

MORPHUM ENVIRONMENTAL

GROWING WITH PURPOSE

A circular illustration of a sustainable city layout. The center is a dark blue circle, surrounded by concentric rings of green space, yellow paths, and blue water. The outer ring features various sustainable infrastructure elements like solar panels, wind turbines, and green roofs, all set against a background of lush greenery and trees.

2025 SUSTAINABILITY REPORT



REPORTING FRAMEWORK

This report has been prepared in accordance with the Global Reporting Initiative (GRI) standards, ensuring transparent and comparable disclosure of our sustainability performance. We have also integrated the United Nations Sustainable Development Goals (SDGs) as a best-practice framework to align our local actions with global priorities. Together, these approaches provide a robust foundation for tracking progress, communicating impact, and identifying opportunities for continuous improvement.

* This report presents Morphem’s sustainability performance for the 2023-2024 reporting period and includes FY24 and FY25 data where relevant to operational and project-level disclosures.



STATEMENT FROM THE DIRECTORS

Sustainability has been a foundational pillar of Morphum’s identity since its inception over 20 years ago. It shapes how we work, who we partner with, and the values we foster across our wider team. Over the 2023-2024 reporting period, we continued to deepen this commitment through more intentional and measurable impact across our operations and project delivery.

Operationally, we achieved near-target reductions in emissions per FTE, improved waste diversion in our Auckland office, strengthened sustainable transport uptake, and embedded our Sustainable Procurement practices. We also maintained our Toitū Net Carbon Zero certification for the 12th consecutive year and upheld our Integrated Management System certifications, including ISO 9001 (Quality), ISO 14001 (Environment), and ISO 45001 (Health and Safety). We invested in our internal culture by launching a formal Line Manager role and embedding tools such as the Flourishing framework and Skills & Progression Matrix, thereby expanding our leadership training.

The introduction of our Cultural Plan, Ko tā Morphum Haerenga ki roto I Te Ao Māori, along with our DEI survey, marked significant steps in our commitment to building cultural competency and inclusivity. While recognising that there is more work to do in increasing Māori and Pasifika representation, we are committed to strengthening our partnerships with mana whenua and deepening the reflection of Te Ao Māori perspectives into our work.

A key milestone during this reporting period was the further development of The Morphum Impact, our internal framework for understanding and reporting on how our project work delivers outcomes for People, Place, and Environmental Health. Although implementation is still maturing, it aims to enhance our understanding of what sustainable outcomes mean in diverse local contexts across Aotearoa and Australia. Challenges remain in embedding The Morphum Impact consistently across relevant projects and improving the project-level data collection.

To support this next phase, we have developed dashboards with indicators linked to measurable targets on our material issues, drawing on the GRI standards and SDG framework. This helps us frame our local work within a global context and measure our contributions to broader sustainable development.

Our 2025 sustainability report marks a watershed moment in our sustainability journey as we introduce new tools and frameworks designed to better capture and communicate our external impact. With over 5,000 projects delivered, we recognise that our greatest contribution to sustainability lies in the collective impact of our work.

Thank you to all our clients and partners for their collaboration and commitment – we look forward to delivering even greater positive outcomes for people and the environment in the years ahead.



CALEB CLARKE
DIRECTOR



DEAN WATTS
DIRECTOR

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CELEBRATING 25 YEARS OF MORPHUM ENVIRONMENTAL

Morphum was created with the goal of making a difference – one that would leave a legacy of positive and measurable environmental change.

For more than two decades, we have been driven by our founding mission – to create sustainable outcomes that will ensure a thriving ecosystem for generations to come. Along with our head office in Auckland, we also have branches in Hamilton, Wellington, Christchurch and Melbourne, enabling us to empower our clients across New Zealand and Australia with the expertise, knowledge and innovative solutions they need to make the best decisions tailored to local environmental and cultural contexts.



ABOUT MORPHUM ENVIRONMENTAL

Globally, we continue to be presented with complex challenges from nature’s imbalances. Given the current state of the climate and biodiversity emergency, we must restore the partnership between humanity and nature.

Our highly experienced and diverse teams are united by a shared sense of purpose and values in responding to these challenges. We are driven by our commitment to positive environmental outcomes as we build connections, empower communities, and bring change-makers together to deliver pragmatic,

sustainable solutions that shape and co-create a more sustainable future.

It is essential that we develop and engineer sustainable, adaptable solutions that will ensure the resilience and transformation of communities, increasing all aspects of wellbeing – environmental, social, cultural, and economic.

We acknowledge the past and the responsibility to pass on a healthy, thriving ecosystem to future generations.

ORGANISATIONAL STRUCTURE

Morphum is a purpose-driven environmental consultancy with a management structure that enables integrated delivery across disciplines and regions and supports our overarching goal: co-creating a thriving ecosystem.

We are guided by our Directors, a Leadership Team, Principal roles, and the People and Culture leadership who oversee strategy, risk, and performance. In 2022, the leadership team adopted a set of growth priorities for 2025 focused on impact, innovation, and learning.

These shape our operational direction and reinforce our environmental and social responsibility.

During this reporting period, Morphum welcomed four new employee shareholders, bringing our total shareholder allocation to 10 . Increasing employee ownership not only strengthens internal engagement and accountability but also reflects our commitment to an inclusive management structure.



GOVERNANCE

Management at Morphum is grounded in Propolis¹, Our Code of Conduct, which outlines expectations for integrity, respectful engagement, cultural awareness, and environmental stewardship. Propolis helps safeguard our people and purpose, embedding a culture of accountability, wellbeing, and inclusion.

- Key management mechanisms include:
- Annual external verification of our Integrated Management System (e.g. Health & Safety, Environmental, and Quality Management Systems)
 - Internal Health & Safety, Environmental and Quality Management Systems teams
 - Commitment to the Diversity Agenda Accord and active DEI initiatives
 - Clear policies on health, safety, well-being, information privacy, and responsible conduct
 - Our cultural plan: Ko tā Morphum Haerenga ki roto I Te Ao Māori

We recognise the significance of management, not only in how we run our business, but in enabling collaboration with partners, clients and communities. We take an approach that enhances the influence of our work in terms of broader environmental, cultural and social outcomes.

Our model reflects both professional accountability and a deep sense of kaitiakitanga – stewardship of land, water, and people.

¹Propolis or bee glue is a resinous mixture that honeybees produce and use as a sealant for unwanted open spaces in the beehive. We call our code of conduct Propolis because it strengthens us as a team.



OUR STRANDS

There are six strands that comprise our business model and value system. These strands act as our guiding star, ensuring that our decision-making aligns with our broader vision.



STORYTELLING

We share our journey to inspire and empower others to protect and regenerate ecosystems.



ENERGY

Together we contribute to creating value with direction, tenacity and passion.



PEOPLE

Weaving our diversity of knowledge, experience and energy together to support each other’s learning, enhance wellbeing and celebrate personal growth.



CONNECTING

We collaborate and amplify our connections with communities, partners, clients and changemakers to stimulate environmental guardianship and drive positive change.



CULTURE

We feed each other’s optimism and environmentalism, creating a friendly and inclusive workplace with an ethical mindset.



OUR STRANDS



OUTCOMES & INNOVATION

We deliver practical sustainability by forging new paths to awesome outcomes, addressing the complex challenges of today for tomorrow.

MORPHUM ENVIRONMENTAL

MORPHUM'S SUSTAINABILITY



EVOLVING OUR APPROACH TO SUSTAINABILITY

Sustainability has been the core of our identity and practice for over two decades and continues to be guided by a deep commitment to environmental stewardship and cultural partnership. We are proud of the strong sustainability foundations laid through our certifications (ISO 14001, Toitū Net Carbon Zero), our inclusive practices, and our integrated approach to delivering impact through thousands of projects.

This 2025 report represents a shift in our sustainability reporting, placing greater emphasis on our external impacts and the tools we use to measure them. The introduction of the Morphem Impact framework, the evolution of our material topics, and the development of impact indicators with targets reflect our commitment to evolving the way we understand and communicate our contribution to environmental and social wellbeing.

THE MORPHUM IMPACT

The Morphum Impact is our internal framework for embedding and evaluating sustainability outcomes across our projects. Developed over the past three years, it provides a structured way to assess and enhance the positive contributions of our work on people, place, and environmental health.

The framework encourages teams to consider how a project can empower communities, uphold cultural values, support biodiversity, and strengthen climate resilience. It also promotes engagement with mana whenua in Aotearoa, and as it develops, the integration of Indigenous Australian perspectives, recognising the deep cultural connections to land in both contexts.

As the Morphum Impact becomes more widely adopted, we aim to improve data collection to include in our next sustainability report, enabling stronger alignment with our broader sustainability goals.

Morphum’s approach to sustainability is built around three interconnected themes: Our Business, Our People, and Our Impact. These themes guide our decision-making, help us set clear sustainability priorities, and ensure that our actions contribute meaningfully to both local and global sustainability challenges.



OUR IMPACT

“Our Impact” focuses on co-creating thriving ecosystems, improving urban resilience, and integrating sustainability into infrastructure planning and prioritising Mātauranga Māori.



OUR PEOPLE

“Our People” focuses on fostering equity, wellbeing and development. A flourishing and diverse workforce is central to our ability to deliver sustainable solutions.



OUR BUSINESS

“Our Business” focuses on fostering sustainable growth, building collaborative partnerships, and driving innovation. We are committed to embedding sustainability into our business model, ensuring responsible consumption, circular economy practices, and strong industry partnerships.

FRAMING OUR IMPACT WITHIN A GLOBAL CONTEXT

By integrating the United Nations Sustainable Development Goals (SDG) framework into Morphum’s 2025 Sustainability Strategy, we strengthen our long-term vision by aligning it with shared global priorities. The SDGs offer a meaningful lens through which we can evaluate our work, particularly in areas such as climate action, water quality, biodiversity, sustainable urban development, and inclusive communities.

Rather than treating the SDGs as a separate reporting tool, we have embedded them into our established themes and the structure of our strategy. This integration helps to inform our target-setting, shape our performance reviews, and ensure that our local actions contribute to broader, measurable outcomes. Importantly, we also recognise that the SDGs are interconnected, and

progress in one area often delivers benefits across others. This is a perspective that strengthens how we design and reflect on our work.

This integration is visible through:

- The alignment of our material topics with specific SDG targets (section 3)
- The development of theme-based SDG focus areas within our sustainability pillars: Our Business, Our People, Our Impact
- The incorporation of SDG-aligned KPIs and targets in our future roadmap (section 8)
- The use of the SDG framework in internal planning tools, including the Morphum Impact framework

In this report, we have referenced the SDGs where there is a clear and natural alignment between our work and specific SDG targets, while also noting opportunities where outcomes contribute across multiple goals. A summary of these linkages is provided in the table below.

THEME	SDG	TARGET	MORPHUM’S CONTRIBUTION
OUR BUSINESS	 RESPONSIBLE CONSUMPTION & PRODUCTION	TARGET 12.5 Substantially reduce waste generation through prevention, reduction and recycling.	Promoting circular economy practices and waste identification and minimisation within operations and project delivery.
		TARGET 12.7 Promote sustainable procurement practices.	Incorporating sustainability criteria into supplier engagement and procurement processes, as outlined in our Sustainable Procurement Policy.
	 CLIMATE ACTION	TARGET 13.3 Build knowledge and capacity to meet climate challenges.	Providing thought leadership and consulting expertise on climate risk assessment, mitigation and adaptation strategies.
OUR PEOPLE	 GENDER EQUALITY	TARGET 5.5 Ensure women’s full and effective participation in leadership and decision-making.	Promoting diversity and inclusion in leadership roles and within project teams.
		TARGET 8.5 Achieve full and productive employment with equal pay for work of equal value.	Fostering a culture of learning, supporting professional development, fair pay, and employee wellbeing initiatives.
	 DECENT WORK & ECONOMIC GROWTH	TARGET 8.8 Protect labour rights and promote safe working environments	Ensuring workplace safety and equitable working conditions across all operations through our ISO 45001 certified health and safety system and strong internal policies.

Continued...

FRAMING OUR IMPACT WITHIN A GLOBAL CONTEXT

THEME	SDG	TARGET	MORPHUM'S CONTRIBUTION
OUR PEOPLE	 REDUCED INEQUALITIES	TARGET 10.2 Empower and promote the social, economic, and political inclusion of all.	Creating inclusive policies and initiatives that support equity and cultural representation.
OUR IMPACT	 CLEAN WATER AND SANITATION	TARGET 6.3 Improve water quality by reducing pollution and increasing reuse.	Projects focused on catchment management, urban water quality improvement, and promoting sustainable water use.
		TARGET 6.6 Protect and restore water-related ecosystems.	Projects focused on or promoting the restoration of freshwater ecosystems and wetlands.
	 SUSTAINABLE CITIES AND COMMUNITIES	TARGET 11.3 Enhance inclusive and sustainable urbanisation.	Projects promoting resilient multifunctional green infrastructure and sustainable urban planning that support thriving communities.
	 CLIMATE ACTION	TARGET 13.2 Integrate climate change measures into policies and planning.	Projects promoting carbon reduction design and climate-resilient infrastructure and achieving net-zero emissions in our operations. Catchment/action, engineering plans, and geospatial analysis integrate climate change impacts and scenarios into plans and specific solutions.
	 LIFE ON LAND	TARGET 15.5 Take urgent action to reduce the degradation of natural habitats.	Building an understanding of catchment health from the headwaters to the coast to inform impactful enhancement and management outcomes for the benefit of our indigenous biodiversity, the wider environment and our communities. We centre our enhancement mahi on close collaboration with hapū and iwi, wider local communities and government bodies. We seek to respect and interweave tikanga Māori and mātauranga Māori principles through this collaboration.
		TARGET 15.9 Integrate ecosystem and biodiversity values into planning.	Embedding ecosystem services and their contribution to social, cultural and economic wellbeing into our work to achieve improved ecological sustainability.
	 PARTNERSHIPS FOR THE GOALS	TARGET 17.17 Encourage and promote effective public, public-private, and civil society partnerships.	Respecting mātauranga Māori and collaborating with iwi, hapū, government, private sector and community groups to co-create sustainable outcomes.



EMBEDDING TE AO MĀORI

It is Morphum's core belief that Te Ao Māori should be centred unconditionally within environmental practices, and Aotearoa as a whole. While still in the early stages of implementation, our newly launched Cultural Plan – Ko tā Morphum Haerenga ki roto I Te Ao Māori – marks a strategic shift in how we engage with tangata whenua, cultural practices (tikanga Māori) and knowledge systems (Mātauranga Māori).

Led by our internal team, Te Tira Haere, the plan outlines a pathway for building cultural competency across Morphum and fostering authentic partnerships with mana whenua. By influencing our values, engagement processes and project outcomes, over the next reporting cycle, we aim to integrate the Cultural Plan into our sustainability framework.

By embedding Te Ao Māori values and fostering partnerships with tangata whenua, we enhance the long-term sustainability of our environmental solutions, ensuring they reflect the needs and aspirations of both people and place.



MORPHUM ENVIRONMENTAL

MATERIALITY & STAKEHOLDERS



OUR MATERIALITY

At Morphem, materiality plays a critical role in shaping our sustainability strategy and reporting. Material topics are those that have the most significant environmental, social, and economic impact, both on our business and the communities we serve.

For this 2025 Sustainability Report, Morphem conducted a comprehensive materiality assessment following the GRI 3: Material Topics (2021) Standard. This assessment helps ensure that our sustainability priorities reflect stakeholder expectations, support strategic decision-making, and align with relevant global frameworks.

Our materiality assessment survey invited participation from:

- Internal stakeholders – employees, leadership, and shareholders.
- External stakeholders – clients, suppliers, iwi and hapū, trade associations, and industry partners.
- Community representatives – local groups engaged in environmental and sustainability initiatives.

Stakeholders were asked to rank the importance of sustainability themes and material topics and to provide qualitative feedback on Morphem’s role in driving sustainability impact.

The survey included:

- Ranking of “Our Business,” “Our People,” and “Our Impact” in order of priority.
- Rating the importance of specific material topics within each theme.
- Selecting SDGs that align most closely with Morphem’s work.
- Open-ended feedback on collaboration opportunities and additional sustainability priorities.

OUR 2025 MATERIALITY ASSESSMENT PROCESS

The assessment followed a structured approach to identifying and prioritising Morphem’s key sustainability topics as follows:

Stakeholder Engagement

A survey was distributed to employees, clients, iwi and hapū, suppliers, and industry partners to identify the sustainability issues most relevant to Morphem.

Review of Emerging Trends & Industry Standards

We reviewed sector trends and sustainability frameworks to ensure our priorities align with international best practice.

Mapping to SDG Targets

Our material topics were linked to relevant SDG targets to support transparent tracking and measuring of our impact. Aligning material topics with specific SDG targets to ensure a measurable and globally recognised framework.

Validation & Prioritisation

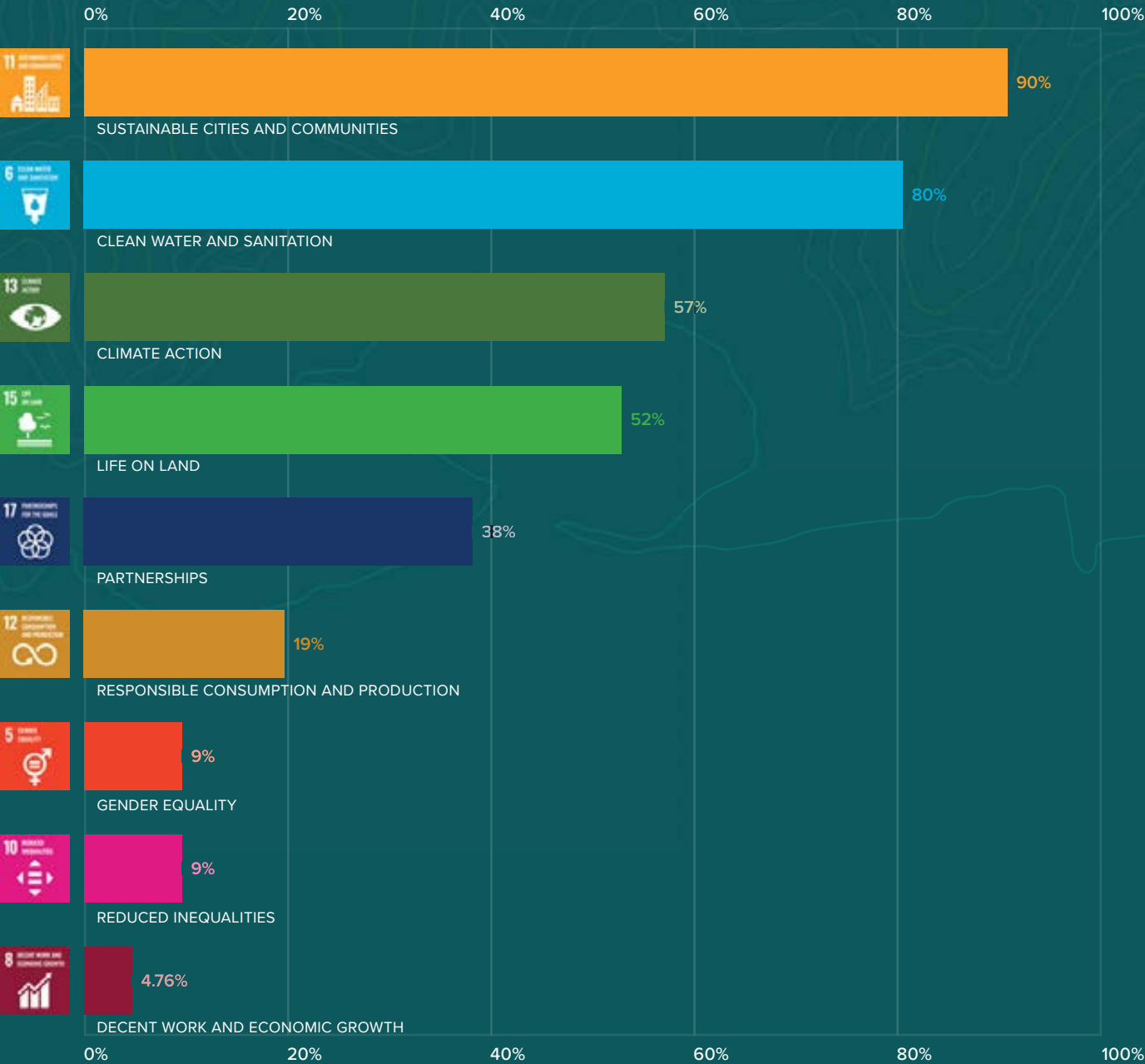
Stakeholder feedback was analysed using a scoring system to evaluate topic importance and relevance to Morphem’s operations and external impact.

INSIGHTS FROM OUR 2025 MATERIALITY ASSESSMENT

The assessment confirmed that ‘Our Impact’ is the most significant theme overall, particularly around enhancing water quality, advancing climate resilience and supporting communities. Among internal stakeholders, ‘Our People’ was a priority, with strong support for

diversity, equity and inclusion, and employee wellbeing. ‘Our Business’ was valued across stakeholder groups, with external stakeholders prioritising circular economy practices, ethical procurement, and sector leadership.

SDGS THAT MORPHUM’S WORK ALIGNS WITH MORE CLOSELY



The survey also indicated alignment between Morphum’s work and several key SDGs – particularly SDG 6 (Clean Water and Sanitation), SDG 11 (Sustainable Cities and Communities), and SDG 13 (Climate Action).

A number of stakeholders expressed interest in deeper collaboration and shared learning, reinforcing our approach to participatory governance and fostering partnerships.

MORPHUM ENVIRONMENTAL

OUR IMPACT

OUR IMPACT

Our greatest contribution to sustainability is found in the positive, lasting effects of our project work and the value we create through our influence on ecosystems, communities and the environment.

A cornerstone of this report, The Morphem Impact, is our evolving internal framework for measuring how our projects contribute to environmental and social outcomes. Developed as both a learning tool and accountability mechanism, it captures how each project delivers positive change across three themes: People, Place and Environmental Health. Through this lens, we strive to deliver outcomes that go beyond compliance, reinforce relationships with iwi and hapū, respond to local contexts, and uplift the mauri of te Taiao.

The Morphem Impact tool is applied at key points in a project’s lifecycle to guide and evaluate outcomes across these themes. At project outset, teams reflect on how a project could generate positive impact, shaping design accordingly. Midway through the project, teams are prompted to review and reflect on progress in identifying and achieving positive outcomes. At the close of a project, a follow-up assessment helps identify where impact was achieved and opportunities for improvement. This reflective approach supports continuous learning and ensures our work contributes to community wellbeing, cultural connection, and ecological restoration.

This framework also strengthens early engagement with iwi, hapū, and stakeholders, embedding sustainability into the core of each project.

THE MORPHUM IMPACT IN PRACTICE

Initial applications of the Morphem Impact framework have offered valuable insights into how our projects contribute across the themes of People, Place and Environmental Health.

PROJECT EXAMPLE

HAKANOA STREAM FRESHWATER MANAGEMENT

 *Huntly, Waikato*

Morphum provided ecological support to our client for erosion control and bank stabilisation works along the Hakanoa Stream and Lake Hakanoa outlet in Huntly. The project involved implementing the Freshwater Fish Management Plan and conducting a staged fish capture and relocation to protect native freshwater species prior to construction. This project demonstrates Morphem’s commitment to integrating ecological protection into infrastructure delivery, safeguarding freshwater biodiversity while enabling essential works.

Area	Goal	Score /6	Summary
People	The project actively involves community in decision making to empower and engage them in the project process and outcomes.	+6	The project demonstrated strong engagement with iwi and the local community, fostering trust through transparent communication and culturally appropriate ecological practices, while generating community pride in the restoration of native fish populations.
Place	The project considers the local landscape and reflects the expected impacts of climate change. The project is informed by an understanding of the historic and cultural significance of the landscape.	+6	The project maintained a strong sense of place by effectively managing environmental controls, minimising disturbance, and fostering contractor awareness of the site’s ecological and cultural values, resulting in an outcome that enhanced both the stream environment and community appreciation of it.
Environmental Health	The project is grounded on a deep understanding of the existing and historical ecosystems and is guided by the principles of Te Mana o te Wai and uplift the mauri of te Taiao.	+4	The project delivered clear environmental benefits by successfully implementing erosion and sediment controls, minimising site disturbance, and enhancing ecosystem health through the relocation of native fish and removal of pest species, contributing to improved water quality and habitat resilience in the Hakanoa Stream.

CAPTURING OUR IMPACT

While the Morhum Impact framework is still being refined, many of our initiatives already reflect its core intent to enhance outcomes for People, Place and Environment. The following projects showcase how our mahi delivers on these themes and are examples that celebrate our commitment to embedding sustainability as our formal measurement tools evolve.



Tangaroa Restoration Project

 Waitara, Taranaki

In partnership with Beca, Morhum is supporting New Plymouth District Council on the restoration of the mauri of the Tangaroa awa. A key feature of this is the daylighting and restoration of approximately 200 m of previously piped stream running through the grounds of Owae marae. Morhum have engaged with mana whenua throughout the project, in particular, Manukorihi hapu, considering the significant cultural interest and sensitivities with the site.



Golden Plains Sustainable Development Framework

 Naarm Melbourne

Morphum supported council planning by developing a Multi-Criteria Assessment and Sustainable Development Framework to guide community-centred infrastructure decisions. The framework integrates environmental and social factors and is delivered via an interactive GIS tool to inform sustainable land use and growth.



Te Hoiere Integrated Catchment Enhancement Plan

 Marlborough

Morphum supported the co-development of a community-led integrated Catchment Enhancement Plan for Te Hoiere, using a “planning by the people for the people” approach. Over 400 voices contributed to a shared vision and over 70 place-based actions now guide restoration across the catchment. Despite time constraints, inclusive engagement was achieved through hui, workshops, surveys and participative planning. The plan continues to guide implementation with a dedicated Trust now overseeing its success.



ADVOCATING FOR POSITIVE CHANGE IN THE INDUSTRY

Beyond direct project work, Morhum plays an active role in shaping industry standards and sustainability leadership. Morhum staff actively share expertise across the industry. In August 2024, Hana Judd, GIS/FME Team Leader, presented a Morhum project at the California Stormwater Quality Association conference in San Diego. Morhum sponsored multiple conferences including World Green Infrastructure Congress, IPWEA Aotearoa, Stormwater NZ, Water NZ, Esri User Conferences, and Āpōpō. Other key conferences attended and presented at by Morhum employees included Singapore International Water Week, EIANZ, NZ Land and Groundwater, National Biodiversity and Offset, Freshwater Sciences Society, Coastal Society and Rivers Group.

Our advocacy efforts include:

- Driving industry best practice by contributing to climate adaptation strategies and environmental planning.
- Sharing knowledge and expertise through research, presenting at conferences, and participating in technical working groups.
- Encouraging cross-sector collaboration by partnering with industry leaders, government agencies, and academic institutions to accelerate sustainability progress.
- Wide range of pro bono speaking engagements including to Auckland Conversations, GWRC leadership team, Wai Wanaka, Ngati Toa Rangitira, The Sustainability Society, Water New Zealand, Victoria University
- Organising and leading public ‘urban water walks’ along with a number of urban streams in Wellington and Tamaki Makaurau to share understanding of the past, present and future trajectories of these once vibrant ecosystems.

MORPHUM ENVIRONMENTAL

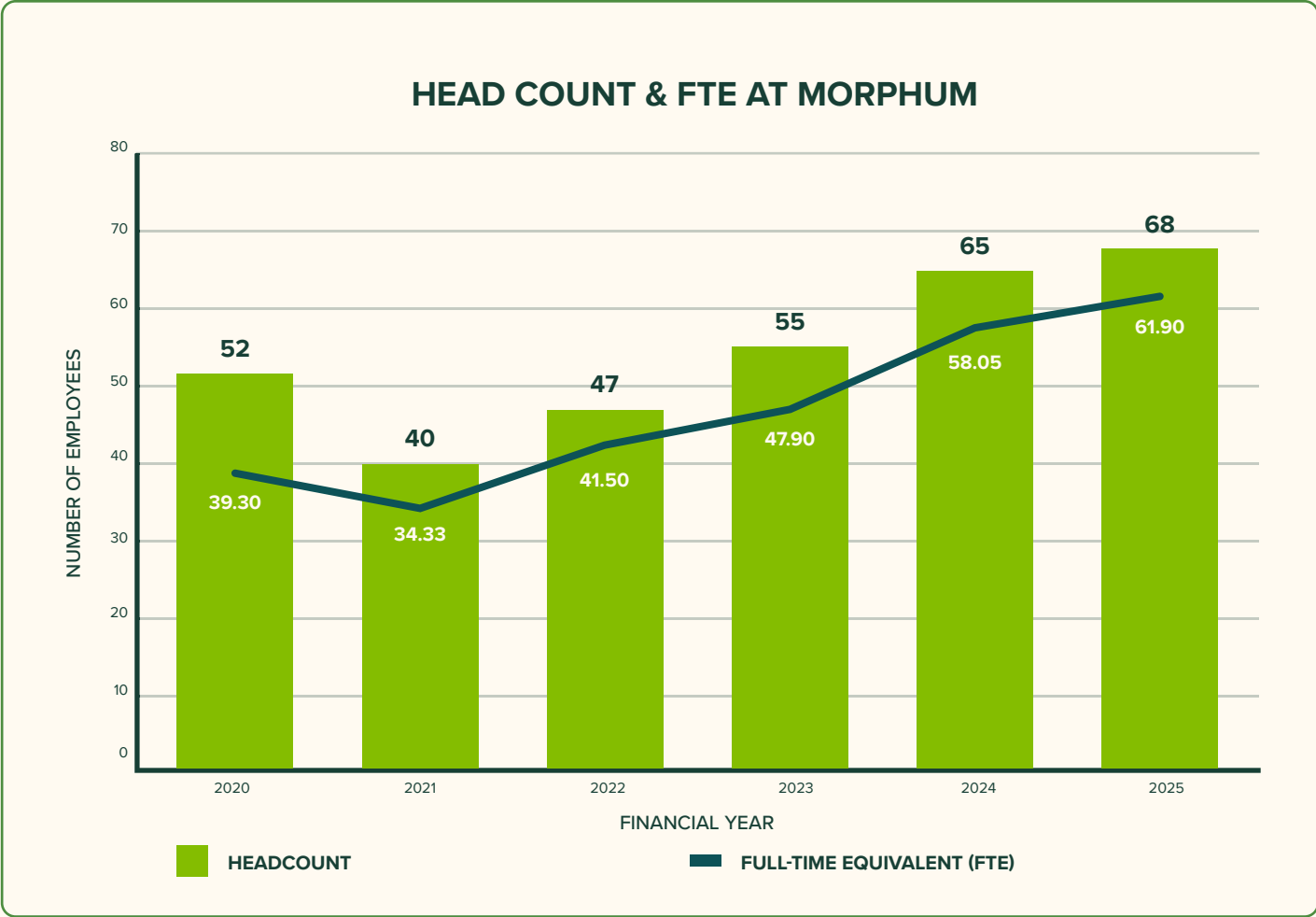
OUR PEOPLE



OUR PEOPLE

At Morpium, our people are at the heart of our success. We foster a supportive, inclusive, and growth-oriented workplace, ensuring that our team members thrive both professionally and personally. Through a focus on wellbeing, diversity, and leadership development, we create an environment that empowers individuals, strengthens teams, and drives meaningful sustainability outcomes.

This section highlights our commitment to employee development, our efforts to build a diverse and equitable workplace, and the ways we support leadership and knowledge-sharing within the organisation and across the industry.



STAFF DEMOGRAPHICS & TURNOVER

Over the past year, we saw a notable reduction in staff turnover, an outcome shaped by continued investment in our people and culture, alongside shifts in the broader job market.

CREATION OF LINE MANAGER ROLES

Introduced in October 2023, the Line Manager role created leadership opportunities for six team members. With a maximum of four direct reports, the structure enables line managers to continue developing their technical expertise while supporting others. This development enhances leadership capability, provides a clear ‘brightness of future’, and enhances the employee experience enabling an approachable and available layer of leadership.

ENHANCED PARENTAL LEAVE SUPPORT

In 2023, we introduced two weeks of paid parental leave for all employees and discretionary parental leave during the first 12 months post-return. Several employees have benefited from this support, reflecting our commitment to being a whānau-focused workplace and supporting staff through key life stages, both important factors in retention.

INVESTMENT IN PROFESSIONAL GROWTH

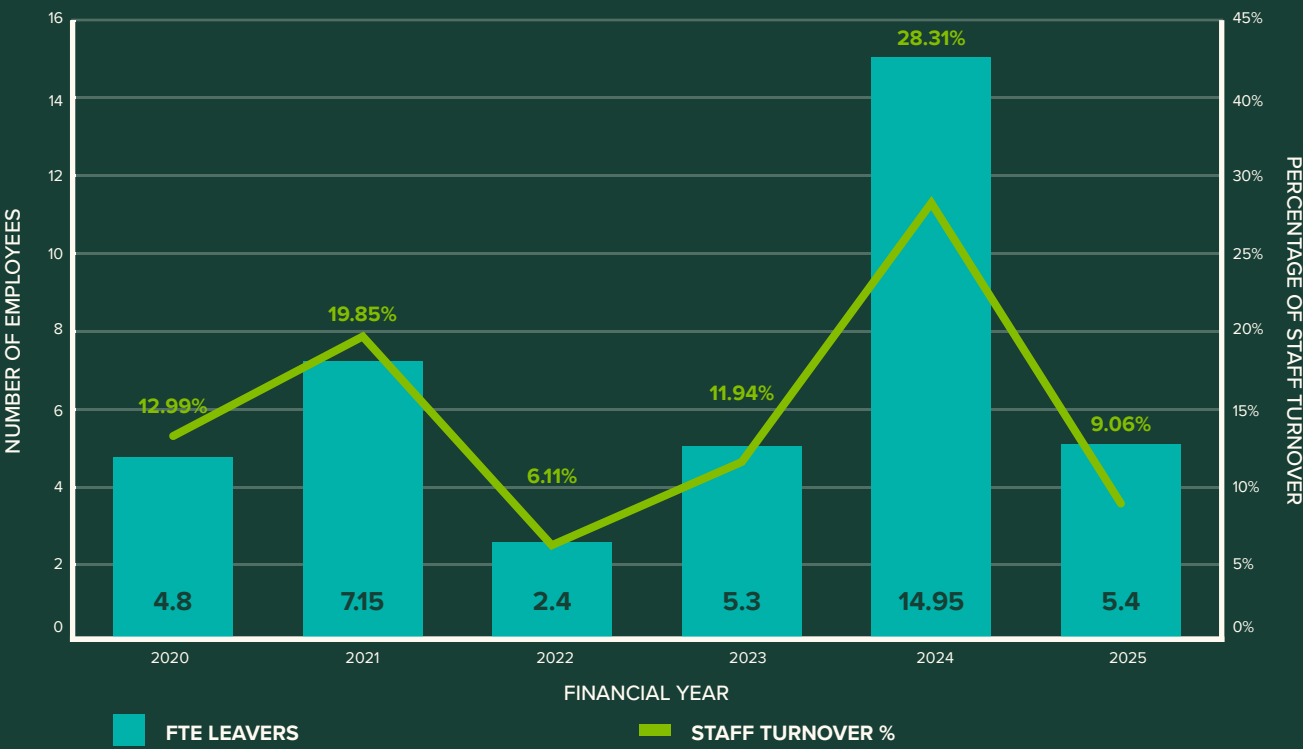
Our \$2,200 per-person, 5-day duration annual professional development budget remains one of Morphem’s strongest attractors for new talent. This ongoing investment supports personal growth, technical upskilling, and career progression. There is also a separate budget and process to assist our engineers in achieving the Chartered Professional Engineer (CPEng) qualification. Recently, two engineers achieved CPEng status, a significant milestone enabled by this focus on development .

SHIFTS IN THE RECRUITMENT MARKET

The external job market has played a role in stabilising retention., With New Zealand having experienced the biggest economic recession in 30 years, many professionals across the sector have opted to remain in secure roles . This broader sense of uncertainty in the market likely contributed to our higher retention, as our team members valued the stability and culture offered at Morphem.

Together, these elements combined to support a more engaged and secure workforce. As we continue to build our internal capability and culture, these foundations will help sustain high retention while enabling growth across the team.

TOTAL FTE LEAVERS & STAFF TURNOVER



EMPLOYEE TYPE HEAD COUNT & FTE





EMPLOYEE WELLBEING & DEVELOPMENT

Morphum is committed to ensuring the health, safety, and professional growth of our employees. Our approach to wellbeing is holistic, considering mental, physical, and career development needs.

PULSE SURVEY RESULTS

At Morphum, we conduct a quarterly employee engagement survey that measures items like eNPS, leadership communication and feedback, autonomy, connection to purpose, and psychological safety.

STATEMENT	MAY 24	SEP 24	DEC 24	FEB 25
I understand what Morphum stands for and where the business is going	81	82	85	85 ▲
I understand how my role contributes to Morphum’s vision	77	83	82	84 ▲
I have the right level of autonomy to perform in my role successfully	76	81	76	79 ▲
I have the tools and information to perform in my role successfully	69	78	76	74 ▲
At Morphum, leaders communicate effectively and transparently	66	68	66	71 ▲
I receive regular feedback from my leader	68	72	76	75 ▲
At Morphum, I feel supported in my professional growth	72	74	75	76 ▲
I have a clear understanding of my career path at Morphum	64	69	71	71 ▲
I find my work meaningful	78	83	80	83 ▲
My team inspires me to do my best work	83	84	84	85 ▲
I feel like I belong here	81	80	78	81 —
I feel safe to tell the truth even if it is unpopular	71	73	70	74 ▲
The level of work-related stress does NOT impact my overall wellbeing	51	54	55	53 ▲



Over the past two years, we have enhanced clarity around career development at Morphem by introducing a Skills and Progression Matrix and embedding professional growth discussions into our annual Flourishing sessions. These sessions combine performance appraisal with skill development and inform salary review processes.

We also launched a bespoke feedback model, introduced through interactive workshops where all staff practiced giving and receiving feedback. To foster a culture of continuous improvement, employees now collect two pieces of feedback ahead of their Flourishing sessions, encouraging proactive engagement in their development.

Morphum's **POINT** of difference

Model for offering and providing feedback

- P**ermission to offer feedback
- O**bservation of behaviour
- I**mpact and check for **I**ntention
- N**ext
- T**ime...

Initiatives to improve feedback and career clarity have shown steady progress, with employee feedback experience increasing from 68% to 75% and career path understanding from 64% to 71%. Core engagement indicators such as connection to purpose, team inspiration, and meaningful work remain consistently high.

Addressing work-related stress remains a key focus. Interestingly, employee perceptions of stress do not fluctuate with workload volume, suggesting deeper underlying factors. In response, our leadership team is exploring ways to support high performance without burnout.

Flourishing

All employees take part in the annual Flourishing process, which combines self-reflection with development planning. This

includes a Skill Wheel survey, targeting growth in technical, project management, and Inner Development Goals (IDGs) – a framework aligned with both the SDGs and Morphem's values. Employees also gather peer feedback to foster cross-functional communication.

Flourishing for team leaders and principals is tailored and led by directors or the People and Culture Lead, with a different cadence. In 2024, 95% of non-leadership staff completed a Flourishing or post-induction

Regional Wellbeing Initiatives

While programs like the Step Challenge and Aotearoa Bike Challenge are centrally coordinated, regional offices organise their own activities from smoothie walks to ocean dips. In February 2025, our sustainable transport scheme logged 1,002 km of cycling to work.

PROFESSIONAL DEVELOPMENT

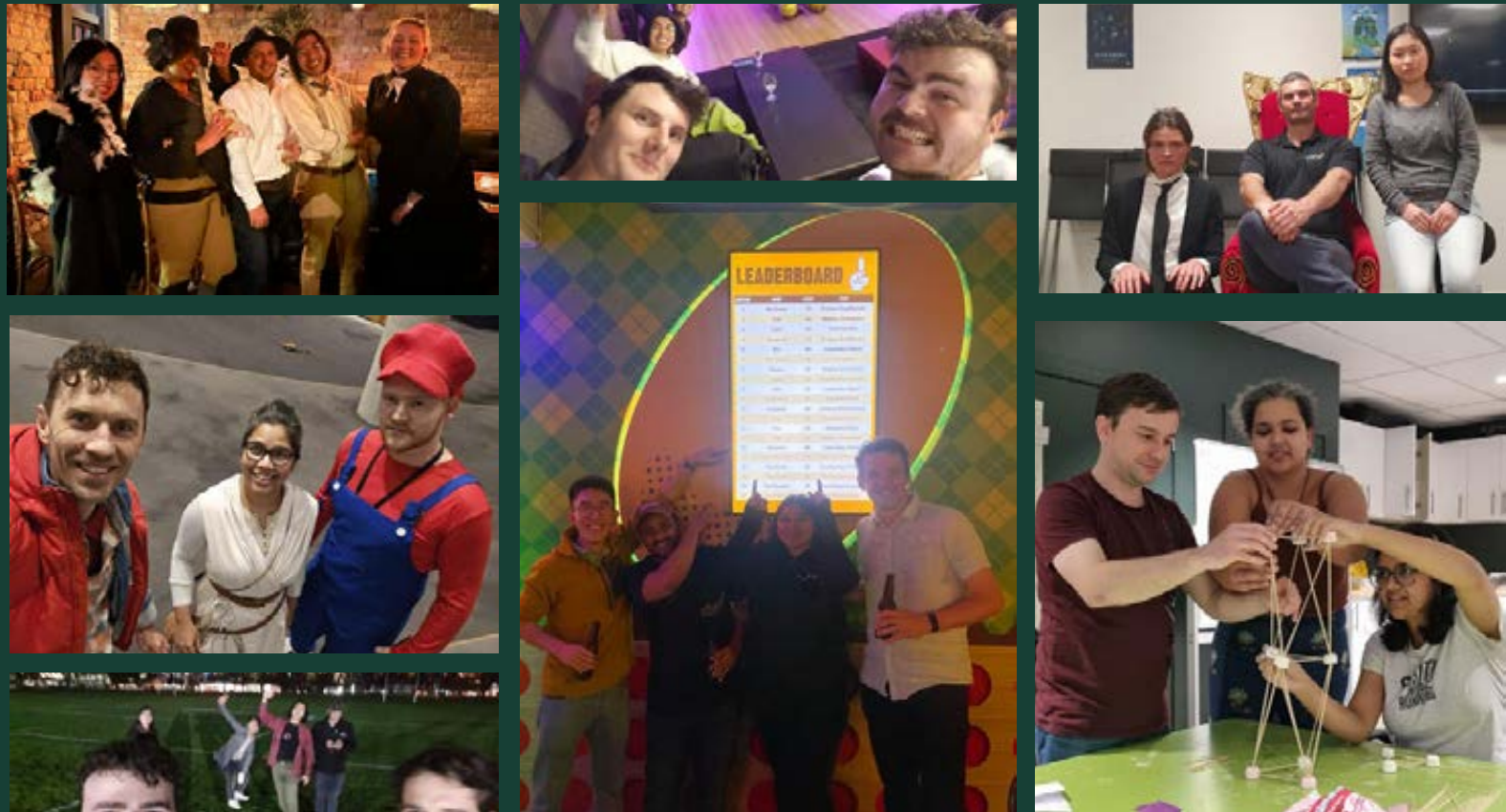
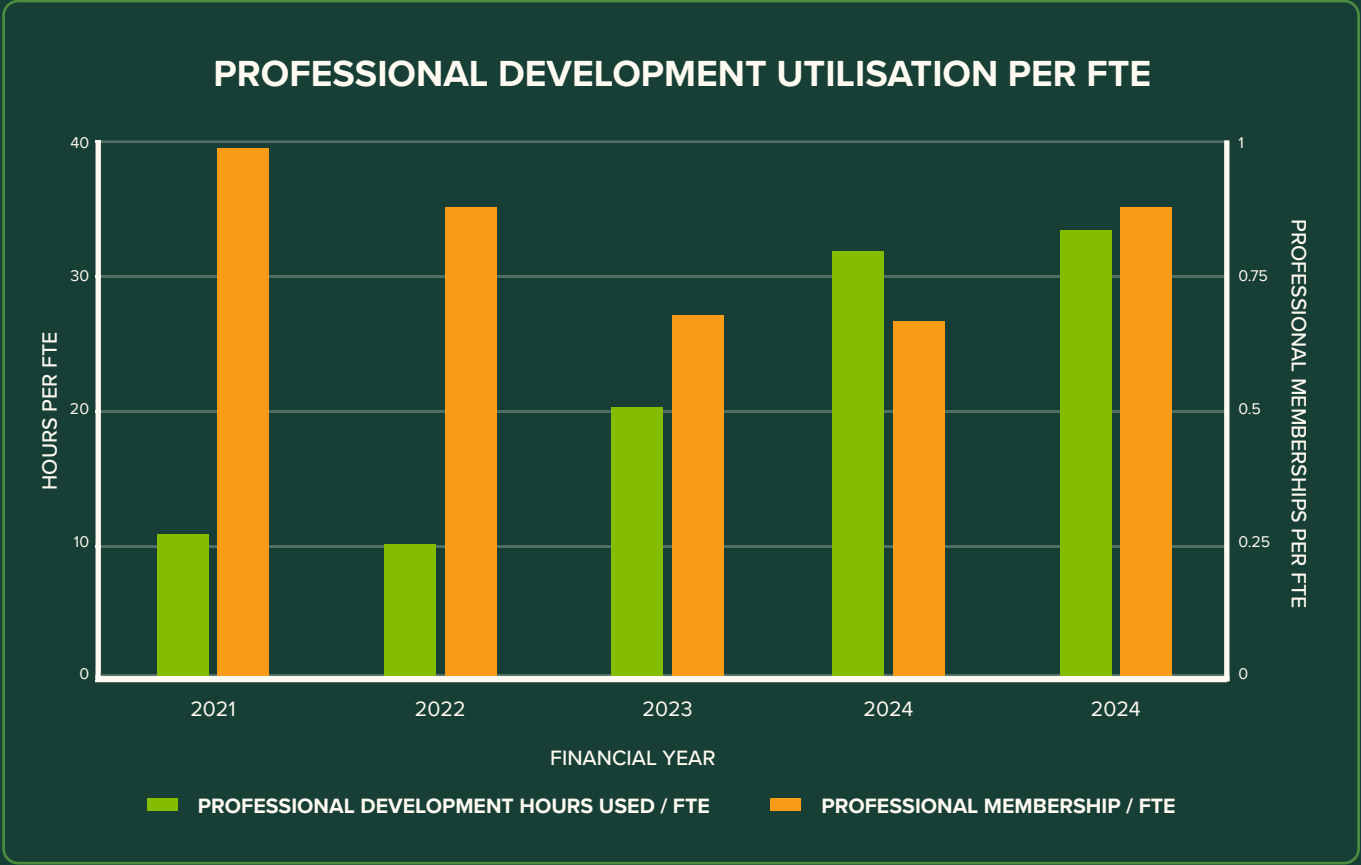
In 2024, 50 employees engaged in a total of 1,507 hours of professional development. The main categories covered were as follows:

- Te Reo Māori and Cultural Competency
- Health, Safety and Compliance
- Water and Environmental Management
- GIS, Data and Digital Tools
- Leadership, Line-Management and Team Development
- Mentoring and Coaching
- Engineering Standards and Technical Design
- Conferences and Symposia
- Marketing, Business and Communication Skills



SOCIAL CLUB & EVENTS

The Social Club remains a staff favourite, with 55% of Auckland and 100% of Melbourne employees participating in monthly events. Organised by employees and co-funded by Morphum, activities over the past year ranged from kayaking in Mission Bay and murder mystery nights to comedy shows and Japanese dinners – offering fun and connection beyond the workplace.



DIVERSITY, EQUITY & INCLUSION

We believe that diverse perspectives are essential for innovation and delivering stronger sustainability outcomes. At Morphem, we are committed to fostering a workplace that is inclusive, equitable, and reflective of the communities we work with.

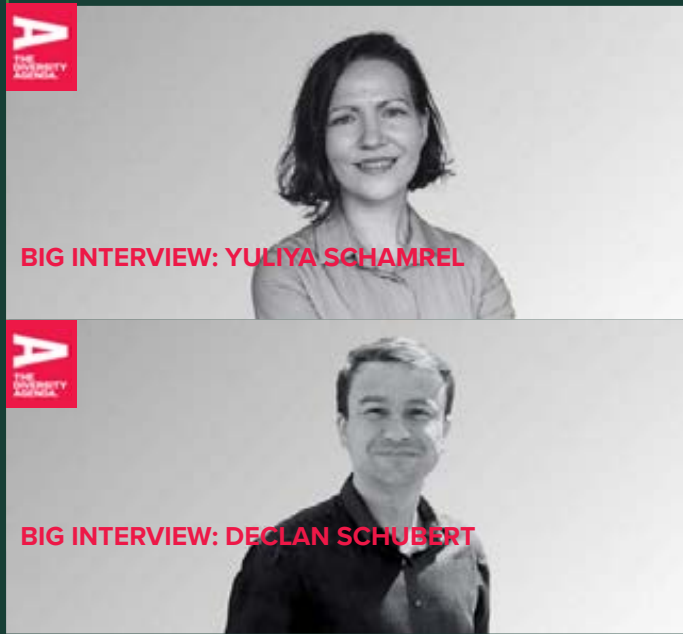
In 2025, 65% of employees participated in our Diversity, Equity, and Inclusion (DEI) survey. The results offered valuable insights

into the richness of our team and highlighted opportunities to strengthen psychological safety and belonging across the organisation. While 63% of respondents are aged between 21 and 30, our workforce spans four generations, creating opportunities for both mentoring and reverse mentoring which enriches our collaborative culture.

NEURODIVERSITY

30%

of participating employees reported being neurodivergent in 2025



BIG INTERVIEW: YULIYA SCHAMREL

BIG INTERVIEW: DECLAN SCHUBERT

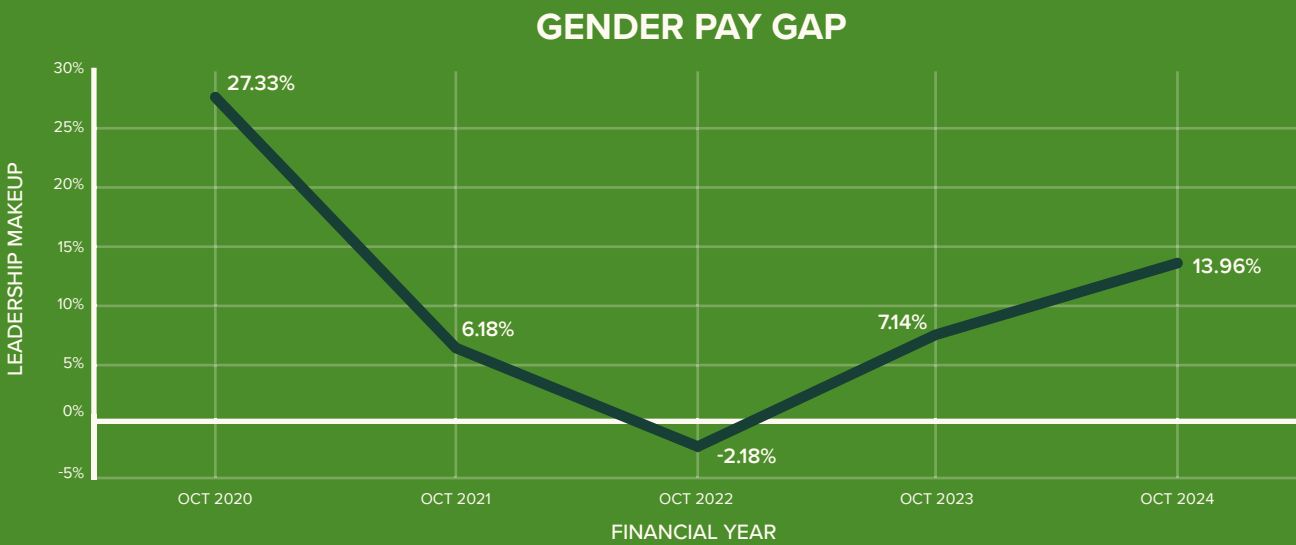
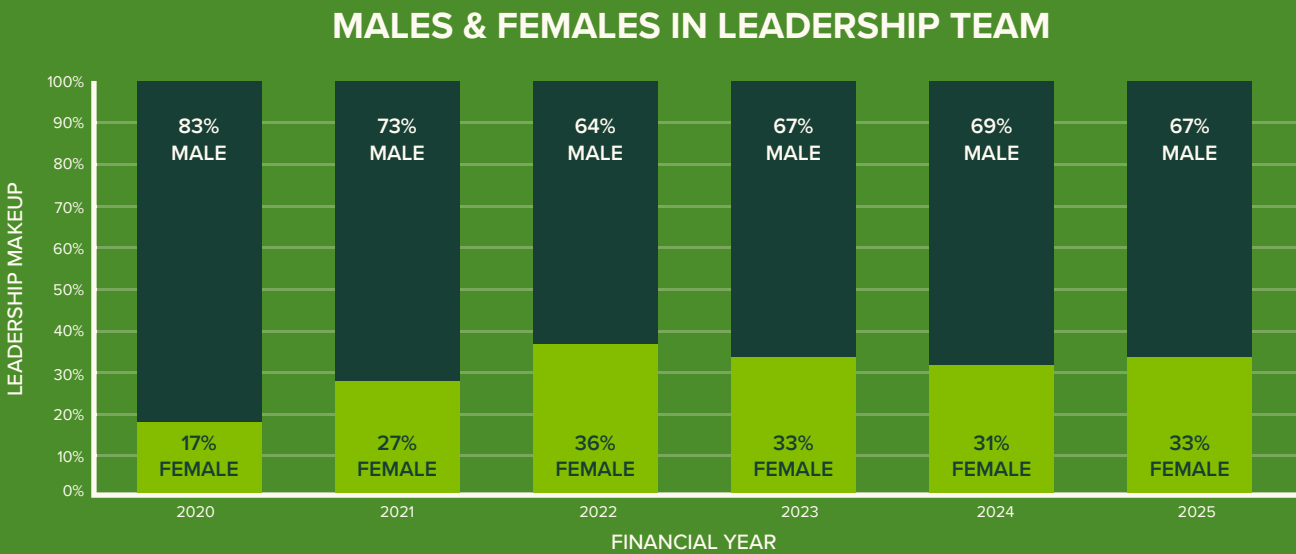
Last year, the Diversity Agenda featured Morphem’s Declan Schubert and Yuliya Schamrel in interviews exploring neurodiversity in the workplace.

These conversations resonated deeply with several candidates, citing them as inspiration for applying to Morphem. Notably, 30% of employees who participated in our latest DEI survey identified as neurodivergent, emphasising the importance of inclusive practices that support cognitive diversity.

GENDER DIVERSITY

As of March 2025, Morphem’s workforce comprises 48% women and 52% men – an encouraging balance in a historically male-dominated industry. Our equity pay gap stands at -3.1%, reflecting ongoing efforts to ensure fair compensation through successive salary reviews. However, a median gender pay gap of 21.9% persists, largely due to lower female representation in leadership roles (3 of 9 team leaders and 1 of 8 principals are women).

Additionally, 15% of employees identify as part of the LGBTQIA+ community. Morphem actively participates in neurodiversity, rainbow, and education rōpū through the Diversity Accord, reinforcing our commitment to inclusion and continuous improvement.



CULTURAL COMPETENCY

In August 2024, Morphum launched its first Te Reo for Beginners course, led by Donna Barlow-Rollenston of Puawaanaga. The 10-session programme introduced pronunciation, greetings and farewells, karakia, pēpeha, and Tikanga. Feedback was overwhelmingly positive, with 100% of participants satisfied with the facilitator and an overall satisfaction rating of 89%. A second cohort is underway in 2025.

Morphum employees also participated in Noho marae experiences in both 2024 (with 12 attendees) and 2025 (with 14 attendees). The 3-day, 2-night stay provided immersive learning in Aotearoa's colonisation history, the socio-economic and environmental impacts on Māori, and the importance of embedding Te Ao Māori in our project work.

NOHO MARAE



“The noho with Te Ururoa and Hone was one of the richest experiences I’ve had the privilege of taking part in. Over the three days we received comprehensive workshops covering Māori culture and historic grievances that provided us with a deeper understanding of how to navigate partnerships with Māori in a respectful and impactful manner. This was definitely an enriching experience that I will not be forgetting any time soon.” - Petra Saecker-Battley

“The opportunity to learn here has been honestly life-changing. Everything has been put into a perspective that I can really carry with me through my whole life. I’m looking forward to making things happen and embracing even more.” - Ben Cooper

“The noho was a first visit to a marae for many of us, we were privileged to be invited to learn and ask questions in a respectful environment. Through a mixture of wananga, korero and kēmu, our perspectives on New Zealand history and the modern social landscape relating to tangata whenua were challenged. We left the marae with a new awareness of the challenges facing Māori and, tempered with knowing how much more there is to learn, confidence to promote te reo and te ao Māori in our day-to-day actions.” - Miriam Munster

LEADERSHIP DEVELOPMENT

To create long-term impact, we invest in leadership opportunities and development through mentorship, professional growth opportunities, presenting at industry events, and collaboration with academic institutions and industry groups, we ensure our team has the skills and networks needed to advance sustainability.

CREATING LEADERSHIP OPPORTUNITIES

In October 2023, Morphem introduced a Line Manager role within its leadership framework. Each Line Manager oversees 2-4 employees and reports to a Team Leader. This role was designed to expand leadership opportunities – providing a clear progression pathway and allowing individuals to explore people leadership while continuing to grow their technical expertise. By reducing the number of direct reports per leader, we also aim to enhance day-to-day support for our team.

DEVELOPING LEADERSHIP

Five Line Managers and a newly appointed Principal completed Morphem's internal Leading at Morphem course, building leadership capability through modules on perspective-based leadership, effective communication (including the POINT feedback model and handling difficult conversations), and meta-skills such as emotional intelligence and polarity management. Additionally, two recently appointed Team Leaders attended a two-day external leadership course delivered by the EMA.

MENTORSHIP AT MORPHUM

In the second half of 2024, 34 employees took part in the Morphem Mentorship Programme, engaging in regular sessions to set professional and personal development goals, track milestones, and foster skill-building and connection.

Examples of the participant feedback:

"I appreciated my mentor's commitment and full attention to me and my personal growth during our meetings."

"My mentor's advice and suggestions helped me steer my professional development and focus when I needed it the most."

"My mentor was great at following/chasing up to ensure we had dedicated mentoring time together. Their experience, advice, cool and calm demeanour were instrumental in helping me navigate several topics, including 'being a people manager', successful marketing and Whakawhanaungatanga practices, and inspiration and guidance on becoming a Chartered Professional Engineer (CPENG)."

RECOGNISING OUR PEOPLE

At Morphem, our ways of working and relationships, both internal and external, are summarised in our Strands.

These strands also form the basis for recognising outstanding contributions through the Mauri Award. Bimonthly, leadership nominates individuals who have embodied the Strands, with all nominees and one winner celebrated at our Team Announcements meeting. In FY2024, there were 31 nominations and 11 winners, followed by 30 nominations and 8 winners in FY2025.



STORYTELLING



PEOPLE



CONNECTING



ENERGY



OUTCOMES &
INNOVATION



CULTURE

TOWARDS TANGATA TE TIRITI

We recognise that the world view (Te Ao Māori) of tangata whenua, along with indigenous cultural practices (tikanga Māori) and knowledge systems (mātauranga Māori) are intrinsically connected to environmental wellbeing, and through this, societal wellbeing and genuinely sustainable futures in Aotearoa. We acknowledge tangata whenua as guardians of our land and waters.

As an organisation of predominantly pākeha and tauiwi, we have a responsibility to embrace Te Ao Māori through upholding Te Tiriti o Waitangi, as well as embracing our own diverse worldviews. This is our collective journey towards being tangata tiriti (non-Māori citizens and residents who are committed to honouring Te Tiriti o Waitangi).

We have invested in an internal Te Ao Māori capability and confidence steering team, Te Tira Haere, to guide this journey. They have developed, and recently (May 2025) released,

our cultural plan ‘Ko ta Morphem Haerenga ki roto I Te Ao Māori’ - Morphem’s journey into Te Ao Māori. Over the last three years of the plan’s development, and moving forward as it is implemented, Te Tira Haere are supporting the wider organisation to build meaningful relationships with tangata whenua and build confidence in engaging with Te Ao Māori.

Through this, we will work in partnership to create genuinely resilient, sustainable outcomes for environmental management which are grounded in the diverse knowledge systems of our team, interwoven with mātauranga Māori Morphem Haerenga ki roto I Te Ao Māori’ - Morphums journey into Te Ao Māori. Over the last three years of the plan’s development, and moving forward as it is implemented, Te Tira Haere are supporting the wider organisation to build meaningful relationships with tangata whenua and build confidence in engaging with Te Ao Māori.

THROUGH KO TA MORPHUM HAERENGA KI ROTO I TE AO MĀORI WE HAVE DEVELOPED THE MORPHUM WAY – WHICH IS TO ENGAGE WITH MANA WHENUA AT THE OUTSET. IT IS TO EMBODY THE TIKANGA VALUES OF MANAAKITANGA, WHAKAWHANAUNGATANGA, KOTAHITANGA, AND AROHA IN OUR RELATIONS WITH OTHERS.

THE MORPHUM WAY

Engage with iwi at the outset for all projects



MANAAKITANGA

Hospitality, kindness, generosity, support

This means:

- Greeting all guests
- Provide hospitality
- Marae tikanga in our mahi
- Introduce guests to the team



WHAKAWHANAUNGATANGA

Establishing relationships

This means:

- Pepeha / mihi



KOTAHIKITANGA

Unity, solidarity, collective action

This means:

- Inclusivity
- Karakia
- Acknowledge Te Tiriti o Waitangi
- Te Ao Māori



AROHA

To love and empathise

This means:

- Relating and working with compassion

MORPHUM ENVIRONMENTAL

OUR BUSINESS

OUR BUSINESS

Morphum is committed to sustainable business growth, ensuring that our operations, partnerships, and financial strategies align with our sustainability values. This section highlights our progress in scaling impact-driven growth, fostering strategic collaborations, demonstrating financial resilience, and improving our environmental performance.

GROWING THE BUSINESS SUSTAINABLY

In earlier phases of Morphum’s development, strategic growth was a key focus, ensuring the organisation had the capability and scale to deliver greater environmental outcomes. As that foundation has now been established, our approach to growth has evolved.

We are entering a new chapter that emphasises deepening our impact rather than expanding scale. Our aim is to grow wellbeing, both organisationally and externally, by focusing on the quality of outcomes we deliver through our work. This includes fostering a financially sustainable business model that supports our people, maintains our carbon-neutral operations, and enables investment in innovation and partnerships that advance sustainable development.

In 2024, we introduced a CRM (Customer Relationship Management) system to strengthen partner engagement and collaboration tracking, with key staff setting goals to build and maintain meaningful relationships. Upholding our Te Tiriti values, we work closely with iwi, hapu, and other stakeholders to ensure projects are informed by lived experiences, local knowledge, and cultural context.

FOSTERING COLLABORATIVE PARTNERSHIPS

Collaboration is central to Morphum’s success. By working alongside clients, iwi/hapū, local governments, and industry leaders, we co-develop solutions that deliver long-term positive impacts for both people and the environment. As a specialist consultancy, we build project teams around complementary technical skills and the principle of selecting the right people for the right job.

SOME OF OUR KEY PARTNERSHIPS INCLUDE:

Local Council

Morphum partners with **Auckland Council** and its Healthy Waters department to provide expert consultancy and engineering services, collaborating on innovative water management tools and hands-on remediation projects across the region.

Morphum serves as a key consulting partner in the **Watercare AUR** consortium, providing key engineering and consultancy services to help deliver Watercare’s significant asset renewal and infrastructure upgrade program across the Auckland region.

Morphum collaborated with **Tauranga City Council** on comprehensive environmental assessments of the Kopurererua and Waimapu catchments, providing the data and remediation opportunities necessary to protect and enhance the region’s freshwater ecosystems.

Morphum partners with the **Greater Wellington Regional Council** to provide expert advice and technical services for water management, climate resilience, and urban hydrology modelling, contributing to a more resilient and sustainable region.

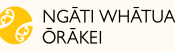
Iwi / Hapū

Morphum are engaged by **Ngāti Whātua Ōrākei Whai Maia** to deliver a range of projects within their Whenua, providing Taiao sensitive infrastructure, elevation of te mana o te wai and long term elevation of Mauri.

Morphum is a keystone partner in the **Kai Mouriora te Kaiwharawhara Sanctuary to Sea initiative**, providing pro bono governance, technical input, and community support to help restore the mauri of the Kaiwharawhara.

Morphum provides technical advice to the Mana Whenua Working Group of **Te Ara Tukutuku**, supporting the redevelopment of the former petrochemical site on the shores of Te Waitemata to ensure it is led by Te Ao Maori and delivers genuine environmental, ecological and community wellbeing.

Contractors & Business Partners



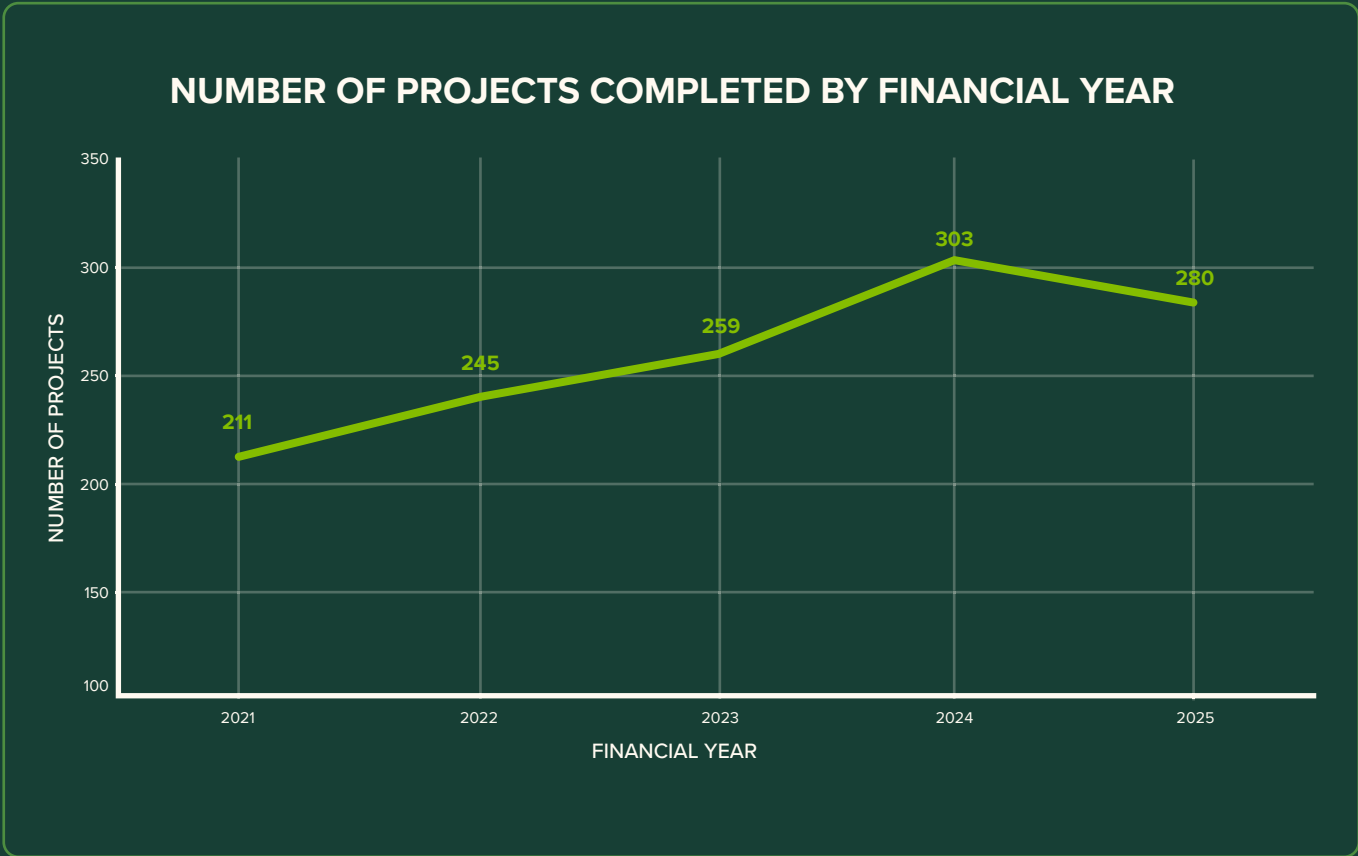
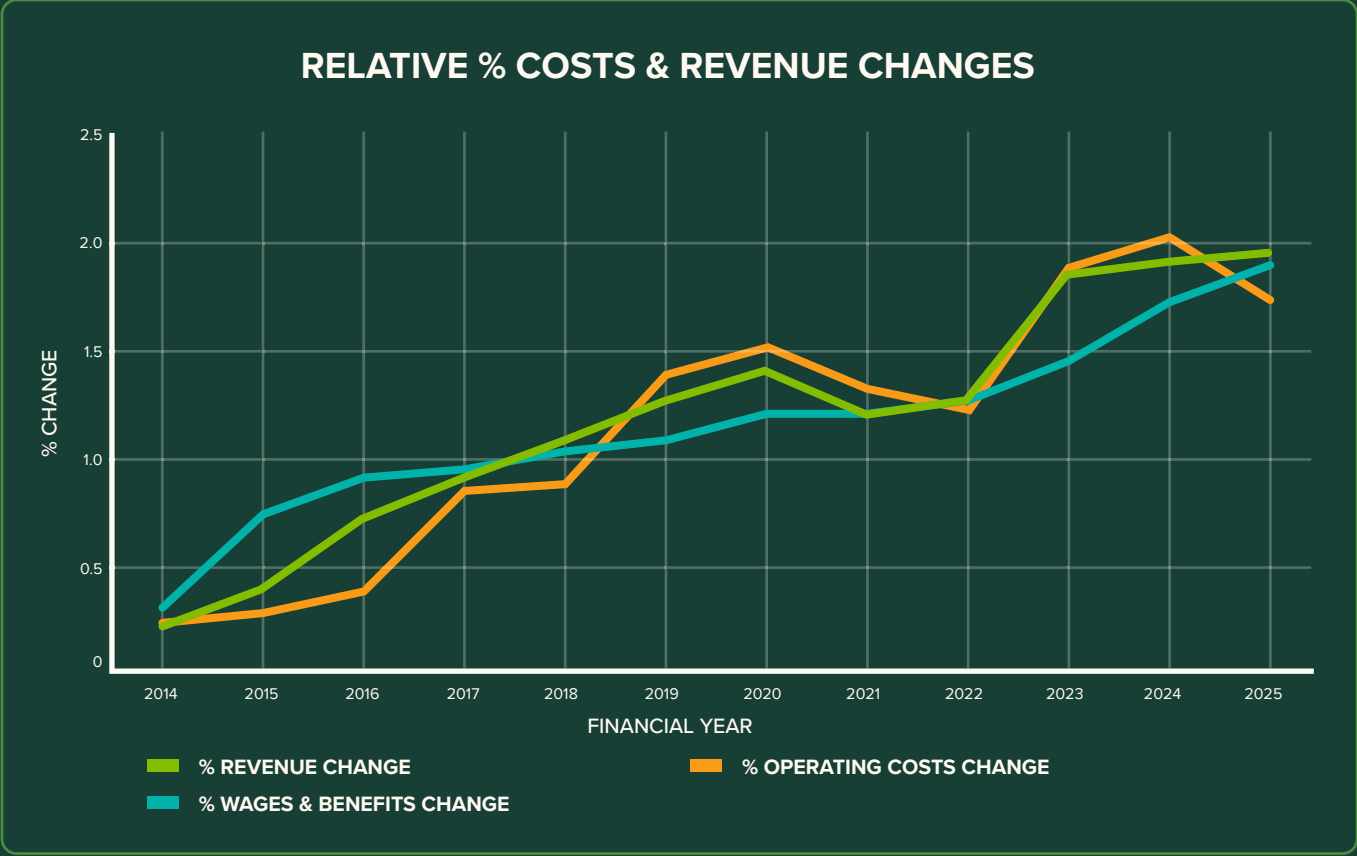


FINANCIAL PERFORMANCE

Morphum’s financial strength enables us to reinvest in sustainability innovation, employee wellbeing and development, and outcome-driven projects.

Over this reporting period, Morphum continued to perform strongly, with stable revenue growth and a solid financial foundation. This past financial year marked a transition in our focus, from prioritising expansion to maintaining a healthy and balanced scale that supports long-term sustainability.

This includes strengthening the wellbeing of our team, deepening our relationship with clients, and ensuring the work we do creates meaningful outcomes for people and the environment.



ENVIRONMENTAL PERFORMANCE & OPERATIONAL IMPACT

Morphum is committed to reducing our operational environmental footprint, in line with our Toitū Net Carbon Zero certification and ISO 14001 Environmental Management System.

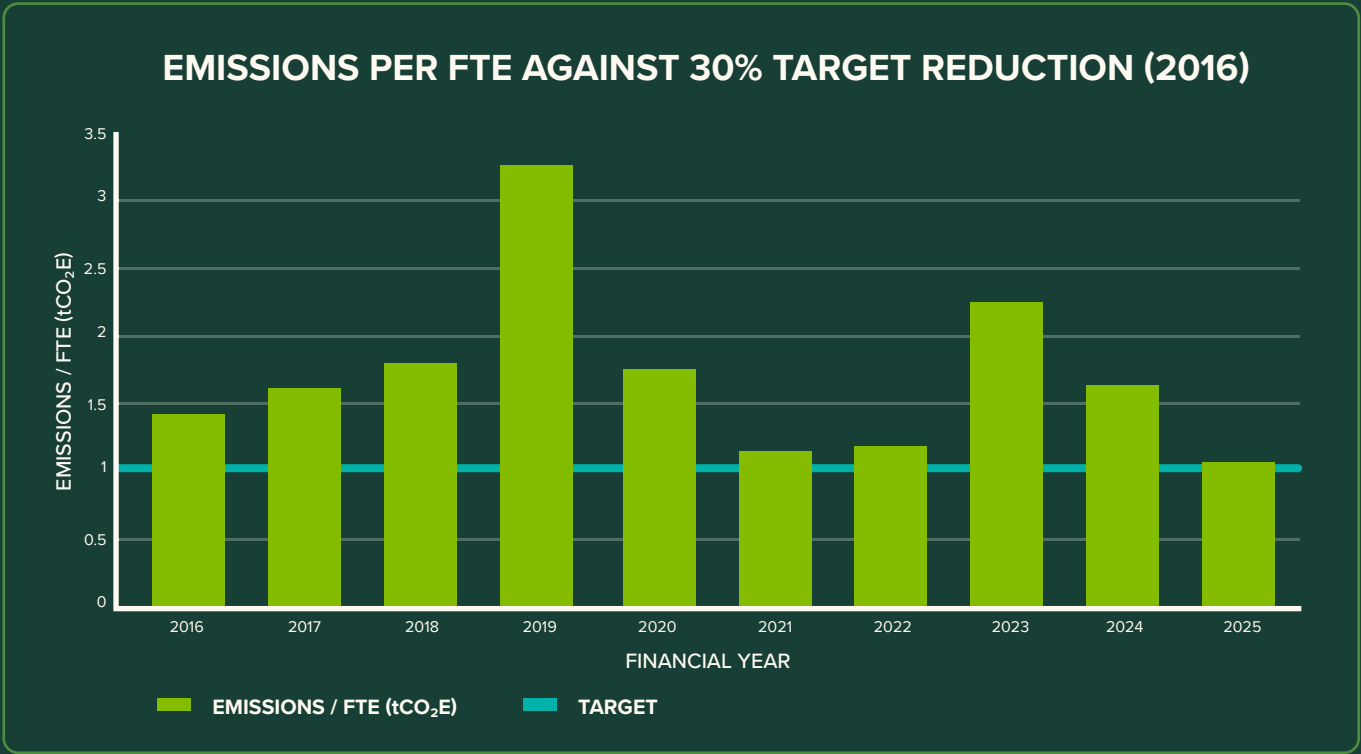
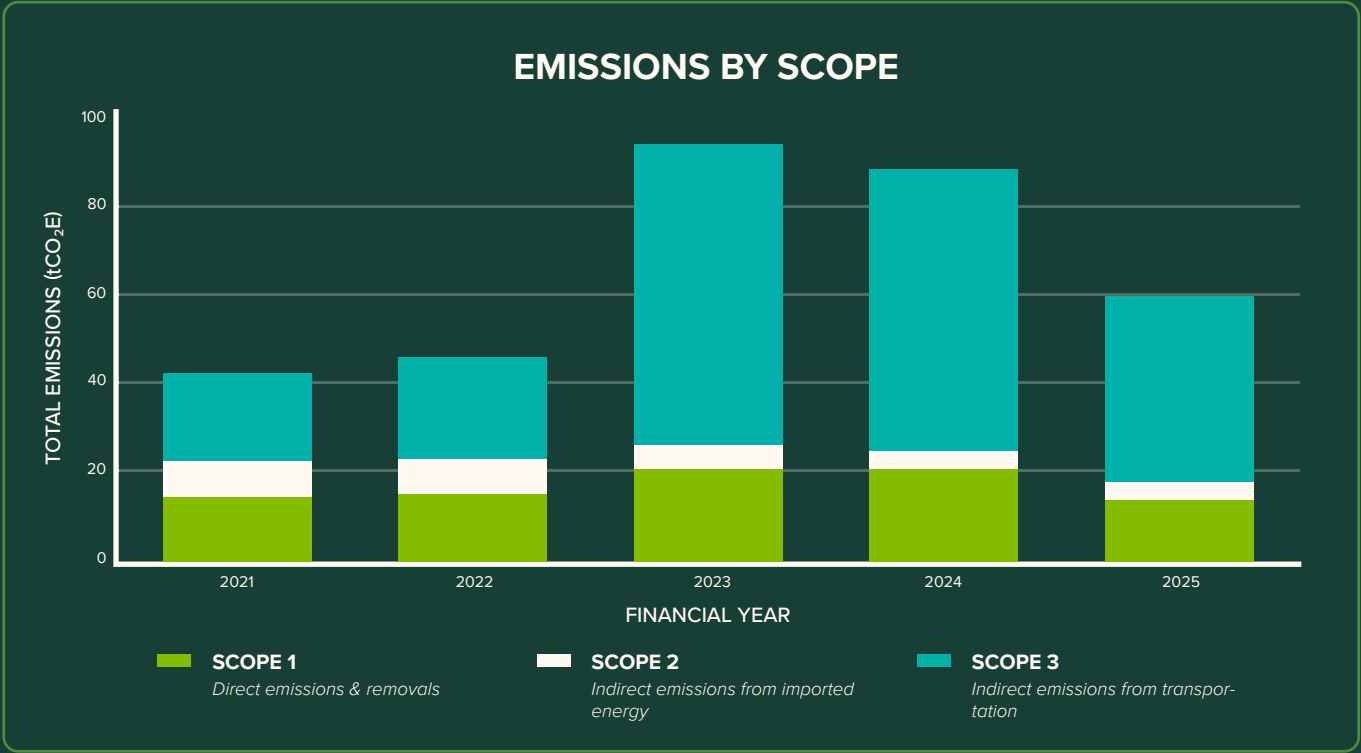
Our focus includes emissions reduction, sustainable transport, improving our sustainable procurement practices, and waste minimisation initiatives. Future reporting will expand on operational data and sustainability performance across our Melbourne office.

EMISSIONS REDUCTION

In FY24, total emissions rose by 71% compared to the base year, largely due to increased travel to reconnect with clients and support project delivery in rural regions. However, emissions per full-time equivalent (FTE) rose by only 11%, reflecting efficiency gains.

By FY25, total emissions decreased to 62.5 tCO₂e, representing a 15.5% compared to the base year, and emissions per FTE dropped by 27.6%, nearly meeting our 30% reduction target. This target aligns with national climate commitments under the Zero Carbon Act and New Zealand’s broader contribution to the Paris Agreement and is benchmarked against our 2016 baseline.

- Improvement was achieved through:
- A 36.5% decrease in travel-related emissions, supported by strategic travel management and regional office expansion.
 - Reduced international travel and increased use of virtual collaboration tools.
 - Continued upgrades to our fleet with fuel-efficient hybrids and the use of third-party carbon-positive ride-share services.

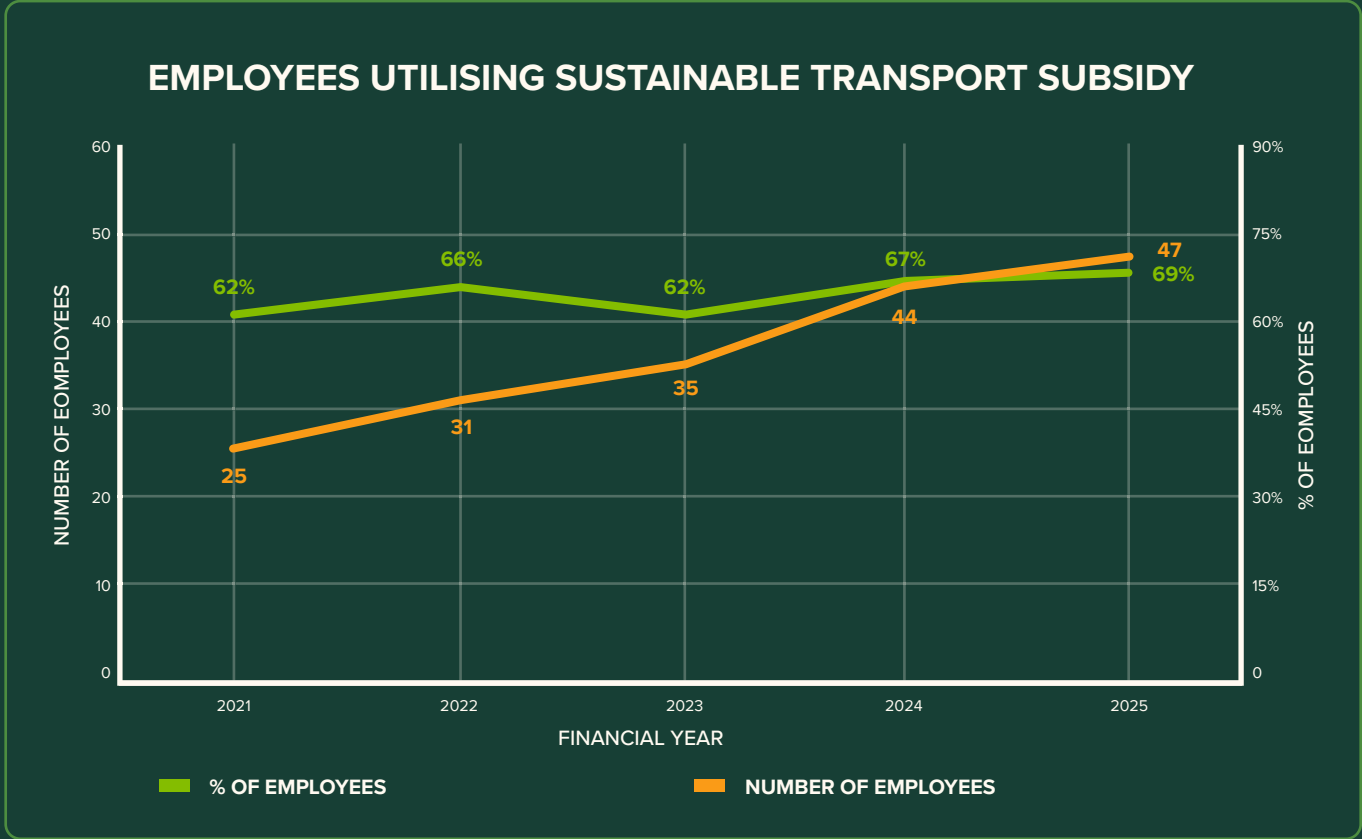


SUSTAINABLE PROCUREMENT

To advance sustainable procurement practices, we have developed an internal database to guide the selection and recommendation of environmentally preferred products and materials in project design. This helps integrate sustainability into project specifications by promoting materials with lower environmental impacts. We also improved our subcontractor approval process to better assess environmental management and sustainability practices being implemented, helping us to identify suppliers whose values align with our sustainability goals.

SUSTAINABLE TRANSPORT

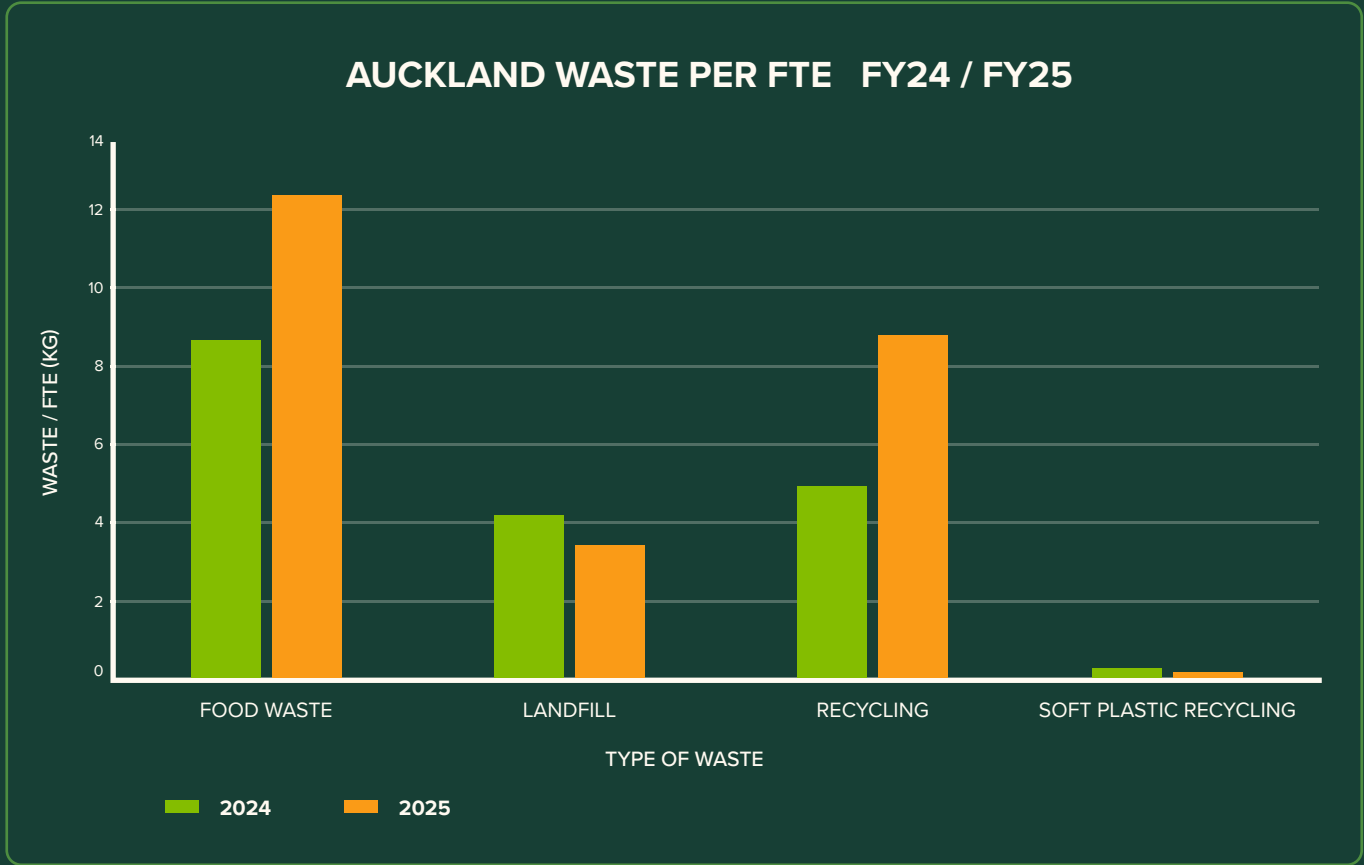
To support low-carbon commuting, Morphum offers a sustainable transport subsidy to encourage the use of public transport, cycling, and walking. In addition, we participate annually in the Aotearoa Bike Challenge.



WASTE MINIMISATION

In FY24, we began systematic waste tracking in our Auckland office, with regional offices beginning tracking in FY25. This aligns with our broader commitment to circular economy principles and reducing operational waste across the organisation.

In FY25, Auckland reduced general and soft plastic waste per employee by 16% and 29%, respectively. While food waste and recycling increased, this rise suggests improved diversion practices, and further review of food waste sources can identify potential opportunities for reduction.



MORPHUM ENVIRONMENTAL

OUR FUTURE

FUTURE COMMITMENTS & TARGETS

Morphum is committed to long-term sustainability leadership, ensuring that our operations, projects, and industry engagement continue to drive meaningful impact. This section outlines our short- and medium-term targets and plans to scale up our sustainability initiatives in alignment with global best practices, stakeholder expectations, and Morphem’s sustainability priorities.

TARGETS FOR 2027 AND BEYOND

To ensure we track progress toward our 2030 goals, Morphem has set key interim targets for 2026 and beyond, aligned with our material topics and SDG commitments.

Our Theme	Sub-Theme	Target	Timeframe
Our Impact	Enhancing Water, Biodiversity and Ecosystem Outcomes	Track delivery of projects with ecological enhancement/restoration catchment outcomes, or measurable biodiversity or water quality improvements with the goal of determining a baseline in moving forward.	By 2027
	Co-creating in partnership with tangata whenua, grounded in Te Ao Māori	Track partnership and collaboration with kapuapa Māori organisations through prioritising procurement and/or client-enabled pathways for partnership with the goal of determining a baseline in moving forward.	By 2027
	Measuring Our Impact	50% completion rate of Morphem Impact for all projects.	By 2027
	Advocating for Positive Change	At least 10% of FTE make a public contribution or engagement (e.g. Conference presentations, articles, panel participation) per year.	By 2027

Our Theme	Sub-Theme	Target	Timeframe
Our People	Staff Retention	Keep voluntary staff turnover below 15% per annum.	Quarterly
	Diversity & Inclusion	Maintain gender representation within the 40/40/20 targets range.	By 2027
	Professional Development	Ensure 80%+ employee participation in annual professional development activities.	Annually
	Building Cultural Competency	Ensure 50% of employees complete Noho Marae and complete Te Ao Māori capability training.	By 2027
Our Business	Sustainable Growth	Maintain annual growth at approx 10%.	Ongoing
	Climate Action	Achieve a 20% reduction in plastic recycling and soft plastic waste per FTE in our Auckland office from FY25 baseline.	By 2027
		Achieve emissions reduction target per FTE of 30% below 2016 baseline measurement.	By 2027
		Offset Carbon Emissions annually focussing on biodiversity, social, cultural and wellbeing co-benefits over accounting and certification.	By 2027
	Sustainable Procurement & Circular Economy	Projects consider impacts of climate change and building climate change resilience.	By 2027
		Goal of 80% of newly approved subcontractors have implemented sustainability initiatives with the minimum being an Environmental Policy.	By 2027
	Commitments & Targets	Continuous improvement and achievement of targets by set timeframe.	Ongoing

Performance against these targets will be monitored through quarterly IMS review meetings and the continued development of our internal sustainability dashboard, enabling consistent data tracking and accountability.



PLANS FOR SCALING UP INITIATIVES & INNOVATION TO MEET FUTURE GOALS

To meet our evolving sustainability goals and grow our impact, Morphum will:

Enhance monitoring and reporting by expanding data collection processes to track progress toward sustainability commitments more effectively.

Explore new solutions and strategies to improve project outcomes.

Deepening industry and community collaboration by expanding partnerships with local councils, iwi, and sustainability organisations to scale our impact.

Strengthening our internal capacity by promoting employee training and leadership development to embed sustainability thinking across the organisation.

By scaling up our initiatives and integrating innovation, we can ensure that Morphum's long-term vision translates into actionable progress, delivering on both our business objectives and sustainability commitments.

COMPREHENSIVE MAPPING OF REPORT CONTENT TO GRI STANDARDS DISCLOSURES

This report has been prepared in accordance with the GRI standards (2021) and maps Morphum Environmental's sustainability disclosures to relevant GRI indicators and SDG targets.

The following table provides a comprehensive index, ensuring transparency and ease of reference for stakeholders.

GRI Standard	Disclosure	Report Section
GRI 2: General Disclosures (2021)	Organisational details (2-1 to 2-6)	1.2 Company profile and mission
	Governance & ethical commitment (2-9 to 2-16)	1.3 Organisational structure and governance
	Stakeholder engagement (2-29)	3.2 Stakeholder engagement process
GRI 3: Material Topics (2021)	Materiality assessment process (3-1 to 3-3)	3.1 Insights from our 2025 materiality assessment
GRI 201: Economic Performance	Direct economic value generated and distributed (201-1)	6.3 Financial performance
GRI 304: Biodiversity	Biodiversity impacts, protection, and restoration (304-1 to 304-3)	4.1 The Morphum Impact in Practice and 4.2 Capturing our Impact
GRI 305: Emissions	Greenhouse gas (GHG) emissions (305-1 to 305-5)	6.4 Environmental performance and operational impact – Emissions Reduction
GRI 306: Waste	Waste generation and management (306-1 to 306-3)	6.4 Environmental performance and operational impact – Waste Minimisation
GRI 401: Employment	New hires and employee turnover (401-1)	5.1 Employee wellbeing and development
GRI 403: Occupational Health & Safety	Workplace health & safety management (403-1 to 403-7)	5.1 Employee wellbeing and development
GRI 405: Diversity & Equal Opportunity	Diversity of governance bodies & employees (405-1)	5.2 Diversity, equity & inclusion
GRI 413: Local Communities	Community engagement and impact (413-1)	4.2 Capturing our Impact
GRI 103: Management Approach	Approach to sustainability partnerships (103-1 to 103-3)	6.2 Fostering collaborative partnerships

INTEGRATION WITH SDG INDICATORS & TARGETS WHERE APPLICABLE

The table below maps Morphum’s SDG commitments (outlined in Section 2.2) to corresponding GRI disclosures for a transparent link between global frameworks and our sustainability reporting.

SDG	Target	GRI Disclosure	Report Section
SDG 5	Target 5.5 (Ensure women’s full participation in leadership and decision-making)	GRI 405: Diversity & Equal Opportunity (405-1)	5.2 Diversity, equity & inclusion
SDG 6	Target 6.3 (Improve water quality by reducing pollution and increasing reuse)	GRI 304: Biodiversity (304-1 to 304-3)	4.1 The Morphum Impact in practice and 4.2 Capturing our impact
	Target 6.6 (Protect and restore water-related ecosystems)	GRI 304: Biodiversity (304-1 to 304-3)	
SDG 8	Target 8.5 (Achieve full and productive employment with equal pay)	GRI 401: Employment (401-1)	5.1 Employee wellbeing & development
	Target 8.8 (Protect labour rights and promote safe working environments)	GRI 403: Occupational Health & Safety (403-1 to 403-7)	
SDG 10	Target 10.2 (Empower and promote the social, economic, and political inclusion of all)	GRI 405: Diversity & Equal Opportunity (405-1)	5.2 Diversity, equity & inclusion
SDG 11	Target 11.3 (Enhance inclusive and sustainable urbanisation)	GRI 413: Local Communities (413-1)	4.2 Capturing our Impact
	Target 11.3 (Reduce environmental impact of cities by improving air quality and waste management)	GRI 306: Waste (306-1 to 306-3)	6.4 Environmental performance and operation impact
SDG 12	Target 12.5 (Substantially reduce waste generation through prevention, reduction, and recycling)	GRI 306: Waste (306-1 to 306-3)	6.1 Growing the Business Sustainably
	Target 12.7 (Promote sustainable procurement practices)	GRI 103: Management Approach (103-1 to 103-3)	

SDG	Target	GRI Disclosure	Report Section
SDG 13	Target 13.2 (Integrate climate change measures into policies and planning)	GRI 305: Emissions (305-1 to 305-5)	6.4 Environmental performance and operational impact – Emissions Reduction
	Target 13.3 (Build knowledge and capacity to meet climate challenges)	GRI 103: Management Approach (103-1 to 103-3)	
SDG 15	Target 15.5 (Take urgent action to reduce the degradation of natural habitats)	GRI 304: Biodiversity (304-1 304-3)	4.1 The Morphum Impact in Practice and 4.2 Capturing our Impact
	Target 15.9 (Integrate ecosystem and biodiversity values into planning)	GRI 304: Biodiversity (304-1 to 304-3)	
SDG 17	Target 17.16 (Enhance global partnerships for sustainable development)	GRI 103: Management Approach (103-1 to 103-3)	6.2 Fostering Collaborative Partnerships
	Target 17.17 (Encourage and promote effective public, public-private, and civil society partnerships)	GRI 413: Local Communities (413-1)	4.2 Capturing our impact



GLOSSARY OF TERMS

- Aroha** — Love, compassion, empathy.
- Haerenga** — Journey.
- Kaitiakitanga** — Guardianship, stewardship, care.
- Kotahitanga** — Unity, togetherness, solidarity, collective action.
- Manaakitanga** — Hospitality, generosity, kindness, care for others.
- Mana whenua, iwi and hapu** — Mana whenua are those iwi and hapu who exercise mana over their tribal boundaries. Mana whenua: territorial rights, power from the land, authority over the land and territory, jurisdiction over land and territory – power associated with possession and occupation of tribal land.
- Matauranga** — Wisdom, knowledge, understanding.
- Noho** — To sit, stay, remain, settle, dwell, live, inhabit, reside, occupy, located.
- Tangata Tiriti** — A partner to Te Tiriti o Waitangi.
- Tangata whenua** — Local people, hosts, indigenous people – people born of the whenua.
- Taiao / Te Taiao** — The environment / natural world.
- Te Mana o te Wai** — Refers to the fundamental importance of water and recognises that protecting the health of freshwater protects the health and well-being of the wider environment. It protects the mauri of the wai.
- Te Tira Haere** — The travelling group – our journey within and alongside Te Ao Maori.
- Tima** — Team.
- Tikanga** — Correct custom, habit, method, way, practice – the customary system of values and practices that have developed over time and are deeply embedded in the social context.
- Wananga** — Seminar, conference, forum, educational seminar.
- Whanau** — Family, in this context, work team.





MORPHUM

environmental

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