



EEO TRUST

Annual Report 2004



Michael Barnett

Having led the way for many years in the promotion of the value and benefits of effective work-life balance, this year the EEO Trust participated in the government's Work-Life Steering Group. The EEO Trust worked collaboratively with the Steering Group and provided significant opportunities for workplaces and individuals to provide feedback on work-life balance issues via its 'Paid work and relationships' snapshot survey undertaken in February 2003.

Whilst work-life balance continues to focus the attention of many, the EEO Trust did not focus solely on work-life issues during the year but actively sought to raise awareness of the benefits of diversity in the workplace by producing a significant collection of case-studies from all over New Zealand highlighting the benefits of employing people from diverse backgrounds.

Links with employers in the private and public sectors, unions, government and other strategic allies continued to be strengthened both nationally and internationally. Collaborative initiatives with complementary organisations are planned for the current and future financial years that will ultimately enhance the quality of lives of New Zealanders in paid employment. The EEO Trust continues to work towards ensuring barriers to equal employment opportunities are removed, appointment is based on merit and workplaces are aware of and able to accommodate individual and workplace needs.

The EEO Trust Board comprises a unique mix of skills and experience from the public and private sectors and trustees make an invaluable contribution to the on-going success of the organisation. Three trustees stepped down during the year, Amanda Hastrop of Telecom, Leah South of AMP Financial Services and Anne Carter of the Ministry of Women's Affairs. Chief executive of the Ministry of Social Development, Peter Hughes, was appointed as a public sector trustee, and Deloitte partner, Andra Glyn-Jones, and Carter Holt Harvey Futurebuild chief executive, Linda Sewell, were elected as private sector trustees in December 2003. Providing practical support and strategic governance to the EEO Trust requires significant commitment and I sincerely thank all board members and their workplaces, both current and former, for the work they undertake on behalf of the EEO Trust. I and my fellow trustees also thank Government ministers and officials who continue to support the EEO Trust and the valuable work we undertake.

I also thank chief executive Dr Philippa Reed and her team at the EEO Trust who communicate the benefits of EEO to New Zealand workplaces and provide information and assistance to help workplaces become employers of choice, committed to EEO best practice.

The EEO Trust moves into the 2004/2005 financial year with a revitalised image that builds on its history and reinforces its core values of credibility, relevance, inclusiveness, balance and commercial astuteness. As more and more New Zealanders seek effective work-life balance, a tolerant and inclusive society and a sense of worth in their working lives, the values and practices the EEO Trust supports and promotes become even more relevant. I look forward to the EEO Trust continuing to educate, inform and support New Zealand workplaces so that they live the values of EEO and all New Zealanders experience equal employment opportunities.

Michael Barnett
Chairman
October 2004

Working from solid foundations and an 11 year history of positive achievements, the 2003/2004 financial year saw the EEO Trust increase its membership, increase contact with workplaces nationwide, work collaboratively with others on EEO initiatives and re-affirm its values with a revitalisation of the EEO Trust's image.



Philippa Reed

Membership

EEO Employers Group membership grew from 330 members in June 2003 to 355 members in June 2004. Collectively, these workplaces employ approximately 277,000 people and are drawn from all sectors – public, private and not-for profit. EEO Employers Group members are perceived as employers of choice by applicants, employees, clients, the media and the public. This perception is based on evidence: EEO Employers Group members are two to three times more likely than other employers to be active in diversity and EEO activities across a range of benchmarks.

Members commit to developing a policy endorsing EEO, to plan for diversity goals relevant to their workplace and report on progress annually through the EEO Trust Diversity Survey. This ensures the credibility of the group and the commitment of its members to action.

Member meetings and presentations were held in Auckland, Hamilton, Palmerston North, Rotorua, New Plymouth, Wellington, Lower Hutt, Christchurch and Dunedin. The EEO Trust's AGM and Annual Briefing were held in Christchurch in November 2003 and in 2004, these are being held in Wellington.

Diversity Index Survey

The EEO Trust's Diversity Survey remains a key strategy to research and communicate progress being made in New Zealand workplaces towards using EEO to value diversity. The findings of the survey go towards the compilation of the EEO Trust's annual Diversity Index which measures workplace performance across a wide range of diversity / EEO benchmarks both in New Zealand and overseas. All findings are provided in aggregate format and no individual workplace is identified.

The survey's findings indicate EEO Trust Employers Group members perform better on most diversity indicators than non-members, except for diversity of leadership by ethnicity. Within the EEO Trust Employers Group, diversity is related to length of association with the EEO Trust, with performance increasing as length of association increases. The exception is in the monitoring of return to work after paid parental leave which is a recent initiative. These findings indicate that while joining the EEO Trust has an impact on diversity performance, the impact is not necessarily immediate as it can take time to show effect and grows over time.

Five hundred and ninety workplaces completed the EEO Trust's annual Diversity Survey in May 2004. This is the largest number of respondents since the survey began. Of those that responded, 337 were members of the EEO Trust and 253 were non-member workplaces – an increase of 55% on the previous year.

Three surveys were provided, a larger workplace and smaller workplace survey for EEO Trust members and a separate non-member survey.

Improvements to the surveys are planned for 2005 to encourage greater responses and measurements.

'Snapshots' surveys

In September 2003 the EEO Trust undertook a work and life 'snapshot' research programme designed to engage public awareness and debate on a range of issues affecting a broad cross-section of New Zealand society.

The first snapshot survey – "What do Kiwi fathers really want?" coincided with Fathers Day in September 2003 and attracted approximately 1,400 respondents.

Eighty two percent of respondents said their paid work negatively affects the amount of time they spend with their children while 52% said their paid work affects the quality of the time they spend with their children.

Flexibility in terms of start and finish times, sometimes being able to work from home and sometimes being able to take time off during the day to support their children's school or after-school activities were the most popular options. However, support to take parental leave entitlements was the next most popular option.

A second snapshot – "Paid work and Relationships – getting the right balance" was undertaken in February 2004 in partnership with the government's work and life balance project. The project included an on-line survey completed by 1,324 people, as well as an international literature review. Both aspects of the research project confirmed that healthy relationships and friendships positively affect performance at work.

Three-quarters of respondents to the on-line survey said they did not work as well if they were having problems in their personal relationships. When asked how good relationships help them perform better at work, 81% of respondents said they were more productive because they felt better, 71% said the emotional support from relationships helped them cope with work stress and 63% said they got along better with workmates/colleagues.

Most respondents (82%) said that paid work had a beneficial effect on personal relationships, although women were slightly more likely than men to hold this view. Sixty per cent of people said their workplace valued and supported their relationships, with men and women having similar attitudes on this.

This project also included a toolkit for employers to assist them to find out more about how they can help workers maintain healthy relationships at work and at home.

'PeoplePower – successful diversity at work' publication and website

The EEO Trust worked collaboratively with the Department of Labour on a project to share good ideas among employers about making the most of an increasingly diverse workforce.

The project involved talking with employers from all over New Zealand who have embraced diversity to find out about the challenges and benefits of employing people from a wide range of backgrounds including those with disabilities, older and younger workers, new migrants to New Zealand and individuals from a wide range of ethnic and cultural backgrounds. The project shows that all sectors, all types of business and all sizes of workforce can benefit from diversity and highlights the benefits of employing a diverse workforce. The publication and full collection of case studies is available at: www.eeotrust.org.nz

EEO Trust Work & Life Awards

The Prime Minister, Hon Helen Clark, again presented awards to the winners of the EEO Trust Work & Life Awards in September 2003 and 2004.

In May 2004, 20 entries were received across five categories: Large Organisation, Small to Medium Organisation, First Steps, Manāki Tangata Innovation award and Walk The Talk (for senior managers).

IBM is principal supporter of these awards from 2004 to 2006 and the winners were announced by the Prime Minister at a gala dinner held in Auckland in September 2004.

This is the seventh year the EEO Trust has held these awards. Organisations often enter several times and the benchmarks for performance and practice continue to be raised with every succeeding year.

Strategic relationships

The EEO Trust continued to work in partnership with organisations to develop effective relationships and undertake relevant research in current and emerging EEO issues including the EEO Unit of the Human Rights Commission, the Ministry of Women's Affairs, the government Work-Life Steering Group and Pay Equity Taskforce, the Department of Labour Future of Work Advisory Group, the Council of Trade Unions and tertiary institutes.

Independent research and consultation with member and non-member organisations provided the catalyst to revitalise the EEO Trust's image in line with New Zealand's changing workplaces and communities. The image reflects the values of the EEO Trust in its focus on encouraging versatile workplaces that support equal employment opportunities.



Philippa Reed
Chief Executive
October 2004



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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 Trust for the year ended 30 June 2004 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 Trust as at 30 June 2004 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 2004 and its financial performance for the year ended on that date.

Our audit was completed on 6 October 2004 and our qualified opinion is expressed as at that date.

The logo for PricewaterhouseCoopers, written in a stylized, cursive orange font.

PricewaterhouseCoopers
Chartered Accountants
Auckland

Statement of Financial Performance For The Year Ended 30 June 2004

	NOTES	2004	2003
		\$	\$
Membership Income	2	268,492	268,736
Government Unmatched Funds		547,556	547,556
Government Matching Funds		395,555	395,556
Unconditional Gifts (contra Membership)		23,925	20,700
Interest Received		44,371	22,676
Sundry Income		184,948	73,826
Total Operating Revenue		1,464,847	1,329,050
Less expenses:			
Auditors Remuneration		6,750	6,000
Doubtful Debts		900	(8,050)
Depreciation – Motor Vehicles		–	409
Depreciation – Office Furniture & Equipment		8,520	18,704
Depreciation – Furniture & Fittings		8,238	11,062
General Expenses		609,371	362,647
Interest		164	952
Projects		164,852	141,577
Rental & Lease		69,436	67,985
Salaries		426,015	425,085
Total Expenses		1,294,246	1,026,371
Net Operating Surplus Before Taxation		170,601	302,679
Less Trustees Income Tax		–	–
Net Surplus Transferred to Equity		170,601	302,679

Statement of Movements In Equity For The Year Ended 30 June 2004

Net Surplus For Year Being Total Recognised Gains and Losses	170,601	302,679
Equity At Start Of Year	729,507	426,828
Equity At End Of Year	900,108	729,507

Statement of Financial Position *As at 30 June 2004*

	NOTES	2004	2003
		\$	\$
Trust Equity		900,108	729,507
Current Liabilities			
Trade Creditors		88,968	94,014
Accruals		26,163	50,906
G.S.T. Payable		–	39,521
Hire Purchase Liabilities		–	4,254
Income in Advance		4,044	–
		119,175	188,695
Total Funds Employed		1,019,283	918,202
Current Assets			
Cash at Bank		40,119	61,863
Term Deposits		800,000	740,000
Prepayments		1,352	1,708
Hire Purchase Liabilities		552	–
Accounts Receivable		120,824	58,177
G.S.T. Receivable		8,552	–
Inventories		9,221	8,094
		980,620	869,842
Non Current Assets			
Property, Plant and Equipment	3	38,663	48,360
Total Assets		1,019,283	918,202



Michael Barnett
Trustee
6 October 2004



Alison Quesnel
Trustee
6 October 2004

Notes to and forming part of the Financial Statements For The Year Ended 30 June 2004

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 entity qualifies for differential reporting based on the following criteria:

- It is not publicly accountable and
 - The entity is not large as defined in the Institute of Chartered Accountants New Zealand Framework for Differential Reporting.
- The entity has adopted all available differential reporting exemptions except for FRS19 Accounting for Goods and Services Tax, with which it has 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	6.5-39.6%	Straight Line Basis
Computer Hardware	14.4-36%	Straight Line Basis
Computer Software	36%	Straight Line Basis

Valuation of Inventories Inventories are valued at the lower of cost and net realisable value. Cost has been assigned to inventory items on hand at balance date using the first in first out 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.

Notes to and forming part of the Financial Statements For The Year Ended 30 June 2004

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.

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. Property, Plant and Equipment Summary

	COST	ACC'M DEPN.	2004 BOOK VALUE
	\$	\$	\$
Furniture & Fittings	88,271	(60,877)	27,394
Office Furniture & Equipment	26,256	(14,987)	11,269
	114,527	(75,864)	38,663

	COST	ACC'M DEPN.	2003 BOOK VALUE
	\$	\$	\$
Motor Vehicles	10,222	(10,222)	-
Office Furniture & Equipment	112,191	(93,663)	18,528
Furniture & Fittings	120,142	(90,310)	29,832
	242,555	(194,195)	48,360

Notes to and forming part of the Financial Statements For The Year Ended 30 June 2004

4. Contingent Liabilities

There are no contingent liabilities at 30 June 2004 (2003: \$ Nil).

5. Capital Commitments

The business did not have any capital commitments at 30 June 2004 (2003: \$ Nil).

6. Operating Leases

	2004	2003
Commitments under non-cancellable operating leases:		
Current	104,311	94,140
Non-current	246,631	250,346
	350,942	344,486

7. Related Parties

There were no material related party transactions during the year (2003: \$Nil).

Board of Trustees *As at 30 June 2004*

Trustees' Report *For The Year Ended 30 June*



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

Alison Quesnel
Country Manager
New Zealand
Blackmores (NZ) Ltd

Dave Stewart
General Manager
Stratum Consulting Group

Jo Brosnahan
Chief Executive Officer
Auckland Regional
Council

Marie Shroff
Privacy Commissioner
Office of the Privacy
Commissioner

Belinda Clark
Secretary for Justice
Ministry of Justice

Peter Hughes
Chief Executive
Ministry of Social
Development

Linda Sewell
Chief Executive
Carter Holt Harvey
Futurebuild

Andra Glyn-Jones
Partner
Deloitte

Trustees

The following persons held positions as Trustees of the Equal Employment Opportunities Trust as at 30 June 2004:

Michael Barnett
Alison Quesnel
Dave Stewart
Linda Sewell
Andra Glyn-Jones
Jo Brosnahan
Marie Shroff
Belinda Clark
Peter Hughes

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

Michael Barnett
Trustee
6 October 2004

Alison Quesnel
Trustee
6 October 2004

EEO Trust Members As at 30 June 2004

Foundation Members

AFFCO Holdings Limited
Air New Zealand Limited
ANZ Banking Group (New Zealand) Ltd
ASB Bank Limited
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
Goodman Fielder New Zealand Limited
Fay Richwhite & Co Ltd
Fisher & Paykel Appliances
Fletcher Challenge Limited
Fonterra
Independent Newspapers Limited
Lion Nathan Limited
LWR Industries Limited
National Australia Bank (NZ)
New Zealand Post Limited
PricewaterhouseCoopers
Progressive Enterprises Ltd
Telecom New Zealand Ltd
Tranz Rail Limited
Westpac Banking Corporation
Woolworths (NZ) Ltd

EEO Trust Members

3M New Zealand Ltd
Accident Compensation Corporation
ACI Glass Packaging New Zealand
Adcorp New Zealand Ltd
AFFCO Holdings Limited
AgResearch
Agriculture ITO
Air New Zealand Limited
Alpha Education Ltd
Alpha Personnel Recruitment Limited
Alpha Scientific Ltd
AMP Financial Services (NZ) Ltd
Animal Control Services Ltd
Antarctica New Zealand
ANZ Banking Group (NZ) Ltd
ANZ National Bank Ltd
Arai Te Uru Whare Hauora
Archives New Zealand

Arthritis New Zealand
ASB Group
Auckland Business School (NSTC) Ltd
t/as Quality Education Alliance
Auckland Cardiology Ltd
Auckland City Council
Auckland College of Education
Auckland District Health Board
Auckland District Law Society
Auckland International Airport Ltd
Auckland Kindergarten Association
Auckland New Ventures Inc
Auckland Regional Chamber of
Commerce & Industry
Auckland Regional Council
Auckland Student Job Search
Auckland University of Technology
Auckland War Memorial Museum
Authentic Plasterers Ltd
Aviation Tourism & Travel Training
Organisation (ATTTO)
Babysitters Company
Bailey Printing Ltd
Bank of New Zealand
Barnardos New Zealand
Bay of Plenty Polytechnic
Baycorp Advantage (NZ) Ltd
Bayer New Zealand Ltd
Bell Gully
Bell Trading Ltd
BP Oil New Zealand Ltd
Briscoe Group Limited, Briscoes
British American Tobacco Holdings (NZ)
Brookfields Lawyers
BTI New Zealand Ltd
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
Carter Holt Harvey Forests
Carter Holt Harvey Full Circle
Carter Holt Harvey Futurebuild
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
CCS Wellington (Incl)
Central Hawkes Bay District Council
Centre Consulting Group
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
Compensation Advisory Services Ltd
Computer Power Institute New Zealand
Conversa Global Limited
Crown Forestry Rental Trust
Crowne Plaza Auckland
David J Patten
DB Breweries Ltd
Defino Ltd
Deloitte
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
Drake Personnel (NZ) Ltd
Duncan Cotterill Lawyers
Dunedin City Council
EAP Services Ltd (Employee
Assistance Programmes)
EDS (New Zealand) Limited
Electricity Supply ITO
ElectroTechnology ITO
Emerge Supported Employment Trust
Employers & Manufacturers
Association (Central) Inc
Employers & Manufacturers
Association (Northern) Inc
Enterprising Manukau
Enting Real Estate Ltd
Environment Southland
Environment Waikato Regional Council
Environmental Risk Management
Authority (ERMA)
Ericsson Communications Limited

EEO Trust Members (continued) As at 30 June 2004

Ernst & Young New Zealand Ltd	Institute of Chartered Accountants of New Zealand	Ministry for the Environment
Executive Taskforce Limited	Integrated People Strategies Ltd	Ministry of Agriculture & Forestry (MAF)
Expertise Limited	Interior	Ministry of Economic Development
Fire & Rescue Service Industry Training Organisation (FRSITO)	Investment Savings and Insurance Association of NZ Inc	Ministry of Education
Fisher & Paykel Appliances	James Keat	Ministry of Fisheries
Fisher & Paykel Healthcare Ltd	Janssen-Cilag New Zealand	Ministry of Foreign Affairs and Trade
Fletcher Aluminium	JR Courtenay NZ Ltd	Ministry of Housing
Fletcher Building Limited	Juken Nissho Ltd	Ministry of Justice
Fonterra	Jump Business Solutions Ltd	Ministry of Maori Development (Te Puni Kokiri)
Ford Motor Company of NZ Ltd	Kapiti Coast District Council	Ministry of Pacific Island Affairs
Forest Research Limited	Kelly Services (NZ) Ltd	Ministry of Research, Science & Technology
Franklin District Council	Kensington Swan	Ministry of Social Development
Franklin Kindergarten Association	Kidsfirst Kindergartens – Canterbury	Ministry of Transport
Frog Recruitment Limited	Westland Free Kindergarten Association Inc	Ministry of Women's Affairs
GBL Personnel Limited	Kindergarten Wairarapa Inc	Minter Ellison Rudd Watts
Geneva Health International	Kinetic Recruitment Consultants Ltd	Momentum Consulting Group
GEO NZ Limited	Kirwan Consulting Limited	Morrison Kent Barristers & Solicitors
Getley Co-Partnership Limited and Company	Kiwicare Pre School	National Library of New Zealand
Gilmore Brown Ltd	KPMG	Nelson City Council
Gilmour McGregor & Associates Ltd	KVB Kunlun New Zealand Ltd	Nelson Marlborough Institute of Technology
GlaxoSmithKline	Land Transport Safety Authority	Netball New Zealand Inc
Good Shepherd School	LawStaff (NZ) Limited	Network Personnel
Goodman Fielder New Zealand Limited	Learning Media Limited	New Plymouth District Council
Government Communications Security Bureau	Legal Services Agency	New Ventures
Haines New Zealand Limited	Lindsay Corban Associates Limited	New Zealand AIDS Foundation
Hair To Train	Literacy Aotearoa Inc	New Zealand Army
Hallmark Cards NZ Ltd	Lodestar	New Zealand Council for Educational Research
Hamilton City Council	Longbay Petroleum Associates Ltd	New Zealand Council of Trade Unions (NZCTU)
Harding Consultants Limited	Low Yim Partners Ltd	New Zealand Customs Service
Harrison Grierson Consultants Limited	Manāki Whenua Landcare Research NZ Ltd	New Zealand Defence Force
Hawkes Bay Regional Council	Manukau City Council	New Zealand Federation of Voluntary Welfare Organisations
Health Advocates Trust	Manukau Institute of Technology	New Zealand Fire Service
Heaney & Co	Massey University	New Zealand Police
Hearing Dogs for Deaf People New Zealand	Masterton District Council	New Zealand Post Limited
Heritage Hotel Management Ltd	McDonald's Restaurants (NZ) Ltd	New Zealand Property Institute
Hesketh Henry	Meat Industry Association of NZ Inc	New Zealand Public Service Association Inc
Hope-Cross Consulting Ltd	Medical Staffing International	New Zealand Retailers Association
Horowhenua District Council	Mental Health Commission	New Zealand Steel
HortResearch	Mental Health Foundation of New Zealand	North Shore City Council
HR Consult	Merck Sharp & Dohme (New Zealand) Ltd	Northland Polytechnic
HR Solutions Limited	MercyAscot	NZ Amalgamated Engineering Printing & Manufacturing Union
Human Resource Associates (NZ)	Meredith Connell	NZ Federation of Graduate Women
Human Resources Institute of NZ (HRINZ)	Merial New Zealand Limited	Auckland Charitable Trust Inc (NZFGW)
Human Rights Commission	Methanex New Zealand Limited	NZ Post Primary Teachers' Association
IBM New Zealand Ltd	Metro Water Limited	NZ Services
IHC NZ Inc	MidCentral District Health Board	Oasis Education Ltd
Information Tools Limited	Milne Ireland Walker	OCG Consulting Ltd
Inland Revenue Department	Ministry for Culture and Heritage	Office of Film and Literature Classification

EEO Trust Members (continued) As at 30 June 2004

Office of the Auditor-General	Sheraton Auckland Hotel & Towers	TMP/Hudson Global Resources
Otago Museum	Shieff Angland	Top Drawer Consultants
Otago Polytechnic	Simpson Grierson	TOWER New Zealand
Oxygen Business Solutions	SKF New Zealand Ltd	Transfield Worley Limited
Pacific Business Trust	Sky City Auckland Limited	Transfund New Zealand
Palmerston North City Council	South Waikato District Council	Transit New Zealand
Parents Centres New Zealand Inc	Southern Cross Healthcare	Transpower New Zealand Limited
Parker Bridge (NZ) Ltd	Southland District Council	Treasures Babycare
Parliamentary Commissioner for the Environment	Special Persons Attendant Network Agency Ltd	UNITEC New Zealand
Parliamentary Service	Spherion Office & Professional Ltd	Universal College of Learning (UCOL)
Paul Dickinson & Associates Ltd	Spherion Recruitment Solutions Ltd	University of Canterbury
PeopleSearch Consulting Limited	Stagecoach New Zealand	University of Otago
Pharmacy Guild of New Zealand Inc	Staples Rodway Auckland	Upper Hutt City Council
Phillips Fox Lawyers	State Services Commission	Vero Insurance New Zealand Limited
Phoenix Inc Supported Employment Services	Statistics New Zealand	Victoria University of Wellington
Pohlen Kean Ltd	Strategy Recruitment Consultancy	Viscount Plastics (NZ) Ltd
Point of View Productions	Stratex Networks (NZ) Ltd	Waiariki Institute of Technology
Poppet's Nanny Bureau Ltd	Stratum Consulting Group	Waikato Bay of Plenty District Law Society
Prepared Foods Limited	Student Job Search Aotearoa	Waikato District Council
Presbyterian Church of Aotearoa New Zealand	Supported Employment Agency (Bay of Plenty)	Waikato Institute of Technology
PriceWaterhouseCoopers	Tall Poppies & Co Ltd	Waipa District Council
Progressive Enterprises Ltd	Taranaki District Health Board	Waitakere City Council
Public Trust Corporate Office	Tauranga City Council	Waitomo District Council
Rebel Sport	Tauranga Regional Free Kindergarten Association Inc	Wanganui District Library
Recovered Materials Foundation	Te Hopai Trust Group	Watercare Services Limited
Recruitment & Consulting Services Association (RCSA)	Te Runanga O Ngai Tahu	Watson Wyatt New Zealand Ltd
Reserve Bank of New Zealand	Te Taura Whiri i te Reo Maori – Māori Language Commission	WEL Networks Limited
Resolve Group Ltd	Te Utuhina Manaakitanga Trust (The Addiction Resource Centre Rotorua)	Wellington City Council
Restaurant Trend Ltd	Telecom New Zealand Ltd	Wellington College of Education
Retirement Commission	Television New Zealand Limited	Wellington Community Child Care Assn (WCCCA)
Right Management Consultants	TelstraClear Ltd	Wellington District Law Society
Robert Walters NZ Ltd	Tertiary Education Commission	Western Bay of Plenty District Council
Rotorua District Council	The Correspondence School	Westpac Banking Corporation
Roughan Chiropractic	The Hermitage Hotel	Whangarei District Council
Royal New Zealand Air Force	The National Foundation For The Deaf Inc	Wheeler Campbell Consulting Limited
Royal New Zealand Navy	The Omnia Group (NZ) Ltd	Whitecliffe College of Arts & Design
Sapphire Technologies	The Open Polytechnic of New Zealand	Women's Health Action Trust
SC Johnson & Son Pty Ltd	The Otago Chamber of Commerce & Industry Inc	Workbase, The National Centre for Workplace Literacy & Language
Scientific and Technical Recruitment Limited	The Todd Corporation	Workbridge Incorporated
Seek Communications (NZ) Ltd	The Treasury	Workforce Personnel
Select Appointments Limited	The University of Auckland	WorkMates – Supported Employment Agency
Select Australasia (Pty) Ltd	The University of Waikato	Workplace Support Northern Region
Select Care Personnel t/as Eden Health Recruitment	The Upper Hutt Kindergarten Association	ZESPRI International Limited
Selwyn District Council	The Warehouse Group Ltd	
Sheffield Limited	Thornton Earl Ltd	
Shell New Zealand Limited	TL Jones Ltd	
Shell Todd Oil Services Limited	TMP Worldwide Advertising and Communications	

Registered Office:

Level 5
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