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## Chairman's Report

**Talk of economic recovery moved from over-inflated hype to a taste of reality this year. However, the last 12 months have still seen a doubling in the number of firms that say they struggle to find the skilled people they need to build their businesses.**



There's still a great need to invest in our people and think creatively about how we can draw on their energy and experience as businesses head back into growth mode.

One example is ageing baby boomers, who will take their skills with them into retirement if employers can't convince them that staying in the paid workforce will be more rewarding. Flexibility is the key to unlocking the potential of older workers and their years of experience, as well as parents and other skilled people who need options beyond the 40-hour week.

If we overlook people because they challenge our ideal of the model worker and ideal office hours, we ignore an opportunity to draw on their talents to enhance our businesses. We know that flexible working arrangements helped businesses keep people during the recession; flexibility can now help organisations move into growth mode.

Times of financial recovery also provide new perspectives on the importance of values-based workplaces. By addressing our values – what we really stand for and believe in – we can rebuild our confidence in ourselves and in the way we do business. Values-based leadership means going beyond slick surface solutions to tap into deeper currents of meaning and energy that stimulate true engagement with work.

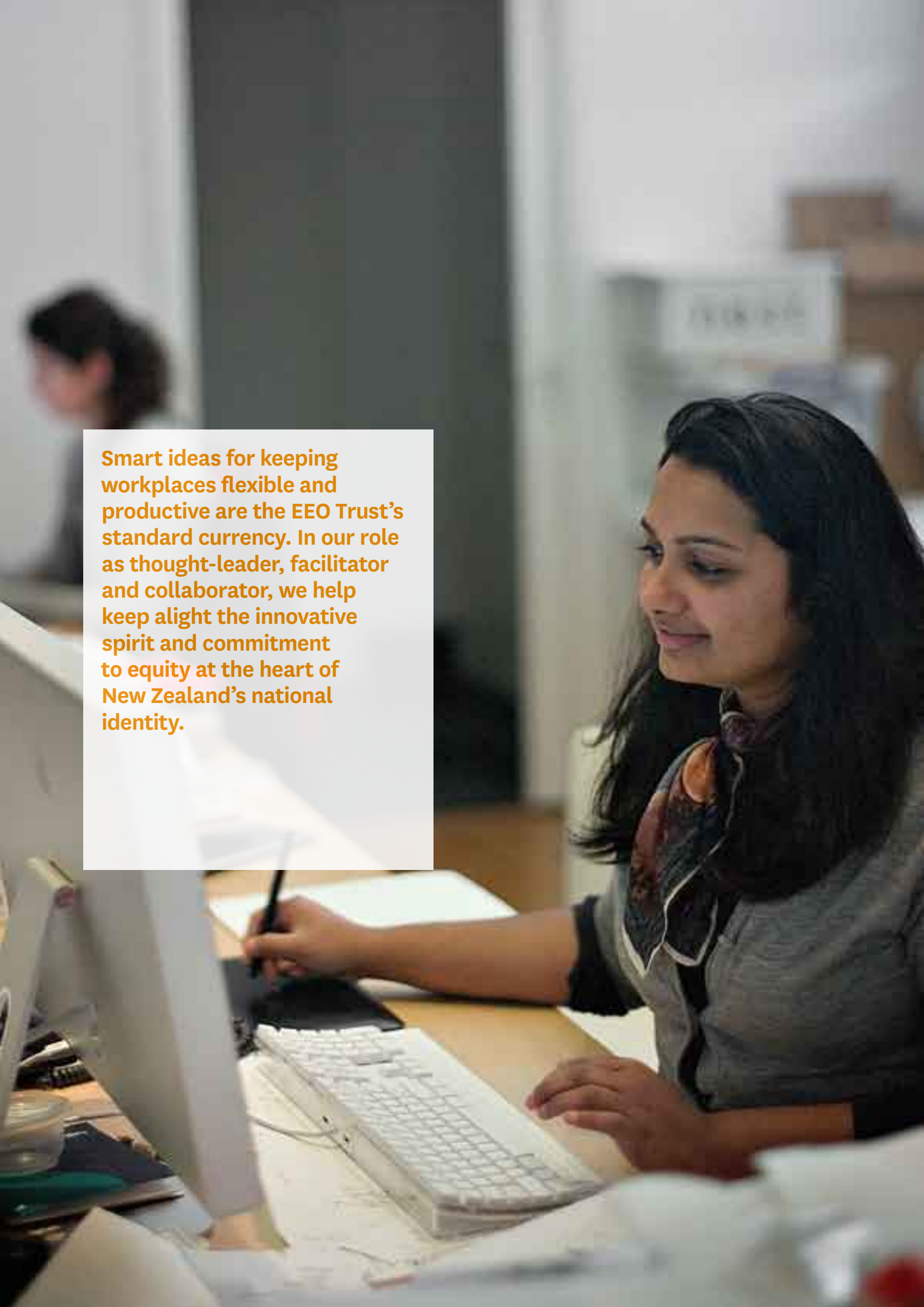
As leaders, we need to consider the values that underpin our leadership. Do we respect our people? Are we passionate about what we do? Are we convinced that we are contributing to sustainable prosperity? If we can embed values of respect and integrity in our workplaces and live them, not just talk them, we can help create environments where destructive dynamics don't have a chance to take root; places where creative thinking can flourish.

I would like to thank my fellow Trustees, Chief Executive Dr Philippa Reed and the EEO Trust team for their contribution to building healthy and dynamic workplaces. The EEO Trust's membership remains stable. The EEO Trust Work & Life Awards 2010 attracted another high number of innovative entries. This and other events, such as September's practical workshop "Women on Boards: Getting Ahead", continue to earn praise for their professionalism, relevance and energy.

The EEO Trust helps us make the most of every employee in a workforce where diversity is increasingly the norm and no longer the exception. It helps prepare us for a future where New Zealand's diverse population is a cause for celebration, where the fruits of difference are acknowledged and admired, and where "business as usual" is anything but rigid or restrictive.

A handwritten signature in orange ink, which appears to read "Michael Barnett". The signature is stylized and fluid.

Michael Barnett  
Chairman  
October 2010

A woman with long dark hair, wearing a grey cardigan over a patterned scarf, is seated at a desk in an office. She is looking at a computer monitor and has her hand on a white keyboard. In the background, another person is blurred, and there are office shelves with papers. A white text box is overlaid on the left side of the image.

**Smart ideas for keeping workplaces flexible and productive are the EEO Trust's standard currency. In our role as thought-leader, facilitator and collaborator, we help keep alight the innovative spirit and commitment to equity at the heart of New Zealand's national identity.**

### **Chief Executive's Report**

**The EEO Trust's strengths emerge naturally from the depth and breadth of our relationships nationally and globally. Over many years we have proven our commitment to working in partnership with employers to demonstrate the value diversity brings to business.**



Our work covers a wide range of issues, and this year has concentrated particularly on ethnic, gender and age diversity. Members' suggestions for research into engaging young Pacific workers were the spark for a collaborative research project with the Ministry of Pacific Island Affairs and the Ministry of Social Development.

As the proportion of young Pacific people in the workforce grows, their engagement with their work becomes increasingly important to their employers and to the country.

By 2026, it is estimated that Pacific people will comprise 12 per cent of the national labour force and one-third of Auckland's workforce. However, little is known about young Pacific employees, and there is an information abyss around their engagement with work.

This research project, titled Specifically Pacific: Engaging young Pacific workers, will explore what motivates young Pacific people at work, informing initiatives to tap their potential and enhance their engagement. This project follows on from earlier work on Māori and employment. As with many EEO Trust projects, the seeds for both were planted by member organisations, but the fruits will be enjoyed by the wider community.

**If at least three women directors are sitting on a board they tend to broaden the content of discussion beyond short-term financial goals, ask the tough questions and take a more collaborative leadership approach.**

A Place at the Table is another collaborative project which grew out of a strong impetus for more diverse people in leadership roles in the public and private sector. Working with the Human Rights Commission, the EEO Trust launched A Place at the Table with the visit of international leadership expert Professor Susan Vinnicombe late last year.

Professor Vinnicombe, who was instrumental in launching the UK FTSE 100 cross-company mentoring scheme in 2004, participated in a series of meetings and presentations during her visit, stimulating ideas around how to increase the number of women in governance roles.

As Professor Vinnicombe says, if at least three women directors are sitting on a board they tend to broaden the content of discussion beyond short-term financial goals, ask the tough questions, and take a more collaborative leadership approach which enhances communication between directors and between the board and management.

Another Place at the Table initiative, Women on Boards: Getting Ahead, brought together women directors from New Zealand and Australia to share their experience of navigating the largely unmapped journey into governance.

The EEO Trust also worked with the Auckland Chamber of Commerce to offer Women in Governance courses in the three main centres. These courses are consistently over-subscribed, showing women's great interest in governance roles.

The EEO Trust is assisting the Human Rights Commission with its research into the numbers of women in senior management roles in the NZX's top 100 companies. The data will be included in the New Zealand Census of Women's Participation, due out late in 2010.

**I actually like to have one or two so-called difficult people in the boardroom. Boards should not be places of formulaic conformity but an intellectual challenge in pursuit of the truth.**

The Spring 2009 issue of our quarterly magazine, *Diversity in Action*, explored leadership opportunities and obstacles for women, inviting a number of influential women to contribute their thoughts. Male leaders also voiced strong opinions, among them professional director Brian Corban: "I actually like to have one or two so-called difficult people in the boardroom. Boards should not be places of formulaic conformity but an intellectual challenge in pursuit of the truth."

Confirming that many employers are preparing their employees for the rapidly changing world of work, the Skills Highway category introduced at last year's EEO Trust Work & Life Awards attracted 10 high-calibre entries. The Department of Labour supported the Skills Highway Award, which sought entries from businesses seeking to transform their workforce capital through literacy, language and numeracy training. This year there are 14 entries, all of which reflect a real commitment to improving people's lives at work and outside work.

Sharing business stories that make a difference is an EEO Trust trademark. We went one step further this year with the publication of a book of our best case studies from the past 12 months. Presented in an engaging format, with illustrations underscoring the diversity story and data that presses the point home, *WorkLife* shares ideas, inspiration and information from some of New Zealand's leading employers.

**Population and labour-force growth are slowing, older people are staying in the workforce longer, smaller proportions of young people are entering the workforce and migration is an increasingly important component of growth.**

We also took a fresh look at our website to ensure that users can quickly find the information they need, particularly tools to help create flexible workplaces, and stories that show effective diversity management is not just good for people, it's good for business.

Our Diversity Practitioner Meetings have expanded to Northland, Taranaki and the Bay of Plenty, and continue to create opportunities for members to share their ideas and enthusiasm.

Demographics continue to drive employer approaches to diversity. Population and labour-force growth are slowing, older people are staying in the workforce longer, smaller proportions of young people are entering the workforce and migration is an increasingly important component of growth.

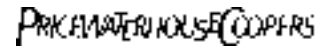
Everything changes, but the business imperative remains the same: make better use of scarce talent in a global labour market.



Philippa Reed  
Chief Executive  
October 2010

**Financials**

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## Auditor's Report

### To the members of the Equal Employment Opportunities Trust

We have audited the financial statements on pages 8 to 12. The financial statements provide information about the past financial performance of the Trust for the year ended 30 June 2010 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.

The report is made solely to the Trust, as a body. Our audit work has been undertaken so that we might state to the members of the Trust 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.

### 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 2010 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 2010 and its financial performance for the year ended on that date.

Our audit was completed on 8 October 2010 and our qualified opinion is expressed as at that date.

A handwritten signature in black ink, appearing to read 'A. J. ...', written over a horizontal line.

PricewaterhouseCoopers  
Chartered Accountants, Auckland

## **Income Statement**

For the year ended 30 June 2010

	Notes	2010 \$	2009 \$
<b>Income</b>			
Membership Income		321,602	309,611
Government Unmatched Funds		547,556	547,556
Government Matching Funds		395,556	395,555
Unconditional Gifts (contra Membership)		10,475	9,075
<b>Total Income</b>		<b>1,275,189</b>	<b>1,261,797</b>
<b>Expenses</b>			
Depreciation		10,549	14,155
Audit Fee		6,750	6,750
General Expenses		425,707	462,603
Doubtful Debts		260	140
Projects		216,137	234,482
Rent		81,010	80,441
Salaries		646,313	610,118
<b>Total Expenses</b>		<b>1,386,726</b>	<b>1,408,689</b>
<b>Net Operating Deficit</b>		<b>(111,537)</b>	<b>(146,892)</b>
<b>Other Income</b>			
Interest Received		53,193	90,322
Sundry Income		60,373	58,291
<b>Total Other Income</b>		<b>113,566</b>	<b>148,613</b>
<b>Net Surplus</b>		<b>2,029</b>	<b>1,721</b>

## **Statement of Movements in Equity**

For the year ended 30 June 2010

	NOTES	2010 \$	2009 \$
<b>Opening Equity</b>		<b>1,173,650</b>	<b>1,171,929</b>
Net Surplus		2,029	1,721
<b>Total Recognised Revenues &amp; Expenses</b>		<b>2,029</b>	<b>1,721</b>
<b>Closing Equity</b>		<b>1,175,679</b>	<b>1,173,650</b>

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

**Balance Sheet**

As at 30 June 2010

	Notes	2010 \$	2009 \$
<b>Current Assets</b>			
Cash at Bank		37,673	32,555
Term Deposits		1,221,000	1,213,000
Trade Debtors		34,553	35,175
Interest Receivable		12,900	22,747
GST Receivable		-	2,898
Prepayments		6,041	9,463
<b>Total Current Assets</b>		<b>1,312,167</b>	<b>1,315,837</b>
<b>Non Current Assets</b>			
Fixed Assets	2	17,787	24,449
<b>Total Non-Current Assets</b>		<b>17,787</b>	<b>24,449</b>
<b>Total Assets</b>		<b>1,329,954</b>	<b>1,340,286</b>
<b>Current Liabilities</b>			
Trade Creditors		71,244	117,897
Accruals		49,597	48,739
GST Payable		3,434	-
Other Current Liabilities	4	30,000	-
<b>Total Current Liabilities</b>		<b>154,275</b>	<b>166,636</b>
<b>Net Assets</b>		<b>1,175,679</b>	<b>1,173,650</b>
<b>Trust Equity</b>			
Trust Capital		1,173,650	1,171,929
Trustee Income		2,029	1,721
<b>Total Trust Equity</b>		<b>1,175,679</b>	<b>1,173,650</b>



**Michael Barnett**  
Trustee  
1 October 2010



**Dave Stewart**  
Trustee  
1 October 2010

## Notes to the Financial Statements

For the year ended 30 June 2010

### 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).

#### 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 2010

### 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.

### 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 Income Statement. 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.

## 2 Fixed Assets

	Notes	2010	2009
		\$	\$
<b>Furniture &amp; Fittings</b>			
At Cost		94,822	90,935
Less Accumulated Depreciation		(77,524)	(70,448)
		17,298	20,487
<b>Computer Equipment</b>			
Fixed Assets		59,309	59,309
Less Accumulated Depreciation		(58,820)	(55,347)
		489	3,962
<b>Total Fixed Assets</b>		17,787	24,449

## Notes to the Financial Statements

For the year ended 30 June 2010

	Notes	2010	2009
		\$	\$
<b>3 Depreciation</b>			
Furniture & Fittings		7,122	7,020
Computer Equipment		3,473	7,135
<b>Total Depreciation</b>		<b>10,595</b>	<b>14,155</b>

### 4 Current Liabilities – Other

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

### 5 Capital Commitments

No capital commitments have been contracted for or provided for at balance date (2009:Nil).

### 6 Contingent Liabilities

There were no contingent liabilities at balance date (2009:Nil).

### 7 Operating Leases

Non-Cancellable Operating Leases:

Current		113,795	110,508
Non Current		279,585	393,339
<b>Total Operating Lease Commitments</b>		<b>393,380</b>	<b>503,847</b>

### 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 2010



### **Trustees**

The following persons held positions as Trustees of the Equal Employment Opportunities Trust (EEO Trust) as at 30 June 2010:

Michael Barnett  
Dave Stewart  
Felicity Evans  
Kate Daly  
Belinda Clark  
Marie Shroff  
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  
1 October 2010

**Dave Stewart**  
Trustee  
1 October 2010

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

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

**Dave Stewart**  
Director  
Human Value

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

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

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

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

## Trust Members

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

Housing New Zealand Corporation	Momentum Consulting Group
Hudson	Morrison Kent (Wellington)
Human Resources Institute of NZ (HRINZ)	Morrison Kent Barristers & Solicitors (Auckland)
Human Rights Commission	Mt Albert PAK'nSAVE
Human Value	National Institute of Water & Atmospheric Research Ltd (NIWA)
Hutt City Kindergartens	National Library of New Zealand
IAG New Zealand Ltd	Nelson City Council
IBM New Zealand Ltd	Nelson Marlborough Institute of Technology
IHC NZ Inc	Netball New Zealand Inc
Indus Recruitment	Netconcepts
Infinitus Professional Development Ltd	Network Personnel
Information Tools Limited	New Plymouth District Council
Inland Revenue Department	New Zealand AIDS Foundation Te Tūāpapa – Mate Āraikore o Aotearoa
Intercultural Dynamics	New Zealand Business Excellence Foundation
James Keat	New Zealand Council for Educational Research
Jenny Magee Ltd	New Zealand Council of Trade Unions (NZCTU)
JetNet Ltd	New Zealand Customs Service
JoyWorkz Ltd	New Zealand Defence Force HQ
Kapiti Coast District Council	New Zealand Drug Foundation
Kelly Services (NZ) Ltd	New Zealand Federation of Voluntary Welfare Organisations
Kensington Swan Lawyers	New Zealand Fire Service
Kerridge & Partners	New Zealand Food Safety Authority
Kidsfirst Kindergartens – Canterbury Westland	New Zealand Institute of Chartered Accountants
Free Kindergarten Association Inc	New Zealand Police
KiwiRail Group*	New Zealand Post Limited*
Lakes District Health Board	New Zealand Post Primary Teachers' Association
Land Information New Zealand	New Zealand Public Service Association Inc
Laura Fergusson Trust Canterbury	New Zealand Steel
Law Staff International Limited	New Zealand Tertiary Education Union (TEU)
LawWorks	New Zealand Transport Agency (NZTA)
Learning Media Limited	North Shore City Council
Legal Services Agency	Northpower Ltd
Liddell Contracting Ltd	NorthTec
Life Links	NZ Amalgamated Engineering Printing & Manufacturing Union
Lincoln University	NZ Rugby Union
Lindsay Corban Associates Ltd	NZSki Ltd
Literacy Aotearoa Inc	Obertech Group
Longbay Petroleum Associates Ltd	OCG Consulting Ltd
Longveld Engineering Ltd	Office of Film & Literature Classification
Low Yim Partners Ltd	Office of the Controller & Auditor-General
Manaaki Solutions Ltd	Office of the Privacy Commissioner
Manaaki Whenua Landcare Research NZ Ltd	OfficeMax
Manpower New Zealand Ltd	O-I New Zealand
Manukau City Council	OMEGA
Manukau Institute of Technology	Otago Museum
Massey University	Otago Polytechnic
Masterton District Council	Outsource Recruitment Ltd
McDonald's Restaurants (NZ) Ltd	Pac Resources Services Ltd
Medical Staffing International	Pacific Business Trust
Mental Health Commission	Palmerston North City Council
Mental Health Foundation of New Zealand	Papakura District Council
Mercy Hospice Auckland	Parents Centres New Zealand Inc
Mercy Hospital	Parker Bridge (NZ) Ltd
MercyAscot	Parliamentary Service
Meredith Connell	Personnel Resources/Temp Resources
Metrowater Limited	Phoenix Inc Supported 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	PricewaterhouseCoopers*
Ministry of Foreign Affairs and Trade	Professionelle Ltd
Ministry of Justice	Progress to Health
Ministry of Māori Development (Te Puni Kōkiri)	Progressive Enterprises Ltd*
Ministry of Pacific Island Affairs	Public Trust Corporate Office
Ministry of Research, Science & Technology	QJumpers
Ministry of Social Development	Randstad Pty Ltd
Ministry of Transport	Rebel Sport
Ministry of Women's Affairs	Recruitment & Consulting Services Association (RCSA)
Minter Ellison Rudd Watts	Red Kinetics Resources NZ Ltd
Molliès	Reserve Bank of New Zealand

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

\*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 Dave Stewart Peter Hughes Belinda Clark Felicity Evans Kate Daly
<b>Trust Settlement Date</b>	24 March 1992



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