



EEO TRUST

Annual Report 2006

The Equal Employment Opportunities Trust was registered in 1992 to promote the business benefits of equal employment opportunities to all workplaces throughout New Zealand.

It is a membership-based organisation with a blend of public and private sector members. The EEO Trust is resourced by donations from member organisations and Government funding.

The EEO Trust's team of 12 staff provides employers with information and tools to effectively manage, and reap the benefits of, a diverse workforce.

The EEO Trust occupies a unique role in the New Zealand employment environment. It conducts research on EEO and diversity issues from an employer and employee perspective, collects and distils international research findings, maintains strong connections with local and international employment experts, is well connected in government circles and has strong working relationships with employers.



Michael Barnett

The EEO Trust's strength lies in its ability to recognise critical employment issues and use its networks and expertise to initiate dialogue between employers and relevant industry experts. This requires a keen understanding of the business context, excellent information management systems and great communication skills.

The 2005-2006 year saw the EEO Trust strengthen existing projects such as its successful online research programme, and create new tools to enable organisations to more effectively recruit and retain talented people. Its high public profile and standing in the business world are proof of its success.

Three members of the EEO Trust Board of Trustees stepped down during the year. I would like to thank Jo Brosnahan, Andra Glyn-Jones and Linda Sewell, as well as the current trustees, for their contribution to the work of the EEO Trust. Trustees bring a wide range of experience and skill, as well as their own extensive networks in the private and public sectors, making an invaluable contribution to the EEO Trust's ongoing success.

I would also like to thank Dr Philippa Reed and the EEO Trust team for the professionalism, creativity and commitment they bring to the job of raising awareness of the business benefits of developing versatile workplaces. The success of their teamwork can be seen at the annual EEO Trust Work & Life Awards, a large event which is impressively managed and hosted by the small EEO Trust team.

The work of the EEO Trust is much needed in the current business environment, with skills shortages the number one challenge facing employers. Like most developed countries, New Zealand has an ageing workforce but it also has groups of untapped young people, mainly Māori and Pacific Islanders, who could contribute much to our country's business success. Disabled people, women returning to the workforce, and new migrants also have much to offer.

I look forward to a future where workplaces are truly versatile; willing to recognise potential regardless of the packaging, and able to nurture that potential through effective and flexible employment practices.

Michael Barnett
Chairman
October 2006

The EEO Trust experienced a time of positive growth during the 2005-2006 year. We continued to raise awareness of EEO/diversity initiatives, promote the business benefits of creating versatile workplaces, and develop information and toolkits to assist with developing and implementing diversity and work-life balance initiatives.



Philippa Reed

The EEO Trust works with employers to enable them to take advantage of New Zealand's increasingly diverse population. Our information, support and tools have been instrumental in helping create versatile workplaces which recruit and reward people for the talent, energy and skills they bring to work.

The 2005-2006 year has seen a steady development of the EEO Trust brand. The EEO Trust launched several new initiatives, worked closely with EEO Employers Group members, and had the opportunity to communicate to audiences in New Zealand and Australia.

Thought leadership

The EEO Trust continued to strengthen its research focus which enables us to provide employers with relevant and current information on EEO/diversity issues.

The 2005 Diversity Survey was completed by 487 organisations. An EEO/diversity score was developed to gauge if the initiatives undertaken by respondents were reflected in their diversity outcomes. We found that organisations that practice effective diversity management in recruitment, retention and performance management are more likely to have women, Māori, other ethnic groups and disabled people in senior management. They also had lower staff turnover and were more likely to have had a reduction in staff turnover in the previous 12 months.

Since its inception in 1997, the Diversity Survey has included questions on family-friendly initiatives. In 2001, these were broadened to include a range of initiatives which support work-life balance. We initiated a dedicated Work-Life Survey in 2006 in recognition that employers are increasingly focusing on work-life balance to improve recruitment, retention and productivity. This survey will alternate with the Diversity Survey every other year.

The 2006 Work-Life Survey collected comprehensive data, comment and suggestions from more than 460 workplaces. The data will enable us to track trends in work-life balance practice among EEO Employers Group members and other employers.

Other EEO Trust research included two online surveys on people's needs and preferences around work-life issues, a telephone survey of members' experiences of multigenerational workplaces and research on flexible working arrangements.

The Parenting and Paid Work Survey was completed by more than 4,400 people in August 2005. The findings indicate that providing some flexibility around working hours is the main thing that workplaces can do to help parents be more effective at work and at home. This could include flexible starting and finishing times, or occasional time off during the day to see to family matters.

Likewise, 6,400 respondents to the Work and Age Survey said that quality part-time work and flexible working hours would encourage them to continue working past their expected retirement date. Respondents said that reliability is the number one quality older

people bring to the workplace, as well as good customer service and communication skills, commitment to their careers, skills in training people, initiative and the ability to create a good atmosphere in the workplace.

Further research on age diversity involved telephone interviews with 24 EEO Employers Group members between November 2005 and January 2006.

The research revealed high awareness of the ageing workforce and little evidence of problems with a multigenerational workforce. Interviewees consistently said that Gen Y is different from previous generations of new recruits. Most interviewees were responding by changing their management styles to ensure the environment worked for the new generation. Many were also educating the new generation about the needs of the workplace. The benefits of retaining older workers and accommodating their needs were well recognised by interviewees.

Another research project was undertaken for the Department of Labour to explore flexible working arrangements offered by employers. Telephone interviews with 10 EEO Employers Group members revealed that staff retention is the primary reason for offering flexibility, particularly in order to create appropriate working arrangements for mothers returning to work from paid parental leave or senior staff approaching retirement.

The employers interviewed for this research were hard pressed to find any costs associated with flexible working.

Tools and resources

The EEO Trust website continues to attract a large number of visitors. The guidelines and resources are downloaded on a regular basis, and our free online library catalogue is frequently accessed. This year we developed and revised a number of resources including material on recruiting and selecting talent, harassment and bullying, and workplace profiles.

Our resources on making the most of disabled people in the workforce were substantially revised and made available on our website and in the publication *Employing disabled people "The only true disability is a bad attitude"*.

We also started work on a new publication on employing Māori called *Making a Difference – Why and how to employ and work effectively with Māori*.

Another important resource being developed during 2006 is a DVD profiling five employers who successfully recruit, retain and motivate their diverse workforces. This communications tool sends a strong message to employers that effectively managing a diverse workforce is critical to business success.

The EEO Trust worked with the EEO Commissioner in the development of the NEON website, which was launched in April 2006.

NEON is a partnership between the Human Rights Commission and the EEO Trust to promote leading employment practices.

We distributed around 15,000 copies of the *Looking for job, look for this logo* flyer to school careers advisors, Careers Services, CABs, libraries and other sources of advice on job-seeking. The flyer communicates the advantages of working for an EEO Employers Group member.

Awareness raising

We used the Diversity Game to raise awareness of workplace diversity issues amongst EEO Employers Group members including Westpac, Fonterra, Antarctica New Zealand and Briscoes/Rebel Sport. We also facilitated the Diversity Game at conferences and seminars, including the Diversity Conference in Sydney, and held a number of public sessions around the country.

We spoke on diversity and work-life issues at a large number of conferences in New Zealand and Australia, participated in the Boost Productivity roadshow organised by the Department of Labour and Chambers of Commerce, and facilitated sessions at the Good Employer workshops for Crown entities.

The EEO Trust is also involved in a number of Government projects including the Department of Labour's project on work-life balance.

EEO Employers Group Members

Membership of the EEO Employers Group continues to grow steadily, up from 365 in June 2005 to 394 in June 2006.

The 2005 Diversity Survey showed that EEO Employers Group members are well ahead of their peers on a range of diversity measures. The longer they are associated with the EEO Trust, the more likely they are to be actively encouraging diversity through explicit strategy and implementation measures.

Work & Life Awards 2006

The ninth EEO Trust Work & Life Awards attracted entries from a range of businesses, many of which face particular challenges in encouraging work-life balance due to the nature of their work. Two entrants operate roster or shift systems, while others are in demanding client-service professions with inflexible deadlines and exacting work standards.

The calibre and scope of the entries indicates that many New Zealand employers are willing to invest creative energy and financial resources in order to reap the benefits of supporting a diverse workforce by encouraging work-life balance.



Philippa Reed
Chief Executive
October 2006



Financial Statements *Year Ended 30 June 2006*

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Auditors' Report to the members of the Equal Employment Opportunities Trust

We have audited the financial statements on pages 12 to 16. The financial statements provide information about the past financial performance of the Equal Employment Opportunities Trust for the year ended 30 June 2006 and its financial position as at that date. This information is stated in accordance with the accounting policies set out on pages 14 and 15.

Trustees' Responsibilities

The Trust's Trustees are responsible for the preparation and presentation of financial statements which present fairly the financial position of the Equal Employment Opportunities Trust as at 30 June 2006 and its financial performance for the year ended on that date.

Auditors' 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 judgements made by the Trustees in the preparation of the financial statements; and
- (b) whether the accounting policies used and described on pages 14 and 15 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 in order 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.

Auditors' Report to the members of the Equal Employment Opportunities 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 2006 and its financial performance for the year ended on that date.

Our audit was completed on 29 September 2006 and our qualified opinion is expressed as at that date.

The logo for PricewaterhouseCoopers, featuring the company name in a stylized, cursive script.

PricewaterhouseCoopers
Chartered Accountants
Auckland

Equal Employment Opportunities Trust
Statement of Financial Performance For The Year Ended 30 June 2006

	NOTES	2006 \$	2005 \$
Membership Income	2	295,964	309,679
Government Unmatched Funds		547,556	547,556
Government Matching Funds		395,556	395,556
Unconditional Gifts (contra Membership)		10,583	15,072
Interest Received		82,395	56,934
Sundry Income		51,855	56,507
TOTAL OPERATING REVENUE		1,383,909	1,381,304
LESS EXPENSES:			
Auditors' Remuneration		6,750	6,750
Doubtful Debts		(405)	(3,020)
Depreciation		22,463	16,154
General Expenses		579,518	535,449
Projects		91,096	70,366
Rent		73,789	69,436
Salaries		565,721	552,905
TOTAL EXPENSES		1,338,932	1,248,040
NET OPERATING SURPLUS BEFORE TAXATION		44,977	133,264
Less Trustees Income Tax		-	-
Net Surplus Transferred to Equity		44,977	133,264

Statement of Movements In Equity For The Year Ended 30 June 2006

Net Surplus For Year	44,977	133,264
Equity at Start of Year	1,033,372	900,108
Equity At End Of Year	1,078,349	1,033,372

Equal Employment Opportunities Trust
Statement of Financial Position *As at 30 June 2006*

	NOTES	2006 \$	2005 \$
Trust Equity		1,078,349	1,033,372
Non Current Liabilities			
Hire Purchase Liabilities	3	1,477	-
		1,477	-
Current Liabilities			
Trade Creditors		97,843	105,346
Accruals		118,997	111,897
Hire Purchase Liability	3	1,173	-
Income in Advance		-	2,022
		218,013	219,265
Total Funds Employed		1,297,839	1,252,637
Current Assets			
Cash at Bank		59,310	97,554
Term Deposits		1,095,000	1,050,000
Prepayments		3,275	6,467
Accounts Receivable		86,941	51,157
G.S.T. Receivable		21,686	523
		1,266,212	1,205,701
Non Current Assets			
Property, Plant and Equipment	5	31,627	46,936
Total Assets		1,297,839	1,252,637



Michael Barnett
Trustee
29 September 2006



Alison Quesnel
Trustee
29 September 2006

Equal Employment Opportunities Trust

Notes to and forming part of the Financial Statements For The Year Ended 30 June 2006

1. Statement of Accounting Policies

These are the financial statements of Equal Employment Opportunities Trust. Equal Employment Opportunities Trust is a Charitable Trust established under the Charitable Trusts Act 1957.

The financial statements are prepared in accordance with the reporting requirements of Section 11 of the Financial Reporting Act 1993.

The trust qualifies for differential reporting based on the following criteria:

- It is not publicly accountable *and*
- The trust is not large as defined in the Institute of Chartered Accountants New Zealand Framework for Differential Reporting.

The trust has adopted all available differential reporting exemptions except for FRS19 Accounting for Goods and Services Tax, with which they have complied fully.

1.1 Measurement System

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

1.2 Particular Accounting Policies

The following is a summary of the significant accounting policies adopted by the trust in the preparation of these financial statements.

Non Current Assets Property, Plant and Equipment are included at cost less accumulated depreciation.

Depreciation Depreciation has been calculated using the maximum rates permitted by the Income Tax Act 1994.

Asset Class	Depn Rate	Depn Method
Furniture & Fittings	6.5-80.4%	Straight Line Basis
Computer Hardware	14.4-48%	Straight Line Basis
Computer Software	36-48%	Straight Line Basis

Accounts Receivable Accounts receivable are stated at their estimated realisable value.

Leased Assets Operating lease payments are recognised as an expense in the periods the amounts are payable.

Hire Purchase Liability Assets under hire purchase are recognised as non-current assets in the statement of financial position. Hire purchase assets are recognised initially at the lower of present value of the minimum payments or the assets fair value, with a corresponding liability established. Hire purchase assets are depreciated on the same basis as equivalent property, plant and equipment.

Equal Employment Opportunities Trust

Notes to and forming part of the Financial Statements For The Year Ended 30 June 2006

Goods and Services Tax Financial information in these accounts is recorded exclusive of GST, with the exception of receivables and payables, which include GST. GST payable or receivable at balance date is included in the appropriate category in the Statement of Financial Position.

Taxation 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.

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.

Impairment Annually, the trustees assess the carrying value of each asset. Where the estimated recoverable amount of the asset is less than its carrying amount, the asset is written down. The impairment loss is recognised in the statement of financial performance.

1.3 Changes in Accounting Policies

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

2. Membership Income

Membership includes EEO Trust and EEO Employers Group.

3. Term Liabilities

	2006	2005
	\$	\$
Hire Purchase Liability	1,477	-
Plus Current Portion		
Hire Purchase Liability	1,173	-
Total Current Portion	1,173	-
Total Term Liabilities	2,650	-

4. Securities And Guarantees Of Liabilities

The hire purchase agreement is secured over the asset to which it relates.

Equal Employment Opportunities Trust
Notes to and forming part of the Financial Statements For The Year Ended 30 June 2006

5. Property, Plant And Equipment Summary

	COST DEPN.	ACC'M VALUE	2006 BOOK
Furniture & Fittings	92,773	(74,779)	17,994
Computer Hardware	14,966	(13,240)	1,726
Computer Software	38,369	(26,462)	11,907
	146,108	(114,481)	31,627

	COST DEPN.	ACC'M VALUE	2005 BOOK
Furniture & Fittings	88,271	(68,157)	20,114
Computer Hardware	13,275	(10,537)	2,738
Computer Software	37,408	(13,324)	24,084
	138,954	(92,018)	46,936

Furniture & Fittings includes assets held under hire purchase agreements with a cost of \$3,209 (2005: \$ Nil) and accumulated depreciation of \$809 (2005: \$ Nil).

6. Contingent Liabilities

There are no contingent liabilities at 30 June 2006 (2005: \$ Nil).

7. Commitments

The trust did not have any capital commitments at 30 June 2006 (2005: \$ Nil). The trustees have earmarked \$24,900 of income received in the current financial year to costs yet to be incurred relating to the Diversity Champions advertising campaign taking place from September 2006. This amount included within retained earnings at 30 June 2006 is not available for any other purpose.

8. Operating Leases

	2006	2005
	\$	\$
Commitments under non-cancellable operating leases:		
Current	95,826	84,690
Non-current	115,829	176,572
	211,655	261,262

9. Related Parties

There were no material related party transactions during the year (2005: \$ Nil).



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

Dave Stewart
Director
Human Value

Peter Hughes
Chief Executive
Ministry of Social
Development

Marie Shroff
Privacy Commissioner
Office of the Privacy
Commissioner

Belinda Clark
Secretary for Justice
Ministry of Justice

Alison Quesnel
International Manager
Emerging Markets
Blackmores (NZ) Ltd

Trustees

The following persons held positions as Trustees of the Equal Employment Opportunities Trust (EEO Trust) as at 30 June 2006:

- Michael Barnett
- Peter Hughes
- Belinda Clark
- Dave Stewart
- Marie Shroff
- Alison Quesnel

Three Trustees stood down during the year.

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 workplace.

For, and on behalf of, the Board

Michael Barnett
Trustee
29 September 2006

Alison Quesnel
Trustee
29 September 2006

EEO Trust Members As at 30 June 2006

Foundation Members

AFFCO Holdings Limited
 Air New Zealand Limited
 ANZ Banking Group (NZ) Ltd
 ANZ National Bank Ltd
 ASB Group
 AXA New Zealand
 Bank of New Zealand
 Bendon Limited
 BP Oil New Zealand Ltd
 Business New Zealand
 Carter Holt Harvey Ltd
 Countrywide Bank
 DB Breweries Ltd
 ECNZ - Electricity Corporation of New Zealand
 Fay Richwhite & Co Ltd
 Fisher & Paykel Appliances Limited
 Fletcher Building Limited
 Fonterra
 Goodman Fielder New Zealand Limited
 Independent Newspapers Ltd
 Lion Nathan Australia
 LWR Industries Limited
 National Australia Bank (NZ)
 New Zealand Post Limited
 PricewaterhouseCoopers
 Progressive Enterprises Ltd
 Telecom New Zealand Ltd
 Tenon Limited
 Toll NZ Consolidated Ltd
 Trust Bank New Zealand Ltd
 Westpac Banking Corporation
 Woolworths (NZ) Ltd

EEO Trust Members

3M New Zealand Ltd
 absolutely.co.nz Ltd
 Accident Compensation Corporation
 Adcorp New Zealand Ltd
 Agility Group Ltd
 AgResearch
 Agriculture ITO
 Air New Zealand Limited
 Alpha Personnel Recruitment Limited
 AMP Financial Services (NZ) Ltd
 Animal Control Services Ltd
 Antarctica New Zealand
 ANZ National Bank Ltd
 Arai Te Uru Whare Hauora
 Archives New Zealand
 ASB Group

Auckland Business School (NSTC) Ltd
 t/a Quality Education Alliance
 Auckland Chamber of Commerce
 Auckland City Council
 Auckland District Health Board
 Auckland District Law Society
 Auckland International Airport Ltd
 Auckland Kindergarten Association
 Auckland Regional Council
 Auckland University of Technology
 Authentic Plasterers Ltd
 Aviation Tourism & Travel Training
 Organisation (ATTO)
 Babysitters Company
 Bailey Printing Ltd
 Bank of New Zealand
 Bay of Plenty District Health Board
 Bay of Plenty Polytechnic
 Bayer New Zealand Ltd
 Bell Gully
 Bell Trading Ltd
 Bluefin Limited
 BP Oil New Zealand Ltd
 Briscoe Group Limited, Briscoes
 British American Tobacco (NZ) Ltd
 Brookers Ltd
 Brookfields Lawyers
 Buddle Findlay
 Buller District Council
 Burke Melrose
 Business New Zealand
 Cadbury Confectionery Ltd
 Caltex New Zealand Limited
 Candle New Zealand Ltd
 Canterbury Development Corporation (CDC)
 Canterbury Employers' Chamber of Commerce
 Capability Group Limited
 Career Connexions Ltd
 Career Services
 Carter Holt Harvey Forests
 Carter Holt Harvey Full Circle
 Carter Holt Harvey Kinleith
 Carter Holt Harvey Ltd
 Carter Holt Harvey Packaging NZ
 Carter Holt Harvey Penrose
 Carter Holt Harvey Tasman
 Carter Holt Harvey Whakatane
 Carter Holt Harvey Woodproducts
 Catapult Employment Services Trust
 CCS Wellington (Incl)
 Central Hawkes Bay District Council
 Challenger Recruitment

Chandler Macleod Group
 Chapman Tripp
 Christchurch City Council
 Christchurch College of Education
 Christchurch Polytechnic Institute of Technology
 Civil Aviation Authority of NZ
 Clayton Ford Recruitment
 Coca-Cola Amatil New Zealand Ltd
 Comacc Limited
 Compensation Advisory Services Ltd
 Computer Power Institute New Zealand
 Conversa Global Limited
 CRA International Ltd
 Creative New Zealand
 Crown Forestry Rental Trust
 David Forman Ltd
 David J Patten
 Defino Ltd
 Deloitte
 Department of Building and Housing
 Department of Child, Youth and Family Services
 Department of Conservation
 Department of Corrections
 Department of Internal Affairs
 Department of Labour
 Department of the Prime Minister & Cabinet
 Drake International
 Dunedin City Council
 EAP Services Ltd (Employee
 Assistance Programmes)
 EDS (New Zealand) Limited
 Electricity Supply ITO
 ElectroTechnology ITO
 EMA Northern
 Emerge Supported Employment Trust
 Employers & Manufacturers
 Association (Central) Inc
 Energizer New Zealand Ltd
 Engage
 Enterprising Manukau
 Enterprize Steel Ltd
 Environment Southland
 Environment Waikato Regional Council
 Environmental Risk Management
 Authority (ERMA)
 Equinox Limited
 Ernst & Young New Zealand Ltd
 Essential Personnel Ltd
 Expertise Limited
 Extra Mile Training
 Families Commission

EEO Trust Members (continued) As at 30 June 2006

Fire & Rescue Service Industry Training Organisation (FRSITO)	James Keat	Ministry of Foreign Affairs and Trade
Fisher & Paykel Appliances Limited	Janssen-Cilag New Zealand	Ministry of Justice
Fisher & Paykel Healthcare Ltd	JR Courtenay NZ Ltd	Ministry of Maori Development Te Puni Kokiri
Fletcher Aluminium	Juken New Zealand Ltd	Ministry of Pacific Island Affairs
Fletcher Building Limited	Jump Business Solutions Ltd	Ministry of Research, Science & Technology
Fonterra	K C Temps Ltd	Ministry of Social Development
Framework Trust	Kapiti Coast District Council	Ministry of Transport
Franklin District Council	Kelly Services (NZ) Ltd	Ministry of Women's Affairs
Franklin Kindergarten Association	Kensington Swan Lawyers	Minter Ellison Rudd Watts
Frog Recruitment Limited	Kidsfirst Kindergartens - Canterbury Westland	Momentum Consulting Group
GBL Personnel Limited	Free Kindergarten Association Inc	Morrison Kent (Wellington)
Genesis Energy	Kinetic Recruitment Consultants Ltd	Morrison Kent Barristers & Solicitors (Auckland)
Getley Co-Partnership Limited and Company	Kirwan Consulting Limited	Mt Albert PAK'nSAVE
GlaxoSmithKline	KPMG	National Institute of Water & Atmospheric Research Ltd (NIWA)
Glenelg Children's Health Camp	KVB Kunlun New Zealand Ltd	National Library of New Zealand
Good Shepherd School	Lakes District Health Board	Nelson City Council
Gore District Council	Land Information New Zealand	Nelson Marlborough Institute of Technology
Government Communications Security Bureau	Land Transport New Zealand	Netball New Zealand Inc
Gribbles Veterinary Pathology	Laura Fergusson Trust Canterbury	Network Personnel
Haines New Zealand Limited	LawStaff (NZ) Limited	New Faces (2005) Ltd
Hair To Train	LawWorks	New Plymouth District Council
Hamilton City Council	Learning Media Limited	New Zealand AIDS Foundation Te Tuuaapapa Mate Aaraiore o Aotearoa
Harding Consultants Limited	Legal Services Agency	New Zealand Army
Harrison Grierson Consultants Limited	Lindsay Corban Associates Limited	New Zealand Council for Educational Research
Health Advocates Trust	Literacy Aotearoa Inc	New Zealand Council of Trade Unions (NZCTU)
Health Research Council of New Zealand	Lodestar	New Zealand Customs Service
Heaney & Co	Longbay Petroleum Associates Ltd	New Zealand Defence Force
Hearing Dogs for Deaf People New Zealand	Low Yim Partners Ltd	New Zealand Federation of Voluntary Welfare Organisations
Heritage Hotel Management Ltd	Manaaki Whenua Landcare Research NZ Ltd	New Zealand Fire Service
Hesketh Henry	Manpower New Zealand Ltd	New Zealand Institute of Chartered Accountants
Hope-Cross Consulting Ltd	Manukau City Council	New Zealand Police
Horizon Group Ltd	Manukau Institute of Technology	New Zealand Post Limited
Horowhenua District Council	Massey University	New Zealand Property Institute
HortResearch	Masterton District Council	New Zealand Retailers Association
HR Consult	McDonald's Restaurants (NZ) Ltd	New Zealand Steel
HR Solutions Limited	Meat Industry Association of NZ	North Shore City Council
Hudson Global Resources	Medical Staffing International	Northland Polytechnic
Human Resources Institute of NZ (HRINZ)	Mental Health Commission	NZ Amalgamated Engineering Printing & Manufacturing Union
Human Rights Commission	Mental Health Foundation of New Zealand	NZ Post Primary Teachers' Association
Hutt City Kindergartens	Mercer Human Resource Consulting (NZ) Ltd	NZ Public Service Association
IAG New Zealand Ltd	Merck Sharp & Dohme (New Zealand) Ltd	O-I New Zealand
IBM New Zealand Ltd	MercyAscot	OCG Consulting Ltd
IHC NZ Inc	Meredith Connell	Office of the Controller & Auditor-General
Information Tools Limited	Merial New Zealand Limited	Office of Film and Literature Classification
Inland Revenue Department	Metro Water Limited	Office of the Privacy Commissioner
Insight Specialists in Assessment and Rehabilitation Ltd	MidCentral District Health Board	Otago Museum
Instep Limited	Ministry for Culture and Heritage	Otago Polytechnic
Interion	Ministry for the Environment	Oxygen Business Solutions
Investment Savings and Insurance Association of NZ Inc	Ministry of Agriculture & Forestry (MAF)	
	Ministry of Economic Development	
	Ministry of Education	
	Ministry of Fisheries	

EEO Trust Members (continued) As at 30 June 2006

Pacific Business Trust	Selwyn District Council	The Otago Chamber of Commerce Incorporated
Palmerston North City Council	Sheffield Limited	The Todd Corporation
Parasol Holdings	Shell New Zealand Ltd	The Treasury
Parents Centres New Zealand Inc	Shell Todd Oil Services Limited	The Ultimate Recruitment Company
Parker Bridge (NZ) Ltd	Shieff England	The University of Auckland
Parliamentary Commissioner for the Environment	SHL New Zealand Ltd	The University of Waikato
Parliamentary Service	Silverworks	The Warehouse Group Ltd
Paul Dickinson & Associates Ltd	Simpson Grierson	Thornton Earl Ltd
PeopleSearch Consulting Limited	SITEL New Zealand	Tiaho Trust
Personnel Resources/Temp Resources	SKF New Zealand Ltd	Tinies Childcare Limited
Phillips Fox Lawyers	Sky City Auckland Limited	TL Jones Ltd
Phitek Systems	Solid Energy New Zealand Ltd	TMP Worldwide Advertising and Communications
Phoenix Inc Supported Employment Services	South Canterbury District Health Board	Toll NZ Consolidated Ltd
Pohlen Kean Ltd	South Waikato District Council	Top Drawer Consultants
Point of View Productions	Southern Cross Healthcare	TOWER New Zealand
Poppet's Nanny Bureau Ltd	Southland District Council	Transfield Worley Limited
Prepared Foods Limited	Spotless Services (NZ) Ltd	Transit New Zealand
Presbyterian Church of Aotearoa New Zealand	Stagecoach New Zealand	Transpower New Zealand Limited
PricewaterhouseCoopers	Staples Rodway Auckland	TRUSTcite Limited
Prime Building Compliance Ltd	State Services Commission	UNITEC New Zealand
Progressive Enterprises Ltd	Statistics New Zealand	University of Canterbury
Protect Security Group Ltd	Strategy Recruitment Consultancy	University of Otago
Public Trust Corporate Office	Stratex Networks (NZ) Ltd	Upper Hutt City Council
Q i d Recruitment Limited	Student Job Search Aotearoa	Vero Insurance New Zealand Limited
Rebel Sport	Supported Employment Agency (Bay of Plenty)	Verossity Recruitment Solutions
Recruitment & Consulting Services Association (RCSA)	Sustainable Business Network	Victoria University of Wellington
Reserve Bank of New Zealand	Synergy Clothing (NZ) Ltd	Vodafone New Zealand Limited
Resolve Group Ltd	Synergy Health Limited	Waikato Bay of Plenty District Law Society
Restaurant Brands New Zealand Limited	Tairāwhiti District Health Board	Waikato District Council
Restaurant Trend Ltd	Talent2	Waikato District Health Board
Retirement Commission	Tall Poppies & Co Ltd	Waikato Institute of Technology (WINTERC)
Right Management Consultants	Taranaki District Health Board	Waipa District Council
Rimutaka Kindergarten Association Incorporated	Tauranga City Council	Waitakere City Council
Robert Walters NZ Ltd	Tauranga Regional Free Kindergarten Association Inc	Waitomo District Council
Rodney District Council	Te Hopai Trust Group	Wanganui District Library
Rogen New Zealand Limited	Te Runanga O Ngai Tahu	Watercare Services Limited
Rotorua District Council	Te Taura Whiri i te Reo Maori	WEL Networks Limited
Roughan Chiropractic	Māori Language Commission	Wellington City Council
Royal New Zealand Air Force	Te Utuhina Manaakitanga Trust (The Addiction Resource Centre Rotorua)	Wellington District Law Society
Royal New Zealand Navy	Telecom New Zealand Ltd	Western Bay of Plenty District Council
Ryan Recruitment	Television New Zealand Limited	Westpac Banking Corporation
salt	TerraNova	Whangarei District Council
Sapphire Technologies	Tertiary Education Commission	Wheeler Campbell Consulting Limited
SC Johnson & Son Pty Ltd	The Body Corporate	Whitecliffe College of Arts & Design
SCA Hygiene Australasia	The Correspondence School	Women's Health Action Trust
Scientific & Technical Recruitment Limited	The Health and Disability Commissioner	Workbase, The National Centre for Workplace Literacy & Language
Scion	The Hermitage Hotel	Workbridge Incorporated
Seek Communications (NZ) Ltd	The Kate Edger Educational Charitable Trust	Workforce Personnel
Select Appointments	The National Foundation For The Deaf Inc	WorkMates - Supported Employment Agency
Select Australasia (Pty) Ltd	The Open Polytechnic of New Zealand	
Select Australasia t/a Eden Health Recruitment		

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