



# EEO TRUST

Annual Report 2005



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 Government funding.

The 11 staff (8 FTEs) in the EEO Trust office provide workplaces with EEO information and support, access to publications and networking assistance.

Our 2005 year was an exciting time of new people at the boardroom table, a new Chief Executive and some new team members. With the rapid change that is occurring in the work environment especially around issues of work and life, diversity and tolerance, our organisation is becoming increasingly relevant to business and its resources in growing demand.



Michael Barnett

As with all organisations, we understand the need to refresh our look and feel, and review the values that we stand for. During this last 12 months we have completed the development of our new brand and its communication platform, and externally have worked strategies that ensure the principles of EEO are driven from within individual businesses for the benefit of those that work within those businesses and the communities in which they operate.

New Zealand's deepening skills shortage has created a context where the principles of EEO are critical to business success. They are providing a blueprint that ensures employees are provided with the most suitable environment in which they can operate, the consequence of which is employee retention which is of benefit to all.

The EEO Trust research project exploring the employment experiences of disabled people highlighted an under-utilised source of talent and energy and provided information and ideas to employers keen to ensure they do not overlook the potential of disabled people.

The EEO Trust was closely involved in the development and launch of a tool to help workplaces grappling with diversity issues. The Diversity Game was launched in June and quickly proved itself to some of New Zealand's largest employers. The EEO Trust's ability to work in partnership with the game's developers and local legal and human rights experts ensured that the game meets the needs of New Zealand organisations.

I would like to thank my fellow trustees for their commitment to the work of the EEO Trust and their willingness to contribute their time and experience. I and my fellow trustees would also like to thank Government ministers and officials who continue to support the EEO Trust and the work we undertake to help ensure New Zealand's people can reach their potential at work.

I would also like to thank Dr Philippa Reed and her team at the EEO Trust for the professionalism they bring to working with employers to enable them to develop versatile workplaces which maximise talent.

The 2004-2005 year has seen the EEO Trust strengthen its network of national and international relationships, upgrade its systems to improve access to resources and increase the number of employer members with whom it works in partnership. I look forward to the coming year in the assurance that the EEO Trust is well placed to address some of the core business issues facing New Zealand workplaces.

Michael Barnett  
Chairman  
October 2005

The EEO Trust experienced a time of positive growth during the 2004-2005 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

Within the context of New Zealand's increasingly diverse population, the EEO Trust assists employers to introduce and manage proven EEO/diversity thinking and practices so they can take advantage of the skills and talents of New Zealanders. It encourages the recruitment and development of people on the basis of merit, and generates awareness of the business benefits and rewards of a versatile and inclusive workplace.

### Disability and employment

A tight labour market requires employers to assess whether they are tapping into the skills and energies of the whole population. Disabled people continued to be under-represented in the workforce, indicating that their potential contribution to New Zealand's productivity is not being accessed.

In December 2004, the EEO Trust conducted an on-line survey exploring the employment experiences of disabled people with a view to gathering information to assist employers to tap this under-utilised pool of skills and energy. The survey received 390 responses. A survey report, literature review, and comprehensive toolkit for employers were subsequently produced. The toolkit is available on our website.

In March 2005, the EEO Trust, together with Auckland City, arranged an event to explore disability and employment issues with presentations from visiting Australian disability expert Margherita Coppolino and Westpac CEO Ann Sherry.

The EEO Trust also participated in the Ministry of Social Development's Employers' Forum on disability issues in March 2005 and is continuing to work with key business leaders and the disability community to develop a network of champions encouraging employers to see disabled people as a strategic resource.

### The Diversity Game

As part of its on-going focus on highlighting the relevance of diversity issues, the EEO Trust assisted in the development and launch of the Diversity Game in June 2005. The Diversity Game is an international award winning board game designed to raise awareness of diversity issues in workplaces. It was judged one of the top 10 training tools in the US in the 1990's.

The EEO Trust worked with the Australian based Diversity Consulting Company, the Human Rights Commission and Simpson Grierson to adapt the game to the New Zealand context. The EEO Trust launched the game in June at five events in Auckland, Wellington and Christchurch, attended by a total of 250 people.

### EEO Trust Diversity Survey

In May 2005, 483 organisations completed the EEO Trust Diversity Survey, of which 318 were EEO Employers Group members. The survey measures workplace performance across various EEO/diversity

benchmarks and is tailored to two main streams; organisations with fewer than 10 employees, and larger organisations.

Each participant in the survey receives an individual feedback form indicating how their organisation fared against the total number of respondents. In 2006, the survey will focus solely on work-life balance issues, and thereafter the diversity and the work-life balance surveys will be conducted in alternate years.

### Workplace resources

In the final phase of a project to refresh the EEO Trust brand, we launched our new website in June 2005. The website provides access to the EEO Library so all users can search resources on EEO and diversity issues and download copyright-free resources.

EEO Employers Group members can borrow resources directly from the EEO Trust library. Members also have access to a series of online PowerPoint presentations to assist them in presenting EEO/diversity issues in their workplaces.

We have also made the quarterly *Work & Life Bulletin* available to anyone using our website and numerous in-depth online toolkits provide information and ideas on a range of topics related to diversity in employment.

We published our cornerstone document, *Versatile business – business success*, in June 2005. This publication describes the context of diversity and outlines steps organisations can take to take advantage of New Zealand's diverse population and markets. It can be downloaded direct from our website.

### Membership

EEO Employers Group membership grew from 355 members in June 2004 to 365 in June 2005. Collectively, these workplaces employ more than 281,600 people in a range of industries from the public, private and not-for-profit sectors. Members commit to developing EEO/diversity strategies within their organisations and to recruiting and developing people on the basis of merit.

### EEO Trust Work & Life Awards

The EEO Trust has been influential in bringing work-life balance initiatives into the human resources toolkits of many New Zealand organisations seeking to recruit, develop and retain talent in skills short market.

Since 1998, the EEO Trust has acknowledged and celebrated organisations that encourage work-life balance at its annual EEO Trust Work & Life Awards. In 2005, the EEO Trust Work & Life Awards received a record number of 30 entries from a range of organisations, large and small, working in diverse industry sectors.

IBM New Zealand is the principal supporter of the EEO Trust Work

& Life Awards from 2004 to 2006. The Prime Minister Helen Clark presented the awards at a gala dinner attended by 370 people in September 2005.

The Board of Trustees and the EEO Trust team are committed to working with employers throughout New Zealand to create versatile workplaces which are positioned to recruit and develop talent for business success.



Philippa Reed  
Chief Executive  
October 2005



**Financial Statements** *Year Ended 30 June 2005*

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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 2005 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 2005 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 2005 and its financial performance for the year ended on that date.

Our audit was completed on 3 October 2005 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 2005

	NOTES	2005 \$	2004 \$
Membership Income	2	309,679	268,492
Government Unmatched Funds		547,556	547,556
Government Matching Funds		395,556	395,555
Unconditional Gifts (contra Membership)		15,072	23,925
Interest Received		56,934	44,371
Sundry Income		56,507	184,948
<b>Total Operating Revenue</b>		<b>1,381,304</b>	<b>1,464,847</b>
Less expenses:			
Auditors' Remuneration		6,750	6,750
Doubtful Debts		(3,020)	900
Depreciation - Office Furniture & Equipment		8,874	8,520
Depreciation - Furniture & Fittings		7,280	8,238
General Expenses		532,749	609,371
Interest		-	164
Projects		73,066	164,852
Rent		69,436	69,436
Salaries		552,905	426,015
<b>Total Expenses</b>		<b>1,248,040</b>	<b>1,294,246</b>
<b>Net Operating Surplus Before Taxation</b>		<b>133,264</b>	<b>170,601</b>
Less Trustees Income Tax		-	-
<b>Net Surplus Transferred to Equity</b>		<b>133,264</b>	<b>170,601</b>

Statement of Movements In Equity For The Year Ended 30 June 2005

Net Surplus For Year	133,264	170,601
Equity at Start of Year	900,108	729,507
<b>Equity At End Of Year</b>	<b>1,033,372</b>	<b>900,108</b>

Equal Employment Opportunities Trust  
Statement of Financial Position *As at 30 June 2005*

	NOTES	2005 \$	2004 \$
<b>Trust Equity</b>		<b>1,033,372</b>	<b>900,108</b>
<b>Current Liabilities</b>			
Trade Creditors		105,346	88,968
Accruals		111,897	26,163
Income in Advance		2,022	4,044
		<b>219,265</b>	<b>119,175</b>
<b>Total Funds Employed</b>		<b>1,252,637</b>	<b>1,019,283</b>
<b>Current Assets</b>			
Cash at Bank		97,554	40,119
Term Deposits		1,050,000	800,000
Prepayments		6,467	1,352
Hire Purchase Liabilities		-	552
Accounts Receivable		51,157	120,824
G.S.T. Receivable		523	8,552
Inventories		-	9,221
		<b>1,205,701</b>	<b>980,620</b>
<b>Non Current Assets</b>			
Property, Plant and Equipment	3	46,936	38,663
<b>Total Assets</b>		<b>1,252,637</b>	<b>1,019,283</b>



Michael Barnett  
Trustee  
3 October 2005



Alison Quesnel  
Trustee  
3 October 2005

## Equal Employment Opportunities Trust

### Notes to and forming part of the Financial Statements For The Year Ended 30 June 2005

#### 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.

## Equal Employment Opportunities Trust

### Notes to and forming part of the Financial Statements For The Year Ended 30 June 2005

**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.	2005 BOOK VALUE
	\$	\$	\$
Furniture & Fittings	88,271	(68,157)	20,114
Office Furniture & Equipment	50,683	(23,861)	26,822
	<b>138,954</b>	<b>(92,018)</b>	<b>46,936</b>

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

Equal Employment Opportunities Trust  
Notes to and forming part of the Financial Statements For The Year Ended 30 June 2005

**4. Contingent Liabilities**

There are no contingent liabilities at 30 June 2005 (2004: \$ Nil).

**5. Capital Commitments**

The business did not have any capital commitments at 30 June 2005 (2004: \$ Nil).

**6. Operating Leases**

	2005	2004
Commitments under non-cancellable operating leases:		
Current	84,690	104,311
Non-current	176,572	246,631
	261,262	350,942

**7. Related Parties**

There were no material related party transactions during the year (2004: \$Nil).

Board of Trustees *As at 30 June 2005*

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**  
Consultant in leadership

**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 2005:

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  
3 October 2005

Alison Quesnel  
Trustee  
3 October 2005

## EEO Trust Members As at 30 June 2005

### 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  
Fay Richwhite & Co Ltd  
Fisher & Paykel Appliances  
Fonterra  
Goodman Fielder New Zealand Limited  
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  
Tenon Ltd  
Toll NZ Consolidated  
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  
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 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 City Council  
Auckland District Health Board  
Auckland District Law Society  
Auckland International Airport Ltd  
Auckland Kindergarten Association  
Auckland Regional Chamber of Commerce & Industry  
Auckland Regional Council  
Auckland University of Technology  
Authentic Plasterers Ltd  
Aviation Tourism & Travel Training Organisation (ATTTO)  
Babysitters Company  
Bailey Printing Ltd  
Bank of New Zealand  
Bay of Plenty Polytechnic  
Bayer New Zealand Ltd  
Bell Gully  
Bell Trading Ltd  
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  
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 (Inc)  
Central Hawkes Bay District Council

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  
CRA International Ltd  
Creative New Zealand  
Crown Forestry Rental Trust  
David Forman Ltd  
David J Patten  
DB Breweries Ltd  
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 Personnel (NZ) Ltd  
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  
Enterprising Manukau  
Enterprise Steel Ltd  
Environment Southland  
Environment Waikato Regional Council  
Environmental Risk Management Authority (ERMA)  
Equinox Limited  
Ernst & Young New Zealand Ltd  
Executive Taskforce Limited  
Expertise Limited  
Extra Mile Training  
Fire & Rescue Service Industry Training Organisation (FRSITO)  
Fisher & Paykel Appliances Limited

## EEO Trust Members (continued) As at 30 June 2005

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

## EEO Trust Members (continued) As at 30 June 2005

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

**Registered Office:**

Level 5  
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ASB Bank Limited  
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**Solicitors:**

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**Auditors:**

PricewaterhouseCoopers  
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**Secretary:**

Philippa Reed

