



# 2025 MOORE MARKHAMS SUSTAINABILITY REPORT

Empowering our future, sustaining business, sustaining the planet

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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.

The Moore Markhams Group New Zealand, a part of and the Moore Global network, is proud to present our first annual ESG report. This report reflects the progress we are making 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.

Moore Markhams 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.

This report covers data from 1 April 2024 to 31 March 2025. Due to its 31 December balance date, the Otago office data reflects the period 1 January 2024 to 31 December 2024. The Whanganui office was not included in this year's reporting cycle; however, it is intended that Whanganui will be incorporated into future ESG reporting periods as we continue to strengthen group-wide consistency and coverage

**Opportune**

 **MOORE** Markhams

# 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



379,466 kWh  
Purchased Energy



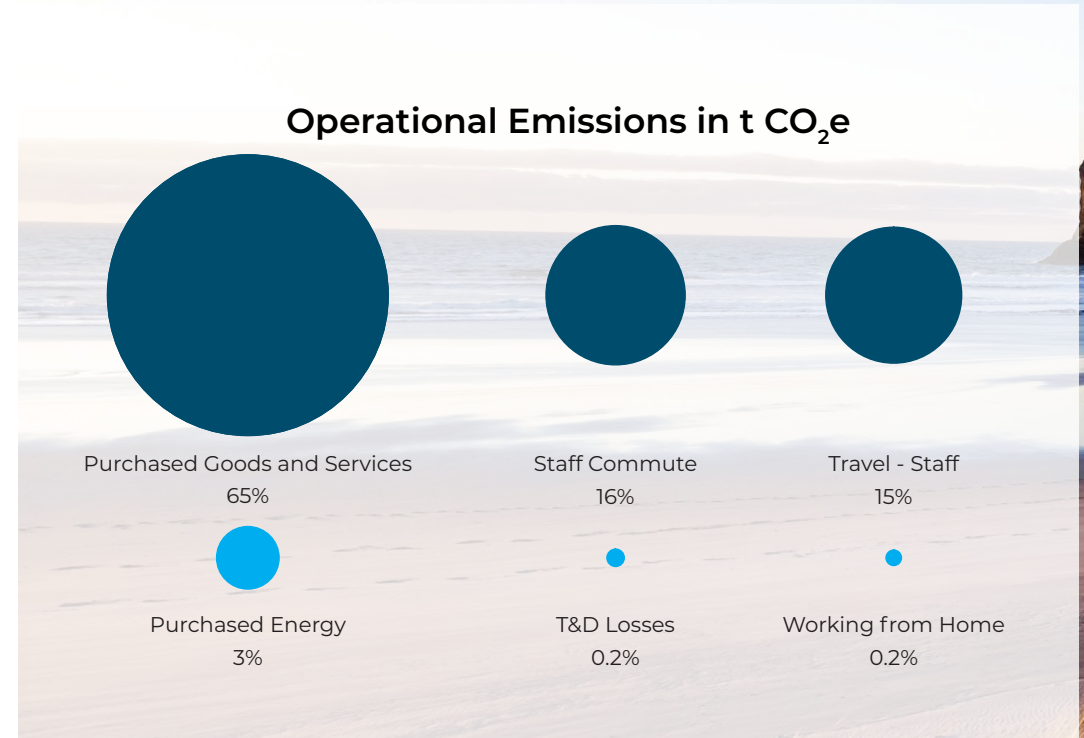
18,712 kg  
CO<sub>2</sub>e in purchased energy  
emission



582.71 T  
CO<sub>2</sub>e total measured emissions

# Our Carbon Footprint

GHG Protocol Scope	Source	TCO <sub>2</sub> e (tonnes of Carbon Dioxide Equivalent)
Scope 1	Fuel (directly purchased)	0
Scope 2	Electricity	18.71
Scope 3	*T&D losses, Working from home, Staff travel, Staff commute, Purchased goods and services	563.99
<b>Total Emissions</b>		<b>582.71</b>



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 tCO<sub>2</sub>-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 and includes data from our Christchurch, Otago, Wellington and Auckland firms.



# CO<sub>2</sub>e

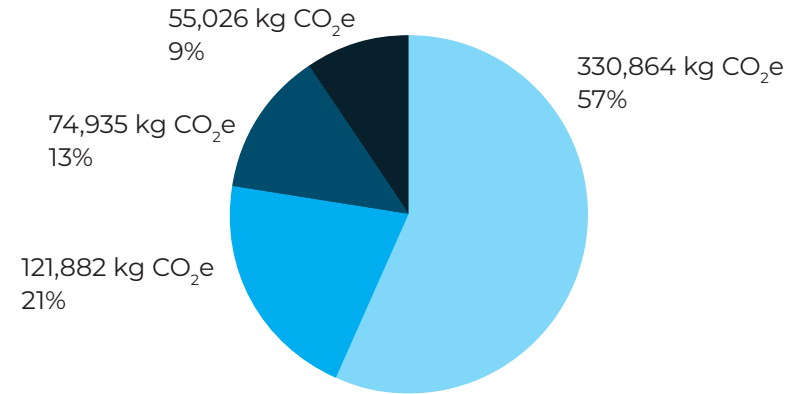
## Variation in CO<sub>2</sub>e per employee across offices

CO<sub>2</sub>e per employee differs across offices primarily due to the mix and intensity of Scope 3 activities rather than individual behaviours or electricity use. Organisation wide, Scope 3 accounts for 97% of emissions; within that, Purchased Goods & Services (65%) is the largest contributor, followed by staff commuting (16%) and business travel (15%). Scope 2 electricity is 3% of the total and therefore not the main driver of differences between locations.

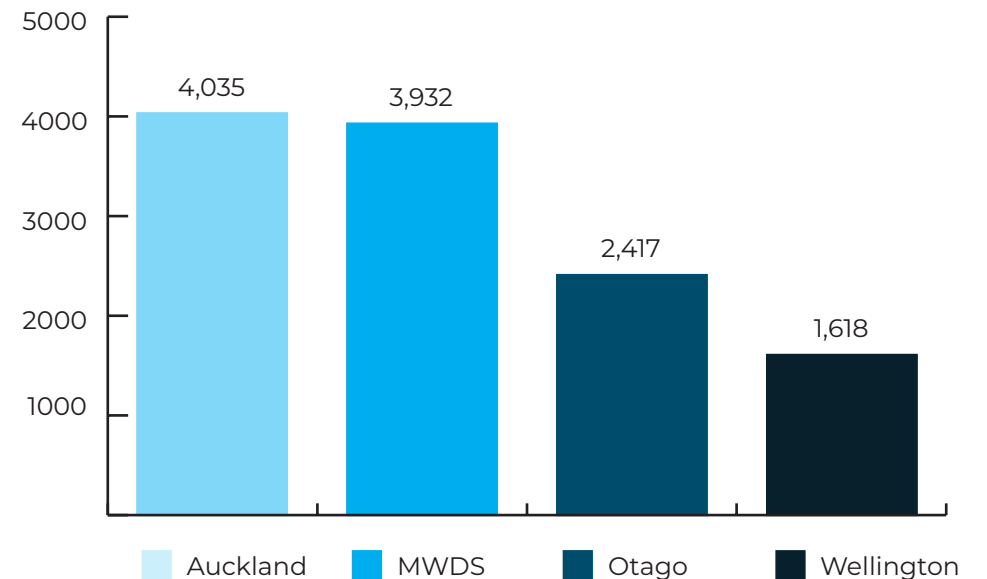
- Auckland – highest CO<sub>2</sub>e/employee (4.0 t): Driven by a large travel footprint (21% of Auckland’s emissions) alongside Purchased Goods & Services (65%). Commuting contributes 12%; electricity is 1.5%. This profile explains why per employee emissions sit at the top of the range.
- Christchurch – high CO<sub>2</sub>e/employee (3.9 t): Commuting is relatively significant (22%), on top of Purchased Goods & Services (65%); travel is a smaller share (8%). Electricity is 4.8%. This commuting heavy profile keeps per employee figures elevated.
- Otago – lower CO<sub>2</sub>e/employee (2.4 t): Purchased Goods & Services dominates (72%), but travel is very small (2%), helping hold down the per employee figure. Commuting is 22%; electricity 3.9%.
- Wellington – lowest CO<sub>2</sub>e/employee (1.6 t): A lighter procurement profile (56%) plus moderate travel (13%) and commuting (21%) results in the lowest total and therefore the lowest per employee footprint. Electricity is a larger share here (9%) but still a minor driver overall.

\*The Whanganui office was not included in this year’s reporting cycle; however, it is intended that Whanganui will be incorporated into future ESG reporting periods

## CO<sub>2</sub>E PER FIRM



## CO<sub>2</sub>E PER EMPLOYEE



# GHG Inventory Results



**379,466 KG CO<sub>2</sub>e**  
Purchased Goods and Services



**93,144 KG CO<sub>2</sub>e**  
Staff Commute



**88,842 KG CO<sub>2</sub>e**  
Travel - Staff



**18,712 KG CO<sub>2</sub>e**  
Purchased Energy



**1,423 KG CO<sub>2</sub>e**  
T&D Losses



**1,119 KG CO<sub>2</sub>e**  
Working from Home

Purchased Goods and Services are by far the largest source of emissions, accounting for 379,466 kg CO<sub>2</sub>e, indicating that supply chain impacts dominate the overall footprint.

Staff Travel is the second-highest contributor at 93,144 kg CO<sub>2</sub>e, 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 88,842 kg CO<sub>2</sub>e, 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 and Includes data from Christchurch, Otago, Wellington and Auckland



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, the Moore Markhams Network and staff supported a range of charities and community initiatives through donations, pro bono work, volunteering, sponsorship, discounted fees and other contributions. Total, across our network, we donate \$146 per employee,

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	Donations (\$)
Cancer Society	1,895
Catalytic Foundation	701
Cholmondeley Children	500
Graeme Dingle Foundation	1,150
Halberg Fundraiser	375
Kiwi Family Trust	750
Otago Community Hospice	1,000
Pink Shirt Day	1,466
Ronald McDonald House	2,500
Social Ambition – Bike Building	4,500
Special Children’s Christmas Party	4140
The Louise Davie Charitable Trust	500
Variety Kids	1,255
Wellington City Mission	1,500
Other	3,795
	<b>26,027</b>



# Pink Shirt Day

Over 40 of our staff in Auckland joined in fundraising and providing support for Pink Shirt Day. Pink Shirt Day works to reduce bullying by celebrating diversity in all its forms and supporting schools, workplaces and communities to be safe, supportive, welcoming and inclusive for everyone.



# 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.



# Volunteering

## HALO PROJECT

As part of our commitment to environmental sustainability and community involvement, Moore Markhams Otago supported staff to participate in a Halo Project tree-planting day during paid work time. This initiative enabled our team to contribute meaningfully to local environmental restoration while being fully supported by the firm.



## THE BOWLING CLUB DUNEDIN

As part of our community support initiatives, Moore Markhams Otago provides pro bono accounting services to The Bowling Club Community Eatery.

In addition, staff members volunteer during paid working hours on a fortnightly basis to assist with the delivery of meals across Dunedin City.

During the year, the firm also provided financial donations totaling \$300 in support of this initiative.

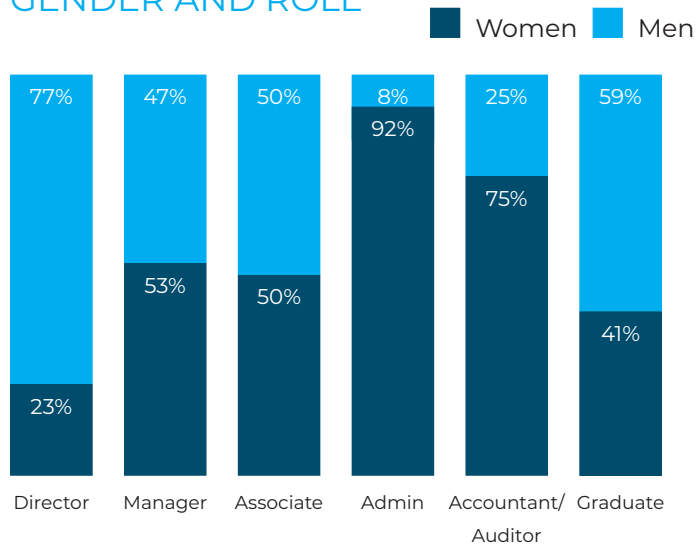




**GOVERNANCE**

# Who We Are

## GENDER AND ROLE



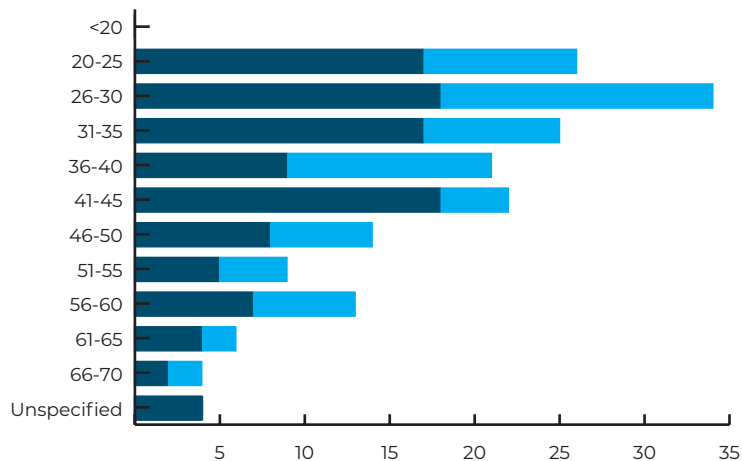
Our 2025 gender by role analysis shows that women are well represented across the Moore Markhams New Zealand workforce, particularly within accounting, graduate and administration roles. Non-fee-earning positions continue to be predominantly held by women, reflecting a trend commonly seen across the professional services sector.

Within fee-earning roles, representation is more balanced at early-career and technical levels, including graduates and accountants. At senior leadership levels, however, men currently hold a higher proportion of director positions, while manager roles show a more even gender distribution across the network.

These patterns reflect both historical workforce composition and the progression pathways within the profession. As cohorts advance through the firm, gender representation within leadership is expected to continue evolving. Ongoing focus on development, mentoring and succession planning will be key to supporting balanced representation at senior levels over time.

Moore Markhams New Zealand will continue to monitor gender representation by role annually, alongside pay equity outcomes, and report on trends and initiatives as part of our broader diversity and inclusion commitments.

## AGE



Moore Markhams New Zealand's age profile reflects a well-balanced workforce, with representation across early-career, mid-career and senior professionals. A significant proportion of our team sits within the 20–35 age range, reflecting our continued investment in graduates, interns and developing professionals entering the accounting and advisory profession.

This is complemented by strong representation across the 36–55 and 56+ age groups, providing depth of experience, technical capability and leadership across the network. This balance supports effective mentoring, succession planning and the transfer of knowledge across generations.

Overall, our age diversity contributes to workforce continuity and long-term capability, supporting both the development of emerging professionals and the retention of experienced staff to meet the evolving needs of clients across New Zealand.

\*Includes data from Christchurch, Otago, Wellington and Auckland

# 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

# 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 Moore Markhams does not own company vehicles, influence and policy-based approaches are recommended.</p> <ul style="list-style-type: none"> <li>• Encourage public transport use through subsidies or incentives (bus and electric bus where available);</li> <li>• Promote carpooling and ride-sharing among employees;</li> <li>• Incentivise electric and low-emission vehicle use through workplace</li> <li>• Support flexible and hybrid working arrangements to reduce commute frequency;</li> <li>• Provide staff education on lower-carbon commuting options and climate change in general.</li> </ul>	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. Moore Markhams can reduce this impact by prioritising alternatives and improving travel efficiency.</p> <ul style="list-style-type: none"> <li>• Encourage virtual meetings and trainings where practical;</li> <li>• Consolidate trips to reduce flight frequency;</li> <li>• Use lower-emission travel options where available (economy seating, direct flights or car);</li> <li>• Select hotels with sustainability certifications or clear emissions-reduction practices;</li> <li>• Implement an internal travel policy prioritising emissions reduction</li> </ul>	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"> <li>• Switch off equipment when not in use and use power-saving settings;</li> <li>• Upgrade to energy-efficient IT equipment and LED lighting;</li> <li>• Optimise heating and cooling settings and reduce after-hours energy use;</li> <li>• Increase staff awareness of energy-saving behaviors;</li> <li>• Explore renewable electricity options or certified renewable energy products</li> </ul>	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"> <li>• Reduce printing and paper use through digital-first processes;</li> <li>• Extend the lifespan of IT equipment and reduce replacement frequency;</li> <li>• Prioritise suppliers with sustainability commitments and lower-carbon operations;</li> <li>• Include sustainability considerations in procurement decisions;</li> <li>• Consolidate suppliers to reduce service duplication.</li> </ul>	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"> <li>• Talk to suppliers about how they are actively reducing their own emissions;</li> <li>• Include sustainability as a key metric in procurement process;</li> <li>• Shift toward low-carbon alternatives for the products and services you purchase.</li> </ul>	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

\*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.a



# Contact Us

With offices across New Zealand, we are always near you. Visit our website by scanning the QR code below to find your nearest office.

[www.markhams.co.nz](http://www.markhams.co.nz)



**MOORE** Markhams

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