

Growing from Strength to Strength Sustainably



MORPHUM ENVIRONMENTAL 2020 SUSTAINABILITY REPORT



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NAU MAI, HAERE MAI KI TĀ TĀTOU RĪPOATA TUARUA
MŌ TOITŪ welcome to our 2nd sustainability report

Morphum Environmental Ltd (Morphum) continues to strive towards best practice in all elements of our work and aims to influence positive change for our people, environment and communities. This report is our opportunity to reflect on both our sustainability successes and areas for improvement for the period April 1, 2018, to March 31, 2020, and informatively guide our steps into the future. We are eager to revisit our goals from our previous report and to once again communicate with clients, industry and community on our material topics. This report has been prepared with reference to the GRI Standards.

Firstly, we would like to share with you our outcomes from our first sustainability report. This report was a finalist in the Corporate Register Reporting Awards 2016 (CRRA'16) for the category Best First Time Report. The Corporate Register celebrates and acknowledges excellence in environmental and social non-financial reports around the world within nine unique categories. Corporate Register has the largest directory of corporate reports and reviews, and we are proud that Morphum's first sustainability report is sitting amongst the best in the world.

We have had several achievements above and including the goals we set ourselves in our first report. Perhaps one of our greatest achievements is our commitment to the First Foundation Programme where we support a student through their university years with funding for university fees and paid work experience through the extent of their study [see OUR IMPACT pg. 36].

The last five years have seen Morphum grow our customer base through our proven innovative solutions and collaborative work with industry leaders. One of our largest growing services during this reporting period was geospatial services. Geospatial analysis, presentation and the development of bespoke mapping tools have proven central to several of our multi-disciplinary projects for councils, government and contractors.

Since our last report we have opened a new regional office in Waikato (December 2019) and moved into a new head office in Auckland (March 2020). The opening of our Waikato office supports our growth across New Zealand with particular relevance to the Central North Island. Our open-plan head office in Auckland has helped to ease our growing pains and we are looking forward to settling into this new space over the coming months. Our regional growth has provided opportunities to embark on exciting projects

with clients such as Waikato Regional Council, Queenstown Lakes District Council, Hamilton City Council, Environment Canterbury Regional Council, Gisborne District Council, Wellington City Council, Greater Wellington Regional Council, and Whanganui District Council.

Another key focus of ours has been celebrating success of our employees by ensuring individuals are recognised and valued for their vital role in the continuity and sustainability of our organisation. This acknowledgement of our peoples' commitment to professional and organisational success is exhibited through formal recognition of our Leadership Team, celebrating success through the Mauri Award, and the introduction of a new programme for emerging leaders [see OUR PEOPLE pg. 24].

While celebrating our successes, we must also attend to areas where we have fallen short. We progressed seven of the twelve goals set in our first report. Some of these are current works in progress and will continue through into the next reporting period. Those not progressed will be reviewed in the next reporting period. Due to our organisation's growth and shifting resource allocation priorities, we were unable to complete a 2017 sustainability report, however, we have now dedicated resource to progress our internal sustainability goals, including our biannual reporting and data management improvements. The data collected within the 2016/17 period will be incorporated in this report to document our progress.

Overall, since our last report we have had a successful five years at Morphum. We have experienced growth regionally and in the services we provide, strengthened existing relationships with our valued clients and fellow collaborators, and brought change to "The Morphum Way". We eagerly look forward to future opportunities that arise and to continue providing high quality, innovative and sustainable solutions to our clients and communities.

Caleb Clarke

Dean Watts

OUR HIGHLIGHTS



01 ABOUT US

Morphum is an active industry leader in civil and three waters engineering, environmental science, ecology, sustainable land development and sustainability consulting. For nearly two decades our mission has been to create positive change by empowering our clients with the expertise, knowledge and innovative solutions they need to make the best, most informed decisions for our environment and our future.

Morphum is recognised for our approach to three waters management with a strong focus on water sensitive urban design and catchment management. We are an industry leader in the design, collection and standardisation of environmental datasets using GIS and other tools. Our talented, driven and dynamic team of consultants are frequently invited to present at industry conferences.

We have an extensive track record working with local government authorities. Over the past few years, we have continued to grow and diversify our client base providing environmental management and sustainability advice to manufacturers, academic institutions and corporates.

As well as our head office in Auckland, we have branches in Warkworth, Hamilton, Wellington, Nelson and Melbourne to service our projects and clients across New Zealand and Australia.



Dean



Caleb

VALUES



Engineering & science integration

To provide informed design and decision making and provide a fundamental basis for multi-disciplinary cooperation.



Collaboration

Working together to promote syncretism and shared outcomes.



Practical sustainability

Implementable sustainability that will work and create change in a sustainable direction.



Innovative methods

Using processes, tools and technologies to implement change.



Professional services

Consultants that offer personal ownership of quality, delivery of financial performance, transparency, exceptional presentation and leveraging the experience and skills within the organisation to add value.



Positive vibrant workplace

A work environment that is safe, healthy and enjoyable, and facilitates delivery of passion and positive energy from all staff.

VISION

to be the leading environmental consultancy providing innovative sustainable solutions for better communities

HOW WE CREATE VALUE

Our approach to sustainability covers the entire value chain from technical input from our employees through to the final deliverables to clients. Describing how we create value for this sustainability report has helped us to further refine our thinking around our material topics and who our key stakeholders are within our spheres of control and influence.



SUSTAINABILITY AT MORPHUM

Sustainability is a core pillar of our business: it's in our nature! Since our inception, our goal has been to produce outcomes that provide long-term benefit to communities and the environment, and we are consistently commended for our approach and results in these arenas.

sustainability is in our nature



Our approach to sustainability covers the entire value chain from technical input from our employees through to the final deliverables to clients. We actively manage our environmental impacts in day-to-day business operations and on projects, where we strive to positively influence our clients to embrace sustainable solutions. At Morphem, international and local environmental awareness days are often recognised and celebrated, some examples include our employee photo challenges for Seaweeek, as well as presentations on World Rivers Day, and Earth Overshoot Day. Our EMS team keeps our people on their toes with the latest tips and tricks for sustainable living at home, which often sparks fruitful discussion at our weekly TA meetings e.g., comparing composting methods. When events are held at Morphem such as social club, seminars or the Christmas Party, it is natural that we try to buy food that is plastic free, organic, and support local businesses.

Describing how we create value for this sustainability report has helped us to further refine our thinking around our material topics and who our key stakeholders are within our spheres of control and influence. The three Outcomes of our value creation model form the basis of our sustainability strategy at Morphem, these being

OUR BUSINESS (pg. 18)

OUR PEOPLE (pg. 24)

OUR IMPACT (pg. 36)



The priorities of our sustainability strategy are the material topics identified in the next section: Stakeholders and Materiality and have been categorised into one of the three Outcome areas. Through our sustainability reporting we set goals related to our material topics within each Outcome area e.g., a goal connected to the outcome "Our Business" and the material topic of "growing our business sustainably" is to work together to achieve our company vision and strategy by reviewing our company vision.

"As environmentalists, sustainability often means replacing practices that are degrading environments beyond what they can naturally renew with equally as effective but less environmentally impactful alternatives. As engineers, sustainability often means creating robust structures that will stay viable for a long period of time, reducing need for maintenance and replacement. As scientists, sustainability often means studying the environmental impact of practices and recommending alternative practices and options for remediation. Overall it's about studying impacts to create a strong understanding of how what we do now will impact the future and then making informed decisions about how and what we create." - Dan Drummond, Graduate Environmental Scientist



02 STAKEHOLDERS & MATERIALITY

STAKEHOLDERS

Morphum identifies our stakeholders as individuals or groups who are impacted by or have an impact on how we do business. Our stakeholder engagement depends on the nature of the relationship and the level of influence that we can have.

The formal means of engagement to define our material aspects for this reporting period was our employee survey, our client feedback process initiated at the end of every project, and a client survey. Our impact is also increased as we are engaged by our clients to support or conduct engagement processes for them with their key project stakeholders. Each reporting period we aim to enhance our stakeholder engagement process to allow for more robust identification of our material topics.

Our three key stakeholders are our employees, clients and suppliers. These and other stakeholder relationships are described below:

Employees

We are a service-based organisation with a “we are our people” approach. Our clients come to us for our team’s technical expertise and advice, so we think it is vital that our employees can influence the way Morphum grows and operates.

Clients

As a consultancy and service provider, our clients’ sustainability issues become our sustainability issues. Our clients have a direct input into our service offering as we target our services to where they are needed. We seek feedback from our clients throughout and at the end of each project.

Suppliers & Subcontractors

Our suppliers and subcontractors are our partners in business, and our success depends on meaningful engagement with them. Sustainable leadership can be as simple as suggesting low impact methods and alternatives, and we hope to influence our supplier stakeholders to reduce our overall footprint.

Communities:

The communities that benefit from our clients’ projects are critical indirect stakeholders of Morphum. We work with the community where possible to ensure projects that affect local communities are undertaken with community objectives and values in mind. We also seek wider opportunities to integrate social and cultural wellbeing outcomes for communities into our projects

Industry:

Morphum actively promotes sustainability through involvement and leadership in networks and industry groups.

Future generations:

Morphum is always aware of the impact our internal and external activities have on wider society and future generations. We consider these impacts in all aspects of our work.


MATERIAL TOPICS


Identifying and reassessing material topics that are important to our business and stakeholders helps us to refocus and prioritise the direction of our business.


In our first sustainability report we outlined a series of nine material topics, established based on the Global Reporting Initiative Standards. Through internal and external stakeholder consultation and a materiality workshop we have once again assessed the material topics most significant to Morphum. Since 2015 we have reviewed the wording of our material topics to make them more relevant to this reporting period. This helps to assure that our goal setting is realistic and reflects the reality of Morphum today.


Our material topics are described below and are categorised into our three outcomes: Our People, Our Impact and Our Business.

OUR PEOPLE


 **Growing our leaders**
We grow great people, sharing responsibility & leadership across the team to manage employee performance in a healthy way.


 **Supporting a culture of learning**
We create inclusive learning opportunities to maximise utilisation & efficiency in service delivery.

 **Promoting a diverse & inclusive workplace**
We are inclusive of diverse perspectives & backgrounds, together we strive to make a difference to society & environment.

 **Nurturing our peoples’ wellbeing**
Our people are our business and when our people are well, our business is well.

OUR IMPACT


 **Actively managing our footprint**
Carrying kaitiakitanga throughout our projects, striving to have a net positive impact.

 **Influencing for positive change**
Walking the talk & telling our story to shift the dial towards a sustainable future in industry and society at large.

 **Creating sustainable outcomes for communities**
Making a difference through our project work to society and the environment, at the same time as managing our footprint to do more good than harm.

OUR BUSINESS

 **Growing our business sustainably**
We seek to sustain our business growth by delivering timely and value-added projects that exceed client’s expectations and working together to achieve our company vision and strategy.

 **Fostering collaborative partnerships**
We bring different disciplines, organisations and stakeholders together, sharing resources and intellectual property to create the best possible outcomes for communities.

In the next section **PROGRESS ON GOALS**, 2015 goals have been adapted to connect to the material topics for this reporting period to ensure relevance and cohesive reporting for the future, as the material topics as of March 2020 are not expected to change over the coming years. There has been a clear change in priorities for Morphum since 2015 as we see that none of our initial goals were connected to the following three material topics:

 **Promoting a diverse & inclusive work place (OUR PEOPLE)**

 **Nurturing our people's wellbeing (OUR PEOPLE)**

 **Influencing widely for positive change (OUR IMPACT)**

This shows that over the 2019 and 2020 financial years the topics of DEI (diversity, equity, and inclusion), employee wellbeing, and how we can best serve society and increase our positive impact increased in relevance and thereby importance to our stakeholders.

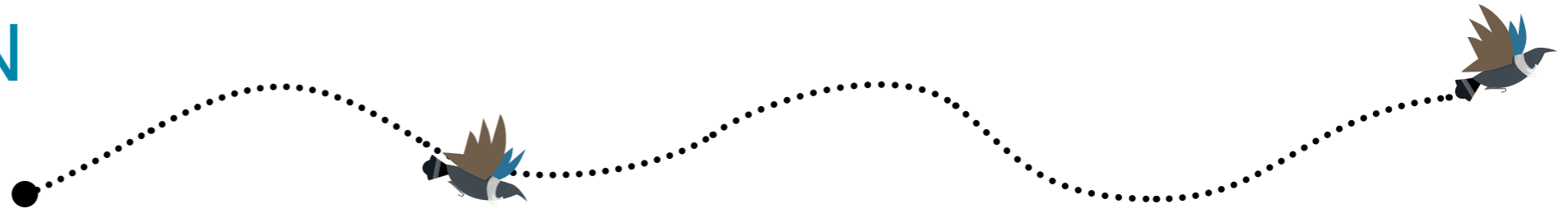
“Our material topics are seen in our day to day operations, as we make decisions on who to hire, work with, purchase from, how to travel, support employee wellness, what to learn about, and what environmental outcomes to strive for in our projects.

- *Ciara Moynihan, Business Support Administrator*

“Our material topics provide a solid foundation for strategic planning, adaptation and growth as a business”



03 PROGRESS ON GOALS



We are proud to have achieved or progressed seven of the goals we set in our 2015 sustainability report. We recognise that some of the goals which were set in the 2015 sustainability report were not achieved, with reasons outlined in the table below. These goals not achieved remain relevant and we have put measures in place to ensure we focus on achieving these in our next reporting period, while maintaining our current achievements.

MATERIAL ISSUE	GOAL	PROGRESS
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Our Business

Growing our business sustainably	Achieve ongoing ISO 9001 certification	✓ Achieved
	Working together to achieve our company vision and strategy by reviewing our company vision	➔ In progress , due for completion 2021
	Embed sustainability assessment into projects to deliver value added outcomes that exceed clients' expectations	✓ Achieved. Morphem Sustainability Health Check Tool completed in March 2018
Fostering collaborative partnerships	Weaving sustainability through all business decisions: Review and update our sustainable procurement guidelines	➔ In progress , goal to be reviewed in next Sustainability Report

MATERIAL ISSUE	GOAL	PROGRESS
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Our Impact

Creating sustainable outcomes for communities	Implement common lifecycle assessment metrics for projects.	✗ Not achieved due to resourcing constraints. We will review these goals in 2021-22 reporting period.
	Develop a method to calculate net impact from Morphem service delivery from a climate change perspective.	✗ Not achieved due to resourcing constraints. We will review these goals in the next reporting period.
	Carrying kaitiakitanga (guardianship) throughout our projects by embedding sustainability assessment into projects.	✓ Achieved. Morphem Sustainability Health Check Tool completed in March 2018
Actively managing our footprint	Demonstrate commitment to environmental excellence by	✓ Achieved



Our People

Growing our leaders	Managing employee performance by reviewing our rewards and recognition programme	✓ Achieved
Supporting a culture of learning	100% of employees completing flourishing reviews to maximise utilisation and efficiency in service delivery	✗ Not achieved. Rates from 2015 FY to 2020 FY on page 27.

04 OUR BUSINESS

Morphum has grown significantly over this reporting period. We continue to grow in size, geographical reach, revenue, market presence, and in community impact.

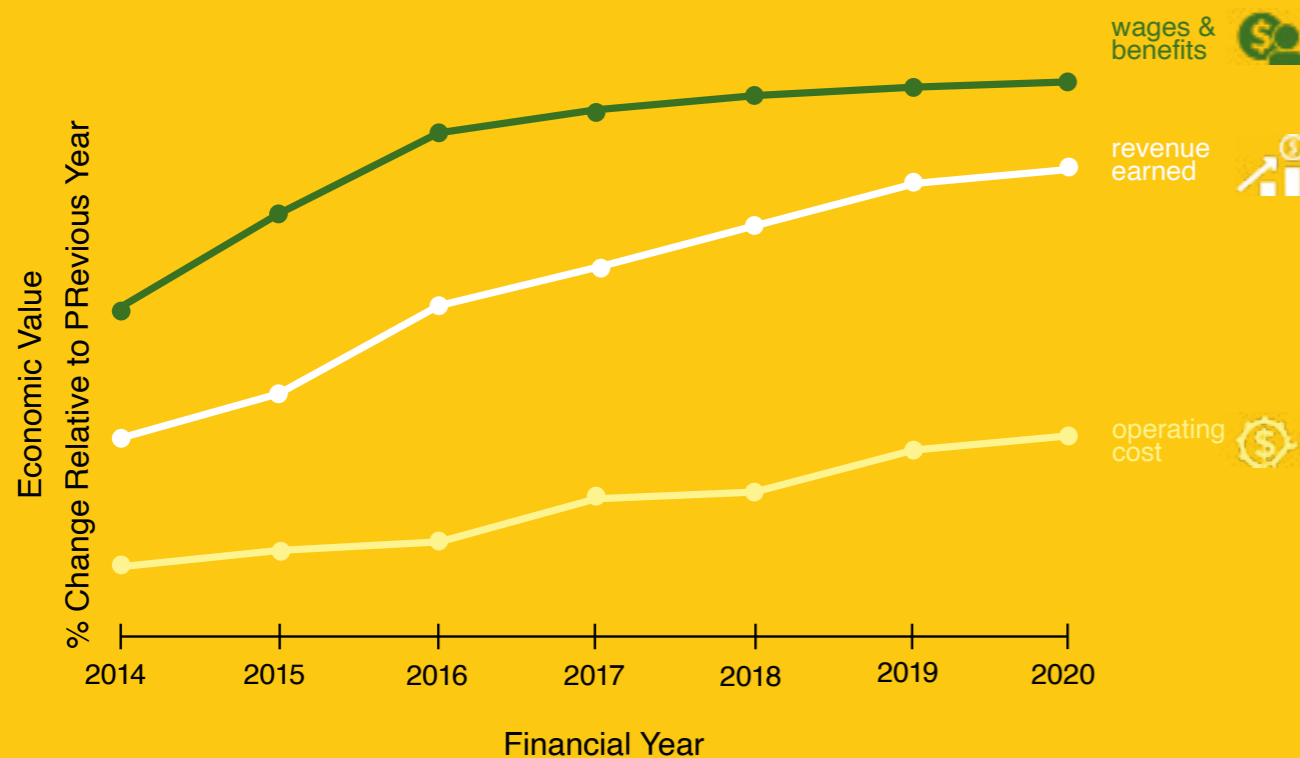
We are out of the box thinkers who uncover opportunities for innovation, attracting new clients in their desire to create environmentally focused solutions. At Morphum we are proud of our culture of best practice and continuous improvement. This not only encompasses our internal systems and processes but extends to our contribution to industry, for example sponsoring the IPWEA Sustainability Excellence Awards in 2019 and work with our clients. We believe the work we do plays an important role in fostering positive wellbeing in the communities we work in and in supporting our clients' goals.

We aim to continue to expand our business and service offerings to provide net positive outcomes to new and existing clients and communities. To be successful we recognise the need for growth to be established in a strategic manner – increasing the strategic value of our projects rather than solely increasing in scale and overcoming barriers that are hindering our growth.

ECONOMIC & MARKET PRESENCE

We can continue making positive impacts across our business by maintaining a positive financial position. We are continuing to perform financially and invest in our organisation and employees to strengthen our position going forward.

ECONOMIC VALUE % CHANGE FROM PREVIOUS YEAR



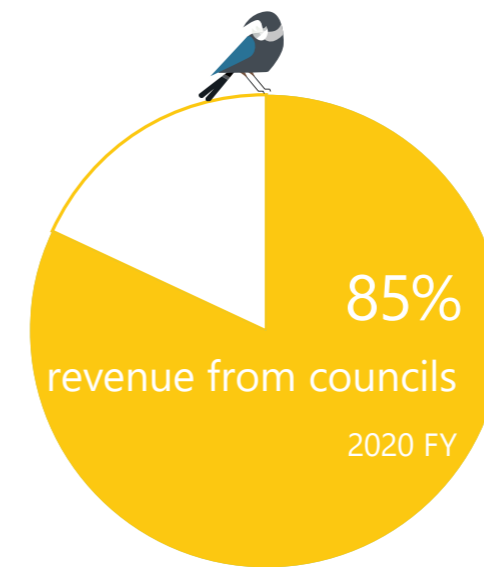
Given Morphum's size and ownership model, and the commercially sensitive nature of our financial performance, we have chosen to report in relative rather than absolute terms.

OUR CLIENTS

Morphum has extensive experience working with public and private partners in delivering high-quality multidisciplinary advice for decision-makers in local and central government organisations, and businesses in a range of industries.

Our work with central and local government organisations demonstrates the important impact our company has on building sustainable communities and supporting the health of ecosystems and waterbodies. In the 2020 FY 85% of our revenue was from council organisations across New Zealand and Australia. By supporting councils to make the best decisions in terms of natural, social, cultural and economic outcomes, we contribute to creating a resilient environment in our work.

As an organisation we have many longstanding relationships with our clients and will continue to nurture these both to support our organisational mission and as a platform to help our clients produce more positive environmental and social outcomes. We are excited for upcoming opportunities to develop and strengthen new relationships in different locations and industries to expanding the diversity of communities and environments we work with as well as increasing our impact. For example, through our new Waikato office location, we will have easier access to areas such as New Plymouth, Hawkes Bay and the Bay of Plenty.



Other sources of revenue

- Government organisations
- Corporate developer
- Private developer
- Organisations
- Community, education, health



GROWING OUR BUSINESS SUSTAINABLY

Offices & regional growth

In December 2019, we officially opened our **Waikato office in Hamilton**. We have been doing excellent work in the Waikato region for many years, and with a growing client base and exciting project work on the horizon, it was time to open our newest office. We look forward to collaborating with new and existing clients in this dynamic region. Stuart Joyce heads up our new office as the Waikato Branch Manager alongside three other team members.

Morphum hosted a special screening of the Lost Rivers documentary, to launch our move into the Waikato region, as part of the Freshwater Sciences Society Conference held in Hamilton. Lost Rivers is a thought-provoking documentary about the historical practice of burying rivers underground as part of urban development and the modern-day movement towards resurrecting those rivers. Given Morphum's vital link between sustainability and water management, this event provided a great forum to reinforce our connection to freshwater and to announce our latest office's opening.

Previously we have acknowledged the size of our Auckland office as a condition for growth, however, we embraced the constraint as a chance to maintain reduced overheads and focused on increased revenue per employee across the reporting period. In mid-2019, we conducted an employee consultation process to understand how a new head office (Auckland) space should ideally work for us. With sustainable transport and accessibility being a top priority, a low-impact building and proximity to green space, we narrowed the search down to a refurbished building on Sale St., close to Victoria Park.

In March of 2020, we moved into the new open-plan office space. The office layout was a significant change from the team split across two levels in Symonds St., with some teams having separate rooms. Now everyone has the same access to break-out spaces, a sizeable kitchen and dining area, and a more extensive laboratory that can multi-function as a meeting room. The office is home to almost 200 plants and some visitors liken it to an indoor jungle, which is precisely how we like. Space for up to 60 desks is enough to accommodate our expected growth over the coming years.

ISO certification

We are proud to have achieved certification for Morphum's quality management, environmental management, and Health & Safety management systems to the ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 Standards. The auditor, International Certifications, noted that our use of a Project Sustainability and Innovation Analysis form used during the project initiation phase is "exceptional and innovative for the industry as this enables the organisation to drive significant environmental improvements during the project phase", and that "overall it was seen that there are good processes in place to ensure the service delivery process is consistent". We now focus on implementing the observations identified in the audit to improve our systems and allow for continuous improvement.

Technology & Efficiencies

Morphum's growth, in terms of employees, locations and projects, saw our current server nearing capacity and no longer coping with our growing demands. In February 2018, we transitioned to Microsoft Office 365, a commitment that allowed us to relieve some of this pressure from our server by shifting some of our demand to a cloud-based system while providing added benefits of improving efficiencies and collaboration.

With our team working in more places and on a host of different projects at any given time, this move ensures we are keeping up with technology advances providing the best possible outputs for our clients, and building our social capital, for example using MS Teams. There had been a lot of demand by Morphum staff for new ways to collaborate and remove the distance barriers between the central Auckland office and our regional offices. Not only does Office 365 have technical benefits but, it also provides a wide range of programs that can support Morphum's users with operational benefits, including collaboration, video conferencing, and task management tools.

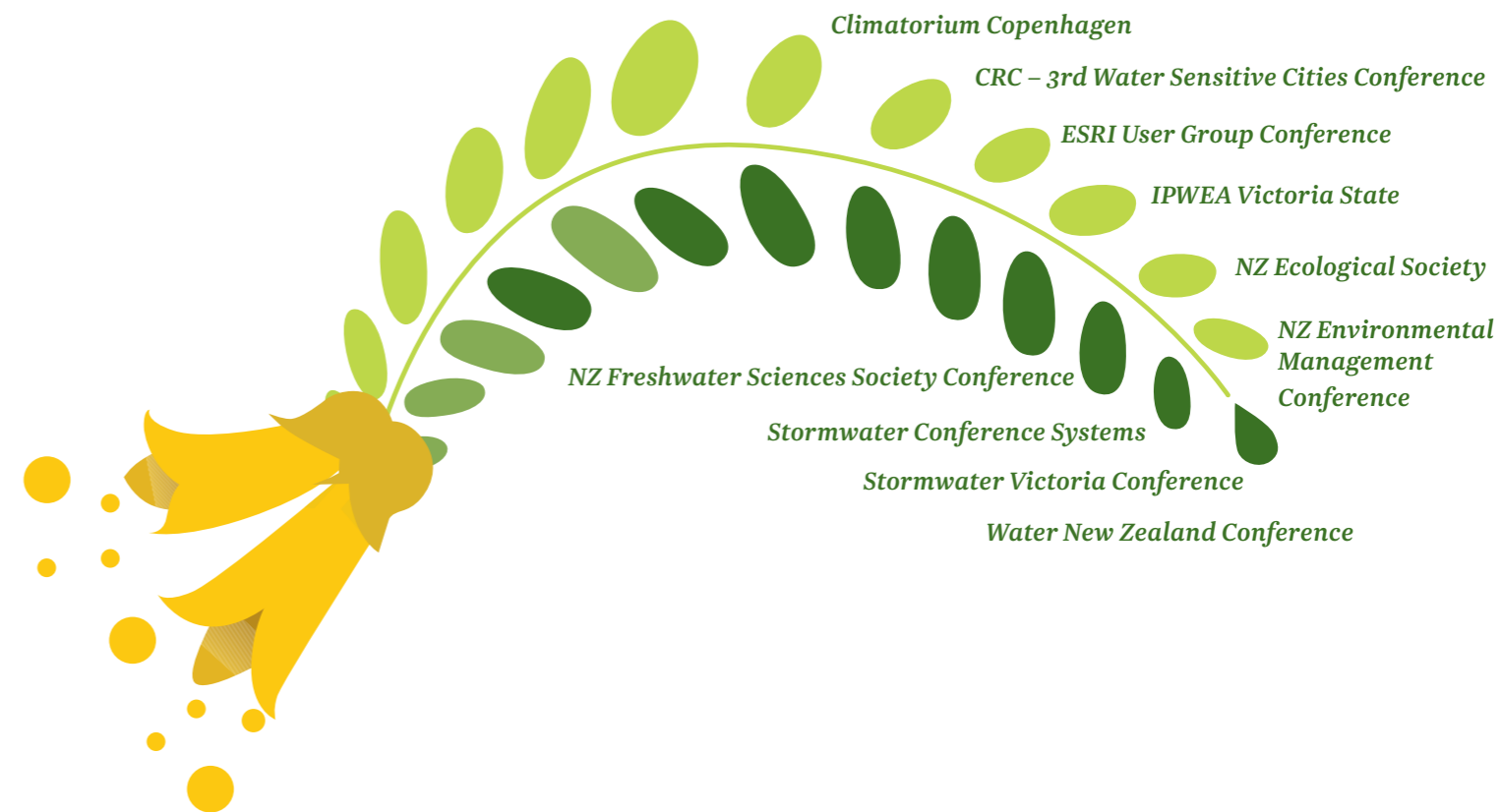
We use MS Teams in all our offices and have realised the benefits of building project teams from multiple offices where complementary skill sets are an advantage. The ease of communication using Microsoft 365 is an asset to every project.

This investment into a new suite of tools aids project management increases efficiency in document sharing and supports innovation and creativity in communicating and presenting project information. Our team members have enthusiastically adopted these applications and are seeing realised benefits on every new project, and increased positive client feedback.

FOSTERING COLLABORATIVE PARTNERSHIPS

As a small to medium sized business, we often look to specialists and niche industry leaders to collaborate with and learn from. Recent collaboration with local and international industry experts has allowed Morphum to progress our service offerings. Recent collaborations with Cardno (Andrew Simons), Paradigm Environmental, Rambol Environmental and Watershed Engineering have allowed Morphum to provide our multi-disciplinary skills to projects while working with technical specialists in their respective fields to achieve successful project outcomes.

A key part of our employees' professional development as well as the continual commitment to innovation lies in industry participation. Attendance and sponsorship of stormwater, freshwater, geospatial and marine conferences are an important marketing opportunity for our business as well as the opportunity to influence and be influenced by our peer's innovation. Key conferences that the Morphum team have had a strong presence at include:







To encourage internal collaboration Morphum has introduced company-wide lunch time seminars which are hosted in any office and recorded on MS Teams allowing us to listen and watch the presentation from anywhere. Presentations include successful or sometimes difficult project examples, learnings from a recent training, practice runs of conference presentations, and presentations on research or previous work experience. This informal seminar time provides the opportunity to integrate our employees' broader skillsets across the organisation and boost employees' speaking confidence. They also foster a sense of community support and an encouraging atmosphere as people come together from different teams and can have broad ranging discussions, generating ideas, which otherwise may not have happened.

We encourage our employees' involvement in industry groups. These include:



Looking Ahead

MATERIAL ASPECTS	GOALS	COMPLETION DATE
Growing our business sustainably 	Process stock take: Complete a stock take on current business management processes and policies for purpose and usability. Establish and implement a goal and plan for reduction targets to improve workflow	March 2022
Growing our business sustainably 	Create a clear business development strategy that defines our company direction which caters for evolving governance and a leadership ecosystem.	November 2022
Fostering collaborative partnerships 	Implementing a Client Relationship Management system to support the growth of our networks and building key relationships across our industries and understanding our clients' values.	March 2023
Fostering collaborative partnerships 	Increase our industry presence and thought leadership by attending and presenting at industry conferences and events by hosting 1x event in person/online; submitting 5x papers to conferences; presented in panels or solo at 3x industry events/conferences.	March 2023

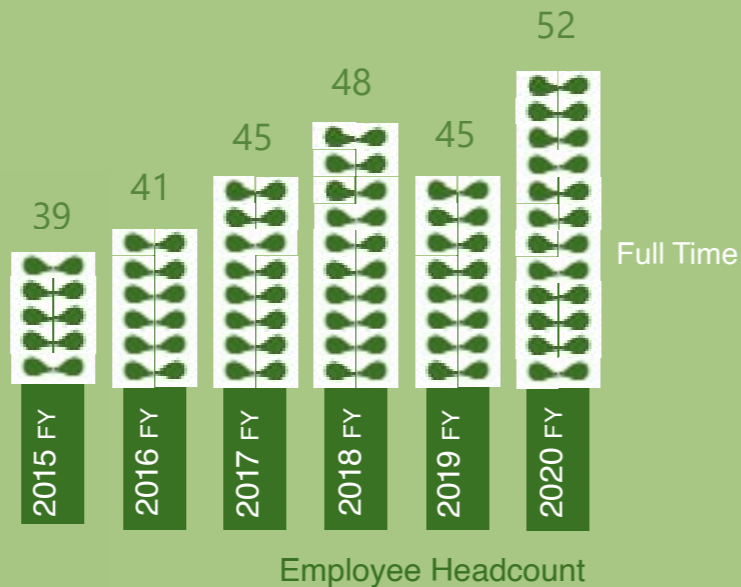
05 OUR PEOPLE

Our professionals are our business. We are very proud of the dedication, passion and commitment of our employees to deliver high quality outputs to support our clients and communities. Ensuring that we are providing a work environment that is safe, healthy and enjoyable and facilitates delivery of passion and positive energy from everyone is a core value of our company. It was not surprising that four of our nine material topics are related to 'Our People', a recognition that our stakeholders' interests have been taken on board in that they highly value the wellbeing and development of our employees.

“providing a work environment that is safe, healthy, enjoyable and facilitates passion and positive energy”

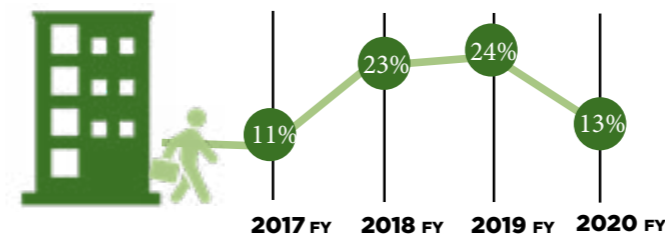
The Team

Our multidisciplinary team of over 50 staff consists of: experienced engineers, scientists, asset management specialists, geospatial analysts, sustainability professionals, programme and project managers, and administration personnel. In March 2020, we had 39.3 full-time equivalent (FTE) employees (33 full-time and 13 part-time), up from 34.85 FTE in April 2015. While FTE employee numbers have stayed relatively consistent our head count continues to grow. This reflects our support of flexible working arrangements and employees' commitments outside of the workplace (during the 2020 financial year 25% of employees work part-time).



Staff Turnover

In 2019 FY our staff turnover was sitting above the national average turnover rate of 20.5 % and the industry average of 16.8% . In 2020 FY our staff turnover has dropped to 13.0% which we are delighted with and would like to continue keeping this below industry average. We are a demographically young company with many highly mobile younger employees (58% are aged between 18 and 34 as of 31 March 2020). For our next reporting period we have placed an emphasis on our retention strategy as part of our human resource priorities. We will continue gaining insights from our exit interviews to further understand motivations for leaving and areas that we can improve.



Staff Turnover

Expanding Services

In this reporting period, we founded our Geospatial Services Team. The Geospatial Services team was created as a response to growth in this specialty area across many of our projects and to drive geospatial services, data quality and data management. All employees were invited to provide feedback on the proposed changes and feedback was positively received.

To support the growth and changing needs of both our business and our clients, we created new permanent full and part-time roles. We are excited to report that six of these newly created roles are within our regional offices. Other newly created roles which are unlike roles already established at Morphem reflect the adaptability and willingness to provide the services our clients and communities are seeking.

The appointment of our Business Support Team Leader ensures that our Business Support Team are supported in delivering excellent, responsive support services including administration, HR, marketing and accounts support to the Morphem team and Directors. This has allowed the Directors to redirect their focus

towards more strategic, relational and deliverable efforts.

The new Sustainable Projects Coordinator role shows an ongoing commitment to sustainability through all aspects of our organisation including project support, reporting, business development and improving internal systems.

The Project Manager role was newly created to provide specialist expertise in managing and leading multi-disciplinary teams to successfully deliver projects, supporting clients and staff to produce high-quality and timely outputs.

The new Geomorphologist/Environmental Scientist role expands our team's skillset and capabilities to provide a full service offering that meets the needs of Morphem's established and prospective customer base.

To see our whole team at the time of reporting, refer to the Appendices to look at our reporting structure.

Geospatial Services

New permanent roles

6 New regional roles

- Business Support Team Leader
- Sustainable Projects Coordinator
- Project Manager
- Geomorphologist/Environmental Scientist
- Principle Planner
- Assistant Planner

GROWING OUR LEADERS

As Morphum grows, the roles and levels of pressure on company directors is rising significantly. This is linked to increasing numbers of staff, increasing breadth of focus geographically, larger projects and the continuously growing demands of a successful business operation. We are focusing on developing our team and spreading responsibilities across the organisation by empowering upcoming talent, encouraging collaboration and strengthening relationships between leadership and wider team members. This allows our directors to focus on strategic, longer-term issues.

We recognise "Growing our leaders" as a core material aspect as it ensures the longevity and growth of our organisation through succession planning, and shared leadership and delegation. In the coming reporting period, we are continuing to look for opportunities to improve delegation and leadership opportunities across the organisation.

Leadership Team & Forum

Since our previous sustainability report, we have formally recognised our Leadership Team. The Team is made up of team leaders, branch managers and senior staff members along with the directors. In 2016, we started regular Leadership Forums which are an opportunity to bring the leadership team together to reflect on previous year's successes and learnings and agree on the strategic priorities and focus areas for the next year. We have now successfully completed three forums which have developed positive organisational outcomes such as our Mauri Award.

Emerging Leaders Programme

In 2017, Morphum announced the introduction of an Emerging Leaders Programme (ELP) to provide a transitional position for those that are exceeding expectations in leading project teams, technical workstreams and supporting the management of teams. The ELP is targeted at motivated, promising junior and intermediate team members who embody Morphum's vision and values and demonstrate an active commitment to leadership excellence. The programme has been launched in response to feedback from employees and aligns with our

commitment to providing a workplace that helps our employees to learn, share successes and thrive. We have seen six employees successfully complete the programme so far with positive feedback from participants. Employees successfully complete the programme so far with positive feedback from participants.

"I found it interesting to actually take the time to step away from work and be really self-reflective to consider how you may demonstrate leadership day to day, separate from project management. It is important to remember that we are all culture holders for Morphum and new staff coming in look to the people who have been around for a while in terms of how we do things here."

- Oliver Ferrick

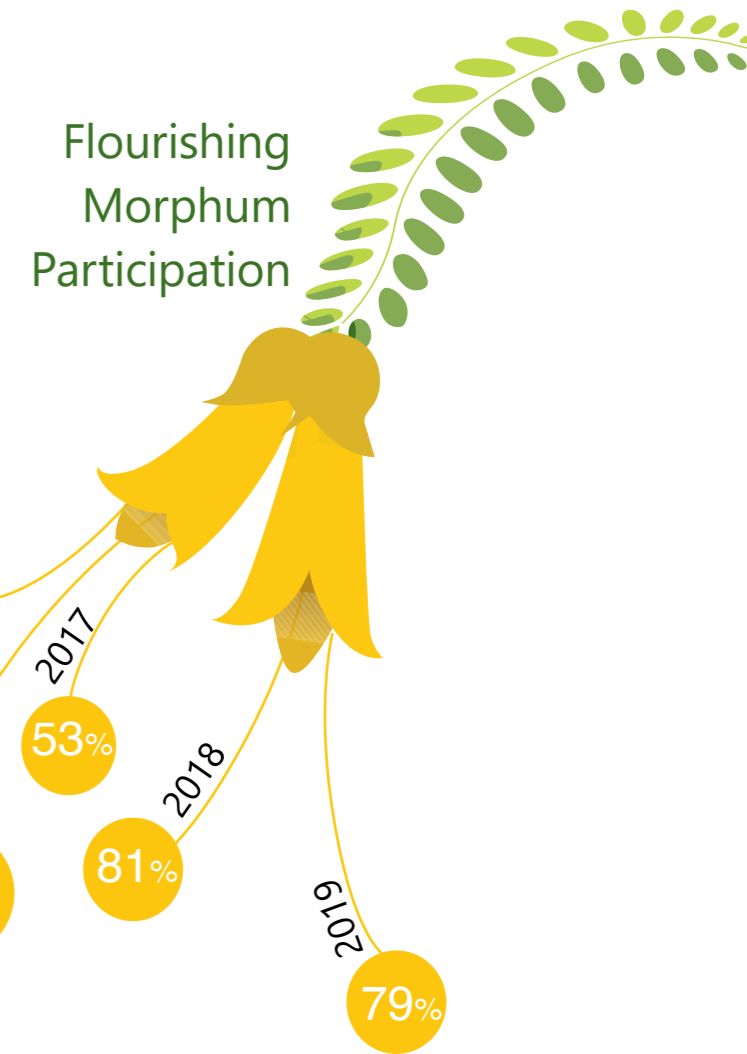
Engineering Design Lead

A CULTURE OF LEARNING

Ensuring our team are experts in their fields is key to delivering high-quality services to our clients and communities. It also supports our staff in their professional development, goals and confidence. Our professional development budget and annual Flourishing process are two tools we use to ensure our staff are kept engaged, challenged and satisfied, having numerous benefits for wellbeing, employee retention, productivity and client satisfaction. All critical factors in ensuring survival and growth in our organisation to achieve our company vision.

Employee Flourishing

Employee Flourishing is our annual performance review process. There has been an increase in the completion of Flourishing reviews from 2017 to 2018, which may be attributable to the shift in reporting lines that took place in late 2017 and 2018. One of the goals from our first sustainability report was to achieve 100% completion of employee Flourishing reviews. By March 2020 79% of our team members had undertaken their Flourishing review. We have identified the groups of employees that have not completed their reviews and we will seek to complete a revision in the next reporting period to identify how we can support our leadership team and staff to complete their reviews.



Training

Morphum provides opportunities for its employees to continue their education as a specialist in their area and keep ahead with training opportunities. Training is also used to assist employees in developing key skill areas which are identified as requiring improvement in their Flourishing review process. Employees are provided with an annual budget and time allocation to complete professional development and/or training. Flexible working arrangements can be agreed upon on a case-by-case basis to support those who are studying to achieve their fullest potential at work and university. Full time employees are also supported to join a professional body and increase connections across industry.

Employees are often requested to demonstrate their learning, e.g., through a debrief or presentation by way of seminar or lunchtime learning sessions. This provides further opportunities to engrain knowledge and understanding for the employee while sharing learnings, knowledge and available expertise to be drawn upon by the wider team.

Alongside their professional development and memberships, the Morphum team participate in regular team seminars and lunchtime learning sessions. Recent topics have included:

Annual Financial, EMS, Health and Safety and Quality Assurance updates

ArcGIS Pro / GIS training updates

New employees' university research topics and past experience

Storymap sharing

NZ Ecological Society Conference - learnings and presentations

Winning Proposals Strategies training overview

Promoting a diverse & inclusive workplace

Lunchtime learning sessions **13**

Professional memberships **13**

2020
Financial Year

Hours of professional training **1577**

Team seminars **11**



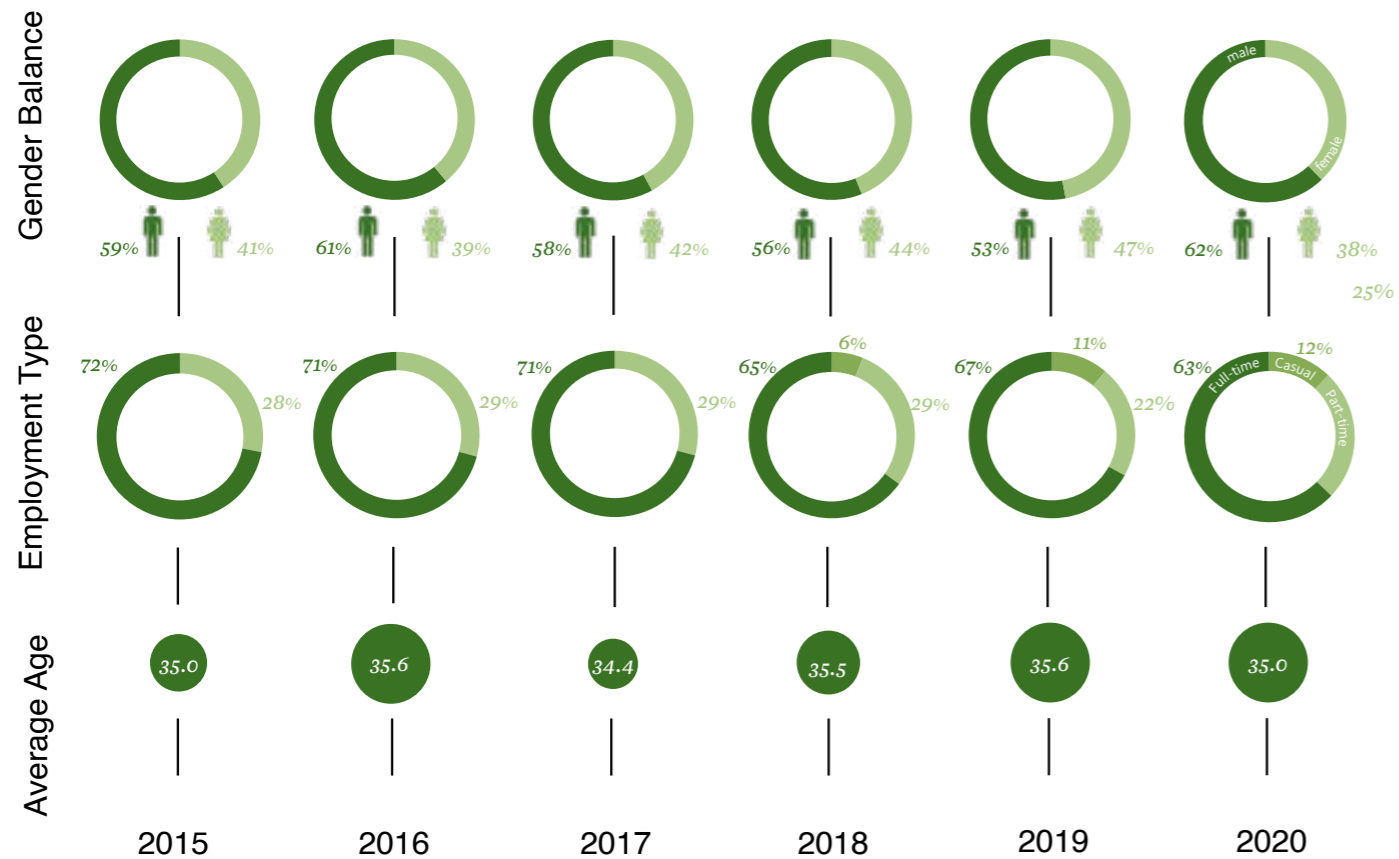
PROMOTING A DIVERSE AND INCLUSIVE WORKPLACE

Diversity and inclusion (D&I) in the workplace provide a wealth of opportunity and benefits to both our organisation and community. We identified D&I as a material aspect during this reporting period. Previously we have not reported on this and did not have the tools in place to collect meaningful data to establish a baseline. Key goals for the next period are to form a baseline to recognise where we are performing well or could be doing better under a diversity and inclusion lens. From this, we should be in a better position to establish targeted goals and actions, to ultimately increase diversity of our employees, suppliers and client base, as well as fostering an inclusive culture to support continued diversity overtime.

“Diversity and equality in the workplace provide a wealth of opportunity and benefits to both our organisation and community”

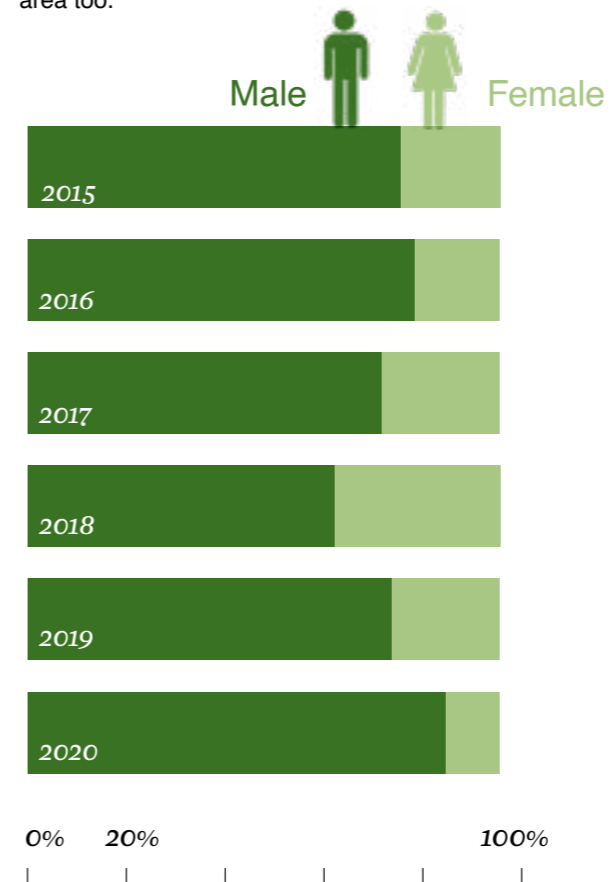
Demographics

Morphum is supportive of flexible working arrangements and employees’ commitments outside of the workplace. This is reflected in the steady transition from the full-time working model to more part-time and casual working arrangements.



Leadership Team

Our leadership team plays an integral role in demonstrating our organisational commitments and filtering change through the organisation. In documenting the gender demographic of our leadership team over time we can start the conversation to recognise trends, risks and opportunities to increase diversity and inclusion in this area too.



First Foundation

One initiative that Morphum has supported during this reporting period which aligns with our ambition to become an increasingly diverse and inclusive workplace is the First Foundation Programme. First Foundation is an Aotearoa New Zealand based organisation which allows talented and financially disadvantaged youth to be sponsored through their university years by individuals or organisations. The programme not only provides benefits for the student such as support in access to education, mentoring and work experience (read more in Influencing for positive change, pg. 46) but also provides benefits to Morphum, as a scholarship partner, to access a larger and more diverse set of potential team members.



NURTURING OUR PEOPLES' WELLBEING

This material aspect is about ensuring our employees are happy and healthy at work. We care about improving the quality of life for our employees through creating a positive and vibrant workplace. We want to ensure that the Morphem way encourages a motivated, engaged and high performing workforce who are important aspects of employee retention and performance.

Health & Safety

Keeping our employees safe is not only a legislative requirement but something we feel strongly reflects how we are able to partially fulfil our value of a positive and vibrant workplace, thus is a core aspect of this material aspect. Our Health and Safety Management System covers all Morphem employees, offices and sites, and any visitors or subcontractors working for us.

Recent innovation and technology changes to our Health and Safety Management included reformatting our weekly full team Health and Safety meetings to enable greater accessibility, engagement and real-time contribution from our regional offices. The regional offices can now dial into the meetings rather than relying on updates from meeting minutes.

In 2017, we adopted the Survey 123 software in our Health and Safety processes for collecting data



Survey 123

including hazard identification, employee audits, and incidents during field work. This software enables real-time georeferenced data to quickly provide reports and support planning, mitigation and effective management.

Our health and safety management system is performing strongly with 35 reported incidents and injuries in 2019. Of these, 27 were near miss reports, 8 minor incidents with no major incidents. The number of reports has increased from 19 in 2016 and 18 in 2017 which is mostly reflective of an increased number of near misses being reported likely due to our increased efforts in promoting a culture of reporting and transparency.

In 2019, the average sick days per employee was 3.9, this has remained relatively consistent from previous years.

Employee Recognition

In our first sustainability report we set a goal to develop our existing rewards and recognition programme. As a response we implemented the Mauri award; a monthly award to a team member who has demonstrated a key Morphem Value whether that be professional services, promoting a positive vibrant workplace, innovation or collaboration. The mauri award was first implemented in early 2016 and has successfully celebrated 81 employees via nominations from the Leadership Team. Thirty employees have been awarded the Mauri Award which includes a restaurant voucher.

Mauri Award

Nominations



Winners



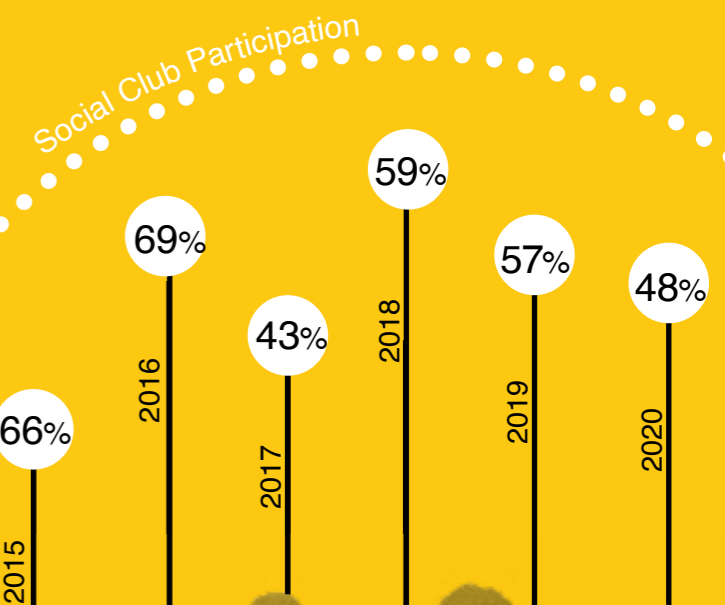
Employee wellbeing programme

We have pushed for a big focus on employee wellbeing during this reporting period. We have several initiatives that encourage physical and mental wellness. We continue to find new ways to support our employees' wellbeing and over the coming period will review the programme for improvements and ways to ensure activities are more accessible to a wider number of employees and offices.








A key part of the wellbeing programme has been getting our team moving. In August 2018, we had our first Monthly Powerwalk, an initiative to make sure our employees take breaks throughout the day to get some exercise and fresh air. These have proven to be popular! We also have a Morphem soccer team, who have participated since 2014 in the Subfootball Summer Series at the Auckland Domain.

We are regular participants in the Aotearoa bike and walk challenges encouraging employees to take part in some friendly competition internally and as an organisation as part of the externally run programmes. We encourage participation through spot prizes for greatest distance travelled and involvement. Other externally organised events we have been involved in during this period is the Round the Bays fun run, and the Auckland Marathon.

Our staff are offered voluntary annual flu vaccines. In 2019, 50% of staff up took the flu vaccine. Another way we promote our employees' wellbeing is through our active social club. The social club come together on the last Friday of every month to participate in a variety of events including dinners, comedy, sport, games, and art. We have two social club chapters, in Auckland and Waikato, which are open for all employees in those regions to join. We have had a drop in part-time members likely due to part-time staff often not working on Fridays or being parents or caregivers. We will look to review ways to keep social club accessible to all employees.



Looking ahead

MATERIAL ASPECTS	GOALS	COMPLETION DATE
<p>Growing Our Leaders</p> 	<p>Within the next reporting period, review director portfolios and review reporting lines to share leadership and increase delegations across the leadership team.</p> <p>360 Leadership Review to be undertaken</p>	<p>March 2021</p> <p>August 2021</p>
<p>Supporting A Culture of Learning</p> <p>Promoting a Diverse and Inclusive Workplace</p>  	<p>Establishing a baseline understanding and development strategy for improving capacity and confidence in inclusion of te Ao Māori principles (including te Reo and Tikanga) into all aspects of our business.</p>	<p>March 2022</p>
<p>Supporting a culture of learning</p> 	<p>Develop storytelling capacity across the team by having each team member complete: a “why” exercise to connect personal drivers with Morphem strands and draft one content post per year- linking their topic our mission and strands and strategic direction.</p>	<p>January 2022</p>
<p>Promoting a Diverse and Inclusive Workplace</p> 	<p>Improve the diversity balance across the company in terms of gender and minority groups, using the 2020 company data as the baseline and the 2023 Stats NZ population data as the target.</p>	<p>October 2021</p>
<p>Promoting a Diverse and Inclusive Workplace</p> 	<p>Undertake a review of existing recruitment processes and highlight opportunities for improvement.</p>	<p>March 2022</p>
<p>Nurturing our Peoples' Wellbeing</p> 	<p>Set up and implement three monthly employee satisfaction check-ins to understand our employees' wellbeing in terms of: Sense of belonging; Enjoyment; Supported; Stress level.</p>	<p>May 2022</p>

“It’s our holistic response to the projects we take on that makes us different. The Morphem team, fuelled with passion, guided by skill and inspired by success, are continually seeking sustainable, practical and environmentally sensitive outcomes to projects through active collaboration and working with nature.”

- Andrew Rossaak, Science Team Leader



06 OUR IMPACT

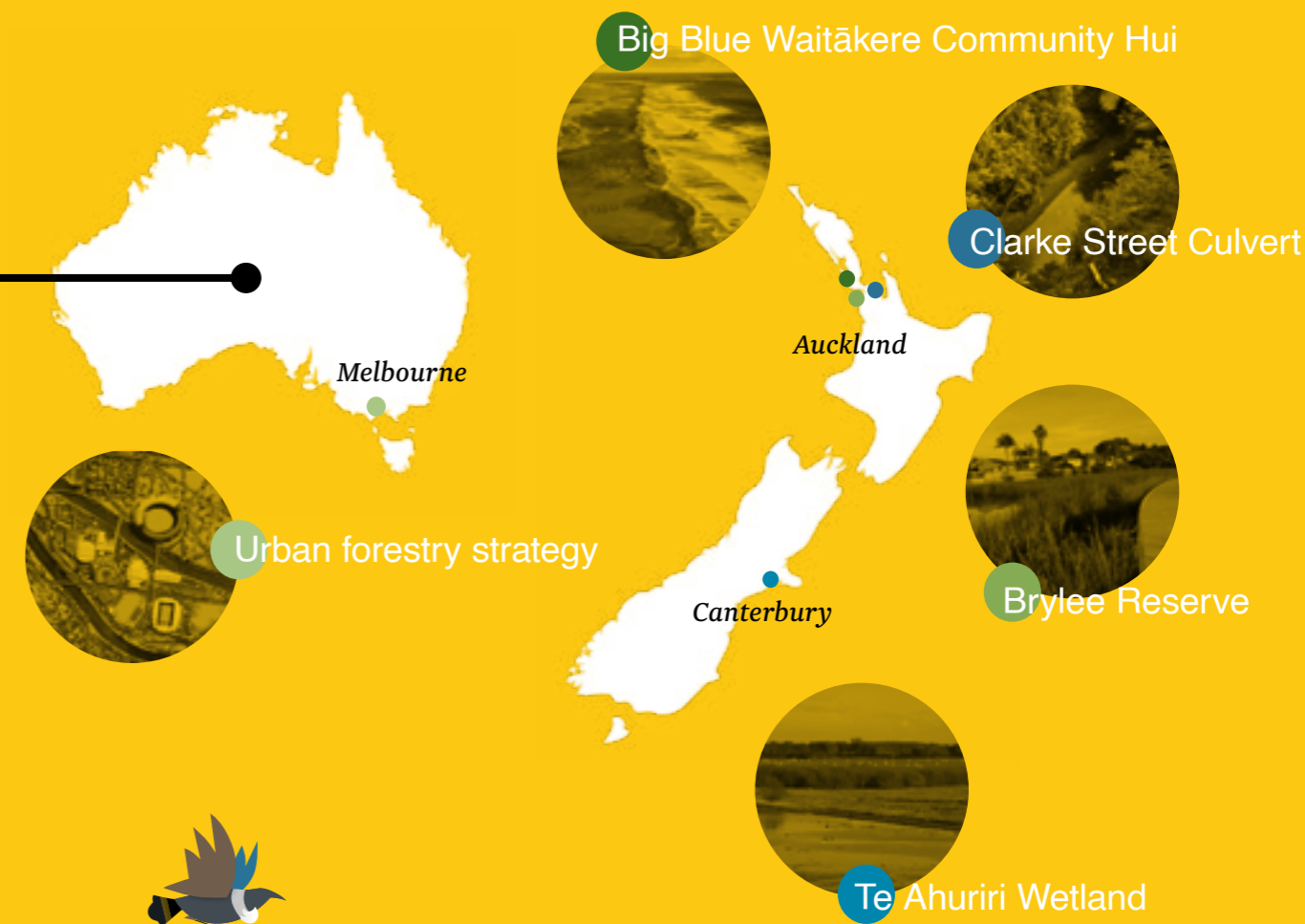
As an organisation whose vision is to create better communities through innovative, practical and sustainable solutions we have a responsibility to ensure we implement this organisation wide. We support our clients to do the same, often going above and beyond to seek the best outcomes, which is how we can best expand our impact in society.

Our impact goes beyond the immediate actions of our employees and business operations. The nature of our work means collaborating with a host of organisations throughout New Zealand and parts of Australia. Three material topics which stem from our business mission are the impact we have on clients, communities and the environment

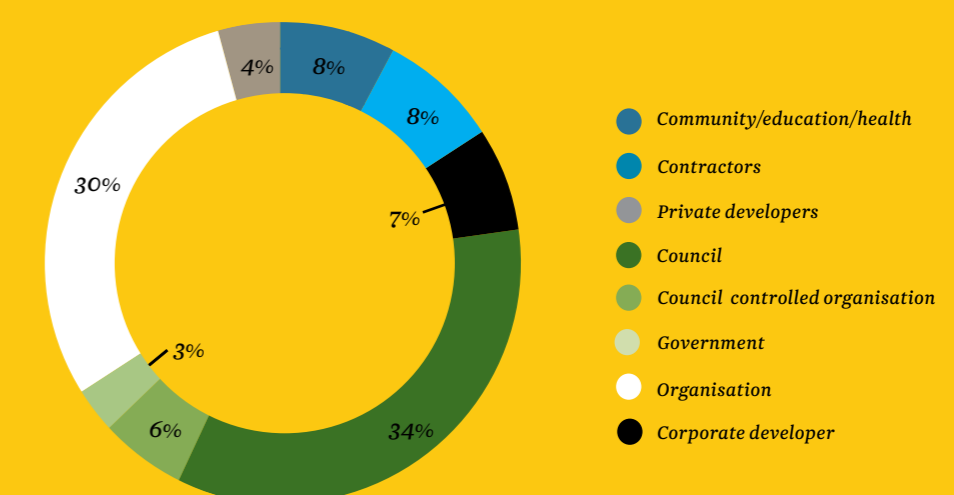
We apply the Precautionary Principle to environmental risk management, and this is reflected in our environmental management system processes. In the previous sustainability report, we set a goal to achieve ISO 14001 Environmental Management System certification. We have successfully achieved this and remain committed to continuous improvement [refer to [GROWING OUR BUSINESS SUSTAINABLY](#) on page 20 for more information]. We have started developing our procurement policy and we will continue to work on this within the next reporting period.

Project work

Our projects are where we know we can have the most positive impact on the environment and communities. By guiding, designing and advising clients and partners to choose the most sustainable solution, we know we are making a difference to the built environment, which has long-lasting effects on social and cultural wellbeing. We completed 586 projects in the period from April 1, 2017, to March 31, 2020. These projects are dispersed geographically (as shown below) and across different industries and client types. We are enthused by the opportunity to work with a vast array of clients, industries and projects as a reflection of the reach our organisation is having and can have into the future. We recognise an opportunity to diversify the type of work we are involved with, and we will be completing a stocktake of our clients and projects and identify new opportunities to extend our potential impact.



Revenue By Client Type



OUR FOOTPRINT

Morphum is committed to managing and mitigating negative environmental impacts and promoting positive impacts through all aspects of our business, projects and culture. We seek continuous improvements to ensure our production and consumption consider full product and design life cycles.

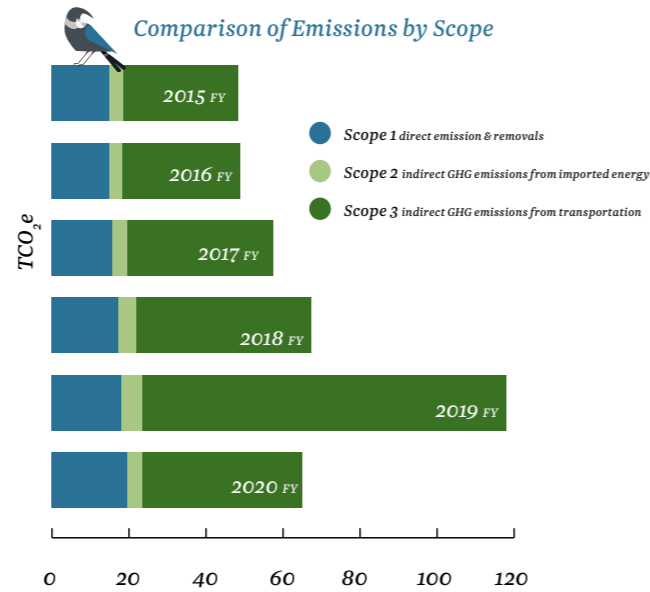
We are proud to have been successful in certifying our environmental management system to ISO 14001 (one of our 2015 goals). The impact we have is important to us beyond just the bottom line and goes further than regulation and the requirements needed to achieve the ISO certification. Our footprint is of material importance to us and a core value of our organisation. We continue to walk the talk and promote sustainability and beneficial impact on the environment and societies where we live and work. The stakeholder engagement process found both our employees and clients believed that Morphum has a continued focus on the environment, and this was important as a metric of our sustainability performance as an organisation.

“I think that Morphum is focused on reducing the environmental impact of our operations wherever possible, so in that respect I think that we’re on our way to becoming truly sustainable” Employee Survey, 2018.”

Having reported and offset our organisational carbon footprint for the past 10 years, we are committed to continual improvement and mitigating the negative impacts of climate change by exceeding relevant environmental legislation and other requirements, educating and training all employees and contractors in environmental issues and the effect that their activities have.

Emissions

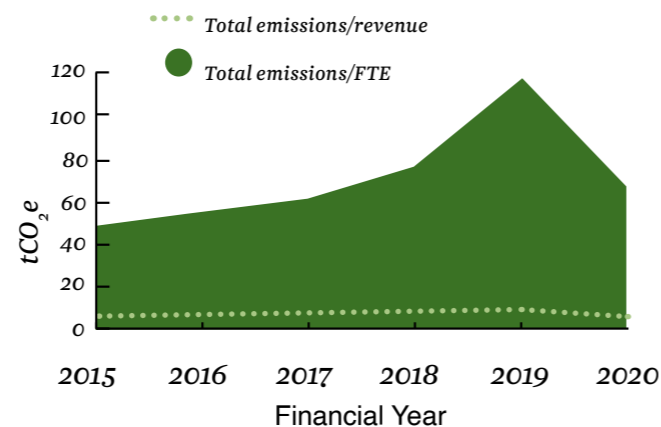
Morphum continues to be part of the carboNZero programme, identifying target reductions in our carbon emissions which is managed through our Environmental Management System and sustainability teams. Due to the difference in reporting and emissions factors between New Zealand and Australia and the small size of our Melbourne team, the Melbourne office is not included in our offsetting programme, or in the data pertaining to scope of emissions, emissions per revenue, and emissions per FTE. In 2020, Morphum achieved carbon neutrality for the tenth consecutive year offsetting a total of 359.47tCO₂e since April 2015.



Overseas travel in the 2019 FY resulted in a significant increase in our organisation’s emissions. However, we do not believe this is reflective of the organisation’s efforts towards reducing our environmental footprint due to some one-off long-haul travel events. In the 2020 FY we have tried to reduce business travel emissions from the 2018 FY by taking advantage of using Teams and video conferencing where possible. We hope that by moving into the new Auckland Office we can further reduce our Scope 2 emissions as it may be more energy efficient than the older building, we were located in. We will continue to find methods to reduce our impact and find alternative solutions to minimise the need to travel.

Where we are unsuccessful in mitigating emissions, we offset the balance through New Zealand Permanent Forest Sink and Fair-Trade Projects. We chose these project types as they align with our work and our ambition to support local projects that benefit Aotearoa New Zealand’s environmental, societal, and economic wellbeing.

Comparison of Total Carbon Emissions



Transport

Our business growth, particularly increased field work put higher demand on our vehicle fleet. When we decided to expand our vehicle fleet, we were conscious to purchase a solution that met both environmental considerations and business/project requirements. In 2018, we bought our first fully electric vehicle. We are excited to use our new Leaf as a pilot for future vehicle expansions and upgrade considerations.

Our commitment to sustainable transport methods extends beyond our company fleet. We also do this through our programme to subsidise our employees’ travel to work sustainability. An average 31% of staff claimed for sustainable transport reimbursement each month in the 2020 financial year, slightly down from 32% in the 2019 financial year. We have been working to influence government to incentivise other New Zealand organisations to offer this to their employees.

Ownership and use of work vehicles is avoided in the Wellington office through our early support of the Mevo carshare scheme which we joined in 2018. This complements our staff’s commitment to cycling as the primary form of transport to and from work and for meetings within the CBD. Mevo is used for out of town or long-distance work engagements.

Waste

We are committed to reducing our reliance on natural resources. We are working to digitise our administrative processes to reduce reliance on paper and continually reviewing areas of our supply chain for opportunities to eradicate waste streams or transition to a more eco-conscious packaging alternative. This has included stationary procurement, health and safety documentation using survey 123 NURTURING OUR PEOPLES’ WELLBEING on page 32) and improving resource efficiencies with accounting and payroll. We will continue to find more efficient working methods supported by our recent transition to office 365 (as discussed in GROWING OUR BUSINESS SUSTAINABLY on page 20).

Our 2018 waste audit showed a reduction in food waste from 1.9kg to 0.3kg. We attribute this to initiatives including compost pick up, removing the landfill bin from the kitchen, and staff education. We still have work to do with 18% of the waste in landfill able to be diverted.

Sustainable procurement

Morphum is developing a sustainable procurement policy and process for implementation across our offices. The policy will help ensure sustainable practices in all aspects of our activities including, identifying, minimising or eliminating the environmental and social impacts of the products or services we require. We give preference to suppliers who:

-  Have an Environmental Management System (ISO 14001 or other)
-  CarboNZero certification or similar reduction focus and offset process
-  Belong to Business Network (SBN) or Sustainable Business Council (SBC)
-  Have the product or service certified to a recognized environmental or social standard
-  Consider life cycle analysis and offer a reuse program for their products
-  Are a local and Small/Medium-sized Enterprise (SME) organization
-  Contribute to local community by giving back

Products or services that meet these requirements are often at a higher price point, and these costs must also be considered.

As part of the initial stages of the sustainable procurement policy, we will engage our existing suppliers to provide their certifications, carbon reduction targets or sustainability commitments and intent. This information will be stored against our quality management supplier database for future procurement purposes.

Suppliers

We consider our suppliers, sub-consultants and contractors key to our impact. As such, anyone working on a Morphum-led project or Morphum owned project is managed under our Environmental Management System. We seek to educate and support suppliers and contractors to achieve similar high environmental standards.

During this period, we needed to meaningfully collect specific demographic or impact information about our suppliers. Therefore, we aim to establish a process as part of our procurement goals to better understand the impact our supply chain has on the environment and society.

CREATING SUSTAINABLE OUTCOMES FOR COMMUNITIES

Our project work has a direct influence on how we are impacting our communities. In the previous report, we identified a goal to develop a tool to embed sustainability and net positive benefits further into our projects both at inception and delivery.

Our team has been working on a sustainability health check for our clients, the method being a quick review of impacts for a project or operation to efficiently identify opportunities to focus sustainability efforts. This is an opportunity for our clients to utilise proprietary sustainability assessment tools or reporting methods such as GreenStar, ISCA, or GRI without excessive investment to determine the pros and cons of each assessment methodology. Every project is assessed with sustainable outcomes in mind during our kick-off meetings.

Into the next reporting period we will look to develop a metric to understand the outcomes of our projects and track a baseline for uptake of health check tools to provide a more complete understanding of the impact we can and do make on our projects.



BRYLEE RESERVE

Morphum was engaged by Auckland Council's Healthy Water Group to undertake detailed design, tender, construction documentation and construction supervision of the Brylee Drive Reserve Wetland in Takanini. Construction was completed in June 2017.

The 10,000 square metre wetland treats over 30 hectares of urban catchment, including a portion of the Southern Motorway which previously discharged untreated contaminants to the Pahurehure Inlet in the Manukau Harbour.

From the outset of this project, we were committed to enhancing the amenity and biodiversity opportunities of the existing reserve, while providing long term function, maintainability and amenity of the wetland system.

The design of the wetland applies our learning from other national and international projects to deliver a resilient and robust system which will provide long term water quality improvements whilst enhancing the landscape and biodiversity of Brylee Drive Reserve. The wetland has an optimised footprint through earthworks design and hydraulic controls with the final downstream cell of the wetland being subject to saline ingress on king tides. This will provide insights into the performance and function of constructed wetlands on coastal



BIG BLUE WAITĀKERE COMMUNITY HUI

The Big Blue Waitākere was commissioned to guide and inform the Waitākere Ranges Local Board in proposing directions, priorities and projects to protect and enhance unique marine and coastal areas within the board's jurisdiction.

Morphum Environmental was engaged by Auckland Council to prepare this report to:

- Identify and consolidate existing and available information and data.
- Identify knowledge gaps.
- Provide potential management objectives and actions to address the known issues.
- Present information in a visually engaging way that appeals to a wide audience, including; the board, local communities and the public.
- Identify current stakeholder projects which aim to improve overall environmental condition to provide a knowledge base engagement in the future.

The Waitākere Ranges Local Board area encompasses approximately 58 km of coastline, extending from Raetahinga Point (Bethell's – Te Henga) to South Titirangi, French Bay and Wood Bay within Manukau Harbour. In most places, this coastline borders the Waitākere Ranges Regional Park, consisting of 17,000 hectares of contiguous park land. This area is protected by the Waitākere Ranges Heritage Area Act 2008 which acknowledges the area's unique natural and cultural intrinsic values. The report consolidates existing background information and research within this area, identifies data gaps, and addresses topics such as water quality, seabirds, marine mammals and fisheries.

Eight overarching management objectives were identified for the Waitākere Ranges Local Board marine environment, which are supported by 41 management actions. These provided a basis for strategic planning decisions, addressing anthropogenic impacts on the coastal and marine environment, and promoting the integrated and sustainable management of the Auckland region's coastal environment.

The Big Blue Waitākere report was presented at a community hui on the 20th June 2018.



CLARK STREET CULVERT

A major flooding event in March 2017 resulted in the collapse of stormwater infrastructure at the Great North Road to Clark Street intersection, and extensive flood damage to public infrastructure and private property. The flooding was caused by blockage of a 1500 mm culvert under Great North Road. Emergency works were put in place to isolate dangerous areas for public safety and to restore functionality to the existing infrastructure.

Following the storm event, Morphum was engaged by Auckland Council to assess options to provide for conveyance of flows, in the Rewarewa Stream under Great North Road. The options assessment resulted in the installation of an upgraded culvert and erosion protection structures, to increase culvert capacity to improve the existing service level, to convey flows up to the 100-year ARI event. The preferred option provided the largest amount of flood protection for a minimised footprint of stream disturbance, and allowed for construction to be undertaken while still maintaining traffic and pedestrian access.

The required works presented an opportunity to enhance the stream environment and social aspects relative to the New Lynn community. A fish passage, stream boardwalk and community pocket park were created, through the collaborative efforts of Auckland Council, Fulton Hogan and Morphum.

Morphum provided engineers representative's assistance and project support to the stormwater culvert upgrade, stream rehabilitation and elevated pedestrian boardwalk. In addition to this, Morphum was involved in preparing ecological impact assessments for resource consent applications, for both the emergency works of the collapsed stormwater infrastructure and for the Rewarewa Stream boardwalk.



TE AHURIRI WETLAND

Morphum developed the detailed design of the 5-hectare Te Ahuriri Wetland for Environment Canterbury (ECan). The wetland is a flagship project delivered as part of the Whakaora Te Waihora programme, which is a joint ecological and cultural restoration programme being developed collaboratively with Te Rūnanga o Ngāi Tahu, ECan, Selwyn District Council, Christchurch City Council and the Department of Conservation. These parties are collectively working as Te Waihora Co-Governance Group, with a vision to restore and rejuvenate the mauri and ecosystem health of Te Waihora and its catchment.

The project involved stakeholder engagement, site analysis, options assessment, design documentation and preparation of the Assessment of Environmental Effects (AEE) for consenting. With funding from the Ministry for the Environment's (MfE) Freshwater Improvement Fund, timeframes were tight and Morphum was required to work effectively with all stakeholder groups. This included the Co-Governance group, consultants developing Mātauranga Māori monitoring plan, NIWA and local landowners to ensure that the project delivered on multiple objectives.

The final design involved a controlled diversion for the Huritini/Halswell River, re-engaging a 500-metre-long relic river channel prior to discharge into the 5-hectare wetland, which is being constructed within the historical footprint of Te Waihora/Lake Ellesmere. The wetland will function to attenuate nutrients and sediment and improve biodiversity and mahinga kai across the ecological and culturally important site. Long-term monitoring by NIWA will enable the project to demonstrate the role of well-designed constructed wetlands in addressing some of our current freshwater quality challenges.

Construction of the wetland began in January 2019, with over 120,000 eco-sourced aquatic and terrestrial plants planted during 2019. Morphum were engaged to assist ECan throughout the consenting and tendering process and provided supervision and technical advice throughout construction.

URBAN FORESTRY STRATEGY

Morphum Environmental was engaged by The Nature Conservancy Australia (TNC) to provide spatial data management and remote sensing capabilities within the Urban Forest Strategy initiative across greater Melbourne. The release of the final report Living Melbourne marks the first urban forest strategy for the metropolitan Melbourne region.

Urban forest mapping and management has become an all-important feature of the urban environment and Morphum Environmental are proud to have delivered a key role in this project by generating a detailed vegetation dataset.

The reach and impact of the Living Melbourne strategy is vast and multi-faceted with 34 Councils using this strategy to inform regional and city planning with regards to climate change, resilience, and urban planting.

Morphum's contribution to Living Melbourne consisted of management and review of satellite imagery and LiDAR raster raster datasets. Mosaicking and automated clipping of raster data was also performed, as well as further formatting and processing of both datasets. The data was then processed in Trimble eCognition software using an optimised workflow to create the final outputs.

This project demonstrates our value of collaboration and knowledge sharing to support our clients and communities to have more net positive benefits.



INFLUENCING WIDELY FOR POSITIVE CHANGE

We recognise the position and reach our organisation can have in using our expertise to influence our communities towards positive change. We actively encourage our team to get involved in industry groups and are looking for additional ways to positively impact our communities.

First Foundation

In 2016, Morphem has embarked on a four-year long programme with First Foundation. As previously mentioned First Foundation teams organisations up with talented and financially disadvantaged youth to sponsor them through their university years. The programme was founded in 1998 by Steven Carden and has since offered 460 scholarships.

The four-year programme includes paid work experience, financial support over the duration of the programme, advice and guidance from a mentor, and all necessary support to enable a successful transition from school, through university and on into to the workplace. Morphem's relationship with the selected candidate, who had a keen interest in environmental engineering, guaranteed them a secure pathway through university, plus mentorship and work experience. They began their degree in 2017 and are due to finish studying later in 2020. This is a significant financial investment for a small organisation, but one which Morphem's Directors are passionate about.






Participating in and influencing the industry

Our directors and employees are active in several industry groups such as The Sustainability Society, Warkworth Business Association, Sustainable Business Network, and Engineering NZ (a comprehensive list in "Fostering collaborative partnerships" on page XX). Morphem sponsored the IPWEA Sustainability Excellence Award in 2019 and plans to continue this over the coming years. These provide opportunities for information sharing and education and can help shape the direction of the industries we operate in. Caleb Clarke has been a committee member for The Sustainability Society since 2010, and chair from 2015 providing a platform to influence positive change across industry and networks.

We also support the future industry professionals with our involvement with students and universities. Morphem are in regular attendance at the University of Auckland Engineering Fair. These provide a great opportunity for students to talk to our young professionals about environmental engineering and to find out about the great projects we deliver at Morphem. We typically select employees to attend who have finished university within the past five years as they are more recently able to relate to the students and give them a good insight into what an engineering path, focusing on environmental and sustainability values would look like. We also submit to the University's Engineer Your Career magazine, which features graduate profiles across the industry. We believe these are important platforms to inform current students of the existing opportunities to shape a career which has an impact.



Looking ahead

MATERIAL TOPICS	GOALS	COMPLETION DATE
Actively Managing our Footprint 	Within the next reporting period, develop an organisational health check tool to track organisational objectives and progress on a monthly basis.	December 2022
Actively Managing our Footprint 	Within the next reporting period, finalise our updated sustainable procurement guidelines and implement the process.	November 2022
Actively Managing our Footprint 	Set emission reduction targets to align with international and national goals using the science-based targets framework.	July 2022
Creating Sustainable Outcomes for Communities 	Develop a method to categorise and quantify the impacts of our projects and report against.	March 2023
Influencing Widely for Positive Change 	Developing a plan for and identifying key representatives of mana whenua iwi to build enduring relationships with, having external input and support.	December 2022

07 GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

This report has been prepared with reference to the GRI Sustainability Reporting Standards (2016 and 2018 for Occupational Health and Safety). Each of the standards used and disclosures included are described in the table below.

Disclosures	Description	Section Description
GRI 102: General Disclosures 2016		
102-1	Name of organisation	Morphum Environmental Ltd
102-2	Overview of business	Directors' Report, page 4 About Us, page 6
102-3	Location of head quarters	Level 4, 18 Sale Street, Auckland CBD, Auckland 1010
102-4	Location of operations	About Us, page 6
102-5	Ownership & legal form	Morphum is a limited liability company, owned during the reporting period by shareholders Dean Watts, Caleb Clarke and Damian Young
102-6	Markets & customers	Our Business, page 18
102-7	Scale of organisation	About Us, page 6
102-8	Employees	Our People, pages 24 - 25
102-10	Significant change to organisation	Directors' Report, page 4
102-12	External initiatives	Influencing for Positive Change, page 46
102-14	Directors' statement	Directors' Report, page 4
102-15	Key impacts, risks and opportunities	Stakeholders & Materiality, Pages 12-13
102-16	Values, principles & norms of behaviour	About Us, pages 6 - 7
102-42	Identifying & selecting stakeholders	Stakeholders & Materiality, page 12
102-46	Report boundary & content	About Us, page 6 Stakeholders & Materiality, page 12
102-47	List of material topics	Stakeholders & Materiality, page 12
102-48	Restatements of information	No restatements of information in this reporting period
102-49	Changes in reporting	No significant changes in material topics or topic boundaries
102-50	Reporting period	Directors' Report, page 4
102-51	Date of the most recent report	2015
102-53	Contact point	Contact Us, page 49
102-54	GRI compliance	This report has been prepared with reference to the GRI Standards listed in this GRI Content Index
102-55	GRI content index	Heading in this index
102-56	External assurance	External assurance has not been sought for this report. Internal controls are in place to ensure the overall integrity and credibility of the report

Disclosures	Description	Section Description
GRI 103: Management Approach 2016		
103-1	Approach	Sustainability at Morphem, page 10 Our Business, page 16 Our People, page 22 Our Impact, page 34
GRI 204: Procurement Practices		
204-1	Local suppliers	Our Footprint, page 39
GRI 304: Biodiversity		
304-3	Habitats protected or restored	Creating Sustainable Outcomes for Communities, pages 40-45
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Our Footprint, page 38
305-2	Energy Indirect (Scope 2) GHG emissions	Our Footprint, page 38
305-3	Other Indirect (Scope 3) GHG emissions	Our Footprint, page 38
305-4	GHG emissions intensity	Our Footprint, page 38
GRI 306 Waste 2016		
306-1	Waste generation & significant waste related impacts	Our Footprint, page 39
306-2	Management of significant waste related impacts	Our Footprint, page 39
GRI 401: Employment 2016		
401-1	New employee hires & turnover	Our People, pages 24 - 25
GRI 403: Occupational Health & Safety 2018		
403-1	Health & safety management system	Growing Our Business Sustainably, page 20 Nurturing Our Peoples' Wellbeing, page 32
403-5	Health & safety training	A Culture of Learning, page 28
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GRI 404: Training & Education 2016		
404-1	Hours of training per year	A Culture of Learning, page 28
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GRI 405: Diversity & Equal Opportunity 2016		
405-1	Diversity of governance bodies & employees	Promoting a Diverse and Inclusive Workplace, pages 30 - 31

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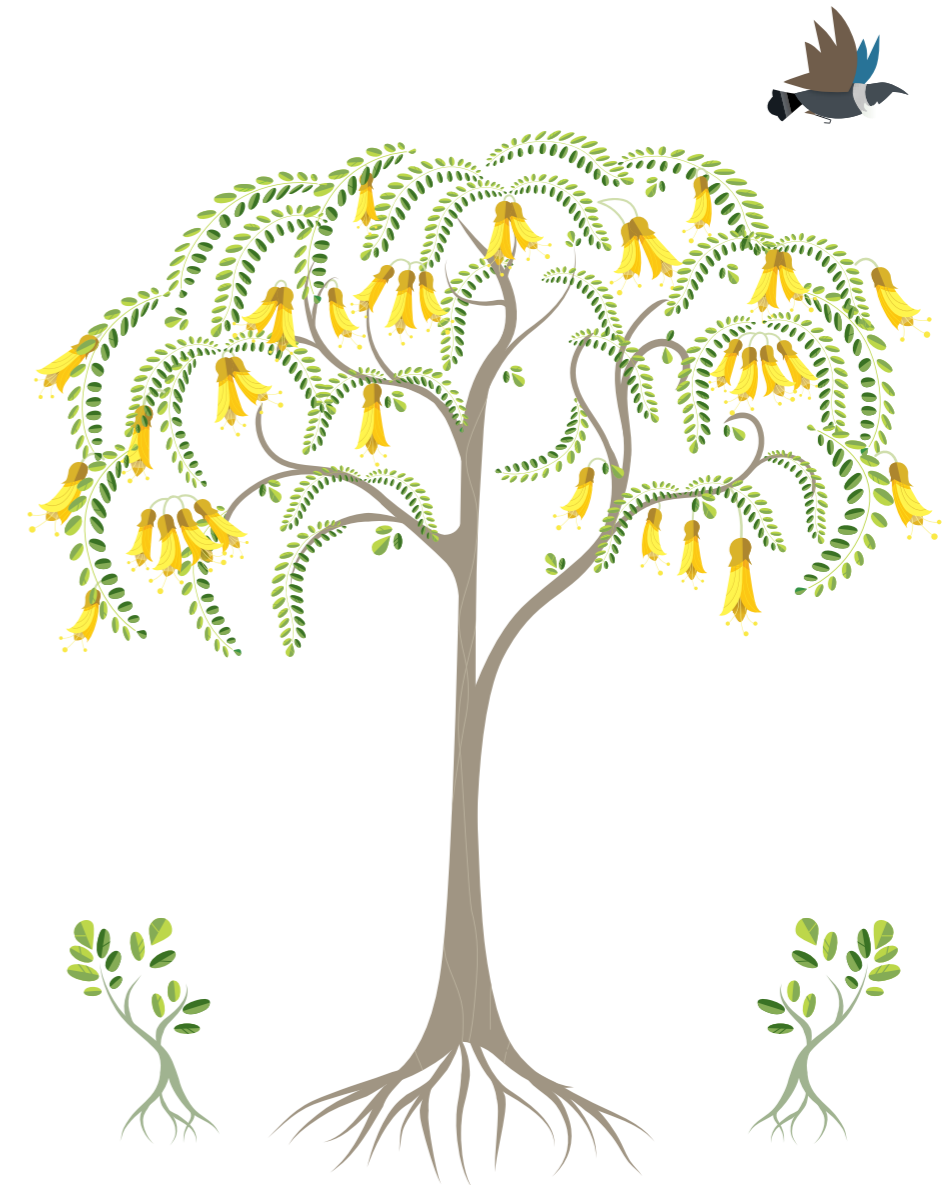
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