



TE PAE TAWHITI



HE KUPU WHAKATAKI

Ko Te Pae Tawhiti tā mātou whakapuakitanga wawata reanga rau.

Nō ngā hekenga rā anō, ko tō mātou rahi te whakatinanatanga mai o te auaha, o te manawanui, o te aumangea me te tāwariwari. He hunga auaha, he hunga mōhio, he hunga matapae roa anō hoki ō mātou tūpuna, nō rātou tonu rā ō mātou whenua, ō mātou whakapapa, ō mātou ahurea tuakiri anō hoki. Kua riro mā mātou ēnei taonga tuku iho e tiaki, e whakahaumako hoki, mō nāianeī, mō ngā reanga hoki o anamata.

E huri kau ana tō tātou ao, heoi, arā anō ōna āhuetanga ka pūmau tonu - ko te whenua, ko te iwi, ko te tuakiri, ko te hapori. E hua tonu ai, otirā, e whanake tonu ai, me anga whakamua te titiro, i a mātou ka auaha i tō mātou ake āpōpō ko ā mātou mokopuna.

Ko Te Pae Tawhiti e whakaū ana i tā mātou kaupapa hei pakihi. Koinei tā mātou pukapuka ārahi, e whakatakoto ana i ngā paerewa mā reira rā e arotakengia ai tō mātou whai hua, ā mātou mahi, me ā mātou whakatau.

He whakapuakanga o ō mātou uaratanga tūāpapa, ō mātou tūmanako nui, me ngā whāinga matua e tātaki ana i a mātou, e angitu ai mātou, e pakari ai tō mātou tuakiri i nāianeī, ā muri ake nei hoki.



FOREWORD

Te Pae Tawhiti is our intergenerational vision.

Since the time of the hekenga, our people have displayed the qualities of innovation, perseverance, flexibility and adaptability. Our tūpuna were creative, astute and forward-thinking people who gifted us our land, whakapapa and cultural identity. It is our responsibility to preserve and enhance these taonga, now and for future generations.

The world is changing all around us, but there are constants – our land, people, identity and community. To continue to thrive and develop we must look ahead and prepare for tomorrow, creating our own future and the future of our mokopuna.

Te Pae Tawhiti establishes our purpose as an organisation. It is our guiding document, which sets the standards against which we assess our performance, actions and decisions.

It is a declaration of our fundamental values, common goals and guiding objectives that will ensure our success and create a strong identity now and in the future.



TĀ MĀTOU KAUPAPA

**Ko tā mātou kaupapa, ko te tiaki me te whakahaumako i ā mātou taonga,
hei painga mō ngā whakatupuranga o nāianei, o anamata anō hoki.**

He mea tuku iho ā mātou taonga, ā, e kapia ana ko ō mātou whenua, ō mātou moana me ō mātou rawa māori,
tae atu anō ki tō mātou tuakiri, ki ō mātou whakapapa, me ā mātou tikanga.

Mā te āta whakamahi, me te āta whakawhanake i ō mātou whenua me ā mātou rawa, mā te whakatupu hoki i
tētehi hapori hei whakahihitanga mā tō mātou rahi - whānau mai, kaimahi mai, kiritaki mai, hoa mai - e tutuki
ai tā mātou kaupapa.



OUR PURPOSE

Our purpose is to preserve and enhance our taonga for the benefit of current and future generations.

Our taonga are handed down to us by our tūpuna and include our land, sea, and natural resources, as well as our cultural identity, whakapapa and tikanga.

We will achieve our purpose through the sustainable use and development of our land and resources and by creating a community that our people (our families, staff, customers and associates) are proud of.



KO Ō MĀTOU UARATANGA

**Ko ō mātou uaratanga kua tuia ki ā mātou tikanga tuku iho,
ka noho hei tūāpapa mō ā mātou mahi haere ake nei.**

Koinei ō mātou uaratanga:

Whanaungatanga: He whānau mātou, e whakaute ana i ngā hononga ā-whakapapa, ā-kaupapa, ā-taiao anō hoki.

Kaitiakitanga: Ko tō mātou whakapapa e āki mai ana i a mātou, hei mana whenua, ki te whakaū i te tiakina me te whakawhanaketanga o ō mātou taonga. I a mātou e hiki ana i te haepapa nei, e mahi tahi ana mātou ko te hunga e tonoa ana e mātou hei ringa āwhina.

Rangatiratanga: E ārahi ana mātou mā te whakatinana me te whakanui i te mana o ō mātou tāngata, me ō mātou taonga tuku iho hoki, hei ratonga mō te whānau.

Manaakitanga: E whakatauiria ana mātou i te manaakitanga mā te whakaute, te poipoi, me te tautoko i tangata kē.

Pono: He pono mātou, e noho haepapa ana, e whai ana i te tika i ā mātou mahi katoa.

Auahatanga: E whakaute ana mātou i ngā taonga tuku iho o te pīngore, o te pohewa, me te auahatanga, mā te aronui atu ki te taero, ki ngā ara hou hoki.



OUR VALUES

Our tikanga are encapsulated in our values and provide the touchstone for how we act now and in the future.

Our values are:

Whanaungatanga: We are a family who value our relationships, forged through our whakapapa, our work, and our environment.

Kaitiakitanga: As mana whenua, our whakapapa compels us to ensure the protection and development of our taonga. We do this alongside those we entrust to assist us in upholding this responsibility.

Rangatiratanga: We lead by representing and enhancing the authority and dignity of our people and our legacy, in service to our whānau.

Manaakitanga: We exemplify the dignity of service through respecting, nurturing and supporting others.

Pono: We are honest and accountable, and act with integrity.

Auahatanga: We honour our legacy of adaptability, imagination and innovation, by embracing both challenges and new opportunities.



TE ANAMATA

Mā Te Pae Tawhiti ō mātou pūkenga e whakahāngai, kia kotahi ai te hāpai o te hoe, mā reira e tau pai ai tō mātou waka ki uta.

Koinei ō mātou whāinga:

- kia poipoi, kia whakawhanake anō i ā mātou taonga e ai ki ā mātou tikanga.
- kia tōia mai ngā pūmanawa o tō mātou rahi e toitū ai te tupu mai o ā mātou taonga.
- kia ora pai tō mātou rahi, kia whai hononga anō rātou ki tā mātou whakarereanga iho, ki tā mātou kaupapa anō hoki.
- kia whakatupu i tētehi wāhi whakaohooho, i tētehi wāhi auaha anō hoki ka whāia e ngāi iho pūmanawa hei wāhi noho, hei wāhi mahi anō mō rātou.



OUR FUTURE

**Te Pae Tawhiti will ensure we align our common energy,
working together to achieve common goals.**

Our goals are:

- to nurture and develop our taonga consistently with our tikanga
- to harness the talents of our people to ensure the sustainable growth of our taonga
- to ensure our people live well and are connected to our legacy and purpose
- to create an inspiring and innovative place where talented people want to live and work.



NGĀ WHĀINGA O WAKATŪ

He mea auaha ō mātou whāinga hei whakatutuki i tā mātou kaupapa, ā, e arahina ana e ō mātou uaratanga. Mā te āta whakahāngai i ā mātou whiringa katoa ki ō mātou whāinga arataki e tutuki ai ō mātou wawata.

He whānui ngā whāinga arataki, kia wātea ai mātou ki te auaha mai i ētehi tukanga hou, i ētehi tukanga whakaihiihi, e ū pai ana ki ō mātou uaratanga me ā mātou tikanga.

He tangata auaha, he ngākau hihiri hoki te rahi o tō mātou pakihi, e tapatahi ana ki ō mātou wawata, e whakahī ana ki ā mātou mahi. Mā te mahi tahi e tutuki pai ai ō mātou wawata.

E rua ngā whakarōpūtanga o ō mātou whāinga arataki:

1. Te Whanaketanga me te Auahatanga
2. Te Tuakiri me te Ngākau Pono

Ko ēnei āhuatanga ngā pou i tō mātou angitutanga, hei tūāpapa mō ā mātou mahi katoa.



OUR APPROACH AND GUIDING OBJECTIVES

Our goals and objectives have been designed to achieve our purpose and are guided by our values. We will achieve our goals by making sure all of our decisions align with our guiding objectives. The guiding objectives are broad to give us the freedom to create new and exciting ways of doing things, consistently with our values and tikanga.

Our organisation is made up of innovative, inspired people who share our vision and are proud of our work. Using our common energy, we will achieve our goals.

The guiding objectives are under two headings:

1. Development and innovation
2. Identity and integrity

These aspects are vital to our success. They underpin everything we do.



TE WHANAKETANGA ME TE HIIHIRTANGA

He toki ō mātou tūpuna ki te para i ngā huarahi ki te angitu, ki te āta whakarite anō kia ora tonu ai, kia whanake anō ai mātou ngā uri whakaheke. E poho kererū ana mātou ki tā rātou whakauka, ki tā rātou tiaki, me tā rātou whakawhanake hoki i ō mātou whenua, i ā mātou rawa, me tō mātou tuakiri ahurea. Ināianei, kua taka mai tērā haepapa ki a mātou.

E kawatau ana mātou kia angitu tō mātou rahi, kia tū hei rangatira whakaaweawe i te ao whānui. E mōhio pai ana mātou me auaha, me tāwariwari hoki mātou e angitu ai. He pakihi mātou e aronui ana ki ō mātou tāngata, ki ā mātou rawa, me tō mātou taiao.

Ka whakawhānui ake mātou i tō mātou angitu hei pakihi, mā te āta whakawhanake i ō mātou whenua, mā te waihanga me te whakarato i ngā hua me ngā ratonga kounga, mā te poipoi hoki i te tuakiri, i te mātauranga me te pakari anō hoki o te ahurea o te tangata.



DEVELOPMENT AND INNOVATION

Our tūpuna were remarkable in their ability to create opportunities for success and plan for our survival and growth. We are proud of their ability to preserve, care for and develop our land, resources and cultural identity. Now it is our responsibility.

We expect our people to be successful and inspirational world-class leaders. We understand that innovation and adaptability will be the key to our success. We are an efficient organisation, focused on our people, our resources and our environment.

We will continue to grow our success as an organisation through the sustainable and successful development of our land, the creation and provision of high-quality goods and services and through nurturing people's cultural identity, knowledge and strength.



NGĀ WHĀINGA MATUA

Te Whanaketanga me te Auahatanga

Kia puritia, kia tiakina, kia āta mōhiohia anō hoki ngā whenua whakahirahira.

Kia puritia tō mātou tōpūtanga whenua, me te wariutanga whenua i roto i tō mātou takiwā.

Kia toitū te whakamahia me te whakawhanaketia o tō mātou whenua me ā mātou rauemi, e ai ki ā mātou tikanga.

Kia toitū, kia matatika hoki te waihangahia mai me te whāia o ngā hua me ngā ratonga kounga e mātua hiahiatia ana e te pāpori.

Kia whakatupu i tētehi pāpori, huri noa i te ao, e whakapono ana, e whakatairanga ana hoki i ā mātou hua me ā mātou ratonga.

Kia hua ko mātou te whakaihuwaka o ngā pakihi taketake mō te kai me te inu i te ao whānui.

Kia whai oranga, kia tupu tonu hei aumangea ā-ōhanga, ā-torangapū, ā-ahumoni anō hoki.



GUIDING OBJECTIVES

Development and innovation

To ensure the retention, preservation and knowledge of culturally significant land.

To retain our corpus land area and land value within our region.

To ensure the use and development of our land and resources is sustainable and consistent with our tikanga.

To create, source and provide products and services of high value and quality that society wants, in a sustainable and ethical manner.

To create a world community of people who believe in and promote our products and services.

To be the best indigenous food and beverage business in the world.

To thrive and continue to grow as an economic, political and commercial force.



TE TUAKIRI ME TE PONO

Ko tā Te Pae Tawhiti he whakapuaki i tētehi mahere whakawhanake, e pakari ake ai te tuakiri ahurea, otirā, ngā mōhiotanga o ngā whānau, ngā kaimahi, ngā kiritaki, me te hunga whai pānga ki tō mātou pakihi. Mā tā mātou mahere e ū ai te whakatupuria o tētehi wāhi ka āta whāia e ngāi iho pūmanawa hei wāhi noho, hei wāhi mahi anō mō rātou; he hapori e aroha nuitia ana e rātou.

Ka tiakina, ka whakahaumakotia, ka tohaina hoki e mātou ngā mātauranga e pā ana ki ngā kōrero tuku iho, ngā tikanga me te reo Māori ki ō tātou tāngata. Ina koa, ka whakatinanahia e mātou ngā rautaki e whai hononga ai tō mātou whānau whānui ki tō mātou tuakiri, me te whakarereanga iho anō hoki.

Ka whakatupuria he rangatira matatika ki ngā mahi pakihi, ki ngā tōrangapū, ki te pūtaiao me te hangarau, ki ngā toi me ngā kaupapa ahurea hoki, ka tōtika te whai wāhitanga mai ki te angitu o tō mātou pakihi. Ko ngā tino toki ka piri mai ki tō mātou pakihi, he ngākau whiwhita nō rātou ki te kaupapa, ki ō mātou uaratanga me tō mātou whakapuakitanga wawata anō hoki.



IDENTITY AND INTEGRITY

Te Pae Tawhiti declares a course of development, which will enhance the cultural identity and knowledge of the families, staff, customers and associates who make up our organisation. Our plan will ensure the development of a place where talented people want to live and work; a community that talented people love to be a part of.

We will preserve, enhance and share knowledge about our history, tikanga and te reo Māori with our people. In particular, we will implement strategies to ensure our whānau whānui are connected with our identity and legacy.

We will grow ethical leaders in business, politics, science and technology, the arts and culture who will have a direct input into the success of our organisation. The best people will be part of our organisation, because they are passionate about it and because of our compelling values and vision.



NGĀ WHĀINGA MATUA

Te Tuakiri me te Pono

Kia āta whai wāhi mai te whānau whānui ki ngā taumata katoa o te pakihi.

Kia whakahihiko i te whānau whānui kia tūhono mai ki ō mātou whenua, ki tō mātou tuakiri anō hoki.

Kia whakahaumako i ngā āheinga me ngā pūkenga ā-ahurea o tō mātou rahi.

Kia whakatupu ake i tētehi pakihi ka āta whāia e ngā tino toki hei wāhi mahi mō rātou.

Kia pūmau te whai wāhitanga mai o ō mātou kaumātua ki ngā tūranga whakahaere i tō mātou pakihi.

Kia whai mahere whakawhanake i ō mātou tāngata e kōkirihia ana i ngā wā katoa.

Kia rite tonu te whakahoungia, te whakapuakingia anō hoki o 'ngā kōrero ake mō Wakatū', hei whakaaweawe i ngā whakatupuranga o āpōpō.



GUIDING OBJECTIVES

Identity and integrity

To ensure meaningful engagement of the whānau whānui at all levels of the organisation.

To inspire the whānau whānui to connect with our land and identity.

To enhance the cultural capacity and skills of our people.

To create an organisation where the best people want to work.

To always have a place for our kaumātua in governance roles within our organisation.

To always have an active development plan for our people.

To continually update and tell the 'Wakatū story' and use this as inspiration for future generations.



NGĀ HUA KI NGĀ REANGA

Ka whai kiko Te Pae Tawhiti i tā mātou āta tūtohu i ngā putanga e mātua whai take ana ki ō mātou tāngata. Mā ēnei putanga e taea ai tā mātou āta aro ki te whakatinanatanga mai o tā mātou whakapuakitanga wawata huri noa i tō mātou pakihi, e herea anō ai mātou ki te kaupapa e hāpai nei mātou.

Papa Whenua

He taonga tuku iho mai te whenua nā ō mātou mātua tūpuna. Kua riro mā mātou tonu e tāwharau, e whakatupu, e whakaū hoki kia kore ai e ngaro. Ko mātou tētehi o ngā kaipupuri whenua nui rawa i tō mātou takiwā, me te aha, ka parahia, ka whakaaweawehia anō ōna ahunga o anamata.

Taiao

E ū pai ana mātou ki ā mātou tikanga, ki ngā āhuatanga hoki o te kaitiakitanga, hei taute i ngā tino puna ora o ō mātou whenua, me ō mātou wai.

Ngākau Hihiko

Ahako te tawhiti o te pae e whāia ana e mātou, he kaha, he whitawhita, he māia hoki tā mātou hiki i te hoe, e mau tonu ai te mana o ō mātou tūpuna, e rangatira ai, e angitu ai ō rātou uri, haere ake nei.

Pūtea

E āta taurima ana mātou i ā mātou rawa, me te āta whakatupu hoki, kia taea tonuhia ai te tautīnei i ā mātou taonga tuku iho, me te whakatutuki hoki i ngā wawata o tō mātou whānau.

Whānau

E tuia ana mātou ki ā mātou kōrero onamata, me tā mātou kaupapa o anamata. E tuwhera ana ō mātou ngākau ki te kawē tonu, ki te kōkiri tonu i ngā whakareretanga iho mai a ō mātou tūpuna, e whai wāhi mai ai ētehi tāngata kē atu ki tēnei haerenga o mātou.



INTERGENERATIONAL OUTCOMES

We bring Te Pae Tawhiti to life by clearly defining the outcomes that matter to our people the most. These outcomes help us focus on how we make our vision a reality across every aspect of our business, holding us accountable to the purpose that we serve.

Papa Whenua

Land is a precious taonga passed onto us by our tūpuna. We are responsible for protecting it, growing it, and ensuring that it is never lost. As one of the largest land owners in our region, we will shape and influence its future direction.

Taiao

We hold fast to our customs and practices of kaitiakitanga, nurturing the life-sustaining forces of our land, water, and sea.

Ngākau Hihiko

We bring strength, energy, and courage to our journey that stretches beyond the horizon. We paddle forward in our waka in a way that enhances the mana of our tūpuna, exploring new opportunities and achieving new levels of success.

Pūtea

We are careful in safeguarding and growing our resources so that we are able to sustain our legacy and achieve the aspirations of our whānau.

Whānau

We are connected to our history and purpose. With open hearts and minds we carry forward the legacy of our tūpuna, creating the space for others to join and contribute to the journey.



TE AROTAKENGA

E mārama ana mātou, hei roto i te wā ka rerekē te āhua o tā mātou whakamahi, whakatupu, whakawhanake anō i ō mātou taonga i a mātou ka kite i ētehi huarahi pai ake hei whakatutuki i ngā mahi, i a mātou ka whai hononga hou anō hoki. E mārama hoki ana mātou, arā tonu ētehi mea e kore nei e panoni - ko ngā kōrero tuku iho, ko ngā whakapapa, ko ngā whakarereanga iho hoki o ngā taonga i mahue mai i ō mātou tūpuna. Koinei e here ana i a mātou hei pakihi ināianeī, ā, haere ake nei.

E mōhio ana mātou he wawata ngā whāinga me ngā paerewa ka whakahuatia mai ki Te Pae Tawhiti, otirā, he mea whakarite kia anganui atu ngā tāngata katoa e whai wāhi mai ana ki tō mātou pakihi ki te whakatutukihanga o tā mātou kaupapa. I runga i tēnei, ka arotakehia Te Pae Tawhiti ia te rima tau, kia hāngai tonu ai ngā whāinga e ārahi nei i a mātou ki tā mātou kaupapa, ki ō mātou whāinga, ki ō mātou uaratanga anō hoki.



REVIEW

We recognise that the way in which we use, grow and develop our taonga will change over time as we learn better ways of doing things and forge new partnerships. We also recognise that some things will never change – our history, whakapapa and the legacy of the taonga which we have been entrusted with by our tūpuna. These are the ties that bind us together as an organisation today and will continue to do so in the future.

We know that the common goals and standards articulated in Te Pae Tawhiti are aspirations, designed so that everybody aligned with our organisation is motivated to achieve our common purpose. With this in mind, Te Pae Tawhiti will be reviewed every five years to ensure its guiding objectives remain relevant to our purpose, goals and values.



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