

## Sustainability snapshot

Deloitte New Zealand 2019

June 2018 – May 2019

Our performance on material sustainability issues for Deloitte, as identified by our people and key stakeholders. In alignment with our global firm, we use the United Nations 2030 Sustainable Development Goals (SDGs) as a framework to present our material issues and our progress toward addressing them here in New Zealand, indicated by the numbers below.

[Our material issues](#)



### SDG Target 4.4

By 2030, substantially increase the number of youth and adults who have relevant skills for employment, decent jobs and entrepreneurship



### SDG Target 4.7

By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development

Average professional development hours

**65** women

**68** men

**222**

CA students

**235**

people completed our GAP and milestone training programs

**413**

students aged 14-17 participated in our Deloitte Grow program

**12**

decile 1-6 high schools

**48**

Deloitte professionals were Grow coaches

[Deloitte Grow impact report](#)



### SDG Target 5.5

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

**15%**

women partners

**44%**

women senior leaders

**53%**

women in all other roles

[Our Leadership](#)

[Our CEO on closing our gender pay gap](#)

Our 2025 targets:

**25%** female partners

**40%** female leaders

Pay equity gap of

**1%** or less for like for like roles by the end of 2020



### SDG Target 8.3

Promote decent job creation, entrepreneurship, creativity, innovation and growth of micro-, SMEs, including through access to financial services.

**150+**

pro-bono hours spent working with social enterprises and supporting the impact investing marketplace

[Making an impact with purpose led business](#)

[B Lab Aus/NZ's 2019 State of the B Report](#)

We sponsor:

[Deloitte Fast 50](#)

[Deloitte Top 200](#)



### SDG Target 8.5

By 2030, achieve full and productive employment and decent work for all women and men

**259**

Promotions

**44%**

are women

**55**

Promotions to senior leadership

**44%**

are women

**27**

Parental leavers, including

**1** man

**23**

women took parental leave in FY18

**18** returned

**16** returners were still here 12 months later

**100%**

of our people access formal performance and career development

**1**

Tupu Toa intern

**1**

Deloitte Most Promising Maori Accountant award

**33**

years average age of a Deloitte person



### SDG Target 10.3

Ensure equal opportunity and reduce inequalities – eliminating discriminatory laws, policies and practices

**1357**

Deloitte people

**7**

offices

**92.6%**

full time including many informal flexible arrangements

**82%**

part timers are women

**417**

people join our firm

**24**

at senior level

**11**

of these are women

**291**

people leave our firm

**136**

of these are women

**22%**

attrition rate for women

**25%** for men



### SDG Target 10.2

By 2030, empower and promote the social, economic and political inclusion of all



### SDG Target 11.A

Strengthen national and regional development planning

[Shaping our slice of heaven: Regions of Opportunity](#)

[Sustainable Finance Forum interim report](#)

[New Zealand's Food Story: The Pukekohe Hub](#)

**4**

millennial advisors providing guidance on culture and purpose

## WorldClass

Our 2025 targets: New Zealand

**25,000**

Global

**50** million

Futures prepared for a world of opportunity

[More about WorldClass](#)



### SDG Target 12.7

Promote sustainable public procurement practices



### SDG Target 12.6

Encourage companies to adopt sustainable practices and sustainability reporting

[Our journey toward better procurement](#)

[Taking our suppliers on the journey](#)

**8**

Deloitte people are accredited GRI and <IR> practitioners



### SDG Target 13.2

Integrate climate change measures into policies and planning

**1.98**

tonnes CO<sub>2</sub> emissions per FTE (excl. radiative forcing) – down from 2.18 tonnes in FY17

**2625**

tonnes CO<sub>2</sub> emissions up from

**2578**

tonnes in FY17 (emissions recalculated based on 2019 MFE emissions factors)

**25**

climate champions who developed our carbon plan

Our 2025 targets:

**20%**

reduction per staff member based on FY17 baseline

**4 Pillars of our carbon plan:**

1. New travel policies
2. Data visibility
3. Staff-led initiatives
4. Low-carbon engagements

We are members of:

[Petroleum Exploration and Production Association of New Zealand](#)

[Climate leaders coalition](#)

We sponsor:

[Deloitte Energy Excellence Awards](#)



### SDG Target 17.7

Encourage and promote effective public, public-private and civil society partnerships



### SDG Target 16.6

Develop effective, accountable and transparent institutions

Our policies:

[Ethics, Independence, Confidentiality, Public Policy, Security, Risk Management](#)

We are members of:

[The Aotearoa Circle](#)

[Sustainable Business Council](#)

[Business NZ](#)

Corporate Taxpayers group

[Our sustainability team](#)