



Presented to the House of Representatives
Pursuant to Section 11 of the EEO Trust Deed
dated 24 March 1992.

the
2001
annual report
of the EEO Trust

year ended
30 June 2001

Te Pūrongo-ā-Tau a te Rōpū Tiaki
Kaupapa Whakaōrite Whiwhinga
Mahi mō te tau i mutu i
te 30 o ngā rā o Pipiri 2001



T R U S T
EQUAL EMPLOYMENT
OPPORTUNITIES TRUST



success through diversity
Ahakoā whakaaro kē, ka puta a ihu

eeo trust board



Michael Barnett
Chief Executive
Auckland Regional Chamber
of Commerce & Industry
(Chairperson, EEO Trust Board)



Anne Carter
Chief Executive
Ministry of Youth Affairs



Barbara Joan Chapman
General Manager Marketing
& Human Resources
ASB Bank Ltd



Amanda Hastrop
National Employment
Relations Advisor, Human Resources
Telecom New Zealand Limited



Kate Lackey
Deputy Secretary
Ministry of Foreign Affairs and Trade



Alison Quesnel
General Manager
Blackmores (NZ) Ltd



Dave Stewart
General Manager
Clayton Ford Recruitment

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introduction

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 unique blend of public and private sector members. The EEO Trust is resourced by donations from member organisations and matched Government funding 2:1 (to a maximum of \$445,000 p.a.).

The nine staff (six full time equivalents) in the EEO Trust office supply employers with EEO information and support, a national EEO referral database service, publications and networking assistance.

eeo trust mission

The purpose of the Equal Employment Opportunities Trust is to promote to New Zealand employers the implementation of EEO principles and EEO best practice in the workplace as a means of improving their effectiveness, efficiency and competitiveness through the successful management of diversity.

eeo trust vision

A key factor in the success of New Zealand business is the diversity of the workforce. Employers in New Zealand realise the benefits of a diverse workforce and they provide equal employment opportunities for all groups.

No particular groups are over represented in unemployment, a narrow range of occupations, poor educational achievement, poor health and crime. Provision of equal employment opportunities has assisted in achieving these goals.

The EEO Trust is recognised as having played a leadership role in promoting the benefits of EEO to employers and providing them with sound, practical advice. The EEO Trust has assisted in the development of society's enthusiastic commitment to "success through diversity".

chairperson's report

It was with great pleasure that I took over the role of Chair of the EEO Trust following an election of private sector trustees in February 2001. Under the Chair of Barbara Chapman of ASB Bank, and previous Chairs and trustees, the EEO Trust, over the last nine years, became a valuable information resource to industry and commerce, government and individuals on all EEO-related issues.

The EEO Trust is, without doubt, the most respected independent provider of EEO information in New Zealand. However, 2001 proved to be one of the most challenging years for the EEO Trust in its history.

The demand for its information services increased 45% between July 2000 and June 2001. However the human and financial resources necessary to meet to this increased activity remained static. Indeed, the EEO Trust continued to function with a planned operating deficit depleting financial reserves in its endeavours to meet the increased demands from members and non-members alike.

The EEO Trust's reputation for provision of independent, objective and relevant EEO information and resources was reconfirmed in the appointment of the EEO Trust's Executive Director, Trudie McNaughton, to the Ministerial Advisory Group on EEO and the Ministerial Advisory Group on Immigration. Trudie was also invited to participate in the UK Business / Government Work-Life Summit in London in March and present a paper at the Diversity Think Tank in Sydney later in the year.

Issues relating to EEO continue to challenge workplaces globally and nationally and the research and work carried out by the EEO Trust in New Zealand is at the leading edge both domestically and overseas.

The support of Prime Minister, the Rt Hon. Helen Clark, as keynote speaker at the EEO Trust Work & Life Awards for the second year in a row shows, in no small measure, how highly the EEO Trust is regarded politically and economically.

One of the most unique and valuable aspects of the EEO Trust is the partnership it creates between both the private and public sectors. In an environment where EEO is not currently legislated for, the ability for workplaces from different sectors and industries to share 'best-practice' information on EEO and benchmark their progress against others in New Zealand and overseas is to be applauded and encouraged. The EEO Trust facilitates this exchange effectively and economically, but it is clear additional long-term funding is required to ensure the continued provision of the unique services provided by the EEO Trust.

Changes in the macro-economic climate saw several members resign from



*Michael Barnett
Chairperson,
EEO Trust*

the EEO Trust due to mergers, acquisitions and relocations overseas resulting in limited membership growth. Yet the demand for information and services increased. Clearly, the need for appropriate EEO policies and practices is greater than ever.

It takes a very dedicated team of individuals to make things happen and I'm proud to be Chair of a hardworking and committed team of trustees and staff.

It was with sincere thanks that we bade farewell to trustees Anne Knowles of the New Zealand Employers' Federation / Business New Zealand, Philippa Walker of Philippa Walker and Associates Ltd and Leith Comer of the Ministry of Economic Development. It was also our pleasure to welcome new private sector trustees Alison Quesnel of Blackmores (NZ) Ltd and Dave Stewart of Clayton Ford Recruitment.

I also extend sincere thanks to Trudie McNaughton and her team for their continued success in encouraging workplaces to understand and implement equal employment opportunities.

We look forward to the challenges ahead in 2001/2002 and ensuring EEO becomes and remains a priority in all workplaces.



Michael Barnett
Chairperson
October 2001



executive director's report

The EEO Trust's message that employers of choice achieve success through diversity has been increasingly relevant in the past year.

Public debate surrounding the apparent contradiction of employers reporting urgent skills shortages while large numbers of skilled people report barriers to gaining work has increased awareness of the impact unconscious discrimination can have on the success of businesses and individuals.

Many of our members have reported on the challenges of attracting and retaining talented staff, and are increasingly using membership of the EEO Employers Group, and diversity awareness to promote themselves to job seekers.

Use of the EEO Employers Group logo in recruitment advertisements and other media continued to increase with more than 195 uses recorded on average each month (monitored quarterly) in national newspapers. The logo appeared regularly throughout the year as an advertising "lug" in the Evening Post, New Zealand Herald and Sunday Star Times.

In recognition of the high number of talented job seekers looking for jobs which will enable them to contribute their skills to our economy, our "Looking for a job? Look for this logo" campaign aims to link talent with employers of choice.

In the 2000/2001 year we distributed over 40,000 leaflets explaining the benefits of working for an EEO Employers Group member to job seekers, recruitment specialists and other strategic allies. The response to this initiative was so positive, we had to reprint the leaflet within six weeks of its initial distribution.

The Diversity Index 2000 and our Recruiting Talent research confirmed that the EEO Trust is an important and effective resource for New Zealand businesses.

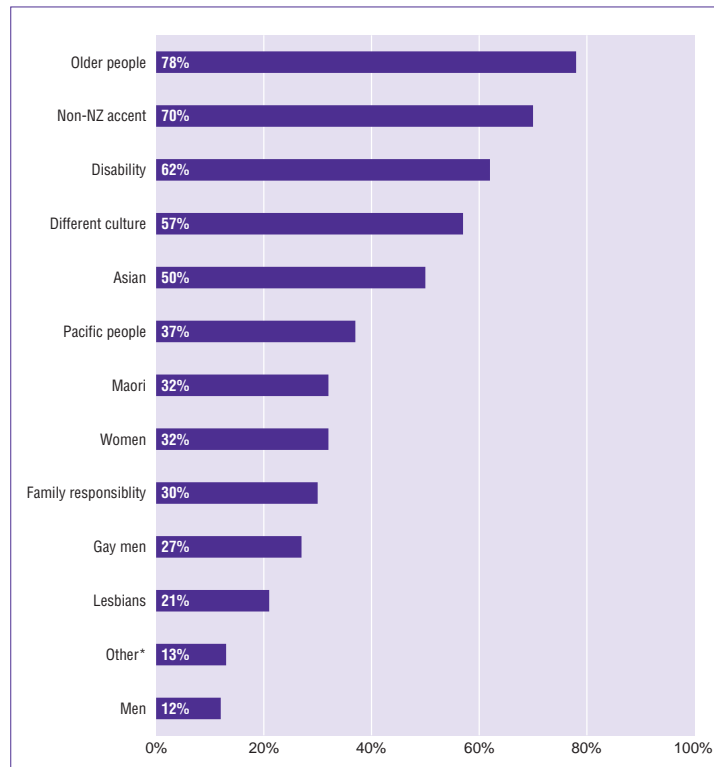
We found that workplaces were still not consistently working towards achieving equal employment opportunities. While 81% of all Diversity Index respondents had an EEO policy, only 35% had a policy and plan. In contrast, 88% of EEO Employer Group members had a policy and 42% had a policy and a plan. EEO Employer Group members consistently out-performed their peers on a range of benchmarks measured in the Survey.



*Trudie McNaughton
Executive Director,
EEO Trust*



Groups Likely to Experience Discrimination – Recruiting Talent



Our Recruiting Talent survey of human resource practitioners and recruitment consultants assessed the extent of employment discrimination in New Zealand. We found that the people considered most likely to face overt barriers to employment were older people, those with a non-New Zealand accent, those with a disability and people from a different culture.

More than 80% of the human resource professionals and recruitment consultants had first-hand experience of talented and appropriately qualified people being discriminated against in the job market and almost two-thirds of respondents had felt personally compromised or embarrassed by an applicant's experience in trying to get a job.

Following this research, the EEO Trust has been funded by the EEO Contestable Fund to develop a set of training modules for recruitment consultants.

A strategic alliance with the UK Employers Forum on Disability and funding from the EEO Contestable Fund enabled us to launch the *People, Disability and Work* series of booklets in New Zealand. This resource has been extremely well received, perhaps not surprisingly as Human Rights Commission figures show that by far the most frequent type of discrimination complaint is disability. Twenty-eight percent of their complaints were in this category in the 1999/2000 year.

One of our most public, and most rewarding, events is our annual Work & Life Awards. They are our opportunity to honour the organisations which best exemplify the principles and practices of work/life balance.

The Prime Minister, the Rt Hon. Helen Clark MP, presented the Awards and we are indebted to her for her personal and on-going support.

Blackmores (NZ) Ltd remain our principal sponsor, demonstrating their far-reaching commitment to health and wellbeing in and out of the workplace.

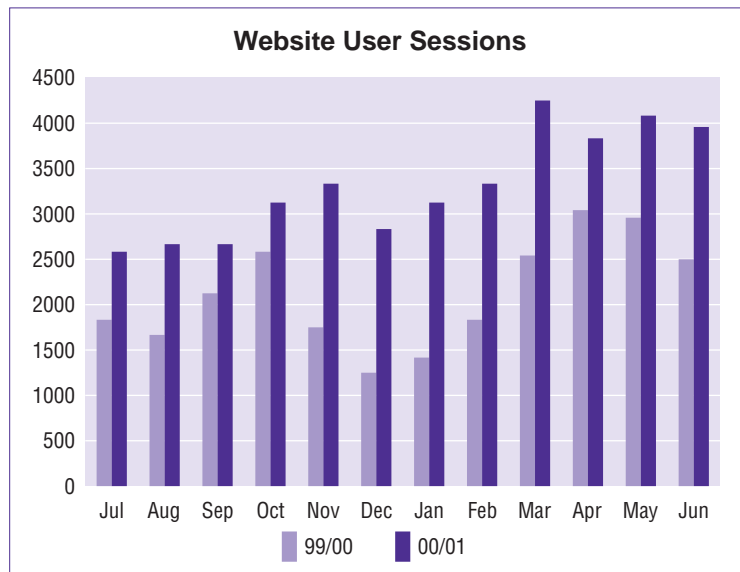
We were delighted to have 22 entrants across all categories and introduced a new category for innovation, the Manāki Tangata Award, which was won by Literacy Aotearoa.



Requests for EEO Trust information resources and services continue to increase with an average of 127 requests dealt with each month.

Many of the EEO Trust's resources were made available in PDF format on our website improving ease of access to a wider audience.

Another measure of demand for our services is visitor numbers to our website. User sessions rose by 54% from 2,574 to 3,976 between July 1999 and June 2001.



It's been a very successful year and I'd like to thank the team at the EEO Trust office and on the Board for their continued commitment and contribution.

Trudie McNaughton
Executive Director
October 2001

equal employment opportunities trust
trustees' report
for the year ended 30 june 2001

Trustees

The following persons held positions as Trustees of the Equal Employment Opportunities Trust as at 30 June 2001:

Michael Barnett
Anne Carter
Barbara Joan Chapman
Amanda Hastrop
Kate Lackey
Alison Quesnel
Dave Stewart

Activity

The EEO trust was incorporated under the Charitable Trusts Act 1957 on 31 March 1992. The purpose of the Equal Employment Opportunities Trust is to promote to New Zealand employers the implementation of Equal Employment Opportunities principles and Equal Employment Opportunities best practice in the workplace.

For, and on behalf of, the Board


TRUSTEE

29-10-01
Date:


TRUSTEE

29-10-01
Date:

auditors' report to the trustees of equal employment opportunities trust

We have audited the financial statements on pages 12 to 15. The financial statements provide information about the past financial performance of the EEO Trust for the year ended 30 June 2001 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 Trustees are responsible for the preparation and presentation of financial statements which give a true and fair view of the financial position of the EEO Trust as at 30 June 2001 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 EEO 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 EEO Trust other than in our capacities as auditors and members of the EEO Trust.

Qualification

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

Qualified Opinion

In our opinion, except for adjustments, if any, that might have been necessary had we been able to obtain sufficient evidence concerning the completeness of income, the financial statements on pages 12 to 15:

- (i) comply with generally accepted accounting practice in New Zealand; and
- (ii) give a true and fair view of the financial position of the EEO Trust as at 30 June 2001 and its financial performance for the year ended on that date.

Our audit was completed on 29 October 2001 and our qualified opinion is expressed as at that date.



PricewaterhouseCoopers
Chartered Accountants
Auckland

G57

equal employment opportunities trust
**statement of
financial performance**
for the year ended 30 june 2001

	Note	2001 \$	2000 \$
INCOME			
Membership	2	255,276	230,342
Conditional Funding (EEO Contestable Funds)		129,494	57,097
Unconditional Funding (Government Matching funds)		395,556	395,556
Unconditional Gifts (contra Membership)		24,869	19,477
Interest Received		15,575	19,598
Other Sundry Income		<u>69,124</u>	<u>68,435</u>
TOTAL INCOME		889,894	790,505
LESS EXPENDITURE			
Salaries		348,162	308,220
Auditors Remuneration		6,500	11,500
Depreciation		67,292	41,704
Interest Expense		2,951	4,916
Projects	3	227,372	212,902
Rental		70,436	70,429
Other Expenditure		<u>265,734</u>	<u>241,085</u>
TOTAL EXPENDITURE		<u>988,447</u>	<u>890,756</u>
NET INCOME/(EXPENDITURE)		<u>(98,553)</u>	<u>(100,251)</u>


equal employment opportunities trust
**statement of
 financial position**
 as at 30 june 2001

	Note	2001 \$	2000 \$
EEO TRUST EQUITY	4	266,457	365,010
TERM LIABILITIES			
Finance Lease Obligations		10,088	18,272
CURRENT LIABILITIES			
Accounts Payable and Accruals	5	62,617	113,627
Finance Lease Obligations		<u>8,184</u>	<u>9,759</u>
		70,801	123,386
TOTAL EQUITY AND LIABILITES		<u>347,346</u>	<u>506,668</u>
FIXED ASSETS	6	110,299	108,480
CURRENT ASSETS			
Bank		71,586	75,972
Term Deposits		50,039	51,539
Bonds & Investments		60,589	194,172
Accounts Receivable		24,317	31,208
Other Debtors & Prepayments		8,718	21,101
Stock		20,253	18,490
Interest Accrued		<u>1,545</u>	<u>5,706</u>
		<u>237,047</u>	<u>398,188</u>
TOTAL ASSETS		<u>347,346</u>	<u>506,668</u>

For, and on behalf of, the Board


 TRUSTEE

29-10-01
 Date:


 TRUSTEE

29-10-01
 Date:

equal employment opportunities trust

notes to the financial statements

1. Statement of Accounting Policies

The Equal Employment Opportunities Trust (EEO) is incorporated under the Charitable Trusts Act 1957 and is required by Deed of Charitable Trust to prepare audited financial statements. The financial statements have been prepared in accordance with generally accepted accounting practice.

A. General Accounting Policies

The general accounting policies recognised as appropriate for the measurement and reporting of results and financial position under the historical cost method have been followed in the preparation of these financial statements. The financial statements have been prepared on an accruals basis with the exception of the unconditional funding received from the Government which is accounted for on a cash basis.

B. Particular Accounting Policies

The EEO Trust is a qualifying entity under the Framework for Differential Reporting. The Trust qualifies on the basis that they are not publicly accountable or large. The trust has taken advantage of all differential reporting concessions available to them except for FRS19 Accounting for Goods and Services Tax, with which they have complied fully.

(i) Fixed Assets

The cost of purchased fixed assets is the value of consideration given to acquire the assets.

(ii) Depreciation

Depreciation is charged on a straight line basis using the classifications and rates as determined by the Inland Revenue Department for taxation purposes:

Furniture & Fittings	10 - 28%
Computer Hardware	14 - 36%
Computer Software	20 - 36%

(iii) Accounts Receivable

Accounts Receivable are stated at estimated realisable value.

(iv) Stock

Stock is stated at the lower of cost and net realisable value. Cost is determined on a first in, first out basis. Items of a promotional nature are expensed as incurred.

(v) Grants

Where grants have been received for a specific purpose, the amounts received have been credited to the income statement, and charged with costs relevant to the purpose for which the grants have been made.

(vi) 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.

(vii) Goods and Services Tax (GST)

The statement of financial performance has been prepared so that all components are stated exclusive of GST. All items in the statement of financial position are stated net of GST, with the exception of receivables and payables, which include GST invoiced.

(viii) Investments

Investments are stated at the lower of cost or net realisable value.

(ix) Leased Assets

Finance Leases

Assets under finance leases are recognised as non-current assets in the statement of financial position. Leased assets are recognised initially at the lower of the present value of the minimum lease payments or their fair value. A corresponding liability is

established and each lease payment allocated between the liability and interest expense. Leased assets are depreciated on the same basis as equivalent fixed assets.

Operating Leases

Leases that are not finance leases are classified as operating leases. Operating lease payments are recognised as an expense in the periods the amounts are payable.

C. Changes in Accounting Policies

There have been no changes in accounting policies during the year.

2. Membership

Membership includes EEO Trust and EEO Employers Group.

3. Projects

Expenditure includes EEO Contestable Fund Project Costs.

4. EEO Trust Equity

	2001 \$	2000 \$
Balance at beginning of period	365,010	465,261
Net Income	<u>(98,553)</u>	<u>(100,251)</u>
Balance at end of period	<u>266,457</u>	<u>365,010</u>

5. Accounts Payable and Accruals

	2001 \$	2000 \$
Accounts Payable	7,308	50,025
Accruals	<u>55,309</u>	<u>63,602</u>
	<u>62,617</u>	<u>113,627</u>

6. Fixed Assets

	2001			2000		
	Cost \$	Accum. Deprec. \$	Book Value \$	Cost \$	Accum. Deprec. \$	Book Value \$
Furniture & Fittings						
Owned	63,344	35,161	28,183	62,397	27,835	34,562
Capitalised Financed Leased Assets	42,992	32,059	10,933	42,992	22,512	20,480
Computer						
Hardware	118,220	65,094	53,126	66,366	29,535	36,831
Software	46,186	30,378	15,808	29,876	17,358	12,518
Vehicles	<u>10,222</u>	<u>7,973</u>	<u>2,249</u>	<u>10,222</u>	<u>6,133</u>	<u>4,089</u>
	<u>280,964</u>	<u>170,665</u>	<u>110,299</u>	<u>211,853</u>	<u>103,373</u>	<u>108,480</u>

7. Operating Lease Obligations

	2001 \$	2000 \$
Obligations payable after balance date on Non cancellable operating leases are as follows:		
Current	29,792	51,070
Non Current	<u>-</u>	<u>29,792</u>
	<u>29,792</u>	<u>80,862</u>

The EEO Trust leases its office premises.

8. Contingent Liabilities

There are no contingent liabilities outstanding (2000: Nil)

eeo trust membership list

as at 30 june 2001

Foundation Members

AFFCO Holdings Limited	Fletcher Challenge Limited*
Air New Zealand Limited	Goodman Fielder New Zealand Limited
ANZ Banking Group	Independent Newspapers Limited
ASB Bank Limited	Lion Nathan Limited*
AXA New Zealand	National Australia Bank (NZ)*
Bank of New Zealand Limited	New Zealand Dairy Group of Companies*
Bendon Limited	New Zealand Employers' Federation
BP Oil New Zealand Ltd	New Zealand Post Limited
Carter Holt Harvey Ltd	PricewaterhouseCoopers
Countrywide Bank*	Progressive Enterprises Ltd
DB Group Limited	Telecom New Zealand Ltd
ECNZ – Electricity Corporation of New Zealand*	Tranz Rail Limited
Fay Richwhite & Co Ltd*	WestpacTrust
Fisher & Paykel Industries Ltd	Woolworths (NZ) Ltd

* Not current financial members

Trust Members

3M New Zealand Ltd	Business In The Community Ltd
AC Nielsen	Cadbury Confectionery Ltd
Accident Compensation Corporation	Caltex New Zealand Limited
ACI Glass Packaging New Zealand	Carich Training Centre Ltd
Adcorp New Zealand Ltd	Carter Holt Harvey Ltd
Adecco Personnel Limited	Central Hawkes Bay District Council
AFFCO Holdings Limited	Chapman Tripp Sheffield Young
Age Concern Canterbury Inc	Cheryle Randall & Associates
AgResearch	Christchurch City Council
Agriculture ITO	Christchurch College of Education
Air New Zealand Limited	Civil Aviation Authority of NZ
Alpha Personnel Recruitment Limited	Clayton Ford Recruitment
AMP Financial Services Ltd	CLEAR Communications Limited
ANZ Banking Group	Coca-Cola Amatil New Zealand Ltd
Arthritis Foundation of New Zealand Inc	Collection House Ltd
ASB Bank Limited	Compudigm International
Auckland City	Crown Forestry Rental Trust
Auckland Co-op Taxi Society Limited	Crowne Plaza Auckland
Auckland College of Education	David J. Patten & Associates
Auckland District Health Board	DB Group Limited
Auckland District Law Society	Delamore & Reidy Limited
Auckland International Airport Ltd	Department for Courts
Auckland Kindergarten Association	Department of Child Youth and Family Services
Auckland Museum	Department of Conversation
Auckland New Ventures (Inc)	Department of Corrections
Auckland Regional Chamber of Commerce & Industry	Department of Internal Affairs
Auckland Regional Council	Department of Labour
Auckland Student Job Search	Department of the Prime Minister and Cabinet
Auckland University of Technology	Department of Work and Income
Aviation Tourism and Travel Training Organisation (ATTTTO)	DMC Stratex Network New Zealand Limited
AXA New Zealand	Drake Personnel (NZ) Ltd
Bailey Printing Ltd	Duncan Cotterill
Bank of New Zealand Limited	Dynasty Hotel Management Ltd
Barnados New Zealand	EAP Services (Employee Assistance Programmes)
Bay of Plenty Polytechnic	Early Childhood Development
Baycorp Holdings Ltd	Eden Brown (New Zealand) Ltd
Bayer New Zealand Ltd	Electricity Supply ITO
Beattie Rickman	ElectroTechnology ITO
Bell Gully	Employers & Manufacturers Association
Bendon Limited	Employers' & Manufacturers' Association (Central) Inc
BHP New Zealand Steel Limited	Energex Limited
Blackmores (NZ) Ltd	Enting Real Estate Ltd
BP Oil New Zealand Ltd	Environment Waikato Regional Council
Bristol-Myers Squibb (NZ) Ltd	Environmental Risk Management Authority (ERMA)
Brookfields	Ericsson Communications Limited
Buddle Findlay	Ernst & Young
Buller District Council	Face to Face Limited
Burke Melrose	Fisher & Paykel Industries Ltd

Fletcher Aluminum Limited
 Fletcher Challenge Forests Limited
 Focus Trust Inc. Supported Employment
 Foodie Finders
 Ford Motor Company of New Zealand Ltd
 Formway Furniture Ltd
 Framework Trust
 Franklin District Council
 Franklin Kindergarten Association
 Fuji Xerox New Zealand Limited
 G L Bowron & Co Ltd
 Galatea School
 GBL Personnel Limited
 Gilmour McGregor & Associates Ltd
 Glaxo Wellcome New Zealand Limited
 Goodman Fielder New Zealand Limited
 GSB Supplycorp Ltd
 Haines NZ Limited
 Hamilton City Council
 Harding Consultants Limited
 Harrison Grierson Consultants Limited
 Hawke's Bay Regional Council
 Health Advocates Trust
 Heaney & Co
 Hearing Dogs for Deaf People New Zealand
 Hesketh Henry Partnership
 Hine Kou Tou Ariki Trust
 Hope-Cross Consulting Ltd
 Horowhenua District Council
 HortResearch
 HR Solutions Ltd
 Hubbard Foods Ltd
 Human Resource Associates (NZ)
 Human Resources Institute of New Zealand (HRINZ)
 Human Rights Commission
 IEC House
 IHC
 Imagetext Systems
 Independent Newspapers Limited
 Inland Revenue
 Institute of Chartered Accountants of NZ
 Investment Savings and Insurance Association of NZ Inc
 J R Courtenay (NZ) Ltd
 Janssen-Cilag New Zealand
 Kapiti Coast District Council
 Kelly Services (NZ) Ltd
 Kidsfirst Kindergartens – Canterbury Westland Free
 Kindergarten Association Inc
 Kinetic Recruitment Consultants Ltd
 Kirwan Consulting Limited
 Kiwi Co-operative Dairies Limited
 KPMG
 KPMG Legal
 Land Transport Safety Authority
 LawStaff (NZ) Limited
 Learning Media Limited
 Lingard Labour Markets Limited
 Literacy Aotearoa Inc.
 Mac-In-Touch
 Manaaki Whenua Landcare Research New Zealand Ltd
 Manukau City Council
 Manukau Institute of Technology
 Masterton District Council
 Maunu Children's Health Camp
 McDonald's System of New Zealand Ltd
 McFoodies Ltd
 McIntyreWhite
 Mental Health Commission
 Merck Sharp & Dohme (NZ) Ltd
 Mercy Hospital and Health Services
 Merrial New Zealand Limited
 Metro Water Limited
 Milburn New Zealand Ltd
 Millennium People Limited
 Miller Bradley
 Milne Ireland Walker
 Ministry for Culture and Heritage
 Ministry For The Environment
 Ministry of Economic Development
 Ministry of Education
 Ministry of Fisheries
 Ministry of Foreign Affairs and Trade
 Ministry of Housing
 Ministry of Māori Development (Te Puni Kokiri)
 Ministry of Pacific Island Affairs
 Ministry of Research, Science & Technology
 Ministry of Social Policy
 Ministry of Transport
 Ministry of Women's Affairs
 Ministry of Youth Affairs
 Minter Rudd Watts
 Momentum Consulting Group
 Morrison Kent
 National Library of New Zealand
 NCR (NZ) Limited
 Nelson City Council
 Nelson Marlborough Institute of Technology
 Network Personnel
 New Plymouth District Council
 New Zealand AIDS Foundation
 New Zealand Amalgamated Engineering, Printing and
 Manufacturing Union
 New Zealand CCS Inc. Wellington
 New Zealand Council of Trade Unions (NZCTU)
 New Zealand Customs Service
 New Zealand Dairy Board
 New Zealand Dairy Research Institute
 New Zealand Defence Force
 New Zealand Employers' Federation
 New Zealand Federation of Graduate Women Auckland
 New Zealand Federation of Voluntary Welfare Organisations
 New Zealand Free Kindergarten Association Inc.
 New Zealand Institute of Management
 New Zealand Institute of Management Inc. – Wellington
 New Zealand Meat Industry Association Inc.
 New Zealand Police
 New Zealand Post Limited
 New Zealand Property Institute
 New Zealand Public Service Association Inc
 New Zealand Trade Development Board
 North Shore City Council
 Northland Polytechnic
 NZ Post Primary Teachers' Association
 Oasis Education Ltd
 OCG Consulting Ltd
 Office of Film and Literature Classification
 Office of the Auditor General
 Office of the Parliamentary Commissioner for the
 Environment
 Office of the Retirement Commissioner
 Opal Consulting Group Ltd
 Otago Museum
 Pacific Business Trust
 Pacific Island Chamber of Commerce
 Palmerston North City Council
 Parkway College
 Parliamentary Services
 Paul Dickinson & Associates Ltd
 PeopleSearch Consulting Limited
 Pharmacy Guild of New Zealand (Inc)
 Philippa Walker & Associates Ltd
 Phoenix Supported Employment
 Pohlen Kean
 Point of View Productions
 Poppet's Nanny Bureau Ltd
 Prepared Foods Limited
 Presbyterian Church of Aotearoa New Zealand
 PricewaterhouseCoopers
 Progressive Enterprises Ltd
 Public Trust Corporate Office
 R Cubed Ltd
 Reed Recruitment Ltd

Remuera Primary School
Reserve Bank of New Zealand
Retail Merchants Association
Rivers O'Regan Lynch
Robert Walters PLC
Rotorua District Council
Royal New Zealand Air Force
Royal New Zealand Foundation for the Blind
Royal New Zealand Navy
Scientific and Technical Recruitment Limited
Select Appointments Limited – Auckland
Select Appointments Limited – Wellington
Selwyn District Council
Sheffield Limited
Shell New Zealand Limited
Shell Todd Oil Services Limited
Sheraton Auckland Hotel & Towers
Shieff Angland
Simpson Grierson
Skill New Zealand Pukenga Aotearoa
Sky City Auckland Limited
South Waikato District Council
Southern Cross Healthcare
Southland District Council
Special Persons Attendant Network Agency Ltd
Specialist Education Services
Stagecoach New Zealand
Staples Rodway
Starf Ltd
State Services Commission
Statistics New Zealand
Student Job Search Aotearoa
T.C. Daniell Chartered Accountant
Tall Poppies & Co Ltd
Talon Technology
Taranaki Healthcare Limited
Taskforce JCT Personnel Ltd
Te Rūnanga O Ngai Tahu
Te Taura Whiri I te Reo Māori – Māori Language Commission
Telecom New Zealand Ltd
Television New Zealand Limited
The Correspondence School
The Empower Group
The Hermitage Hotel
The National Bank of New Zealand Limited
The National Foundation For The Deaf Inc
The Omnia Group (NZ) Ltd
The Open Polytechnic
The Pharmaceutical Society of New Zealand
The Todd Corporation

The Treasury
The University of Auckland
The University of Waikato
The Upper Hutt Kindergarten Association
The Waikato Polytechnic
The Warehouse Group Ltd
The Web Limited
Thompson Powell Consulting
Thornton Earl Ltd
TMP Worldwide
TMP Worldwide E-Resourcing
Top Drawer Consultants
Tower Insurance Limited
Transfund New Zealand
Transpower New Zealand Limited
Tranz Rail Limited
UNITEC Institute of Technology
University of Otago
Upper Hutt City Council
Victoria University of Wellington
ViscountPlastics (NZ) Ltd
Waiariki Institute of Technology
Waikato Bay of Plenty District Law Society
Waikato District Council
Wairarapa Free Kindergarten Association
Waitakere City Council
Waitomo District Council
Wanganui District Library
Waste Management NZ Ltd
Watercare Services Limited
Watson Wyatt Ltd
WEL Networks Limited
Wellington City Council
Wellington College of Education
Wellington Community Child Care Association
Wellington Newspapers Limited
Wellworkers 2000 Limited
Westaff (NZ) Ltd
WestpacTrust
Wheeler Campbell Consulting Limited
William M Mercer Ltd
Wilson Parking New Zealand (1002) Limited
Woolworths (NZ) Ltd
Work Environment
Workbase, The National Centre for Workplace Literacy and Language
Workbridge Inc.
Workforce Personnel
Workplace Support Northern Region
ZESPRI International Limited

eeo employers group membership list as at 30 june 2001




3M New Zealand Ltd
AC Nielsen
Accident Compensation Corporation
ACI Glass Packaging New Zealand
Adcorp New Zealand Ltd
Adecco Personnel Limited
AFFCO Holdings Limited
AgResearch
Agriculture ITO
Air New Zealand Limited
Alpha Personnel Recruitment Limited

AMP Financial Services Ltd
ANZ Banking Group
ASB Bank Limited
Auckland City
Auckland Co-op Taxi Society Limited
Auckland College of Education
Auckland District Health Board
Auckland International Airport Ltd
Auckland Kindergarten Association
Auckland Museum
Auckland Regional Chamber of Commerce & Industry

Auckland Regional Council
 Auckland Student Job Search
 Aviation Tourism and Travel Training Organisation (ATTTO)
 AXA New Zealand Limited
 Bank of New Zealand Limited
 Barnados New Zealand
 Bay of Plenty Polytechnic
 Baycorp Holdings Ltd
 Bayer New Zealand Ltd
 Beattie Rickman
 Bell Gully
 Bendon Limited
 BHP New Zealand Steel Limited
 Blackmores (NZ) Ltd
 BP Oil New Zealand Ltd
 Brookfields
 Buddle Findlay
 Buller District Council
 Burke Melrose
 Business In The Community Ltd
 Caltex New Zealand Limited
 Carich Training Centre Ltd
 Central Hawkes Bay District Council
 Chapman Tripp Sheffield Young
 Christchurch City Council
 Christchurch College of Education
 Civil Aviation Authority of NZ
 Clayton Ford Recruitment
 CLEAR Communications Limited
 Coca-Cola Amatil New Zealand Ltd
 Collection House Ltd
 Compudignm International
 Crown Forestry Rental Trust
 Crowne Plaza Auckland
 David J. Patten & Associates
 Delamore & Reidy Limited
 Department for Courts
 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 and Cabinet
 Department of Work and Income
 DMC Stratex Network New Zealand Limited
 Drake Personnel (NZ) Ltd
 Duncan Cotterill
 Dynasty Hotel Management Ltd
 EAP Services (Employee Assistance Programmes)
 Early Childhood Development
 Eden Brown (New Zealand) Ltd
 Electricity Supply ITO
 ElectroTechnology ITO
 Employers' & Manufacturers Association
 Employers' & Manufacturers' Association (Central) Inc
 Energex Limited
 Enting Real Estate Ltd
 Environment Waikato Regional Council
 Ericsson Communications Limited
 Ernst & Young
 Face to Face Limited
 Fisher & Paykel Industries Ltd
 Fletcher Aluminum Limited
 Fletcher Challenge Forests Limited
 Focus Trust Inc. Supported Employment
 Foodie Finders
 Ford Motor Company of New Zealand Ltd
 Formway Furniture Ltd
 Framework Trust
 Franklin District Council
 Franklin Kindergarten Association
 Fuji Xerox New Zealand Limited
 G L Bowron & Co Ltd
 Galatea School
 GBL Personnel Limited
 Glaxo Wellcome New Zealand Limited
 Goodman Fielder New Zealand Limited
 GSB Supplycorp Ltd
 Haines NZ Limited
 Hamilton City Council
 Harding Consultants Limited
 Harrison Grierson Consultants Limited
 Health Advocates Trust
 Heaney & Co
 Hearings Dogs for Deaf People New Zealand
 Hesketh Henry Partnership
 Hine Kou Tou Ariki Trust
 Hope-Cross Consulting Ltd
 Horowhenua District Council
 HortResearch
 HR Solutions Ltd
 Hubbard Foods Ltd
 Human Resources Institute of New Zealand (HRINZ)
 Human Rights Commission
 IBM New Zealand Ltd
 IHC
 Imagetext Systems
 Inland Revenue
 J R Courtenay (NZ) Ltd
 Janssen-Cilag New Zealand
 Kapiti Coast District Council
 Kelly Services (NZ) Ltd
 Kidsfirst Kindergartens – Canterbury Westland Free
 Kindergarten Association Inc
 Kinetic Recruitment Consultants Ltd
 Kiwi Co-operative Dairies Limited
 KPMG
 KPMG Legal
 Land Transport Safety Authority
 LawStaff (NZ) Limited
 Learning Media Limited
 Literacy Aotearoa Inc.
 Manaaki Whenua Landcare Research New Zealand Ltd
 Manukau City Council
 Manukau Institute of Technology
 Masterton District Council
 McDonald's System of New Zealand Ltd
 McFoodies Ltd
 Mental Health Commission
 Merck Sharp & Dohme (NZ) Ltd
 Mercy Hospital and Health Services
 Metro Water Limited
 Milburn New Zealand Ltd
 Millennium People Limited
 Miller Bradley
 Milne Ireland Walker
 Ministry For The Environment
 Ministry of Economic Development
 Ministry of Education
 Ministry of Fisheries
 Ministry of Foreign Affairs and Trade
 Ministry of Housing
 Ministry of Māori Development (Te Puni Kokiri)
 Ministry of Pacific Island Affairs
 Ministry of Research, Science & Technology
 Ministry of Social Policy
 Ministry of Women's Affairs
 Ministry of Youth Affairs
 Minter Rudd Watts
 Momentum Consulting Group
 Morrison Kent
 National Library of New Zealand
 NCR (NZ) Limited
 Nelson City Council
 Nelson Marlborough Institute of Technology
 Network Personnel
 New Plymouth District Council
 New Zealand AIDS Foundation
 New Zealand Amalgamated Engineering, Printing and
 Manufacturing Union
 New Zealand CCS Inc. Wellington
 New Zealand Council of Trade Unions (NZCTU)

New Zealand Customs Service
 New Zealand Dairy Board
 New Zealand Dairy Research Institute
 New Zealand Defence Force
 New Zealand Employers' Federation
 New Zealand Federation of Graduate Women Auckland Charitable Trust Inc.
 New Zealand Institute of Management
 New Zealand Institute of Management Inc. – Wellington
 New Zealand Police
 New Zealand Post Limited
 New Zealand Property Institute
 New Zealand Public Service Association Inc
 New Zealand Trade Development Board
 North Shore City Council
 Northland Polytechnic
 NZ Post Primary Teachers' Association
 Oasis Education Ltd
 OCG Consulting Ltd
 Office of Film and Literature Classification
 Office of the Parliamentary Commissioner for the Environment
 Office of the Retirement Commissioner
 Opal Consulting Group Ltd
 Pacific Business Trust
 Parkway College
 Parliamentary Services
 Paul Dickinson & Associates Ltd
 PeopleSearch Consulting Limited
 Pharmacy Guild of New Zealand (Inc)
 Philippa Walker & Associates Ltd
 Phoenix Supported Employment
 Pohlen Kean
 Poppet's Nanny Bureau Ltd
 Prepared Foods Limited
 Presbyterian Church of Aotearoa New Zealand
 PricewaterhouseCoopers
 Progressive Enterprises Ltd
 Public Trust Corporate Office
 R Cubed Ltd
 Reed Recruitment Ltd
 Reserve Bank of New Zealand
 Retail Merchants Association
 Robert Walters PLC
 Rodgers & Partners Consultants Ltd
 Rotorua District Council
 Royal New Zealand Air force
 Royal New Zealand Foundation for the Blind
 Royal New Zealand Navy
 Scientific and Technical Recruitment Limited
 Select Appointments Limited – Auckland
 Select Appointments Limited – Wellington
 Selwyn District Council
 Sheffield Limited
 Shell New Zealand Limited
 Shell Todd Oil Services Limited
 Sheraton Auckland Hotel & Towers
 Shieff Angland
 Simpson Grierson
 Skill New Zealand Pukenga Aotearoa
 Sky City Auckland Limited
 South Waikato District Council
 Southern Cross Healthcare
 Special Persons Attendant Network Agency Ltd
 Stagecoach New Zealand
 Staples Rodway
 Starf Ltd
 State Services Commission
 Statistics New Zealand
 T.C. Daniell Chartered Accountant
 Tall Poppies & Co Ltd
 Talon Technology
 Taranaki Healthcare Limited
 Target Consulting Group
 Taskforce JCT Personnel Ltd
 Te Rūnanga O Ngai Tahu
 Television New Zealand Limited
 The Hermitage Hotel
 The Omnia Group (NZ) Ltd
 The Open Polytechnic
 The Treasury
 The University of Auckland
 The University of Waikato
 The Waikato Polytechnic
 The Warehouse Group Ltd
 The Web Limited
 Thornton Earl Ltd
 TMP Worldwide E-Resourcing
 Top Drawer Consultants
 Tower Insurance Limited
 Transfund New Zealand
 Transpower New Zealand Limited
 Tranz Rail Limited
 UNITEC Institute of Technology
 Upper Hutt City Council
 Victoria University of Wellington
 ViscountPlastics (NZ) Ltd
 Waikato District Council
 Waitakere City Council
 Waitomo District Council
 Wanganui District Library
 Waste Management NZ Ltd
 Watercare Services Limited
 Watson Wyatt Ltd
 WEL Networks Limited
 Wellington City Council
 Wellington Newspapers Limited
 Wellworkers 2000 Limited
 Westaff (NZ) Ltd
 WestpacTrust
 Wheeler Campbell Consulting Limited
 William M Mercer Ltd
 Wilson Parking New Zealand (1992) Limited
 Woolworths (NZ) Ltd
 Work Environment
 Workbase, The National Centre for Workplace Literacy and Language
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 Workplace Support Northern Region
 ZESPRI International Limited

EEO Employers Group Charter



EEO Trust

Equal Employment Opportunities means eliminating barriers to ensure that all applicants and employees are treated fairly and that barriers to equal opportunity are identified and removed. EEO does not involve quotas or tokenism. It recognises and values talent.

EEO Employer Group members

Are committed to:


- Equal Employment Opportunities as a business imperative with economic and social benefits
- the importance of EEO as a means of supporting the employment aims and aspirations of all people regardless of gender, ethnicity, culture, disability, sexual orientation, family responsibilities, age, religion and family status
- striving to be an EEO employer with fair and reasonable employment practices in all areas including recruitment, selection, training, promotion and reward.

We aim to:

- use recognition of relevant merit to increase the diversity in our workplace at all levels and in a range of occupations
- develop and maintain a workplace culture which values diversity and enables talent to thrive
- prevent unfair discrimination in our workplace.

By:

- developing or confirming a policy which endorses EEO within 6 months of signing this Charter
- developing plans to achieve EEO goals with specific actions, performance measures and senior management accountabilities within 12 months of signing this Charter
- reporting on EEO progress in our organisation via the EEO Trust's annual survey and by reporting accurately each year to employees and shareholders.



Employers of Choice

G57

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60 Cawley Street
Ellerslie
Auckland

PO Box 12929
Penrose, Auckland

Ph: 09 525 3023
Fax: 09 525 7076
E-mail: admin@eeotrust.org.nz
Internet: www.eeotrust.org.nz

Bankers:
ANZ Banking Group Limited
126 Queen Street
Auckland

Solicitors:
Simpson Grierson
Private Bag 92518
Wellesley Street
Auckland

Auditors:
PricewaterhouseCoopers
Private Bag 92162
Auckland

Secretary:
Trudie McNaughton

www.eeotrust.org.nz