

Equal Employment Opportunities Trust | *Annual Report 2009*



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Chairman's Report

Although the recession in New Zealand has been challenging for many organisations, we have seen this year a new appreciation of flexibility as a way to successfully navigate a path out of tougher times.



In years past, flexibility has been seen primarily as a tool to enable workforce participation for those who would otherwise face barriers. However, as the recession started biting, the EEO Trust took the opportunity to encourage flexibility as a way to avoid redundancies and retain talent until better times returned. We maintained that in a short time the economy would improve and there would be skills shortages in many areas.


This year, the EEO Trust has heard many stories of companies taking up flexibility as a recession-bearing tool and engaging with their staff to find ways to keep businesses going. We heard of staff and managers negotiating temporary periods of reduced working hours and pay restraints to save jobs, and employers investing employee down-time in further training and development. Many of those organisations that did reduce hours found they only needed a few months to do so before things returned to normal, with their critical talent pool intact.

I wish to acknowledge the insight brought to the EEO Trust by my fellow trustees, and the dedication and intelligence of the EEO Trust team, led by Dr Philippa Reed. The recession has not, it seems, diminished the wide interest in diversity management, work-life issues and their link to improved productivity and bottom lines. The EEO Trust's stable membership tells me that its work remains highly relevant to business, adding real value to its member organisations.

In fact, the EEO Trust enjoyed a record number of entries to its Work & Life Awards 2009. The Awards are a great platform for celebrating organisations which help staff make the most of their talents. It is always exciting to witness members' enthusiasm and their willingness to share their experiences.

The first EEO Trust Work & Life Awards were held in 1998. In the years since, the makeup of New Zealand workplaces has continued to change, and we have seen a maturing in members' creativity and innovation. Employment is not a one-way street; it is a partnership between employer and employee, and the challenge is to keep developing policies and practices that allow everyone to contribute fully.

Michael Barnett
Chairman
October 2009



We continue to make a substantial impact on the country's employment scene, working with employers to develop versatile workplaces which maximise employee engagement and productivity.

Chief Executive's Report

When global forces reshaped the contours of New Zealand's economic and employment landscape, we at the EEO Trust revisited our core messages and strategies to ensure that our focus remained relevant.



Events this year have shown that the employment decisions that businesses make when times are tough are the employment decisions that really count, defining an organisation's values and reinforcing or eroding its employment brand. Management behaviours define a culture far more than policies and procedures. Leadership counts.

This year, we heard stories of businesses which, as well as meeting the challenges of the new business landscape, were seizing the opportunities offered. While cost-cutting was unavoidable, innovative thinking ensured that training and development, wellness, diversity and work-life initiatives were being retained. In fact, in many cases they have been strengthened in recognition that they can be instrumental in maintaining engagement during stressful times.

Respondents to our 2008 Work-Life Survey reported on the value of supporting employees at work and outside work even at a time of faltering business confidence. Employers invest in work-life measures because they are good for business – improving recruitment, retention and engagement.

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We found that those with a work-life policy or strategy had lower staff turnover, and those providing extra paid parental leave had higher rates of return to work. For example, a recruitment company reported that in an industry with an average 40 per cent staff turnover, theirs was only six per cent. They attribute this, at least in part, to their work-life practices. In addition, respondents that actively support health and wellness lose less time to injury. We found a strong climate of support for flexible working. Our members were more likely than other employers to already have flexible working options in place.

A record number of entries in this year's EEO Trust Work & Life Awards confirms yet again that diversity and work-life issues have not slipped off the

employment agenda. A new category, the Skills Highway Award, was introduced with the support of the Department of Labour. Many entrants into this Award said that gritty performance issues in their workplaces were finally being recognised for what they were – literacy issues, with people not understanding what they were required to do.

As well as improving reading, writing and numeracy, workplace literacy programmes around the country are boosting productivity, reducing workplace accidents and building stronger families and communities. Entrants talked about the pride people express in being able to help their kids with their homework for the first time.

But the demographic changes which defined the labour shortages in recent years continue to have an impact. In *Workplace age and gender: Trends and implications*

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we researched changing age and gender profiles in a wide range of occupations and professions.

A number of professions, including law and medicine, with workforces dominated by older men and younger women, face the twin challenges of retaining women once they have children and finding more flexible options for older men who may want to reduce working hours.

Although most occupational groups are ageing, there are particularly mature workforces in bus and railway-engine driving, all levels of the education sector, nursing, midwifery, social work, and fitting and turning. Employers in these sectors will need to be particularly aware of succession planning and skill-loss issues with potential widespread retirement in years to come.

Younger people predominate in IT, media, banking, call centres, policy analysis, social science, and catering. This poses its own problems for the future as those who traditionally tend to employ younger people are facing a declining number of young people entering the workforce.

Again on the critical topic of the ageing population, another research project asked our members about their perceptions of older workers.

Smart organisations are redesigning jobs to retain older workers and keep their years of experience. They are ensuring that older people get the training they need, are reconfiguring roles to ensure people's skills and expertise are retained

and are mechanising manual jobs to ease the physical demands on older people.

This research, called *Older Workers: Employers Speak Out*, found that perceptions of the age at which someone becomes an “older” worker have shifted from 40-45 years old in the 1990s to 50-55 and older in 2008.

Many employers value older workers’ reliability, work ethic, expertise, institutional knowledge, stability and loyalty. They also appreciate their ability to mentor younger workers. Some are already doing their best to retain older workers by providing flexible working hours and redesigning roles.

More recent research into responses to the economic downturn found that older employees might be even more attractive during a recession. As one recruitment agent says, “There is less maintenance in getting them to do the job, they can hit the ground running, bring more value and life skills, and understand the times and

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In 2009, we partnered with the Human Rights Commission to bring international women in leadership expert Dr Susan Vinnicombe to New Zealand for a series of meetings and presentations. These events reinforce other significant initiatives aimed at increasing the diversity of governance in the public and private sectors.

We continue to work closely with our members, providing ideas and information globally and individually. Regular Diversity Practitioner Group meetings around the country are an opportunity for members to meet and discuss their diversity challenges and initiatives.

We will continue to assess and refine our tools and services to ensure they address real business needs. Workforce diversity is a given. Our task is to help ensure employers have the tools to tap its potential.



Philippa Reed
Chief Executive
September 2009

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PRICEWATERHOUSECOOPERS**Auditor's Report****To the members of the Equal Employment Opportunities Trust**

We have audited the financial statements on pages 7 to 12. The financial statements provide information about the past financial performance of the Trust for the year ended 30 June 2009 and its financial position as at that date. This information is stated in accordance with the accounting policies set out on pages 10 to 11.

Trustees' Responsibilities

The Trustees are responsible for the preparation and presentation of the financial statements which give a true and fair view of the financial position of the Trust as at 30 June 2009 and its financial performance for the year ended on that date.

Auditor's Responsibilities

We are responsible for expressing an independent opinion on the financial statements presented by the Trustees and reporting our opinion to you.

Basis of Opinion

An audit includes examining, on a test basis, evidence relevant to the amounts and disclosures in the financial statements. It also includes assessing:

- (a) the significant estimates and judgments made by the Trustees in the preparation of the financial statements; and
- (b) whether the accounting policies are appropriate to the circumstances of the Trust, consistently applied and adequately disclosed.

We have conducted our audit in accordance with generally accepted auditing standards in New Zealand. We planned and performed our audit so as to obtain all the information and explanations which we considered necessary to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatements, whether caused by fraud or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

We have no relationship with or interests in the Trust other than in our capacity as auditors and members of the Trust.

Qualification

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.

Qualified Opinion

In this respect alone we have not obtained all the information and explanations we have required. In our opinion, except for adjustments, if any, that might have been necessary had we been able to obtain sufficient evidence concerning contributions and donations, the financial statements present fairly the financial position of the Trust as at 30 June 2009 and its financial performance for the year ended on that date.

Our audit was completed on 9 October 2009 and our qualified opinion is expressed as at that date.



PricewaterhouseCoopers
Chartered Accountants, Auckland

Income Statement

For the year ended 30 June 2009

	Notes	2009 \$	2008 \$
Income			
Membership Income		309,611	316,825
Government Unmatched Funds		547,556	547,556
Government Matching Funds		395,556	395,556
Unconditional Gifts (contra Membership)		9,075	10,925
Total Income		1,261,798	1,270,861
Expenses			
Depreciation		14,155	11,351
Audit Fee		6,750	6,750
General Expenses		462,603	460,459
Doubtful Debts		140	5,225
Loss on Sale of Fixed Assets		-	47
Projects		234,482	410,250
Rent		80,441	74,185
Salaries		610,118	607,889
Total Expenses		1,408,689	1,576,156
Net Operating Deficit		(146,891)	(305,294)
Other Income			
Interest Received		90,322	106,390
Sundry Income		58,291	235,694
Total Other Income		148,613	342,084
Net Surplus		1,722	36,789

Statement of Movements in Equity

For the year ended 30 June 2009

	NOTES	2009 \$	2008 \$
Opening Equity		1,171,929	1,135,140
Net Surplus		1,722	36,789
Total Recognised Revenues & Expenses		1,722	36,789
Closing Equity		1,173,651	1,171,929

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

Balance Sheet*As at 30 June 2009*

	Notes	2009 \$	2008 \$
Current Assets			
Cash at Bank		32,555	42,411
Term Deposits		1,213,000	1,180,000
Trade Debtors		35,175	27,894
Interest Receivable		22,747	39,499
GST Receivable		2,898	4,085
Prepayments		9,463	16,309
Total Current Assets		1,315,838	1,310,198
Non Current Assets			
Fixed Assets	2	24,449	22,297
Total Non-Current Assets		24,449	22,297
Total Assets		1,340,287	1,332,495
Current Liabilities			
Trade Creditors		117,897	103,998
Accruals		48,739	56,446
Current Portion of Term Liabilities	4	-	122
Total Current Liabilities		166,636	160,566
Net Assets		1,173,651	1,171,929
Trust Equity			
Trust Capital		1,171,929	1,135,140
Trustee Income		1,722	36,789
Total Trust Equity		1,173,651	1,171,929



Michael Barnett
Trustee
30 September 2009



Neil Padley
Trustee
30 September 2009

Notes to the Financial Statements

For the year ended 30 June 2009

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).

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.

Valuation of Fixed Assets

Fixed Assets are recorded at cost, less accumulated depreciation.

Depreciation

Depreciation is charged to the Income Statement 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	Prime Cost	6.5 - 80.4%
Computer Equipment	Prime Cost	14.4 - 60.0%

Notes to the Financial Statements

For the year ended 30 June 2009

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 Income Statement 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

Revenue represents membership income and government funding recognised when it is received or becomes receivable. Interest income is accounted for as earned. The decrease in revenue this year was largely due to no Symposium funding.

Employee Entitlements

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

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.

2 Fixed Assets

	Notes	2009	2008
		\$	\$
Furniture & Fittings			
At Cost		90,935	81,986
Less Accumulated Depreciation		70,448	63,428
		20,487	18,558
Computer Equipment			
Fixed Assets		59,309	59,303
Less Accumulated Depreciation		55,347	55,564
		3,962	3,739
Total Fixed Assets		24,449	22,297

Notes to the Financial Statements

For the year ended 30 June 2009

	Notes	2009	2008
		\$	\$
3 Depreciation			
Furniture & Fittings		7,020	6,814
Computer Equipment		7,135	4,537
Total Depreciation		14,155	11,351

4 Borrowings

Hire Purchase Liability	-	122
Total Borrowings	-	122

Represented by:

Current Portion	-	122
Total Borrowings	-	122

5 Capital Commitments

No capital commitments have been contracted for or provided for at balance date (2008:Nil).

6 Contingent Liabilities

There were no contingent liabilities at balance date (2008:Nil).

7 Operating Leases

Non-Cancellable Operating Leases:

Current	110,508	107,853
Non Current	393,339	257,824
Total Operating Lease Commitments	503,847	365,677

8 Related Parties

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

Payments totalling \$2,000 were made to Human Value Limited, of which Dave Stewart is a shareholder and director. These payments were in respect of services provided by the trustee, Dave Stewart, as a judge at the annual Work & Life Awards.

9 Membership Income

Membership includes EEO Trust and EEO Employers Group.

Trustees' Report

For the year ended 30 June 2009



Trustees

The following persons held positions as Trustees of the Equal Employment Opportunities Trust (EEO Trust) as at 30 June 2009:

Michael Barnett
Dave Stewart
Felicity Evans
Neil Padley
Kate Daly
Belinda Clark
Marie Shroff
Alison Thom
Peter Hughes

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
30 September 2009

Neil Padley
Trustee
30 September 2009

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

Dave Stewart
Director
Human Value

Felicity Evans
General Manager
Human Resources
ANZ National
Bank Ltd

Neil Padley
General Manager
Human Resources
Air New Zealand

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

Belinda Clark
Secretary for Justice
Ministry of Justice

Marie Shroff
Privacy
Commissioner
Office of the Privacy
Commissioner

Alison Thom
Deputy Secretary
Relationships &
Information
Te Pūni Kōkiri

Peter Hughes
Chief Executive
Ministry of Social
Development

Trust Members

40+ Employment Support Trust	Department of Corrections
Accident Compensation Corporation	Department of Internal Affairs
Adcorp New Zealand Ltd	Department of Labour
Agility Group Ltd	Department of the Prime Minister & Cabinet
AgResearch	Dispute Resolution Services Ltd
Agriculture ITO	DLA Phillips Fox
Air New Zealand Limited*	Drake International
Alison Browne	Dunedin City Council
Alpha Personnel Recruitment Limited	EAP Services Ltd (Employee Assistance Programmes)
Altris Ltd	EDS, an HP company
Anderson Lloyd Lawyers	Electricity Supply ITO
Antarctica New Zealand	Electronic Partners Limited
ANZ National Bank Ltd*	ElectroTechnology ITO
Arai Te Uru Whare Hauora	Elizabeth Harper - Diversity Consultant
Archives New Zealand	Emerge Supported Employment Trust
ASB Group*	Employers & Manufacturers Association (Central) Inc
Auckland Chamber of Commerce	Employers & Manufacturers Association (Northern) Inc
Auckland City Council	Energizer New Zealand Ltd
Auckland International Airport Ltd	Engage
Auckland Kindergarten Association	Enterprise IT Ltd
Auckland Regional Council	Enterprise Recruitment
Auckland Regional Migrant Services Charitable Trust (ARMS Trust)	Enterprising Manukau
Auckland University of Technology	Enterprize Steel Ltd
Authentic Plasterers Ltd	Environment Bay of Plenty
Aviation Tourism & Travel Training Organisation (ATTO)	Environment Southland
Bank of New Zealand*	Environment Waikato Regional Council
Base Recruitment	Environmental Risk Management Authority ERMA New Zealand
Bay of Plenty District Health Board	EPIC Employment Service Inc
Bay of Plenty Polytechnic	Equinox Limited
Bayer New Zealand Ltd	Ernst & Young Group Ltd
BCINZ Ltd	Essential HR Limited
Bell Gully	Euroasia
Beyond Recruitment	Expertise Limited
Blackmores Ltd	Extra Mile Training
BP Oil New Zealand Ltd*	Families Commission
Briscoe Group Limited	Fire & Rescue Service ITO
British American Tobacco (NZ) Ltd	Fisher & Paykel Appliances Limited*
Brookfields Lawyers	Fisher & Paykel Healthcare Ltd
Buller District Council	Fletcher Aluminium
Burke Melrose	Fletcher Building Limited*
Business New Zealand*	Fonterra*
Cadbury Ltd	Framework Trust
Candle New Zealand Ltd	Franklin District Council
Canterbury Development Corporation (CDC)	Franklin Kindergarten Association
Canterbury Employers' Chamber of Commerce	Frog Recruitment Limited
Capability Group Limited	Frucor Beverages Ltd
Career Services	GBL Personnel Limited
Carter Holt Harvey Forests	Genesis Energy
Carter Holt Harvey Ltd*	Getley Co-Partnership Limited and Company
Carter Holt Harvey Packaging NZ	Glamorton Developments Ltd
Carter Holt Harvey Pulp & Paper	Glenelg Children's Health Camp
Carter Holt Harvey Woodproducts	Goldman Sachs JBWere (NZ) Ltd
Catapult Employment Services Trust	Good Shepherd School
CCS Disability Action	Gore District Council
Central Hawkes Bay District Council	Government Communications Security Bureau
Chapman Tripp	HainesAttract
Cheal Consultants Ltd	Hair To Train
Chevron New Zealand	hairylemon Web Solutions
Christchurch City Council	Hamilton City Council
Christchurch Polytechnic Institute of Technology	Harding Consultants Limited
Civil Aviation Authority of NZ	Harris Stratex Networks (NZ) Ltd
Coca-Cola Amatil New Zealand Ltd	Harrison Grierson Consultants Limited
Computer Power Institute New Zealand	Health and Disability Commissioner
Comvita New Zealand Ltd	Health Research Council of New Zealand
Coverstaff Recruitment Ltd	Health Staff Specialists Ltd
Creative New Zealand	Heaney & Co
Crown Forestry Rental Trust	Hesketh Henry
David J Patten	Hewlett Packard
David Jenkins & Associates Ltd	Hope-Cross Consulting Ltd
DB Breweries Ltd*	Horizon Group Ltd
DC Workplace Consulting	Horowhenua District Council
Deloitte	Housing New Zealand Corporation
Department of Building and Housing	HR Solutions Limited
Department of Child, Youth & Family Services	Hudson
Department of Conservation	Human Resources Institute of NZ (HRINZ)

Human Rights Commission	Morrison Kent (Wellington)
Human Value	Morrison Kent Barristers & Solicitors (Auckland)
Hutt City Kindergartens	Mosaic Training Ltd
IAG New Zealand Ltd	Mt Albert PAK'nSAVE
IBM New Zealand Ltd	National Institute of Water & Atmospheric Research Ltd (NIWA)
IHC NZ Inc	National Library of New Zealand
Infinitus Professional Development Ltd	Nelson City Council
Information Tools Limited	Nelson Marlborough Institute of Technology
Inland Revenue Department	Netball New Zealand Inc
Intercultural Dynamics	Netconcepts
James Keat	Network Personnel
JetNet Ltd	New Plymouth District Council
JoyWorkz Ltd	New Zealand AIDS Foundation Te Tuuaapapa Mate Aaraikore o Aotearoa
JR Courtenay NZ Ltd	New Zealand Army
Kapiti Coast District Council	New Zealand Business Excellence Foundation
Kelly Services (NZ) Ltd	New Zealand Council for Educational Research
Kensington Swan Lawyers	New Zealand Council of Trade Unions (NZCTU)
Kidsfirst Kindergartens - Canterbury Westland Free Kindergarten Association Inc	New Zealand Customs Service
Kinetic Recruitment Consultants Ltd	New Zealand Defence Force HQ
KiwiRail Ltd*	New Zealand Drug Foundation
Lakes District Health Board	New Zealand Federation of Voluntary Welfare Organisations
Land Information New Zealand	New Zealand Fire Service
Laura Fergusson Trust Canterbury	New Zealand Food Safety Authority
LawStaff (NZ) Limited	New Zealand Institute of Chartered Accountants
LawWorks	New Zealand Police
Learning Media Limited	New Zealand Post Limited*
Legal Services Agency	New Zealand Post Primary Teachers' Association
LexisNexis NZ Ltd	New Zealand Public Service Association Inc
Life Links	New Zealand Steel
Lindsay Corban Associates Ltd	New Zealand Tertiary Education Union (TEU)
Literacy Aotearoa Inc	New Zealand Transport Agency (NZTA)
Longbay Petroleum Associates Ltd	North Shore City Council
Low Yim Partners Ltd	NorthTec
Madison Recruitment Ltd	NZ Amalgamated Engineering Printing & Manufacturing Union
Manaaki Solutions Ltd	NZ Rugby Union
Manaaki Whenua Landcare Research NZ Ltd	O-I New Zealand
Manpower New Zealand Ltd	OCG Consulting Ltd
Manukau City Council	Office of Film & Literature Classification
Manukau Institute of Technology	Office of the Controller & Auditor-General
Massey University	Office of the Privacy Commissioner
Masterton District Council	OfficeMax
McDonald's Restaurants (NZ) Ltd	Otago Museum
Meat Industry Association of NZ	Otago Polytechnic
Medical Staffing International	Outsource Recruitment Ltd
Mental Health Commission	Pac Resources Services Ltd
Mental Health Foundation of New Zealand	Pacific Business Trust
Mercer Human Resource Consulting (NZ) Ltd	Palmerston North City Council
Merck Sharp & Dohme (New Zealand) Ltd	Papakura District Council
Mercy Hospice Auckland	Parents Centres New Zealand Inc
Mercy Hospital	Parker Bridge (NZ) Ltd
MercyAscot	Parliamentary Service
Meredith Connell	PeopleSearch Consulting Limited
Merial New Zealand Limited	Personnel Resources/Temp Resources
Metrowater Limited	Phoenix IncSupported Employment Services
MetService NZ Ltd	Phoenix Recruitment Services Ltd
MidCentral District Health Board	Plant & Food Research
Ministry for Culture and Heritage	Pohlen Kean Ltd
Ministry for the Environment	Poppetts
Ministry of Agriculture & Forestry (MAF)	Prepared Foods Limited
Ministry of Economic Development	Presbyterian Church of Aotearoa New Zealand
Ministry of Education	Presbyterian Support Upper South Island
Ministry of Fisheries	Preventing Violence in the Home
Ministry of Foreign Affairs and Trade	PricewaterhouseCoopers*
Ministry of Justice	Prime Building Compliance Ltd
Ministry of Maori Development (Te Puni Kokiri)	Professionelle Ltd
Ministry of Pacific Island Affairs	Progress to Health
Ministry of Research, Science & Technology	Progressive Enterprises Ltd*
Ministry of Social Development	Public Trust Corporate Office
Ministry of Transport	QJumpers
Ministry of Women's Affairs	Randstad
Minter Ellison Rudd Watts	Rebel Sport
Mollies	Recruitment & Consulting Services Association (RCSA)
Momentum Consulting Group	Red Kinetics Resources NZ Ltd

Reserve Bank of New Zealand	The Correspondence School
Resolve Group Ltd	The Hermitage Hotel
Retirement Commission	The Hongkong & Shanghai Banking Corporation Ltd
Rimutaka Kindergarten Association Incorporated	The Johnson Group
Robert Walters NZ Ltd	The National Foundation For The Deaf Inc
Rodney District Council	The New Zealand Refining Company Limited
Rotorua District Council	The Office of the Children's Commissioner
Roughan Chiropractic	The Open Polytechnic of New Zealand
Royal New Zealand Air Force	The Otago Chamber of Commerce Incorporated
Royal New Zealand Navy	The Providence Report
Royal NZ Foundation of the Blind	The Todd Corporation
Ryan Recruitment	The Treasury
salt	The Ultimate Recruitment Company
Samsung Customer Service Plaza Ltd	The University of Auckland
SCA Hygiene Australasia	The Warehouse Group Ltd
Scientific & Technical Recruitment Limited	Thornton Earl Ltd
Scion	Thought Partners
Securities Commission	Tiaho Trust
Seek Communications (NZ) Ltd	TL Jones Ltd
Select Recruitment & HR Ltd	TLC Recruitment Solutions
Selwyn District Council	TMP Worldwide Advertising & Communications
Sheffield Limited	TNS Conversa
Shell New Zealand Ltd	Top Drawer Consultants
Shell Todd Oil Services Limited	Trans Pacific Carriers NZ Ltd
Shieff Angland	Transfield Services New Zealand
SHL New Zealand Ltd	Transfield Worley Limited
Simpson Grierson	Transpower New Zealand Limited
Six Degrees Ltd	TRUSTcote Limited
Sky City Auckland Limited	Unitec New Zealand
Soar Printing	University of Canterbury
Solid Energy New Zealand Ltd	University of Otago
South Canterbury District Health Board	Upper Hutt City Council
South Waikato District Council	URS New Zealand Limited
South Wairarapa District Council	Vero Insurance New Zealand Limited
Southern Cross Healthcare	Victoria University of Wellington
Southland District Council	Vision Employment Support Services Charitable Trust
Spotless Services (NZ) Ltd	Vodafone New Zealand Limited
Springload	Waikato Bay of Plenty District Law Society
Squiz Limited	Waikato District Council
Staples Rodway Auckland	Waikato District Health Board
State Services Commission	Waikato Institute of Technology (WINTeC)
Statistics New Zealand	Waipa District Council
Strategy Recruitment Consultancy	Waitakere City Council
Student Job Search Aotearoa	Waitomo District Council
Supported Employment Agency (Bay of Plenty)	Watercare Services Limited
Sustainable Business Network	Wellington City Council
Synergy Clothing (NZ) Ltd	Wellington District Law Society
Synergy Health Limited	Western Bay of Plenty District Council
Tairāwhiti District Health Board	Westpac Banking Corporation*
Talent2	Whanganui District Health Board
Taranaki District Health Board	Whangarei District Council
Tauranga City Council	Wheeler Campbell Consulting Limited
Tauranga Regional Free Kindergarten Association Inc	Whitecliffe College of Arts & Design
Te Hopai Trust Group	Whitireia Community Polytechnic
Te Runanga O Ngai Tahu	Women's Health Action Trust
Te Taura Whiri i te Reo Māori Māori Language Commission	Workbase: The NZ Centre for Workforce Literacy Development
Te Utuhina Manaakitanga Trust (The Addiction Resource Centre Rotorua)	Workbridge Incorporated
Telecom New Zealand Ltd*	Workforce Auckland Inc
Television New Zealand Limited	WorkMates - Supported Employment Agency
TerraNova	WorksNZ Ltd
Tertiary Education Commission / Te Amorangi Matauranga Matua	WORKSTAR
	World Vision

*Foundation members in 1992

Trust Directory

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

