

# 2023 ANNUAL REPORT PŪRONGO Ā-TAU

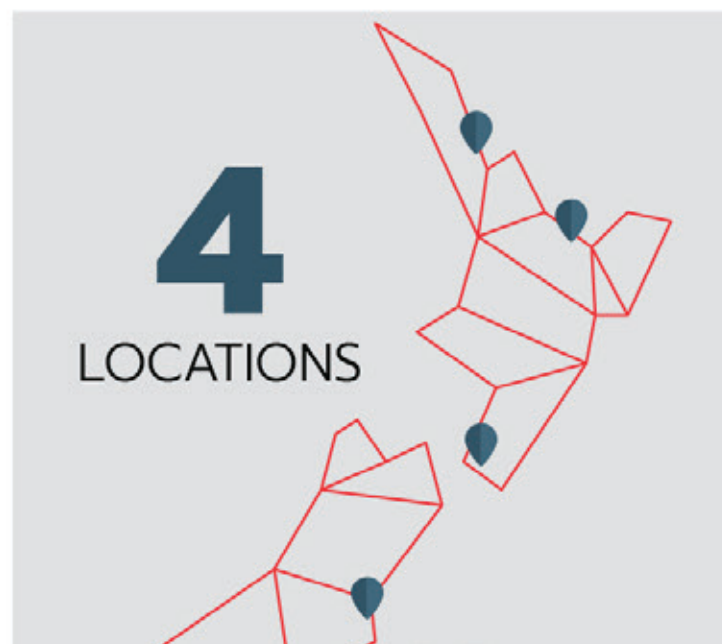


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# CHAIR & CEO REPORT

*Tēnā koutou katoa*

## OUR FEET ARE FIRMLY PLANTED

2022 was the year of reconnection. Our feet are firmly planted in this new world we’ve arrived at. We have made a successful soft landing into our hybrid work model and are watching how it settles and will refine it if necessary. The Beresford Square office makeover and new Tauranga office have opened up more collaborative spaces for our teams to work together. It’s what our staff said they feel is key in this new world, and it feels like they are absolutely right!!!

## WE’VE EMERGED (AND GROWN)

We’ve gladly emerged from the dark days of the pandemic and the challenges that immediately followed with the outflow of people as they returned to their countries of birth and the unprecedented churn where it seemed that everyone was making a pitch for our valuable staff. Now we are experiencing a welcome influx of new talent into New Zealand. It was a year of new faces, and with customer project work at an all-time high, we’ve been kept busy. Our team is now the largest it’s ever been, at 324. Our recent ‘Nationalities of Theta’ survey showed us that our team is composed of 38 nationalities, and we speak 46 languages/ dialects. Quite extraordinary!

## SUPPORTING OUR PEOPLE THROUGH PARENTAL LEAVE

In October 2022, we announced an updated parental leave policy, which now includes top-up payments, a return to work bonus of \$3,000, 3 days of partner leave and flexible working upon return to work. We’re proud that a medium-sized organisation like ours can offer something that makes a difference during this exciting phase of life.

## EVOLVING LEADERSHIP

Liz Knight joined us as the our Head of Cyber Security, bringing her expertise from her previous role of CISO and VP of Professional Services at Mobile Mentor. It’s a busy time for our cyber security team, with new threats constantly on the horizon. Liz has a practical, people-centric approach to cyber security and can easily communicate the complex world of cyber threats. Our customers have received this extremely well.

And in April 2023, we announced Gary Blumgart would head up a new position as Head of Data & Digital, overseeing our Digital practice, led by Jeff Wogen, and our Data & Insights practice, to be led by Gary’s successor. Consolidating our people’s knowledge into a collaborative Data and Digital group means we can work more closely together, resulting in optimal solutions for our customers.





The main focus for the next year will be to leverage the value of the new Data and Digital Group, with the depth and breadth of the skills in this group, delivering consistent and high-quality services.

**CUSTOMER SATISFACTION  
REMAINS HIGH**

Our most recent customer NPS sits at 45. It’s another strong result for us, and we’ve consistently hit similar figures over the past few years. Our customer feedback frequently mentions our people, their work ethic and their dedication to getting the job done. We know how valuable our people are, and the feedback confirms that our customers feel the same way.

**TE AO MĀORI SCHOLARSHIP**

We created the Theta Te Ao Māori Technology Scholarship to recognise our country’s talent and potential by finding passionate undergraduates of Māori descent and supporting them throughout their Technology and Computer Science degrees.

**Our team is composed of 38 nationalities, and we speak 46 languages/dialects. Quite extraordinary!**

Our first Te Ao Māori Scholarship recipient, Tayla Fraser-Brown, is now off to pursue a successful legal career after the completion of her conjoint Computer Science and Law degree. Applications are open for the next recipient; we look forward to being able to support them through their tertiary journey.

**PRODUCT AND INNOVATION**

AI has exploded into our lives with the release of ChatGPT, Microsoft Copilot, and other AI technologies. It’s an exciting, if not risky, time for organisations. The brilliant minds in Theta’s Innovation team are hot on the heels of this cutting-edge technology, having worked with AI over the past few years. It’s certainly an opportunity area for organisations, and we look forward to exploring more of it with our customers as well as using it within our existing product portfolio.

Rob Lee (CEO) and Susan Paterson (Chair)





# OPERATING REVENUE

It was a challenging year with equal parts of good and poor. Our revenue was very strong at \$49.5m, up 15.5% year on year and 8% ahead of budget generated by extremely hard working highly utilised staff, especially in the first nine months of the year.

Theta product is on the rise, up 35% year on year to \$864k, and it is expected to increase by a similar or greater amount in this current year.

Our profit was down 10% on target, though. This shortfall was due to the significant non-billable work we did for our valued customers. Because of the enormous strain on our overworked staff in the early part of the year, we unwittingly compromised our accuracy, especially with estimating, and we chose to cap two significant projects and continue work to achieve the desired outcome. We believe this was the right call to have made.



Theta product is on the rise, up 35% year on year to \$864k, and it is expected to increase by a similar or greater amount again in this current year.

## 2023



## 2022



## 2021



## 2020



## 2019





# OUR CUSTOMERS

Ā MĀTOU KIRITAKI

86%

Account management

85%

Service delivery

83%

Technical services

NPS 45

March 2023

In 2022-2023 we worked with 376 customers, with a net gain of 34 customers year on year.







CUSTOMER SATISFACTION

Our most recent customer satisfaction survey resulted in an NPS of 45, once again sitting significantly above 2022’s industry benchmarks for Australasia in IT Services (22), SaaS (10) and Business Consulting (33). Customers continue to rate us highly with consistent satisfied and very satisfied ratings for account management, service delivery and technical services.

**“Your techs know what they are talking about. They also let me know if they do not have the knowledge and find someone who can assist. I am very impressed with our interactions to date.**

**“As our business transitions to more outsourced support, we have been asking for more from Theta, which has been met and exceeded expectations”.**

EFFICIENCY MODE

Inflation levels hit a 32-year high in July 2022 at 7.2%, with many businesses feeling the squeeze. Solutions and technology that create efficiency, scale, lower running costs and widen net profit margins became top priorities. With negative growth expected for the remainder of 2023, we expect this drive for efficiency to continue.

EVENTS AND COMMUNICATIONS

While we continued delivering our live virtual events, the appetite for in-person events increased with the settling of hybrid work models across New Zealand. Our ‘wine and learn’ virtual events continued to be popular and allowed us to create an experience specifically for our customers.

We also introduced a new event; staying with our family focus, we invited customers and their families for a complimentary trip to Auckland and Christchurch zoos and Wellington’s Zealandia. These trips were so popular that we’re doing it all again in 2023.

**“From the start, I have found the Theta Team extremely professional and 100% customer-focused. They listen, they advise, and they deliver; they are an absolute pleasure to work with, and I have thoroughly enjoyed all my interactions with the Theta Team - thank you!!”**



# PEOPLE POWER

## WELCOME TO NZ

We finished the year as a team of 324, up 54 from the previous year. We're now the largest we've ever been. It's encouraging to be the technology company of choice for highly skilled and qualified candidates, comprised of local Kiwis and international talent. Our customers have benefited from this diverse melting pot of knowledge. With 38 nationalities and 46 languages/dialects on board, we're proud of the global expertise within Theta.

## GREAT PEOPLE, GREAT TEAM, GREAT PLACE

Every year, we survey our people and ask them for feedback on working at Theta. The most recent Employee Net Promoter Score (eNPS) had a strong result of 58, up 9 points from the previous year (the industry benchmark has been reported as 0 for IT and technology\*). Average tenure has increased to 5.4 years.

*\*Source: Perceptive.co.nz, New Zealand Employee Engagement eNPS Benchmarks Report*

**HE TĀNGATA,  
HE TĀNGATA, HE TĀNGATA.**  
IT IS THE PEOPLE, IT IS THE PEOPLE,  
IT IS THE PEOPLE.





**REFRESHED OFFICES TO SUPPORT HYBRID WORKING**

Our Beresford office was officially ‘released to production’ in November (we call it BER 2.0), creating more collaborative spaces to support our hybrid way of working. Our newly located Tauranga office opened in December, a perfect space for our close-knit team and customers in the Bay of Plenty.

**WOMEN RISING**

Our third cohort of 11 women and 1 man recently completed Women Rising, a professional development journey we’ve been involved with since 2021. The fourth cohort commenced in March 2023 with 14 women and 1 man from Theta joining other technology professionals across Australia and New Zealand.

**GROUPS FOR THE GREATER GOOD**

Theta’s Te Ao Māori group was set up several years ago to promote the understanding and use of the Māori culture and language at Theta. For newcomers to New Zealand, this group has been especially well received. The contributions and guidance from our Te Ao Māori scholarship recipient, Tayla Fraser-Brown, further enhanced it over this past year.

And whilst we currently incorporate several sustainability initiatives within our business, we recognise the need for constant improvement. Our Green Team reformed post-COVID and have some great ideas up their sleeves for how we can become more eco-friendly as individuals and as a business to reduce our carbon footprint.

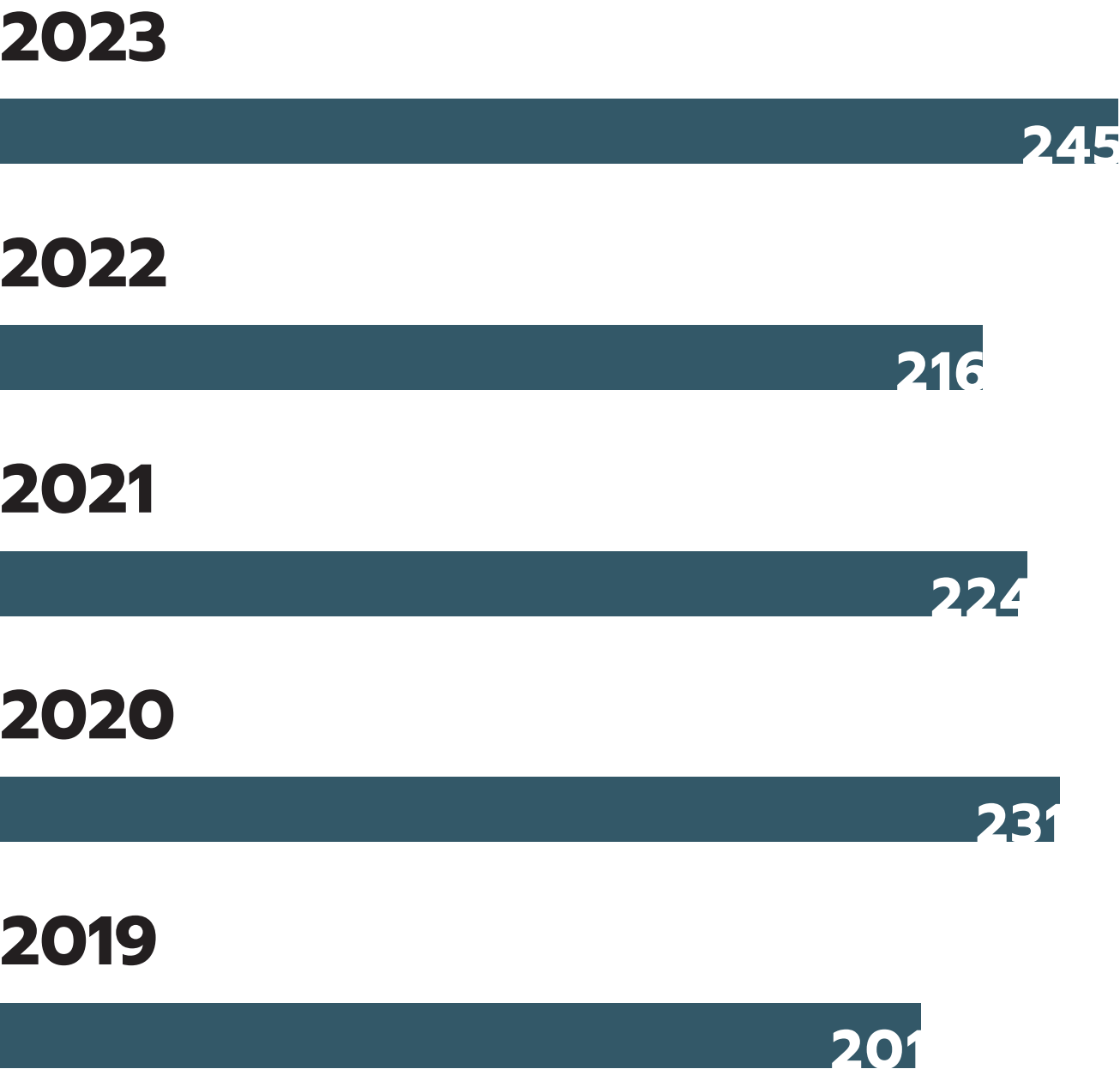
**TECHNICAL EXCELLENCE**

We supported individual accreditations and training throughout the year. Two of our team members have also been recognised as a Microsoft Most Valuable Professional (MVP) year-on-year for their Dynamics 365 and Analytics excellence.



# AVERAGE BILLING FTE

A Full Time Equivalent (FTE) is calculated as 1,800 hours completed by a billing consultant in a financial year.





# GIRAFFE AWARD

Every month a staff member or team is recognised for sticking their head above the trees and going that extra mile for our customers. We call it the Giraffe Award.

This year’s recipients were:

- Donny** Achmadi
- Arunkumar** Arjunan
- Emmanuel** Auffray
- John** Barlev
- Dayakar** Battini
- Nick** Beacroft
- Anton** Bearsley
- Manmohan** Bhatt
- Karthick** Chandran
- Tharanga** Chandrasekara
- Ryan** Darby
- Vishal** Dhake
- Arno** Du Toit
- Helen** Elliott
- Philip** Fourie
- Craig** Gill
- Daniel** Hamill
- Brent** Hill
- Meg** Hope
- Gabriel** Dias Junckes
- Rashid** Khan
- Michel** Koti
- Shivendra** Kumar
- Shranal** Kumar
- Lenny** Loh
- Kim** Lumsden

- Regi** Marcosco
- John** Meaker
- Hikmat** Noorebad
- Hamish** Norton
- Vit** Novak
- Marlon** Parra
- Kiaran** Pender
- Maia** Poilvert
- Amit** Prakash
- Praveen** Raniga
- Aaron** Schroder
- Isa** Sen
- Jon** Song
- Hamish** Strong
- Shallu** Tagra
- Matthew** Tester
- Leona** Tian
- Donka** Tzolova
- Richard** Watt
- John** Way
- Ivor** Whibley
- David** White
- Geoff** Williams
- Winnie** Xu





# PEOPLE PROFILE

# JASON FREE

## SENIOR CONSULTANT - DIGITAL

Fresh out of school, Jason joined the New Zealand Air Force, testing explosions, amongst other hands-on challenges. His practical skills translated to a ten-year fitter-welder career before he decided to replace tools with technology to complete a Computer Science degree at the University of Auckland.

After initially working as a tester, Jason found his calling in software development, discovering his perfect role with Theta.

***“Part of the reason for accepting Theta’s job offer was their relationship with Cure Kids. It was a positive point of difference for me. And having been here for over ten years, I can say the people really do make the difference.”***

Jason’s dedication to fundraising for Cure Kids has not gone unrecognised. Each year without fail, he’s been an integral member of Theta’s Adventure Race team - trekking, cycling and paddling extreme NZ terrain to fundraise for Cure Kids. 2023 marks his 10th consecutive adventure race, and over 1000 kilometres of training and racing, with Hikuai up there with his favourite races to date.

To maintain his fitness, Jason’s usually out the door by 5:30am for a quick heart raiser, then back home with plenty of time to get brekky sorted for his 6-year-old son, all before a short traffic-free commute to his home office.

***“Every day starts with a plan. I switch between internal and external project work and support, so it’s important to know exactly where I’m focusing my attention for the day so I can give it 100%.”***

His most rewarding IT projects involve those with a community focus, benefiting those who need it most. And he also enjoys anything where he can use his favourite technologies, with React (a single-page app framework) being an area that Jason excels.

***“There’s always room to improve. I just want to keep doing better at what I do.”***

And with Jason’s seemingly unrelenting energy, it’s easy to see how he gets stuff done; he’s the unofficial ‘go-to’ guy and problem solver. We wish him all the best for his 10th adventure race this year and thank him for his dedication to Cure Kids, as well as Theta.





# PEOPLE PROFILE

# LIZ KNIGHT

## HEAD OF CYBER SECURITY

Early risers are often fuelled by coffee, but this isn't the case for Liz Knight, who swaps out the flat white for a 5am run, followed by an email check, and then a walk with Cavoodles Aries and Astro\*, and then it's back into cyber security for the day. Liz is used to an active life, having worked in some of the world's busiest hubs.

After training in Geology, Liz worked in the Australian gold mines. A few years later, she decided to swap geoscience for computer science and quickly found herself immersed in the IT and mobile security world in London.

***"Back before the days of LinkedIn and Seek, I looked in the newspaper job section and found my new calling. I was excited because it also allowed me to travel."***

Realising the rise of mobile technology overseas, Liz moved back to New Zealand, lobbying Telecom to roll out BlackBerry; they were eager to have Liz lead the rollout. With mobile devices becoming more ubiquitous and the rapid adoption of devices falling under the mobile umbrella, Liz's knowledge of device security quickly became highly in demand. It wasn't long before Liz was offered an overseas opportunity, and she soon found herself in New York and Amsterdam, working for a US security software startup (later acquired by Citrix).

In 2022, after a successful career stint as CISO at Mobile Mentor, Liz joined Theta as Head of Cyber Security. Her people-focused approach is highly valued in today's complex security landscape:

***"Bringing in the culture and human element of security is critical. Policies need to be human-centric and easy to understand, and it's becoming increasingly important for organisations to get this part right."***

Getting customers prepared in the event of a cyber attack is a key focus for Liz and her cyber security team, with security awareness training and vCISO services increasingly in demand:

***"The big cyber word is resilience. How can you bounce back from a breach? What have you got in place if you're targeted? Have your people received cyber awareness training?"***

And when Liz isn't keeping Kiwi businesses, including Theta, safe from the bad guys, you can find her maintaining a thriving veggie patch (or catering a 50 pax birthday party for her stepdaughter!). It's a busy life, especially as 'cyber security never sleeps', but it's also where Liz thrives. We're delighted to have her expertise on board.

*\*Follow theadventuresofariesandastro on Instagram*



# PEOPLE PROFILE

# LEO LIU

## DATA & INSIGHTS PRACTICE LEAD

Whether it's navigating the mountain bike trails or a complex data project, Leo's ability to figure out the best route to the finish line is second to none. A specialist in data warehousing, Leo is certified in several data modelling certifications, including Data Vault and Agile Data Warehousing. His career started in data consultancy over 15 years ago, with Leo joining Theta's Data & Insights team in 2020.

***"I wanted to work for Theta because of the working environment and leadership here. My role is challenging and keeps me on my toes – exactly how I like it. Each day brings something new."***

Since then, he is leading projects, managing teams, and getting hands-on with solution implementation. His real passion lies in developing data strategy and helping customers realise their data's potential – vital in today's data-driven world.

***"The beginning part, where the project is getting off the ground, is really exciting. It's rewarding when customers start getting insights to help them succeed."***

And it's not just customer data projects that Leo likes to work with: as a weekend warrior runner and cyclist (road and mountain biking), Leo's got plenty of his own fitness data to get stuck into.

***"As a parent of two kids, I spend a lot of time running after them, which requires some real mental toughness! I took them to the ASB Kids Marathon last year – that was a great family achievement."***

Leo's friendly, dedicated approach shines through - the Theta team and customers simply love working with him. This combination of excellent people and management skills, as well as his expertise, led to him to take on a new role as Practice Lead last year. He now has a portfolio of challenging data projects in the works and plenty more on the horizon. With Leo now at the helm, you're in good hands!





# GIVING BACK

## CURE KIDS

Taking part in an annual adventure race is the pinnacle event for our fundraising efforts for our chosen charity, Cure Kids. 2022 was a big year for us, and the first one ever, where we had four adventure teams competing over two back-to-back weekends at the Lactic Turkey 3-hour, 6-hour and Marokopa Munter 12-hour adventure races. We also had record participation numbers, with nine female and three male athletes. Thanks to generous contributions from our team and a series of fundraising team events (usually involving food!), our grand total for Cure Kids fundraising now stands at \$166,000.

## CYCLONE GABRIELLE APPEAL

After the terrible floods we experienced at the start of 2023, we recognised that a monetary donation was the best way we could help. We donated \$10,000 to Red Cross on behalf of our Theta team, who have been incredibly generous over the years when Kiwis need a helping hand.

**In April 2022, we launched our new Te Ao Māori Scholarship, designed to support greater Māori representation in technology.**

## INTERNSHIPS AND TE AO MĀORI SCHOLARSHIP

In April 2022, we launched our new Te Ao Māori Scholarship, designed to support greater Māori representation in technology. The scholarship supports an undergrad student of Māori descent in Technology or Computer Science fields, with Theta contributing \$5,000 per annum for up to three years towards their studies, as well as internship opportunities. We've partnered with the Māori Education Trust to streamline the application process, and the trust also contributes an additional \$2,000 per annum to the student's studies. Our inaugural 2022 recipient was Tayla Fraser-Brown, in her final year of her Computer Science and Law degree at Auckland University.

We continued our initiative with Student360, welcoming four high school student interns to work with us during their school holidays over the past year. We encourage students to dip their toes into various parts of the business to get a holistic view of multiple roles and responsibilities, which will hopefully help guide their future career paths.





## AND A MINI ADVENTURE FOR KIDSCAN

We couldn't say no when we heard about the opportunity to support KidsCan through the bi-annual Pork Pie event. Rob Hawthorne (ex-Theta), alongside his wife Marg, took to the roads in a Theta-branded Mini, driving from Paihia to Invercargill over six days – fundraising along the way. Travelling the route made famous by the 1981 iconic Kiwi movie Goodbye Pork Pie, it's a fantastic event, and we're pleased we could be on the journey – quite literally – with them.

## MINIDEVS AND MIXIPLY

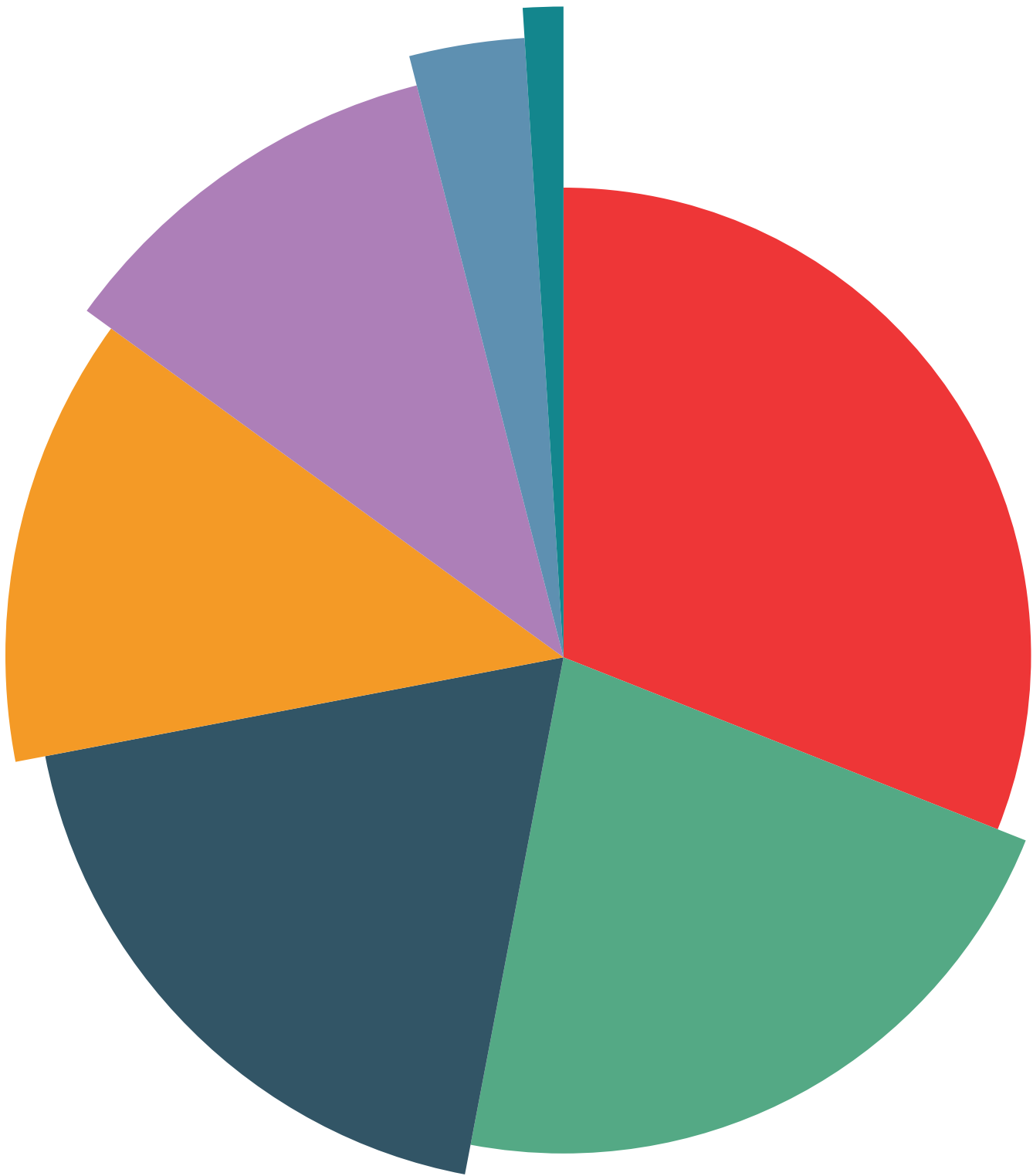
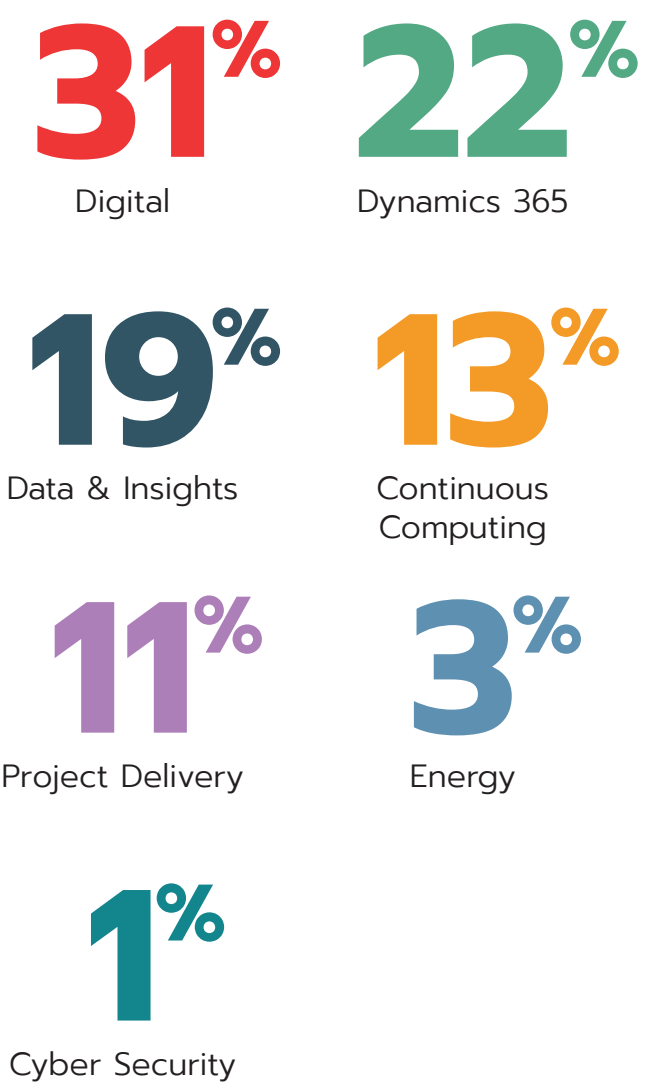
The "MiniDevs" at Newlands Intermediate continue to use and help evolve MixiPLY, our coding platform designed for intermediate and high school students. Their weekly sessions attract a passionate group of 3D modellers, 2D artists, and other creative individuals eager to learn through experimentation with code.

On the development side, we've added features to make it easier to manage groups. Marianne Malstrom (teacher at Newlands Intermediate and MixiPLY co-creator) has enabled MixiPLY at two more schools.





# OUR PRACTICES



# DIGITAL

89

Consultants

31%

Revenue

### PRACTICE LEADS

- Amir Abid
- Emmanuel Auffray
- Mark Enfield
- Cornel Fuhri
- Kim Lumsden
- Hamish Strong
- Adrien Toupet

### KEY AREAS

- Cloud Solution Architecture & Strategy
- Platform Architecture & Strategy
- Data Architecture & Strategy
- Digital Development
- UX/UI Design
- Collaboration Solutions
- Modern Desktop
- Integration

Head of Digital  
**Jeff Wogen**

### OUR TEAM

Despite a labour market that continued to be challenging during the year, Digital saw excellent growth in team size and talent. We achieved 30% growth in team size, from 54 to 70 consultants, to meet the rising demand of our customer projects. It's a great reflection of the interesting work and career growth we have to offer.

One area in Digital that saw significant growth was our Digital Development team. This team of full stack web developers and mobile app developers build world-class, modern solutions – with a cloud emphasis. The demand for this team's talent has been never-ending, and we expect this to continue in the coming year as customers modernise and transform.

A great user experience defines the success of any web or mobile solution we create, and our UX/UI team brings it all together. Our customers – and their users – love what this team produces, and it's a big differentiator for us. From defining the user journeys to designing the right interface, we'll continue to bring big ideas to the solutions we build, no matter how big or small.







Cloud Architecture & Strategy across data, applications, and platforms continued to play a big role in customer projects and increasingly becomes the norm for implementing solutions. Our dedicated cloud team is exceptionally knowledgeable about how everything should fit together and make the most of what the cloud offers.

It's rare to find any digital solutions without involving integration in some way. Our dedicated Integration team is at the forefront of cloud and hybrid integration, with an emphasis on Azure. As demand continues to grow for integration in our customer projects across all our practices, this team's contributions will be key to successful implementations.

The concept of Modern Workplace defines our Collaboration Solutions team, and we expect the demand for well thought out solutions in this space to continue to grow. Solutions built around SharePoint, Power Apps, Power Automate, Teams, and Viva will deliver customers a new sense of productivity.

Modern Desktop is a new addition to Digital (previously in Continuous Computing) and complements our capabilities across cloud migration, cloud platforms, Microsoft 365, and Networking.

**FOCUS AREA: CLOUD ADOPTION**

The cloud offers fundamental technology benefits, with the potential to help our customers execute their digital roadmap and vision for improved agility and reduced costs.

Successful cloud adoption and migration begins well before anything is deployed in the cloud. It starts when decision-makers recognise that the cloud can accelerate a specific business transformation goal.

By taking a well thought out, considered approach to cloud adoption - no matter if it's organisation-wide or specific to certain areas yet to be migrated – the chances for success increase exponentially. That little bit of extra upfront effort can mean the difference between a successful move to the cloud and one that fails to meet expectations.

This way of thinking is why we believe the Cloud Adoption Framework (CAF) approach that each cloud provider offers – whether Azure, AWS, or any other – is the key to success. We're working with more and more customers in this space, and it's exciting to see them realise their cloud goals.



# CASE STUDY

# BESTSTART

## SharePoint upgrade from leading childhood education provider BestStart

BestStart is New Zealand’s largest provider of early childhood education. To keep up with their continued growth, they needed a way to manage information easily and securely across their organisation.

They faced several challenges with an existing legacy on-premises SharePoint: bespoke code that was difficult to maintain, continual fixes and increasing frustration amongst centre managers who needed a more modern, faster system.

An upgrade to SharePoint Online now means they have a modern, cloud-based solution that enables them to collaborate and share information across the organisation. It has also allowed them to:

- Introduce governance and strategic controls, establishing trust in returned results.
- Support compliance obligations and tight control over policies/procedures.
- Improve end-user experience with easy access to information and resources.
- Perform faster document searches.
- Improve accountability and visibility for those responsible for maintaining critical documents.
- Create a fully mobile responsive intranet – in line with BestStart’s mobile-first strategy.
- Integrate Microsoft Power Platform.

“Our training with Theta on the Modern SharePoint framework was well executed by a knowledgeable team. That team was able to articulate key concepts to our users in a manner that was fit for purpose for our organisation. Technical concepts were broken down into easy to grasp components, ensuring our team left the workshops feeling empowered.”





# DATA & INSIGHTS

45  
Consultants

19%  
Revenue

PRACTICE LEADS

- Leo Liu
- Anthony Nansen
- Julian Roux
- Adrian Simpson
- Sefton Thesing

KEY AREAS

- Data Strategy and Data Governance
- BI Strategy and Governance
- Cloud Data Platform Architecture and Implementation
- Data Visualisation Services and Training
- Power BI Centre of Excellence
- Power BI Governance
- DataOps
- Data Security and Privacy
- AI and Machine Learning
- Budgeting and Forecasting

Head of Data & Insights  
Gary Blumgart

GROWING OUR TEAM

This past year has been one of growth, and investing in expanding our team was a priority, with data projects coming in thick and fast. We have also broadened our services by onboarding new specialists in data science and AI. In a tight labour market, we were pleased that many of NZ’s top data specialists chose to work with Theta Data & Insights; their knowledge has been crucial for the increasingly complex data projects we see.

LAYING THE FOUNDATIONS FOR WHAT’S TO COME

One of the most talked about new technologies this year has been ChatGPT, with a proliferation of other AI technologies, including Microsoft’s Copilot, also hitting the market. AI has huge potential for organisations, and conversations about using AI to solve data-related problems are becoming more frequent. We know there are great opportunities here, but organisations can’t maximise on them without fundamentals in place, including good data governance.

We continue to work hard to be the data partner of choice for our customers and ensure we enable them to leverage these new AI technologies by setting up their data foundations – namely, architecting and implementing robust, scalable and secure modern data platforms.







**WE RECOMMEND THE BEST SOLUTIONS FOR OUR CUSTOMERS**

We continue to invest in deepening and broadening our skills, which can be seen by the variety of solutions we successfully deliver to customers. We have been working closely with Restaurant Brands on their data platform. We have also successfully implemented a Databricks data platform on Azure for Orion, implemented a large IOT solution on AWS for an international energy company and completed a large number of Azure Synapse Analytics projects. This depth of knowledge in each of these different technology platforms means that we can work with our customers to help them choose the best technology stack for them.

**POWER BI – AS STRONG AS EVER**

Power BI training requests and organisational rollouts remain consistent. Monthly feature updates have made this tool extremely powerful for everyday business users. With the improvement of natural language tools within the platform, it’s likely to become even more popular amongst non-technical users. Promoting good Power BI governance is increasingly important for many organisations. We work with many customers to ensure their

Power BI environments provide trusted, reliable information and insights. We are also the sole reseller in New Zealand of Power BI Sentinel, which enables organisations to understand exactly what dashboards are being used and by whom, as well as providing detailed data lineage information about what data is being used in their Power BI dashboards.

**NEW PARTNERSHIPS**

We collaborated widely with global data partners, ensuring our customers had access to the latest and greatest data technologies. Two new partnerships included Octopai for enterprise data lineage and Elli.ai for Data Vault data modelling and design.



CASE STUDY

# RESTAURANT BRANDS

## Fast insights served in the cloud for Restaurant Brands

Long-term customer Restaurant Brands manages the New Zealand franchise outlets of Pizza Hut, KFC, Carl's Jr and Taco Bell. With an on-premises data warehouse that required intensive maintenance, lacked good data visualisation and was legacy, they selected Theta to implement a new enterprise cloud data platform.

A prioritised roadmap and incremental delivery phases ensured Restaurant Brands could see the high-value reports early on. We delivered against a number of reporting layers across the brands, such as Sales & Customer, and we're continuing to work through future reporting.

This new technology stack is based on best-of-breed cloud technologies for data integration, coupled with a cloud reporting platform for the dashboarding and self-service data visualisation.

The new platform can now scale with the future growth of the business and provide advanced dashboarding and fast insights whilst ensuring seamless security. Head office and Regional/Area Managers can easily see what's happening across their outlets and make business decisions that positively impact their customers.

Restaurant Brands has readily embraced reporting through the new paradigm of self-service visualisations and dashboarding. As their business evolves and more data becomes available, the roadmap can be readily adapted.



Kenny Thein, Chief Information Officer, Restaurant Brands:

***"Theta has proven to be an invaluable partner throughout our build to our new Cloud Data Warehouse, consistently delivering excellent data and analytics services. Their dedicated team of experts provided us with the tools and insights to make a steep change within the business, collaborating closely with our team to ensure we achieve key outcomes for our teams".***

# DYNAMICS 365



PRACTICE LEADS

- Craig Barberini
- Stefnie Davies
- Robb Fergus
- Carl Head
- Volodymyr Leonov
- Sourav Sarkar
- Ivor Whibley

KEY AREAS

- Microsoft Dynamics 365 Business Central
- Microsoft Dynamics 365 Customer Service
- Microsoft Dynamics 365 Field Service
- Microsoft Dynamics 365 Marketing
- Microsoft Dynamics NAV
- Microsoft Power Platform/Dataverse
- Microsoft Dynamics 365 Professional Service Automation
- Microsoft Dynamics 365 Sales

Head of Dynamics 365  
**Joerg Rau**

TEAM GROWTH

We experienced a fast expansion in our Dynamics 365 team with the onboarding of some great new talent. This growth couldn't have happened at a better time: the number of new and existing customer enquiries around Dynamics 365 keeps increasing, with organisational requirements becoming more advanced and complex. Having one of New Zealand's largest Dynamics 365 teams means we're in a solid position to meet these demands, and our new consultants bring even more advanced specialist skills to the table.

Our revenue grew by 20%, and Dynamics 365 is now Theta's second biggest practice.

A YEAR OF FIELD SERVICE

We reported a 600% increase in Microsoft Dynamics 365 Field Service enquiries in 2021, and 2022 saw a similar pattern. As well as implementing Field Service as a 'standalone' product, it's become increasingly important for larger enterprises to have a complete ERP and Field Service systems solution with seamless integration to Microsoft Dynamics 365 Business Central. Our team is now really showing expertise in this area; substantial efficiency advantages exist through linking the Dynamics 365 ecosystem.







**BIG TEAM, BIG PROJECTS**

2022 saw the completion of some of our large-scale, long-term projects, including a Dynamics 365 Business Central and Field Service implementation for long-term customer Argus Fire. It’s always exciting when these go live and a rewarding moment for our team.

We leveraged the power of Microsoft’s business applications platform by adding the Omnichannel capabilities for Dynamics 365 Customer Service. Omnichannel adds many channels to communicate with your customers, like chat, voice (phone), SMS or social channels. We see Omnichannel as an essential tool to meet customer expectations for New Zealand businesses.

The shift to the cloud has been a major trend in the ERP landscape for some time. We see this continuing and have completed several Dynamics GP (formerly known as Great Plains) to Business Central migrations in the past year.

**We’ve now released six extensions in Microsoft’s AppSource, with Dual Unit of Measure, our most recently released extension**

For those who have moved to the cloud, we developed further enhancements for their solutions to create something sustainable, scalable and customised for their organisation. With the imminent release of Microsoft’s new AI tool Copilot within the Dynamics 365 ecosystem (in New Zealand), it’s an exciting time ahead.

Dataverse and Power Apps are instrumental in building business applications for industries with limited software choices. Dataverse provides a scalable data platform, enabling our customers to effectively store and manage industry-specific data. Power Apps, a low-code development environment, empowers its users to create custom applications tailored to their industry needs. We have built a comprehensive solution for the auction industry, including modules for airfreighting, insurance and the sale day itself. The combination of Dataverse and Power Apps allows us to develop highly customisable solutions, automate processes, and integrate with other systems.

**NEW PARTNERSHIPS**

We engage new partners whose products fulfil specific customer needs. It means we can deliver a solution that meets specific business requirements whilst saving our customers time and money by not ‘reinventing the wheel’. This strategy is paying off. We’re proud to be working with over 20 partners, with another three onboarded in the past year: eKnowtion, Insight Works and IT.integro.

**CUSTOMERS AND COMMUNICATIONS**

Major and minor Dynamics 365 updates happen throughout the year. With our expanding customer base, providing regular updates on what to expect has become increasingly important. As Dynamics 365 continues to evolve and new functionality is released, such as Microsoft Copilot, we expect the frequency and method of delivering these communications to continue growing.

**DYNAMICS 365 BUSINESS CENTRAL EXTENSIONS**

Excel Importer, an app that enables fast spreadsheet uploads into Dynamics 365 Business Central, continues to be our most popular extension. We’ve now released six extensions in Microsoft’s AppSource, with Dual Unit of Measure, our most recently released extension, helping businesses track items in two units of measurement simultaneously. Our global reseller network is expanding, and we’re pleased that the wider Dynamics 365 community can benefit from the time and efficiency gains these extensions provide. Recently, we were selected as one of 20 global partners to test Microsoft’s new AppSource transaction feature, highlighting our strong expertise in this global marketplace.



# INFERNO CONSULTANTS LIMITED

## Compliance consultancy firm rolls 7 systems into 1 with Dynamics 365 Field Service

Inferno Consultants Limited (ICL) deliver Hazardous Substances Consultancy and Compliance certification nationwide. Their field representatives visit client sites to provide inspections, helping them achieve real value with practical and cost-saving solutions to attain compliance and certification.

With continued business growth alongside a busy client base, ICL’s paper-based environment and multiple disparate systems needed a refresh to reduce the manual handling of key tasks, including booking client site visits, organising legal documentation, managing renewals and overseeing client accounts.

Dynamics 365 Field Service is now the core system for ICL, eliminating the challenges of multiple systems and manual processes. Natasha McKinnon, Operations Manager at ICL shares her experience:

***“It’s a game changer. I can see everything in one place, from go to whoa and in real-time. No more wearing 7 hats!”***

The list of benefits is extensive – from improved visibility for field reps and management to 15% of weekly admin time saved. Ultimately, they’ve been able to create huge efficiencies. With clients at the heart of the business, ICL is well-positioned to continue delivering great service.

***“It’s making our clients very happy to see the efficiency improvements.”***

Now firmly on the path of digital transformation, ICL is looking ahead to future enhancements and further organisational training.





# CONTINUOUS COMPUTING

130

Managed Service Contracts

43

Consultants

13%

Revenue

### PRACTICE LEADS

- Amjad** Akmal
- Bhupinder** Dalal
- Arno** Du Toit
- Jennifer** Grant
- John** Way
- Mukul** Sharma
- Nick** Beacroft

### KEY AREAS

- Application Support
- Cloud Services
- Database Services
- Platform and Infrastructure Services
- Service Desk and Service Delivery
- Managed Services

Head of Continuous Computing  
**Steve Ashby**

### CONTINUOUS COMPUTING GETS A REVAMP

Last year we successfully amalgamated our practice under the umbrella of Theta Delivery, and this year we have continued to see an evolution. After another busy year across the practice, the Modern Platforms consulting arm moved under the newly formed Data and Digital practice at the start of the 2023-24 financial year (combining with the other consulting and architecture teams), with a vision of optimising our consulting services to our customers.

This change allows us to refocus our practice this coming year on managed services delivery across our teams. These teams now consist of: Service Desk, Applications Support, Service Delivery, Modern Platforms Engineering, Applications DBA and Cloud Optimisation.

Further changes are underway with additional headcounts in the Application Support team – headed by Amjad Akmal. Arno Du Toit has been promoted to take on the Service Desk Lead role for the growing services delivered by this area of the practice.







**SERVICE DELIVERY**

Jennifer Grant joined the team in the new Service Delivery Lead role. The growth of our Service Delivery Managers and Service Delivery Coordinators justified some focused attention, and Jennifer brings a wealth of experience in this space. Some key initiatives are underway as we strive to keep aligned with our customers’ evolving needs, efficient delivery, and smarter ways of doing things in this space.

**CREATING COLLABORATIVE OFFICES**

We’ve set up new office spaces for our customers in the past, but it was our turn this year with our major Beresford office refresh, settling into our North Shore B:Hive office and a new office in Tauranga. The introduction of more hot desk style workstations fosters a more collaborative approach for our people in the office and makes it easy to plug in and start work for the day, wherever our people are working. This coming year will be the turn for our Wellington and Christchurch offices.

**FOCUS AREAS**

While the shift to cloud continues, we still have customers with on-premises and hybrid platforms, so we continue to deliver and support a range of systems and platforms. The shift to management of infrastructure and platforms via Infrastructure as Code (IaC) is a growing focus. While we still have a major delivery around Azure cloud services, customer demand for AWS services is expected to grow significantly this year.

Growth has been steady in the area of on-boarding customers under our Microsoft CSP (Cloud Solution Provider) umbrella. Assisting CSP customers with their Premier Support, cost management and licensing needs, and adding more value are key drivers. Our Applications DBA team is also experiencing significant change as the shift to cloud-based databases and systems becomes more prevalent.

**INTERNAL IT SERVICES**

Theta’s internal services and support remain a key focus, and we had another very solid year of keeping the lights on for our practices so they can get on with their work at hand. More changes underway as we look to move the majority of our outstanding legacy on-premises services to the cloud in this current calendar year.



# PROJECT DELIVERY

40

Consultants

11%

Revenue

## PRACTICE LEADS

**Anton** Bearsley  
**Arshad** Farooq  
**Ella** Huffam-Hopkins  
**Sanjana** Mishra  
**Caroline** Paver  
**Shallu** Tagra

## KEY AREAS

Agile / Scrum Master Services  
Business Analysis Services  
Microsoft Project Consultancy  
PMO Consultancy  
Programme Management  
Project Management  
Test Automation  
Testing Services

Head of Project Delivery  
**Phoebe Dobson**

## OUR PRIORITIES

Over this past year, we completed the delivery of several large-scale, complex projects. With these types of projects comes the opportunity to adapt and evolve our team. An example of this has been the creation of a dedicated delivery manager, Anton Bearsley, for one of our bigger customers. This new role has enabled an enhanced focus on projects and ongoing support within this account, with the view to replicate this model as other customers scale to a similar size. We've received positive feedback and good results from this so far, and we look forward to seeing how we can evolve this structure.

## NEW TALENT, NEW PROJECTS

With the labour market still tight at the start of last year, our priority was to focus on our existing customers, ensuring they had the support needed to get their projects over the line. Now that we've been able to expand our team, we have taken on new customers and new projects. Recognising the skillsets that will benefit our customers has been an important part of our recruitment strategy in the past year, and we've gained some exceptional new talent as a result of this.



As an example, we’ve grown our Business Analysis team, with our new Business Analysts both showing customers the value add that their expertise can provide and being instrumental in our own internal continuous improvement initiatives.

Our testing team also continues to grow with the team providing automated testing, manual testing, test strategy, load, and performance testing services across multiple customers and our own Product team.

**CROSS PRACTICE MOVEMENT**

One of the many advantages of working at Theta is the opportunity to engage with other practices, discover new areas of interest and take on new roles as a result. In this past year, we were pleased to welcome Jacques Groenewold to the Project Delivery team as a Project Manager. Jacques brings his years of experience from Theta’s Continuous Computing team and has been invaluable for projects where this specialist knowledge is necessary.



**THETA’S REFRESHED WEBSITE**

Alongside the portfolio of 300+ customer projects delivered annually, we have dedicated project delivery team members focused on delivering our own internal projects and continuous improvement initiatives. An example of this, is our new Theta website launched at the end of 2022 – the project was a combined team from digital (notably our UX/UI specialists), as well as marketing, continuous computing and cyber security. As well as being hosted on a new platform, the site has improved navigation and a fresh modern look and feel.

**AND A FINAL WORD ON AGILE**

Agile is well and truly embedded into our culture within Project Delivery. The benefits of working this way from an internal and customer perspective are unrivalled, and we adjust our delivery to meet our customer needs. Where a more traditional Waterfall approach is most suitable, we ensure the principles of collaboration and communication embodied within Agile are continued. As trends within Agile continue to evolve, we will keep assessing how we can use this methodology to get the best outcome with projects.



# CYBER SECURITY

4

Consultants

1%

Revenue

## CONSULTANTS

- Ryan Darby
- Murthy Mantha
- Craig Gill
- Raman Chhima
- Vedaanth Kannan (Intern)

## KEY AREAS

- Adversary Simulation
- Building Secure Projects
- Cyber Risk Advisory
- Internal Security
- Managed Security Services (MDR and Ransomware Service)
- VCISO - Security Strategy
- Threat Intelligence
- Security Awareness Training

Head of Cyber Security  
**Liz Knight**

As cyber threats become more sophisticated and move closer to home, cyber security continues to be high on the agenda for Theta and our customers.

We continually assess our own security measures to protect our employees and customers from cyber attacks and have maintained our certification to ISO 27001. Additionally, we collaborate with Theta’s project teams to guarantee that our services meet our customers’ security requirements. We also provide our security team’s expertise to help customers strengthen their own security systems.

## BUILDING A CULTURE OF SECURITY

Our security team is dedicated to upholding the highest security standards internally, as well as building security into all our products and services for our customers. This model has proven successful, and our customers trust our reliable approach.

For Theta and its customers, our people play a vital role in keeping our systems secure. We have grown our capability to provide a wider range of security awareness training options and consulting services to help our customers stay resilient.



## EXTENDING OUR MDR CAPABILITIES

We have expanded the portfolio of our Managed Detection and Response (MDR) service to include Microsoft Defender for Endpoint. This addition allows customers planning to invest in Microsoft’s endpoint protection to leverage our proven MDR service, which provides 24/7 monitoring and analysis to quickly detect and respond to potential threats, reducing the risk of a wider breach.

## GLASSTRAIL GROWTH

Our attack surface scanning solution Glasstrail continues to receive excellent customer feedback, and we believe it has huge potential for organisations in today’s complex landscape. We’re excited to see more and more New Zealand (and global) organisations using it on a day-to-day basis to improve their security posture.

CASE STUDY

# HAWKE’S BAY REGIONAL COUNCIL

## Uncovering previously unknown risks in external attack surfaces

Hawke’s Bay Regional Council (HBRC) knows that, like all councils, it needs to secure its networks and assets as best it can from cyber-attack.

With long lead times and high costs, using penetration testing alone was no longer enough to protect their changing external attack surface. This realisation meant they had to consider other ways to improve their visibility of the risks in their external attack surfaces.

Rather than spending time trying to find issues themselves, HBRC adopted our external attack surface monitoring software, Glasstrail. Glasstrail helps HBRC continuously identify the risks and vulnerabilities that matter most. The time they save using Glasstrail means they can mitigate the risks and fix the issues identified more quickly and at a lower cost.

*“Working with Glasstrail is a highly productive use of my time. As a security practitioner, I’m not chasing shadow threats or edge cases, wasting precious time. Using Glasstrail, I’m confident we’ve greatly reduced the blind spots in our external attack surface.”*

Network Architect, Hawke’s Bay Regional Council





# PRODUCT GROUP

9

Team

## PRODUCTS

- [EVA Check-in](#)
- [FAQ Bot](#)
- [Glasstrail](#)
- [Six Degrees](#)
- [Mixiply](#)

## DYNAMICS 365 BUSINESS CENTRAL EXTENSIONS

- Advanced Landed Cost
- Excel Importer
- Advanced Payment Reconciliation
- NZBN Integration
- Subscription Management for Publishers
- Dual Unit of Measure

Head of Product Group  
**Andrew Taylor**

It's been a good year for the Product Group across the portfolio, with solid growth. It is gratifying to see our products solving real problems for customers – and ultimately, that's the secret to long-term success. Here are just a few examples.

### GLASSTRAIL

Our new cyber security product, [Glasstrail](#), launched in the 'external attack surface management' space and is making an impact. By uncovering what cyber adversaries can see about them, Glasstrail has helped customers like Hawke's Bay Regional Council reduce their risk and make themselves safer online. It's also led customers to re-evaluate their vendors and switch to more secure suppliers.

### EVA CHECK-IN

[EVA Check-in](#), our visitor management and site safety product, is continuing to grow, particularly in sectors with higher compliance needs. The construction sector has a strong interest in integration with Procore project management. For instance, Australian commercial construction company McNab is using integration to track hours worked on-site – a much more efficient process than previously.



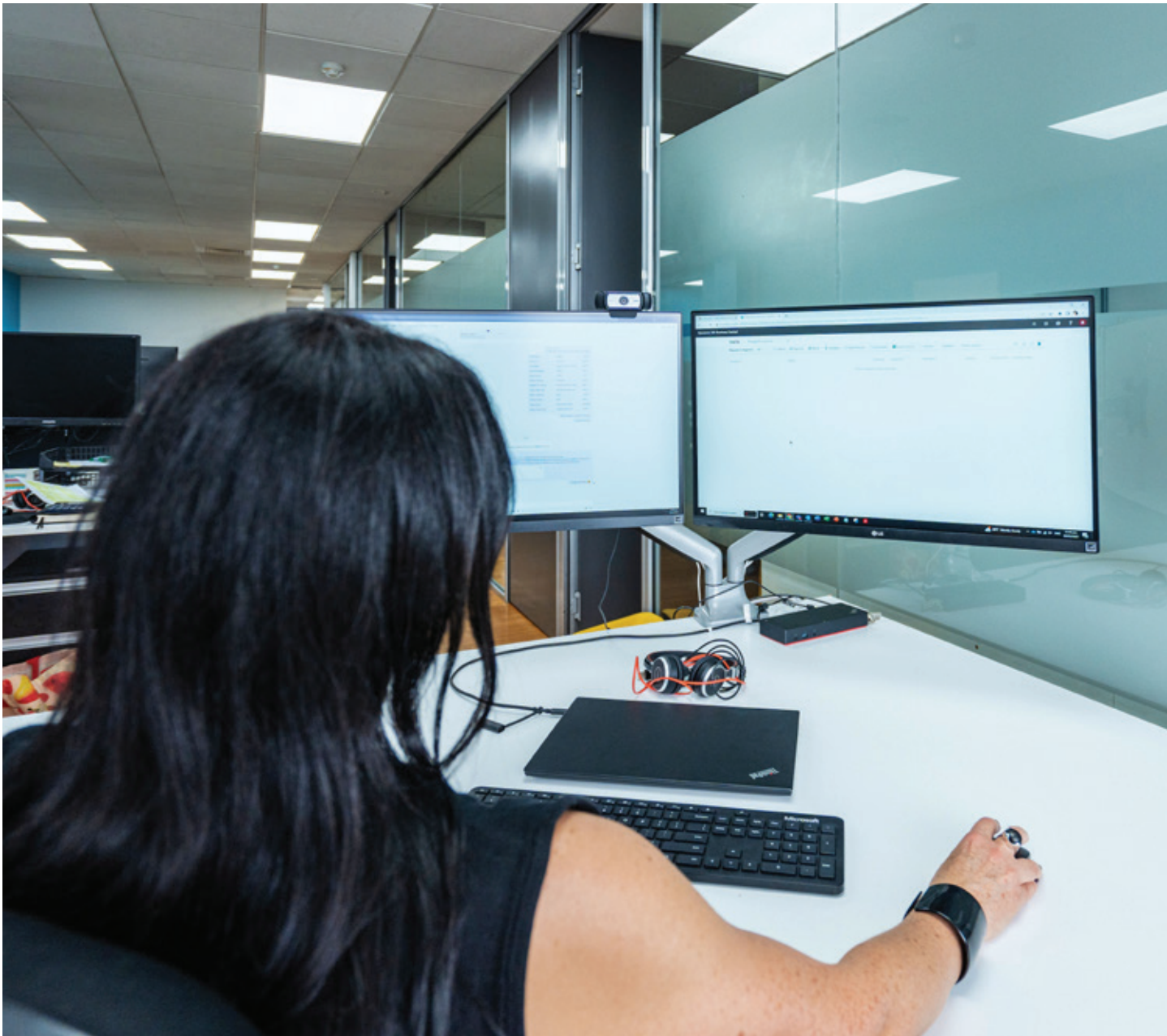
The integration capability in EVA Check-in has allowed customers to solve a wide range of challenges, like ENGEO, who have added Power Apps to EVA Check-in to create safety alert logic for managers.

FAQ BOT

Chatbot [FAQ Bot](#) takes the workload off by automating self-service support. Teaching Council is a case in point, with FAQ Bot answering more than 4,500 queries monthly. Now with the launch of [FAQ Wizard](#), we have made it easier for customers to create Q&A content for their bot from content they already have. FAQ Wizard came out of our Summer intern program. It’s an excellent example of progressing from experimenting with the latest OpenAI GPT tech to delivering useful new capability.

DYNAMICS 365 BUSINESS CENTRAL EXTENSIONS

Our extensions continue to sell well – especially Excel Importer, which has over 80 customers worldwide. This small extension solves the big problem of getting data into Business Central when full integration is impractical. For Park Square Capital in the UK, the automation Excel Importer provides reduces the time to manage Excel imports by 90%.



MIXIPLY

MixiPLY, our coding platform for intermediate and high school students, has seen improved group collaboration features added this past year. Feature rollouts and updates are often the results of student feedback from those actively using the platform. MixiPLY’s co-creators (Jim Taylor, Theta and Marianne Malstrom, Newlands Intermediate) have done an excellent job at supporting a passionate group of 3D modellers, 2D artists, and other creative individuals. It’s great to see the students learning whilst having fun at the same time, and we’re pleased to report that MixiPLY is now being used at two more schools.



CASE STUDY

# MCNAB

## Reimagining site sign-ins brings extraordinary time savings

With over 350 staff across 35 construction sites in Queensland and a huge subcontractor workforce supporting them, the team at McNab is a proudly people-first organisation. To help manage this complexity, McNab rolled out our sign-in software, EVA Check-in. This decision saves them 2.5 hours per site each week - a massive 85 hours each week of administration time savings across all their sites.

The source of their savings is twofold:

Replacing their paper site sign-in diaries, which were previously transcribed against project hours manually, with our easy-to-use QR system. Tech savviness among construction workers extends from very basic to those that are very sophisticated. To have complete and accurate data, McNab needed to roll out the easiest-to-use sign-in system.

Integration with Procore project management tools. McNab suggested integrating EVA Check-in with Procore, a leading construction project management tool. This integration pulls sign-in data collected in EVA Check-in automatically into McNab's Procore projects removing the need to re-enter the time on-site data.

McNab's time savings illustrate the tremendous potential that EVA Check-in has to help improve efficiency and productivity within the construction industry.



# ENERGY

4

Consultants

3%

Revenue

LEAD CONSULTANTS

Paul Casey  
Karthik Raja

NZ Wholesale Electricity Market:

- Energy and Demand Response Trading Applications
- Reconciliation and Reporting
- Meter Data Processing
- Demand Forecasting
- C&I Pricing
- Risk Analytics

Markets outside New Zealand:

- Demand response trading applications used, for example, in Australia, Republic of Korea, Taiwan, Singapore, Canada, Ireland and Europe.

Head of Energy  
Matt Owen

WHAT WE'RE DOING

The Energy practice continues to develop and enhance trading applications and upgrade older applications to cloud platforms for our customers in New Zealand and overseas.

We expect to develop further opportunities in the demand response and renewable generation areas by using new products and services available in the cloud platforms for processing and analysing near-time large data volumes.

SPECIALIST AREAS

Our core team of four consultants are experts in designing, developing, and implementing energy market software, capable of handling large data volumes, including time series data from IT platforms. The Theta team has in-depth experience integrating trading - including dispatch - applications with New Zealand and overseas system operators. These range from simple file-based interfaces to complex near real-time APIs running in various environments.



TAPPING INTO EXPERTISE ACROSS THETA

Due to the range of markets, technologies, and timezones, the Theta Energy Practice works closely with our fellow practices. Having on-hand specialists in these areas is crucial for the delivery of successful outcomes.

- Continuous Computing: Cloud infrastructure and business as usual, 24x7 application support.
- Data & Insights: Reporting and dashboarding.
- Digital: Development of user interfaces, mobile applications and microservices.
- Project Delivery: Managing complex projects with distributed teams in multiple time zones.



# GOVERNANCE

RŌPŪ WHAKAHAERE

## STEWARDSHIP AND STRATEGY

Theta is a privately-owned New Zealand company with 28 shareholders. Shareholders elect board members based on the value they bring. Each is experienced in business and provides value by contributing to corporate governance matters, conceptual thinking and strategic planning. The directors play an important part in providing support and guidance to management to enable them to increase the profitable growth of Theta. Although a private company, the board strives to govern Theta to the standard of an NZX50 company.

## BOARD MEMBERS

Susan Paterson serves as chair of the board, Bob Gray and Terry Allen as independent directors, and Matt Owen and Andrew Taylor as executive directors. Terry Allen also sits on the Innovation Lab investment panel.

## MEETINGS

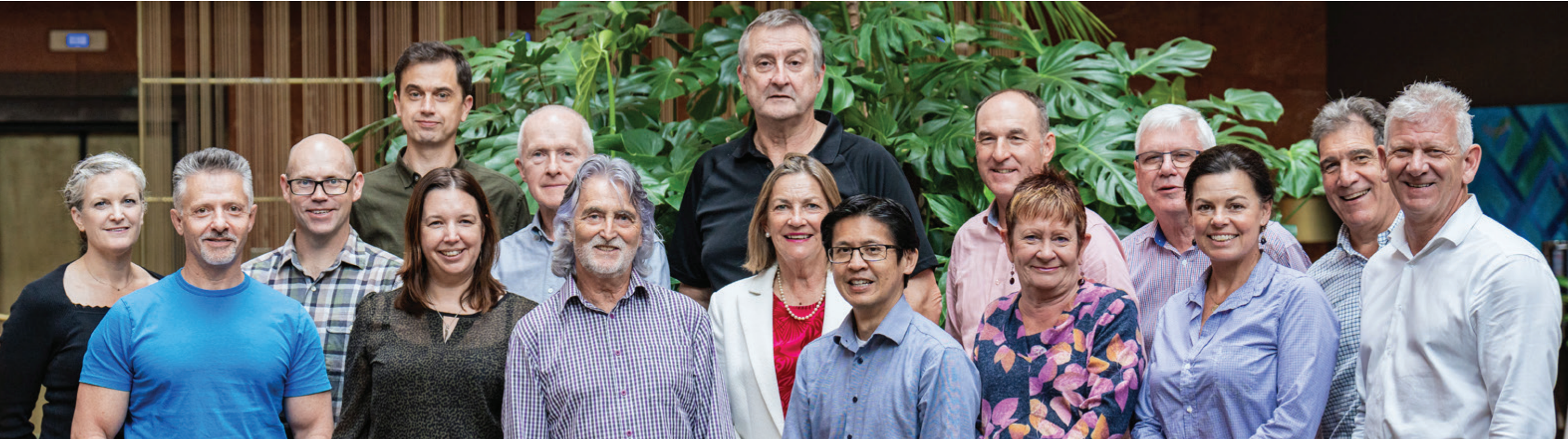
In the 2022-23 financial year, there were six scheduled board meetings, two board/management planning/update sessions and one shareholder meeting. All board members meet additionally throughout the year, as required.

## MEETINGS ATTENDANCE



BOARD	6	2	1
	6	0	1
	6	2	1
	6	2	1
	6	2	1
BOARD/ MANAGEMENT PLANNING DAYS			
SHAREHOLDERS			





DIRECTOR INDEPENDENCE

Theta’s constitution requires 50% or more of the directors to be independent. For a director to be considered independent, they must not be an executive and must have no disqualifying relationship with the company.

is part of our induction process, and we conduct annual audits on supplier certification status, targets and new ways to reduce our environmental impact. As an example, when we consider changes at any of our office locations, we review areas such as LED lighting conversions and public transport links. Where air travel is required, we also invest in carbon offsets.

ENVIRONMENTAL

Our Theta Green Team has been relaunched with a vision to drive change and implement new green initiatives within the business. These initiatives extend to how we optimise our cloud storage, which ultimately impacts global carbon impact.

Our hybrid work model continues to help reduce the footprint per staff member in several areas, including commuting time, electricity usage, travel, and vehicle distance travelled. We work with eco-conscious suppliers, selecting those who hold or are working towards certification in a recognised environmental certification standard. Sustainability

SOCIAL

In 2022, we rolled out our new Parental Leave policy, which offers parental top-ups, a return to work bonus, and paid partner leave.

We invest in training, development and internships for our staff and ensure that everyone is paid more than the living wage. A total of 46 women and 7 men have now been through the Microsoft-supported Women Rising programme, and a new cohort started in March 2023. We continue to support Microsoft accreditations and promote ad hoc training for other skill development.

Our support of the ICE360 Internship programme has helped rising technology stars gain industry experience, and our new Theta Te Ao Māori Scholarship has helped a talented student through her final year at University.

TE TIRITI O WAITANGI

As a country, New Zealand supports the United Nations Declaration on the Rights of Indigenous Peoples. It is particularly relevant to all Kiwis, as Māori hold a special status as our indigenous people, tangata whenua, people of the land.

As a company, we recognise, respect and support The Treaty of Waitangi and seek to adopt the principles of Te Tiriti o Waitangi - Partnership, Participation, and Protection - into our business practices.

We promote inclusivity and diversity throughout our workplace and seek to provide focussed professional opportunities to members of the Māori community seeking careers in IT.

- Current initiatives include:
- Theta Te Ao Māori scholarship
  - Management coaching of Te Tiriti o Waitangi
  - Rollout of staff training in Māori cultural competency and Te Ao Māori
  - Celebration of Matariki and other events throughout the year
  - Te Ao Māori group promoting Māori culture and language at Theta

GOVERNANCE

The board is committed to the highest standards of ethical conduct and provides employees and representatives with clear guidelines on those standards. They have overall responsibility for the company’s system of risk management. Financial statements are prepared monthly and are reviewed by the board to monitor management’s performance against budget goals and objectives.



# Intelligence. Innovation. Insight.

Established in 1995, Theta is a technology consultancy with offices in Auckland, Tauranga, Wellington and Christchurch.

We help organisations – in New Zealand and around the world – transform their businesses with technology. We design, deliver and support intelligent, innovative solutions that improve processes, solve problems and generate new insights.

Our team of over 320 professionals – from technical experts to project delivery specialists – work with our customers to get solutions across the line and get them right. First time.

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Auckland, Tauranga, Wellington & Christchurch