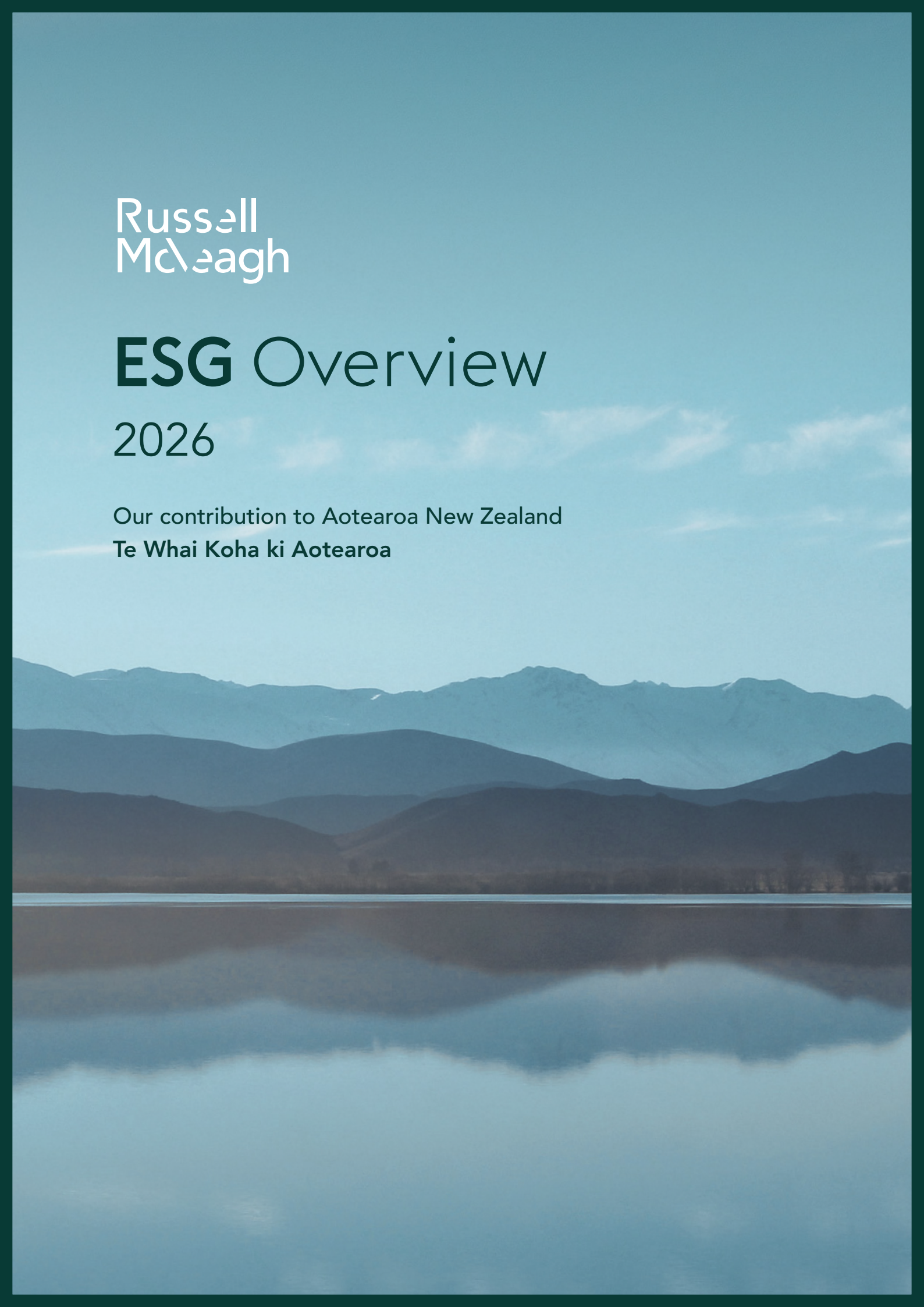




Russell
McLeagh

ESG Overview

2026

Our contribution to Aotearoa New Zealand
Te Whai Koha ki Aotearoa

ESG Overview

Our contribution to Aotearoa New Zealand
Te Whai Koha ki Aotearoa

AT A GLANCE:

25

pro bono
hours per lawyer
on average
(FY25)

90%

believe the
firm is a great
place to
work

3

offices
Auckland, Wellington
and Queenstown

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"ESG remains an important focus for our firm and many of our clients as they navigate a changing business and regulatory environment. Increasingly, organisations recognise that ESG is fundamentally about good business, creating long-term value while building resilience and supporting sustainable growth."

Hannah Wilson, Partner, Corporate Advisory

Welcome from our Board Chair and CEO

Our ESG Overview reflects the progress we are making across the firm, from how we support our people and communities, manage our environmental impact and help clients achieve their goals.

In an increasingly complex operating environment, we have stayed focused on supporting our people and helping our clients respond to change, make sound decisions and invest with confidence. Through our work on major infrastructure projects, investments and significant transactions, we have contributed to initiatives that support economic growth and help drive Aotearoa New Zealand forward.

This year marked an important new chapter for our firm, with Ben McLaren stepping into the role of CEO. It also marked the first-year anniversary for our Queenstown office, which has quickly become an important part of our national footprint, strengthening relationships across Te Waipounamu South Island and creating new opportunities for our people and clients.

Innovation remains a key priority. Our investment in AI and technology is enhancing the way we work, strengthening the value we deliver for clients and enabling our people to focus on complex, high-value work where their expertise and judgement matter most. As we embrace the opportunities these technologies present, we remain focused on their responsible use, combining innovation with the human insight, judgement and relationships that underpin exceptional legal advice.

Our people and culture are at the heart of everything we do. We have continued to invest in learning and development, wellbeing, diversity and inclusion, and benefits that better support our people and their whānau. We have also contributed through pro bono work, volunteering, partnerships and community initiatives, including 5,765 pro bono hours in FY2025 and support for over 70 pro bono clients. We were honoured to be recognised as New Zealand Law Firm of the Year at the Chambers Asia-Pacific Awards 2026 and to receive a White Camellia Award for our work advancing gender equality through community initiatives and advocacy. These acknowledgments reflect the dedication, expertise and teamwork of our people.

As we look ahead, our focus is on sustainable growth, responsible innovation and making a positive contribution through the work we do. Thank you to our clients, community partners and stakeholders for the trust you continue to place in us, and to our people for the care, expertise and commitment they bring every day.



David Butler

Board Chair
and Partner

A handwritten signature in black ink, appearing to read "David Butler".



Ben McLaren

CEO

A handwritten signature in black ink, appearing to read "Ben McLaren".

Our ESG Framework

Tā Mātau Anga ESG

We are very aware of our obligation and opportunity to make a positive difference to the prosperity of Aotearoa New Zealand.

Our ESG Framework guides our decision making to ensure we are having a positive impact on our communities, people and environment.

Russell
McLeagh



Our Community

We contribute to the community through our Pro Bono Programme, our community partnerships, charity days and fundraising activities.

We do this by:

- Offering legal support through our Pro Bono Programme to those who struggle to access justice.
- Providing time for our people to support charity and fundraising opportunities.
- Enabling our people and our firm to establish meaningful relationships, connections and partnerships in our community.



Our People

We are committed to creating a culture where everyone can thrive. Our focus is on ensuring an open, inclusive and collaborative workplace.

We do this by:

- Investing in opportunities to support career goals and develop leadership capabilities.
- Continuing to create and embed practices that promote a diverse and inclusive workplace.
- Offering benefits that support wellbeing, flexible working and equitable pay, delivering meaningful outcomes and making a real difference to our people.



Our Environment

We are committed to understanding and managing the impact we have on our environment through responsible and sustainable business practices.

We do this by:

- Identifying opportunities to help reduce carbon intensity and support a smooth transition to a net-zero carbon economy.
- Implementing strategies to measure, manage and reduce greenhouse gas emissions through our Toitū Net Carbon Zero certification.
- Adopting new sustainability practices and furthering initiatives to make a positive difference.



Our Community

Tō tātou hāpori

Everyone at Russell McVeagh has the opportunity to contribute. Through our Pro Bono Programme and charitable partnerships, we focus on working alongside our local communities to make a positive impact.



Russell McVeagh

pro bono overview

For more information about our Pro Bono Programme, see our [Pro Bono Overview 2026](#).

Framework for Collaborative Pro Bono in Aotearoa

We are a foundation participant in the Framework for Collaborative Pro Bono in Aotearoa, a profession-led initiative to strengthen pro bono practice and improve access to justice across New Zealand. Developed in partnership with [Te Ara Ture](#) and other participating law firms, the Framework fosters a strong pro bono culture, sets an aspirational target of 25 pro bono hours per lawyer each year and encourages collaboration.

The first [annual performance report](#) under the Framework has recently been released, providing valuable insight into how participating firms delivered pro bono legal services in 2025 and the progress being made to expand access to justice across Aotearoa.



Reaching our Pro Bono target

25 

HOUR TARGET
ACHIEVED

pro bono hours
(per year on average)



70+

pro bono clients



5,700+

total hours of pro bono work



1,500+

hours of Community
Law work



Our RMcV volunteers in action at Community Law Wellington and Hutt Valley.

Commitment to community law

For over 40 years, we have partnered with [Community Law Centres](#) to improve access to justice across New Zealand, starting with Māngere in the 1980s and continuing through our support of Wellington and Hutt Valley Community Law Centre. We also work closely with [Aotearoa Disability Law](#) and [Te Ara Ture](#) to expand access to legal services and support underserved communities.

Each week, our lawyers volunteer at drop-in sessions, offering tailored legal advice on employment, family law, tenancy, consumer rights and other civil matters. We also contribute research and secondee placements, providing valuable learning and development experiences for our people while supporting clients.

Our Community Law Wellington and Hutt Valley volunteers received the Centre's 2025 'Showing up like Clockwork' Award for their dedication and reliability.



FY25 HOURS IN THE COMMUNITY

965  hours with Māngere Community Law Centre

540  hours with Wellington and Hutt Valley Community Law Centres

555  hours of work referred through Te Ara Ture

70  hours of work with Aotearoa Disability Law



Mua i Malae, the first village environment of Our Whare Our Fare, 2026.

Housing designed by and for the Pasefika community

We provide pro bono support to [Central Pacific Collective](#) (CPC) and its award-winning [Our Whare Our Fare](#) development in eastern Porirua, the first Pasefika-led housing initiative of its kind in New Zealand. Developed in partnership with Ngāti Toa Rangatira, the project creates affordable pathways to home ownership while supporting intergenerational living and strong community and cultural connections. We advised CPC on the establishment of the legal structure to deliver Our Whare Our Fare, and the registration of the perpetual ground lease. The first development, which delivered 18 homes for Pasefika families, was awarded Best in Community and Affordable Housing Category at the [2026 Property Council New Zealand Property Industry Awards](#). A further 32 homes will be completed this year, with a goal of up to 300 affordable, fit-for-purpose homes in the Wellington region.



Jenny Marcroft and Mathias Bridgman, members of the Accessibility Advisory Group, at an AMA Parliamentary event.

Removing barriers to participation

We support [Access Matters Aotearoa](#) (AMA) in its advocacy for a more accessible New Zealand, working to ensure that all people with access needs can fully participate in society.

The introduction of the Accessibility Standards Bill in July marks an important step in New Zealand's efforts to identify and remove avoidable barriers by establishing a framework for accessibility standards across a range of essential services and facilities. AMA continues to play a leading role in the national conversation on accessibility, advocating for legislation that delivers meaningful outcomes for disabled people and supports New Zealand's commitments under the UN Convention on the Rights of Persons with Disabilities.

Our pro bono support continues to help shape AMA in its Government engagement and advocacy work, as it seeks to drive systemic change to create a more accessible and inclusive Aotearoa.

Our Pro Bono and Community Partnerships

Through our partnerships, sponsorships and memberships, we work with organisations focused on making a positive difference in our communities. These are just some of the organisations we support:

NGĀ TOI | THE ARTS



NZIFF



Whānau Mārama
New Zealand International
Film Festival



**THE ARTS
FOUNDATION
TE TUMU TOI**

WHAKAURUNGA | INCLUSION



TAIAO | ENVIRONMENTAL AND PĀPORI | SOCIAL IMPACT



"As lawyers, we have a position of real privilege, and a commensurate responsibility to our communities. It's really great to be part of a team and firm contributing meaningfully to organisations and projects that make a real difference in people's lives."

Doran Wyatt, Partner, Real Estate & Construction

RANGATAHI | YOUTH



HAUORA | HEALTH AND EMERGENCY SERVICES



INDUSTRY AND LEADERSHIP FOCUS



DE&I: ETHNICITY



DE&I: GENDER



"Pro bono matters are an amazing way to expand your legal skills, step outside of your usual practice area, work across teams and contribute to projects that genuinely help communities."

Georgina Lomax-Sawyers,

Senior Solicitor, Government, Competition & Regulation

Charity Days, Volunteering and Fundraising

Each year, our teams can spend a day volunteering for a charity of their choice. We also support fundraising initiatives and encourage involvement in causes they care about.



1. Our South Island team taking part in the Hike for Cure at Lake Hāwea Station.
2. Supporting the Salvation Army Red Shield Appeal.

3. Tax team members running in Cure Kids' 24 Hour Team Challenge fundraiser at Eden Park.
4. Our Homework Club volunteers helping students at Te Papapa School.



5. Supporting Pink Shirt Day and fundraising for the Mental Health Foundation.
6. The Tour de Takutai cycle challenge, supporting the Auckland Westpac Rescue Helicopter.

7. Litigation team volunteering at Fair Food in Avondale.
8. The Queenstown office on Blue Friday, showing their support for Movember and men's health.
9. Auckland showing off some impressive moustaches in support of Movember.



Our People

Tō tātou hāpori

We are focused on creating a culture where our people feel included, supported and able to do their best work.



Russell McEagh

People Framework

Focuses on three areas to ensure everyone at the firm can thrive.



Checking in with our People

Our 'Pulse' employee engagement surveys allow our people to give anonymous feedback and to share ideas and perspectives on what's going well and where we can improve. In this year's survey, 84% of employees participated, providing valuable insights that play an important role in shaping firm decisions and priorities. The feedback helps us better understand how our people are feeling and enables us to take action in response to their feedback.

90%

"I believe the firm is a great place to work"

92%

"I am proud to work at the firm"

91%

"I am confident about the firm's future"

(Results from our February 2026 survey, with 84% employee participation.)

Enhanced Benefits

We are committed to supporting the wellbeing of our people and recognise that wellbeing means different things to different people. In 2026, we reviewed and enhanced a range of employee benefits and wellbeing initiatives to provide greater flexibility, support and choice across different life stages and circumstances.

Key changes have included:

Wellbeing

- An increased, more accessible wellbeing allowance.
- Introduced the option to purchase additional annual leave.

Technology and flexible working

- Expanded support for home office set-up.
- Provided firm-issued mobile devices and plans.

Inclusion and whānau support

- Increased secondary carer leave and extended KiwiSaver support during parental leave.
- Enabled public holiday swaps to support cultural and religious inclusion.

Sustainability

- Introduced tax-free public transport benefits.

Diversity, Equity & Inclusion

Our strategy is focused on three goals, supported by a broader workplan spanning recruitment, mentoring, career development and progression.

Gender



A partnership
with at least
40% women

Ethnicity



A workforce where
at least 30% are
ethnically diverse

Inclusion



An environment
where people **feel they**
belong and can thrive.



Leadership in gender equality

We are honoured to be recognised with a White Camellia Award for our efforts advancing equality through community initiatives and advocacy aligned with Principle 6 of the Women Empowerment Principles (WEPs).

Judges commended the firm's strong support of organisations that champion gender equality and the breadth of partnerships maintained, including Champions for Change, NZ Law Society Gender Equality Charter, Dignity and Auckland Women Lawyers' Association.

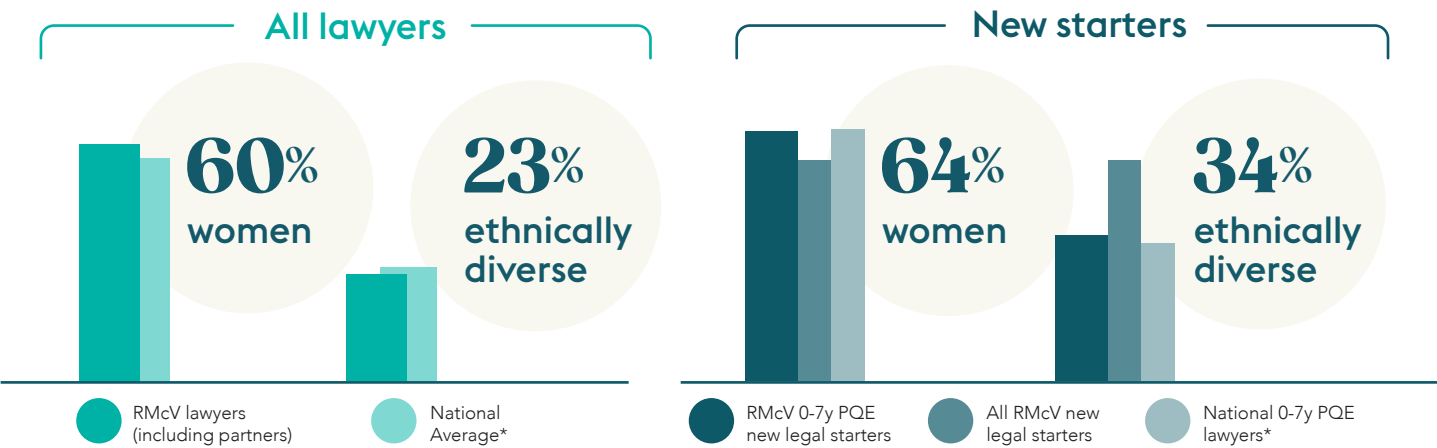
Gender representation

We continue to take proactive steps to meet our gender targets, with a focus on increasing representation, supporting progression and strengthening our leadership pipeline.



Gender and ethnicity

Our data show that we are broadly aligned with national figures*, and we continue to focus on attracting, developing and retaining diverse talent across the firm.



*National statistics provided by [New Zealand Law Society Te Kāhui Ture o Aotearoa](#), as regulator of the practice of law, as at June 2025. There are currently 17,504 qualified lawyers based in NZ. Russell McVeagh figures based on all active lawyers as at July 2026. Ethnic diversity for these purposes is anything other than New Zealand European or European.

Inclusion

We track against our 'Inclusion goal' through specific questions in our firm-wide Pulse Survey.

"Russell McVeagh is an incredibly supportive place to work. I feel included, well supported by my team and genuinely looked after."

"I really value the firm's inclusive culture and the genuinely friendly, welcoming office environment."

"Everyone is extremely welcoming and willing to work together/as a team. There's an awesome attitude amongst everyone towards new staff, clients and wider community."



Connecting with students and sharing pathways into law at the West Auckland High Schools Careers Expo.

DE&I Initiatives

Building a truly diverse and inclusive workplace takes long-term focus and ongoing commitment. Our DE&I programme spans the entire employee lifecycle, from recruitment and onboarding through to development, progression and leadership, helping create an environment where everyone can contribute and grow.

Our DE&I committees

Five people-led DE&I committees work closely with our People & Culture team to identify opportunities for improvement, shape initiatives and organise cultural events, focused on:

Gender | **Ethnicity** | **Accessibility** | **Socio-economic** | **LGBTQTQIA+**

Their work is guided by Board member and partner Petra Carey, and partner Alex MacDuff, who help shape our workplan and ensure our progress aligns with the firm's strategy.

Kaiwhakaterere

MENTORING

Kaiwhakaterere (meaning 'expert navigator') mentoring continued this year with 17 mentees and 17 mentors participating across the firm. Through two three-month mentoring rotations, participants build meaningful connections, broaden perspectives and support shared learning. This year, we expanded the programme to our Business Services team, pairing mentees with members of our Management team and creating new opportunities for development and cross-firm connections.

3 Kapu Kawhe

We were proud to support diverse leadership through external mentoring programme, 3 Kapu Kawhe, once again this year. The cross-cultural mentoring programme connects emerging Māori, Asian, Pacific and other minority ethnic leaders with experienced executives and directors.

Board Chair David Butler returned as a mentor, while Senior Associate Grace Liang participated as a mentee. The programme culminates in a storytelling event and graduation celebration during Race Relations Week, creating opportunities for participants to share insights and experiences from their leadership journeys.

Top right: Partner Natalie Steur, our Recruitment Co-Chair.

Middle right: David Butler with mentee Nirav Shah.

Bottom right: Grace Liang with Dame Ranjna Patel.





Celebrating diversity in sexual and gender identities

Following our Rainbow Tick reaccreditation in 2025, we are now progressing Pride Pledge certification as part of our ongoing inclusion focus.

Throughout the year, our people celebrated Pride Month, Pink Shirt Day and Winter Pride, while also participating in a range of learning and awareness initiatives.

Beyond the firm, we continued our support for Rainbow communities across Aotearoa through sponsorship of Wellington Pride and Rainbow Wellington's 40 Years of Love event, commemorating the 40th anniversary of Homosexual Law Reform. We look forward to supporting the Rainbow Games later this year. Together, these initiatives help create a stronger sense of belonging across our firm.

Top left: Hosting the 2026 Election Pride Pledge cross-party kōrero in partnership with Auckland Rainbow Law, bringing together political leaders from across the spectrum for a thoughtful discussion on the future of rainbow communities in Aotearoa ahead of the general election. Pictured from left: Pride Pledge founder Martin King, Russell McVeagh partner Will Irving and TVNZ journalist and broadcaster Aziz Al Sa'afin.

Bottom left: We sponsored and attended Rainbow Wellington's special event marking 40 years since Homosexual Law Reform in New Zealand.

External accreditations and commitments

GENDERTICK™

crayon



mindthegap.nz

New Zealand Law Society
**Gender Equality
Charter Signatory**

**CHAMPIONS
FOR CHANGE**
ANCHORED BY GLOBAL WOMEN



Reporting pay gaps

We were one of the first law firms to join MindTheGap NZ's pay gap registry in 2022. We monitor pay gaps throughout the year, discuss these with our people and publish on [our website](#). We monitor our gender pay gap, as well as our Māori and Pacific Peoples pay gaps.

Modern slavery approach

We are committed to ensuring modern slavery has no place in our business or supply chains. As a Living Wage Accredited Employer since 2024, we extend this commitment to our suppliers and contractors. Our approach includes identifying risks, acting with transparency and implementing effective controls.

The Modern Slavery Reporting Bill (which proposes a mandatory reporting framework for certain entities) has now been reported back from Select Committee with a range of amendments recommended by the Committee intended to improve the regime's workability, increase alignment with comparable frameworks in New Zealand and Australia, and provide greater clarity as to how the regime will operate in practice. Many of these changes respond to issues raised by submitters during the Select Committee process, including Russell McVeagh. We continue to advise clients on supply chain responsibilities and what legislative developments mean for businesses.

Honouring Te Tiriti o Waitangi and embedding Tikanga

We engage meaningfully with Māori, reflecting our role as Tangata Tiriti and our support for Te Tiriti o Waitangi. As one of the oldest law firms in Aotearoa, we have a proud legacy in advising on Māori legal matters, including the landmark 1987 Lands case which was the first to apply Te Tiriti principles. Today, we support iwi in a largely post-settlement world, supporting them to achieve their strategic and commercial goals.

We remain committed to building cultural capability across the firm, supporting the attraction, development and retention of kaimahi Māori, and strengthening relationships with iwi and Māori organisations.

Performance, Development & Growth

We invest in the growth and development of the best lawyers in Aotearoa, helping our people build fulfilling careers and access opportunities to learn, grow and develop in a supportive environment.

Development begins with our scholar, summer and graduate programmes and continues through technical training, mentoring, supervision, coaching and ongoing learning opportunities.

FY25 TRAINING AND DEVELOPMENT

Our 2026 Law Clerks.

5,400+
total
attendances

400+
CPD courses
offered to our people

5,600+
learning
hours



Figures cover the period from September 2025 to September 2026

Developing AI Capability

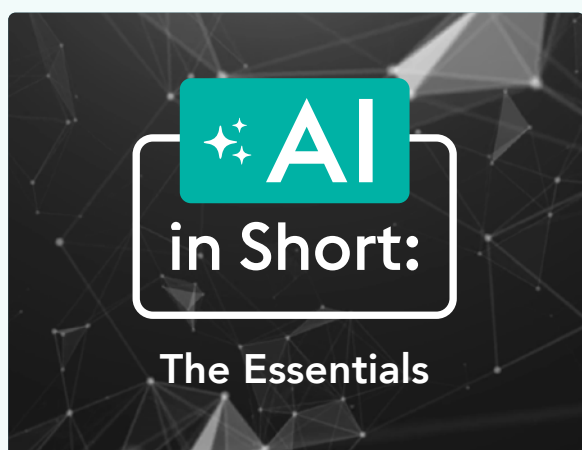
As AI continues to reshape professional services, we are focused on equipping our people with the skills, judgement and confidence to use these technologies responsibly, transparently and effectively.

Our people have access to a suite of leading AI-enabled tools designed to support legal practice. In 2026, we expanded access to a specialist legal AI platform across all practice groups, supported by training, practice-specific resources, ongoing coaching and peer-to-peer learning.

Through our internal AI Hub and embedded learning resources, our people can access guidance, FAQs, prompt libraries, training materials and practical examples that support safe and effective use of AI in their day-to-day work. This is complemented by a network of AI Champions across the firm who encourage knowledge sharing and support adoption.

Responsible, transparent use sits at the heart of our approach. We have established clear governance frameworks, client-specific safeguards, technology standards and guidance that emphasise professional judgement, verification, accountability and the protection of confidential information.

As AI becomes increasingly embedded in legal practice, we're focused on using it in ways that genuinely add value for our people and our clients. Technology can help us work smarter, but the quality of our advice will always be grounded in the critical thinking, professional expertise and human judgement of our lawyers.



Navigating AI with confidence

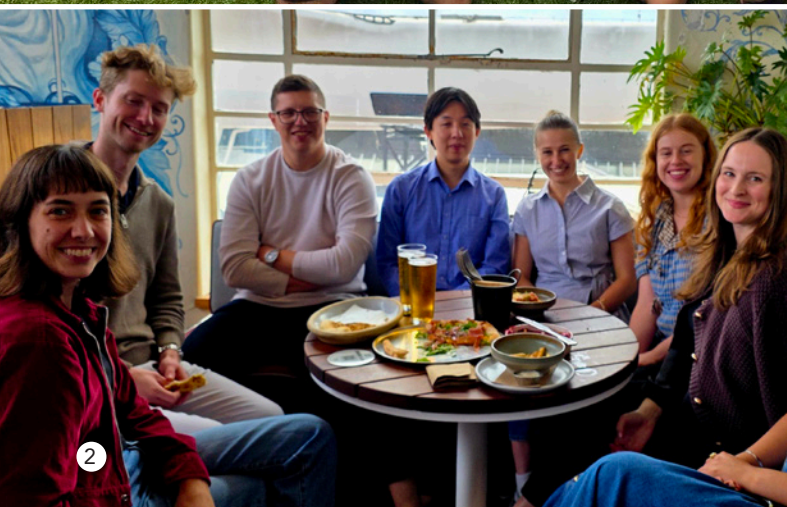
To help business leaders and legal teams navigate the rapid pace of change, we have launched [AI in Short: The Essentials](#), a new video series exploring the AI issues that matter most to organisations today in under two minutes. In each episode, we share practical insights on the opportunities, risks and governance challenges emerging as AI becomes embedded in everyday business.

Our Culture

It's the people who make our firm what it is. From volunteering and wellbeing initiatives to team events, cultural celebrations and everyday moments, there are many opportunities to connect, learn and have fun together. These shared experiences help create the strong sense of community that defines our culture.



1



2



3

1. RMcV runners taking on the annual Corporate Challenge 5km at Auckland Domain.
2. The Litigation team coming together at their annual retreat, combining training, connection and fun.
3. Marking Mental Health Awareness Week with a panel on wellbeing and 'Five Ways to Wellbeing', facilitated by Rajna Bogdanovic from Optimally.
4. Celebrating Sign Language Week with Callum Burnett and Cath Shirley-Brown sharing their experiences of hearing loss.



5. The Finance and Risk team swapping spreadsheets for spatulas at Social Cooking New Zealand.
6. Hosting Georgia Grange (far right), Head of New Zealand at Revolut, for International Women's Day.
7. Mid-year Auckland soirée.

8. Sharing kai and connection over our Matariki celebration in Wellington.
9. Our 2025/26 Summer Clerks connecting and training together.
10. The Banking and Finance team on their bikes.



Our Environment

Tō tātou taiao

We are actively working to understand and reduce our environmental impact. While progress is underway, we recognise there is more to do, both within our firm and in supporting others on their sustainability journeys.



Progressing our Toitū goals

We have been a Toitū Net Carbon Zero certified organisation since 2022, reflecting our commitment to measuring, managing and reducing our carbon footprint. Each year, we audit and report on our greenhouse gas emissions (Scopes 1, 2, and selected Scope 3), and implement targeted strategies to reduce them.

Although travel-related emissions remain an area of focus, we continue to make progress in reducing our environmental footprint. In 2024, we introduced a travel policy to help manage and minimise travel-related impacts, while continuing to offset unavoidable emissions through Toitū-approved carbon reduction schemes. In 2026, we rolled out AI tools to our personnel. Emissions associated with our use of AI (other than scope 2 emissions from purchased electricity) are not currently required by Toitū to be included in our emissions profile. We are liaising with Toitū about how these should be treated in future years.

Travel and transport

We support sustainable commuting by making low-emissions travel options more accessible for our people. In 2026, we introduced a salary sacrifice arrangement through the Extraordinary platform, enabling permanent employees to pay for public transport using pre-tax income, lowering the cost of their commute.

120+



employees access discounted public transport through Extraordinary, supporting more affordable and sustainable commuting.

Energy efficiency and waste

We work with our Sustainability Committee on initiatives including:

- recycling
- compostable bins
- reusable kitchenware
- keep cup incentives
- sustainable gifting

The Vero Centre, home to our Auckland office, reduced gas use by 29% compared to FY25 through upgrades that removed gas from the base build. As a tenant, this helps reduce our associated emissions.

forward firms

Recognised for leadership in sustainability law

In 2026, Russell McVeagh was named on Forward Law Review's inaugural [Forward Firms list](#) of 30 leading sustainability and ESG law practices globally.

Head of Climate Change Hannah Bain was also recognised as a Rising Star in ESG and sustainability law in the [Forward 40](#).



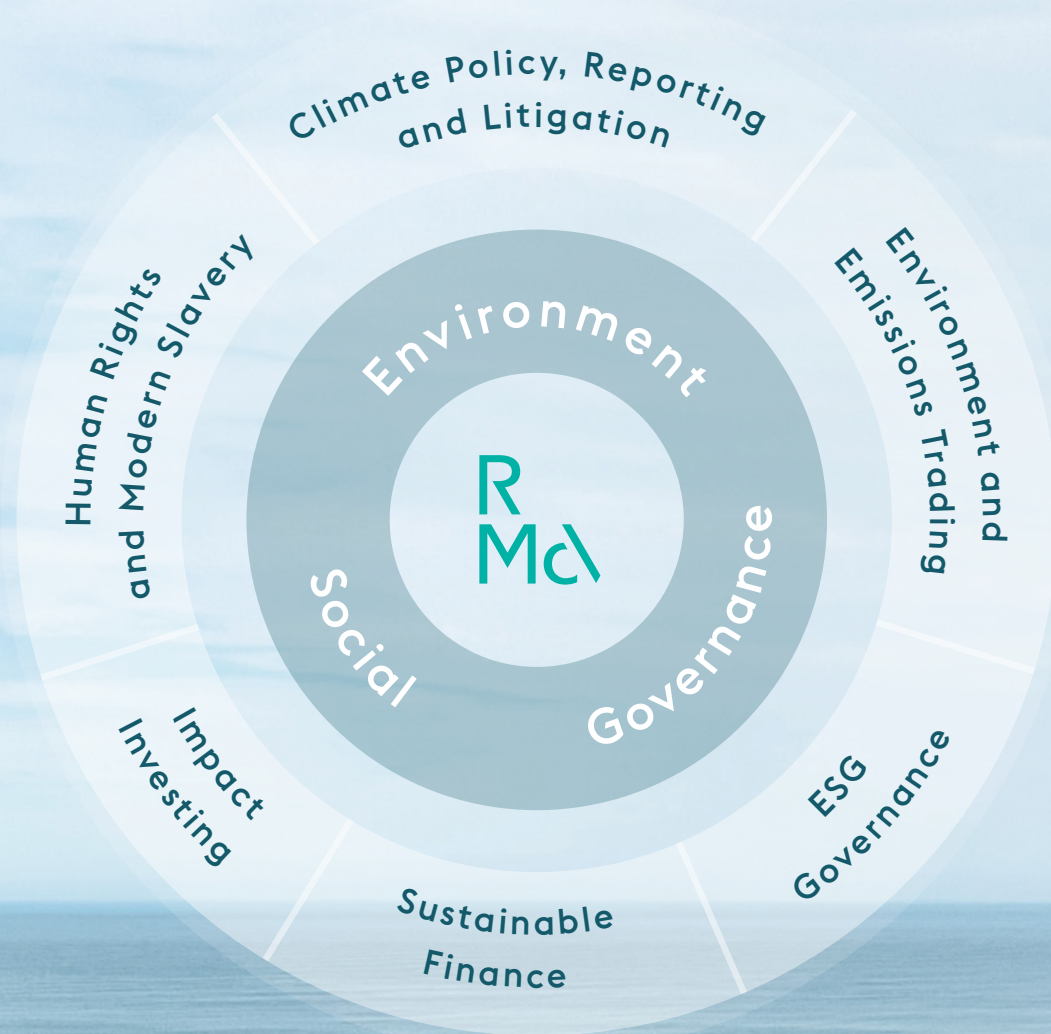
Our Wellington Business Services team with Mt Victoria Bush Regeneration Project.



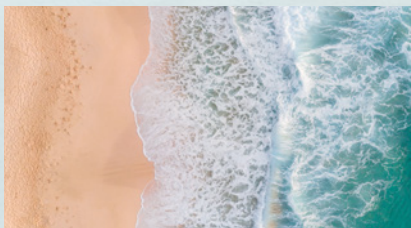
Our Climate and Sustainability Panel Discussion in Auckland brought together Adam Coxhead (BNZ), Catherine Langabeer (Woolworths New Zealand) and Kate van Praagh (Genesis Energy) to share their perspectives.

Supporting our Clients

We offer tailored, practical advice across the full spectrum of ESG issues within both a global and local framework.



Read our latest ESG thought leadership



[ESG Blog](#)



[Chambers & Partners:
ESG Global Practice Guide](#)



[Legal 500: Renewable
Energy Comparative Guide](#)

ESG & climate change

Shaped by changing geopolitical, regulatory and market developments, ESG and climate change issues continue to evolve. We work alongside clients to progress their ESG ambitions, whether through enhancing climate-related disclosures, strengthening governance frameworks, setting sustainability targets or investing in projects that support New Zealand's future.

This is one of the most meaningful ways we contribute to ESG outcomes – helping clients deliver the projects, investments and initiatives that matter most to their organisations and to Aotearoa New Zealand.

We have advised a range of clients on renewable energy projects and investment strategies that support New Zealand's transition to a lower-emissions, climate-resilient future. At the same time, energy security continues to be a key focus, placing renewed importance on investment in reliable and resilient energy infrastructure. Our recent work includes advising:

- **WEL Networks** on a coordinated programme supporting the development, ownership and governance of renewable generation assets, including the Taiohi, Cambridge, Bell Island, Rangimarie and Rakiura/Stewart Island solar projects.
- **Meridian Energy** on a range of strategically significant initiatives, including the Te Rere Hau wind farm repowering project, the Te Rahui solar project with Nova Energy, and its acquisition of Flick's customer and hedge book.
- **TPG** on the New Zealand aspects of its acquisition of a 70% interest in Kinetic, Australasia's largest mass transit operator and a leader in zero-emission transport, in a transaction that will help accelerate transport decarbonisation through the expansion of electric bus fleets and supporting infrastructure across Australasia.
- **An international bank** on the funding of a solar farm backed by an offtake to a large primary sector counterparty.

Beyond major energy and infrastructure projects, we advise clients on emissions reduction initiatives, regulatory compliance, greenwashing risk and broader ESG obligations, helping boards, executives and investors navigate change with confidence.



Partner Hannah Wilson and Head of Climate Change Hannah Bain attending the Climate Change and Business Conference, which we are proud to sponsor.



Site visit to Meridian's West Wind Farm, Wellington.

Who we are

Ko Wai Tātou



Board of Management

Liz Blythe, Nathaniel Walker, Petra Carey, David Butler (Board Chair), Dan Jones, Ben McLaren (CEO)

We are a leading commercial law firm with over 350 people across our Tāmaki Makaurau Auckland, Te Whanganui-a-Tara Wellington and Te Waipounamu South Island offices.

As a full-service firm, our practice groups work seamlessly to support a wide range of clients, drawing on our expertise across the full spectrum of corporate advisory, competition and regulatory, banking and finance, litigation and disputes, real estate and construction, tax, public law, resource management, technology, employment and environmental law matters.



Matthew Kersey
CHAIR OF PARTNERSHIP
Partner, Litigation



Joanna Comerford
GM, Business Development, Marketing & Communications



Karen O'Leary
General Manager, People & Culture



Megan Bates
Chief Financial Officer



Nicole Xanthopol
General Manager, Legal & Risk



Nigel Stevenson
Chief Information Officer



Governance

Our team works with clients to proactively design governance and compliance solutions and frameworks, as well as responding to crises and challenges as they arise. We advise on joint venture management, dividend declarations and general board and governance matters, engage with relevant civil society and governmental groups on an ongoing basis, and are active supporters of Transparency International New Zealand.

Some of our partners are board members and members of various organisations, including the Auckland Arts Festival Board, Competition Law & Policy Institute of New Zealand, Motu, NZ Markets Disciplinary Tribunal, Springboard Trust, Te Aramira, The Arts Foundation Te Tumu Toi, Victoria University of Wellington Te Herenga Waka and Wellington Regional Charity Hospital Trust to name a few. Many are also involved in volunteering, community participation and act as guest lecturers.

Our Values

Our values reflect who we are, what we stand for and how we work together.

Excellence

Whai hiranga

Tenacity

Whakapau kaha

Respect

Manaaki

Curiosity

Māhirahira

Russell
McEagh

Our Russell McVeagh partners:

Alex MacDuff

Ben Paterson

Brian Clayton

Craig Shrive

David Butler

David Weavers

Emma Peterson

Greg Neill

Ian Beaumont

Joe Edwards

Kirsten Massey

Malcolm Crotty

Mei Fern Johnson

Natalie Steur

Sam Nelson

Simon Pilkinton

Tom Hunt

William Irving

Allison Arthur-Young

Bevan Peachey

Cath Shirley-Brown

Dan Jones

David Hoare

Deemle Budhia

Emmeline Rushbrook

Guy Lethbridge

Jeremy Upson

Joe Windmeyer

Lauren Rapley

Marika Eastwick-Field

Michael Loan

Nathaniel Walker

Sarah Blackmore

Tim Clarke

Tony Sycamore

Anna Crosbie

Bradley Aburn

Chris Curran

Daniel Minhinick

David Raudkivi

Doran Wyatt

Fred Ward

Hannah Wilson

Jesse Fairley

John Powell

Liz Blythe

Matthew Kersey

Michael Taylor

Petra Carey

Sarah DeSourdy Hastings

Tom Gillespie

Troy Pilkington

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