

Tātaki
Auckland
Unlimited



A
AUCKLAND
TĀMAKI MAKAURAU

An aerial photograph of Auckland, New Zealand, at dusk. The city skyline is visible in the background, including the Sky Tower. A large bridge with a steel arch spans across the water in the middle ground. In the foreground, there are residential houses and lush green trees. The text 'OUR SUSTAINABILITY STORY' is overlaid in large white letters.

OUR SUSTAINABILITY STORY

FOR THE YEAR ENDED 30 JUNE 2024

He mihi

Ka tangi te manu kōrero!
Ka rongō te tangi kōrihi!
Ka wāwā mai rā ki roto i te
Wao-nui-a-Tāne! Tūturu whiti!
Whakamaua kia tina!
Haumie hui tāiki e!

E ngā mana, e ngā reo, e ngā
karangatanga maha o te motu,
taku hei iti nei, mā te hau e ripo hei
hari i ngā kupu whakamaanawa e.

Kei ngā mate tuatinitini o te motu
tangihia rā koutou. Haere ki te wā kāinga,
haere ki te kāinga tūturu.
Haere, haere, haere.

Tāmaki Makaurau Tāmaki Herenga
Waka, kei te mihi. Ngā Mana Whenua
me ngā waka ō ngā tai e wha, e mihi ana.

E tuku mihi maioha tēnei ki ngā
mataawaka ō te motu ko koutou
te puhariki ō te waka nei
Ki a koutou katoa ngā kaihoe
ō te waka nei mo ngā tangata katoa.
Tēnā koutou katoa.

Mā te mahi ngātahi e taea ai ngā taumata.
Nāku te rourou nāu te
rourou ka ora ai te iwi.
No reira noho ora mai,
Mauri ora.

The bird's cry shall flow endlessly.
Hear the melancholy song resonate,
sourced from the inner domain of Tane.
A permanent melancholy form.
Fixed in alliance, yes fixed in alliance,
gathered and woven together!

To all authorities, all voices, the many
affiliations, greetings. Let the swirling wind
carry esteemed salutations.

We lament the passing of loved
ones throughout the land.
Return to the home of all time.
Farewell, farewell, farewell.

We acknowledge Mana Whenua and
their tribal authority in Tāmaki Makaurau
Auckland. We also mihi to Mataawaka who
have made Auckland their home.

Sincere greetings to all those who decide
which direction this waka takes. To you
who strive to achieve the best results for
all people. Greetings to you all.

We can achieve more by working together.
With your basket and my basket, the
people will thrive.

- Nā te Poari o
(Tātaki Auckland Unlimited)

Foreword

Welcome to Tātaki Auckland Unlimited's third annual Our Sustainability Story. You will find stories and experiences that cover some of our activities structured around three connected pillars of sustainability – environment, economic and social. Honouring te ao Māori and the different cultures of Aotearoa is also woven throughout our work.

One of the year's major milestones was the adoption of Tātaki Auckland Unlimited's first Climate Change and Environment Strategic Plan, which outlines the actions we will take in the next three years towards our goals and targets. It introduces new focus areas including responsible water use, expands on our previous work on climate resilience, and captures core deliverables such as measuring and reducing our greenhouse gas emissions and waste.

We also share the completion of a significant decarbonisation initiative at Auckland Art Gallery Toi o Tāmaki among work underway across Tātaki Auckland Unlimited to decarbonise assets and increase energy efficiency.

This year includes information on Tātaki Auckland Unlimited's first mandatory climate-related disclosure as part of Auckland Council Group under the new national climate

standards. This builds on our previous voluntary reporting, and drives work to improve Tātaki Auckland Unlimited's management of climate-related risks and opportunities.

Working with Auckland Council, we continue to lead and implement the Economy priority within Te Tāruke-ā-Tāwhiri: Auckland's Climate Plan to help Auckland respond to the climate emergency. A crucial element of this is Tātaki Auckland Unlimited's ongoing support and development of Climate Connect Aotearoa – the region's climate innovation hub. We have a lot to share in our story this year, including the first Mātauranga Māori and Climate Innovation Hui.

This year, you will also read about our economic work helping plan Te Puna Creative Innovation Quarter in Te Kōpua Henderson. The development of this quarter will continue to evolve and pursue positive social, cultural, economic and environmental outcomes.

The major events Tātaki Auckland Unlimited invests in and delivers on behalf of council are a core part of our region's social fabric. This year we curated the first annual Moana Auckland, New Zealand's Ocean Festival among a portfolio of events, while Auckland Live enabled a range of high-quality shows and experiences.

In 2023/24, we also saw the refresh of Te Mahere Aronga, Tātaki Auckland Unlimited's Māori Outcomes Plan – which outlines our te Tiriti o Waitangi/the Treaty of Waitangi commitments and work to advance the interests of Māori in our region.

Our Sustainability Story will continue to evolve as we strive to improve our reporting practises, and expand on what we report voluntarily alongside our mandatory climate-related disclosures. As we continue our essential sustainability journey, I am proud to share our stories with you.



Nick Hill

Chief Executive,
Tātaki Auckland Unlimited



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About Tātaki Auckland Unlimited

As the economic and cultural agency for Tāmaki Makaurau Auckland, Tātaki Auckland Unlimited (TAU) is committed to making Auckland a desirable place to live, work, visit, invest and do business.

As an Auckland Council-controlled organisation (CCO), Tātaki Auckland Unlimited is aligned with the council group's strategic direction for the region.

To enrich cultural and economic life in Tāmaki Makaurau, Tātaki Auckland Unlimited pursued the following strategic outcomes for 2023/24:

- **Experiences and Events** – Engaging experiences and events drive and enhance Tāmaki Makaurau Auckland's unique narrative, vibrancy and prosperity.
- **Facilities** – Tāmaki Makaurau Auckland's cultural venues, collections and precincts are cared for, used and enriched for the benefit of current and future generations.
- **Investment and Innovation** – Tāmaki Makaurau Auckland's distinct cultural and economic advantages are leveraged to create prosperity for current and future generations.

Underpinning programmes:

- Climate change and sustainability
- Māori outcomes

Tātaki Auckland Unlimited is the umbrella organisation comprising Tātaki Auckland Unlimited Limited (TAUL) and Tātaki Auckland Unlimited Trust (TAUT). The following organisations and services are part of Tātaki Auckland Unlimited, and their case studies are featured throughout this document.

Organisations



Services



For a full overview of current and previous objectives, read our [Statement of Intent](#).



Our commitment to sustainability

As a council-controlled organisation, Tātaki Auckland Unlimited aligns with Auckland Council's strategies, plans and reporting.

TE TĀRUKE-Ā-TĀWHIRI: AUCKLAND'S CLIMATE PLAN

Tātaki Auckland Unlimited and Auckland Council lead the Economy priority of [Te Tāruke-ā-Tāwhiri: Auckland's Climate Plan](#) and support the delivery of Te Puāwaitanga o te Tātai. Tātaki Auckland Unlimited has committed to reducing its greenhouse gas (GHG) emissions by 50 per cent by 2030, in line with this plan for the region.

AUCKLAND PLAN 2050

The [Auckland Plan 2050](#) is a long-term spatial plan to ensure Tāmaki Makaurau Auckland grows in a way that supports social, economic, environmental and cultural wellbeing.

NGĀ HAPORI MOMOHO: THRIVING COMMUNITIES STRATEGY

The [Thriving Communities Strategy](#) provides a platform for Auckland Council to work together with Auckland's diverse communities in new and more sustainable ways.

TOI WHĪTIKI ART AND CULTURE STRATEGIC ACTION PLAN

This [plan](#) integrates arts and culture into Aucklanders' everyday lives, setting goals and objectives to grow a cultural and creatively rich region.

TE MAHERE ARONGA: MĀORI OUTCOMES PLAN

Tātaki Auckland Unlimited is committed to the activities and deliverables identified in its [Te Mahere Aronga - Māori Outcomes Plan 2024-2026](#), in response to the long term priorities within [Kia Ora Tāmaki Makaurau](#).

CLIMATE CHANGE AND ENVIRONMENT STRATEGIC PLAN

Tātaki Auckland Unlimited is committed to the delivery of actions in its [Climate Change and Environment Strategic Plan](#), across climate resilience, net zero emissions, zero waste, responsible water use, and an empowered organisation.

CLIMATE-RELATED DISCLOSURES

As part of the Auckland Council Group, Tātaki Auckland Unlimited makes annual climate disclosures in Volume 4 of the [council's Annual Report](#), in line with the Aotearoa New Zealand Climate Standards. The standards guide a work programme across governance, strategy, metrics and targets, and risk management.

C40 CITIES

Auckland became a member of the [C40 Cities](#) Climate Leadership Group in 2015, a strategic global network of more than 90 cities working together to reduce GHG emissions and climate risks.

For more information see our [Statement of Intent: 2023-2026](#).

Climate-related disclosures

As part of Auckland Council Group, Tātaki Auckland Unlimited makes annual climate disclosures. This disclosure is in line with the Aotearoa New Zealand Climate Standards and the requirements set out in the Financial Markets Conduct Act 2013.

This financial year, Auckland Council Group completed the first mandatory disclosure. This publication builds on previous voluntary reporting against the Taskforce on Climate-related Financial Disclosure (TCFD) framework – an international standard to streamline clear and high-quality climate reporting.

The Aotearoa New Zealand Climate Standards are guided by the TCFD and similarly require reporting across governance, strategy, metrics and targets, and risk management.

The framework can also be viewed as a guideline for action. In 2023/24, Tātaki Auckland Unlimited developed a roadmap to help improve the organisation's response to climate-related disclosures. This working document outlines the programmes and projects to meet reporting requirements, and helps ensure continuous improvement of organisational practises.

Read the disclosure in Volume 4 of Auckland Council Group's [Annual Report](#).





Environment

Tātaki Auckland Unlimited's internal approach to environmental sustainability focuses on climate resilience, net zero emissions, responsible water use and zero waste, as well as demonstrating environmental stewardship at Auckland Zoo.



Climate Change and Environment Strategic Plan

The Climate Change and Environment Strategic Plan sets out goals, targets and prioritised actions to tackle climate change and environmental impacts throughout Tātaki Auckland Unlimited's internal operations. The strategic plan responds to the environment and social pillars in the Climate Change and Sustainability Framework, while also reflecting the importance of honouring te ao Māori, te Tiriti o Waitangi/ the Treaty of Waitangi.

For the environment pillar, there are four focus areas – climate resilience, net zero emissions, responsible water use, and zero waste. For the social pillar, there is one focus area – empowered organisation.

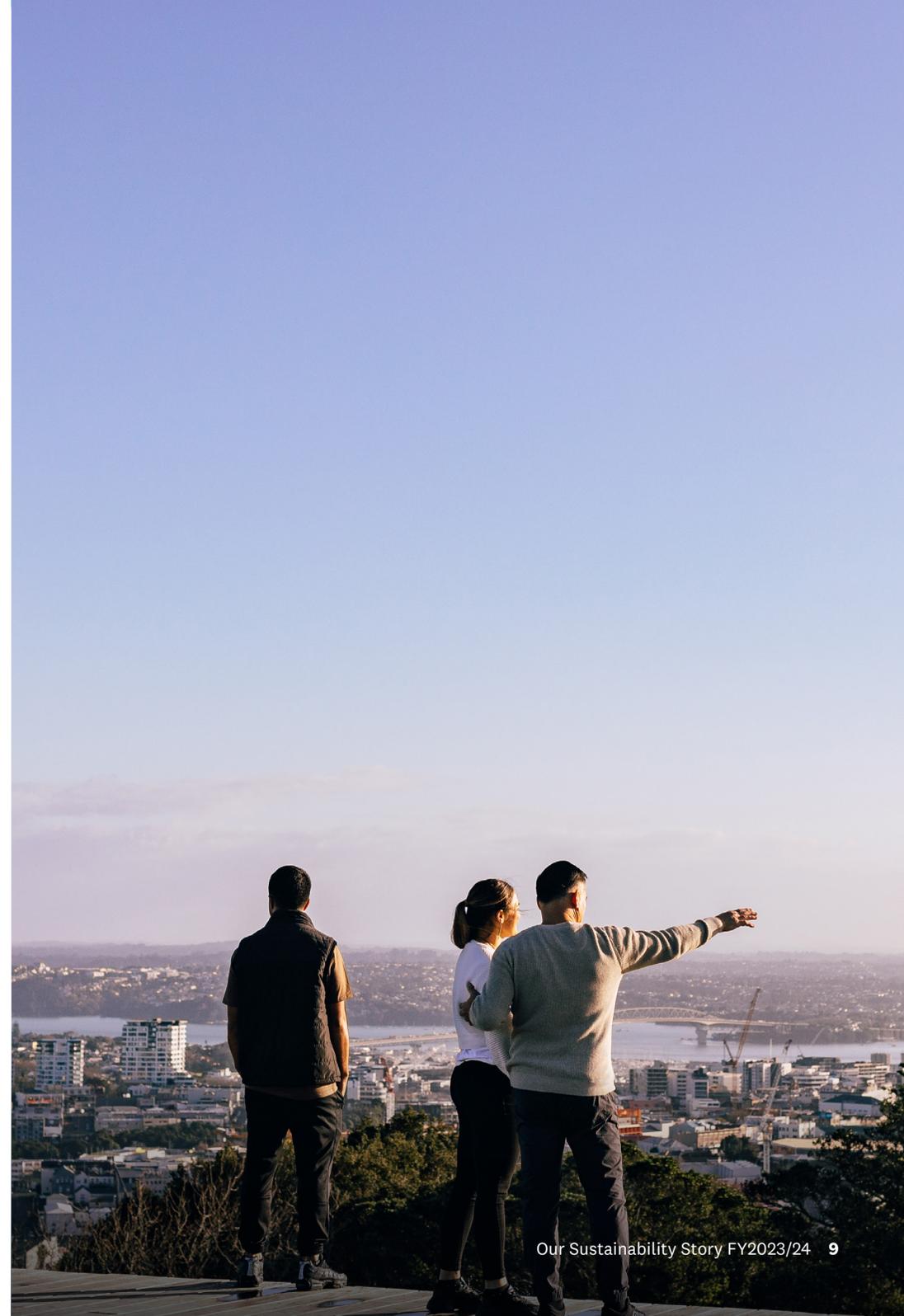
These areas were strategically selected to maximise potential for positive impact. They represent spheres where Tātaki Auckland Unlimited has direct control to deliver substantial improvements in climate change and environmental outcomes for the organisation.

The document is designed as a 'living' plan, allowing it to be adapted to changing circumstances and undergo regular reviews to assess progress, and for staff to build in new actions as required.

Targets were established where baseline data exists. As Tātaki Auckland Unlimited gathers additional baseline data, it will further develop these targets. This process allows Tātaki Auckland Unlimited to refine and expand the scope, ensuring targets align with the most up-to-date information and enable the organisation to track progress accurately.

The plan will support actions from January 2024 to June 2027. The next Our Sustainability Story will be updated to report progress against the actions and targets set out in the plan for year one.

Read the [Climate Change and Environment Strategic Plan](#).



Climate Change and Sustainability Framework

Five focus areas were identified to represent the scope for Tātaki Auckland Unlimited's Climate Change and Environment Strategic Plan



GOALS



Empowered organisation

Our organisation is underpinned by strong values, governance and leadership and our people are empowered to consider the climate and environment in day-to-day decision-making.



Climate resilience

We prepare and respond to the realities of climate change by reviewing and addressing our climate risks and considering mitigation and adaptation together in decision-making.



Net zero emissions

We prevent and reduce operational greenhouse gas emissions on a pathway to achieve a 50 per cent reduction in greenhouse gas emissions by 2030 and net zero emissions by 2050.



Responsible water use

We seek to protect and conserve freshwater resources by minimising water consumption in our operational activities to ensure long-term water resilience.



Zero waste

We aim to achieve zero waste by 2040 and commit to embedding a circular economy approach across our activities.



Adaptation planning

Tātaki Auckland Unlimited has a goal to prepare and respond to the realities of climate change by reviewing and addressing its climate risks, while considering mitigation and adaptation together in decision-making.

Climate impacts pose a risk to the organisation's ability to deliver services and maintain its facilities. Therefore, adaptation planning based on identified climate risks is the first step in making Tātaki Auckland Unlimited's cultural institutions, operated venues and services more resilient.

Since 2022/23, Tātaki Auckland Unlimited has developed four site-based adaptation plans for New Zealand Maritime Museum, Auckland Zoo, Aotea Precinct and Auckland Stadiums. These plans will ultimately inform a master plan (action 1.2) for the organisation.

A [Dynamic Adaptive Policy Pathways \(DAPP\)](#) approach was used to identify thresholds (unacceptable consequences) and the corresponding signals (warning indicators), triggers (decision points), and action pathways. Together, DAPP adaptation plans will assist decision making when responding to climate change risks and impacts.

To effectively implement these plans, Tātaki Auckland Unlimited will establish a monitoring and evaluation framework with roles and responsibilities, as well as update the plans as climate conditions continue to change.

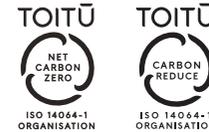
Read Tātaki Auckland Unlimited's other [climate resilience](#) actions.

Case study: Aotea Precinct

Developing the Aotea Precinct adaptation plan involved prioritising key climate change risks, and identifying thresholds, signals and triggers. Next, adaptation pathways were developed with actions across the short-, medium- and long-term.

The key climate hazards identified for Aotea Precinct included potential extreme heat and flooding. In response to these potential hazards, the adaptation plan outlines actions to increase availability of drinking water stations within the precinct during extreme heat, flood proof existing assets, improve water storage and drainage, and upgrade critical infrastructure capacity (e.g., heating, ventilation and air conditioning systems).

Corporate emissions



Tātaki Auckland Unlimited has a goal to prevent and reduce operational GHG emissions, on a pathway to achieve a 50 per cent reduction by 2030 and net zero emissions by 2050.

Each year the organisation measures its operational emissions and monitors progress against the 2018/19 financial year baseline.

The Toitū carbonreduce certification process ensures its carbon inventory is independently verified in accordance with an international standard for quantifying and reporting GHG emissions (ISO 14064-1:2018), and the GHG protocol.

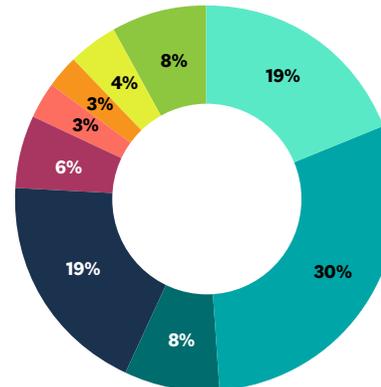
Auckland Zoo has been reporting on its GHG emissions under the Toitū net carbonzero certification since 2015/16.

Certification documents for Tātaki Auckland Unlimited and Auckland Zoo will be available online in late 2024.

In 2023/24, Tātaki Auckland Unlimited's gross emissions were 4551 tCO₂e.

Of the gross emissions, 2188 tCO₂e were scope* 1 and 2 emissions from electricity and natural gas use, and 2363 tCO₂e were scope 3. Tātaki Auckland Unlimited will continue to see an increase in total emissions as it extends reporting to include its wider value chain (scope 3).

FY 2023/24 TAU GHG EMISSION USING LOCATION-BASED REPORTING (TOTAL: 4551 tCO₂e)



For the Tātaki Auckland Unlimited Trust, scope 1 and 2 emissions totalled 2112 tCO₂e, which is a reduction of 14.56% against the 2018/19 baseline of 2472 tCO₂e.

There are two main reasons for this reduction. The Art Gallery decarbonisation project resulted in a drop in scope 1 emissions, which you can read about on page 13. Secondly, the Ministry for the Environment emissions factor for electricity was more favourable, which reduced the scope 2 emissions of the Trust from 1883 tCO₂e to 1286 tCO₂e.

Significant initiatives progressed in 2023/24 to reduce scope 1 and 2 emissions, include projects for energy efficiency, decarbonisation, solar feasibility, and increased sub-metering of electricity and gas. Of the smaller initiatives, Tātaki Auckland Unlimited also purchased an electric forklift when a replacement was required at Queens Wharf – recognising the importance of choosing a lower carbon alternative when an existing asset reaches its end-of-life.

Read the other actions to meet our net zero goal.





Auckland Art Gallery Toi o Tāmaki decarbonisation

In 2022/23, Tātaki Auckland Unlimited developed an emissions reduction pathway to identify the most significant reduction initiatives, including the following project at Auckland Art Gallery Toi o Tāmaki.

Case study: Auckland Art Gallery Toi o Tāmaki

In November 2023, kaimahi (staff) working across capital projects, facilities and climate completed a decarbonisation project at Auckland Art Gallery focused on transitioning the Gallery from a gas-fired heating system to more sustainable electric heat pumps. This initiative reflects the Gallery's commitment to reducing GHG emissions to deliver on Tātaki Auckland Unlimited's emissions reduction pathway and action 2.5 in the strategic plan.

In the first stage of this project, three water-sourced heat pumps were installed to replace the gas boilers producing the Gallery's largest source of CO₂e emissions. This solution uses waste process heat from the existing chillers to ensure the Gallery's strict heating and humidity control is maintained.

Within the first three months of operation, the transition to electric heat pumps demonstrated significant impacts, with a 99 per cent reduction in natural gas consumption and a 22 per cent decrease in overall energy use.

The project aims to achieve at least a 48 per cent reduction in scope 1 and 2 carbon emissions due to energy use, equivalent to approximately 291,500 kg CO₂e annually from the building's carbon footprint. The carbon calculator from [Tāne's Tree Trust](#) shows the Gallery would need to plant about 670 native trees a year and let them mature for 50 years to have the same outcome.

The next phase of this project will focus on continuous optimisation and monitoring. This will include smart metering installation to ensure the heat pump system operates at peak efficiency, which also contributes to long-term cost savings.

This project significantly contributes to Tātaki Auckland Unlimited's goals, while demonstrating the feasibility of decarbonisation to other cultural institutions in Aotearoa New Zealand.

In early 2025, a technical report will be available following the monitoring and evaluation process.

Read the full [case study](#).

Staff travel data

Tātaki Auckland Unlimited acknowledges that transport is Auckland’s biggest source of emissions and a priority action area in Te Tāruke-ā-Tāwhiri: Auckland’s Climate Plan.

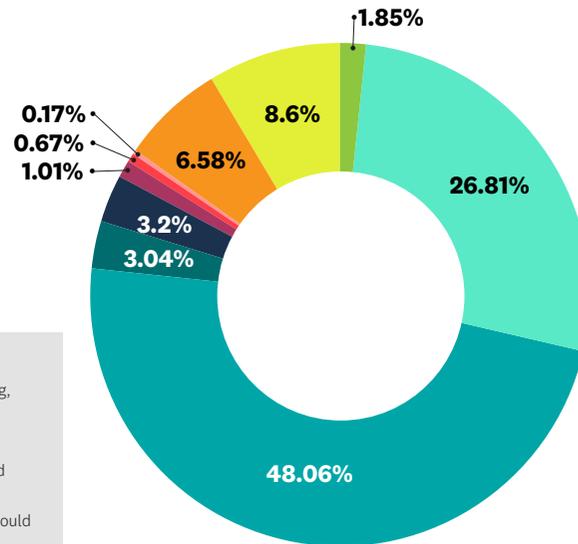
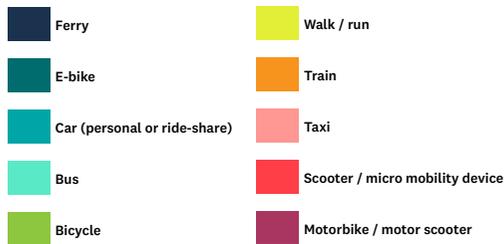
As an organisation, it measures and reports on how kaimahi commute, as well as work-related travel using Auckland Council’s vehicle fleet, AT HOP cards, taxis, flights, car rental, and other travel modes.

As part of Tātaki Auckland Unlimited’s net zero emissions focus area, it has committed to developing an emissions reduction guideline for staff travel (action 2.8). Preparations for the guideline started in 2023/24, by first reviewing the internal travel policy and analysing data.

Measuring how kaimahi commute

In June 2024, the organisation completed its third survey documenting how kaimahi travel to and from offices and venues in Tāmaki Makaurau. Of 1500 kaimahi, 569 completed the survey.

FY 2023/24 TAU STAFF COMMUTE (MAIN MODE)



Key takeaways:

- Car (48 per cent) was the main transport mode for employee commuting, followed by bus (26.8 per cent).
- Public transport overall made up 36.6 per cent of main types.
- Employee commuting emissions made up 19 per cent of Tātaki Auckland Unlimited’s total emissions.
- 34 per cent of respondents indicated that subsidised public transport would help them consider a new way of commuting to work.

Although a guideline for staff travel is in the early stages of development, the organisation sought other opportunities to enable behaviour change. These included an Auckland Transport Travelwise expo to encourage the use of public transport, to induction tours of the end-of-trip facilities. In February 2024, Tātaki Auckland Unlimited joined the Aotearoa Bike Challenge - a national behaviour change programme. During the month, some kaimahi attended an e-bike trial in collaboration with Auckland Transport.





Sustainable travel

Tātaki Auckland Unlimited has a role to play in supporting the region’s climate goals by raising awareness and making it accessible for the public to travel more sustainably to its venues, events, exhibitions and experiences. To prioritise the most impactful initiatives, the organisation plans to analyse how all attendees travel to its events and venues in 2024/25.

While there is a lot of work still to come to support a greater uptake in sustainable travel, some kaimahi across Tātaki Auckland Unlimited have made a start.

Auckland Zoo bike parking

In alignment with Auckland Zoo’s strategic commitment to evolve the organisation sustainably, the Zoo has installed new bike parking to support sustainable travel. This dedicated area just outside the Zoo’s entrance can comfortably house 24 bikes, and there are bike tools available. There is extra space for cargo bikes or trailers for people riding with kids.

The space is strategically located to connect with the existing Te Wai Orea Western Springs cycle trail and includes pathway lighting for cyclists leaving or arriving in the dark.

More information on visiting the Zoo can be found [here](#).

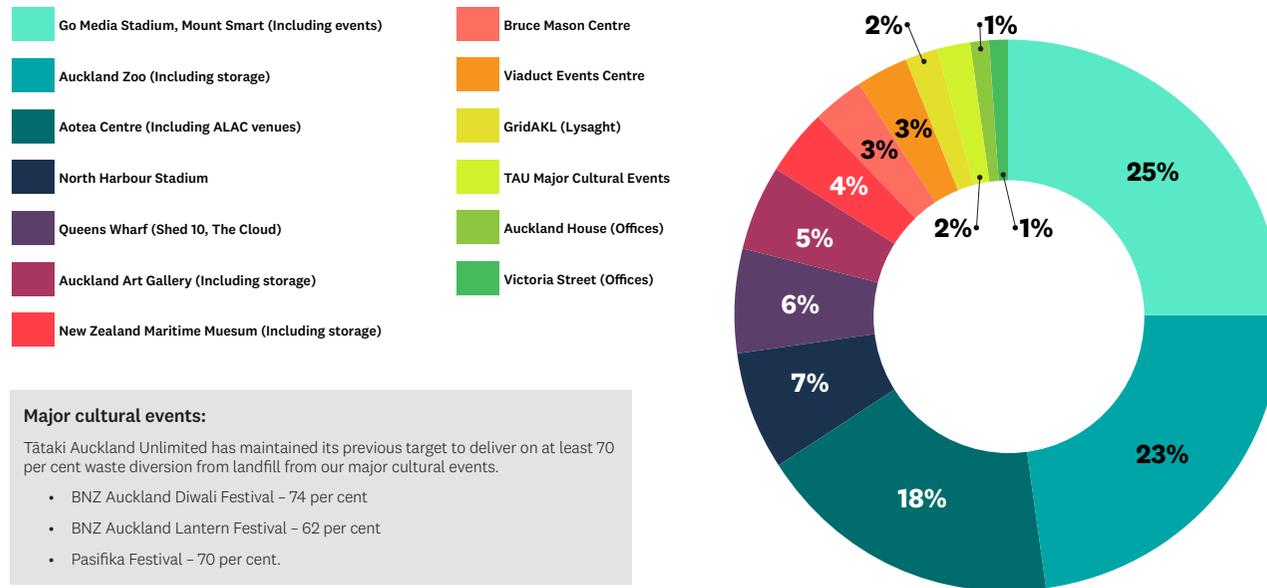


Waste data and initiatives

Tātaki Auckland Unlimited has a [goal](#) to achieve zero waste by 2040 and is committed to embedding a circular economy approach across its activities.

The Climate Change and Environment Strategic Plan outlines the prioritised actions that set it on this pathway. These actions were informed by the development of its first Waste Minimisation and Management Guidelines last financial year. As part of this work, Tātaki Auckland Unlimited revised its previous targets by assessing nine sites and one major cultural event. In 2024/25, the organisation will begin to report progress on these new actions and targets in Our Sustainability Story.

FY 2023/24 WASTE TO LANDFILL FROM TAU FACILITIES AND MAJOR CULTURE EVENTS (TOTAL: 402 TONNES)



Major cultural events:

Tātaki Auckland Unlimited has maintained its previous target to deliver on at least 70 per cent waste diversion from landfill from our major cultural events.

- BNZ Auckland Diwali Festival – 74 per cent
- BNZ Auckland Lantern Festival – 62 per cent
- Pasifika Festival – 70 per cent.

Why did BNZ Auckland Lantern Festival not meet the target?

Although Tātaki Auckland Unlimited has contract requirements of event vendors, a lot of unapproved packaging was used at the festival. Combined with the large number of recyclable cups being sold with fruit as a key ingredient, these cups were deemed too dirty to be recycled. As a result, there was a high level of waste to landfill at the festival. For 2024/25, Tātaki Auckland Unlimited will work on additional educational sessions for vendors at all its events to help reduce waste to landfill.

Tātaki Auckland Unlimited aligns with Auckland’s Waste Management and Minimisation Plan set by Auckland Council. In 2023/24, this document was updated and opened for public consultation.

Zero waste

Case study: Auckland Live and Auckland Conventions: recycled chairs

Auckland Live, and Auckland Conventions, Venues and Events (ACVE) at Tātaki Auckland Unlimited recognise that venue renovations and redecorations have the potential to create a lot of waste. However, the refurbishment of 350 chairs has shown that these items do not need to go to landfill.

In 2023/24, Auckland Live and Auckland Conventions continued working with two suppliers in Australasia to restore and recycle chairs from Aotea Centre, Civic Theatre and Auckland Town Hall, so they can be used for another 20 years. In doing so, each chair is preserved and remains in use for as long as possible, which reduces landfill waste and saves money. This initiative demonstrates to other venue managers across Australasia the feasibility of restoring and recycling chairs.

In 2024/25, refurbishment of another 200 chairs is planned.





Water data and initiatives

Tātaki Auckland Unlimited has a [goal](#) to protect and conserve freshwater resources by effectively managing water use in its operational activities to ensure long-term water resilience.

Responsible water use is crucial for the sustenance of planet earth and its people, particularly in a changing climate with extreme weather events. If Tātaki Auckland Unlimited uses water efficiently, avoids waste and builds water-sensitive infrastructure, it can help preserve this taonga (treasure) and build resilience.

To get started, action 4.1 in the strategic plan focuses on understanding current use and baselines. In 2023/24, Tātaki Auckland Unlimited increased oversight and audits to provide this picture of its water consumption profile:

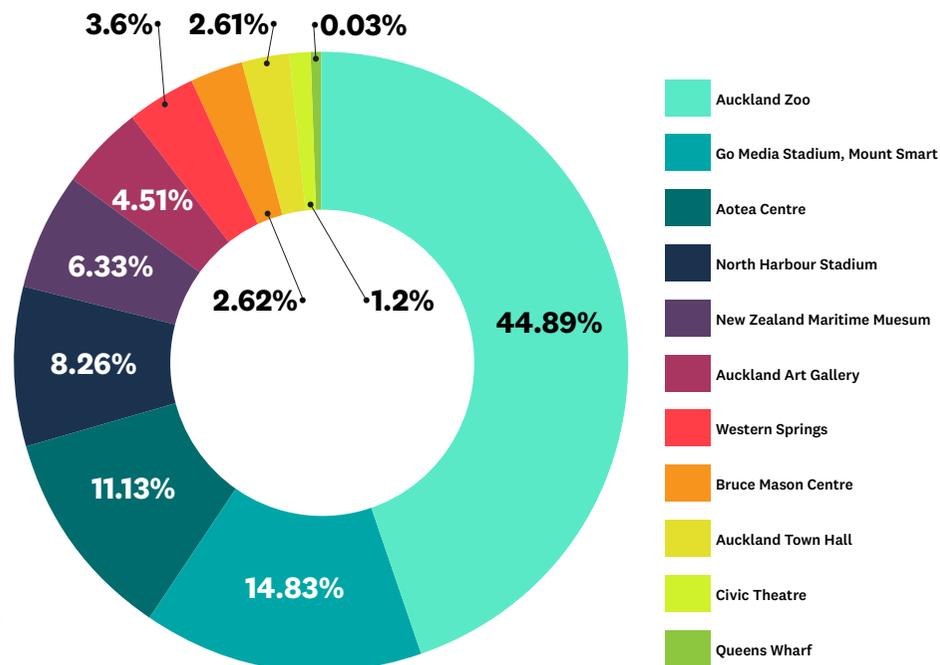
Work is underway to develop a water efficiency plan action 4.2 with targets, as well as starting water efficiency initiatives.

Next steps

Building on action 4.1, Tātaki Auckland Unlimited plans to baseline water use at the different venues based on size, capacity and function; and monitor ongoing use for variance, potential leaks and estimates. This will inform action 4.2 and the target to develop a water efficiency plan by 2026.

By analysing water demand during large events and functions, Tātaki Auckland Unlimited can also ensure its sites have the required capacity, as well as investigate alternative sustainable sources of water supply for non-potable use.

FY 2023/24 WATER CONSUMPTION BY TAU FACILITIES (TOTAL: 227,278 KILOLITRES)



While the data analysis and water efficiency plan will inform future initiatives, a programme of work to retrofit all venues with water-efficient fixtures has been prioritised for 2024/25.

Together, these initiatives set Tātaki Auckland Unlimited on a pathway towards becoming a responsible water user.

Auckland Zoo – PalmOil Scan

In 2023/24, Auckland Zoo released the PalmOil Scan mobile app in New Zealand and Australia. This initiative aligns with the Zoo’s strategic commitment of nurturing a lifelong connection with nature.

Shoppers can use the free app to scan a barcode and identify products from companies committed to sourcing certified sustainable palm oil (CSPO). In doing so, consumers can use their purchasing power to select products that don’t threaten rainforests and critically endangered wildlife such as orangutans.

App users receive a rating of Excellent, Good, Poor or No Commitment for the parent company that produces the product, reflecting the level of the company’s commitment to sourcing certified sustainable palm oil. Behind these ratings is a quantitative, scientifically robust, scoring system that has been developed by a team of international zoo conservation professionals and is used globally.

The app also has a search feature, so if users scan a product with a Poor rating, they can easily choose a more wildlife-friendly alternative. With the click of a button, users can also let app administrators know to thank companies which are doing well or to encourage companies to improve their commitment to sourcing CSPO.

Used around the world, PalmOil Scan is an initiative of the World Association of Zoos and Aquariums in partnership with palm oil experts from Cheyenne Mountain Zoo (United States), Chester Zoo (United Kingdom) and Auckland Zoo.

Download PalmOil Scan via the [Apple](#) or [Google](#) app stores.





Economic

This year, some of Tātaki Auckland Unlimited's economic development work supporting climate action and sustainability encompassed several areas: tech and innovation; place-based precinct development; collaborative climate innovation; investment; and sustainable procurement.



Climate Connect Aotearoa: Learn

In March 2024, Climate Connect Aotearoa joined forces with the Energy Efficiency and Conservation Authority (EECA) and DETA Consulting to host a free event focusing on decarbonisation strategies for small and medium-sized enterprises (SME). The aim was to offer actionable insights and practical tips for businesses transitioning towards low-carbon energy usage.

The 'Decarbonising SME Operations' event was part of implementing recommendations outlined in research commissioned in 2023/24 by Climate Connect Aotearoa, which explored the barriers and opportunities for Auckland SMEs in process heat decarbonisation.

The event saw participation from 26 businesses and agencies from industries including manufacturing, food and beverage, commercial laundering, industrial waste, carpets and textiles, and heavy industries – indicating a widespread interest in reducing reliance on fossil fuels in industrial processes.

Presentations covered a range of topics essential for any business considering moving away from using fossil fuels for operations, including:

- strategies for improving energy efficiency within operations
- methods to transition to low-carbon energy solutions
- exploration of funding options
- practical solutions and next steps for businesses ready to make the change.

Learn more about the research [here](#).

He Kete Mātauranga

Launched in July 2023, He Kete Mātauranga is a space within the Climate Connect Aotearoa website to support businesses and communities in building climate resilience through Māori knowledge systems and frameworks. It connects businesses, communities and organisations with Māori-led climate resources to build capability, share insights and support climate action in Tāmaki Makaurau, primarily, as well as across Aotearoa.

In 2023/24, Climate Connect Aotearoa engaged with Māori leaders and climate innovators through He Kete Mātauranga, delving into the vital role of mātauranga Māori in addressing climate challenges, and sharing these discussions through online videos and articles.

Explore [He Kete Mātauranga](#).



Climate Connect Aotearoa: Collaborate

Climate Connect Aotearoa has a goal to connect demand-led challenges to scalable solutions. The challenges follow an innovation process involving multiple parties, primarily centred around four main sectors: energy, food, transport and the built environment.

Energy sharing challenge

Climate Connect Aotearoa has partnered with Ara Ake, Aotearoa New Zealand's future energy development centre, to find solutions to an emerging challenge: enabling [sharing of energy](#) within a community to address energy hardship, share the benefits of available technology and build a more resilient energy system.

A solution being piloted in the Franklin area looks at how market and regulatory barriers can be removed to increase the uptake of renewable electricity sources within households at all income levels, contributing to building better electricity demand management and a smart, resilient and affordable future energy system.

The pilot aims to use solar generation from a range of sources within the community, along with a community battery for storage – combined with new software to show how consumers could buy and sell energy to multiple retailers for the best price. This project will pilot whether excess or spilled solar energy can be shared more broadly to benefit a greater number of households than just those with private solar panels.

Adaptation platform

Climate Connect Aotearoa is working with partners to develop a [platform](#) to help small and medium-sized enterprises (SMEs) understand the adaptation planning process and build resilience to climate change impacts.

The climate is changing with more extreme weather events, higher temperatures and flooding. SMEs in Tāmaki Makaurau are highly vulnerable to climate change impacts, but are often unprepared because of a lack of time and access to customised resources.

Based on stakeholder feedback and SME co-design workshops, Climate Connect Aotearoa is developing an easily accessible platform which will include simple guidance, checklists and associated short videos of key topics and case studies.

The first phase of work in 2023/24 included facilitating co-design workshops with SMEs to gather feedback on needs, challenges and opportunities. Climate Connect Aotearoa worked with partners and technical consultants Tonkin + Taylor to help facilitate the workshops, develop the core guidance document and key video messages. In the next phase (quarter one 2025), Climate Connect Aotearoa will develop the platform and produce the videos and other resources.

Climate innovation





Green jobs pilot

In 2023/24, Climate Connect Aotearoa and Tātaki Auckland Unlimited commenced a built environment challenge guided by research into ‘green’ jobs and the ‘turning point’ of Tāmaki Makaurau Auckland’s economy. The challenge aimed to develop a green jobs and skills pilot for the region’s construction and infrastructure sector.

Creating equitable pathways to green jobs through skills development is a key component in achieving a just transition – aligning with the E4 sub-actions in Te Tāruke-ā-Tāwhiri – to ensure Aucklanders are prepared for the transition to a zero-carbon economy. Te Tāruke-ā-Tāwhiri describes a ‘just transition’ as a “place-based set of principles, processes and practises used to secure workers’ jobs and livelihoods when economies are shifting to sustainable production”. This pilot was steered by [A guide to just transitions for communities in Aotearoa New Zealand](#).

Phase one of the pilot has been developed through co-design with the supply chain, including Māori and Pacific small and medium-sized enterprises (SMEs) and industry training providers. The project group had representatives from construction and infrastructure companies Fulton Hogan and Dempsey Wood, as well as from local and central government, and a sector group. The co-design process was led by MAU Studio, a local business which prioritises multi-generational transformation to design and develop culturally safe and appropriate environments that regenerate the wellbeing of people and place.

The goal of the pilot programme was to inform high-level planning for the region’s just transition to a decarbonised economy, grow awareness of related risks and opportunities, and help develop a green jobs and skills pipeline that is equitable, culturally appropriate and inclusive. It has started a green skills competency framework for the sector and mapped pathways for delivery, including funding and accreditation options.

While initially targeting infrastructure and construction, the pilot was also aimed at developing a workforce training process that will support other sectors.

Taurikura Initiative

In collaboration with Tourism Industry Aotearoa, Tātaki Auckland Unlimited is supporting the visitor economy to transition towards an environmentally sustainable and community focused sector through the delivery of the Taurikura Initiative.

The Taurikura Initiative is a 12-week course designed specifically for the region's visitor economy businesses which want to gain the knowledge, skills and confidence to lead the charge in their sustainability approach and create positive change. It offers personalised one-on-one support, collaborative workshops, community building and assistance in the creation of sustainability action plans.

This programme responds to Tātaki Auckland Unlimited's Destination AKL 2025 strategy, which provides a unifying vision for Auckland's visitor economy, and the Destination AKL Recovery Plan. These documents outline the need for high-level sector engagement and supporting operators to transition to a low carbon and resilient future.

Our Sustainability Story 2022/23 covered the first cohort of visitor economy businesses from Waiheke Island and Aotea Great Barrier Island.

For the second cohort in 2023/24, 15 businesses from central Auckland and Rodney signed up for this journey. The course from August to December provided an encouraging platform for these tourism and hospitality businesses to enhance their sustainability practises.

Case study: Brick Bay

Among the participants, Brick Bay – a vineyard, restaurant and sculpture trail – prioritised waste minimisation within its operations. Teaming up with Less Waste Mahurangi, it embarked on a mission to significantly reduce its waste to landfill by ensuring proper recycling and disposal procedures for all items.

Brick Bay established a comprehensive separation system featuring meticulous staff training and strategically placed bins equipped with detailed, colour-coded guides at each disposal point. Brick Bay's action-oriented approach has demonstrated how the learning from Taurikura Initiative has led to improved waste management practises within its establishment.



Imagine if...



Future Wynyard 2050: Open Innovation

Delivered in partnership with Datacom, IBM and Tātaki Auckland Unlimited's Climate Connect Aotearoa and GridAKL, Future Wynyard 2050 is a collaborative and open innovation programme activated through a hackathon.

The hackathon brought together some of New Zealand's largest corporates and residents of Wynyard Quarter in Tāmaki Makaurau, to ideate and develop solutions to shared challenges that ensure the Wynyard Quarter continues to thrive sustainably, and which may benefit the whole of Aotearoa. These solutions needed to be scalable as well as circular, build climate resilience or have net zero impact for transformative action.

In the lead up to the hackathon event, partner organisation 'challenge owners' attended a challenge design workshop before a virtual hackathon launch and challenge pitch.

The challenges included:

- Sustaining Skills for the Future (Fonterra)
- Sustainability as a Competitive Sport (Kiwibank)
- (Remote?) Workforce Challenge (Chorus)
- Insight-driven Adaptive Climate Resiliency (Mott MacDonald)
- Confronting Covert Carbon (Holmes)
- Equitable Energy Access (Climate Connect Aotearoa)
- Trash Talk (Precinct Properties and TSA Riley).

Hackathon participants from across academia, the startup community and corporate organisations – as well as mentors and subject matter experts – were then invited to attend training sessions held by Datacom, including: hackathon 101; product market fit; rapid prototyping and design thinking; and a tech session.

On the day, teams were formed to hack their chosen challenges, who were then supported and guided through the process by subject matter experts, technology sponsors and mentors. The winning team presented an investor platform to promote solar-panel placement on multi-tenanted buildings returning power sales to investors, the platform, and building owners. The team has been offered support and mentorship from GridAKL as well as from hackathon sponsor Motion Capital to further develop and test the solution, as well as free space at GridAKL.

See [Future Wynyard 2050](#) for more information and to follow the outcomes.

In its role as the region's economic development agency, Tātaki Auckland Unlimited works to grow Auckland's innovation ecosystem. This includes the ongoing development of the GridAKL network and the implementation of [Tech Tāmaki Makaurau – Auckland's Tech Strategy](#).

Climate Connect Aotearoa is a collaborative climate innovation hub, connecting people, building partnerships and delivering practical solutions to accelerate the transition to a climate-resilient and low-carbon Tāmaki Makaurau Auckland.

Supporting startups

Cleantech startups

As part of its ongoing commitment to grow Auckland's cleantech ecosystem, Tātaki Auckland Unlimited partnered with NZ Cleantech Mission – an initiative led by Callaghan Innovation to bolster the nation's cleantech ecosystem – to support 12 cleantech startups to gain investment and grow. These startups were interested in entering the United States market by engaging with investors and multinational corporates in California.

In 2023/24, the delegation presented at the Cleantech Forum North America in San Diego, developed relationships in the San Francisco Bay area – including the Stanford Doerr School of Sustainability – and met with international investors at a session organised by Invest New Zealand.

Companies in the delegation were Aspiring Materials, Bspkl, Cetogenix, Enpot, Geo40, Hydroxys, Neocrete, Nilo, Openstar Technologies, Sleaktek, Vortex Power Systems and Zinccovery.

These companies are focused on the diverse areas of carbon capture and storage, hydrogen innovation, waste to value, sustainable mineral recovery, water treatment, decarbonising concrete, fusion energy and biopolymers.

Startup Aotearoa

Tātaki Auckland Unlimited has partnered with Ministry of Awesome and CreativeHQ to launch a new national programme called 'Startup Aotearoa' which began in February 2024.

The Startup Aotearoa mission is to build founder capability and elevate the number of successful startups across New Zealand.

Funded by Callaghan Innovation, the programme connects founders in Auckland with GridAKL startup advisors and business coaches who provide guidance and mentoring as founders progress their entrepreneurial journey.

Through this programme, a coach provides connections, resources and actions to help the founder move forward, as well as follow up sessions to help them progress their business idea. This process provides: trusted advice, tailored support, actionable outcomes, business ideation, personal development, and resources – for free.

Read more at [Startup Aotearoa](#).



Te Puna Creative Innovation Quarter

Tātaki Auckland Unlimited and Te Kawerau ā Maki, a west Auckland-based iwi, are collaborating on the development of Te Puna Creative Innovation Quarter, in Te Kōpua Henderson. In 2023/24, the concept for the area was publicly launched.

The proposed quarter aspires to be a world-class centre of excellence for creative industries* in Tāmaki Makaurau Auckland. With an aim to strengthen and expand the region's diverse creative industries, the quarter will become a hub for screen, video games, creative tech, music, arts and performing arts.

The vision for Te Puna Creative Innovation Quarter blends spatial and economic planning, considering what the local economy could aspire to or be known for, and how this can be achieved through key interventions. West Auckland's Henderson is renowned for its creative pioneers and innovators and the quarter will play to the area's existing strengths - uplifting the region's mana as a global creative capital. With high concentrations of creative facilities, businesses and talent, Te Puna Creative Innovation Quarter will be a circuit of creative industries linking Henderson village, Corban Estate Arts Centre and Auckland Film Studios.

Read on to find out more.

**Creative industries are defined as businesses that operate at the intersection of creativity and commerce, that create and commercialise ideas (generating products and capital) and provide skilled and knowledge-intensive jobs.*

Te Puna
Creative Innovation Quarter

Te Kōpua Henderson
Tāmaki Makaurau Auckland

Te Puna Creative Innovation Quarter

Who is involved?

As part of the development strategy for Te Puna Creative Innovation Quarter, an Establishment Group was formed and regularly met to help shape the vision and economic framework.

The group was made up of people in the creative industries, and representatives from iwi, Auckland Council and community. It was co-chaired by Robin Taua-Gordon, Te Kawerau ā Maki iwi and Penny Hulse, former Deputy Mayor of Auckland and Waitākere ward councillor.

Why is Te Puna Creative Innovation Quarter important for Tāmaki Makaurau Auckland?

The employment offering of Tāmaki Makaurau Auckland's west is undergoing immense change. As its suburbs have grown, key employment sectors such as manufacturing are fragmenting. With only 200 additional jobs in central Henderson in 20 years, many locals travel for work. However, Auckland is home to 50 per cent of New Zealand's creative workforce of employs more than 57,000 people.

The development will therefore aim to help increase local opportunities for education and training, generate highly skilled jobs and nurture talent – while also strengthening community, fuelling innovation, and attracting visitors and investment in west Auckland.

Learn more and stay up to date [here](#).

Place-based economic development





Moana Auckland, New Zealand's Ocean Festival

Tātaki Auckland Unlimited invests in and delivers an annual major events portfolio on behalf of Auckland Council that generates economic, social and reputational benefits for the region. Each year, the portfolio includes a mix of arts, cultural and sporting events.

Moana Auckland, New Zealand's Ocean Festival, is a first of its kind nationally. Presented by Tātaki Auckland Unlimited with the support of partners, the 30-day festival took place from 24 February–24 March, celebrating the region's love affair with moana (the ocean).

The Hauraki Gulf is New Zealand's first marine park, covering 1.4 million hectares and stretching from north of Auckland to Coromandel Peninsula in the south, and out to Aotea Great Barrier Island. These waters contain a nationally significant ecosystem and represent the importance of the moana to our region.

Marine environments are, however, under pressure from what happens in and on the water and, very importantly, what happens on the land. The land and marine environments are connected and depend on each other. Climate change will also impact marine environments through more frequent storm events, increased risk of coastal erosion and sea-level rise, which will impact on-land activities near the coast.

Ngāti Whātua Ōrākei has ancestral ties to the Waitematā Harbour which have long been woven into the iwi's legacy. As ahi kā and host iwi for Moana Auckland, Ngāti Whātua Ōrākei embraces a profound responsibility to foster sustainability and the health of the moana for future generations.

While there is more work to be done by Tātaki Auckland Unlimited to deliver low environmental-impact events, efforts were made to reduce waste created by Moana Auckland, and to promote ocean conservation.

One conservation initiative was the activation hub called RŪNĀ, in partnership with Sport New Zealand and Yachting New Zealand. The hub provided engaging and interactive areas focused on protecting oceans, and on exploration and innovation to help solve real life challenges in Auckland's communities. During festival weekdays, 75 schools booked in to visit RŪNĀ at Eastern Viaduct.

Additionally, Tātaki Auckland Unlimited partnered with the Kai Ika Project to set up 'Cans for Kai' stations in the festival hub.

Sustainable procurement

Tātaki Auckland Unlimited recognises that its procurement selections have a significant impact on the local economy. That is why it has adopted a set of procurement guidelines in line with the Auckland Council Group Sustainable Procurement Framework.

The framework has five key outcomes:

1. Supplier diversity
2. Local supplier use
3. Quality employment
4. Zero waste
5. Reduce GHG emissions.

5%

target for spending
with diverse suppliers

7.14%

of 2023/24 spending was
with diverse suppliers*

A lot of progress has been made to maintain a level of consistency in the implementation of Tātaki Auckland Unlimited's targeted supplier diversity strategy, monitor progress and improve performance. However, additional work is required to achieve the environmental targets and outcomes.

In the 'Empowered Organisation' focus area of the Climate Change and Environment Strategic Plan, Tātaki Auckland Unlimited has action 5.4 to expand the sustainable procurement toolkit in Years 2 and 3 of the [plan](#) (2025/26 and 2026/27). This expansion will include specific guidance for kaimahi to improve sustainable procurement for carbon, waste, environmental guardianship, and responsible water management. This action also includes enhanced monitoring and evaluation to support continuous improvement.

**Diverse suppliers include Māori and Pacific peoples-owned businesses and social enterprises.*

Sustainable procurement





Delivering Māori Outcomes

Auckland Council has specific obligations to take appropriate account of te Tiriti o Waitangi/the Treaty of Waitangi and to maintain and improve opportunities for Māori to contribute to local government decision-making processes.

The production and adoption of the 'Māori Identity and Wellbeing' outcome in Auckland Plan 2050 is a demonstrable way of reflecting this obligation. Tātaki Auckland Unlimited takes its lead from this plan and incorporates Māori outcomes when supporting the cultural and economic life of Tāmaki Makaurau.

To help guide activities about Māori identity and wellbeing, the council prepared [Kia ora Tāmaki Makaurau Māori Outcomes Framework](#) with 10 priorities known as 'mana outcomes'. Tātaki Auckland Unlimited leads the Kia ora te Umanga (Māori business, tourism and employment) outcome, and has a significant role to play in the development and implementation of the Kia ora te Ahurea (Māori identity and culture) outcome, with a lesser role in other outcomes.

In alignment with the framework and to provide business-specific guidance, Tātaki Auckland Unlimited developed [Te Mahere Aronga - Māori Outcomes Plan 2024-2026](#) which includes aims, priorities, deliverables, actions and measures that guide and articulate its implementation of Māori outcomes.

Our Sustainability Story highlights some of the initiatives for Kia ora te Umanga and Kia ora te Ahurea. For more information on initiatives and progress see [Ākina: Highlights and Successes](#).

Te Mahere Aronga 2024 - 2026

In 2023/24, Tātaki Auckland Unlimited published a refreshed [Te Mahere Aronga - Māori Outcomes Plan](#). This living document helps Tātaki Auckland Unlimited focus on areas where it can have the most impact for Tāmaki Makaurau.

As the organisation's guide and framework, Te Mahere Aronga keeps kaimahi accountable to each other, and Tātaki Auckland Unlimited's partners and stakeholders.

The new iteration of Te Mahere Aronga was a collaborative effort, developed with pou hononga (connectors) across the organisation. Together, the pou hononga identified goals and actions that will help the organisation to embed the tenets of te ao Māori in planning, celebrate and promote the region's unique Māori identity, nurture creative Māori talent, and support Māori enterprise.

Tātaki Auckland Unlimited's executive and governance teams remain supportive and committed to the new plan, and, with the support of kaimahi across the organisation, Tātaki Auckland Unlimited will build on the strong foundations developed so far.

The individual and collective effort upholds the proverb of the region – Te pai me te whai rawa o Tāmaki – Tāmaki, a place of abundance and wealth.

To see how Tātaki Auckland Unlimited is progressing with Te Mahere Aronga, read [Ākina: Māori Outcomes Highlights and Successes](#)





Social

Tātaki Auckland Unlimited events, exhibitions and services help support a cohesive and inclusive community that values cultural wellbeing, diversity and the arts. This also includes delivering broader Māori outcomes for the region, and empowering the organisation by improving cultural competency, and capability for climate action and environmental sustainability.



M9

Tātaki Auckland Unlimited sponsored and hosted another year of [M9](#) at Aotea Centre. M9 is Janda Production's TED-talk style event, both a theatre show and 'micro' conference, designed to be accessible to all. Each event featured nine influential Māori speakers who brought their unique perspectives to the topics below.

- He toi whakairo, he mana tangata (Without Māori art, who are we?)
- He mataaho ki te ao whakaari (Whānau, feeds and fame)
- Ka tohe au! Ka tohe au! (I am the sovereign)

The discussion ranged from celebrating art forms and reflecting on the resilience of tūpuna in the face of colonialism; to the unique life stories of kiripuiaki (actors) in Aotearoa; and the fundamental role of te Tiriti o Waitangi in constitutional arrangements.

As a sponsor, Tātaki Auckland Unlimited distributed sponsor-benefit tickets to 200 mana whenua and mātāwaka, enabling them to experience this celebration of te ao Māori.

Support of this kaupapa delivers on the Kia Ora Tāmaki Makaurau long-term priorities Kia ora te Ahurea (Māori culture and identity), Kia ora te Umanga (Māori business, tourism and employment), Kia ora te Whānau (Whānau and Tamariki wellbeing) and Kia ora te Reo (Te Reo Māori).

Audience research showed high levels of engagement and endorsement of this kaupapa. For He toi whakairo, he mana tangata, more than 98 per cent of respondents said they felt proud to witness te reo Māori on display, and the event promoted Māori culture and identity; more than 96 per cent agreed it was a positive example of valuing mātauranga Māori. For Ka tohe au! Ka tohe au! more than 95 per cent of respondents found the event inspiring and nearly 98 per cent felt encouraged to learn more about te ao Māori. For He toi whakairo, he mana tangata, nearly 84 per cent of respondents felt the event was inspiring.

Watch M9 highlights on [TVNZ+](#).

Showcasing cultures, language and arts



Matariki

For the second nation-wide celebration of Matariki in July 2023, Tātaki Auckland Unlimited provided a range of public and kaimahi activities at New Zealand Maritime Museum, Auckland Live, Auckland Art Gallery Toi o Tāmaki and Auckland Zoo.

Maritime Museum Hui Te Ananui a Tangaroa

Visitors at the Maritime Museum were treated to 30-minutes of Matariki storytime, including movement and song inspired by Matariki. The museum also hosted a ‘Weaving Whetū’ drop-in activity, for visitors to weave their own whetū (star) made entirely from wool and upcycled materials.

Auckland Live

To celebrate Matariki, Auckland Live programmed a series of performances and events to showcase the richness, diversity and talent of Tāmaki Makaurau Auckland’s Toi Māori creatives.

Matariki Festival Day was held at Auckland Town Hall with performance, markets, food trucks, films and more. Other performances included Troy Kingi with the Auckland Philharmonia Orchestra; M9; and a light installation across Aotea Square showing the life story of how Māui captured the secret of fire from the goddess Mahuika.

Auckland Art Gallery Toi o Tāmaki

Auckland Art Gallery arranged a line-up of fun, free events to celebrate Matariki, including live performances, kai, shopping at te mākete (market), and craft making at Matariki Ahunga Nui.

Taane Mete presented his second Matariki commission, Marae in the Sky, an immersive dance and music performance centred on the mother whetū Matariki. The Gallery was honoured to showcase two half-hour performances from Te Kapa Haka o Te Wharekura o Hoani Waititi Marae. The talk ‘A Life by, with, and through the Maramataka’ was also held, with speakers discussing the importance of Matariki in Aotearoa and what it means to them in their communities and as creative individuals.

Auckland Zoo

For Matariki at the Zoo, visitors received a self-directed activity booklet, as well as a Matariki themed ‘Tamariki Time’ where tamariki and whānau learnt about animals and conservation through play, kanikani (dance) and waiata.

First live digital dance showcase in Aotearoa

Auckland Live supported Tempo Te Rerenga O Tere to present Capture: A Digital Dance Showcase at Aotea Square.

Held in October during Heart of the City's annual ArtWeek in the City Centre, the event showcased humankind's oldest art form with a modern world expression. Capture featured a collection of 61 dance films, real-time digital audience performances and an improvised, fan-directed dance battle between some of the most talented freestyle dancers in Aotearoa.

The films were shown on the Auckland Live Digital Stage, a large-scale, mobile, digital screen located in the square; and in between showings, audience members were invited to participate by creating their own real-time, cinematic dance designs through tech developed by the Blob Collective.

The diverse programme celebrated artistic voices that resonate with the dynamic pulse of Auckland's community.





Electrify Aotearoa conference celebrating female entrepreneurship

Tātaki Auckland Unlimited hosted the 2023 edition of Electrify Aotearoa through Auckland Convention Bureau, its business events arm. The FIFA Women's World Cup 2023™ host city leverage and legacy programme enabled eight female entrepreneurs to attend the event with the intention of strengthening Auckland's capability and opportunities for wāhine in sport and business.

Electrify Aotearoa, a Ministry of Awesome event, is a conference dedicated to empowering women founders. Held in August 2023 at SkyCity Theatre, the event brought the startup community together to address and generate solutions to the key challenges facing female startup founders – including lack of industry support and funding.

The conference saw a sold-out crowd of 500 people, of which 90 per cent were women. Electrify Aotearoa is the largest one-day gathering of women entrepreneurs in New Zealand, bringing together the most ambitious startup founders, operators, investors and innovation ecosystem supporters.

Nearly two-thirds of attendees were from Tāmaki Makaurau Auckland, with the region's wāhine leaders taking centre stage as host.

Electrify's audience across the startup sector ranged from members of Parliament to students, investors and entrepreneurs. Attendees enjoyed a power-packed schedule of 40 speakers, networking sessions, inspirational talks, master classes and real-world discussions on becoming a successful woman founder.

Event feedback showed 88 per cent of responding attendees were either satisfied or very satisfied with the speakers and topics presented. Nearly three-quarters of attendees made three or more valuable new connections at the event, and nearly half developed business opportunities as a result of attending. Overall, 82 per cent felt that attending Electrify Aotearoa increased their sense of equity, safety, belonging and connectedness with the startup community.

Find out more about [Electrify Aotearoa](#).

Rainbow Games 2024

On behalf of Auckland Council, Tātaki Auckland Unlimited invested in the inaugural Rainbow Games in Tāmaki Makaurau Auckland, to celebrate the diverse rainbow communities in Aotearoa New Zealand, Australia and the Pacific.

This multi-sport event was held in April 2024 by the non-profit Pacific Rainbow Games Trust. The event was designed for the LGBTQI+ community and its allies, as chance for everyone to come together, celebrate and compete in a safe and supportive environment.

The games mission is to create inclusive and empowering sports and recreation events that foster active participation, promote turangawaewae (a sense of place and belonging), mana motuhake (self-determination), hauora (wellness) and manaakitanga (support).

The 12 sports in the programme were: badminton; basketball (three on three); football five-a-side; indoor bowls; netball; roller derby; running; swimming; ten-pin bowling; tennis; touch; and volleyball. Each sport had different grades and classifications to ensure everyone gained a meaningful experience playing a diverse range of participants from the Pacific and beyond.

Rainbow Games 2024 was an opportunity to break down barriers, challenge stereotypes and create a more positive and accepting society.

Learn more and stay up-to-date with future events [here](#).



Diversity, equity and inclusion



Auckland Zoo: new accessible changing rooms

Auckland Zoo is proud to offer a fully accessible bathroom facility for Zoo visitors and for people in the local community whose disabilities mean they cannot use a standard accessible toilet.

Guided by Auckland Zoo's strategic commitment to 'enhancing the wellbeing of our communities', this is an initiative that ensures the Zoo is accessible for everyone.

This modern spacious facility features a specially designed toilet, change bed/table with hoist, an overhead shower and a wash basin – all of which are height-adjustable to meet all needs. The space operates 24/7 via a remote intercom system accessed on the exterior of the building, with an inbuilt security system to ensure everyone's safety.

It is located outside the Zoo, alongside the Zoo's administration building on the edge of the main carpark.

For more information on accessibility, head to the Auckland Zoo website [here](#).



Tātaki Auckland Unlimited pay gaps

In 2023/24, Tātaki Auckland Unlimited published its first gender and ethnic pay gaps, and will use this data to accelerate action to close gaps.

These measures show who has access to higher-paying roles in the organisation and who works in areas that attract higher salaries. By measuring and then closing the gaps, Tātaki Auckland Unlimited can contribute to a nation that uses all its talent, all the time.

Being transparent about pay gaps is aligned with Tātaki Auckland Unlimited's overall commitment to progressing pay equity, and the Auckland Council Group Remuneration Policy by which the organisation is governed. Tātaki Auckland Unlimited will publish this information annually on its [website](#), as well as on [Mind the Gap](#), New Zealand's Pay Gap Registry.

Employee group	Gap
Overall gender pay gap	3.1%
Overall Māori pay gap	29.1%
Overall Pacific pay gap	26.0%

The data showed that while Tātaki Auckland Unlimited pays different gender and ethnic groups the same for the work they do, some of these groups were unevenly represented across jobs and at different organisational levels. The data indicated that Tātaki Auckland Unlimited has a disproportionately high percentage of Māori and Pacific peoples employed at lower organisational levels, which causes the pay gaps.

The gap above indicates the difference between the average pay expressed as a percentage e.g., the gender pay gap percentage indicates that those who identify as women earn 3.1 per cent less than those who identify as male at Tātaki Auckland Unlimited.



What happens next?

Tātaki Auckland Unlimited is putting in place initiatives to address its pay gaps under the umbrella of a Diversity, Equity and Inclusion (DEI) strategy and plan. As part of this work, it wants to hear from its people whose ethnicities are under-represented at higher bands, and is exploring ways to set up and mobilise employee networks as a platform for these conversations.

Tātaki Auckland Unlimited's DEI strategy will focus on recruitment of diverse talent across all levels of the organisation, leadership development in under-represented groups, and continuously monitor and track progress. The organisation will report back on progress towards these goals with next year's pay gap data.

Empowered organisation



Empowered organisation

While Tātaki Auckland Unlimited delivers and invests in activities that create positive social, economic and cultural wellbeing outcomes for the region, it also acknowledges that these activities can negatively impact the environment.

Tātaki Auckland Unlimited's Statement of Intent: 2023-2026, highlights how climate change and environmental sustainability needs to underpin this work. As covered in the environment section of this report, Tātaki Auckland Unlimited has a pathway of prioritised actions to address its internal impacts for GHG emissions, waste and water, as well as actions to build climate resilience. However, delivering these actions will require organisation-wide collaboration.

To support the delivery, Tātaki Auckland Unlimited has a goal to create an organisation underpinned by strong values, governance and leadership, where its people are empowered to consider the climate and environment in day-to-day decision-making.

To achieve this goal, the organisation has committed to a range of 'enabling' actions over the next three years. From capability building and sustainable procurement, to a mandatory sustainability assessment tool for all capital projects, and more.

To start addressing this, Tātaki Auckland Unlimited approved a new 'climate change and sustainability' section in board paper templates (action 5.1) in November 2023.

In the first phase of this project, new staff guidance was developed for completing a Climate Impact Statement, based on Auckland Council's approach. As staff build capability, this guidance will evolve to include the wider remit of environmental sustainability.

To make improvements across its value chain, Tātaki Auckland Unlimited also committed to action 5.3 to develop climate change and sustainability requirements for contracts across the organisation by 2026/27. This will build on action 5.4 in 2025/26-27, to expand the sustainable procurement toolkit to enhance monitoring and evaluation for carbon, waste, environmental guardianship, and responsible water management.

Watch this space as Tātaki Auckland Unlimited strives to enable effective climate change and sustainability action across the organisation.

Read the empowered [organisation section](#).

Capability building: Climate change and environment

In-work learning opportunities are essential if kaimahi are to understand the relevance of organisational climate change and environmental goals, and feel inspired to make a meaningful difference. Tātaki Auckland Unlimited has [action 5.7](#) to develop a capability-building programme for kaimahi to achieve this goal.

Climate Change and Environment Strategic Plan

As a starting point, leaders from across the organisation attended targeted information sessions on the new Climate Change and Environment Strategic Plan. While sessions for some rōpū (groups) and business units are still to be held in 2024/25, the sessions have started to raise awareness.

Climate resilience and adaptation

Part of the 2023/24 climate resilience work required the reassessment and rating of climate-related physical risks. As these risks cover all areas of the organisation, it provided an opportunity to build kaimahi capability to effectively contribute to the risk assessments. To do so, the relevant business unit joined a climate risk workshop to learn about the context, key terms, adaptation and climate risk processes.

Waste minimisation and management

Several workshops were held across the organisation during Recycling Week. This annual week-long campaign helps to raise awareness and educate kaimahi on best practises for waste minimisation and recycling. A waste education session was also hosted for a group dedicated to waste management during BNZ Diwali Festival 2023, outlining different waste streams to help reach Tātaki Auckland Unlimited's target of 70 per cent of waste diverted from landfill.

Greenwashing and greenhushing

In June 2024, a group of kaimahi from marketing, communications, tourism, property, economic development and climate, attended a capability-building workshop on 'Telling our sustainability story'. This session recognised the importance of communicating the organisation's progress, while avoiding greenwashing and greenhushing, over-reach and potential pitfalls. The workshop covered a range of scenarios to help kaimahi identify how telling sustainability stories applies to their work.





Whāia te ao Māori

In early 2023, the Tātaki Auckland Unlimited Board identified the need to establish a baseline understanding of organisational capability to deliver Māori outcomes. This aligns with the long-term priority of Kia Hāngai te Kaunihera: An Empowered Organisation, and the actions outlined in [Te Mahere Aronga - Māori Outcomes Plan](#).

Using a kaupapa Māori methodology, the research aimed to identify strengths and celebrate successes, as well as identify opportunities and actions for strengthening performance and fostering good practice. This research builds upon the organisation-wide te ao Māori competency research project Te ara ki tua | the pathway forward, conducted in March 2022, and the earlier approval of Te Mahere Aronga.

Auckland Art Gallery Toi o Tāmaki was the first organisation within Tātaki Auckland Unlimited to participate in the research, recognising the strides it has made so far in its cultural capability.

The research identified some good progress, including te reo Māori upskilling for staff, addressing the need for consistent bilingual signage, and creating more inviting spaces for Māori audiences. Strong relationships have been made with mana whenua, Māori communities and artists – acknowledging the importance of maintaining this.

This assessment also outlined recommendations for furthering Māori outcomes progress at the Gallery. Recommendations cover continued cultural capability building; maintaining momentum; enhancing representation in exhibit programming; embedding Māori outcomes in processes and policy; transparent decision-making processes; prioritising community relationships and deepening whanaungatanga (a sense of connection); to understand and value Māori leadership and reflect the diversity perspectives; and to clearly define the role of Haerewa Māori Advisory Group.

Steps have already been taken to implement these recommendations, such as ensuring the retention of expertise, continued te Tiriti-based training, expansion of the Māori Outcomes Community of Practice, and supporting work to clearly define the role of Haerewa Māori Advisory Group. New initiatives are planned to maintain momentum across people and resources, exhibitions and programming, relationships and capability-building.

Further, Tātaki Auckland Unlimited is reviewing this pilot project and gathering lessons learned to improve the process. Planning is underway for the next iteration which will start in the first quarter of 2024/25.

To find out more about planned Māori outcomes at Tātaki Auckland Unlimited, see [Te Mahere Aronga](#).

Tātaki karakia and waiata

In 2023/24, Tātaki Auckland Unlimited shared new karakia and waiata (songs) on the Taki app, its go-to resource for Māori language and tikanga. This aligns with the long-term priority of 'Kia Hāngai te Kaunihera' - An Empowered Organisation and the actions outlined in Te Mahere Aronga.

The karakia highlight some important concepts that are valued within the organisation and focus on positive energy and outcomes. The waiata celebrates the organisation's identity and acknowledges its unique responsibility to Tāmaki Makaurau Auckland.

The new karakia tīmatanga (opening karakia), karakia whakamutunga (closing karakia) and waiata called Tātaki, tu ake ra, were written for the organisation by Te Hau and Marihi Paeroa from Manawataki, along with Maihi Bennett.

Download the [Taki](#) app to learn more.

Waiata

Tātaki, Tū Ake Rā

Leader: Auē tihei mauri ora e!

Tākina ko au ki te ao

Tākina ki Tāmaki e

Tēnei a Tātaki

Tū ake rā!

Kia tihei mauri ora e

Auē tihei mauri ora e!

Leader: Oh, let there be life!

Led by me into the world

Led throughout Tāmaki Makaurau

Here we stand as Tātaki

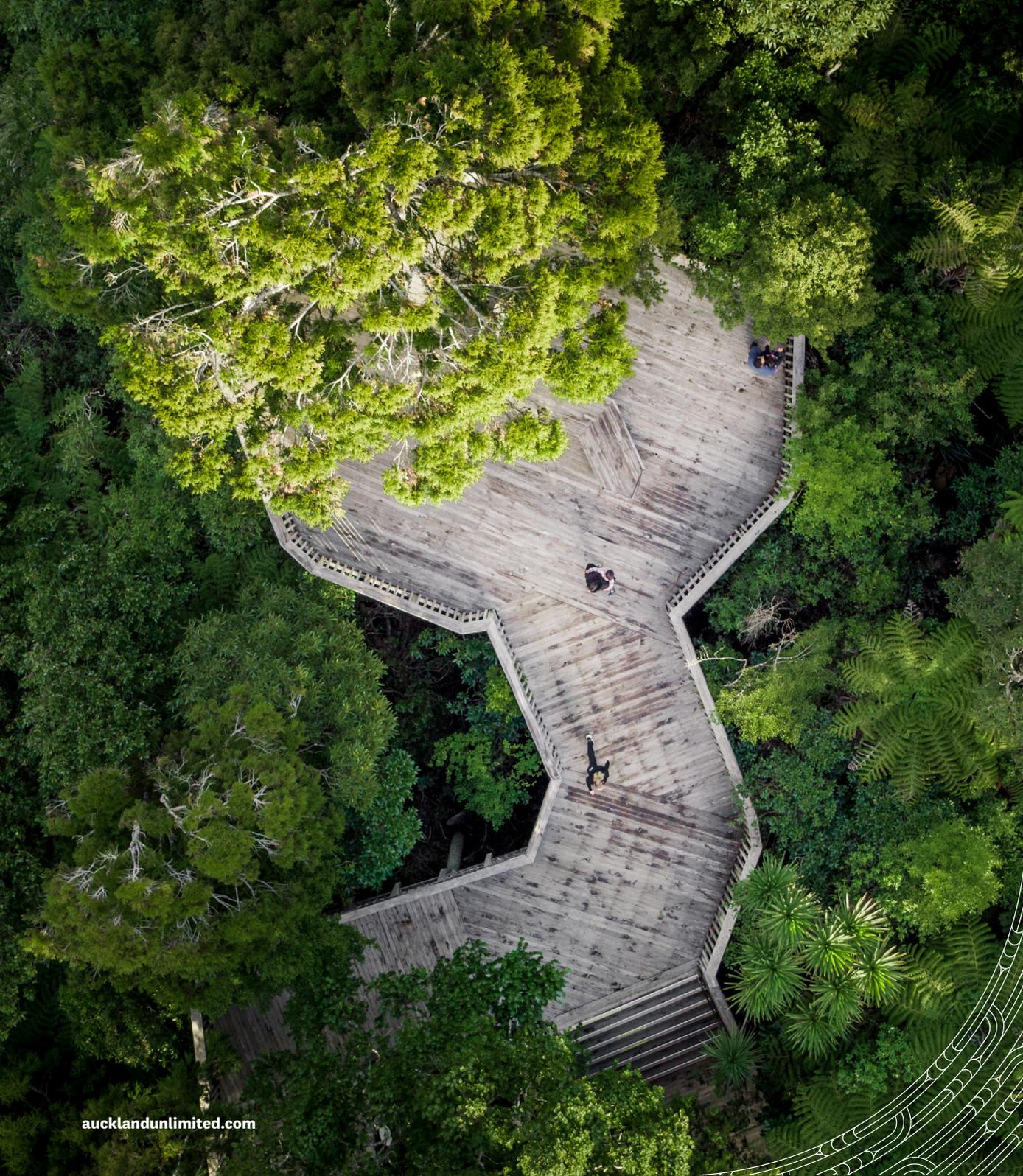
Tātaki arise!

This is my proclamation!

Let there be life!

Empowered organisation





Next steps

Tātaki Auckland Unlimited will continue to deliver activities to achieve the strategic outcomes highlighted in its new Statement of Intent: 2024 – 2027, including the cross-cutting commitments of climate change and sustainability, social enterprise and Māori outcomes.

As part of implementing the Climate Change and Environment Strategic Plan, Tātaki Auckland Unlimited will continue to improve its reporting processes and share progress in Our Sustainability Story.

While some programmes and activities have changed due to Auckland Council budget reductions, the organisation remains committed to enriching cultural and economic life in Tāmaki Makaurau Auckland.

Tātaki Auckland Unlimited's annual publications

- [Tātaki Auckland Unlimited annual reports](#)
- [Ākina: Māori Outcomes – Highlights and Successes](#)
- [Auckland Council Group – Volume 4 – Climate Statement](#)
- [Te Tāruke-ā-Tāwhiri: Auckland's Climate Plan – Progress Reports](#)

