



Our purpose is to cultivate leadership that shapes a *just, diverse, flourishing, and sustainable* planet.

We understand that our practices and behaviours need to support our declared purpose. Below we describe our collective position on the impact areas that inform everything we do in public and in private.

Our Board and Leadership team endorse these statements which are backed by our internal Promise to each other, internal policies, action plans, procedures and reporting that hold us accountable to our word.

## 1. Sustainability

We are committed to the global ambition to limit global warming to 1.5°C. We know that this is essential if we want future generations to enjoy the planet as we have been able to, to live, work and play on earth without the very real threats from increasing global warming.

This commitment aligns with our purpose, enables us to be a proud B Corp member, and to meet Europe's Empowering Consumers for the Green Transition (ECGT) Directive 2026. To back our words with actions we have established a 3-year climate action plan for 2026-2028. Our plan identifies the actions we will take to address our GHG emissions so that we meaningfully contribute to limiting global warming to 1.5°C.

As a group of global people who work together in a community with no premises, we have a small carbon footprint, with our carbon from flying to serve our clients and to come together as a community being our biggest carbon impact.

Our 2026-2028 climate action plan

Our climate action plan takes into account what we can control, who we can influence, and how we will include climate impact as a factor in all our decision making. It supports us to bring a sustainability lens to each other, our suppliers, our partners and our clients. If you would like to see our plan, please email [admin@cultivatingleadership.co.nz](mailto:admin@cultivatingleadership.co.nz).

## 2. Justice, Equity, Diversity, Inclusion and Belonging

We hold JEDIB at the heart of our values and practice and we are committed to embracing diversity, cultivating inclusion and belonging, and seeking social justice as core values. Belonging is embedded in our culture, and we strive to be a place for everyone we connect with to feel that they matter, belong and that they have a voice that is heard and valued. Our commitment to JEDIB is expressed in everything we do across operations, customers, and community.

We are a global network of colleagues, and we track the self-declared diversity of our team in order to ensure the membership of our Board and leadership team reflect the makeup of our organization. In addition, we support client leads in diversifying their teams across nationality, race, geographic location, gender, abilities (mental and physical), and sexual orientation. In our recruitment process we continually seek to recruit to minimise imbalances.

Our everyday ways of working with clients attend to JEDIB at every level. We do this by including JEDIB considerations in all aspects of our work with clients, from initial conversations through to design and delivery.

As leadership practitioners, we include core concepts, practices, and applications of JEDIB in all our programs. We do not distinguish JEDIB work from other leadership work – JEDIB work is leadership work and leading well is fostering JEDIB.

We also support clients with direct JEDIB initiatives and provide public workshops to help others develop leadership with JEDIB at its core.

To support our commitments, we have appointed a Gardener of JEDIB to help us create the conditions to continually improve. To advance our commitment we have a JEDIB plan in place for 2026/27.

## 3. Human Flourishing

At Cultivating Leadership, we believe business must be a force for good.

The challenges of our time — social inequality, ecological instability and rising complexity — demand leadership and organisational models that are regenerative rather than extractive. We exist to cultivate leaders and workplaces where humans can flourish and contribute to a just, sustainable world.

## **We Stand For**

### **Human Flourishing**

We create the conditions where people can grow, realise their potential, build meaningful relationships and contribute positively to society. Work should strengthen people — not diminish them. When people flourish at work, they take that energy into their homes and communities.

### **Stakeholder Governance**

Our purpose is embedded in our ownership structure. The TILT Foundation, a not-for-profit entity, owns Cultivating Leadership. Aligning with our purpose-driven impact business model, 50% of our profits are to be directed towards initiatives that intentionally remove barriers for underserved communities.

### **Equity and Access**

We expand access to leadership development through reduced-fee and no-fee services for non-profits and underrepresented communities, and we review this commitment annually.

### **Our work with clients**

We are working in an environment of rapid change coupled with increasing global challenges. This requires us to equip leaders to navigate complexity, to lead in environments of uncertainty, where the best laid plans unravel before the ink dries. Cultivating leaders to succeed in these conditions develops organisations of individuals capable of addressing our most pressing global issues.

### **Human Rights**

We are committed to respecting and upholding internationally recognised human rights, including alignment with the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Core Labour Conventions.

We maintain zero tolerance for discrimination, harassment, exploitation, forced labour, or unsafe working conditions. We are committed to equal opportunity, fair labour practices, psychological and physical safety, and the right for individuals to raise concerns without fear of retaliation.

We expect these same standards of ethical conduct and human rights from our partners and suppliers.

### **Responsible and Regenerative Practice**

We operate with transparency, strong governance, and formal mechanisms that protect ethical conduct and accountability. We support leaders to build adaptive, human-centred cultures that create long-term value for workers, communities and the planet — not just shareholders.

### **Cultural Responsibility**

Founded in Aotearoa New Zealand, we acknowledge and give effect to Te Tiriti o Waitangi and seek to honour Indigenous wisdom and relational care in how we operate globally.