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## Chairman's Report

**Fifteen years of work by the EEO Trust look poised to affect a sea change in nationwide attitudes to workplace diversity. In the past 12 months the diversity debate extended out from the pages of EEO Trust publications and other specialist media to the mainstream, with a surge of interest in how New Zealand can do better in leveraging the talents of its diverse population.**



Australia showed us the way in requiring listed companies to report against diversity objectives and, while the NZX's moves in this direction are positive, it would be preferable that business in New Zealand chose to act on diversity based on the obvious benefits rather than be compelled to act on such obvious values.

Many other ideas that have been seeded by the EEO Trust have also borne fruit this year. For example, the EEO Trust launched a pilot mentoring programme which matched senior women with men and women in the top jobs in a number of our largest organisations. The Institute of Directors plans to launch a similar mentoring scheme at the end of this year in order to raise the visibility of women as potential board candidates.

And while the national focus has largely been on the causes and consequences of the relatively low numbers of women in leadership roles, heightened awareness of one diversity issue must surely impact on employers' responses to wasted talent in other areas.


Flexibility in working hours and locations continues to enable a diverse range of people to contribute more effectively at work, although, once again the impetus for increased flexibility was dire need rather than active choice. Two years ago the global recession created fertile ground for flexible workplace practices which saved jobs and helped transform attitudes to flexibility. This year, the devastation of central Christchurch resulted in hundreds of people moving from downtown offices to spare bedrooms and rumpus rooms. Once again, many organisations have learned that flexible working locations matched with appropriate technology and systems really do drive engagement and productivity.

The ideas and impetus generated by the EEO Trust have been the catalyst for building awareness of diversity issues; awareness that generates ideas to build employee engagement and productivity, while improving workplace health and safety and employee wellness.

It is unfortunate that in a year when the EEO Trust's work is approaching a tipping point, our government funding has been dramatically cut. We do have other streams of income from membership fees and sponsorship of events and projects, but adequate government funding is essential to the survival of the EEO Trust. Without it we will be working for a small number of already-converted organisations. The loss will be New Zealand's as our thought leadership, unique research focus, and innovative workplace solutions disappear from the public domain.

As we move into this next phase of the EEO Trust's future, I wish to thank my fellow trustees for their commitment to championing diversity issues. I also wish to thank the EEO Trust team for the intelligence, creativity and dedication they bring to their work.

Michael Barnett  
Chairman  
October 2011



One of the EEO Trust's key roles is as a catalyst for change – demonstrating workplace diversity as a critical economic issue. We work to encourage the business community to shift its thinking and become a champion for diversity.

## Chief Executive's Report

**The EEO Trust's mandate to build awareness of a broad range of diversity issues is ambitious. Inevitably, in any one year, two or three key diversity themes gain the most traction. In this financial year, young workers received significant national attention.**



In May 2011, the EEO Trust released a literature review on trends emerging in New Zealand's youth labour force. We reported that the proportion of young people in the workforce was declining as a result of birth rates generally falling in recent decades, young people spending longer in education, and the increasing participation of older people in paid work.

High youth unemployment is an international phenomenon that is exacerbated by economic downturns. However, only a small proportion of young people in New Zealand remain unemployed long-term – most are working by their late 20s and 30s.

We also found a dichotomy in New Zealand between young people who are highly skilled and qualified and in demand in a global market and those who have low or no skills or qualifications and are disengaged from work, education and training. The first group is mostly European and Asian, while Māori and Pacific youth are over-represented in the second group.

**A wide range of young Pacific people were involved, from highly skilled professionals and creative people to unskilled workers. Their responses were thoughtful and constructive.**

This is of particular concern. As the numbers of young working-age people are falling, the proportion of them who identify as Pacific or Māori is increasing. As there is little information on young Pacific people and employment, the EEO Trust undertook research to identify the factors that enhanced their engagement with work.

Following a literature review to identify the key issues, the EEO Trust commissioned the Ministry of Pacific Island Affairs to conduct qualitative interviews with 20 employees and six managers from six EEO Trust member organisations. A wide range of young Pacific people were involved, from highly skilled professionals and creative people to unskilled workers.

Their responses were thoughtful and constructive. Overall, the young people valued their workplaces and their direct managers, appreciating the support they received to advance their careers.

We found that young Pacific people's engagement with work was strengthened if managers recognised their potential and actively motivated them. Managers

could help by developing career pathways within their organisations that matched the aspirations and competencies of young Pacific workers. In addition, formal Pacific networks within workplaces extended the opportunities for senior Pacific managers and supervisors to mentor younger people.

A highlight of the EEO Trust year is the annual EEO Trust Work & Life Awards. This year, the Awards attracted 47 entries from a wide range of organisations, ranging from global businesses to small not-for-profits.

In the Tomorrow's Workforce category, entrants demonstrated innovative thinking in training, engaging and retaining the workforce of the future. A stand-out entry came from Hawke's Bay District Health Board, whose Programme Incubator gives secondary school students a hands-on experience of health-sector careers.

Programme Incubator focuses on decile 1 schools, and particularly on Māori students, to help redress the under-representation of Māori in the skilled health workforce. It has been adopted by five other DHBs – Tairāwhiti, Northland, Taranaki, West Coast and Southern. Nearly 40 schools are involved, and in Hawke's Bay alone, 72 of last year's Programme Incubator students are now pursuing health-related study programmes.

## **Our publications, online resources, research projects, workshops and the EEO Trust Work & Life Awards create a matrix of opportunities for the EEO Trust and employers to share best practice for today and determine the needs of the country's future workforce.**

The Skills Highway category, supported by the Department of Labour, once again attracted compelling stories of companies that invest in their people's literacy and numeracy skills, with outstanding results for the bottom line, individual staff members and their communities.

I extend warm thanks to other sponsors of the EEO Trust Work & Life Awards: ANZ, Coca-Cola Amatil, Fletcher Building and Southern Cross Healthcare.

The EEO Trust expanded its programme of events for members and non-members during the past year, building on its very successful Diversity Practitioners Group meetings in Dunedin, Christchurch, Wellington, Hamilton, Tauranga, Auckland and Whangarei.

We surveyed members about their most pressing diversity issues and responded with a number of workshops on new approaches to diversity management as well as our regular and popular workshops for women wishing to move into governance roles; one-day events held in partnership with the Auckland Chamber of Commerce.

**Challenging times require innovative solutions. Increasingly we are hearing echoes of a theme we brought to the marketplace in 2007; that diversity is a driver of innovation. Five years on, we need this more than ever.**

We also responded to the post-quake needs of Christchurch employers with two well-attended workshops: one on dealing with stress and trauma in the workplace, the other on workplace communication strategies.

In the 2011-2012 year, we are expanding our offerings with new themes including leveraging diversity, workplace bullying and harassment, and the challenges and opportunities inherent in New Zealand's ageing workforce.

The EEO Trust's partnerships with a wide range of employers throughout New Zealand, our research capacity and our international networks sees us ideally positioned to identify pressing employment challenges and meet employer demand for practical and innovative ideas that enable them to leverage the value of New Zealand's increasingly diverse workforce.

Our publications, online resources, research projects, workshops and the EEO Trust Work & Life Awards create a matrix of opportunities for the EEO Trust and employers to share best practice for today and determine the needs of the country's future workforce.

We are not just preaching to the converted. Our varied range of activities and products offer cutting-edge thinking and hands-on expertise to all New Zealand employers through our information service, website and social media activities.

Challenging times require innovative solutions. Increasingly we are hearing echoes of a theme we brought to the marketplace in 2007; that diversity is a driver of innovation. Five years on, we need this more than ever.



Philippa Reed  
Chief Executive  
October 2011

**Financials**

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## Auditors' Report

### Report on the Financial Statements

We have audited the financial statements of Equal Employment Opportunities Trust on pages 8 to 12, which comprise the statement of financial position as at 30 June 2011, the statement of financial performance and statement of movements in equity for the year then ended, and the notes to the financial statements that include a summary of significant accounting policies and other explanatory information.

### Trustees' Responsibility for the Financial Statements

The Trustees are responsible for the preparation of financial statements that present fairly the matters to which they relate and for such internal controls as the Trustees determine are necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing (New Zealand) and International Standards on Auditing. These standards require that we comply with relevant ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers the internal controls relevant to the Trust's preparation of financial statements that give a fair view of the matters to which they relate, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Trust's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Other than in our capacity as auditors we have no relationship with, or interests in, Equal Employment Opportunities Trust.

### Basis for Qualified Opinion

In common with other organisations of a similar nature, control over the revenues from contributions and donations prior to being recorded is limited. It was not practicable to extend our examination of contributions and donations beyond the accounting for amounts received as shown by the accounting records of the Trust, or to determine the effect of the limited control.

In this respect alone we have not obtained all the information and explanations we have required.

### Qualified Opinion

In our opinion, except for the effects of any adjustments that might have been necessary had we been able to obtain sufficient evidence concerning contributions and donations as described in the Basis for Qualified Opinion paragraph, the financial statements on pages 8 to 12 present fairly, in all material respects, the financial position of the Trust as at 30 June 2011, and its financial performance for the year ended on that date.

### Restriction on Distribution or Use

This report is made solely to the trustees, as a body. Our audit work has been undertaken so that we might state to the trustees those matters which we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Trust and the trustees, as a body, for our audit work, for this report or for the opinions we have formed.

A handwritten signature in black ink, appearing to read 'PricewaterhouseCoopers', followed by a horizontal line.

PricewaterhouseCoopers  
Chartered Accountants, Auckland  
1 October 2011

## Statement of Financial Performance

For the year ended 30 June 2011

	Notes	2011 \$	2010 \$
<b>Income</b>			
Membership Income		305,422	321,602
Government Unmatched Funds		552,695	547,556
Government Matching Funds		390,314	395,556
Unconditional Gifts (contra Membership)		13,175	10,475
<b>Total Income</b>		<b>1,261,606</b>	<b>1,275,189</b>
<b>Expenses</b>			
Depreciation	3	8,157	10,549
Audit Fee		6,750	6,750
General Expenses		454,990	425,707
Doubtful Debts		(3,125)	260
Projects		301,249	216,137
Rent		81,010	81,010
Salaries		607,458	646,313
<b>Total Expenses</b>		<b>1,456,489</b>	<b>1,386,726</b>
<b>Net Operating Deficit</b>		<b>(194,883)</b>	<b>(111,537)</b>
<b>Other Income</b>			
Interest Receivable		61,607	53,193
Sundry Income		153,813	60,373
<b>Total Other Income</b>		<b>215,420</b>	<b>113,566</b>
<b>Net Surplus</b>		<b>20,537</b>	<b>2,029</b>

## Statement of Movements in Equity

For the year ended 30 June 2011

	NOTES	2011 \$	2010 \$
Opening Equity		1,175,679	1,173,650
Net Surplus		20,537	2,029
<b>Total Recognised Revenues &amp; Expenses</b>		<b>20,537</b>	<b>2,029</b>
<b>Closing Equity</b>		<b>1,196,216</b>	<b>1,175,679</b>

The attached Notes and Auditors' Report form an integral part of these financial statements.

## Statement of Financial Position

As at 30 June 2011

	Notes	2011 \$	2010 \$
<b>Current Assets</b>			
Cash at Bank		26,339	37,673
Term Deposits		1,190,000	1,221,000
Trade Debtors		58,968	34,553
Interest Receivable		34,436	12,900
GST Receivable		9,906	-
Prepayments		46,066	6,041
<b>Total Current Assets</b>		<b>1,365,715</b>	<b>1,312,167</b>
<b>Non Current Assets</b>			
Fixed Assets	2	15,604	17,787
<b>Total Non-Current Assets</b>		<b>15,604</b>	<b>17,787</b>
<b>Total Assets</b>		<b>1,381,319</b>	<b>1,329,954</b>
<b>Current Liabilities</b>			
Trade Creditors		76,321	71,244
Accruals		46,962	49,597
GST Payable		-	3,434
Other Current Liabilities	4	61,820	30,000
<b>Total Current Liabilities</b>		<b>185,103</b>	<b>154,275</b>
<b>Net Assets</b>		<b>1,196,216</b>	<b>1,175,679</b>
<b>Trust Equity</b>			
Trust Capital		1,175,679	1,173,650
Retained Earnings / Losses		20,537	2,029
<b>Total Trust Equity</b>		<b>1,196,216</b>	<b>1,175,679</b>



**Michael Barnett**  
Trustee  
1 October 2011



**Neil Porteous**  
Trustee  
1 October 2011

## Notes to the Financial Statements

For the year ended 30 June 2011

### 1 Statement of Accounting Policies

#### Reporting Entity

Equal Employment Opportunities Trust is a Charitable Trust established under the Charitable Trusts Act 1957 and governed by the trust deed dated 24 March 1992. It was registered as a charitable entity under the Charities Act 2005 on 8 April 2008.

#### Statutory Base

The financial statements are prepared in accordance with applicable Financial Reporting Standards and Generally Accepted Accounting Policies appropriate to the circumstances of Equal Employment Opportunities Trust.

The Trust has chosen not to adopt the New Zealand Equivalents to International Financial Reporting Standards ("NZ IFRS"). The decision not to adopt is consistent with the exemption provided by the Accounting Standards Review Board ("ASRB") Release 9, issued in September 2007. ASRB Release 9 provides a choice to certain qualifying entities to either adopt NZ IFRS or to continue to apply New Zealand Financial Reporting Standards ("NZ FRS"). The Trust is a qualifying entity on the basis that it is not an issuer, is not required to file financial statements with the Registrar of Companies under section 19 of the Financial Reporting Act 1993 and is not considered large (less than \$20m revenue and less than 50 full time employee equivalents).

#### Basis of Preparation

Government funding is expected to be reduced for the year ending 30 June 2012 as a result of the withdrawal of the unmatched funding, based on the budget announcement on 19 May 2011. The Trust is working actively to secure additional funding from other sources. The Trustees have prepared these accounts on a going concern basis given that adequate funds are held to cover operations for a period of at least twelve months from the date of approving these financial statements and enabling the Trust to continue to meet its liabilities as they fall due.

#### Measurement Base

The measurement base adopted is historical cost. The reporting currency used in the preparation of these financial statements is New Zealand dollars.

#### Differential Reporting

The Trust is a qualifying entity within the framework for differential reporting. The Trust qualifies on the basis that it is not publicly accountable and the entity is not large. The Trust has taken advantage of all available differential reporting concessions except for FRS 9 paragraph 8.11 Information to be disclosed in Financial Statements and FRS 19 Accounting for Goods and Services Tax, with which they have complied fully.

The following accounting policies which materially affect the measurement of financial performance and the financial position have been applied.

#### Valuation of Fixed Assets

Fixed Assets are recorded at cost, less accumulated depreciation.

#### Depreciation

Depreciation is charged to the Statement of Financial Performance at the same rate as is allowed by the Income Tax Act 2007 over the estimated useful lives of each part of an item of property, plant and equipment.

The method and rates applied are as follows:

Asset Class	Method	Rate
Furniture & Fittings	Straight Line	6.5 - 80.4%
Computer Equipment	Straight Line	14.4 - 60.0%

## **Notes to the Financial Statements**

For the year ended 30 June 2011

### **Leased Assets**

Leases under which the Trust assumes substantially all the risks and rewards incidental to ownership have been classified as finance leases and are capitalised.

The asset and corresponding liability are recorded at the inception of the lease at the fair value of the leased asset, at amounts equivalent to the discounted present value of the minimum lease payments including residual values. Finance charges are apportioned over the terms of the respective leases using the actuarial method. Capitalised lease assets are depreciated over their expected lives in accordance with rates established for other similar assets.

Operating lease payments are representative of the pattern of benefits derived from the leased assets and accordingly are charged to the Statement of Financial Performance in the periods in which they are incurred.

### **Income Tax**

As the EEO Trust is recognised by the Inland Revenue Department as a Charitable Trust, there is no liability for income tax on its income.

### **Trade and Other Receivables**

Accounts Receivable are recorded at expected realisable values as determined by the Trustees of the Trust.

### **Goods and Services Tax (GST)**

All revenue and expense transactions are recorded net of GST. Where applicable, all assets and liabilities have been stated net of GST with the exception of receivables and payables which are stated inclusive of GST.

### **Operating Revenue**

Government funding and membership income is recorded as income when it becomes receivable unless there are unfulfilled conditions attached, in which case the amount relating to the unfulfilled conditions is recognised as a current liability and released to income as the conditions are fulfilled.

### **Interest Income**

Interest income is accounted for as earned and is accrued to balance date.

### **Membership Income**

Membership includes EEO Trust and EEO Employers Group.

### **Employee Entitlements**

Employee entitlements to salaries and wages, annual leave and other benefits are recognised when they accrue to employees.

### **Donated Services**

Donated services which are reliably measurable are recognised at fair value and reported within "Unconditional gifts" in the Statement of Financial Performance. Other donated services are not recognised.

### **Changes in Accounting Policies**

There have been no changes in accounting policies. All policies have been applied on a basis consistent with those used in previous years.

## Notes to the Financial Statements

For the year ended 30 June 2011

### 2 Fixed Assets

	Notes	2011	2010
		\$	\$
<b>Furniture &amp; Fittings</b>			
At Cost		97,588	94,822
Less Accumulated Depreciation		81,984	77,524
		15,604	17,298
<b>Computer Equipment</b>			
Fixed Assets		59,587	59,309
Less Accumulated Depreciation		59,587	58,820
		-	489
<b>Total Fixed Assets</b>		<b>15,604</b>	<b>17,787</b>

### 3 Depreciation

Furniture & Fittings	7,668	7,122
Computer Equipment	489	3,473
<b>Total Depreciation</b>	<b>8,157</b>	<b>10,595</b>

### 4 Current Liabilities – Other

Receipts in Advance	61,820	30,000
<b>Current Liabilities – Others</b>	<b>61,820</b>	<b>30,000</b>

### 5 Capital Commitments

No capital commitments have been contracted for or provided for at balance date (2010:Nil).

### 6 Contingent Liabilities

There were no contingent liabilities at balance date (2010:Nil).

### 7 Operating Leases

Non-Cancellable Operating Leases:		
Current	99,557	113,795
Non Current	195,733	279,585
<b>Total Operating Lease Commitments</b>	<b>295,290</b>	<b>393,380</b>

### 8 Related Parties

The following material transactions occurred with related parties during the year:

There were no material related party transactions during the year.

### 9 Subsequent Events and Going Concern

Following the budget announcement on 19 May 2011 regarding the proposed withdrawal of the unmatched government funding in the year ending 30 June 2012, the Trust is working actively to secure additional funding from other sources. The Trustees have prepared these accounts on a going concern basis given that adequate funds are held to cover operations for a period of at least twelve months from the date of approving these financial statements and enabling the Trust to continue to meet its liabilities as they fall due.

## Trustees' Report

For the year ended 30 June 2011



**Michael Barnett**  
Chief Executive,  
Auckland  
Regional  
Chamber of  
Commerce  
& Industry  
(Chairman)

**Neil Porteous**  
Chief Executive,  
Workforce  
Auckland Inc

**Jo Wills**  
General  
Manager,  
NZ Government  
Affairs,  
Fonterra

**Felicity Evans**  
General  
Manager,  
Human  
Resources,  
ANZ National  
Bank Ltd

### Trustees

The following persons held positions as Trustees of the Equal Employment Opportunities Trust (EEO Trust) as at 30 June 2011:

Michael Barnett  
Felicity Evans  
Kate Daly  
Neil Porteous  
Jo Wills  
Belinda Clark  
Marie Shroff  
Peter Hughes



**Kate Daly**  
GM Corporate  
Affairs,  
People and  
Performance,  
Coca-Cola,  
Amatil New  
Zealand Ltd

**Belinda Clark**  
Chief Executive  
and Secretary  
for Justice  
Ministry of  
Justice

**Marie Shroff**  
Privacy  
Commissioner  
Office of  
the Privacy  
Commissioner

**Peter Hughes**  
Chief Executive,  
Ministry  
of Social  
Development

### Activity

The EEO Trust was incorporated under the Charitable Trusts Act 1957 on 31 March 1992. The purpose of the EEO Trust is to promote to New Zealand employers the implementation of equal employment opportunities principles and best practice in the work place.

For and on behalf of the Board of Trustees

**Michael Barnett**  
Trustee  
1 October 2011

**Neil Porteous**  
Trustee  
1 October 2011

## Trust Members

40+ Employment Support Trust	CrucialColour
Accident Compensation Corporation	David J Patten
Adcorp New Zealand Ltd	Deloitte
AgResearch	Department of Child, Youth & Family Services
Agriculture ITO	Department of Conservation
Air New Zealand Ltd*	Department of Corrections
Alpha Personnel Recruitment Ltd	Department of Internal Affairs
Altris Ltd	Department of Labour
Amanda Kent-Wilson	Department of the Prime Minister & Cabinet
Anderson Lloyd Lawyers	Dispute Resolution Services Ltd
Antarctica New Zealand	Diversity Council Australia Ltd
ANZ National Bank Ltd*	DLA Phillips Fox
Arai Te Uru Whare Hauora	Downer New Zealand
ASB Group*	Drake International
Attitude Pictures Ltd	Dunedin City Council
Auckland Chamber of Commerce	EAP Services Ltd (Employee Assistance Programmes)
Auckland Council	Electricity Supply ITO
Auckland International Airport Ltd	Electronic Partners Ltd
Auckland Kindergarten Association	ElectroTechnology ITO (ETITO)
Auckland Regional Migrant Services Charitable Trust (ARMS Trust)	Elizabeth Harper - Diversity Consultant
AUT University	Emerge Supported Employment Trust
Authentic Plasterers Ltd	Employers & Manufacturers Association (Northern) Inc
Aviat Networks	Energizer New Zealand Ltd
Aviation Tourism & Travel Training Organisation (ATTTO)	Engage
Bank of New Zealand*	English Language Partners New Zealand
Base Recruitment	Enterprise IT Ltd
Bay of Plenty District Health Board	Enterprise Recruitment
Bay of Plenty Polytechnic	Environment Southland
Bayer New Zealand Ltd	Environment Waikato Regional Council
BDO Taranaki Ltd	Environmental Risk Management Authority ERMA New Zealand
Bell Gully	EPIC Employment Service Inc
Beyond Recruitment	Equinox Ltd
Blackmores Ltd	Ernst & Young Group Ltd
Blue Gum Marketing Ltd	Essential HR Ltd
Bluebird Foods Ltd	Euroasia
BP Oil New Zealand Ltd*	Expertise Ltd
Briscoe Group Ltd	Families Commission
British American Tobacco (NZ) Ltd	Far North REAP (Rural Education Activities Programme) Society Inc
British High Commission	Farmers Mutual Group
Brookfields Lawyers	Financial Markets Authority (FMA) (formerly Securities Commission)
Buller District Council	Fire & Rescue Service ITO
Bupa Care Services NZ Ltd	Fisher & Paykel Appliances Ltd*
Burke Melrose	Fisher & Paykel Finance Ltd
Business New Zealand*	Fisher & Paykel Healthcare Ltd
Cadbury Ltd	Fishpond Ltd
Candle New Zealand Ltd	Fletcher Aluminium
Canterbury Development Corporation (CDC)	Fletcher Building Ltd*
Canterbury Employers' Chamber of Commerce	Fonterra*
Canterbury Spinners Ltd	Framework Trust
Capability Group Ltd	Frog Recruitment Ltd
Career Team Ltd	Frucor Beverages Ltd
Careers in Motion Ltd	GBL Personnel Ltd
Careers New Zealand	Genesis Energy
Carter Holt Harvey Ltd*	Goldman Sachs JBWere (NZ) Ltd
Carter Holt Harvey Packaging NZ	Good Shepherd School
Carter Holt Harvey Pulp & Paper	Gore District Council
Carter Holt Harvey Woodproducts	Government Communications Security Bureau
Catapult Employment Services Trust	Greenstone Energy Ltd
CCS Disability Action	HainesAttract
Central Hawkes Bay District Council	Hair To Train
Chapman Tripp	Hamilton City Council
Cheal Consultants Ltd	HannahSamuel.com Ltd
Chevron New Zealand	Harding Consultants Ltd
Christchurch City Council	Harrison Grierson Consultants Ltd
Christchurch Polytechnic Institute of Technology	Health and Disability Commissioner
Civil Aviation Authority of NZ	Health Research Council of New Zealand
Clarity Coaching	Heaney & Co
Coca-Cola Amatil New Zealand Ltd	Heathrose Research Ltd
Comvita New Zealand Ltd	Hesketh Henry
Contact Energy Ltd	Hewlett Packard
Counties Manukau District Health Board	Hope-Cross Consulting Ltd
Counties Manukau Kindergarten Association (CMKA)	Horizon Group Ltd
Coverstaff Recruitment Ltd	Horowhenua District Council
Creative New Zealand	Housing New Zealand Corporation
Crown Forestry Rental Trust	Hudson

Human Resources Institute of NZ (HRINZ)	National Institute of Water and Atmospheric Research Ltd (NIWA)
Human Rights Commission	Nelson City Council
Human Value	Nelson Marlborough Institute of Technology
Hutt City Kindergartens	Netball New Zealand Inc
IAG New Zealand Ltd	Network Personnel
IBM New Zealand Ltd	New Plymouth District Council
IHC NZ Inc	New Zealand AIDS Foundation Te Tūāpapa Mate Āraikore o Aotearoa
Indus Recruitment	New Zealand Business Excellence Foundation
Infinitus Professional Development Ltd	New Zealand Council for Educational Research
Information Tools Ltd	New Zealand Council of Trade Unions (NZCTU)
Inland Revenue Department	New Zealand Customs Service
Intercultural Dynamics	New Zealand Defence Force HQ
Jenny Magee Ltd	New Zealand Drug Foundation
JetNet Ltd	New Zealand Federation of Voluntary Welfare Organisations
JoyWorkz Ltd	New Zealand Fire Service
Kaiparasoft Ltd	New Zealand Institute of Chartered Accountants
Kapiti Coast District Council	New Zealand Police
Kelly Services (NZ) Ltd	New Zealand Post Ltd*
Kensington Swan Lawyers	New Zealand Post Primary Teachers' Association
Kerridge & Partners	New Zealand Public Service Association Inc
Kidsfirst Kindergartens -	New Zealand Steel
Canterbury Westland Free Kindergarten Association Inc	New Zealand Tertiary Education Union (TEU)
KiwiRail Group*	New Zealand Transport Agency (NZTA)
Lakes District Health Board	Northpower Ltd
Land Information New Zealand	NorthTec
Laura Fergusson Trust Canterbury	@ Nurse Care Private Ltd
Law Staff International Ltd	NZ Amalgamated Engineering Printing & Manufacturing Union
LawWorks	NZ Rugby Union
Learning Media Ltd	NZSki Ltd
Liddell Contracting Ltd	O-I New Zealand
Life Links	Obertech Group
Lincoln University	OCG Consulting Ltd
Lindsay Corban Associates Ltd	Office of Film & Literature Classification
Literacy Aotearoa Inc	Office of the Privacy Commissioner
Longbay Petroleum Associates Ltd	OfficeMax
Longveld Engineering Ltd	OMEGA
Low Yim Partners Ltd	Open Road NLP Ltd
Manaaki Whenua Landcare Research NZ Ltd	Otago Museum
Manpower New Zealand Ltd	Otago Polytechnic
Manukau Institute of Technology	Outsource Recruitment Ltd
MARS New Zealand	Pac Resources Services Ltd
Massey University	Pacific Business Trust
Masterton District Council	Palmerston North City Council
McDonald's Restaurants (NZ) Ltd	Parents Centres New Zealand Inc
Medical Staffing International	Parker Bridge (NZ) Ltd
Mental Health Commission	Parliamentary Service
Mental Health Foundation of New Zealand	Personnel Resources/Temp Resources
Mercy Hospice Auckland	Phoenix Inc Supported Employment Services
Mercy Hospital	Phoenix Recruitment Services Ltd
MercyAscot	Plant & Food Research
Meredith Connell	Pohlen Kean Ltd
MetService NZ Ltd	Poppetts
Microsoft New Zealand Ltd	Positive Connexions Ltd
MidCentral District Health Board	Prepared Foods Ltd
Ministry for Culture and Heritage	Presbyterian Church of Aotearoa New Zealand
Ministry for the Environment	Presbyterian Support Upper South Island
Ministry of Agriculture & Forestry (MAF)	PricewaterhouseCoopers*
Ministry of Economic Development	Professionelle Ltd
Ministry of Education	Progress to Health
Ministry of Fisheries	Progressive Enterprises Ltd*
Ministry of Foreign Affairs and Trade	Public Trust Corporate Office
Ministry of Justice	QJumpers
Ministry of Māori Development (Te Puni Kōkiri)	Randstad Pty Ltd
Ministry of Pacific Island Affairs	RCSA Australia & New Zealand
Ministry of Science and Innovation	Rebel Sport
Ministry of Social Development	Red Kinetics Resources NZ Ltd
Ministry of Transport	Reserve Bank of New Zealand
Ministry of Women's Affairs	Resolve Group Ltd
Minter Ellison Rudd Watts	Retirement Commission
Mollies	Rimutaka Kindergarten Association Incorporated
Momentum Consulting Group	Robert Walters NZ Ltd
Morrison Kent (Wellington)	Rotorua District Council
Morrison Kent Barristers & Solicitors (Auckland)	Roughan Chiropractic
Mt Albert PAK'nSAVE	Royal NZ Foundation of the Blind

Ryan Recruitment	The Treasury
salt	The University of Auckland
Samsung Customer Service Plaza Ltd	The University of Waikato
SCA Hygiene Australasia	The Warehouse Group Ltd
Scientific & Technical Recruitment Ltd	Thornton Earl Ltd
Scion	Thought Partners
Seek Communications (NZ) Ltd	Tiaho Trust
Select Recruitment & HR Ltd	TNS Conversa
Selwyn District Council	Top Drawer Consultants
Sheffield Group Ltd	Trans Pacific Carriers NZ Ltd
Shell Todd Oil Services Ltd	Transfield Services New Zealand
Shieff Angland	Transfield Worley Ltd
SHINE Inc	Transpower New Zealand Ltd
SHL New Zealand Ltd	Unitec New Zealand
Silks Audit Chartered Accountants	University of Canterbury
Simpson Grierson	University of Otago
Sky City Auckland Ltd	Upper Hutt City Council
Soar Printing	URS New Zealand Ltd
Solid Energy New Zealand Ltd	Vero Insurance New Zealand Ltd
South Canterbury District Health Board	Victoria University of Wellington
South Waikato District Council	Vision Employment Support Services Charitable Trust
South Wairarapa District Council	Vodafone New Zealand Ltd
Southern Cross Healthcare	Waikato District Health Board
Southland District Council	Waikato Institute of Technology (WINTEC)
Sovereign Assurance Co Ltd	Waipa District Council
Spotless Services (NZ) Ltd	Waitemata District Health Board
Springload Web Design	Waitomo District Council
Staples Rodway Ltd	Wellington City Council
State Services Commission	Wendy Rowe & Associates Ltd
Statistics New Zealand	Western Bay of Plenty District Council
Student Job Search Aotearoa	Westpac Banking Corporation*
Supported Employment Agency (Bay of Plenty)	Whanganui District Health Board
Sustainable Business Network	Whangarei District Council
Synergy Health Ltd	Wheeler Campbell Consulting Ltd
Tairāwhiti District Health Board	Whitecliffe College of Arts & Design
Talent2	Whitireia Community Polytechnic
Taranaki District Health Board	Women's Health Action Trust
Tauranga City Council	Work Skills Centre
Tauranga Regional Free Kindergarten Association Inc	Workbase: The NZ Centre for Workforce Literacy Development
Te Aho o Te Kura Pounamu	Workbridge Incorporated
Te Hopai Trust Group	Workforce Auckland Inc
Te Rūnanga Ā Iwi O Ngāpuhi	WorkMates - Supported Employment Agency
Te Taura Whiri i te Reo Māori - Māori Language Commission	WorksNZ Ltd
Te Utuhina Manaakitanga Trust (The Addiction Resource Centre Rotorua)	WORKSTAR
Telecom New Zealand Ltd*	World Vision
Television New Zealand Ltd	Write Ltd
TelstraClear Ltd	YWCA Auckland
Tertiary Education Commission / Te Amorangi Mātauranga Matua	
The Hermitage Hotel	
The Hongkong & Shanghai Banking Corporation Ltd	
The Johnson Group	
The Knack Group Ltd	
The National Foundation For The Deaf Inc	
The New Zealand Refining Company Ltd	
The Office of the Children's Commissioner	
The Open Polytechnic of New Zealand	
The Otago Chamber of Commerce Incorporated	
The Providence Report	
The Temp Centre	
The Todd Corporation	

\*Foundation members in 1992

## **Trust Directory**

<b>Nature of Business</b>	To promote to New Zealand employers the implementation of equal employment opportunities principles and best practice in the workplace.
<b>Registered Office</b>	Level 5 56 Cawley Street Ellerslie Auckland 1051 PO Box 12929 Penrose, Auckland 1642 Ph 09 525 3023 Fax 09 525 7076 E-mail <a href="mailto:admin@eeotrust.org.nz">admin@eeotrust.org.nz</a> <a href="http://www.eeotrust.org.nz">www.eeotrust.org.nz</a>
<b>Accountants</b>	WHK (NZ) Limited 18 Byron Avenue Takapuna Auckland
<b>Auditors</b>	PricewaterhouseCoopers PricewaterhouseCoopers Tower 188 Quay Street Private Bag 92162 Auckland 1142
<b>Bankers</b>	ASB Bank Limited Business Banking Centre PO Box 90441 Auckland Mail Centre Auckland 1142
<b>Trustees</b>	Michael Barnett Marie Shroff Neil Porteous Jo Wills Peter Hughes Belinda Clark Felicity Evans Kate Daly
<b>Trust Settlement Date</b>	24 March 1992

