



DENTONS

Social and environmental impact report

August 2025

Environment, social and governance: Everybody. Everywhere.

Environment, social and governance (ESG) issues continue to shape corporate thinking and decision-making, as a source of both risk and opportunity. We all share responsibility for thinking about ESG not only in business, but also in our daily lives.

At Dentons, we value the unique backgrounds and perspectives of our people and we believe we have a responsibility to contribute to the positive development of the communities and environments in which we operate.

In New Zealand, our Social Impact Framework brings together all of our inclusion and diversity, cultural, environmental and corporate social responsibility initiatives. Our Social Impact Groups span Able, Cultural, Gender, GLOW, Green, Pro Bono, Social and Wellness. Each group is led by a partner or senior manager and has team members that sit on the committees.

Together, the groups’ initiatives demonstrate our commitment to creating a positive social impact for our people and the community, and underpin how we govern and lead the firm. This will be done through providing a diverse, flexible and inclusive workplace that protects and promotes social equity and environmental sustainability.

Our purpose

Tō mātou kaupapa

We redefine what is possible and shape the future. Together. Everywhere.

This is our purpose statement and we live it every day by connecting the power of our people, our clients and our communities.

Our values

Ā mātou uara

Our people are driven by four core values, collaboration, excellence, commitment and confidence. These values inform how we work with each other and our clients and are the foundation of our firm.



Environment Taiao

We are committed to doing our part to protect and preserve our communities and environment by adopting and building upon sustainable policies and procedures in how we operate.

From the way we operate as a firm locally and on a global scale, to the advice we provide clients on sustainability strategies that align with their core business model, we continue to explore new ways to make a positive environmental, societal and economic impact.

We have a dedicated Green group which is responsible for executing new initiatives that align with our firm's commitment to limit our impact on the environment.

Accountability

As part of our ongoing commitment to sustainability, we achieved Toitū carbonreduce organisation certification in August 2023. We are working with Toitū Envirocare to independently audit and accurately measure our greenhouse gas emissions, and actively reducing our carbon footprint in line with ISO 14064-1 and the Greenhouse Gas Protocol. This commitment extends across our supply chain, as we collaborate with our suppliers to lower emissions associated with the services we use.



Partnerships

We align ourselves with organisations proactively wanting to make a difference. We are a foundation partner of [Chapter Zero](#), New Zealand's Climate Governance Initiative, and active members on the Chapter Zero working group. Chapter Zero is a part of the Institute of Directors New Zealand and its mission is to mobilise, connect, educate and equip directors and boards to make climate-smart governance decisions, thereby creating long term value for both shareholders and stakeholders. We work with Chapter Zero to bring climate-related governance challenges to both business leaders and directors in New Zealand.



Working with non-profits

We support non-profit organisations in their efforts to make New Zealand and the world a better place for us to live in.

We work with Eyesea, a New Zealand based non-profit organisation, which has developed a reporting App based on maritime navigation technology that allows seafarers, sailors and the public to collect information on surface pollution by simply taking a photo. This image will then be incorporated into maps and charts, providing both local and global data on marine pollution. A number of our Dentons lawyers support this initiative, providing significant pro bono legal support to set up the relevant entities and international contractual support. The project now involves companies and individuals from Germany, the Netherlands, Singapore, Norway, Cyprus, Australia, South Africa, the US, the UK, Monaco and Hong Kong.

We assist Planet Patrol, a UK based non-profit organisation, regarding the Te Awa Tupua (Whanganui River Claims Settlement) Act 2017. We advised on the New Zealand component of an international research project on giving rivers and other areas of nature the same legal rights as humans. We provided advice on how the Whanganui River was provided legal personhood under the Act and how this could be applied to rivers in other jurisdictions around the world.



Social Hapori

Inclusion is foundational to who we are and aligned with our core values of trust, respect, empathy, accountability and community. We believe that everyone deserves fair and respectful treatment and to have the opportunity to strive, grow, develop and succeed.

We are committed to creating a culture of inclusion that celebrates diversity, and where our people feel valued, supported and like they belong.

Inclusion, Diversity and Equity

Inclusion, diversity and equity are not just an ancillary value at Dentons, they are core to our business. We are committed to providing a flexible environment where everyone respects, supports and learns from our collective skills, talents and differences. By attracting, supporting, promoting and retaining individuals from all backgrounds, we create a dynamic and inclusive work environment that is critical to our success.

This is inclusive of race, ethnicity, faith, religion or spiritual beliefs, gender, gender identity, age, sexual orientation, abilities, social perspective and other characteristics. In our 2025 Diversity Survey, 73% of people in New Zealand reported they feel like they can be their authentic self at work.

Our Social Impact Framework also supports our values and drives our performance. We value the unique backgrounds and perspectives of our people and we believe have a responsibility to contribute to the positive development of the communities in which we operate.

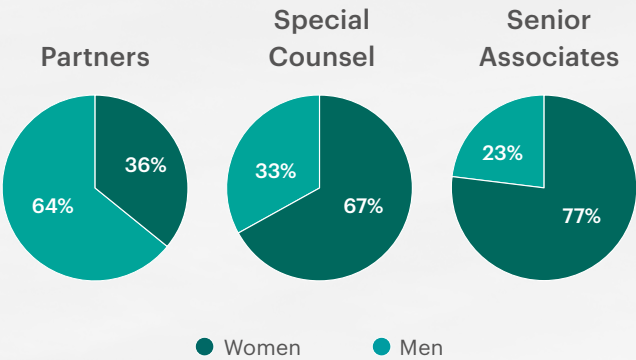
We are a foundation Diversity Partner for Infrastructure New Zealand and the Diversity and Inclusivity partner for their Building Nations conference. The largest infrastructure conference in New Zealand.



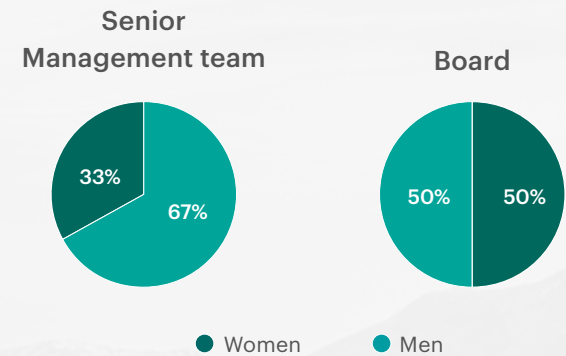
We are signatories to the NZLS 'Gender Equality Charter' and adopters of the Gender Equitable Engagement and Instruction policy.



Gender representation*



Leadership and Governance



* As of 1 January 2026, Dentons will have 42 partners, of which 17 are women, meaning a 40% women-based partnership.



Above: February 2025 – Celebrating International Women’s Day 2025 with a presentation by Partners Linda Clark, Katrina Van Houtte, Nicky McIndoe and Senior Associate Sarah Gibbs.

Supporting LGBTTTQIA+ inclusion

Our GLOW affinity network, provides a forum for discussion and progression of LGBTTTQIA+ inclusion and helps ensure that all our people feel valued, supported, able to be their best selves at work and feel like they belong at Dentons.

We are also committed to making a positive impact in the wider community.

Examples include:

We are a proud sponsor of Rainbow Law, a student-led group which provides support to LGBTTTQIA+ students and allies. Rainbow Law stages a mix of informal and formal events throughout the year.



We are proud to be partnered with Pride Pledge – committed to an inclusive environment and a culture of equity where everyone respects, supports and learns from each other.



Commitment to Te Ao Māori

We embed the principles of Te Tiriti o Waitangi as part of the everyday work we do. Our te reo and tikanga Māori strategy promotes and encourages a diverse and multi-talented workplace and a responsive approach to clients and their problems. We participate in a number of initiatives supporting young Māori and Pasifika entering the legal profession.

We also support membership in Te Hunga Rōia Māori o Aotearoa, an organisation that offers great support and networking opportunities for Māori lawyers. As part of this, we sponsor two lawyers to attend the **Hui-ā-Tau 2025**, a two day conference that brings together a collective of indigenous Judges from across the world.

We participate in the **TupuToa Internship Programme** – a graduate recruitment pathway programme that promotes Māori and Pasifika representation and provides work-experience opportunities for Māori and young people.



We support students from **Ngā Rangahautira** and the **Pasifika Law Students Association**, involving organising mentoring and opportunities to introduce the students to lawyers and law firms.



Celebrating cultural diversity

Throughout the year, we honour a range of cultural events including:

- Celebrating Matariki with a hangi kai lunch.
- Annual celebrations for Luna New Year, Easter and Diwali.
- A potluck lunch across our Auckland, Wellington and Christchurch offices for World Day for Cultural Diversity and Dialogue.



Above: May 2025 – Our Auckland office celebrating World Day for Cultural Diversity and Dialogue.

Diversity survey

To help us identify our priorities and focus on the outcomes that matter most to our people, we conduct an annual diversity survey. The survey not only helps us better understand the demographic makeup of our people in our New Zealand offices, critically, it also asks our people to let us know how effective our policies, processes, programmes and culture are in creating a more equitable, diverse and inclusive workplace.

Community outreach and pro bono work

We are all in and of our communities, and have a shared responsibility for their well-being. We assist and participate in projects that make a real and tangible difference to people and the community. We are proud of the relationships we have developed through our work in local communities, and the professional and personal development it affords us.

We contribute to our communities by providing pro bono legal advice where it is needed the most. We regularly assist clients with navigating the peculiarities of the charitable and not-for-profit sector.

Our structured pro bono programme supports community initiatives and individuals under six categories: Social / community; Disadvantaged; Cultural; Environmental; Industry thought leadership; and New Zealand innovation.



Above: August 2024 – Dentons and Global Women sponsored a launch event for **TIKA** (hosted in our Auckland office).



Above: August 2024 – Dentons sponsored a community event with **Hungerball**.

Some of our significant and ongoing relationships include:



Promoting well-being

Our people are our biggest asset. We support and encourage our people to actively manage their wellness at work and we proactively take steps to promote this. We have a number of initiatives and Social Impact groups that fall under our dedicated wellness programme that aim to counter the risk of stress and to encourage employee well-being and resilience.

Our Wellness group is made up of representatives from all levels of the business, including partners. The Wellness group organises activities based on five elements of wellness:



In 2024, our Wellness group implemented initiatives to highlight these five elements of wellness, including:

- Supporting Pink Shirt Day to take a stand against bullying by celebrating diversity and promoting kindness and inclusion.
- Our ‘Take 10’ programme which encourages staff to ‘take 10’ minutes out of their day to check in with a colleague with the complimentary coffee / hot drink voucher.
- Hosting a Leadership and Wellbeing webinar with Sir John Kirwan and Dr Fiona Crichton.
- Taking part in a Dentons global firmwide healthy challenge which encouraged staff to compete in a 30 day virtual steps race across the world.



We also run a range of social sporting events including competing in the Pascoe Tennis cup, playing in touch rugby and netball leagues and hosting annual tournaments across the offices such as cricket and lawn bowls.

Activities such as these provide our people with time to connect and try something new!



Above: Our teams participating in various social sports teams.



Above: Our team supporting Pink Shirt Day in Wellington.

Governance

Mana whakahaere

Who we are

Dentons is a leading full service law firm in New Zealand and part of the world's largest global law firm. We employ more than 150 legal team members and 50 support team members across our Auckland, Wellington and Christchurch offices.

We are a firm that embraces change and has unparalleled access to legal expertise in over 80 countries and more than 160 locations. We help you by providing uniquely global and deeply local legal solutions. The challenges that our clients are navigating and the opportunities they are advancing are changing at an accelerated pace. This is why we offer more than legal insight; we help you find business solutions to achieve your goals. Redefining possibilities. Together, everywhere.

Our Board



Hayden Wilson

New Zealand Chair
and Global Vice Chair

D +64 4 915 0782

M +64 21 342 947

hayden.wilson@dentons.com



Hayley Miller

Partner

D +64 9 915 3366

M +64 21 870 477

hayley.miller@dentons.com



Jenni Rutter

Partner

D +64 9 914 7251

M +64 21 225 9474

jenni.rutter@dentons.com



Greg Cain

Partner

D +64 4 916 0963

M +64 21 770 936

greg.cain@dentons.com

Our Management team



Charles Spillane
Chief Executive
D +64 9 375 1111
M +64 27 499 4895
charles.spillane@dentons.com



David Lewis
General Counsel
D +64 9 914 7263
M +64 21 819 007
david.lewis@dentons.com



Emma Gibbins
HR Director
D +64 4 496 5914
M +64 21 069 6636
emma.gibbins@dentons.com



Matthew Fleming
Chief Financial Officer
D +64 9 375 1197
M +64 22 411 9121
matthew.fleming.nz@dentons.com



Paul Conaghan
Director of ICT and Operations
D +64 9 375 1169
M +64 27 475 1370
paul.conaghan@dentons.com



Pippa Grey
Business Development Director
D +64 9 375 1171
M +64 21 572 749
pippa.grey@dentons.com

Our Business Unit leaders



Brendan Cash
Partner
Major Projects and Construction
D +64 4 915 0780
M +64 21 665 050
brendan.cash@dentons.com



Catriona Grover
Partner
Banking and Finance
D +64 4 498 0816
M +64 21 775 330
catriona.grover@dentons.com



Chris Parke
Partner
Corporate and Commercial
D +64 9 375 1157
M +64 21 382 596
chris.parke@dentons.com



Christina Sheard
Partner
Environment and Planning
D +64 9 375 1185
M +64 21 052 7273
christina.sheard@dentons.com



Henry Brandts-Giesen
Partner
Private Wealth
D +64 9 375 1109
M +64 21 532 770
henry.giesen@dentons.com



Linda Clark
Partner
Litigation and Dispute Resolution
D +64 4 915 0862
M +64 27 490 7942
linda.clark@dentons.com



Michelle Hill
Partner
Real Estate
D +64 9 916 6374
M +64 27 458 2828
michelle.hill@dentons.com



Renee Butler
Partner
Employment
D +64 4 915 0795
M +64 27 610 9738
renee.butler@dentons.com



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