



Business for Good

ANNUAL REPORT
FY 2024

Certified



This company meets high
standards of social and
environmental impact.

Corporation



Our purpose

Greenhawk exists to improve lives by helping businesses thrive, lift our local communities, and care for our living planet.

Here's a snapshot of how we delivered on our purpose in the 2024 financial year.

Helping businesses thrive



We help businesses succeed by supporting them to identify opportunities, mitigate risks and make positive change.

We help owners feel confident, by supporting them to understand their numbers, share the mental load and make great decisions.

We help families flourish, by supporting business owners to create time, mind and financial freedom.

750

We worked with 750 businesses, organisations and individuals in FY 24.

99%

Our client retention rate for the year was 99.2%.

We're proud to be the outsourced finance department for these wonderful charities:



Lifting our communities



We support social causes close to our hearts that raise up our local communities.

We share our knowledge through free community training sessions.

Over 147 hours of paid volunteer leave, our team:



Collected 65 gifts and \$115 in cash donations for the **Kindness Collective Foundation's Christmas Joy Store**. The Joy Store allows the caregivers of underprivileged kids to pick out brand new gifts for their young ones, for free.



Sold 264 tea towels and 75 aprons for the charity **Food For Love** at the Wanaka A&P show. Food for Love supports the community by making and delivering nutritious home-cooked meals to people struggling or in need.

Spent a day with the wonderful children and carers of the **Genesis Child Development Program** in Pampanga, Philippines, supporting 100 underprivileged kids. We donated school materials, medicines, personal kits, and supplies for nutrition programs. "We absolutely loved our time spent with the kids, sharing stories and a delicious meal afterward." -Kamille



Lifting our communities



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Pro bono support

We provide pro bono accounting and bookkeeping support for Wao, a sustainability-focused charitable trust, and prepared annual accounts free of charge for Bike Wānaka and Friends of Hāwea Flat School.



Charity governance

- Paul joined the board of Kindness Collective Foundation.
- Sammy became the Treasurer of Bike Wānaka.

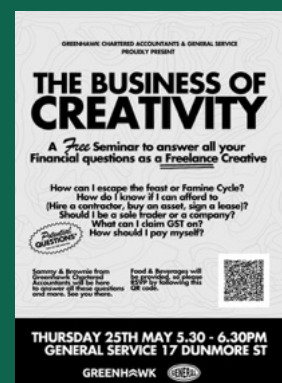


Community training

30 clever folk from the Wānaka creative community came along to our inaugural community training session 'The Business of Creativity' in May.

Our team presented on everything from what you can claim GST on, to business structures, to how to escape the feast or famine cycle.

Great turn out, great questions, great people.



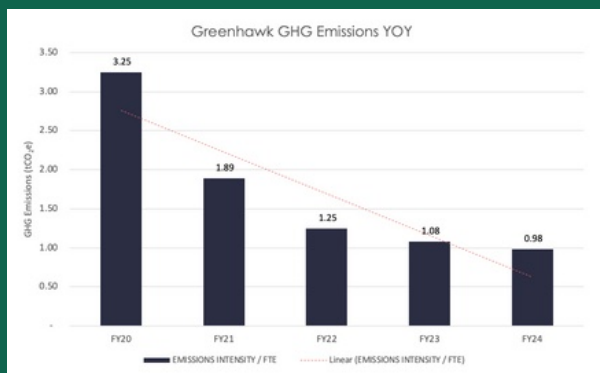
Caring for our planet



We take care of our natural environment. We are committed to minimising our impact and taking positive climate action.

We encourage our network to do the same. We support our clients, to measure their carbon footprint, set reduction targets and share their story to inspire others.

Emissions reduction



In 2021, in alignment with the Paris Agreement, we committed to reducing our greenhouse gas emissions by 50% compared to our base year (FY20) by 2030. As a growing business, we measure our emissions intensity (total emissions/#FTEs). As of 2024, we have already achieved a 70% reduction compared to our base year. Now to continue our efforts.

Waste reduction

Our Wānaka office transitioned away from individual rubbish bins under desks to a centralised recycling, compost and waste station.

The result of this small change is better sorting, which has reduced the volume of waste we send to landfill and eliminated food waste from our landfill bin completely. It also gets us up and moving more, which is better for our bodies!



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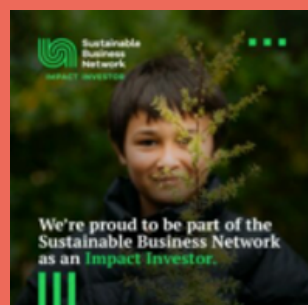
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Carbon footprint calculations for our clients

We're all about helping NZ businesses of every size and shape move towards carbon neutrality. And what we measure, we can manage! So far, we've helped the following businesses start their carbon reduction journey by calculating their first carbon footprint.



Sustainable Business Network sponsorship



We're a Sustainable Business Network (SBN) Impact Investor. This means we financially support the important work the SBN does to educate and inspire New Zealand businesses to integrate sustainability into business-as-usual.

Bonus: B Corp certification

We became a certified B Corp!



Greenhawk became a B Corp in January 2024 with an overall B Impact Score of 86.8. The median score for ordinary businesses who complete the assessment is 50.9. You can [check out the breakdown of our score](#) on the B Corp website.

The B Corp Impact Assessment (BIA) covers five impact areas: Governance, Workers, Environment, Customers and Community. Read on for some examples of the big and little things that make us a B Corp.

Bonus: B Corp certification

What makes Greenhawk a B Corp

Governance

- Our company constitution includes a clause that requires consideration of all stakeholders in our decision-making. This legal requirement ensures that we remain legally accountable to workers, communities, customers, suppliers, and the environment, not just shareholders.
- We have systems and processes in place that support good governance and internal management, promote ethical decision-making and prevent corruption.
- We have rigorous financial controls.
- We publicly share information on our environmental performance.

Workers

- 100% of our full and part-time employees received a monetary bonus in the last fiscal year.
- We support our team's health and wellbeing through a private healthcare scheme for all of our full and part-time employees, fully paid by our company.
- Our team has access to an Employee Assistance Program to support their mental health.
- We support our team's professional development and lifelong learning through regular training, up-skilling and reimbursement for continuing education.

Community

- We have a Business for Good program led by staff that includes financial and in-kind donations to community organisations.
- We host free community training sessions throughout the year to lift our local communities.
- We take part in civic engagement through discounted and pro-bono services for charitable organisations.
- We promote and celebrate diversity amongst our workers and suppliers.

Environment

- We regularly monitor and record greenhouse gas emissions and have set – and met – specific reduction targets relative to previous performance.
- We have programs in place to reduce the environmental impact of travel and commuting. We have a written policy limiting corporate travel, and encourage and incentivise employees to commute by no or low-emission transport and work from home at least once a week.
- We purchase carbon credits to offset our remaining emissions.
- We offer free carbon footprint workshops to our clients to help them begin their emissions reduction journey.

Customers

- We manage the impact and value we create for our clients by monitoring client satisfaction.
- We increase the operational success of purpose-driven enterprises with our nonprofit accounting services.
- We have the highest privacy and security for our client's data.
- We have formal quality control mechanisms.

Bonus: We had a lot of fun!

Staff parties

Our Wānaka team had another legendary Christmas party in the form of a fancy dress team adventure race around Lake Hāwea. Competing for the coveted Greenhawk trophy, clues were conquered, points were scored, and too-short-shorts were worn to the dinner table. A great time was had by all.



Bonus: We had a lot of fun!

Challenge Wānaka triathlon

We swam, we rode, we ran, and we conquered. More than six hours later at the finish line of the Challenge Wānaka triathlon, only 4 minutes and 8 seconds separated our two Greenhawk teams. We can't wait for next year.



GREENHAWK

THANK YOU



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