



IMPACT REPORT

CORPORATE SOCIAL RESPONSIBILITY

WT

FINANCIAL YEAR 2024-2025



WT IS COMMITTED TO EMPOWERING PEOPLE, FOSTERING SUSTAINABILITY, AND CREATING LONG-TERM ECONOMIC AND SOCIAL VALUE.

Through collaboration, continuous improvement, and leveraging technologies, we aim to not only achieve our goals but also inspire positive change.



A MESSAGE FROM SCOTT MCCONDACH, MANAGING DIRECTOR-WT NEW ZEALAND



At WT, success is not just about what we build, it's about the positive and lasting impact we leave behind.

We understand the effect our work has on both people and the planet and our commitment extends beyond the construction projects we deliver.

Supporting our people is important to us. Across the country, we champion mental and physical wellbeing through dedicated initiatives that help our people thrive and we encourage continuous growth through learning and development opportunities. Notably, this year we delivered a national Virtual Summit event designed to inspire and empower our team for the future, offer Lunch and Learn events, and introduced an online learning platform for all team members.

We care about our team being connected to each other and their communities and I am personally proud to say this is the third successful year of our Time For Good half-day volunteering programme. Our donations to charitable causes, voted by all the team, as well as our pro bono projects, continue to show our support to organisations nationally and locally.

In regards to our sustainability efforts, our team are equipped to support projects going for Green Star accreditation and advise on energy-efficiency and carbon impacts to our clients. Our team are also involved in professional committees and panels which ensure sustainable progression in the industry and in education. Internally, with Toitū certification, we can accurately measure our carbon footprint, identify areas for improvement, and take meaningful steps to reduce our impact.

It has been a successful year of progression and we will continue to strive for years to come.

A handwritten signature in blue ink, appearing to read 'SMC', located at the bottom left of the page.

DISCOVER OUR IMPACT

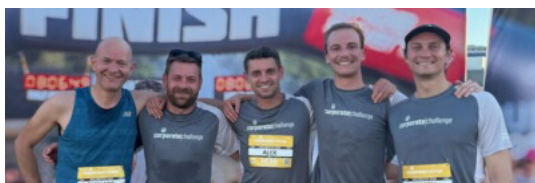
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This report serves as both a reflection on our progress and a roadmap for the opportunities that lie ahead, reinforcing our commitment to a sustainable and prosperous future for all stakeholders.



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This report is brought to you by the 2024/25 CSR Committee at WT New Zealand. The committee represents the values of a wider team to best align and administer the collective corporate social responsibility efforts of the company.

WHY THIS REPORT MATTERS

This report highlights our achievements under three core pillars: *People, Planet, and Prosperity*.

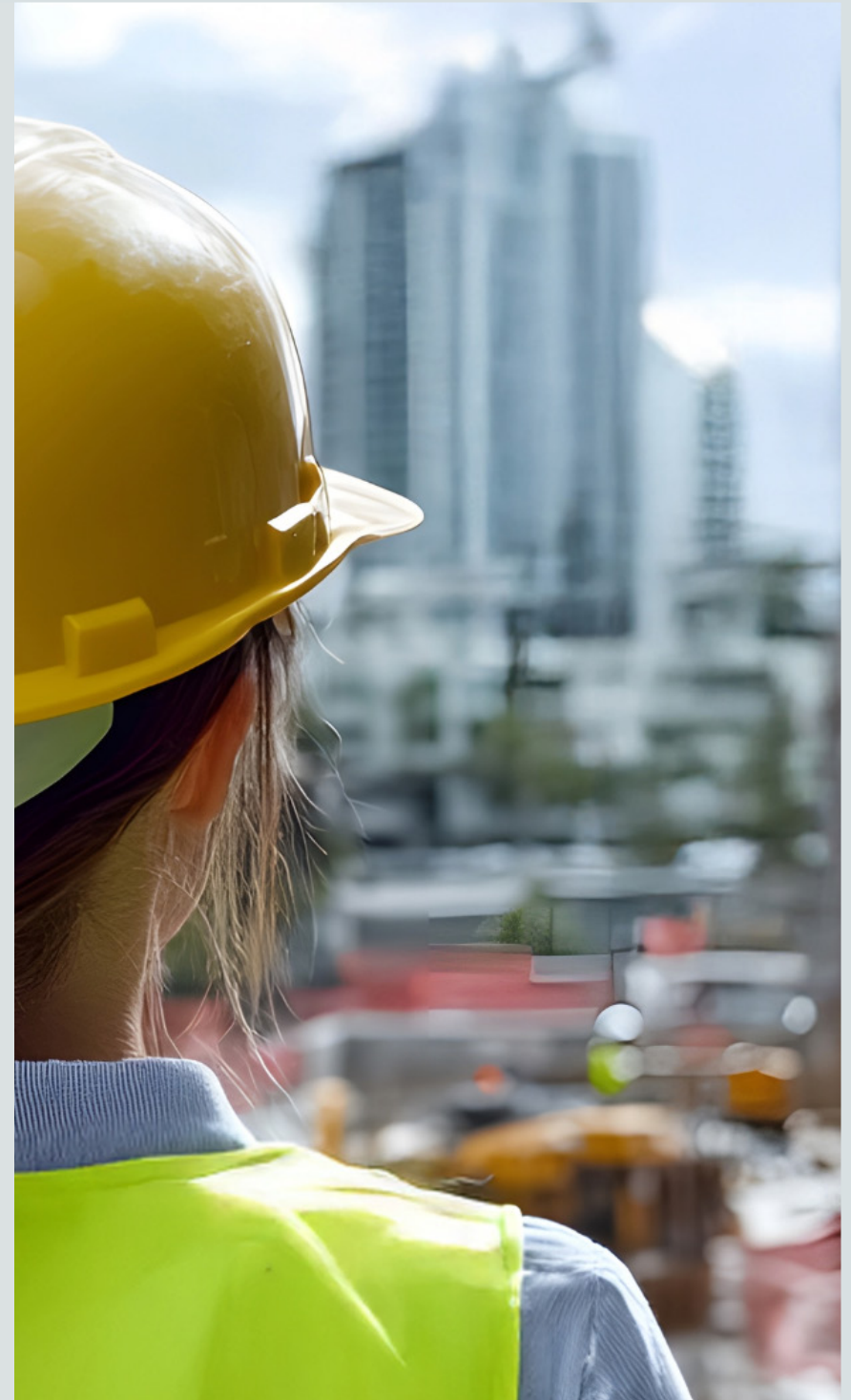
It offers a comprehensive overview of the strategies and initiatives we have implemented to create measurable impact and set new benchmarks for excellence.

Through the lens of *People*, we showcase our efforts to empower individuals, prioritise well-being, and foster inclusivity within our organisation and communities.

Under *Planet*, we detail our commitment to environmental sustainability, including our progress in reducing our carbon footprint, promoting resource efficiency, and supporting regenerative practices.

In the realm of *Prosperity*, we underline our focus on delivering lasting economic value, championing innovation, and fostering sustainable growth to support our stakeholders.

This report is more than a reflection of what we have achieved, It is a call to action, fostering collaboration and innovation to overcome the challenges we face. By sharing our journey and lessons learned, we aim to inspire positive change and reaffirm our commitment to a sustainable and prosperous future for all.





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NATIONAL
INITIATIVES

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SUPPORTED



69
HOURS OF EMPLOYEE
VOLUNTEERING



PEOPLE

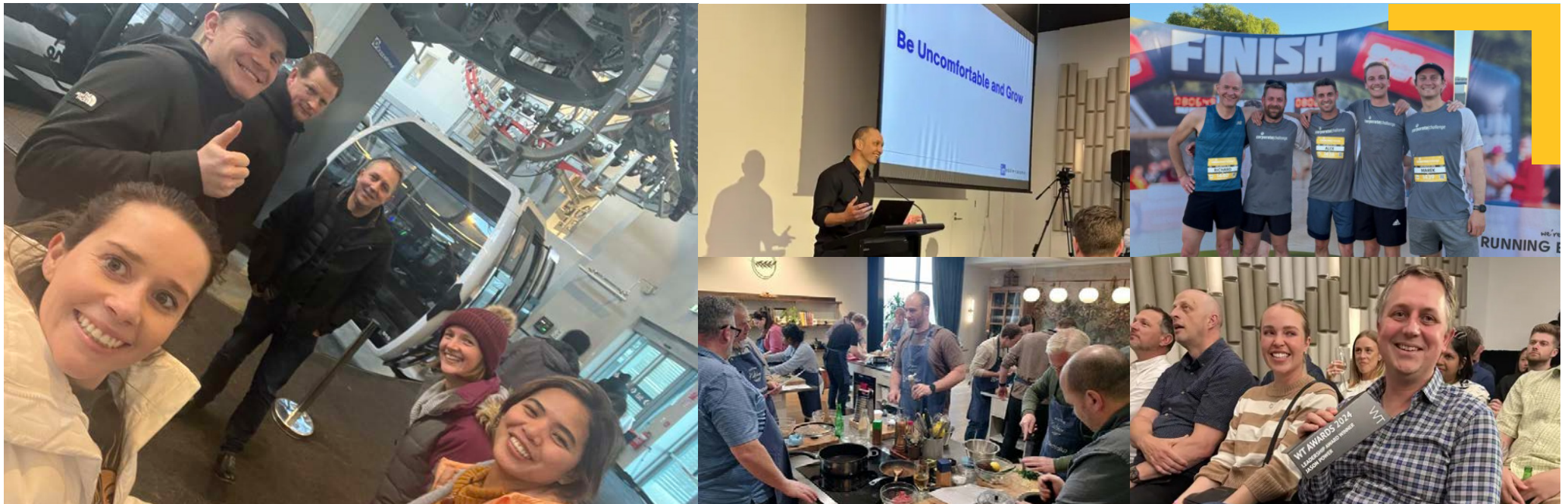
EMPOWERING COMMUNITIES AND
TEAMS

PEOPLE: EMPOWERING COMMUNITIES AND TEAMS

At WT, our people are our greatest strength, and we are deeply committed to supporting them while giving back to the communities we serve.

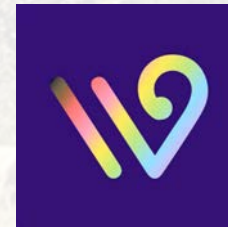
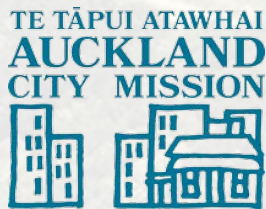
Through volunteering, community partnerships, and pro bono work, we actively create opportunities to make a positive difference beyond our core business.

By encouraging our teams to engage in meaningful initiatives and providing them with the resources to contribute their skills and time, we foster a culture of compassion, collaboration, and shared purpose. These efforts not only strengthen the communities around us but also empower our people to grow both personally and professionally while embodying the values that drive WT forward.



VOLUNTEERING

We actively encourage our people to give back by volunteering, offering opportunities for half a day off work, named Time for Good, to support causes they care about. Our CSR team actively encourages and organises volunteering opportunities, providing support for those who want to give back and make a meaningful impact in their communities.



“I thoroughly enjoyed the experience, and I have already signed up to volunteer again with them at the weekend. The fact that it was National Volunteer Week made it feel even more special.”

– WT Team Member following *Time for Good* volunteering

WELLINGTON KOHANGA O POROKAPA PROJECT

Many of the WT team used their Time for Good volunteering hours to mulch a podocarp stronghold at the southern end of the park. The goal is to support the growth of a thousand native podocarps—Rimu, Totara, Kahikatea, Matai, and Miro—across a hectare of retired farmland between Leaping Lizard and Karori Stream in Wellington, enriching environmental diversity.





HEALTH AND WELLBEING WITH WT THRIVE



WT THRIVE

HEALTH & WELLBEING

WT Thrive represents our dedication to fostering a balanced way of working by adapting and creating a work environment that truly serves the needs and aspirations of our dedicated staff while aligning with our business strategy.

We champion a forward-thinking approach that empowers every individual to determine how and where they work most effectively. This approach supports your well-being, enables us to provide exemplary professional services to our clients, and ensures we collectively create a vibrant, inclusive, and productive work environment.

THE WT TEAM HAVE ACCESS TO:

- Southern Cross medical insurance.
- Southern Cross *BeingWell Plus* wellbeing covering ThinkingWell, MovingWell, EatingWell and SleepingWell.
- Southern Cross *Raise* mental health support.

LEARNING AND DEVELOPMENT WITH WT ELEVATE



WT Elevate provides a centralised platform for learning, development, and knowledge sharing, ensuring teams have the resources needed to work efficiently and grow professionally.

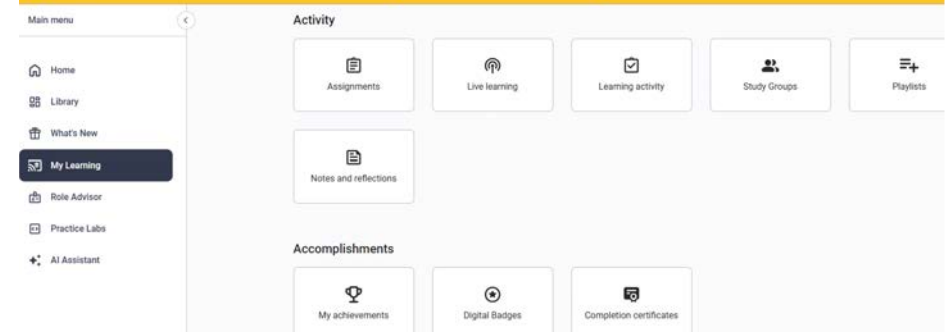
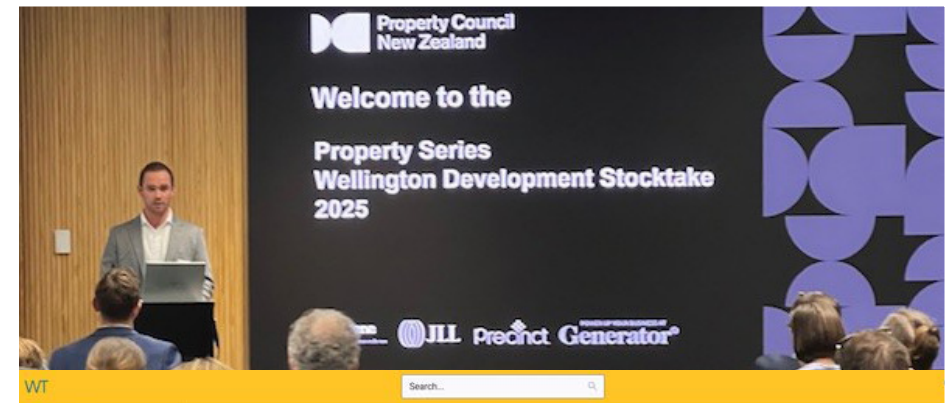
The Learning Lab and Centralised Information Library brings together essential tools creating a single source for key project resources.

WT Elevate also hosts events, recordings, and shared materials, capturing insights from industry discussions and training sessions to keep teams informed and engaged.

Through LinkedIn Learning, a diverse range of courses in technical skills, leadership, and professional development is available, supporting career growth and strengthening team capabilities. By developing a culture of learning that is accessible for all, WT Elevate empowers teams to work smarter, build expertise, and drive success across projects and career goals.

EXAMPLES INCLUDE:

- Capability Framework: Career Planning and progression
- Skills and awareness training through Skillsoft
- Learning and development lunch and learns
- Leadership programmes and coaching
- Cultural awareness initiatives and events, for example cultural food lunches and celebrating Māori Language Week.



EMPLOYEE ENGAGEMENT EVENTS

A thriving workplace is built on strong connections, collaboration, and shared experiences. Employee engagement events provide opportunities to bring teams together, create a positive work environment and foster relationships.



Cultural team lunches



Loud Shirt Day fundraising



Team bonding croquet

These events range from team-building activities like spy school, painting and croquet; professional development lunch and learns; fitness challenges; mental health monthly initiatives like Optimistic October; and charity morning teas like for Loud Shirt Day. These events enable cross-team collaboration and opportunities for connection.



Round the Bays team fitness event



National cycling challenge



5k Corporate Challenge

With a focus on inclusion and participation, engagement events help build a culture where people feel valued, supported, and motivated to contribute to collective success.

“The WT Race to Milford Sound virtual walk was a fun way to bring the team together and connect with colleagues across the country. Also, it was a good incentive to get fit again!”

– WT Team Member following the WT Race to Milford Sound event

2024
October
OPTIMISTIC OCTOBER
INITIATIVES

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 Write down three things you can look forward to this month!	2 Make a special effort to appreciate your colleagues today.	3 Take a small step towards a goal that really matters to you.	4 Start your day with the most important thing on your to-do list.	5 Be a realistic optimist. See life as it is, but focus on what's good.
6 Remind yourself that things can change for the better.	7 Look for the good in people around you today.	8 Make some progress on a task or project you have been avoiding.	9 Share an important goal with someone you trust.	10 Take time to reflect on what you have accomplished recently.	11 Avoid blaming yourself or others. Find a helpful way forward.	12 Look for positive news and reasons to be cheerful today.
13 Ask for help to overcome an obstacle you are facing.	14 Do something constructive to improve a difficult situation.	15 Thank yourself for achieving the things you often take for granted.	16 Put down your to-do list and do something fun or uplifting.	17 Take a small step towards a positive change you want to see in society.	18 Set hopeful but realistic goals for the days ahead.	19 Identify one of your positive qualities that will be helpful in the future.
20 Find joy in tackling a task you've put off for some time.	21 Let go of the expectations of others and focus on what matters to you.	22 Share a helpful quote, picture or video with a friend or colleague.	23 Recognise that you have a choice about what to prioritise.	24 Write down three specific things that have gone well recently.	25 You can't do everything! What are your three priorities right now?	26 Find a new perspective on a problem you are facing.
27 Be kind to yourself today.	28 Ask yourself, will this matter in 10 years?	29 Plan a fun or meaningful activity.	30 Identify three things that you are grateful for.	31 Set a goal that inspires a sense of purpose.		

Mental health initiative: Optimistic October



Team bonding paint and sip



WT New Zealand Virtual Summit



Celebrating 30 years of Keystone Trust



Virtual fitness event: WT Race to Milford Sound



Spy School national team building

CONSTRUCTION COMMUNITY ENGAGEMENT

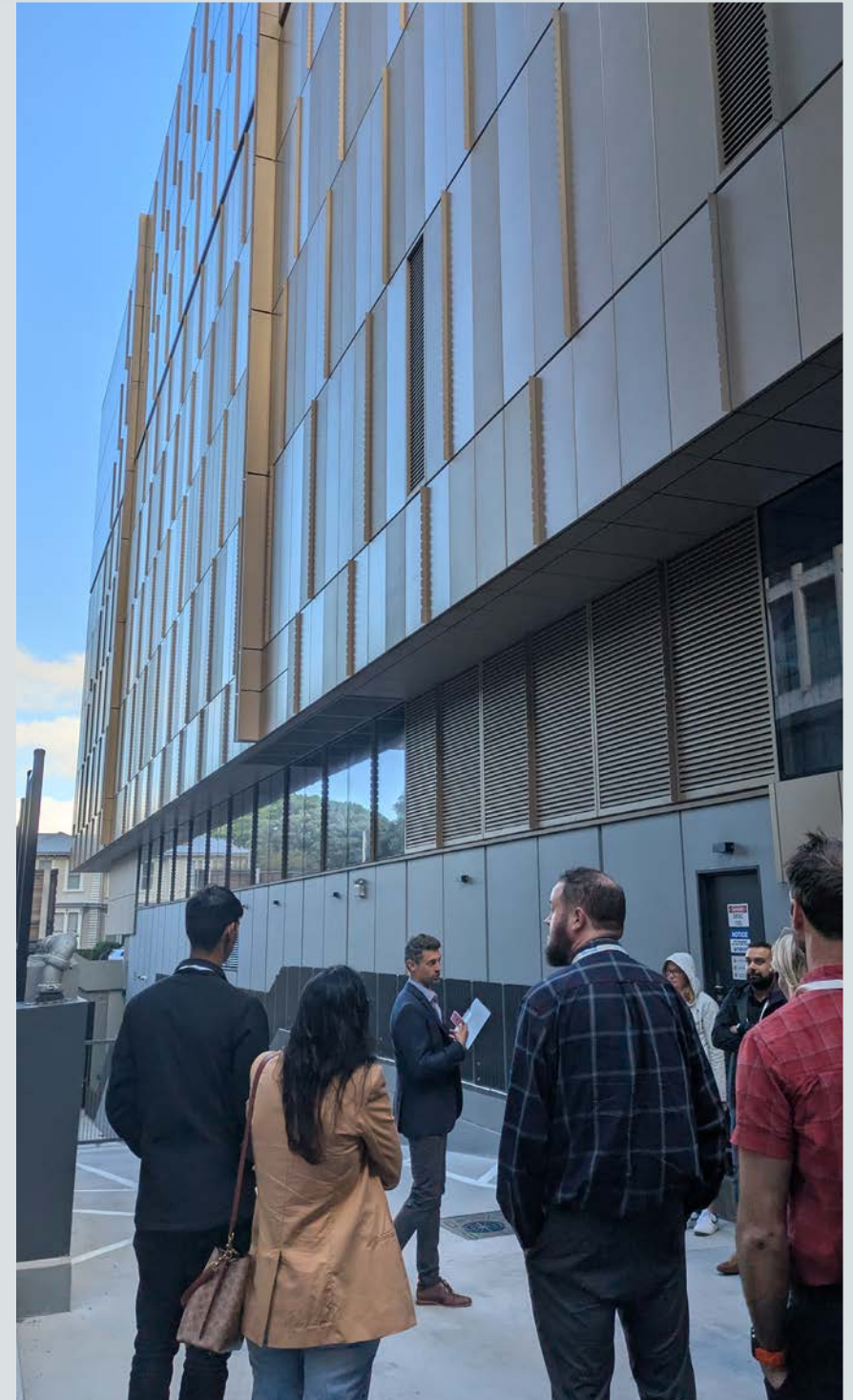
We are dedicated to fostering strong community connections through active engagement and meaningful collaboration.

OUR TEAM DELIVER PRESENTATIONS AND ATTEND THE FOLLOWING INDUSTRY EVENTS:

- The Property Conference and Property Council New Zealand events
- Infrastructure New Zealand Building Nations Conference
- Building Institute Aotearoa DigiComm Conference
- Facilities Management Association New Zealand Summit events throughout the year such as site tours
- Local Authority Property Association Conference and events throughout the year.
- New Zealand Green Building Council events
- National Association of Women in Construction (NAWIC) events.

MEMBERS OF OUR TEAM ARE INVOLVED IN:

- Project Management Institute New Zealand Board of Directors
- Royal Institute of Chartered Surveyors (RICS) New Zealand Market Engagement Group
- Auckland University of Technology (AUT) Future Environments Advisory Board
- Property Council South Island Regional Committee
- Property Council Wellington Regional Committee
- Facilities Management Association New Zealand Board
- Unitec Advisory Board, ensuring that Unitec's building and construction programs remain aligned with current industry standards, emerging trends, and best practices.





PLANET

BUILDING A SUSTAINABLE
CONSTRUCTION INDUSTRY

PLANET: BUILDING A SUSTAINABLE CONSTRUCTION INDUSTRY

Sustainability is essential to the future of the construction industry.

At WT, we can influence and introduce innovative, environmentally conscious solutions that help reduce the industry’s environmental footprint while delivering long-term value.

By embedding sustainability into our recommendations and strategies, we strive to promote resource efficiency, reduce emissions, and encourage regenerative practices.

This section showcases how we are working collaboratively with our partners and clients to shape a construction industry that prioritises environmental stewardship and paves the way for a sustainable tomorrow.

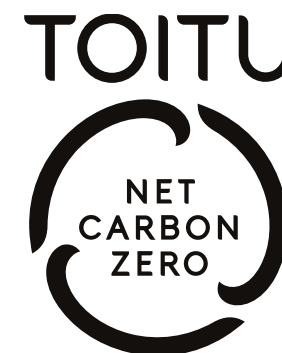
A key part of this is our considered approach towards each project’s entire life cycle. Instead of focusing on select stages our team think and work holistically.

LIFE CYCLE STAGES	PRODUCT			CONSTRUCTION		USE					END OF LIFE				BEYOND LIFE
															
LIFE CYCLE MODULES	RAW MATERIAL SUPPLY	TRANSPORT	MANUFACTURING	TRANSPORT	CONSTRUCTION & INSTALLATION PROCESS	USE	MAINTENANCE	REPAIR	REFURBISHMENT	REPLACEMENT	DECONSTRUCTION & DEMOLITION	TRANSPORT	WASTE PROCESSING	DISPOSAL	REUSE, RECOVERY, RECYCLING
	A1	A2	A3	A4	A5	B1	B2	B3	B4	B5	C1	C2	C3	C4	D

A PATHWAY TO CARBON NEUTRAL: TOITŪ ACCREDITATION

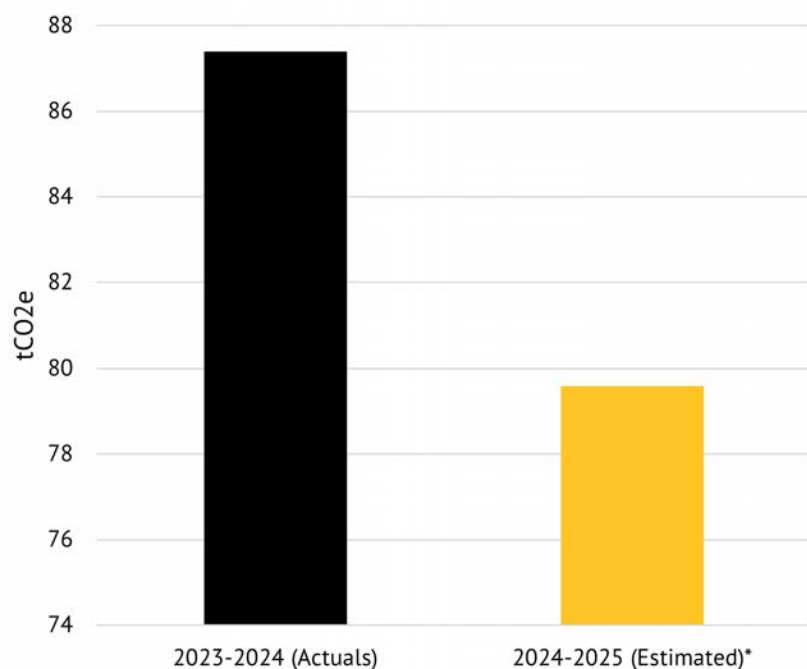
The purpose of the Toitū initiative is to improve our comprehension of greenhouse gas (GHG) emissions and refine our procedures to reflect our commitment to sustainability.

We aim to utilise the findings of this undertaking to develop new mechanisms and implement specific measures to lower our carbon usage and effectively offset any carbon we have not yet mitigated through purchasing carbon offsets from verified global and local projects. Our methodology for the data analysis below uses operational carbon calculations to match the financial year, we have provided estimations as complete records are yet to be reconciled.



TOTAL tCO₂e PER ANNUM

(location-based method)



9%

ESTIMATED ANNUAL DECREASE IN TOTAL CARBON DIOXIDE

UNIT OF MEASURE: tCO₂e

Fig left. The chart on the left shows that our total carbon has decreased in the 2024-2025 financial year by 7.8 tCO₂e.

tCO₂e refers to tonnes (t) of carbon dioxide (CO₂) equivalent (e)
Carbon dioxide equivalent is a standard unit for counting greenhouse gas (GHG) emissions regardless of whether they are from carbon dioxide or another gas, such as methane.

ANALYSIS OF OUR CARBON USAGE

tCO₂e BY CATEGORY

(location-based method)

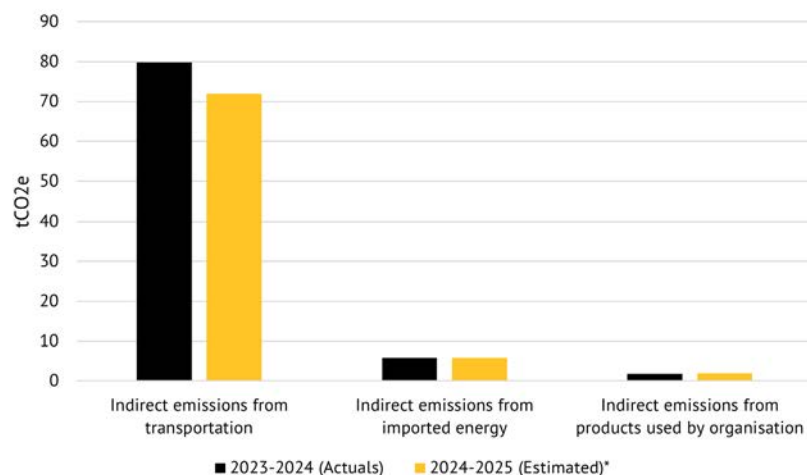


Fig left. Analysing the breakdown of our carbon usage by category, the largest contributor to emissions is indirect emissions from transportation, which show a slight decrease from around 79.9 tCO₂e to approximately 72 tCO₂e in FY2024-25. Emissions from imported energy remain relatively low, with only a minor increase projected. Similarly, emissions from products used by the organisation are minimal, with a slight reduction expected.

Overall, our carbon data suggests a small decline in total emissions, primarily driven by transportation.

63%

OF OUR CARBON IS FROM DOMESTIC TRAVEL

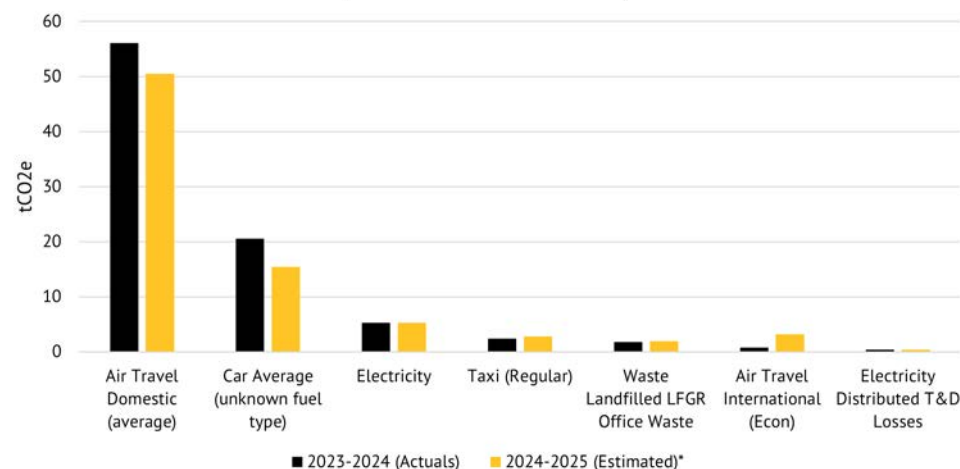
UNIT OF MEASURE: tCO₂e

Fig right. Analysing our carbon usage by source, air travel (domestic) has a significant majority in overall carbon usage. For FY2024-25 this is 63%.

To make the most difference to further reduce emissions, targeted efforts should focus on alternative transport options and reducing business air travel where possible.

tCO₂e BY SOURCE

(location-based method)





OUR SUSTAINABILITY INITIATIVES

SUSTAINABLE TRANSPORT:

As part of WT's ongoing Green Initiative, we have implemented sustainable transport policies to help reduce our carbon footprint and contribute to a more environmentally conscious workplace.

Public Transportation Policy

To further minimise the environmental impact of commuting, we encourage our employees to opt for public transportation whenever possible.

21% of our workforce have given up driving as their primary means of commuting and now choose public transport. This shift is positive as moving away from car commuting reduces our reliance on fossil fuels, a major contributor to greenhouse gas emissions, and helps ease the demand for finite resources like lithium, as shared and electric public transport offers a more efficient use of energy and materials.

Eco-Friendly Uber Green option

In our efforts to reduce emissions related to office-related travel, we promoted the switch to Uber Green for environmentally friendly rides.

During the current financial year, we have successfully offset approximately 11,831 grams of carbon by choosing this eco-friendly option. This is equivalent to 56 square meters of forest cover absorbing CO₂ from the atmosphere over the course of one year. By promoting the use of the Uber Green option, we are making tangible progress toward reducing our environmental footprint.

SUSTAINABLE PROCUREMENT WITH AMOTAI

In August 2024, WT became a 'Buyer' on the Amotai platform, focused on creating more sustainable procurement opportunities for Māori and Pasifika owned businesses.

The intention is to provide another avenue for WT procurement, whether this was office procurement or directly project related.

The general office use of the platform included using the platform to source catering for our Loud Shirt Day fundraiser across Auckland, Wellington and Christchurch.

Project procurement is dependent on client requirements however it has been used for a project where the client required a sustainable approach inclusive of Māori and Pasifika businesses, so Amotai was used for contractor selection.

NEW ZEALAND GREEN BUILDING COUNCIL

WT's membership with the New Zealand Green Building Council (NZGBC) reflects a continued commitment to advancing sustainability in the built environment.

The affiliation supports industry initiatives focused on energy efficiency, carbon reduction, and the responsible use of materials in construction. Promoting Green Star and Homestar principles across projects, WT supports sustainable construction practices that drive better environmental outcomes, enhance long-term value for clients, and reduce the industry's ecological impact.

Membership to selected team members provides ongoing access to sustainability advancements, reinforcing WT's role in shaping a more resilient and responsible built environment.

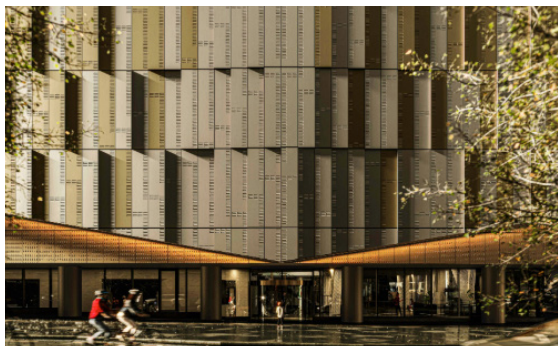


RECENT PROJECTS INVOLVING SUSTAINABLE PRACTICES



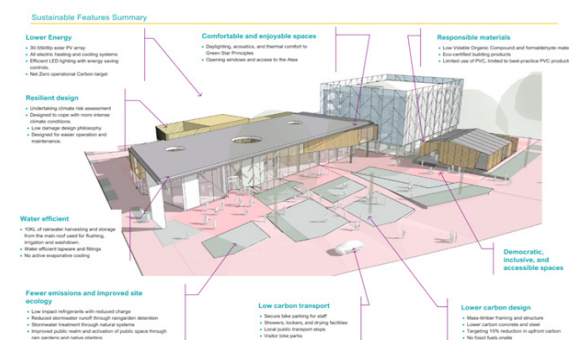
CENTRAL OFFICES

Throughout the last financial year WT have been involved in the design process, providing estimates, and engaging in the value engineering and costing advice specific to Green Star, with a target of 6 star rating and Platinum WELL Building Standards for the 22,000m² retail and office building in Central Auckland.



ARCHIVES BUILDING

The project was designed with long-term performance and efficiency in mind, aligning with New Zealand Government sustainability goals for public buildings. It considered energy use, materials, operational efficiency, and the preservation of valuable national records.



TE AKA, NAPIER CITY COUNCIL

WT are currently involved with the proposed new library (Te Aka) for Napier City Council which is part of the civic square redevelopment. The library has been registered with NZGBC and is targeting a formal Green Star 5 Star certification.



REYNOLDS STREET, KĀINGA ORA

WT has successfully delivered the housing development at 105-117 Reynolds Street, Taita Lower Hutt for Kāinga Ora which was designed and built to a 6 Home Star rating.



CHRISTCHURCH FRESH DISTRIBUTION CENTRE

WT provided full cost service including costing advice and value management of the various Green Star rating points to aide in focusing on the points with the best value. The target of this facility was a Green Star 4 rating.



WAIMAKARIRI COUNTDOWN

WT was engaged to provide full cost services for a new Countdown/Woolworths supermarket in Waimakariri. WT advised on costs and value management, optimising Green Star rating points to maximise value, with a target of Green Star 5 certification.

OFFICE SUSTAINABILITY INITIATIVES

RECYCLING AND WASTE MANAGEMENT

Outside of councils regular recycling program, we recycle various materials, including soft plastics, bottle caps, e-waste, paper and batteries. These items are carefully collected and dropped off at the appropriate registered recycling centres to ensure they are processed and repurposed effectively.

Additionally, our Christchurch office has implemented Method Bins to encourage correct litter categorisation.

These recycling initiatives not only help reduce our waste footprint but also encourage employees to be more mindful of their waste. The goal is to create lasting habits that extend beyond the workplace, creating a positive ripple effect in their daily lives.

REUSING GROCERY PAPER BAGS

To further minimise waste, we reuse grocery paper bags that gets delivered from supermarkets. These bags are repurposed by second-hand retailers and hospice shops for further use, giving them a second life and reducing the need for new materials. Additionally, our Christchurch office donates the grocery paper bags to a local school lunch programme, supporting the community while contributing to sustainability.

RESPONSIBLE PRINTING

From Mar-23 to Mar-25 our volume of paper printing has decreased by 29%. As part of our Green Initiative, we have implemented default double-sided greyscale printing on all company computers to reduce paper waste and minimise ink usage.



SUSTAINABLE DECISION-MAKING RESPONSIBILITIES IN THE CONSTRUCTION INDUSTRY



PROPERTY COUNCIL REGIONAL COMMITTEE APPOINTMENTS

WT continues to enhance its industry influence and commitment to shaping a more sustainable built environment with the appointment of Chloe Gordon and Alex Hampshire to the 2025 Regional Committees of the Property Council New Zealand. Their involvement reinforces WT's leadership in driving best practices, advocating for sustainable construction, and contributing to key industry discussions.

FACILITIES MANAGEMENT ASSOCIATION OF NEW ZEALAND (FMANZ) BOARD MEMBER

Alex Hampshire's appointment to the FMANZ Board strengthens WT's industry influence and commitment to sustainable asset management. FMANZ plays a critical role in shaping New Zealand's facilities management sector, endorsing resilience, efficiency, and sustainability methods for how buildings are operated and maintained.



SUSTAINABILITY RECOGNITION IN THE CONSTRUCTION INDUSTRY



ROYAL INSTITUTE OF CHARTERED SURVEYORS AWARDS

WT was proud to receive multiple nominations at the RICS New Zealand Awards 2024, reinforcing the company's leadership across key industry disciplines.



Teams from advisory, building surveying, project management, and quantity surveying were recognised for their innovative approaches to major projects, highlighting WT's commitment to excellence, sustainability, and industry best practices. These nominations reflect WT's influence in shaping the built environment through forward-thinking strategies and collaborative expertise.

Individually, Michael Philipsen was named Emerging Achiever of the Year, acknowledging his contributions to advancing sustainable construction, while Marvin Latour was also a finalist in this category, recognised for his innovative work in building surveying. Michael's win shows WT's ongoing investment in industry leadership and its commitment to embedding sustainability into every aspect of the built environment.

A photograph of three construction workers building a house. The workers are wearing hard hats and work clothes. One worker is standing and using a tool, another is kneeling, and a third is partially visible on the left. The house is under construction, showing wooden framing and sheetrock. In the background, there are bare trees and a completed house. The sky is blue with a few wispy clouds. A yellow and blue geometric shape is in the top right corner.

PROSPERITY

DRIVING ECONOMIC AND SOCIAL
VALUE



AT WT, PROSPERITY MEANS DELIVERING MORE THAN JUST PROJECT OUTCOMES, IT'S ABOUT CREATING TANGIBLE ECONOMIC BENEFITS AND FOSTERING POSITIVE SOCIAL IMPACT FOR OUR CLIENTS, COMMUNITIES, AND THE CONSTRUCTION INDUSTRY.



PROSPERITY: DRIVING ECONOMIC AND SOCIAL VALUES

This section highlights our financial contributions, pro bono initiatives, and partnerships with key organisations, showcasing how our projects deliver measurable value, from achieving cost savings through sustainable practices to creating meaningful benefits for communities.

Looking ahead, we plan to expand scholarships, increase support for local businesses, and advance economic sustainability through innovative strategies and collaborative efforts.

SPONSORSHIPS

In addition to our donations, WT has proudly supported a variety of organisations, schools and initiatives through sponsorships. These partnerships reflect our commitment to fostering community engagement and driving meaningful impact.

- Australian football team sponsorship of the Christchurch Bulldogs
- WT Auckland touch rugby team
- Queenstown SkyCity Stampede ice hockey team
- Tee sponsorship at St Oran's College golf fundraiser.

WT HAS DONATED TO THE FOLLOWING CAUSES THIS YEAR:



St John



We also invite all charitable causes to host a Lunch and Learn with our team, helping raise awareness of their important work and inspiring greater support and fundraising efforts.

PRO BONO PROJECTS

We are committed to utilising our professional expertise to support impactful initiatives through pro bono work. By offering our skills and services to community-focused projects, we help organisations reach their goals and deliver meaningful outcomes.



YMCA

Our advisory team developed a comprehensive asset management strategy for Pilmuir House, a welcoming and affordable accommodation facility in Lower Hutt, Wellington, New Zealand.

WT's asset management services provide the YMCA with expertise to achieve financial savings, align with social responsibility goals, and ensure the building's long-term viability through a sustainable asset management strategy.



TE KIWI MAIA

We're proud to support Te Kiwi Maia, an initiative dedicated to providing rehabilitation, recovery, and respite for New Zealand's first responders and Defence Force personnel who have been impacted physically or psychologically in the line of duty.

Warren Wilks, Director–Project Management, contributed pro bono expertise, advising on project governance, structure, and the development of a comprehensive project delivery programme. He also ran a full and competitive tender for all design consultants.

PROGRESSING THE FUTURE GENERATION



KEYSTONE TRUST

WT closely partner with Keystone Trust and also sponsor a scholarship in tertiary education, offering a student from a less privileged background the right to study a construction-related degree at university, professional mentorship, and work experience.

WT provide support the development and career progression of students within Keystone Trust through our speed networking events. These events provide an opportunity for students to have 1:1 conversations with working professionals.

GROUPS WE ENGAGE IN

WT are members of The Infrastructure Collective (TIC) to nurture the future leaders of the infrastructure sector. Through cross-sector networking, career development resources, and through leadership initiatives, TIC enables members to gain valuable industry insights and actively contribute to discussions influencing the sector's future.



INTERNSHIPS

WT's work experience internships provide emerging professionals with practical, hands-on exposure to the construction and cost management industry. Interns are able to gain real project experience, industry insights, and mentorship from experienced professionals, equipping them with the skills and confidence to transition into the workforce.

ROADMAP FOR THE FUTURE

As we move beyond the financial year of 2025, our focus is on driving innovation, sustainability, and long-term impact. Our goals for FY26 and beyond will build on past achievements while addressing emerging challenges and opportunities.

ROADMAP FOR FINANCIAL YEAR 2025/26

By enhancing efficiency, adopting responsible practices, and fostering continuous improvement, we aim to create lasting value for all stakeholders.

LOOKING AHEAD

Our Directors fully support our incoming Corporate Social Responsibility (CSR) Committee which includes representatives from all offices and service lines within WT New Zealand.

The 2025/26 CSR Committee has the company's support to continue with sustained progress and implement meaningful contributions across people, planet and prosperity. The team will deliver initiatives across our core pillars to support our team, our communities and environmental sustainability.

Whilst this report shows great progress we are aware that there are always ways to refine and improve. The next committee will conduct a survey to all team members to understand what was impactful and which areas may need more attention. It is important to WT that all team members have the opportunity to voice their opinion. Additionally, the figures in this report will be used to understand our current position and what we must action to strive for better.

THANK YOU FOR READING.

OUR COMMITMENT TO SUSTAINABILITY REMAINS STRONG AS WE STRIVE TO FOSTER POSITIVE ENVIRONMENTAL, SOCIAL, AND ECONOMIC IMPACTS FOR CURRENT AND FUTURE GENERATIONS.

WT

WT New Zealand are part of a global network, offering deep expertise in quantity surveying, infrastructure, advisory and building surveying, and project management across a broad range of sectors and clients.

Working in collaboration with clients, WT strive to deliver stronger commercial outcomes across all aspects of the built environment.

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