

A scenic landscape featuring a river, trees, and a house at sunset. The sun is low on the horizon, creating a warm glow and long shadows. The river reflects the sky and the surrounding greenery. A large, leafless tree stands prominently on the right side of the image. In the background, a house with a blue roof is visible. The overall atmosphere is peaceful and natural.

 **MOORE** Walker Davey Searells

2025 MOORE WALKER DAVEY SEARELLS SUSTAINABILITY REPORT

Empowering our future: sustaining business, sustaining the planet

Contents

A Note From our ESG Leader

ENVIRONMENTAL

Key Data

Carbon Footprint Summary

Purchased Energy

GHG Inventory Results

Printing

SOCIAL

Moore Values

Charity

Staff Volunteering

Saving Lives as a Team

GOVERNANCE

Governance Initiatives and Future Focus

Leading the Way in ESG

Who We Are

Call to Action

Last Year's Action Plan: Outcomes

Action Plan – Emissions Reduction

Action Plan – Social and Governance



As we continue to navigate a changing world, businesses play an increasingly vital role in creating sustainable and resilient futures for people, communities, and the environment. The decisions we make today will define the legacy we leave behind. That is why it remains critical to embed long-term thinking and responsible practices at the heart of our operations.

Following our inaugural ESG report in 2024, Moore Walker Davey Searells (MWDS), part of the Moore Markhams Group New Zealand and the Moore Global network, is proud to present our second annual ESG report. This report reflects the progress we have made in aligning our firm's values with the principles of environmental, social and governance practices (ESG), and our ongoing commitment to contributing meaningfully to a more equitable and sustainable economy.

MWDS continues to support clients through ESG Advisory Services, helping them navigate the complex landscape of sustainability risks and opportunities. ESG remains central to our strategic thinking, not only in how we support our clients but also in how we operate as a business.

Moore Global is the 12th largest accounting network globally, with over 37,000 professionals operating across 116 countries. We are guided by the Moore Global Social Ambition strategy, which leverages the strength of our global network to drive positive change and create shared value.

In the interest of transparency, we note that this report is self-prepared and has not been independently assured or benchmarked against any reporting standard. Certain emissions-related information included in this report has been prepared with the support of Opportune, specialist emissions calculation advisors. No assurance can be derived from this report.

Unless otherwise mentioned this report covers data from 1 April 2024 until 31 March 2025.

Opportune



MOORE Walker Davey Searells

A note from our ESG Leader for New Zealand

I'm drawn to ESG because it allows me to contribute to sustainability in a way that aligns with my accounting career. I'm passionate about working with clients to understand how ESG applies to their business and to help them develop tailored strategies that reflect their unique needs and priorities.

Growing up in a family that were always getting out into the great outdoors, I developed a deep love for nature. Over time, I've witnessed the degradation of our natural environment and the impact that human activity can have on the places we love. This has strengthened my commitment to supporting businesses to understand and reduce their emissions, and to consider the broader social impacts they have on their communities and staff.

The reason we produce this ESG report for MWDS is to demonstrate our ongoing commitment to responsible business practices and to provide transparency around our progress. ESG is not a one-size-fits-all concept; it looks different for every business. Whether you are a small business that is conscious of your environmental impact, or a larger organisation that is being

asked to provide ESG information to your supply chain, I'm committed to helping you navigate the journey in a way that is practical and meaningful.

I am passionate about working with clients to understand what matters most to their stakeholders, how to measure and report on ESG performance, and how to turn ESG into better business outcomes. For some businesses, this may mean identifying practical ways to reduce emissions, improve workplace wellbeing, and strengthen community connections. For others, it may involve strengthening governance, building reporting frameworks, and preparing ESG disclosures that meet stakeholder expectations.

My goal is to help businesses become more sustainable in a way that creates real value, not only for the environment but also for the business itself. Better for the environment, better for business.



Hannah Cooper
ESG Leader
Moore Markhams



ENVIRONMENTAL

KEY DATA



57,448 kWh
Purchased Energy



5,799 kg
CO₂e in purchased energy
emission



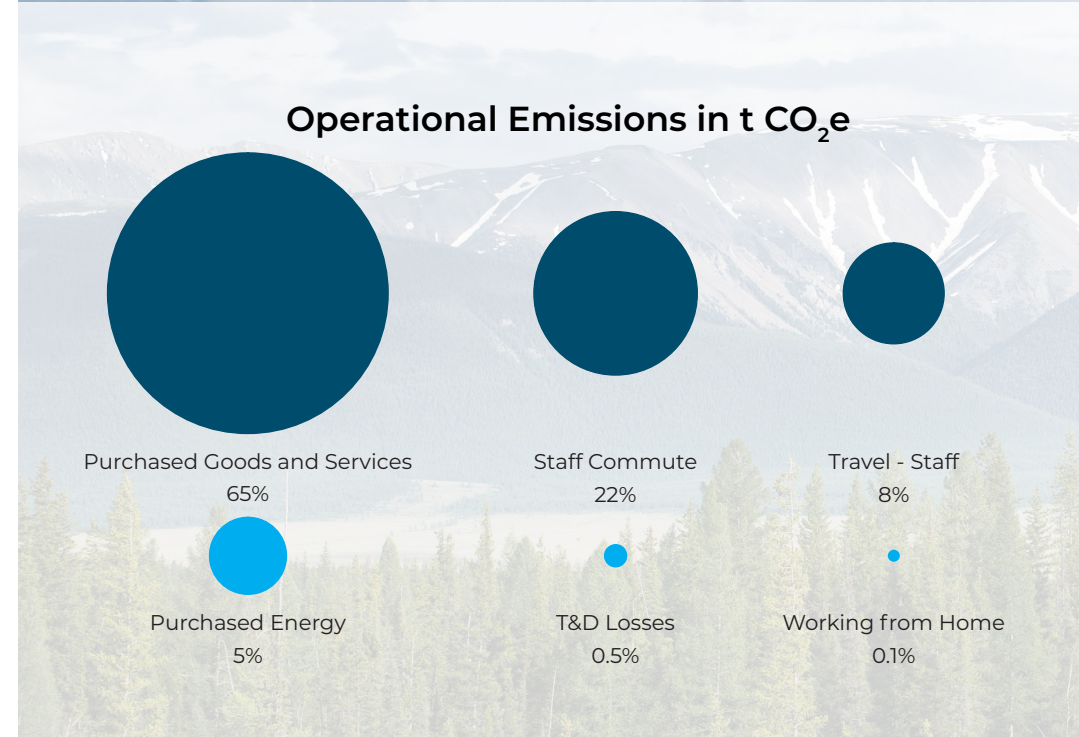
250,658
pages printed



121.88 T
CO₂e total measured emissions

Our Carbon Footprint

GHG Protocol Scope	Source	TCO ₂ e (tonnes of Carbon Dioxide Equivalent)
Scope 1	Fuel (directly purchased)	0
Scope 2	Electricity	5.79
Scope 3	*T&D losses, Working from home, Staff travel, Staff commute, Purchased goods and services	116.08
Total Emissions		121.88



Scope 1, 2, and 3 emissions are categories used to measure a company’s carbon footprint. They come from the Greenhouse Gas (GHG) Protocol, which is a global standard for measuring and managing emissions.

Scope 1 (Direct Emissions) – emissions from sources an entity owns or controls, like vehicles, machinery, boilers, generators, and refrigerant-based appliances.

Scope 2 (Indirect Energy Emissions) – emissions from purchased electricity or energy used by the entity.

Scope 3 (Other Indirect Emissions) – all other indirect emissions that occur across the entities value chain, including *Transmission and Distribution losses, suppliers, business travel, waste disposal, freight, and employee commuting.

The Greenhouse Gas (GHG) emissions for MWDS for the year ended 31 March 2025 have been estimated as 121.88 tCO₂-e (tonnes of Carbon Dioxide Equivalent).

95.2% of the emissions come from Scope 3 value chain emissions including staff commuting, staff travel, working from home and purchased goods and services. 4.8% of the emissions come from Scope 2 purchased energy. MWDS does not have any Scope 1 direct emissions.

*Information provided by Opportune.



Purchased Energy

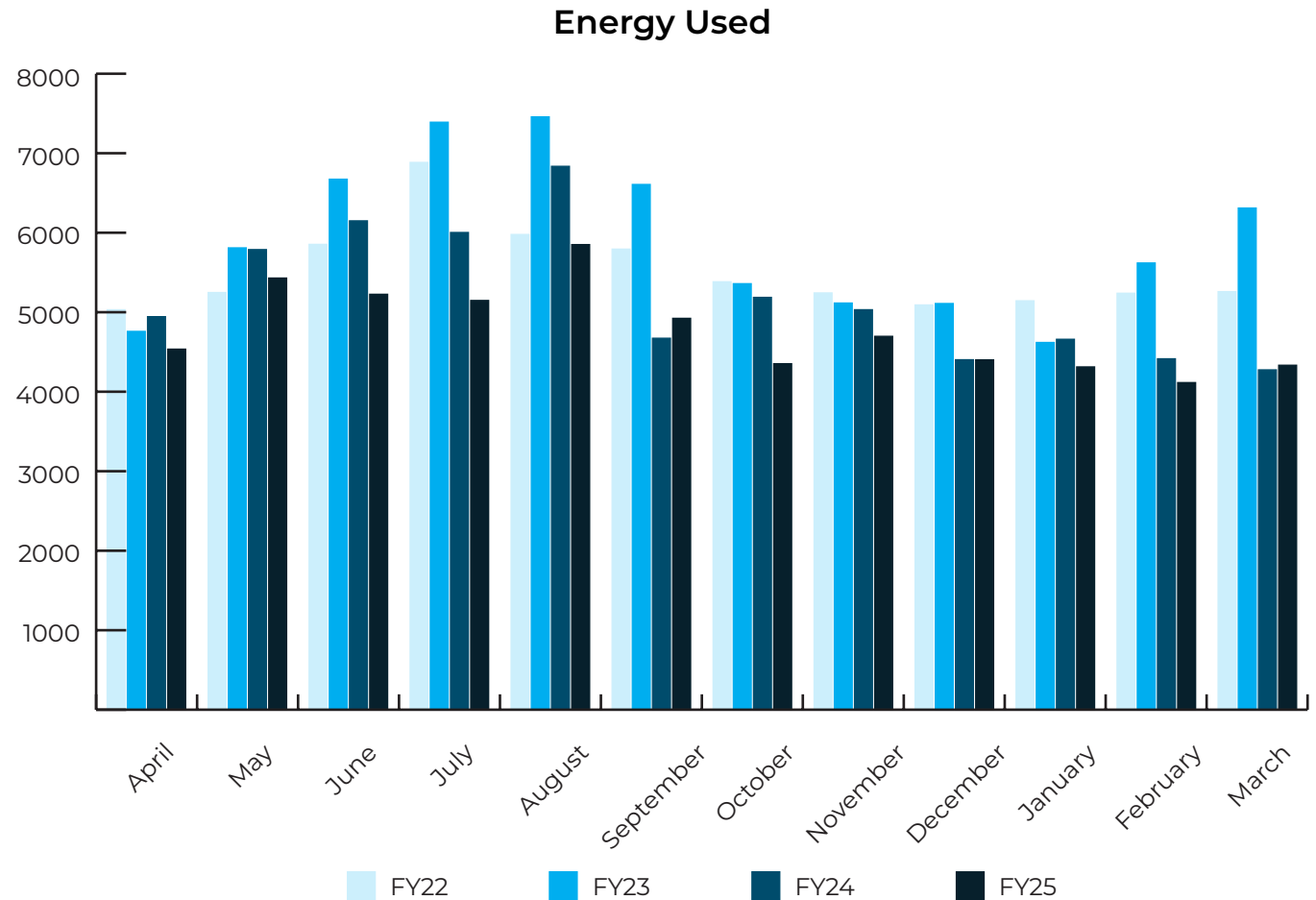
A kilowatt hour (kWh) is a unit of measurement for energy. This chart shows the electricity consumption of our Christchurch office at 181 High Street, supplied by Meridian Energy, which generates electricity primarily from hydro and wind sources.

In the 2025 financial year, the Christchurch office used 57,348 kWh of electricity, resulting in 5,799 kg CO₂e in purchased energy emissions. This represents an 8.1% reduction compared with FY24 (5,030 kWh).

Part of this reduction can be attributed to increased awareness in staff. Throughout the year there has been a decisive focus on reducing wasted energy, this has been through ensuring lights are off in empty rooms, reducing printing and a stronger awareness of what energy is necessary.

Purchased energy contributed 5% of the total emissions included in our carbon footprint assessment.

Electricity use remains a key operational emissions source. We have identified opportunities to reduce energy consumption and have developed reduction plans, which are detailed in the Action Plan section of this report.



GHG Inventory Results



78,915 KG CO₂e
Purchased Goods and Services



26,592 KG CO₂e
Staff Commute



10,042 KG CO₂e
Travel - Staff



5,799 KG CO₂e
Purchased Energy



441 KG CO₂e
T&D Losses



93 KG CO₂e
Working from Home

Purchased Goods and Services are by far the largest source of emissions, accounting for 78,915 kg CO₂e, indicating that supply chain impacts dominate the overall footprint.

Staff Commute is the second-highest contributor at 26,592 kg CO₂e, showing that employee travel to and from work has a significant environmental impact.

The most carbon-intensive cost centres include:

- IT related expenses
- Printing
- Bank Services

Business travel contributes 10,042 kg CO₂e, making it a notable but smaller source compared to commuting.

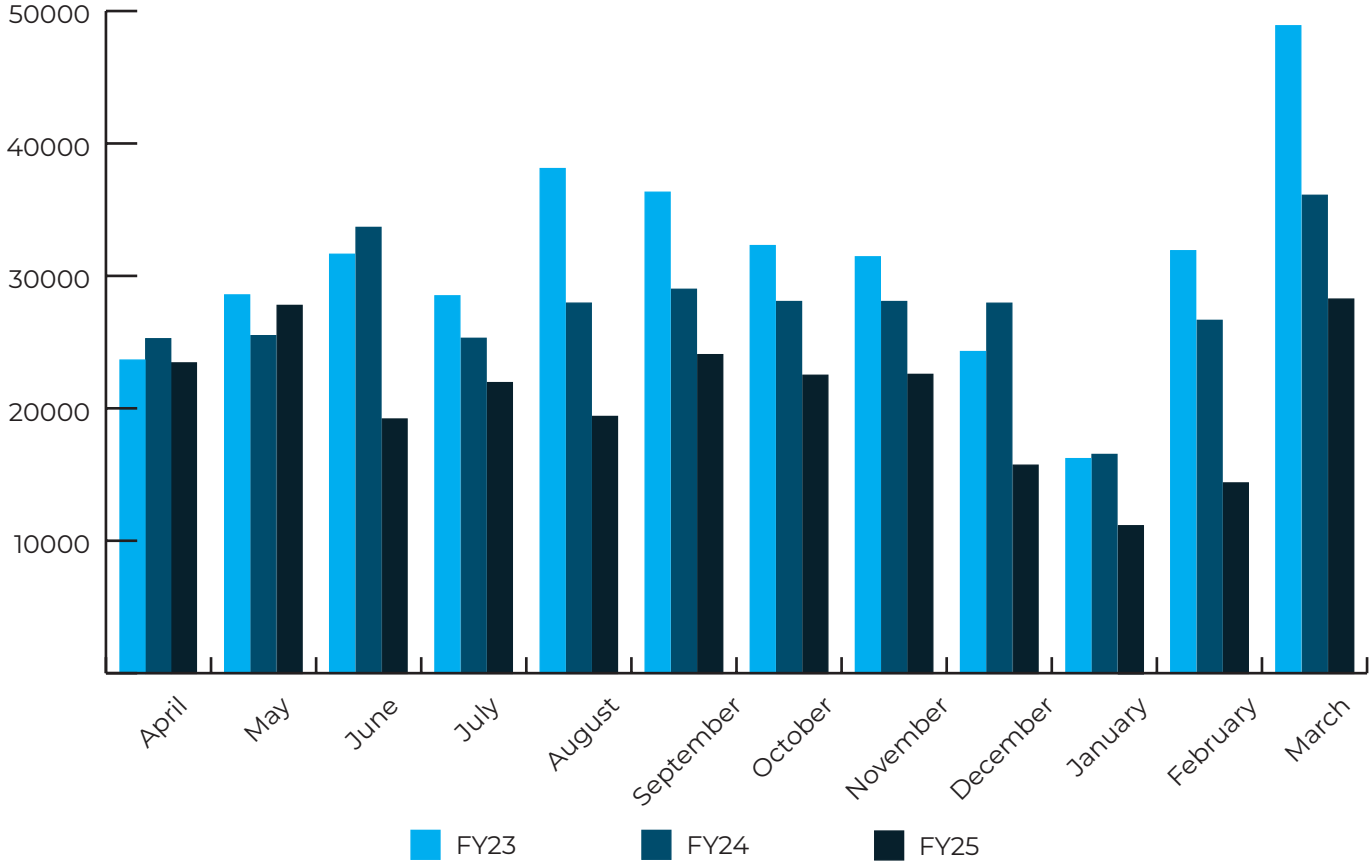
Overall insight: The majority of emissions come from indirect activities (Scope 3), particularly procurement and employee-related travel, highlighting the biggest opportunities for carbon reduction efforts.

*Information provided by Opportune.



Printing

Pages Printed



Printing and paper use are key office waste considerations. In the 2025 financial year, our total office printing volume was 250,658 pages, down from 332,159 pages in FY24, representing a 24.5% reduction. This exceeds our reduction target of 20%.

We continue to encourage digital document sharing, cloud storage, and electronic signatures to reduce paper consumption.

Through implementing new strategies, including our “Print to Folder” procedure, which is a digital folder located on the printer that allowed the document to be reviewed before printing, we actively reduced printing related mistakes.

Going forward we also plan to establish team-based reporting. Enhanced monitoring of printing volumes will help us set reduction targets and promote awareness among staff at a team level. Similar to electricity usage, increased awareness has become another effective technique in reducing printing. Through the establishment and recognition of the office’s printing reduction goals, each staff member has made conscious decisions to reduce their individual input.



SOCIAL

Moore Values

A culture built on purpose. Lived through people.

At Moore Markhams, culture is not something we write down once a year. It is something we live every day.

Across our firms, you will find people who care deeply about their work, their teams and their clients. You will also find that while we operate in different regions and serve different markets, we are connected by a shared ethos.

That ethos is The Moore Way.

The Moore Way reflects how we do business, not just what we do. It captures our belief that people and purpose matter as much as profit. That work should feel meaningful. That leadership can be generous. And that clients are best served by people who feel supported, respected and empowered.

This culture is not aspirational. It is practical. It shows up in how we welcome new staff, how we collaborate across firms, and how we support each other through challenges and milestones. It is grounded in four core pillars.

CARE

We take responsibility. For quality, for our clients, and for each other. Moore firms are places where people look out for one another and where care is reflected in the small details as much as the big decisions.



PASSION

We care about getting it right. Our people bring energy, commitment and pride to their work. That shows up in the quality of our advice, the rigour of our standards, and the relationships we build with clients over time.



COMMUNITY

We offer local knowledge, but personally connect clients with our global network. We implement global standards, within a local framework. We exchange knowledge and expertise freely and generously, to help our clients thrive.



ACCESS

Moore firms offer something rare: genuine access. To partners. To national resources. To global opportunities. We believe the best ideas can come from anywhere, and we make it easy for people to step forward and be heard, regardless of title or geography





Charity

In 2024–2025, MWDS and staff supported a range of charities and community initiatives through donations, pro bono work, volunteering, sponsorship, and other contributions.

We pool our resources to offer charities a deeper level of commitment. Showcasing our core pillars to our broader community, we are proud to support the following organisations, who are doing great work in our local community.



Charity	2023 (\$)	2024 (\$)	2025 (\$)
Special Children's Christmas Party	345	345	345
Mental Health Organisation – Pink Shirt Day		50	100
Canterbury West Coast Air Rescue		300	300
Cancer Society – Daffodil Day	55		150
Gut Cancer Foundation			
Autism NZ Inc			
Pink Ribbon Day			
Northcote School	300		
Cobham Intermediate			
Big Sisters, Big Brothers			
Movember Foundation		50	
Ronald McDonald House	500	500	500
Christchurch City Mission	500		
Cholmondeley Children	550	500	500
Kiwi Family Trust	500	750	750
Koru Care Trust – Disney World Trip		1000	
Gumboot Friday	300	100	100
Halberg Fundraiser			375
	3050	3595	3120

Staff Volunteering

MWDS takes pride in giving back to the communities we live and work in and actively support and invest in the communities where we operate, developing communities and social cohesion.

Our team passionately contributes to their community through volunteer roles, often supporting organisations in governance and financial roles such as treasurer, board member, and committee support. Overall, our team contributed approximately 600 hours across the year.

Examples include:

- Halswell Rugby League Football Club Inc
- Achilles NZ (Christchurch chapter)
- Canterbury Water Polo
- School Boards
- Volunteer Rural Firefighting
- Rugby management and accounting roles
- Ratepayers Association



Est: 1892



Saving Lives Together as a Team

As part of our community support initiatives, MWDS organised a staff blood drive during work hours. This program was so successful that several staff have continued donating privately, and one team member with a rare A- blood type has been notified that their blood has been used twice. This has highlighted the real-life impact of giving.





GOVERNANCE

Governance Initiatives and Future Focus

As part of our ongoing governance framework, MWDS is beginning to formalise and track a number of key governance initiatives. These are the types of plans we often coordinate with our clients to help ensure long-term stability, resilience, and continuity of their businesses, and we are applying the same principles internally.

Key focus areas include:

- **Succession planning** – identifying future leadership needs and ensuring continuity of key roles.
- **Cyber security** – strengthening systems, controls, and staff awareness to protect information and business operations.

- **Business continuity and disaster planning** – preparing for major disruption events to support operational resilience.
- **Operational continuity** – ensuring the firm can continue to operate effectively through periods of change or disruption.

These initiatives will be progressively developed and monitored, with the intention of setting measurable goals and reporting on progress in future ESG reports.



Leading the way in ESG

As a Director at Moore Walker Davey Searells, I work with businesses across a wide range of industries to support their growth and performance through management reporting, tax planning, and Xero advisory. I have seen first-hand how strong financial management and clear reporting can drive better decision-making and improved outcomes for businesses.

ESG is increasingly becoming a core part of how successful businesses operate. It is not just a compliance requirement or a 'nice to have' – it is a strategic driver of performance. When businesses consider environmental impact, social responsibility, and strong governance, they often see benefits such as improved operational efficiency, stronger stakeholder trust, reduced risk, and better long-term resilience. ESG can also help businesses attract and retain talent, strengthen client relationships, and open up new growth opportunities.

At MWDS, we are committed to supporting our clients on their ESG journeys. We understand that every business is at a different stage, and we aim to provide practical, tailored advice that helps clients identify the most relevant ESG priorities for their organisation. Whether it is improving reporting, understanding climate-related risks, enhancing governance practices, or embedding social responsibility into operations, our goal is to help clients build sustainable business models that deliver value for their people, customers, and communities.

Within our own firm, I am proud to support the ESG leadership team as we embed ESG principles into our operations and decision-making. ESG is central to how we think about our responsibilities as a business, and it aligns closely with our values of integrity, accountability, and continuous improvement. I am pleased to contribute to our ongoing ESG governance and reporting within the Moore Markhams Group, and to support the firm's ambition to drive positive change and shared value.

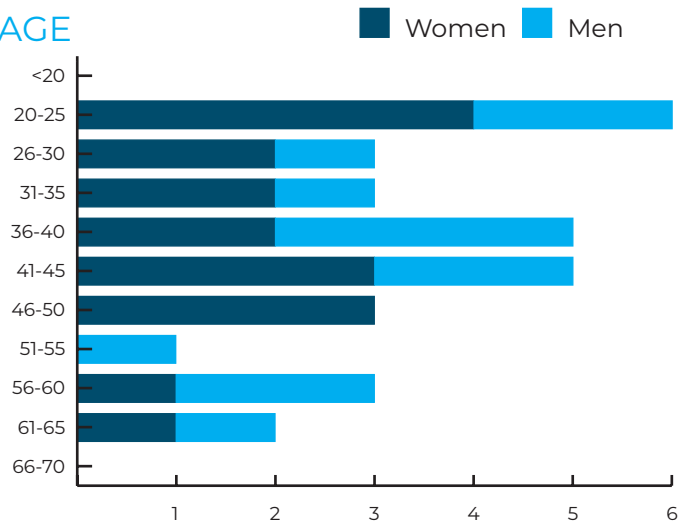
Matt Donaldson

markhams.co.nz



Who We Are

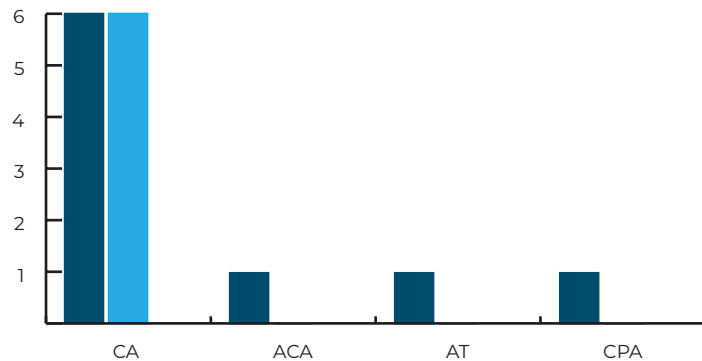
AGE



Our age demographic reflects MWDS's structured approach to recruitment and career development. We continue to support students and early-career professionals through internships and graduate roles, providing practical experience alongside formal study.

Our in-house mentoring framework supports staff at all stages of their careers, enabling knowledge transfer across age groups and experience levels. While some early-career staff move on to other sectors or specialised accounting pathways, others progress within the firm and become mentors themselves, supporting the next generation of professionals.

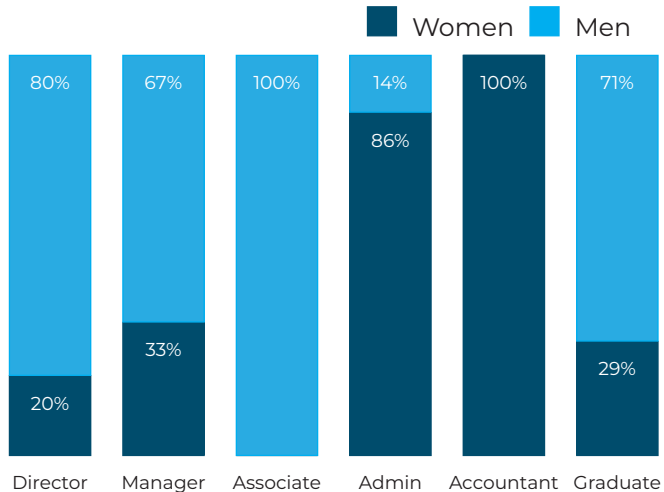
QUALIFICATIONS



MWDS maintains a highly qualified professional workforce, with staff holding recognised accounting designations including CA (Chartered Accountant), ACA (Associate Chartered Accountant), AT (Accounting Technician), and CPA (Certified Practising Accountant). These qualifications support strong technical capability, professional standards, and governance across the firm.

Graduates joining the firm are actively supported and encouraged to pursue further professional study. MWDSL provides financial and practical support for higher education, supporting ongoing development and long-term career progression within the profession.

GENDER AND ROLE



Findings from our 2025 gender demographic review show a fairly balanced workforce overall, with 58% women and 42% men. Women are represented across the firm, including leadership positions; however, fewer women currently occupy senior leadership roles, with men holding the majority of director and manager positions.

The gender profile of fee-earning staff may continue to evolve over time. The upcoming graduate intake comprises five males and two females, which may influence future gender representation within fee-earning roles. Non-fee-earning positions are currently predominantly held by female staff. This has been identified as an area for further consideration, and future reports will track trends and any actions taken to support balanced representation across all role types.

As part of our membership within the Moore Global network, we complete an annual pay equity review. The review for 2025 recorded a 3.5% gap, primarily due to the graduate cohort, where the majority of males were at higher levels (second and third years), resulting in a naturally higher average male salary. Aside from this, there are no significant pay disparities, and the overall compensation structure remains fair and equitable. Two departments showed a slight advantage for female employees, creating a positive outcome. Overall, pay levels are closely aligned with market benchmarks and, based on multiple 2025 salary guides, are positioned above the market average. We will continue to monitor these trends, including future graduate intakes, to ensure fair and equitable outcomes across all roles.

We will continue to monitor both gender representation and pay equity annually and report on progress as part of our ongoing diversity and inclusion commitments.



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

**Moore Markhams
Christchurch**

ESG report



**Moore Markhams New
Zealand Individual offices**

ESG Reports



**Moore Markhams New
Zealand Group**

ESG Report

Last Year's Action Plan: Outcomes

GOAL	HOW/WHY/WHEN	HOW WE WENT
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	Reduction by 24.5% With the introduction of an electronic signing software we have been able to reduce printing significantly.
Reduce Energy consumption	Investigate ways to reduce energy use in the office. Reduce printing that will contribute to the reduction in energy use.	Reduction of 8.1% Increased staff awareness of energy consumption has contributed to a modest reduction in usage. The introduction of electronic signing software and measures to reduce printing have also helped lower overall consumption.
Transport	Measure transport emissions. Look at alternatives to transport for business related travel	Measurement of business air travel has been included in this report. Future reporting will focus on improvements to the data collected to measure transport emission more accurately
Recycling/Composting	Increase staff engagement to recycling lunch packaging and waste. Investigate options to compost/dispose of food waste created in the office	Some staff engagement but increased education around this is still required
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.	Asset replacement policy document has been created. There has been no requirement to replace any major assets during the period. Future goals would be to ensure this expands to low value assets
Staff Health and Wellness	To provide a quiet zone with soft furnishing enabling staff to relax when needed	Not yet achieved
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.	All New Zealand offices are enthusiastic about Emission reporting with nearly all offices creating a 2025 ESG report
Gender Equality	Empowering women to pursue higher level positions in the workplace. Annual measurement of pay equality and reporting this to Moore Global.	Pay equality analysis done and found there was no pay disparity.

Action Plan – Emissions Reduction

GOAL	HOW/WHY/WHEN	IMPACT	TIMELINE TO IMPLEMENT*
Reduce emissions from staff commuting**	<p>Staff commuting is a significant source of emissions, particularly from private petrol vehicles and older, high-engine-capacity cars. As MWDS does not own company vehicles, influence and policy-based approaches are recommended.</p> <ul style="list-style-type: none"> • Encourage public transport use through subsidies or incentives (bus and electric bus where available); • Promote carpooling and ride-sharing among employees; • Incentivise electric and low-emission vehicle use through workplace • Support flexible and hybrid working arrangements to reduce commute frequency; • Provide staff education on lower-carbon commuting options and climate change in general. 	High	Medium Term
Reduce emissions from business air travel and accommodation**	<p>Domestic and international air travel represents a notable emissions source due to client, training, and conference related travel. MWDS can reduce this impact by prioritising alternatives and improving travel efficiency.</p> <ul style="list-style-type: none"> • Encourage virtual meetings and trainings where practical; • Consolidate trips to reduce flight frequency; • Use lower-emission travel options where available (economy seating, direct flights or car); • Select hotels with sustainability certifications or clear emissions-reduction practices; • Implement an internal travel policy prioritising emissions reduction 	Moderate to High	Short to Medium term
Reduce energy consumption**	<p>Electricity use is a key operational emissions source for the office:</p> <ul style="list-style-type: none"> • Switch off equipment when not in use and use power-saving settings; • Upgrade to energy-efficient IT equipment and LED lighting; • Optimise heating and cooling settings and reduce after-hours energy use; • Increase staff awareness of energy-saving behaviors; • Explore renewable electricity options or certified renewable energy products 	Moderate	Short Term

*Timeline to implement: short term is assumed to take between 1 to 3 years to implement, medium term as 4 to 6 years to implement and long-term as 7 to 8 years to implement.

**Information provided by Opportune.

Action Plan – Emissions Reduction

GOAL	HOW/WHY/WHEN	IMPACT	TIMELINE TO IMPLEMENT*
Reduce emissions from purchased services and suppliers**	<p>Purchased goods and services represent the largest emissions source, driven by IT services, professional services, printing, insurance, and maintenance. Reducing demand and improving procurement decisions can significantly lower emissions.</p> <ul style="list-style-type: none"> • Reduce printing and paper use through digital-first processes; • Extend the lifespan of IT equipment and reduce replacement frequency; • Prioritise suppliers with sustainability commitments and lower-carbon operations; • Include sustainability considerations in procurement decisions; • Consolidate suppliers to reduce service duplication. 	Moderate	Long Term
Buy better and buy less goods and services**	<p>Where possible use locally sourced and locally grown/made products and raw materials.</p> <ul style="list-style-type: none"> • Talk to suppliers about how they are actively reducing their own emissions; • Include sustainability as a key metric in procurement process; • Shift toward low-carbon alternatives for the products and services you purchase. 	High	Long Term
Recycling/ Composting	<p>Increase staff engagement to recycling lunch packaging and waste. Investigate options to compost/ dispose of food waste created in the office</p>	Medium	Short term
Asset replacement	<p>Ensure all staff are aware of the asset replacement policy document and extend this replacement criteria to low value assets</p>	Medium	Short Term

*Timeline to implement: short term is assumed to take between 1 to 3 years to implement, medium term as 4 to 6 years to implement and long-term as 7 to 8 years to implement.

**Information provided by Opportune.

Action Plan – Emissions Reduction

GOAL	HOW/WHY/WHEN	TIMELINE TO IMPLEMENT*
Staff Health and Wellness	To provide a quiet zone with soft furnishing enabling staff to relax when needed	Short term
ESG reporting	Moore Markhams New Zealand Group ESG Report	Short term
Gender Equality	Empowering women to pursue higher level positions in the workplace. Annual measurement of pay equality and reporting this to Moore Global.	Medium to long term
Support Community Volunteer work	We will encourage staff to volunteer for charities or organisations that are meaningful to them, supporting community causes through both personal and team-based initiatives. To enable this, MWDS will provide staff with access to our network of knowledge and expertise, and we will explore options for paid volunteer time to support participation. This initiative will launch in the 2025/2026 financial year and will be reviewed annually to assess participation, impact, and opportunities to expand our support.	Short term

*Timeline to implement: short term is assumed to take between 1 to 3 years to implement, medium term as 4 to 6 years to implement and long-term as 7 to 8 years to implement.



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