

Russell McVeagh Pro Bono Overview 2025

Increasing access to legal advice

At Russell McVeagh we are committed to making a positive difference to the communities in which we live and work. Pro bono forms a core component of our business and culture. We have a long history of contributing our skills and resources towards having a positive impact in our communities.

We proudly support a large number of charities, not-for-profits and social enterprises working to improve outcomes for those people and communities most in need in Aotearoa New Zealand.

As one of the foundation participants of the Framework for Collaborative Pro Bono in Aotearoa, our commitment to prioritising pro bono work remains strong as we strive to deliver on our commitments. Last year, we contributed on average 25 hours per lawyer. You can read more about this Framework on page 4.

As we launch this year's Overview, we are thrilled to celebrate our second annual Pro Bono Week. This year, we are hosting a series of events for our people in collaboration with Te Ara Ture, as well as an event with Kiwi K.A.R.E Ukraine. Additionally, we have introduced a <u>video series</u> that highlights the incredible pro bono work our teams are engaged in and why it matters to them.

Our pro bono work reflects our belief in equal access to justice and ongoing commitment to using our skills to support those who need it most.

Jo Avenell, CEO, Russell McVeagh



Reaching our probono target



In 2024, we achieved our target of 25 hours per fee earner (per year on average)

Russell McLeagh probono Overview

Assisting our communities in Aotearoa New Zealand



Contents

Framework for Collaborative Pro Bono in Aotearoa	4	Building biodiversity	1 /
		Predator Free Wellington	14
Pro Bono at a glance	5	Zealandia Ecosanctuary	15
		Uplifting Rainbow communities	
Mahi tautoko mō ngā Kaupapa Māori (Supporting		Wellington Pride Parade Trust	16
the work of Māori initiatives)		RainbowYOUTH	17
Te Whangai Trust	6	Aiding humanitarian efforts	j
Ngāti Whātua Ōrākei Trust	7	Kiwi K.A.R.E. Ukraine	18
Mātātahi Matatū	7	Mahi for Ukraine	19
Assisting our communities		Advocating for the Arts	
Te Ara Ture - A Bridge to Law	8	Bridget Williams Books	20
Aotearoa Disability Law	8	Te Uru Contemporary Gallery	21
Community Law Wellington & Hutt Valley	9	The Arts Foundation Te Tumu Toi	22
Māngere Community Law Centre	9	NZ Film Festival Trust	22
Investing in our tamariki		Auckland Arts Festival	23
and rangatahi		Auckland Chamber Orchestra Trust	23
Cure Kids	10	Pro Bono at Russell McVeagh	
Neurodiversity in Education Project	12	Other organisations we support	24
Youth Climate Collective	13	Our Pro Bono Framework	25
		Our Pro Bono Committee	25







5,557

Total hours of pro bono



3,211

Hours of Community Law work





Average number of pro bono hours worked per lawyer

Pro Bono in Aotearoa is a profession-led initiative to support and promote pro bono work within New Zealand law firms. Hours in the community

Russell McVeagh is proud to be one of the foundation participants, working alongside Te Ara Ture, New Zealand's pro bono clearinghouse, and five other New Zealand law firms to develop the Framework. Inspired by successful models from Australia and the UK, the Framework aims to enhance access to justice for low income and vulnerable people, foster collaboration and a strong pro bono culture across the motu, and advocate for legal reform.

Framework for Collaborative

Launched in November 2024, the Framework for Collaborative

Pro Bono in Aotearoa

Russell McVeagh

The Framework sets an aspirational target of 25 pro bono hours per lawyer annually, with participating firms agreeing to report against this target annually in an anonymous and de-identified format, allowing for benchmarking and the development of a strong pro bono culture. This initiative aligns closely with our firm's approach to pro bono.

Hours with Mangere **Community Law Centre**

Hours with Wellington & Hutt Valley Community Law Centres

Hours of work referred through Te Ara Ture

Hours of work with Aotearoa **Disability Law**

Russell McVeagh

Mahi tautoko mō ngā kaupapa Māori Supporting the work of Māori initiatives

Te Whangai Trust



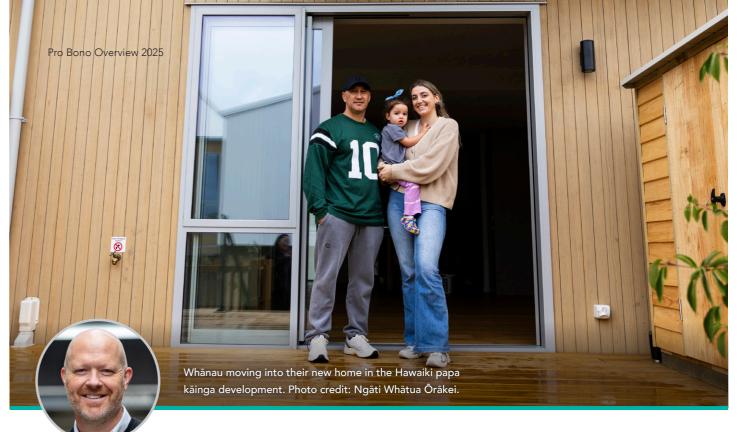
<u>Te Whangai Trust</u> is a community-led social and environmental enterprise grounded in Kaupapa Māori principles. It supports long-term unemployed people, at-risk youth and others facing employment barriers through hands-on learning at native plant nurseries.

In partnership with the Ministry of Social Development and Department of Corrections, Te Whangai provides workplace training, mentoring and education. Participants gain life and employment skills while contributing to environmental restoration projects like wetland rehabilitation and planting.



Over its 18-year history, Te Whangai has been nationally recognised for its contributions to environmental regeneration and social impact. In 2024, it was named in the Sustainable Business Network's Next 95 for its potential to drive groundbreaking change. Recently, we assisted Te Whangai in developing and implementing a government engagement strategy.





This is a significant milestone for Ngāti Whātua Ōrākei and reflects our commitment to ensuring more whānau can live on their whenua (land). We are pleased to collaborate with partners like Russell McVeagh who understand our vision and demonstrate a genuine commitment to seeing it realised.

Grant Kemble, Chief Executive, Ngāti Whātua Ōrākei Whai Rawa



We were honoured to attend Ngāti Whātua Ōrākei Whai Rawa's official opening karakia for the Hawaiki papa kāinga development in December, which welcomed 22 whānau – many of whom are first-time homeowners. You can read more about our support of the project here.

Mātātahi Matatū

Mātātahi Matatū, an initiative under Ngāi Tahu, is led by and for rangatahi (youth) to strengthen cultural identity, connection and self-confidence. They organise wānanga (learning opportunities) for 18-23 year olds across various marae, focusing on personal development skills and traditional storytelling.

By connecting rangatahi to Mana Whenua tupuna (ancestors with historic and territorial rights over land) through traditional knowledge and practices, Mātātahi Matatū aims to create pathways for future leaders.

Recently, we worked closely with Mātātahi Matatū to support the establishment of a formalised structure to better suit their governance practices. We are delighted to provide our pro bono support to this initiative.

Kirsten Purdie Solicitor, Russell McVeagh





Russell McVeagh's work with Te Ara Ture and community law centres makes a significant difference to access to justice. These often complex and challenging matters are handled with expertise and professionalism.

Sabrina Muck, Director, Te Ara Ture

In 2022, Russell McVeagh registered with <u>Te Ara Ture</u>, an innovative online clearinghouse connecting volunteer lawyers with disadvantaged Kiwis referred by Community Law Centres across the motu.

This initiative helps make the justice system fairer and more accessible. By being part of the Te Ara Ture community, our people can use their expertise to support some of Aotearoa's most vulnerable communities facing legal issues.



Hours of work with Aotearoa Disability Law

Aotearoa Disability Law (ADL), previously known as Auckland Disability Law, is the only specialist community law centre in Aotearoa that exclusively provides free legal services, education and advocacy for the Deaf and disability community. Recently, we helped restructure their organisation to reflect their expanded national role. Our support also includes assistance with consumer and civil disputes, and enhancing access to justice for Deaf and disabled people.



Community Law centres

Community Law centres offer legal assistance to those who need it most, especially where cost is a barrier.

We are proud of our long-standing pro bono partnerships with Māngere Community Law Centre (MCLC) since 1987 and Community Law Wellington and Hutt Valley since 2003.

By offering one-off advice, we empower clients to make informed decisions about their rights. In September 2024, MCLC celebrated their recent renovations with a blessing and re-dedication. We attended alongside Litigation partner Matt Kersey, MCLC founders, staff, trustees and community members. Hearing their perspective on our contribution to delivering access to justice was truly humbling.

Richelle Go Ocao and Ella Marr

Russell McVeagh Co-coordinators of Māngere Community Law Centre pro bono support Each week, Russell McVeagh sends volunteer rōia (lawyers) to these centres to provide free legal advice at drop-in sessions. Our volunteers offer tailored advice on a wide range of legal issues, including employment, family law, tenancy disputes, consumer rights, and other civil matters. Additionally our support includes research and secondee work, benefiting clients and providing our volunteers valuable legal challenges to grow their skills and expertise.

Community Law provides free legal support every day to people in difficult situations who would not otherwise be able to access it. The team is wonderful to work with, and it's incredibly rewarding to be a small part of their important kaupapa.

Meghan Grant and Louis Daysh

Russell McVeagh Co-coordinators of Community Law Wellington and Hutt Valley pro bono support

Pro Bono Overview 2025

Investing in our tamariki and rangatahi Investing in children and young people

☆ cure kids

Cure Kids is a charity dedicated to funding research that transforms the health of children across New Zealand. As the largest funder of child health research outside the Government, Cure Kids supports over \$12 million in projects, including:

for childhood cancers

\$3.2m \$2.8m \$1.2m

for rheumatic heart disease

for mental health and wellbeing



Russell McVeagh has been providing pro bono support to Cure Kids for over 20 years and our relationship continues to flourish. In October 2024, we once again partnered with Cure Kids for their largest annual fundraiser, the 24-Hour Team Challenge at Eden Park in Auckland. Our team participated by running or biking for a full 24 hours. The event was a huge success, raising \$184,856 and surpassing last year's total.



RMcV alumna Zara Johnstone and Board Chair David Butler.

Senior Solicitor James Fletcher and Solicitor Sophie Brokenshire.



As a long-term partner of Cure Kids, we are immensely thankful for the unwavering commitment, exceptional skill, and invaluable expertise shown by the incredible team at Russell McVeagh. Their passionate dedication to our cause over the years has been truly remarkable - we genuinely feel that we are a welcome part of the Russell McVeagh whānau.

Frances Soutter, CEO, Cure Kids





Neurodiversity in Education Project

(NEP) is dedicated to fostering a neuroinclusive education system where every student in New Zealand can thrive, regardless of how their brain is wired. Empowering and supporting neurodivergent students across Aotearoa with NEP resources and programmes.

As a national not-for-profit organisation, NEP provide essential programmes, resources, and support to neurodivergent young people, their whānau, and educators, while partnering with others to build neurodiversity awareness and advocate for meaningful change.

We have assisted NEP on various IP, employment, commercial and charitable matters.



We've been on an exciting growth journey over the last four years, and Russell McVeagh has been there all the way. It's terrific to know that, whatever we experience, they have top specialists to walk us through it in a way that is practical, outcome-focused and compassionate.

Justine Munro, Chief Executive Officer, Neurodiversity in Education Project





Youth Climate Collective (YCC)

is a youth-led non-profit focused on empowering and educating rangatahi to become resilient climate leaders. They organise workshops, conferences and events, and run initiatives like the Regional Activators Programme to support local climate action projects.

YCC Founder Dylan Chand (front row, centre) with Climate Action Conference organisers.

In July 2024, YCC hosted the second annual Climate Action Conference with workshops, panel discussions and keynote presentations. The highlight was the Climate Careers Panel, where climate and sustainability experts, including our Head of Climate Change, Hannah Bain, shared their journeys to sustainability careers, career options for young people, and tips on engaging with communities and stakeholders to pursue climate goals.

Our support has helped YCC grow and operate with confidence, providing a strong foundation for setting up contracts, navigating governance structures and supporting volunteer frameworks.

Special Counsel Hannah Bain (second right) with other members of the Climate Careers Panel



Building biodiversity



We support Predator Free Wellington by offering strategic and legal advice, and hosting Board meetings and donor events. Our involvement has been a rewarding opportunity to contribute to a cause that has real, lasting impacts on our local environment and communities.

Ciaran Ward Solicitor, Russell McVeagh



Predator Free Wellington (PFW)

is on a mission to create the world's first predator free capital city, allowing native species and communities to thrive together. This transformational project aims to remove rats, mustelids, and possums from 30,000 hectares, impacting the lives of thousands of Wellingtonians.

Their initial success in Miramar Peninsula. now free of rats, stoats, weasels and possums, has paved the way for further achievements. The team has cleared 400 hectares in phase two, covering Lyall Bay, Kilbirnie, Rongotai, Evans Bay, and Hataitai, with native bird numbers doubling on the Peninsula since the project began. Currently, efforts are focused on Mt Victoria and Newtown as phase two heads south to Ōwhiro Bay. Phase three plans extend from the port to Zealandia (another pro bono client of ours), and out to the sea.



Zealandia Te Māra a Tāne



Zealandia hosts the only mainland population of pepeketua/ Hamilton's frogs in New Zealand. Photo credit Tom Lynch.



Zealandia is home to New Zealand's only wild mainland kiwi pukupuku population.

The Karori Sanctuary Trust (trading as Zealandia | Te Māra a Tāne) operates a globally recognised urban ecosanctuary that has transformed Wellington's birdlife.

A recent highlight is the release of Hamilton's frogs, one of New Zealand's rarest and most threatened amphibians, making Zealandia the only mainland population of the species in New Zealand. This initiative supports native species preservation, strengthens biodiversity and allows New Zealanders to encounter this remarkable species.

We have worked with Zealandia since 1998 on various matters and have continued to provide strategic and legal advice over the past year. Many of our people are passionate about Zealandia's conservation work and its bold 500-year vision to restore biodiversity, and our Wellington office enjoys an annual night tour of the sanctuary, often spotting kiwi and tuatara.



Wellington Pride Parade Trust

Wellington Pride Parade has a long-standing history of celebrating the rainbow community in New Zealand, and last year, the Trust was established to revive the parade after the COVID-19 pandemic.





Its key objectives include celebrating rainbow communities, being communityled, engaging with mana whenua, supporting the Wellington Pride Festival, listening to the community and maintaining transparency in leadership and finances. These principles ensure the event reflects the people it aims to support.

We have been pleased to support the Trust by formulating foundational documents to advance its kuapapa, including operational policies and advising on a Te Tiriti policy statement to guide its engagement with mana whenua.







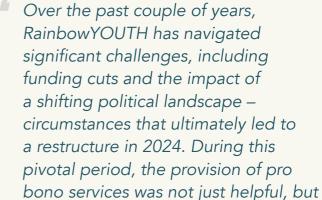
All parade photos credited to: Kiah De Rose Photography.



RainbowYOUTH

RainbowYOUTH is a national, youth-led organisation supporting queer, gender diverse, takatāpui (Māori LGBTQIA+), and intersex young people, along with their whānau and wider communities. They operate drop-in centres, facilitate social groups across various regions, and provide oneon-one support around gender and sexuality.

We have been assisting RainbowYOUTH for nine years. Over the past year, we have offered general legal advisory services, reviewed employment agreements, and developed workplace policies to support their team and mission.



essential to the continued operation and resilience of our organisation. **Amber Gribble**

Executive Director, RainbowYOUTH

Pro Bono Overview 2025

Kiwi K.A.R.E Ukraine

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Kiwi K.A.R.E (Kiwi Aid and Refugee Evacuation) provides medical and humanitarian aid and evacuation services to the people of Ukraine. They have built a strong network across Ukraine, Poland and Germany to deliver aid directly to those in need.

Recently, they expanded their ambulance fleet with 10 additional vehicles and continued their 'Road-of-Life' programme, providing mobile medical services in Ukraine's east and south.

We have supported Kiwi K.A.R.E this year with various governance matters.

Chairman Tenby Powell (third from left) and volunteers with their newly expanded ambulance fleet.

\$2.3m

raised by Kiwi K.A.R.E to support four core services:

Delivering 35 ambulances from Australia & New Zealand to Ukraine.

Evacuating and transporting over 3,000 internally displaced persons needing medical assistance and evacuation.

Completing over 500 humanitarian missions to red zone areas.

Distributing more than 4,000 stoves and water heaters through their 'Heat-for-Healing' initiative.



Since 2022, we have helped Mahi for Ukraine with its government relations strategy to advocate for immigration and humanitarian aid for Ukrainians in New Zealand. This includes facilitating meetings with key officials and MPs to push for policy changes. Over the past year, we have also supported their engagement with the Prime Minister and Foreign Affairs ministers.

Mahi for Ukraine

We are one of several New Zealand law firms supporting Mahi for Ukraine in advocating for the Ukrainian community to ensure New Zealand plays a meaningful role in the global humanitarian response.



Stand with Ukraine rally in Auckland.



Kiwi K.A.R.E received tremendous support from Russell McVeagh, who reacted quickly and helped us become a New Zealand Registered Charitable Organisation. They continue to support our mission in Ukraine, and we sincerely appreciate their expertise and mahi.

Tenby Powell, Chairman, Kiwi K.A.R.E



Russell McVeagh's strategic and consistent support has been instrumental in helping us turn advocacy into action. Their guidance has empowered us to secure real wins for Ukrainians in New Zealand – from immigration pathways to stronger international solidarity.

Kate Turska MNZM, Mahi for Ukraine Spokesperson

Advocating for the Arts

BRIDGET WILLIAMS

Bridget Williams Books (BWB) is an award-winning independent New Zealand publisher known for its focus on history, Māori perspectives and public policy. For over 30 years, BWB has supported critical scholarship in New Zealand, deepening the nation's understanding of its history and identity.



Ned Fletcher (right), author of the award-winning *English Text* of the *Treaty of Waitangi*, with publisher Tom Rennie (left) at the 2023 Ockham New Zealand Book Awards.

BWB has a major educational outreach programme in New Zealand schools and has published some of the country's most significant and impactful books. Their work on Te Tiriti o Waitangi/Treaty of Waitangi has been at the forefront of Treaty scholarship, with award-winning books by authors such as Claudia Orange and Ned Fletcher continuing to be in high demand. The BWB Texts features includes short, accessible introductions to Te Tiriti and He Whakaputanga, including books based on the He Tohu exhibition, co-published with the National Library.

Their innovative project to continue publishing as a not-for-profit social enterprise with the BWB Publishing Trust is nearing completion. Our assistance has included providing strategic advice and stakeholder engagement to support them on this journey.



As an independent publisher, BWB occupies a highly significant place in the life of Aotearoa. Committed to both excellence and relevance, BWB enriches our understanding of this country's past and present, with analyses that invaluably informs the future.

Professor Emerita Charlotte Macdonald, FRSNZ, Chair of the BWB Publishing Trust



Te Uru Contemporary Gallery

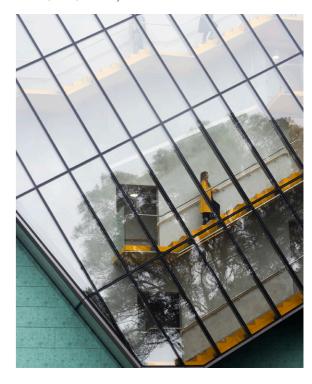
Te Uru plays a vital role in Auckland's contemporary art landscape, supporting equitable access to art and culture through strong community outreach. This includes initiatives such as providing bus transport for school groups from lower socioeconomic areas, often giving students their first experience of a public art gallery. We have supported Te Uru in developing key governance and operational documents to safeguard its future.



Te Uru School's Education Programme, courtesy of Te Uru.



Students in Fred Graham, Toi Whakaata / Reflections, Te Uru, 2024, courtesy of Te Uru.



Te Uru Contemporary Gallery, courtesy of Ashley & Co. Photo credit: Alex McVinnie.



We rely heavily on partnerships and philanthropy to keep the gallery open and free to all. The support we receive from Russell McVeagh makes a huge impact and allows us to focus our resources on important projects that support equitable access to art and culture.

Adrienne Schierning, Kaitohu (Director), Te Uru

Advocating for the Arts



The Arts **Foundation** Te Tumu Toi

We have assisted the Arts Foundation Te Tumu Toi in funding matters, with our partner Tim Clarke serving as a trustee. It is New Zealand's only national arts organisation powered entirely by philanthropy.

Support from organisations like Russell McVeagh allows us to extend our reach, share the power of the arts through our talented artists and creatives, and shows that we can all play a part in backing the arts for a better Aotearoa.

READ MORE

Jessica Palalagi

General Manager,

The Arts Foundation Te Tumu Toi

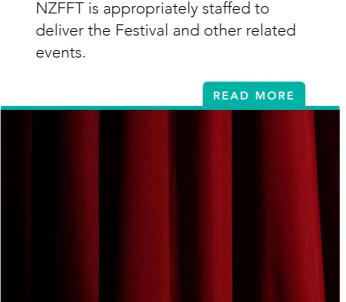


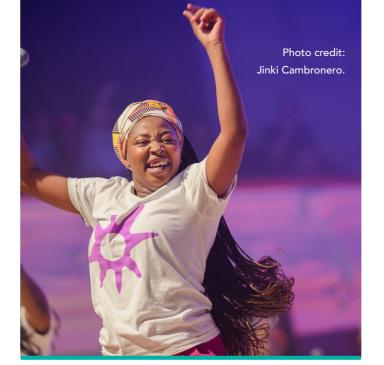
NZ Film **Festival Trust**

The New Zealand Film Festival Trust oversees the annual winter Whanau Mārama New Zealand Film Festival across multiple cities, showcasing international and New Zealand films.

As their pro bono legal partner, we support the Trust by preparing contractor agreements and assisting with governance matters.

Our assistance also ensures that





Auckland Arts Festival

Since 2013, we have assisted Te Ahurei Toi o Tāmaki Auckland Arts Festival with their Patron programme, providing essential pro bono legal services.

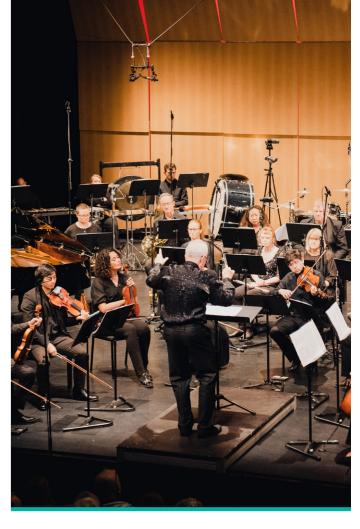
Russell McVeagh's support ensures we provide fair, detailed and current contracts for international and New Zealand artists, and offers high-level professional care to the team. They also provide essential advice for presenting leading-edge creative works and navigating unforeseen events during the Festival. 77

Vanessa Zigliani

Head of Business and Finance, Auckland Arts Festival

READ MORE





Auckland Chamber Orchestra Trust

The Auckland Chamber Orchestra Trust supports the Auckland Chamber Orchestra, which presents a wide range of classical and contemporary pieces by both international and New Zealand composers. Over the past year, we have assisted the Trust in reviewing and updating their charitable trust documentation to improve efficiency and comply with recent legislative changes.



READ MORE

Health and Emergency Services



Wellington Regional Charity Hospital Trust





Inclusion



Spiral Collectives.



Youth







Social Impact





Environment



Our values

Our values are integral to the way we operate and the service we provide to all our clients. Working with some of the most forward-thinking charitable and not-for-profit organisations in Aotearoa New Zealand through our pro bono work is an example of how we live our values.



To find out more about how we define pro bono, visit our website.

Our Pro Bono Framework

In line with the Framework for Collaborative Pro Bono in Aotearoa, which promotes shared responsibility, equitable access to justice, and sector-wide coordination, our firm's Pro Bono Framework reflects these values through a strategic, structured approach focused on increasing access to justice.

Clients who cannot obtain Legal Aid or access the legal system without incurring significant financial hardship.

On matters of public interest which may not be pursued without our help, including law reform and policy work.

Charities and other not-for-profit organisations that are working for the public good and disadvantaged members of our communities.

Iwi, hapū and other Māori led organisations working for the collective wellbeing of iwi, hapū or Māori generally, and/or the wider public.

Our Pro Bono Committee

Led by partners Jesse Fairley and Tim Clarke, the team works to consider pro bono opportunities and match these with the right experts in our firm.

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Russell McVeagh's pro bono commitment reflects our responsibilities as legal professionals in Aotearoa and our deep ties to the communities we serve. These matters often sit outside the scope of our usual work, challenging us in new ways and strengthening our skills as lawyers.

Jesse Fairley, Partner & Pro Bono Committee Co-Chair



It's a privilege to co-chair our pro bono programme and see the broad range of work our teams contribute to, from supporting leading charities to tackling complex issues that help break down barriers to justice.

Tim Clarke, Partner & Pro Bono Committee Co-Chair

