENER FUTURE:  
SUSTAINING BUSINESS, SUSTAINING  
THE PLANET



Businesses play a crucial role in shaping the future we envision. The choices and actions we make today will affect generations to come. To secure a sustainable and livable future for people, resources, and the environment, it is essential to future-proof our operations and implement long-term solutions now.

This is the first ESG for Moore Walker Davey Searells, part of the Moore Markhams Group New Zealand and Moore Global worldwide

As strategic business partners, MWDS advises clients on all aspects of business. MWDSL has developed an ESG Advisory Service

ESG stands for Environmental, Social and Governance, and refers to the three central factors in measuring the effectiveness of business practices in delivering sustainable outcomes for people, communities, business success and environmental impact.

Our report was written to give an overview of our own ambition to incorporate sound ESG principles into all aspects of our business, and not merely environmental impacts. To assist firms in the delivery of their respective ESG and sustainability ambitions, Moore Global have developed a global Social Ambition strategy, which aims to harness the strength of our 34,000-strong network to become a force for positive change.

In the spirit of transparency, we would also like to state this report has not been based on reporting standards and has not been benchmarked against industry peers or independently verified. No assurance can be derived from it.

# REPORT AUTHOR

Hannah Cooper is the Environmental, Social, and Governance (ESG) leader at Moore Markhams New Zealand.

With a deep-rooted passion for ESG, Hannah brings a comprehensive understanding of how these principles impact businesses and how they can be authentically integrated into organisational practices.

Her expertise spans various sectors, making her a skilled reporting professional adept at navigating the evolving ESG landscape.

As the ESG Leader for Moore Markhams, Hannah is committed to driving the adoption of robust ESG practices both within the firm and for its clients.

She is particularly focused on the new reporting standards introduced by the ISSB and is closely monitoring their implementation in New Zealand.

Hannah is dedicated to helping clients enhance their climate-related disclosures and leverage sustainable practices to positively impact the economic landscape.







ENVIRONMENTAL

# MWDS KEY DATA



62,378 KWH OF SCOPE  
2 ENERGY



4,536 KG CO<sub>2</sub>E  
EMISSIONS CREATED  
FROM ENERGY



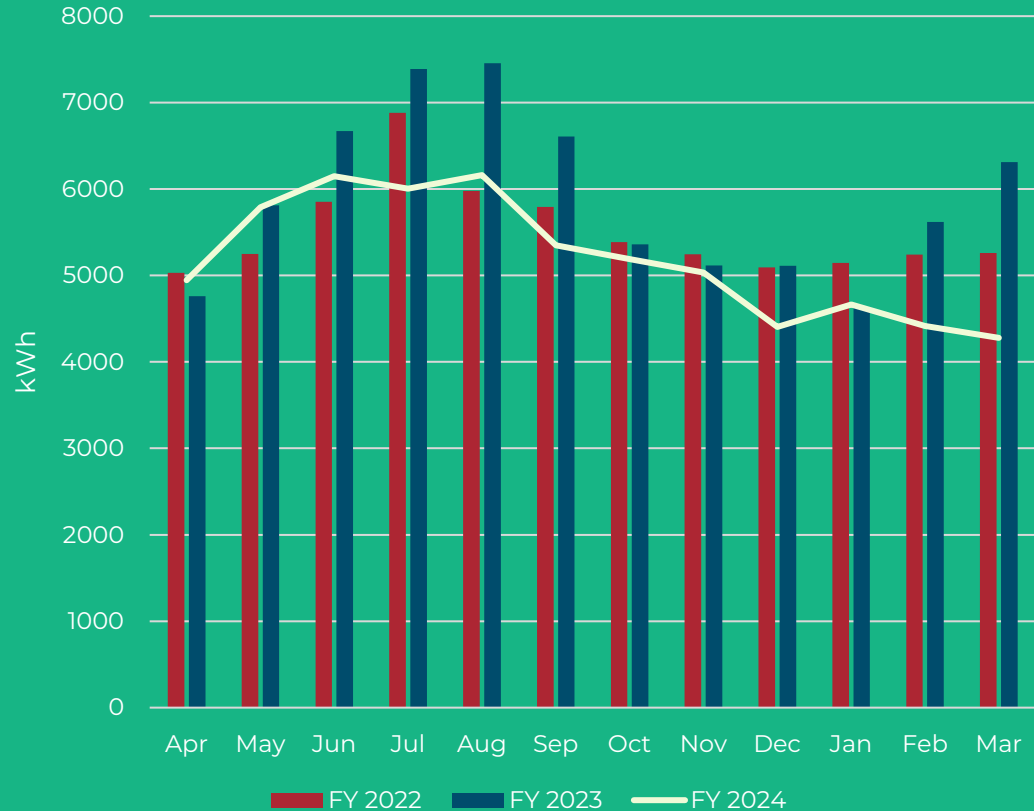
332,159 PAGES  
PRINTED

# ENERGY USED

A kilowatt hour (kWh) is a unit of measurement of energy. This graph shows the power consumption of the Christchurch office located at 181 High Street. The provider is Meridian Energy, and they generate New Zealand electricity through Hydro stations and Wind farms.

The average medium-sized Kiwi household uses 8,492 kWh per year and with a total consumption of 62,378 in the 2024 Financial Year the Christchurch office has used 7.3 times this amount. We have however, reduced our usage from 2023 by 12% or 8,454 kWh.

At this stage there has been no intentional steps taken to reduce energy.



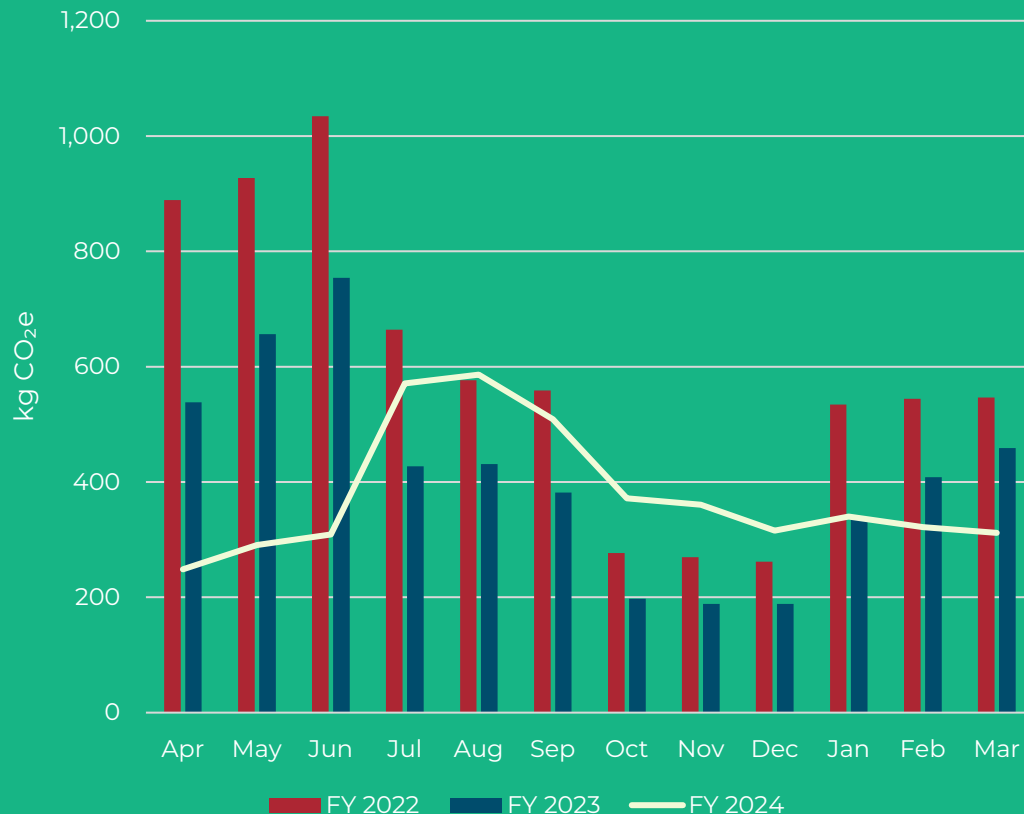
# CARBON EMISSIONS

As outlined in the Ministry for the Environment Measuring emissions guide during August 2022 a 12 per cent reduction in the electricity emission factor was published.

This reduction in the Emissions Factors/kWh has been used in the calculations of kg CO<sub>2</sub>e Emissions during the measurement period and this has contributed to the reduction in Emissions along with the decrease of 8,454 kWh used during the period.

Due to lower rain fall in the 2024 year the hydro lakes were well below average. This combined with an increased demand for heating and cooling has put a strain on the renewable energy of New Zealand and has increased the demand on non-renewable energy.

This will affect the emissions factors used to calculate the 2025 CHG emissions.  
The total emissions for 2024 was 4,537 kg.



# PRINTING

When discussing office printing and paper use in an ESG report, it's important to highlight efforts to reduce environmental impact through sustainable practices. Implementing policies to minimise printing, such as encouraging digital document sharing, adopting cloud-based storage, and using electronic signatures, can significantly reduce paper consumption.

Additionally, tracking and monitoring paper use across the office allows for setting reduction targets and promoting awareness among employees.

These practices align with broader ESG goals by reducing waste, conserving resources, and supporting a more sustainable work environment.







SOCIAL

# KORU CARE TRUST – DISNEY WORLD TRIP

In 2024 MWDSL donated funds toward the Koru Care Trust Disney World Trip.

Koru Care is a New Zealand children's charity that provides special experiences for children with serious and ongoing medical conditions or disabilities.

This trip gives the children an opportunity to visit Disney World as well as have the correct health care for their individual needs.



## CHARITY

Throughout 2023-2024, MWDSL and its staff supported a wide range of not-for-profit organizations, charity events, community initiatives, and causes.

As a firm, along with our employees, we contributed through donations, pro-bono work, volunteering, sponsorship, and other forms of support.

As a firm we enjoy the social aspect of these events and take the opportunity to get involved.



CHARITY	2022	2023	2024
Special Children's Christmas Party	300	345	345
Mental Health Organisation - Pink Shirt Day			50
Canterbury West Coast Air Rescue			300
Cancer Society - Daffodil Day		55	
Gut Cancer Foundation			
Autism NZ Inc NZ			
Pink Ribbon Day			
Northcote School	300	300	
Cobham Intermediate	750		
Big Sisters, Big Brothers	300		
Movember Foundation			50
Ronald McDonald House	500	500	500
Christchurch City Mission	500	500	
Cholmondeley Children	500	550	500
Kiwi Family Trust	500	500	750
Koru Care Trust - Disney World Trip			1000
Gumboot Friday	300	300	100
<b>TOTAL</b>	3950	3050	3595





GOVERNANCE

## BOARD OF DIRECTORS

The governance of Moore Walker Davey Searells is driven by a team of highly experienced directors, each bringing their own areas of expertise to ensure strong leadership and client-focused services.

**Matt Donaldson**, an expert in management reporting and tax planning, helps businesses across various industries optimise their operations through tailored financial solutions and Xero support.

**John Hendry** provides strategic financial management and business advice, particularly in the forestry, agriculture, and property sectors, leveraging over three decades of experience.

**Rachael Reedy** brings over 20 years of experience in tax compliance, management reporting, and project services, with a focus on helping businesses thrive.

**Darren Hayward** specialises in accounting and compliance, overseeing financial reporting and projections while guiding the development of the firm's accountants.

**Mike Ansett** focuses on providing creative solutions for SME clients, specialising in taxation, business restructuring, debt management, financing, and valuations.

Together, this leadership team ensures the firm's governance is aligned with its commitment to delivering excellence and supporting the long-term success of its clients.





## WOMEN IN THE WORKPLACE

Of the 21 directors across New Zealand, 6 are women.

Rachael Reedy joined MWDS in 2002 as a graduate accountant and, after two decades of dedicated service, became a director in 2022. Balancing her career and family life, she is the mother of three children and remains passionate about staying active and enjoying the outdoors. Rachael viewed the director position as the next step in her career and took it on as part of her long-term professional development. She fulfils her responsibilities part-time to accommodate her family commitments, while also bringing a fresh and valuable perspective to what has traditionally been a male-dominated board.

The increase in workplace flexibility has enabled more women to pursue leadership roles that were previously less accessible. This shift is reflected in the growing number of women in executive positions.

A pay equity review conducted in 2023 confirmed that MWDS has a fair and equitable compensation structure. No significant pay gaps were found between genders or roles, and salaries align with current market rates.



## CHARTERED ACCOUNTANTS AUSTRALIA & NEW ZEALAND

### **Leadership roles (most senior roles) in practice:**

- 5.46% are women
- 3.41% are men

### **Executive roles in practice:**

- 9.56% are women
- 17.35% are men

### **CPP (Certificate of Public Practice) holders:**

- 35% of all CPP holders are women
- 9.4% of New Zealand's female members hold a CPP

### **Women entering the industry:**

- 62% of provisional members approved in the past 12 months are women

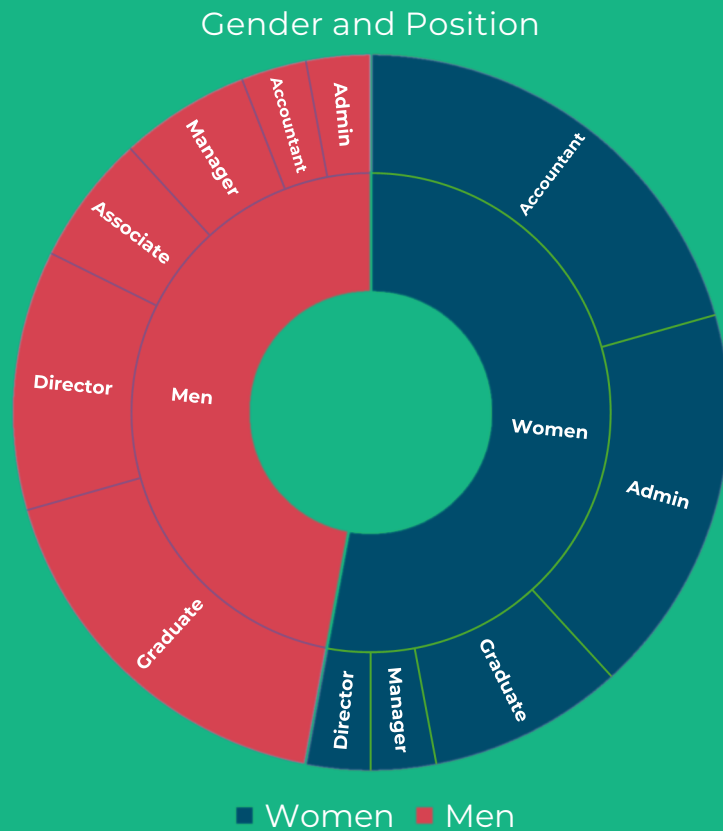
## DEMOGRAPHIC

Findings from a review of pay equality found that there is a fair and equitable compensation structure across the board.

There were no significant pay gaps between gender roles and these rates also aligned with market rates.

There are plans to monitor pay equality going forwards and to report annually for both our benefit and the Moore Group.

However, this report has highlighted that fewer women advance to senior roles.



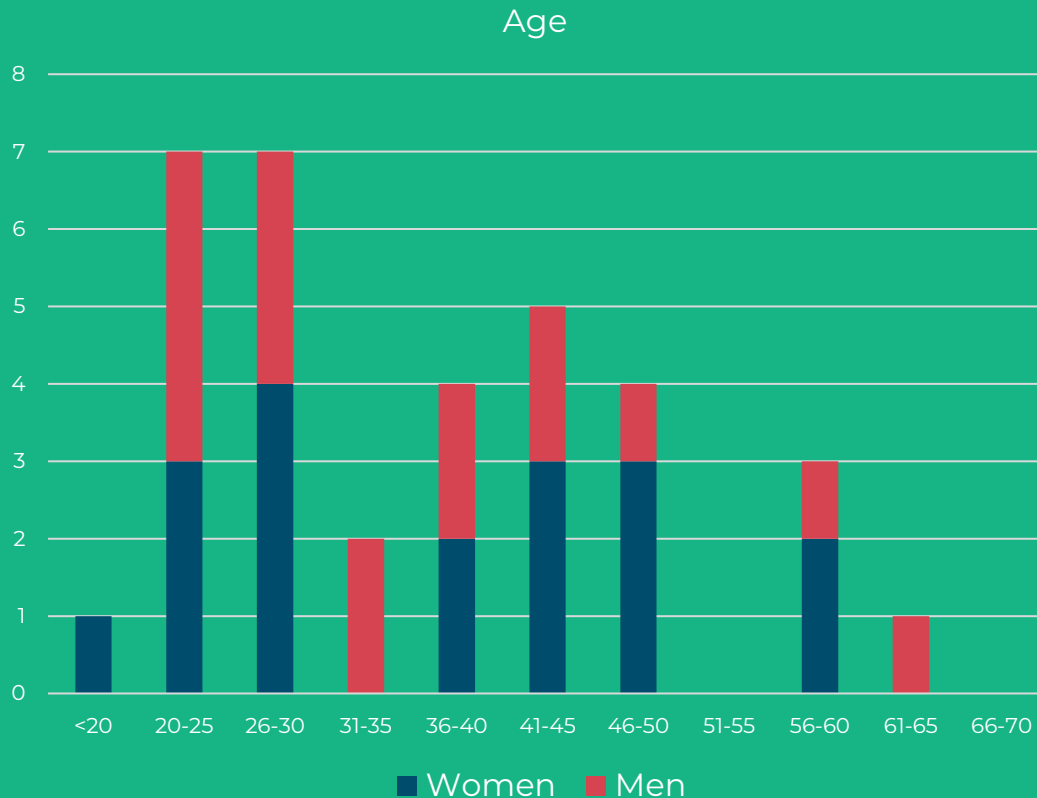
# DEMOGRAPHIC

This graph aligned with the hiring structure of MWDS.

We take on interns during their study period to give some practical experience and often those interns return as new graduates.

Our inhouse mentoring system gives them the hands-on experience they need to thrive in the industry.

Some of these graduates then move on to different sectors or go into more specific accounting pathways in other firms, but some stay on to become mentors in their own time.



# CALL TO ACTION

At Moore Markhams we're expert at looking at the big picture; assessing the position and performance of all aspects of your business and working with you to develop the best strategies for ongoing success.

Our goal to integrate ESG reporting across all Moore Markham offices in New Zealand will not only ensure our organisation is creating sustainable business practices but in doing so we will help our clients to implement these strategies into their own business models.

Building a Sustainable Tomorrow by Sustaining Business Today





# ACTION PLAN

GOAL	HOW/WHY/WHEN
Printing	Reduce printing by 20% in the 2025 financial year. Use of folder system on all printing. Sending accounts to clients electronically and encouraging them to sign electronically
Reduce Energy consumption	Investigate ways to reduce energy use in the office. Reduce printing that will contribute to the reduction in energy use.
Transport	Measure transport emissions. Look at alternatives to transport for business related travel
Recycling/Composting	Increase staff engagement to recycling lunch packaging and waste. Investigate options to compost/dispose of food waste created in the office
Asset replacement	Create a policy to research energy efficient alternatives when capital assets are replaced Encourage the building owner to replace lighting with energy efficient alternatives.
Staff Health and Wellness	To provide a quiet zone with soft furnishing enabling staff to relax when needed
ESG reporting	The Christchurch office has created their first report for the 2024 year. All New Zealand offices to also report in the 2025 year and a New Zealand wide report soon after.
Gender Equality	Empowering women to pursue higher level positions in the workplace. Annual measurement of pay equality and reporting this to Moore Global.



# MOORE WALKER DAVEY SEARELLS LTD

**Contact us**

<https://www.markhams.co.nz/our-locations/christchurch>

Hannah Cooper – ESG Leader New Zealand

**Email:** [hannah.cooper@markhams.co.nz](mailto:hannah.cooper@markhams.co.nz)

**Phone:** 03 379 1620