



# Equal Employment Opportunities Trust Annual Report 2012





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Chairman's Report

# *It pays to invest time and money into employee development*

The last year has seen a positive shift in the mindset of businesses and organisations around the country with regard to diversity. Employers are starting to realise that working outside the square is not just a PC thing to do but it also makes good business sense in such a rapidly changing economy.



With more people retiring than beginning their careers, I am seeing evidence of workplaces retaining older workers by developing a flexible working policy to ensure they feel valued in their job. A potential skills shortage is resulting in more businesses providing cadetship and intern initiatives. For example, power companies are realising women can be just as good at clambering up power poles and working as linesmen so they are now being targeted to join training schemes. I anticipate that further down the track, the title 'linesmen' will be a label of the past.

On the topic of gender, the EEO Trust made a submission to the NZX about its diversity policy, recommending listed

companies include in their annual reports how many women are on their boards and in senior managerial roles. We are thrilled that this move has been adopted. The Australian Stock exchange led the way with a similar policy last year and I was pleased to learn in September that the number of women in senior roles across the Tasman is increasing. I hope to hear the same about listed local companies in 2013. As the EEO Trust has pointed out in workshops and presentations; having more women in senior levels increases productivity and profits. More businesses are asking us for advice about retaining talented female employees and, as a result, we are providing member organisations with more resources about parental leave policies, career pipelines and flexible working hours.

The increasing demand for information about successfully employing a more diverse workforce has been stimulated and nurtured by the EEO Trust. That it's working is illustrated in our Work and Life Awards, which had a record number of entries this year. Among the 62 high-caliber initiatives, I was impressed with those who are investing time and money into providing numeracy and literacy lessons for staff struggling with English.

The supreme winner, Counties Manukau DHB's Health Science academies, is a wonderful example of focusing on future workplace demands. Encouraging Pacific and Maori secondary school students to

pursue a career in the region's health sector makes perfect sense. A looming shortage of health professionals is not something any medical organisation can ignore and I urge other sectors to also look ahead. It's up to every employer to start planning right now for future workforce challenges and look at a diverse range of options.

The EEO Trust has been undergoing a major restructure following a cut in government funding. Several positions were made redundant during the year and we are currently working towards employing a new general manager. The dedication and hard work by the EEO Trust team is admirable despite a period of potentially unsettling change. It is difficult to keep providing resources and advice with less public money and an increasing demand. However, thanks to sponsors of our awards and the understanding of member organisations, the EEO Trust has continued to provide material and knowledge for employers. The next year will be an exciting one as the EEO Trust develops new resources, research and a new direction.

Michael Barnett  
Chairman  
October 2012



Diversity leads to an increase in productivity,  
new ways of thinking and improved morale.

General Manager's Report

# *It's time to embrace the changing face of our workforce*

A rising number of migrants from a diverse range of cultures are available for work along with an increasing number of women. Responsible employers are realising they need to be flexible and respect the different needs of workers or productivity could suffer.



I have been working with the EEO Trust team for less than six months and have already noticed a subtle shift in workplace needs, as businesses continue to develop their diversity initiatives.

The global impact of the economic recession, alongside a shortage of skilled labour, continues to make productivity a challenge for some organisations. However, it's the smart ones who are embracing gender and cultural diversity in their workplaces and making the most of our resources to help provide a supportive and flexible environment for every employee.

The popularity of our anti-Bullying and Harassment workshops is increasing and the question has to be asked: Why? In the 'old days', employees' grievances about bullying were more often than not swept under the carpet and ignored. Speaking out about bullying was not encouraged or, when it was the

problem, was not appropriately dealt with – and in some cases, it still isn't. But more employees now understand their right to complain if they feel picked on, and that is paralleled by increasing media coverage of bullying allegations in workplaces. As a result, organisations are seeking more resources about the issue of bullying and how to deal with it.

The EEO Trust completed two interesting research projects this year. 'Older Workers: Challenging Myths and Managing Realities' debunked the perception that older workers are preventing younger ones from getting entry-level jobs. Our research showed the declining number of young people employed throughout the country is simply because there are fewer of them. And parallel to this, the increasing number of older people in work relates to more of this group being available for employment. But they are not more likely to get a job than a younger person. The data analysis also confirmed that young staff are not as qualified for many jobs that older workers do. And as we have been hearing in recent years, older workers are going to be needed as the first baby boomers start to retire. In the meantime, the effects of the recession will continue to pit older and younger workers against each other in the job market. Both groups suffer discrimination. The solution is to decrease barriers against employing

older workers and, at the same time, improve the skills of unemployed youth to help them get work experience.

The second research project was a literature review of 'Workforce Demographic Trends'. It showed that declining birth rates and more time spent in tertiary education will result in a workforce decline over the next decade. This will lead to increasing competition for skilled migrants as employers will have to focus on attracting and retaining scarce talent in a global labour market. The research concluded that businesses will have to make better use of the underemployed and people who may be marginalised in employment, such as those with a disability, the young and unqualified, women, older people, and new migrants. Statistics predict that only 118,000 new workers will be entering the workforce over the next five years, which is less than half as many from 2001 to 2006. The numbers are expected to halve again from 2026-31. So who will be entering our future workforce? More women are gaining tertiary qualifications and climbing career ladders. Migration will also be an increasingly important component of labour force growth.

The main sources of migration are likely to swing away from the United Kingdom, Australia and the Pacific to regions where English is not a first language, such as Asia, Europe, the Middle East, Africa and Latin America.

General Manager's Report continued

*“Evidence of a **change in attitude** by senior managers is beginning to emerge with **more women being mentored** through the talent pipeline, and more gender pay audits being carried out.”*

These people will often be more highly qualified than New Zealanders, and will have a global outlook.

The EEO Trust is pleased to see that the changing workforce pattern is being embraced by an increasing number of businesses and organisations – but there is still a long way to go. At a breakfast seminar in Auckland hosted by the EEO Trust and the Auckland Chamber of Commerce, a diversity expert said women are becoming the engine room of the economy. Heather Price told attendees women are starting to outnumber men in the workforce and more women than men are graduating from the tertiary sector. But very few women are moving into senior roles and sitting at board room tables. I think this is disappointing and unconscious bias is the leading culprit for contaminating all aspects of business behaviour. Every single one of us has unconscious bias against something or someone. People from a different ethnicity or culture are also falling flat in job interviews and promotions, thanks to unconscious bias. The EEO Trust is providing a large number of workshops and seminars to address these issues, which are proving extremely popular.

Evidence of a change in attitude by senior managers is beginning to emerge with more women being mentored through the talent pipeline, and more gender pay audits being carried out. Some corporate companies are developing parental leave policies to nurture new mothers back into their workplace and it's resulting in fewer women not returning to work. We learnt about many of these fantastic workplace initiatives from the 62 entries in our 2012 ANZ New Zealand and EEO

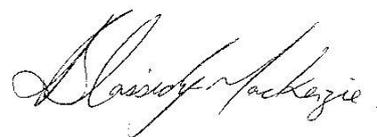
Trust Work & Life awards. The supreme winner was the Counties Manukau DHB's Health Science Academies in schools which focus on coaching future health professionals. The initiative enrolls Pacific and Maori secondary school students into extra classes that focus on continuing their education with a focus on careers in the health sector. It also includes visits to Middlemore hospital for a coal face experience in the industry. What an insightful and forward-thinking approach to workplace demands a few years down the track. The delight on the face of one of the students when she went on the stage to receive the supreme award from the Minister of Women's Affairs, Jo Goodhew, was wonderful to see. The young girl from Tangaroa College said that thanks to the academy, she was starting to realise she could achieve at school and aim towards a medical career. This was something she hadn't considered in the past. Congratulations to the DHB for getting the academies off the ground. Now some of the students are getting exam results far higher than what was anticipated when the academies began last year.

The awards also showed evidence of businesses making more effort to create flexible working arrangements and thus, work/life balance. That balance includes health-focused initiatives such as that adopted by the Work and Life category Winner, Electrix. The North Shore-based power company has set up a gym in one of its warehouses, as well as employing a personal trainer and a GP. This programme stemmed from employees suffering ongoing injuries from hours spent accessing power lines and heavy

lifting. As a result, the number of sick days has decreased and work related injury claims to ACC have also dropped.

I also want to thank Minister Goodhew for presenting the awards, and our sponsors for their support. The promotion from ANZ New Zealand, Coca-Cola Amatil, Fletcher Building, Southern Cross Healthcare, and the Ministry of Business, Innovation and Employment helped make the awards such a success. The Auckland Chamber of Commerce also assisted with the planning of the awards night. Many thanks from us all at the EEO Trust.

The EEO Trust is continuing to develop and expand its resources to cater for increasingly diverse workforce needs. I am pleased to see businesses are seeking more information by attending our many different workshops and Diversity Practitioner Groups. Over the next year, we plan to increase the number of experts who can enhance our tool-box for anti-bullying, unconscious bias, ageing workers, gender diversity and other key diversity topics. Global research shows diversity leads to an increase in productivity, new ways of thinking and improved morale. So let's work together to encourage a wide range of employees and employers from many different groups to grow with us all - it's simply a win-win situation.



Bev Cassidy-MacKenzie  
General Manager  
October 2012

# Financials

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## Independent Auditors' Report

### Report on the Financial Statements

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We have audited the financial statements of Equal Employment Opportunities Trust on pages 7 to 11, which comprise the statement of financial position as at 30 June 2012, 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

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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

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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

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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

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In our opinion, except for the effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements on pages 7 to 11:

- (i) comply with generally accepted accounting practice in New Zealand; and
- (ii) present fairly, in all material respects, the financial position of the Trust as at 30 June 2012, and its financial performance for the year ended on that date.

### Restriction on Distribution or Use

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This report is made solely to the Trust's members, as a body. Our audit work has been undertaken so that we might state to the Trust's members 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 Trust's members, as a body, for our audit work, for this report or for the opinions we have formed.

A handwritten signature in cursive script, appearing to read 'PricewaterhouseCoopers', written over a horizontal line.

PricewaterhouseCoopers  
Chartered Accountants  
Auckland  
4 October 2012

## Statement of Financial Performance

For The Year Ended 30 June 2012

	Notes	2012 \$	2011 \$
<b>Income</b>			
Membership Income		315,548	305,422
Government Unmatched Funds		110,000	552,695
Government Matching Funds		396,000	390,314
Unconditional Gifts (contra Membership)		9,425	13,175
<b>Total Income</b>		<b>830,973</b>	1,261,606
<b>Expenses</b>			
Depreciation		5,206	8,157
Audit Fee		6,750	6,750
General Expenses		275,783	454,990
Doubtful Debts		(2,875)	(3,125)
Projects		243,820	301,249
Rent		87,729	81,010
Salaries		679,609	607,458
<b>Total Expenses</b>		<b>1,296,022</b>	1,456,489
<b>Net Operating Deficit</b>		<b>(465,049)</b>	(194,883)
<b>Other Income</b>			
Interest Receivable		47,711	61,607
Sundry Income		175,709	153,813
<b>Total Other Income</b>		<b>223,420</b>	215,420
<b>Net (Deficit) / Surplus</b>		<b>(241,629)</b>	20,537

## Statement of Movements in Equity

For The Year Ended 30 June 2012

	Notes	2012 \$	2011 \$
<b>Opening Equity</b>		<b>1,196,216</b>	1,175,679
Net (Deficit)/Surplus		(241,629)	20,537
<b>Total Recognised Revenues &amp; Expenses</b>		<b>(241,629)</b>	20,537
<b>Closing Equity</b>		<b>954,587</b>	1,196,216

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

## Statement of Financial Position

As at 30 June 2012

	Notes	2012 \$	2011 \$
<b>Current Assets</b>			
Cash at Bank		36,757	26,339
Term Deposits		862,000	1,190,000
Trade Debtors		112,661	58,968
Other Receivables		110,000	-
Interest Receivable		12,561	34,436
GST Receivable		22,467	9,906
Prepayments		14,712	46,066
<b>Total Current Assets</b>		<b>1,171,158</b>	1,365,715
<b>Non Current Assets</b>			
Fixed Assets	2	14,699	15,604
<b>Total Non-Current Assets</b>		<b>14,699</b>	15,604
<b>Total Assets</b>		<b>1,185,857</b>	1,381,319
<b>Current Liabilities</b>			
Trade Creditors		53,328	76,321
Accruals		48,472	46,962
Other Current Liabilities	4	129,470	61,820
<b>Total Current Liabilities</b>		<b>231,270</b>	185,103
<b>Net Assets</b>		<b>954,587</b>	1,196,216
<b>Trust Equity</b>			
Trust Capital		1,196,216	1,175,679
Retained (Losses)/Earnings		(241,629)	20,537
<b>Total Trust Equity</b>		<b>954,587</b>	1,196,216



**Michael Barnett**  
Trustee  
4 October 2012



**Neil Porteous**  
Trustee  
4 October 2012

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

## Notes to the Financial Statements

For The Year Ended 30 June 2012

### 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 is 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 was reduced for the year ended 30 June 2012 as result of the withdrawal of the unmatched funding, based on the budget announcement on 19 May 2011. The Trust is working actively to restructure its operations and to secure additional funding from other sources. A loss of \$241,629 has been reported in the current year which has been a period of transition and restructuring. A return to a result close to break-even is expected in the coming year to 30 June 2013. The Trustees have prepared these accounts on a going concern basis given that adequate funds are held to cover operations and enabling the Trust to continue to meet its liabilities as they fall due for a period of at least twelve months from the date of approving these financial statements.

#### 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 Property Plant and Equipment

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	Prime Cost	0.0 - 80.4%
Computer Equipment	Prime Cost	14.4 - 60.0%

## Notes to the Financial Statements

For The Year Ended 30 June 2012

### Leased Assets

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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

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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

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

### Goods and Services Tax (GST)

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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.

### Membership Income

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Membership includes EEO Trust and EEO Employers Group.

### Operating Revenue

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Revenue represents membership income and government funding recognised when it is received or becomes receivable.

### Employee Entitlements

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

### Donated Services

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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

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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 2012

	2012	2011
	\$	\$
<b>Furniture &amp; Fittings</b>		
At Cost	97,587	97,588
Less Accumulated Depreciation	86,478	81,984
	<u>11,109</u>	<u>15,604</u>
<b>Computer Equipment</b>		
At Cost	63,887	59,587
Less Accumulated Depreciation	60,297	59,587
	<u>3,590</u>	<u>-</u>
<b>Total Fixed Assets</b>	<u>14,699</u>	<u>15,604</u>

**3 Depreciation**

Furniture & Fittings	4,496	7,668
Computer Equipment	710	489
<b>Total Depreciation</b>	<u>5,206</u>	<u>8,157</u>

**4 Current Liabilities - Other**

Receipts in Advance	129,470	61,820
<b>Current Liabilities - Other</b>	<u>129,470</u>	<u>61,820</u>

**5 Capital Commitments**

No capital commitments have been contracted for or provided for at balance date (2011:Nil).

**6 Contingent Liabilities**

There were no contingent liabilities at balance date (2011:Nil).

**7 Operating Leases**

Non-Cancellable Operating Leases:		
Current	94,296	99,557
Non Current	101,437	195,733
<b>Total Operating Lease Commitments</b>	<u>195,733</u>	<u>295,290</u>

**8 Related Parties**

There were no material related party transactions during the year.

**9 Membership Income**

Membership includes EEO Trust and EEO Employers Group.

## Trustees' Report

For The Year Ended 30 June 2012



**Michael Barnett**  
Chair, EEO Trust Chief Executive, Auckland Regional Chamber of Commerce and Industry (Chairman)



**Neil Porteous**  
CEO, Elevator Group



**Kate Daly**  
Group General Manager HR, Fletcher Building



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



**Jo Wills**  
Principal, J B Wills & Company



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



**Belinda Clark**  
Chief Executive, Tertiary Education Commission



**Peter Hughes**  
Head, School of Government, Victoria University



**Helene Quilter**  
Deputy Commissioner, State Services Commission



**Michelle Hippolite**  
(Ngāti Pou, Rongowhakaatu), Kaihauta (Maori Leader), Museum of New Zealand Te Papa Tongarewa

### Trustees

The following persons held positions as Trustees of the Equal Employment Opportunities Trust (EEO Trust) as at 30 June 2012:

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

### 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 2012

Neil Porteous  
Trustee  
1 October 2012

## Trust Members

40+ Employment Support Trust	Capability Group Limited
Access Ability	Cardinal Logistics
Accident Compensation Corporation	Career & Transition Consulting
Adcorp New Zealand Ltd	Career Team Ltd
AECOM	Careering Options Limited
AgResearch	Careers in Motion Ltd
Agriculture ITO	Careers New Zealand
Air New Zealand Limited	Carter Holt Harvey Ltd
Alpha Personnel Recruitment Limited	Carter Holt Harvey Packaging NZ
Altris Ltd	Carter Holt Harvey Pulp & Paper
Anderson Lloyd Lawyers	Carter Holt Harvey Woodproducts
Antarctica New Zealand	Catapult Employment Services Trust
ANZ National Bank Ltd	CCS Disability Action
Arai Te Uru Whare Hauora	Central Hawkes Bay District Council
ASB Group	Chapman Tripp
AsureQuality Ltd	Cheal Consultants Ltd
Attitude Pictures Ltd	Chevron New Zealand
Auckland Chamber of Commerce	Christchurch City Council
Auckland Council	Christchurch Polytechnic Institute of Technology
Auckland International Airport Ltd	Civil Aviation Authority of NZ
Auckland Kindergarten Association	Clarian Human Resources
Auckland Regional Migrant Services Charitable Trust (ARMS Trust)	Clarity Coaching
Auckland Transport	Coca-Cola Amatil New Zealand Ltd
Aurecon New Zealand	Collection House NZ Ltd
AUT University	Commission for Financial Literacy and Retirement Income
Authentic Plasterers Ltd	Comvita New Zealand Ltd
Aviat Networks	Contact Energy Limited
Aviation Tourism & Travel Training Organisation (ATTT0)	Convergence Partners Ltd
Bank of New Zealand	Counties Manukau District Health Board
Base Recruitment	Counties Manukau Kindergarten Association (CMKA)
Bay of Plenty District Health Board	Coverstaff Recruitment Ltd
Bay of Plenty Polytechnic	Creative New Zealand
Bayer New Zealand Ltd	Crown Forestry Rental Trust
BDO Taranaki Limited	CrucialColour
Be. Accessible	David J Patten
Bell Gully	Deloitte
Beyond Recruitment	DELTA Utility Services Ltd
Blackmores Ltd	Department of Building and Housing
Bluebird Foods Ltd	Department of Child, Youth & Family Services
BP Oil New Zealand Ltd	Department of Conservation
Briscoe Group Limited	Department of Corrections
British American Tobacco (NZ) Ltd	Department of Internal Affairs
British High Commission	Department of Labour
Brookfields Lawyers	Department of the Prime Minister & Cabinet
Buller District Council	Dispute Resolution Services Ltd
Bupa Care Services NZ Ltd	Diversity Council Australia Ltd
Burke Melrose	Diversity New Zealand Ltd
Business New Zealand	DLA Phillips Fox
Candle New Zealand Ltd	Downer New Zealand
Canterbury Business Association Incorporated	Drake International
Canterbury Development Corporation (CDC)	Dunedin City Council
Canterbury Employers' Chamber of Commerce	EAP Services Ltd (Employee Assistance Programmes)

## Trust Members

Earthquake Commission  
 EasiYo Products Ltd  
 Electricity Supply ITO  
 Electronic Partners Limited  
 ElectroTechnology ITO (ETITO)  
 Elizabeth Harper - Diversity Consultant  
 Emerge Supported Employment Trust  
 Employers & Manufacturers Association (Northern) Inc  
 Energizer New Zealand Ltd  
 English Language Partners New Zealand  
 Enterprise IT Ltd  
 Enterprise Recruitment  
 Environment Southland  
 Environment Waikato Regional Council  
 Environmental Protection Authority (EPA)  
 EPIC Employment Service Inc  
 Equinox Limited  
 Essential HR Limited  
 Families Commission  
 Far North REAP (Rural Education Activities Programme) Society Inc  
 Farmers Mutual Group  
 Financial Markets Authority (FMA)  
 Fire & Rescue Service ITO  
 Fisher & Paykel Appliances Limited  
 Fisher & Paykel Finance Limited  
 Fisher & Paykel Healthcare Ltd  
 Fishpond Ltd  
 Fletcher Aluminium  
 Fletcher Building Limited  
 Fonterra  
 Framework Trust  
 Frog Recruitment Limited  
 GBL Personnel Limited  
 Genesis Energy  
 Goggles On! Employment Relations  
 Goldman Sachs New Zealand Ltd  
 Good Shepherd School  
 Gore District Council  
 Government Communications Security Bureau  
 Grafton Consulting Group  
 HainesAttract  
 Hair To Train  
 Hamilton City Council  
 Harding Consultants Limited  
 Harrison Grierson Consultants Limited  
 Hawkes Bay District Health Board  
 Health and Disability Commissioner  
 Health Research Council of New Zealand  
 Heaney & Co  
 Heathrose Research Ltd  
 Hesketh Henry  
 Hewlett Packard

Hope-Cross Consulting Ltd  
 Horizon Group Ltd  
 Horowhenua District Council  
 Housing New Zealand Corporation  
 Hudson  
 Human Resources Institute of NZ (HRINZ)  
 Human Rights Commission  
 Human Value  
 Hutt City Kindergartens  
 IAG Group  
 IBM New Zealand Ltd  
 IHC NZ Inc  
 Indus Recruitment  
 Infinitus Professional Development Ltd  
 Information Tools Limited  
 Inland Revenue Department  
 Intercultural Dynamics Pty Ltd  
 Jackson Stone and Partners  
 Jae My Holdings (NZ) Ltd  
 Jenny Magee Ltd  
 JetNet Ltd  
 JoyWorkz Ltd  
 Kaiparasoft Ltd  
 Kapiti Coast District Council  
 Kelly Services (NZ) Ltd  
 Kensington Swan Lawyers  
 Kerridge & Partners  
 Kidsfirst Kindergartens - Canterbury WestlandFree Kindergarten Association Inc  
 Kinetic Recruitment Consultants Ltd  
 KiwiRail Group  
 Lakes District Health Board  
 Land Information New Zealand  
 Laura Fergusson Trust Canterbury  
 LawWorks  
 Learning Media Limited  
 Life Links  
 Lincoln University  
 Lindsay Corban Associates Ltd  
 Literacy Aotearoa Inc  
 Longbay Petroleum Associates Ltd  
 Longveld Ltd  
 Low Yim Partners Ltd  
 Manaaki Whenua Landcare Research NZ Ltd  
 Manpower New Zealand Ltd  
 Manukau Institute of Technology  
 MARS New Zealand  
 Massey University  
 Masterton District Council  
 McDonald's Restaurants (NZ) Ltd  
 Medical Staffing International  
 Mental Health Commission  
 Mental Health Foundation of New Zealand

## Trust Members

Mercy Hospice Auckland  
 Mercy Hospital  
 MercyAscot  
 Meredith Connell  
 MetService NZ Ltd  
 Microsoft New Zealand Ltd  
 MidCentral District Health Board  
 Ministry for Culture and Heritage  
 Ministry for the Environment  
 Ministry of Agriculture & Forestry (MAF)  
 Ministry of Economic Development  
 Ministry of Education  
 Ministry of Foreign Affairs and Trade  
 Ministry of Justice  
 Ministry of Maori Development (Te Puni Kokiri)  
 Ministry of Pacific Island Affairs  
 Ministry of Science and Innovation  
 Ministry of Social Development  
 Ministry of Transport  
 Ministry of Women's Affairs  
 Minter Ellison Rudd Watts  
 Mollies  
 Momentum Consulting Group  
 Morrison Kent (Wellington)  
 Morrison Kent Barristers & Solicitors  
 Mt Albert PAK'nSAVE  
 National Institute of Water and Atmospheric Research Limited (NIWA)  
 Nelson City Council  
 Nelson Marlborough Institute of Technology  
 Netball New Zealand Inc  
 Network Personnel  
 New Plymouth District Council  
 New Zealand AIDS Foundation Te Tuuaapapa Mate Aaraikore o Aotearoa  
 New Zealand Business Excellence Foundation  
 New Zealand Council for Educational Research  
 New Zealand Council of Trade Unions (NZCTU)  
 New Zealand Customs Service  
 New Zealand Defence Force HQ  
 New Zealand Drug Foundation  
 New Zealand Federation of Voluntary Welfare Organisations  
 New Zealand Fire Service  
 New Zealand Institute of Chartered Accountants  
 New Zealand Police  
 New Zealand Post Limited  
 New Zealand Public Service Association Inc  
 New Zealand Steel  
 New Zealand Tertiary Education Union (TEU)  
 New Zealand Transport Agency (NZTA)  
 Niche Recruiting Specialists  
 Northpower Ltd  
 NorthTec  
 NZ Amalgamated Engineering, Printing & Manufacturing Union

NZ Rugby Union  
 NZSki Ltd  
 O-I New Zealand  
 O2 Talent Ltd  
 Obertech Group  
 OCG Consulting Ltd  
 Office of Film & Literature Classification  
 Office of the Privacy Commissioner  
 OfficeMax NZ Ltd  
 OMEGA  
 Otago Museum  
 Otago Polytechnic  
 Outsource Recruitment Ltd  
 Pacific Business Trust  
 Palmerston North City Council  
 Parents Centres New Zealand Inc  
 Parker Bridge (NZ) Ltd  
 Parliamentary Service  
 Personnel Resources/Temp Resources  
 Phoenix IncSupported Employment Services  
 Phoenix Recruitment Services Ltd  
 Plant & Food Research  
 Pohlen Kean Ltd  
 Positive Connexions Ltd  
 PowerHouse People Ltd  
 Prepared Foods Limited  
 Presbyterian Church of Aotearoa New Zealand  
 Presbyterian Support Upper South Island  
 PricewaterhouseCoopers  
 Professionelle Ltd  
 Progress to Health  
 Progressive Enterprises Ltd  
 Randstad Pty Ltd  
 RCSA Australia & New Zealand  
 Rebel Sport  
 Reserve Bank of New Zealand  
 Resolve Group Ltd  
 Rimutaka Kindergarten Association Incorporated  
 Robert Walters NZ Ltd  
 Rotorua District Council  
 Roughan Chiropractic  
 Royal NZ Foundation of the Blind  
 Ryan Recruitment  
 Sadler & Associates Limited  
 salt  
 Samsung Customer Service Plaza Ltd  
 SCA Hygiene Australasia  
 Scientific & Technical Recruitment Limited  
 Scion  
 Seek Communications (NZ) Ltd  
 Select Recruitment & HR Ltd  
 Selwyn District Council

## Trust Members

Shamrock Recruitment Group	The Temp Centre
Sheffield Group Limited	The Todd Corporation
Shell Todd Oil Services Limited	The Treasury
Shieff Angland	The University of Auckland
SHL New Zealand Ltd	The University of Waikato
Sigma Solutions Auckland	The Warehouse Group Ltd
Silks Audit Chartered Accountants	The West Coast Regional Council
Simpson Grierson	Thornton Earl Ltd
Sky City Auckland Limited	Thought Partners
Soar Printing	Tiaho Trust
Solid Energy New Zealand Ltd	TNS Conversa
South Canterbury District Health Board	Top Drawer Consultants
South Waikato District Council	Transfield Services New Zealand
South Wairarapa District Council	Transfield Worley Limited
Southern Cross Health Society	Transitionz Ltd
Southland District Council	Transpower New Zealand Limited
Sovereign Assurance Co Ltd	Unitec Institute of Technology
Spotless Services (NZ) Ltd	University of Canterbury
Springload Web Design	University of Otago
St John	Upper Hutt City Council
Staples Rodway Limited Taranaki	URS New Zealand Limited
State Services Commission	Vero Insurance New Zealand Limited
Statistics New Zealand	Victoria University of Wellington
Stevenson Group Ltd	Vision Employment Support Services Charitable Trust
Supported Employment Agency (Bay of Plenty)	Vitality Works
Sustainable Business Network	Vodafone New Zealand Limited
Synergy Health Limited	Waikato District Health Board
Tairāwhiti District Health Board	Waikato Institute of Technology (WINTEC)
Take Action Ltd	Waipa District Council
Talent2	Waitemata District Health Board
Taranaki District Health Board	Waitomo District Council
Tauranga City Council	Wellington City Council
Tauranga Regional Free Kindergarten Association Inc	Wendy Rowe & Associates Ltd
Te Aho o Te Kura Pounamu	Western Bay of Plenty District Council
Te Hopai Trust Group	Westpac Banking Corporation
Te Runanga A Iwi O Ngāpuhi	Whanganui District Health Board
Te Taura Whiri i te Reo Māori – Māori Language Commission	Whangarei District Council
Te Utuhina Manaakitanga Trust(The Addiction Resource Centre Rotorua)	Whitecliffe College of Arts & Design
Telecom New Zealand Ltd	Whitireia Community Polytechnic
Television New Zealand Limited	Women's Health Action Trust
TelstraClear Limited	Work Skills Centre
Tertiary Education Commission / Te Amorangi Matauranga Matua	Workbase: The NZ Centre for Workforce Literacy Development
The Hermitage Hotel	Workbridge Incorporated
The Hongkong & Shanghai Banking Corporation Ltd	Workforce Auckland Inc
The Johnson Group	WorkMates - Supported Employment Agency
The National Foundation For The Deaf Inc	WorksNZ Ltd
The New Zealand Refining Company Limited	WORKSTAR
The Office of the Children's Commissioner	World Vision
The Open Polytechnic of New Zealand	Write Limited
The Otago Chamber of Commerce Incorporated	YWCA Auckland
The Providence Report	Z Energy Limited

## Trust Directory

### Nature of Business

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To promote to New Zealand employers the implementation of equal employment opportunities principles and best practice in the workplace.

### Registered Office

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Level 5  
56 Cawley Street  
Ellerslie  
Auckland 1051  
PO Box 12929  
Penrose, Auckland 1142  
Ph: (09) 525 3023  
Email: admin@eeotrust.org.nz

### Accountants

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WHK (NZ) Limited  
18 Byron Avenue  
Takapuna  
Auckland 0622

### Auditors

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PricewaterhouseCoopers  
PricewaterhouseCoopers Tower  
188 Quay Street  
Private Bag 92162  
Auckland 1142

### Bankers

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ASB Bank Limited  
PO Box 35  
Shortland Street  
Auckland 1140

### Trustees

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

### Trust Settlement Date

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24 March 1992

