



PACIFIC ENVIRONMENTS BROADER OUTCOMES

| | INSPIRED | CURIOUS | CONFIDENT | COURAGEOUS | SUPPORTED | RESPECTFUL |
|------------------------------|---|--|---|--|---|---|
| OUR VALUES | Our spark is ignited through creativity and motivation | Passionate pursuit of knowledge and a relentless quest for understanding, fostering growth, innovation, and open-mindedness. | Self-assuredness, belief in our abilities, and the courage to take on challenges and pursue goals with determination. | Willingness to face fear, adversity, and difficult decisions with bravery and integrity, often leading to personal and ethical growth | Foster a sense of belonging and well-being through encouragement, empathy, open communication, leadership, guidance, training, and teamwork | Promote a culture of respect, humility, and appreciation by valuing diverse experiences, fostering connections, and acknowledging contributions |
| TE TIRITI O WAITANGI | Pacific Environments strongly supports 'Te Kawenata o Rata' | The Kawenata is a values-based agreement, developed around five articles that set out the relationship between the NZIA and Ngā Aho in the spirit of partnership under the mana of the Treaty of Waitangi. | <ul style="list-style-type: none"> Whakaritenga / Respect Rangatiratanga / Authority and Responsibility Mātauranga Whaihanga / Knowledge and Tikanga Mahi Kotahitanga / Co-operation Kanohi Kitea / Representation | Enhance the protection, reinstatement, development and articulation of Mana Whenua cultural landscapes enabling all of us (mana whenua, mataawaka, tauiwi and manuhiri) to connect to and deepen our 'sense of place'. | <ul style="list-style-type: none"> Mana: recognizing the manu whenua status of iwi and hapū creates a mutually respected working relationship Whakapapa: Māori names are celebrated Taiao: protecting, restoring, and enhancing the natural environment Mauri Tu: Environmental health is protected, maintained and / or enhanced Mahi Toi: Iwi/hapū narratives are captured and expressed creatively and appropriately Tohu: Mana whenua significant sites and cultural landmarks are acknowledged | <ul style="list-style-type: none"> Being aware of the Treaty and NZ History Learning common Te Reo Māori words Correctly pronouncing Māori names & place names Respecting Te Ao Māori Understanding Tikanga Māori (Māori cultural practices) Working with local Iwi and Marae. Listening not telling |
| CULTURE DIVERSITY INCLUSION | Pacific Environments aims to be an employer of choice and are committed to providing a constructive and professional working environment where different experiences are valued, and all employees are respected and treated fairly | We are an Equal Employment Opportunities (EEO) workplace where all employees receive fair and equal treatment in the workplace regardless of their diversity | We will ensure we have an inclusive culture and eliminate unlawful discrimination, bullying, or harassment in the workplace. | <ul style="list-style-type: none"> Consistently reviewing and reporting on our gender and ethnic diversity. Actively recruiting team members from diverse backgrounds. | Client & Supplier Diversity. Engage with a range of businesses, consultants or contractors to ensure diverse practices. | We try to <ul style="list-style-type: none"> Work with NZ based businesses Specify local products Work with local artists with indigenous connections |
| CORPORATE RESPONSIBILITY | To deal responsibly and ethically with our clients | We recognise that our suppliers and contractors are key stakeholders. We will deal with our suppliers honestly and fairly, and expect our suppliers to follow responsible working practices and promote high ethical standards | We strive to be a good corporate citizen recognising our responsibility to work in partnership within the communities that we operate. | We aim to attract, retain and motivate a high calibre of employee. We encourage individuality and initiative, and are committed to supporting personal development and growth. | Data management, quality, and information is professionally supported and backed up by off-site independent services. | <ul style="list-style-type: none"> PENZL Best Practice - operational process improvement. Quality Assurance reviews of projects, software, and hardware. |
| ENVIRONMENTAL RESPONSIBILITY | We recognise our responsibility to respect & limit the impact of our business on the environment. <ul style="list-style-type: none"> Toitu Carbon Neutral accredited. Architects Declare Signatory | We strive to implement sustainable strategies in all our building projects and empower our people to provide positive environmental impact through skillful and sensitive design <ul style="list-style-type: none"> NZ Green Star Accredited Homestar Accredited | All employees are encouraged and supported to act in an environmentally responsible manner. | Continue to identify and implement sustainability measures within our own building space to reduce our impact | Educate clients in the cost-benefit analysis of ESD both for short-term & long-term <ul style="list-style-type: none"> Life Cycle Carbon Analysis Timber technology | <ul style="list-style-type: none"> Support clients on their design journey to understand their responsibilities to the environment |