



EQUAL EMPLOYMENT OPPORTUNITIES TRUST
ANNUAL REPORT **2015**



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CHAIRMAN'S REPORT 2015

Each year I use this Chairman's Report to look back over what has been achieved by the Trust in the previous 12 months and to look forward to the year ahead.

This year, as we prepare for a change of name in 2016, it is fitting to look back not just over the year that's been but over the more than two decades of work carried out by the Equal Employment Opportunities Trust.

The organisation was established in 1992 to promote the business benefits of equal employment opportunities to New Zealand employers. With this remit as its governing purpose, the EEO Trust became an essential source of education and inspiration for companies to examine their employment practices.

In the early years, the focus was on cementing some fairly straightforward principles, such as the equal rights of men and women in the workplace.

Now, two decades on, our communities look radically different and so do our workplaces. In Auckland, more than 40% of the population was born overseas. New Zealand's biggest city also boasts more than 200 ethnicities and there are over 160 different languages spoken. This change in our communities demands changes in our businesses and in our work environments. These changes also mean that the remit of this organisation is much, much broader than it once was.

It is no longer enough to advocate for all employees just to be treated equally, instead we want the differences to be acknowledged and respected, and we want employers to understand that diversity is essential for their ongoing success. Simply promoting the business benefits of equal employment opportunities is not enough either. Our agenda is much broader.

In 2015 we have evolved into an organisation that provides training opportunities and stimulates debate. We identify best practice and create opportunities for New Zealand businesses to share this information through events and case studies. We commission research and share those insights with our members and the wider business community. We run annual awards to celebrate companies who have succeeded in creating workplaces that embrace diversity.

In 2016, the EEO Trust will change its name to Diversity Works New Zealand. The name change will reflect the evolution of this organisation and it will acknowledge the scope of its work. One thing that will not change is the Trust's commitment to fostering diverse and productive workplaces in New Zealand.



A handwritten signature in black ink, appearing to read 'Michael Barnett', written in a cursive style.

Michael Barnett
Chairman, EEO Trust

CHIEF EXECUTIVE'S REPORT 2015

At the EEO Trust we are very aware that workplace diversity is a journey and not a 'pass or fail' process with a neat endpoint. Our commitment to our members, and to the wider New Zealand business community, is to provide them with the information and resources they need to continue making progress on their journey.

We take our role seriously which is why we have built networks with world-class leaders in diversity, and why we regularly review and adopt examples for our workshops and case studies that are in line with international best practice. It is why we developed the New Zealand Diversity Survey which continues to deliver important insights into the biggest diversity challenges facing local organisations and how these are being addressed.

Our commitment to advancing diversity has also seen us cultivate a partnership with the New Zealand Work Research Institute, giving our networks access to current research on important diversity issues such as older workers and how to retain them.

Our desire to be a catalyst in real change is why we seek out experienced facilitators who understand diversity and can provide training in important areas like "unconscious bias", educating organisations on how to recognise and manage the impact of bias.

We are constantly challenging ourselves to find new ways to promote diversity and inclusiveness, and to identify the small changes that will deliver the biggest impact for businesses.

If I was to issue a challenge to businesses who are on their diversity journey, it would be to talk more about the challenges you have faced and how you have addressed them. To have meaningful discussions about diversity and inclusiveness with your colleagues and your industry networks. To debate the leadership behaviours that create a platform for a diverse workplace.

And, if you're not ready for these conversations just yet, I'd invite you to spend some more time with us over the coming year and to take advantage of the information and resources we have to offer.



Bev Cassidy-Mackenzie
EEO Trust, Chief Executive

Any company that is striving to champion diversity and to make it a reality in their organisation has to make an ongoing commitment to it. Diversity policies and practices, just like any other important business processes, need to be regularly re-visited, evaluated and improved. They also need to keep pace with changes in society and in the business environment.



INDEPENDENT AUDITORS' REPORT

to the Members of the Equal Employment Opportunities Trust

Report on the Financial Statements

We have audited the financial statements of Equal Employment Opportunities Trust ("the Trust") on pages 10 to 15, which comprise the statement of financial position as at 30 June 2015, the statement of financial performance and statement of movement in equity for the year then ended, and the notes to the financial statements that include a summary of significant accounting policies and other explanatory information.

Trustees' Responsibility for the Financial Statements

The Trustees are responsible for the preparation and fair presentation of financial statements in accordance with generally accepted accounting practice in New Zealand and for such internal controls as the Trustees determine are necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing (New Zealand). These standards require that we comply with relevant ethical requirements and plan and perform

the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider the internal controls relevant to the entity's preparation of financial statements that present fairly the matters to which they relate, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

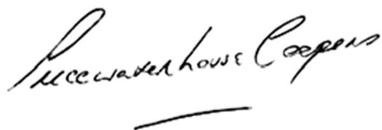
We are independent of the Trust. Our firm carries out other services for the Trust in the areas of tax advisory. Our firm also deals with the Trust in the ordinary course of the Trust's activities. The provision of these other services has not impaired our independence.

Opinion

In our opinion, the financial statements on pages 10 to 15 present fairly, in all material respects, the financial position of the Trust as at 30 June 2015, and its financial performance for the year then ended in accordance with generally accepted accounting practice in New Zealand.

Restriction on Use of our Report

This report is made solely to the Trust's members, as a body. Our audit work has been undertaken so that we might state those matters which we are required to state in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Trust's members, as a body, for our audit work, for this report or for the opinions we have formed.



PricewaterhouseCoopers Auckland
Chartered Accountants
13 October 2015

Diversity is about all of us

For the past three years the EEO Trust has been regularly sharing results from the New Zealand Diversity Survey. We commissioned this research to help establish local benchmarks for diversity practice and to replace anecdotal evidence with fact.

The now bi-annual research, carried out by a team from the New Zealand Work Research Institute at AUT, has delivered some important insights. Flexibility, wellbeing and ageing workers have repeatedly topped the survey results as the most important diversity issues facing businesses in New Zealand.

Results also show that despite recognising the importance of diversity issues, many companies have no policies or programmes in place to support diversity.

What really stands out though, is the breadth of diversity issues that companies face. Wellbeing, flexibility, ageing, ethnicity, bias, gender, employment transition for younger staff, bullying and harassment, disability, sexuality, religion.

Looking at that list, it is clear that diversity impacts every employee and every business. Diversity is not about "them", it is about all of us.

Smart organisations recognise diversity is about all of us and it's this understanding that helps them create

DIVERSITY ISSUES IMPORTANT TO NEW ZEALAND BUSINESSES

(Percentage of New Zealand Diversity Survey respondents who identified the issue as important)

Wellbeing/wellness	66%
Flexibility	59%
Ageing	47%
Ethnicity	37%
Bias – conscious and unconscious bias that can influence hiring decisions	37%
Gender	34%
Employment transition for younger staff	33%
Bullying & harassment	32%
Disability	19%
Sexuality	13%
Religion	9%

- New Zealand Diversity Survey, October 2015

We have delivered events & training to

1320
PEOPLE

in the last year



We have partnered on



original diversity research reports



The New Zealand Diversity Survey has attracted more than

5500

responses

Our e-news reaches
33,000
with diversity insights



FINALISTS
in the Excellence in Business Support Awards 2015



meaningful programmes that have the backing of their staff.

Every year we meet some of these smart organisations at our annual awards celebration and the 2015 Diversity Awards were no different. Our winners – Vector, who took out the supreme award, Bupa Care Services, ANZ, Simpson Grierson, Goodman Fielder, Sovereign, Vodafone and Coffee Educators – all understood that embracing difference would be healthy for their business because it would create a positive work culture for all of their employees.

Instead of looking at diversity as an issue that related to pockets of the organisation, the winning companies recognised diversity as being integral to workplace culture and, ultimately, to business success.

Diversity wasn't something that was even being discussed when the EEO Trust was established in 1992. Instead the focus

was on promoting equality and ensuring all employees were entitled to the same treatment.

Now, rather than being advocates for simply "equal" treatment in the workplace, we have become advisors for diverse work environments that respect difference. Diverse work environments allow employees to feel safe and valued – and they empower employees to achieve their potential.

So, in 2016, we're changing our name to Diversity Works New Zealand. It better reflects who we are as an organisation and it is a constant reminder that diversity is about all of us.

Diversity
Works^{NZ}
The EEO Trust

STATEMENT OF FINANCIAL PERFORMANCE

for the year ended 30 June 2015

	Notes	2015 \$	2014 \$ Restated
INCOME			
Membership Income		322,896	340,324
Donation Income		26,950	9,750
Government Matching Funds		450,000	450,000
Event and Training Income		279,374	238,920
Total Income		1,079,220	1,038,309
EXPENSES			
Depreciation	1	30,917	19,150
Audit Fee	6	6,750	6,750
General Expenses		215,537	216,942
Doubtful Debts		-	(1,850)
Loss on Sale of Fixed Assets		4,329	639
Event and Training Expenses		246,318	186,279
Relocation Expenses		35,498	-
Rent		91,896	121,044
Salaries		586,161	590,541
Total Expenses		1,217,406	1,139,495
Net Operating Deficit		(138,186)	(100,501)
OTHER INCOME			
Interest Receivable		31,234	35,723
Depreciation Recovered on Sale of Fixed Assets		870	-
Total Other Income		32,104	35,723
Net Deficit		(106,082)	(64,778)

STATEMENT OF MOVEMENTS IN EQUITY

for the year ended 30 June 2015

	2015 \$	2014 \$ Restated
Opening Equity	780,524	845,302
Net Deficit	(106,082)	(64,778)
Total Recognised Revenues & Expenses	(106,082)	(64,778)
Closing Equity	674,442	780,524

The attached Notes form an integral part of these financial statements.

STATEMENT OF FINANCIAL POSITION

for the year ended 30 June 2015

	Notes	2015 \$	2014 \$ Restated
CURRENT ASSETS			
Cash at Bank		221,685	39,137
Term Deposits		485,000	1,044,000
Trade Debtors		276,732	56,429
Interest Receivable		5,896	10,583
Prepayments		25,688	24,885
Total Current Assets		1,015,001	1,175,034
NON CURRENT ASSETS			
Property, Plant and Equipment	1	60,754	35,006
Total Non Current Assets		60,754	35,006
Total Assets		1,075,755	1,210,040
CURRENT LIABILITIES			
Trade Creditors		41,825	82,073
Accruals		28,551	30,252
GST Payable		12,190	700
Deferred Revenue		150,777	154,381
Deposits in Advance (Events and Training)		167,970	162,110
Total Current Liabilities		401,313	429,516
Net Assets		674,442	780,524
TRUST EQUITY			
Accumulated Funds of the Trust		674,442	780,524
Total Trust Equity		674,442	780,524



Michael Barnett
Chairman
9 October 2015



Neil Porteous
Trustee
9 October 2015

STATEMENT OF ACCOUNTING POLICIES

for the year ended 30 June 2015

Reporting Entity

Equal Employment Opportunities Trust is a Charitable Trust established under the Charitable Trusts Act 1957 and governed by the trust deed dated 24 March 1992. It was registered as a charitable entity under the Charities Act 2005 on 8 April 2008.

Statutory Base

The financial statements are prepared in accordance with applicable financial reporting standards and generally accepted accounting policies appropriate to the circumstances of Equal Employment Opportunities Trust.

The Trust has chosen not to adopt the New Zealand Equivalents to International Financial Reporting Standards ("NZ IFRS"). The decision not to adopt is consistent with the exemption provided by the Accounting Standards Review Board ("ASRB") Release 9, issued in September 2007. ASRB Release 9 provides a choice to certain qualifying entities to either adopt NZ IFRS or to continue to apply New Zealand Financial Reporting Standards ("NZ FRS"). The Trust is a qualifying entity on the basis that it is not an issuer, is not required to file financial statements with the Registrar of Companies under section 19 of the Financial Reporting Act 1993 and is not considered large (less than \$20m revenue and less than 50 full time employee equivalents).

Under the new Accounting Standards Framework, the Trust will have to transition to the new Not-for-Profit Public Benefit Entities (NFP PBE). Standards that will be based on International Public Sector Accounting Standards (IPSAS). The effective date for the new NFP PBE Standards is for reporting periods beginning on or after 1 April 2015. Therefore the Trust will prepare its financial statements in accordance with the new NFP PBE Standards for the first time for the annual period ending 30 June 2016.

Measurement Base

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

Differential Reporting

The Trust is a qualifying entity within the framework for differential reporting. The Trust qualifies on the basis that it is not publicly accountable and the entity is not large. The Trust has taken advantage of all available differential reporting concessions except for FRS 9 paragraph 8.11 Information to be disclosed in Financial Statements and FRS 19 Accounting for Goods and Services Tax, with which it has complied fully.

Valuation of Property, Plant and Equipment

Fixed Assets are recorded at cost, less accumulated depreciation.

Depreciation

Depreciation is charged to the Statement of Financial Performance at the same rate as is allowed by the Income Tax Act 2007 over the estimated useful lives of each part of an item of property, plant and equipment.

The method and rates applied are as follows:

Asset Class	Method	Rate
Furniture & Fittings	Prime Cost	6.0 - 80.4%
Computer Hardware & Software	Prime Cost	40.0%
Computer Equipment	Prime Cost	14.4 - 67.0%

Leased Assets

Leases under which the Trust assumes substantially all the risks and rewards incidental to ownership have been classified as finance leases and are capitalised.

The asset and corresponding liability are recorded at the inception of the lease at the fair value of the leased asset, at amounts equivalent to the discounted present value of the minimum lease payments including residual values. Finance charges are apportioned over the terms of the respective leases using the actuarial method. Capitalised lease assets are depreciated over their expected lives in accordance with rates established for other similar assets.

Operating lease payments are representative of the pattern of benefits derived from the leased assets and accordingly are charged to the Income Statement in the periods in which they are incurred.

Income Tax

As the EEO Trust is recognised by the Inland Revenue Department as a Charitable Trust, there is no liability for income tax on its income.

Trade and Other Receivables

Accounts Receivable are recorded at expected realisable values as determined by the Trustees of the Trust.

Goods and Services Tax (GST)

All revenue and expense transactions are recorded net of GST. Where applicable, all assets and liabilities have been stated net of GST with the exception of receivables and payables which are stated inclusive of GST.

STATEMENT OF ACCOUNTING POLICIES

continued

Membership Income

Membership fees are recognised as revenue on a straight-line basis over the period of the membership.

Donation Income And Government Matching Funds

Donations and grants are recognised as revenue when they are received if there are no conditions regarding the use and return of those donations. Any donations or grants that have conditions are carried as liabilities until all the conditions have been fulfilled.

Event And Training Income

Event and training income, including sponsorship of those events is recognised when the event or training takes place.

Employee Entitlements

Employee entitlements to salaries and wages, annual leave and other benefits are recognised when they accrue to employees.

Changes in Accounting Policies

There have been no changes in accounting policies, apart for the change in note 8. All other policies have been applied on a basis consistent with those used in previous years.

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2015

1 PROPERTY, PLANT AND EQUIPMENT

Property, Plant and Equipment 2015	Cost	Depreciation Charged	Accumulated Depreciation	Net Book Value
	\$	\$	\$	\$
Furniture & Fittings	87,094	2,496	61,344	25,750
Computer Equipment	117,459	21,471	93,804	23,655
Building Fit-Out	18,299	6,950	6,950	11,349
	222,852	30,917	162,098	60,754

Property, Plant and Equipment 2014	Cost	Depreciation Charged	Accumulated Depreciation	Net Book Value
	\$	\$	\$	\$
Furniture & Fittings	78,287	2,776	66,752	11,535
Computer Equipment	95,804	16,374	72,333	23,471
	174,091	19,150	139,085	35,006

2 CAPITAL COMMITMENTS

No capital commitments have been contracted for or provided for at balance date (2014:Nil).

3 CONTINGENT LIABILITIES

There were no contingent liabilities at balance date (2014:Nil).

4 OPERATING LEASES

	2015	2014
Non-Cancellable Operating Leases:	\$	\$
Current	88,160	12,624
Non Current	60,520	14,898
Total Operating Lease Commitments	148,680	27,520

5 RELATED PARTIES

The following material transactions occurred with related parties during the year:

Services have been provided by the Auckland Chamber of Commerce including Building Lease, Contracting Services and Event Management during the year totalling \$172,000.

Sponsorship was received from the Ministry of Maori developments during the year totalling \$24,500. Usual membership fees are received from organisations that are associated with the Trustees.

6 AUDIT FEE

The auditors, PricewaterhouseCoopers, perform the audit under a contra arrangement with the Trust in exchange for an annual membership.

7 SUBSEQUENT EVENTS POST BALANCE DATE

As at the date of signing the financial statements there were no new subsequent events that materially impacted the Trust.

8 RESTATEMENT

The accounting treatment of membership fees has been to recognise these as revenue in full at the time of invoice. In the current year it has been decided that it is more appropriate to recognise these fees over the 12 month period of the membership, during which time the members are entitled to a number of services and benefits. This change has been made to both years, which is why the 2014 statements are labelled 'restated'. The effect of the change was to decrease revenue and earnings by \$1,215 in 2014 and decrease net assets by \$154,381 which is the amount of the new 'Deferred Revenue' balance that has been recognised.

TRUST MEMBERS AS AT 30 JUNE 2015

2020 Trust • 4Sight Consulting • Access Ability • Accident Compensation Corporation • Accor Hotels New Zealand • Adcorp New Zealand Ltd • AECOM Consulting Services (NZ) Ltd • Air New Zealand Limited • Alpha Recruitment Limited • Altris Ltd • Anderson Lloyd Lawyers • Antarctica New Zealand • ANZ Bank New Zealand • Asaleo Care NZ Ltd • ASB Group • Asthma NZ • AsureQuality Ltd • Attitude Pictures Ltd • Auckland Chamber of Commerce • Auckland Council • Auckland International Airport Ltd • Auckland Kindergarten Association • Auckland Regional Migrant Services Charitable Trust • Auckland Transport (AT) • Aurecon Australasia Pty Ltd • AUT University • Aviat Networks • Bay of Plenty District Health Board • Bay of Plenty Polytechnic • Bay of Plenty Regional Council (BOPRC) • BDO Taranaki Limited • Be.Institute Charitable Trust • Bell Gully • BEST Pacific Institute of Education • Blind Foundation • Bluebird Foods Ltd • Briscoes Group Limited • British American Tobacco (NZ) Ltd • British High Commission • Brookfields Lawyers • Bupa Care Services NZ Ltd • Business New Zealand • Canterbury Development Corporation (CDC) • Canterbury Employers' Chamber of Commerce • Career Clinic • Career Development Association of New Zealand • Career Team Ltd • Careering Options Limited • Careers New Zealand • Carter Holt Harvey Ltd • Carter Holt Harvey Pulp Paper & Packaging • Carter Holt Harvey Woodproducts • Catapult Employment Services Trust • CCS Disability Action (Wellington Branch) • Central Hawkes Bay District Council • ChangeMakers Refugee Trust • Chapman Tripp • Chevron New Zealand • Chorus • Christchurch City Council • Christchurch Polytechnic Institute (CPIT) • City Care Limited • Civil Aviation Authority of NZ • Co. OfWomen • Coca Cola Amatil (NZ) Ltd • Commission for Financial Capability • Community Connections Te Hapori Awhina Tangata • Community Education Trust Auckland (COMET Auckland) • Compass Group NZ Ltd • Comvita New Zealand Ltd • Connect Global Ltd • Conrad Properties Limited • Convergence Partners Ltd • Cornerstone Education Group • Counties Manukau District Health Board • Counties Manukau Kindergarten Association (CMKA) • Coverstaff Recruitment Ltd • Creative New Zealand • Crest Consultancy Ltd • Crombie Lockwood (NZ) Limited • Crowe Horwath • Crown Forestry Rental Trust • Deaf Aotearoa Holdings Limited • Deloitte • Department of Conservation • Department of Corrections • Department of Internal Affairs • Department of the Prime Minister & Cabinet • Diversity Council Australia Ltd • DLA Piper New Zealand • Downer New Zealand • Drake International • Dulux Group (New Zealand) Pty Ltd • Dunedin City Council • EAP Services Ltd • Earthquake Commission • Education Unlimited • Electrix Limited • Electronic Partners Limited • Elevator Group • Emerge Supported Employment Trust • Employers & Manufacturers Association (Northern) Inc • Employment Services Ltd • Energizer New Zealand Ltd • English Language Partners • Enterprise IT Ltd • Enterprise Recruitment • Environmental Protection Authority (EPA) • EPIC Employment Service Inc • Equinox Limited • Ernslaw One Limited • Essential HR Limited • FairWay Resolution Limited • Far North REAP (Rural Education Activities Programme) Society Inc • Far North Safer Community Council • Farmers Mutual Group • Financial Markets Authority (FMA) • Fisher & Paykel Appliances Limited • Fisher & Paykel Finance Limited • Fisher & Paykel Healthcare Ltd • Fishpond Ltd • Fletcher Aluminium • Fletcher Building Limited • Fonterra Co-operative Group Limited NZ • Framework Services Limited • Frog Recruitment Limited • Fundraising Institute of New Zealand - FINZ • GBL Personnel Limited • Genesis Energy • Get in2life Youth Development Trust • Goldman Sachs New Zealand Ltd • Gore District Council • Government Communications Security Bureau • Grafton Consulting Ltd • Greenpeace New Zealand Inc • Hair To Train • Harrison Grierson Consultants Limited • Hawkes Bay District Health Board • Health and Disability Commissioner • Health Research Council of New Zealand • Heaney & Partners • Heart Foundation • Heathrose Research Ltd • Hollywood Bakery Holdings Ltd • Hope-Cross Consulting Ltd • Horizon Group Ltd • Housing New Zealand Corporation • Hubbard Foods Limited • Hudson • Human Resources Institute of NZ (HRINZ) • Human Rights Commission • IAG Group • IBM New Zealand Ltd • IHC NZ Inc • Indus Recruitment • Infinitus Professional Development Ltd • Inland Revenue • Inside Executive Recruitment • Jackson Stone and Partners • Jacobs New Zealand Limited • Jenny Magee Ltd • John Peebles Associates • JoyWorkz Ltd • Kerridge & Partners • Kidsfirst Kindergartens - Canterbury Westland Free Kindergarten Association Inc • Kiwibank Ltd • KiwiRail Group • KPMG • Lakes District Health Board • Land Information New Zealand • LawWorks • Life Links • Lincoln University • Literacy Aotearoa Inc • Longbay Petroleum Associates Ltd • Longveld Ltd • Mana Recruitment • Manaaki Whenua Landcare Research NZ Ltd • Maori Television Service

• Marsden Inch Recruitment • Massey University • Masterton District Council • McDonald's Restaurants (NZ) Ltd • Mental Health Foundation of New Zealand • Mercy Hospice Auckland • Mercy Hospital • MercyAscot • Meredith Connell • Meridian Energy Ltd • MetService NZ Ltd • MGS Stations Ltd • MidCentral District Health Board • Ministry for Culture and Heritage • Ministry for the Environment • Ministry of Business, Innovation and Employment (MBIE) • Ministry of Education • Ministry of Foreign Affairs and Trade • Ministry of Justice • Ministry of Maori Development - Te Puni Kōwhiri • Ministry of Pacific Island Affairs • Ministry of Primary Industries • Ministry of Social Development • Ministry of Transport • Ministry of Women's Affairs • Minter Ellison Rudd Watts • Momentum Consulting Group • Morrison Kent (Wellington) • Mt Albert PAK'nSAVE • National Institute of Water & Atmospheric Research Ltd • National Personnel Ltd • Nelson City Council • Nelson Marlborough Institute of Technology • Netball New Zealand Inc • Network Personnel • New Bright Trading Limited • New Plymouth District Council • New Zealand AIDS Foundation Te Tuuaapapa Mate Aaraiore o Aotearoa • New Zealand Customs Service • New Zealand Defence Force HQ • New Zealand Drug Foundation • New Zealand Fire Service • New Zealand Institute of Chartered Accountants • New Zealand Police • New Zealand Post Limited • New Zealand Tertiary Education Union • New Zealand Transport Agency (NZTA) • Niche Recruitment Limited • Ninja Kiwi Limited • Noel Leeming Group Limited • North Shore Takapuna Golf Limited • Northpower Ltd • NorthTec • NZ Council for Educational Research • NZ Public Service Association Inc • NZ Steel Ltd • NZ Wool Beddings Ltd • NZ Wool Ltd • NZX Limited • O-I New Zealand • Obertech Group • OCG Consulting Ltd • Office of Film & Literature Classification • Office of the Privacy Commissioner • OfficeMax NZ Ltd • Opatiki District Council • Oriana Enterprises Ltd • Otago Museum • Otago Polytechnic • Outsource Recruitment Ltd • Pacific Business Trust • Palmerston North City Council • Parker Bridge (NZ) Ltd • Parliamentary Service • Phoenix Inc Supported Employment Services • Plant & Food Research • Ports of Auckland Ltd • PowerHouse People Ltd • PPG Industries NZ Ltd • Prepared Foods Limited • PricewaterhouseCoopers • Primary ITO • Progress to Health • Progressive Enterprises Ltd • Publicis Loyalty • Randstad Pty Ltd • RCSA Australia & New Zealand • Rebel Sport • Regus • Reserve Bank of New Zealand • Rinnai New Zealand Limited • Robert Walters NZ Ltd • Rotorua District Council • Roughan Chiropractic • Russell McVeagh • Ryan Recruitment • salt • Scientific & Technical Recruitment Limited • Scion • Seek Communications (NZ) Ltd • Selwyn District Council • Serious Fraud Office • Shamrock Recruitment Group • Shell New Zealand Ltd • Shell Todd Oil Services Limited • Shieff England • SHL New Zealand Ltd • Simpson Grierson • SKYCITY Auckland Limited • Soar Printing • Social Development Partners • South Canterbury District Health Board • Southern Cross Health Society • Southland District Council • Sovereign Limited • Spark New Zealand Limited • Spotless Services (NZ) Ltd • Springload Web Design • State Services Commission • Statistics New Zealand • Superu • Supported Employment Agency (Bay of Plenty) • Sustainable Business Network • Synergy Health Limited • Taikura Trust • Tairāwhiti District Health Board • Talent2 Limited • Taranaki District Health Board • Tauranga City Council • Tauranga Regional Free Kindergarten Association Inc • Te Aho o Te Kura Pounamu • Te Hopai Trust Group • Te Taura Whiri I te Reo Māori Māori Language Commission • Te Utuhina Manaakitanga Trust (The Addiction Resource Centre Rotorua) • Television New Zealand Limited • Tertiary Education Commission • The Hongkong & Shanghai Banking Corporation Ltd • The Johnson Group • The Order of St John • The Otago Chamber of Commerce • The Skills Organisation • The Todd Corporation • The Treasury • The University of Auckland • The University of Waikato • The Warehouse Group Ltd • Tiaho Trust • Top Drawer Consultants • Transpower New Zealand Limited • University of Canterbury • University of Otago • URS New Zealand Limited • Vector Limited • Vero Insurance New Zealand Limited • Victoria University of Wellington • Villa Maria Estate Limited • Vision Employment Support Services Charitable Trust • Vodafone New Zealand Limited • Waikato District Health Board • Waikato Institute of Technology (WINTEC) • Waitemata District Health Board • Warehouse Stationery • Wellington City Council • Western Bay of Plenty District Council • Westpac New Zealand • Whanganui District Health Board • Whitecliffe College of Arts & Design • Whitireia Community Polytechnic • Women's Health Action Trust • Woolux Corporation Limited • Workbase • Workbridge Incorporated • WorkMates-Supported Employment Agency • WorleyParsons New Zealand Limited • Write Limited • YES Disability Resource Centre • YWCA Auckland • Z Energy Limited

TRUSTEES REPORT

for the year ended 30 June 2015

Trustees

The following persons held positions as Trustees of the Equal Employment Opportunities Trust (EEO Trust) as at 30 June 2014:

Michael Barnett

EEO Trust Chair,
Chief Executive, Auckland Chamber
of Commerce

Sue Foley

Director Corporate Affairs,
Westpac New Zealand Limited

Chris Litchfield

Managing Director, Coca Cola Amatil
New Zealand Limited

Kylie Mooney

Chief Operating Officer, Meredith Connell

Neil Porteous

General Manager - Northern Region, St Johns

Helene Quilter

Secretary of Defence, Ministry of Defence

Michelle Hippolite

Chief Executive, Te Puni Kokiri

Activity

The EEO Trust was incorporated under the Charitable Trusts Act 1957 on 31 March 1992. The purpose of the EEO Trust is to promote to New Zealand employers the implementation of equal employment opportunities principles and best practice in the work place.

For and on behalf of the Board of Trustees



Michael Barnett
Chairman
9 October 2015



Neil Porteous
Trustee
9 October 2015

TRUST DIRECTORY

as at 30 June 2015

Nature of Business

To promote to New Zealand employers the implementation of equal employment opportunities principles and best practice in the workplace.

Registered Office

Level 1
100 Mayoral Drive
Auckland Central
Auckland 1010
PO Box 12929
Auckland 1642
Ph 09 525 3023
E-mail admin@eeotrust.org.nz
www.eeotrust.org.nz

Accountants

Crowe Horwath (NZ) Limited
Level 29
188 Quay Street
Auckland 1010

Auditors

PricewaterhouseCoopers
PricewaterhouseCoopers Tower
188 Quay Street
Private Bag 92162
Auckland 1142

Bankers

ASB Bank Limited
Business Banking Centre
PO Box 90441
Auckland Mail Centre
Auckland 1142

Trustees

Michael Barnett (Chairman)
Sue Foley
Chris Litchfield
Kylie Mooney
Neil Porteous
Helene Quilter
Michelle Hippolite

Trust Settlement Date

24 March 1992



