



WHAKARATONGA IWI

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ANNUAL REPORT 2024

TE PŪRONGO O DIVERSITY WORKS NEW ZEALAND



Ā MĀTOU PŪRONGO ABOUT THIS REPORT

Tēnā koutou katoa

The primary goal of Diversity Works New Zealand, as the national body for diversity and inclusion, is to support organisations in their journey to unlock the potential from a diverse workforce. Since being established as the Equal Opportunities Trust in 1992, we have been sustained by a unique partnership between government and employers, aimed at building an increasingly inclusive Aotearoa.

In order to achieve this goal, we implemented a business strategy that responds to the interests of all our stakeholders, supported by an annual workplan that secures the resources and reputation on which our organisation depends. This understanding informs our approach to our annual reporting. In this report we aim to provide a succinct assessment of our current and longer-term strategy in relation to the key considerations for diversity and inclusion in New Zealand, our performance against financial and nonfinancial objectives, and our priorities and expectations for the year ahead.

This annual report was approved by the Board of Trustees on 22 October 2024 and we present this to our members and the wider stakeholder community as a basis for engagement, with an invitation for any feedback.

Thank you for reading the report — please direct any comments to ceo@diversityworksnz.org.nz.

S. Doughty

Susan Doughty Chair, Board of Trustees



John Christie Chair, Finance Audit and Risk Committee

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NGĀ MEA HIRAHIRA O TE TAU 2023-24 HIGHLIGHTS OF 2023-24

2023 Diversity Awards NZ™

Te Tāpui Atawhai Auckland City Mission won the Supreme Award at the 2023 Diversity Awards NZ[™], recognised for its work to improve outcomes for Māori and intentionally focus on Māori development. The awards attracted 58 entries across all categories and were announced at a ceremony at Auckland's Cordis Hotel, attended by 500 people.

Regional Diversity Group Hui

Visiting members around the motu is always one of the most memorable parts of the year. We ran Regional Hui events in Invercargill, Auckland, Hamilton, Dunedin, Christchurch and Palmerston North in the 2023-24 year. These allow members and other stakeholders to network with inclusion champions from their area, discuss critical issues impacting their workplace and learn more about our organisation's mahi.

New workshops

Two new workshops were launched in the 2023-24 financial year. Advancing DEI Through Theory of Change guides leaders and practitioners to take a practical approach to crafting and executing effective strategies and interventions through a framework that can be visually represented and understood. Driving Change With Data addresses the technical, legal, ethical and strategic aspects of collecting and analysing data to better understand how inclusion mahi enables change in our workplaces.

Additional resources

Our resource library was boosted this year with 20 new webinars and resources shared by our Global Inclusion & Diversity Alliance partners, Diversity Council Australia and Canadian Centre for Diversity and Inclusion. These support materials explore how inclusion issues impact workplaces and communities worldwide and provide members with advice and strategies that can be applied in the context of Aotearoa. We also launched a comprehensive series of resources covering inclusive recruitment and guides on allyship, common terminology and supporting employees during Ramadan.

2024 New Zealand Workplace Diversity Survey

Findings from the annual New Zealand Workplace Diversity Survey provided new insights into the challenges and opportunities for our organisations. The data suggested that many leaders in our organisations are not equipped or held accountable for driving inclusion in our workplaces. More than a third of respondents to the survey were unaware of how senior leaders are supported in learning about diversity, equity and inclusion (DEI), and 39 per cent of respondents were unsure about the accountability measures for senior leaders' DEI commitments.

2024 Whiria Ngā Kaha Workplace Inclusion Conference

Our conference moved to the capital this year, with the Wellington waterfront providing a vibrant atmosphere for Whiria Ngā Kaha. Almost 200 delegates attended across three days in February to hear more than 30 speakers and participate in a comprehensive programme of workshops, presentations and panel sessions.

Community Hub Special Interest groups

Members were very active in the Community Hub forums across the 2023-24 year. We launched two new forums to cater for special interest groups. Te Hapori Matapaki - Employeeled Networks community is for anyone involved in diversity, equity inclusion committees and special interest groups within workplaces in Aotearoa. The NeuroInclusion Network community is a platform for members to connect with experts and practitioners focused on neurodiversity in the workplace as well as those with lived experience.

Workplace Inclusion Professional Accreditation programme

We welcomed our first accredited professionals and practitioners as part of the Workplace Inclusion Professional Accreditation programme. At the end of the financial year, 18 people had been recognised for their knowledge, skills, and experience in building cultures of inclusion in our workplaces. This programme will continue to grow, providing valuable credentials for those doing this important mahi and creating a community of best practice and peer support.

HE KUPU NĀ TE TOIHAU A WORD FROM THE CHAIR

As we reflect on the past financial year, I want to take a moment to acknowledge the significant disruptions we've encountered as an organisation. This period has tested our resilience, demanding adaptability and strategic adjustments in ways we hadn't anticipated.

In a period of less than twelve months, the prevailing context have caused us to shift from planning for growth, to downsizing to meet the conditions. Throughout, we have however remained focused on optimising our operational performance and closely managing what is within our control.

We are deeply appreciative of the unwavering support we've received during these times, and it has strengthened our determination as we continue to navigate and overcome the challenges before us.

Governance and accountability

Over the past year, we experienced several significant changes to the composition of our Board. First, I'd like to extend my heartfelt thanks to all our Trustees for their dedication and influence as part of our team. In particular, however, I'd like to acknowledge Adrienne Miller (Private Sector Trustee) and Renee Graham (Public Sector Trustee), whose terms of office came to an end during the year. Their contributions were instrumental in advancing our work, and their presence on the Board will be deeply missed.

At the 2023 Annual General Meeting, we successfully filled Adrienne's Private Sector vacancy through a member election, welcoming Megan McNay as a new Trustee. Megan has smoothly transitioned into her role, and she is providing tremendous value through her input. However, the vacancy left by Renee Graham remains unfilled, which continues to be a gap in our governance structure.

Additionally, we regret not acknowledging last year the contributions of Alex Chadwick, a Public Sector Trustee. Her reappointment was expected, but no government appointments were made during the past year, and Alex's term therefore formally concluded at the end of the previous financial year. Her absence leaves a significant void that will be difficult to replace.

With this, we are now in a position where none of the seats for



government-appointed Trustees are filled and this is placing significant pressure on our ability to operate effectively.

Moving forward, a key focus for the Board will be to reassess our governance structure with our current Trust Deed. The composition of the Board and leadership team is vital to ensuring we have the right skills and expertise to drive our organisation's performance. To achieve greater independence in appointing Trustees and reduce our reliance on government appointments, we are planning a review of our legal structure in the coming year. This will help ensure we are positioned to deliver value in both the near and long term.

Financial challenges

The macroeconomic environment of higher interest rates and inflation

has persisted throughout the year, placing considerable pressure on our operational and financial performance. During the first quarter of the fiscal year, it became clear that sentiments were shifting significantly, requiring us to adjust our growth aspirations to reflect the unfolding economic reality. Additionally, a government focused on curbing public spending exacerbated the challenges, leading to a loss of government funding, a contraction in the labour market and an unprecedented decline in workplace culture investment.

Our total revenue decreased by 4.5 per cent compared to the previous year, largely due to reduced demand for our fee-for-service offerings. In response, we swiftly cut discretionary costs while safeguarding our ability to deliver core services. As a result, total expenditure fell by 7.7 per cent, leading to a deficit of \$88,426 for the year—an improvement over the previous year's deficit. However, while the prior year's deficit was a planned investment in new systems, we had expected to break even this year.

Although membership numbers and revenue remained stable on average, the final two quarters saw an increase in resignations due to economic pressures. Combined with the loss of government funding, these factors will likely impact our financial outlook for the next fiscal year, prompting us to align the business with current market conditions.

Managing through the cycle

The workplace dynamics in 2024 are more complex than ever, as employers, managers, and HR professionals navigate a challenging environment shaped by economic pressures, rising unemployment, and evolving employee expectations. Businesses are grappling with a delicate balance between the financial strain of a slowing economy, legislative changes, and the continued push for hybrid working models. The rise in employee turnover, burnout, and job insecurity adds another layer of difficulty, particularly as organisations strive to retain talent and foster workplace well-being.

In this context, workplace inclusion is not just a moral imperative but a strategic advantage. Now, more than ever, those workplaces that can adapt and support their workforce are better positioned to navigate the shifting landscape and maintain productivity. Inclusive environments foster innovation by harnessing diverse perspectives to meet the evolving needs of both employees and customers, ensuring long-term sustainability and success.

Despite the challenges of the past year, our commitment to our purpose—activating and accelerating workplace inclusion—remains unwavering.

While we refreshed our strategy last year, following conclusion of the first phase of our transformation journey, we have not been able to fully implement it due to the shifting macroeconomic environment. We are now in the process of pivoting our strategy to meet the challenges we have been presented with. Nevertheless, our long-term strategy of optimisation and expansion remains relevant, allowing us to navigate both current realities and future aspirations.

We continue to test ourselves

rigorously to determine where to stay the course and where we need to adapt, recognising that agility is key to our success. Fortunately, due to strong fiscal prudence, we have good reserves to support us through this process, as we reimagine, reestablish, and reinvent ourselves as necessary.

In the immediate term, the Board is focused on making responsible decisions that balance the organisation's financial health with its long-term sustainability. This includes investing in fit-for-purpose tools and resources to support our members and the New Zealand economy to navigate their workplace cultures through the current downturn.

Acknowledgements

On behalf of the Board, I want to extend our heartfelt gratitude to our people for their hard work and unwavering dedication during what has been an incredibly challenging year and finally, I'd like to acknowledge the strength and longevity of our membership and our relationships. Your resilience and commitment have been pivotal in helping us navigate these turbulent times.

We extend our sincere thanks to you all for your ongoing support throughout the year.

Together, we remain wellpositioned to meet the challenges ahead.

S. Doughty

SUSAN DOUGHTY Chair, Board of Trustees



HE KŌRERO NĀ TE TUMUAKI FROM THE CHIEF EXECUTIVE

The past financial year has undoubtedly been one of the most challenging periods in the history of our organisation.

After navigating the pandemic and weather-induced disruptions of recent years, our team has shown incredible determination and achieved exceptional results in transforming our value proposition and building momentum for sustained growth.

We have gone into this year with much optimism and preparation for a year of growth, however, these plans have been tested to the extreme during the past 12 months. Firstly, during the early months of the year, by a local context of increased polarisation due to the election, which was amplified by the global backlash against diversity, equity and inclusion. Secondly, towards the middle of the year, by the rapid onset of the economic downturn and projections of a prolonged recovery. And, thirdly, towards the end of the year, by the notification that our funding from government was terminated, and the 32-year partnership with government was in jeopardy.

These headwinds have compounded the complexity of our operating environment – and the financial and performance results of the year do indeed reflect this reality.

Operating environment

Despite the initial outlook appearing optimistic as a result of our work to diversify revenue streams, the economic downturn and a decrease in organisational diversity, equity and inclusion (DEI) efforts led to a 40 per cent decline in engagement, directly affecting our financial performance. Significant costcutting measures were introduced, but we still closed the year with a financial loss of \$88,000.

As we enter the next financial year, we are focused on developing



even more robust and innovative revenue strategies to ensure sustainability. Our financial results may have been disappointing, but the adaptability and determination that are defining characteristics of our team leave us well-positioned for recovery in the coming years.

We have made significant strides in upgrading our technology infrastructure, with investments in key systems that allow us to provide more responsive services to our members. Our suite of digital tools is maturing, and we anticipate that these advancements will drive a fundamental shift in how we operate.

In the coming year we will also

do further work to replace some of our legacy systems and focus on integrating these technologies to streamline our processes and enhance member engagement.

One of the brightest aspects of this year was the success of our community engagement initiatives. Our member portal and community hub, launched in June 2023, have become vital tools for connecting individuals and providing peer-topeer support. We also launched two new special interest groups, including the Te Hapori Matapaki – Employee-led Networks, and the NeuroInclusion Network, both of which have significantly enhanced our community's ability to share knowledge and best practices.

We are also proud of delivering a range of high-quality events throughout the year. In addition to our regular cadence of training events, our Regional Diversity Group meetings offered space to connect in person to discuss emerging topics that impact workplace culture. The 2024 Whiria Ngā Kaha Workplace Inclusion Aotearoa conference in Wellington was a standout success, further enhancing our reputation for delivering high-quality events and engaging discussions on workplace inclusion. And our Diversity Awards NZ[™] was another major highlight, with deserving organisations being recognised for their DEI efforts.

To support our community in navigating the increasingly complex DEI landscape, we launched several new workshops and resources aimed at advancing DEI strategies within organisations. Our workshops on Advancing DEI through Theory of Change, Embracing a Systems Change Mindset, and Driving Change with Data were well-received as sessions to build strategic DEI skills. We also expanded our resource offerings with guides on various DEI-related topics, such as allyship, inclusive terminology, and best practices for recruitment.

Our advisory team is making good progress with expanding its reach and service, and the range of assessment tools within the Aotearoa Inclusivity Matrix (AIM) suite of services have been wellutilised by organisations seeking to advance their DEI efforts.

Marketing and communications remain key to maintaining our visibility and engagement throughout the year. Our digital presence remained strong, and our communications strategy was effective in reaching our community and stakeholders.

Outlook

Looking ahead, we expect the year to remain challenging as macroeconomic pressures persist. With this in mind, we had to implement a team restructure to ensure that we are fit for the future and able to respond to the rapidly changing operating environment.

Our organisation does, however, have a rich history of navigating economic cycles, and we believe that significant opportunities will emerge as the market recovers.

We will continue to focus on managing costs and cash flows while delivering high-quality services to our members and customers. Our leadership team remains committed to driving continuous improvement and momentum through meeting the evolving needs of our members and stakeholders. And our digital transformation efforts and expanded service offerings leave us well-positioned to capitalise on these opportunities as they arise.

The road ahead will require continued innovation and strategic foresight, but I am confident that our ability to persevere through these difficulties positions us well for future growth.

And so, I'd like to thank our entire team for remaining resolute in fluid conditions, for their adaptability at time when resilience is tested and for supporting each other and our customers this year. Through thick or thin, let us never lose sight of the positive impact that each of you have on individuals, organisations, and our country as a whole.

Finally, I'd like to thank our small Board of Trustees for their continued and consistent energy, wisdom, and support in all our endeavours. With the withdrawal of Public Sector Trustees from our Board, the remaining Private Sector Trustees have shouldered an enormous weight. I look forward to finding a solution in the new year that will provide the legal structure to increase our Board composition back to the required number.

Muit

MARETHA SMIT Chief Executive

TE POARI KAITIAKI BOARD OF TRUSTEES

These are the trustees currently serving on the Diversity Works New Zealand Board.

PRIVATE SECTOR





SUSAN DOUGHTY (CHAIR) Independent Director

RANJNA PATEL (DEPUTY CHAIR) Founder of Tamaki Health Group and Founder of Gandhi Nivas



JOHN CHRISTIE Manager of Enterprise Dunedin



TRACEY TAYLOR CEO, Board Member, Coach



MEGAN M^cNAY National Corporate Social Outcomes & Reputation Manager, Downer New Zealand

Note that we have four vacancies for Public Sector Trustees as Cabinet has not made appointments. For full Trustee biographies, please visit diversityworksnz.org.nz

TO MATOU KAPA OUR TEAM



MARETHA SMIT Chief Executive



LIZA SEMENOVA Marketing Executive



FIONA BEAL Head of Shared Services



RICHARD MORTENSEN Administrator



DEJEALOUS PALOTA-KOPA Consultant



AAMENAH SOHAIB Member Engagement Lead



SONYA MILLS Event Manager

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AMELIA STONE Diversity Equity and **Inclusion Trainer**



LUPEPE SAOFAI Member Engagement Lead



SONARLI JAYAWEERA Accounts Assistant



SHERYL BLYTHEN Head of Engagement, Marketing and Communications



LYKA RAAGAS Member Engagement Lead



SINDY SENTHURAN **Digital Solutions** Coordinator





ENTITY INFORMATION FOR THE YEAR ENDED 30 JUNE 2024

LEGAL NAME OF ENTITY

Equal Employment Opportunities Trust (trading as Diversity Works New Zealand). The Trust is also known as Diversity Works New Zealand.

TYPE OF ENTITY AND LEGAL BASIS

Incorporated as a Charitable Trust under the Charitable Trusts Act 1957. Registered as a Charity (registration number CC22630) under the Charities Act 2005.

ENTITY'S PURPOSE OR MISSION STATEMENT

To provide advice/information and advocacy services for voluntary promotion of equal employment opportunities ("EEO") amongst businesses operating in New Zealand by way of (1) development and dissemination of educational material promoting EEO programmes, policies and practices; (2) development and commissioning of projects or research on EEO issues and practices; (3) acknowledging and recognising businesses which actively promote EEO.

ENTITY STRUCTURE & GOVERNANCE

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.

MAIN SOURCES OF CASH & RESOURCES

The Trust is funded by contributions from (1) private and public sector employer donations; (2) government funding; (3) sponsorship and event registration income from organised events. Government funding is a critical funding source to the operations of the entity.

MAIN METHODS USED BY THE ENTITY TO RAISE FUNDS

The Trust maintains a regular programme of updating its existing donors in the database on the activities of the Trust as well as to potential employer groups which are open to EEO practices. Funds are also raised by way of donations appeal to the employer groups.

THE ENTITY'S RELIANCE ON VOLUNTEERS AND DONATED GOODS OR SERVICES

The level of volunteer and donated goods or services during the financial year was negligible.

ADDITIONAL INFORMATION

Trustees

Susan Doughty - Chair John Christie - Chair of Finance, Audit & Risk Committee Tracey Taylor - Chair of People & Culture Committee Ranjna Patel - Deputy Chair Adrienne Miller (retired 22.11.23) Renee Graham Megan McNay (appointed 22.11.23)

Independent Auditor

Nexia Audit Christchurch

Banker

ASB Bank Limited Auckland

CONTACT INFORMATION

Registered Office

Level 1, 90 Symonds Street Auckland

Postal Address

P O Box 12929 Auckland 1642

Website

www.diversityworksnz.org.nz

Phone

0800 Diversity or 0800 348 377

STATEMENT OF SERVICE PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2024

DESCRIPTION OF THE ENTITY'S OUTCOMES

Diversity Works New Zealand is the only national body specifically set up to promote, facilitate and showcase best practice workplace diversity and inclusion across all diversity dimensions. Since our establishment as a Charitable Trust in 1992, we have been continuously jointly supported by government and employer contributions.

In the financial year 1 July 2023 to 30 June 2024, 687 organisations were donor members. These organisations came from all around New Zealand and represented the private, public, and not for profit sectors. We engaged with 8,236 people through face to face and online public and corporate education workshops and speaking engagements held across the motu. We also engaged with thousands more through our online channels. Our annual Diversity Awards NZ attracted 62 entries across six categories. There were 495 attendees at the 2024 Diversity Awards NZ, plus 320 live online views of the event and a total 477 views of the recording since the Awards.

	2024	2023
DESCRIPTION AND QUANTIFICATION OF THE ENTITY'S OUTPUTS		
	attendees	attendees
	at events	at events
a) Public education workshops (event information)	1,992	3,901
Corporate training/workshops and speaking engagements (face-to-face and online)	5,749	8,558
b) Diversity Awards attendees	1,292	639
2024 awards was a hybrid event	, -	
2023 awards was a hybrid event		
	number of	number of
	members	members
c) Membership	687	683

STATEMENT OF FINANCIAL PERFORMANCE

FOR THE YEAR ENDED 30 JUNE 2024

	NOTE	2024	2023
REVENUE		\$	\$
Donations, fundraising and other similar revenue	1	1,362,990	1,357,177
Revenue from providing services	1	624,050	732,906
Interest, dividends and other investment revenue	1	19,633	21,119
Revaulation of investment (unrealised)		62,221	55,377
Total Revenue		2,068,893	2,166,578
EXPENSES		\$	\$
Volunteer and employee related costs	2	1,272,972	1,454,344
Costs related to providing services	2	876,429	850,490
Other expenses	2	7,918	8,308
Total Expenses		2,157,318	2,313,142
Deficit for the year	6	(88,426)	(146,564)

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2024

ASSETS	NOTE	2024	2023
CURRENT ASSETS			
Bank accounts and cash	3	527,748	321,456
Debtors and prepayments	3	163,590	367,163
Investments	3	781,106	1,034,817
Total Current Assets		1,472,444	1,723,436
NON-CURRENT ASSETS		_	
Plant and equipment	5	8,855	15,178
Total Non-Current Assets		8,855	15,178
Total Assets		1,481,299	1,738,614
LIABILITIES			
Current Liabilities			
Creditors and accrued expenses	4	62,454	179,645
Employee costs payable	4	89,652	110,163
Other current liabilities	4	97,037	128,224
Total Current Liabilities		249,143	418,032
Total Assets less Total Liabilities (Net Assets)		1,232,156	1,320,582
ACCUMULATED FUNDS			
Accumulated surpluses	6	595,670	275,293
Other reserves	6	636,486	1,045,289
Total Accumulated Funds		1,232,156	1,320,582

For and on behalf of the trustees:

S. Doughty

Susan Doughty Chair

Date authorised for issue 5 October 2024

ton Christie

John Christie Chair of Finance Committee

The accompanying notes form part of the performance report.

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2024

NOTE	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash was received from:		
Donations, fundraising and other similar receipts	1,520,164	1,177,957
Receipts from providing services	624,050	732,905
Interest, dividends and other investment receipts	19,633	21,818
Net GST	831	-
Cash was applied to:		
Payments to suppliers and employees	1,293,484	1,462,517
Fundraising	979,240	849,470
Net GST	-	14,313
Net cash flows from/(used in) operating activities	(108,046)	(393,620)
CASH FLOWS FROM INVESTING & FINANCING ACTIVITIES		
Cash was received from:		
Withdrawal of term deposits	300,000	200,000
Cash was applied to:		
Payments to acquire property, plant and equipment	1,594	7,331
Milford Investments – cash portion	(15,932)	-
Net cash flows from/(used in) investing & financing activities	314,338	192,669
NET INCREASE IN CASH	(206,292)	(200,951)
Opening bank accounts and cash	321,456	522,407
Closing bank accounts and cash	527,748	321,456
This is represented by:		

The accompanying notes form part of the performance report.

STATEMENT OF ACCOUNTING POLICIES FOR THE YEAR ENDED 30 JUNE 2024

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.

BASIS OF PREPARATION

Equal Employment Opportunities Trust has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting — Accrual (Not for profit) on the basis that it does not have public accountability and has total annual expenses of equal to or less than \$2,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future. The figures in the performance report are rounded to the nearest dollar.

SPECIFIC ACCOUNTING POLICIES

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 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

Buildings - 8% straight line Furniture & Fittings - 6 - 8% diminishing value Computer Equipment - 14.4 - 67% diminishing value

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 Statement of Financial Performance in the periods in which they are incurred.

GOODS AND SERVICES TAX (GST)

The Trust is registered for 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.

INCOME TAX

Equal Employment Opportunities Trust is a registered charitable entity under the Charities Act 2005, and accordingly is exempt from income tax under sections CW41 and CW42 of the Income Tax Act 2007. Equal Employment Opportunities Trust has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting -Accrual (Not for profit) on the basis that it does not have public accountability and has total annual expenses of equal to or less than \$2,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future. The figures in the performance report are rounded to the nearest dollar.

BANK ACCOUNTS & CASH

Bank accounts and cash include cash on hand, bank balances, deposits held at call with banks and other short term highly liquid investments with original maturities of 90 days or less.

INVESTMENTS

Bank term deposits for periods exceeding 90 days are classified as investments and are initially measured at the amount invested. Interest is subsequently accrued and added to the investment balance. After initial recognition bank term deposits are measured at amortised cost using the effective interest method less impairment.

Investments that are shares are categorised as "available for sale" for accounting purposes in accordance with financial reporting standards. Share investments are recognised initially at fair value plus transaction costs. At balance date, the trust has assessed whether there is any evidence that an investment is impaired. Any impairment, gains or losses are recognised in the Statement of Financial Performance.

After initial recognition any investments categorised as "available for sale" are measured at their fair value without any deduction for transaction costs that may incur on sale or other disposal.

REVENUE FROM SALE OF SERVICES

Revenue is recorded based on the stage of completion of the service at balance date.

Grants and donations are recorded as revenue as received unless there is an explicit "use or return" condition attaching to the grant, in which case the amounts relating to unspent grants is recognised as a liability and released to income as the grant is spent.

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

TRADE AND OTHER RECEIVABLES

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less an allowance for any uncollectable amounts. Individual debts that are known to be uncollectable are written off in the period that they may be identified.

TRADE AND OTHER PAYABLES

Trade and other payables represents liabilities for goods and services provided to the Trust prior to the end of the financial year which are unpaid. Trade and other payables are recorded at the amount of cash required to settle those liabilities. The amounts are unsecured and are usually paid within 30 days of recognition.

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. All policies have been applied on bases consistent with those used throughout the period.

		2024	2023
NOTE 1: ANALYSIS OF REVENUE			
Revenue Item	Analysis		
Donations, fundraising and	Government Matching & Funds	396,000	396,000
other similar revenue	Donations received	966,990	961,177
		1,362,990	1,357,177
Revenue from providing services	Diversity Awards Ticket Sales		
	and Sponsorship	113,750	125,000
	Events, Training and Sponsorship	475,804	578,718
	Consulting Services	34,495	29,188
	Total	624,050	732,906
Interest, dividends and other investment income	Interest on cash deposits	19,633	21,119

NOTE 2: ANALYSIS OF EXPENSES

Expense Item	Analysis		
Volunteer and employee related costs	Salary & Wages	1,272,972	1,454,344
	Total	1,272,972	1,454,344
Expenses related to providing services	Diversity Awards expenses	144,079	101,939
	Events and Training expenses	135,315	167,274
	Consultancy Services	20,760	7,507
	Administration and Overhead costs	576,275	573,770
		876,429	850,490
Other Expenses	Depreciation	7,918	8,308
	Total	7,918	8,308

		2024	2023
NOTE 3: ANALYSIS OF ASSETS			
Asset Item	Analysis		
Bank accounts and cash	Bank account - cheque	240,962	198,179
	Bank account - savings	269,034	120,774
	Bank account - petty cash	1,530	2,504
	Bank account - Stripe	291	-
	Milford Investments – cash portion	15,932	-
	Total	527,748	321,456
Debtors and prepayments	Accounts Receivable	99,466	269,164
	Accrued Interest	-	750
	Prepaid Expenses	64,123	97,249
	Total	163,590	367,163
Investments	Bank Term Deposits	-	300,000
	Funds Under Management - Milford	781,106	734,817
		781,106	1,034,817
	The investments with Milford Private Wealth consist of PIE Funds across a balanced portfolio as well as a cash fund. Income is re-invested into the PIE investments. The investments are valued at the market value at 30 June 2024. The revaluation is unrealised and is reflected in the Statement of Performance.		
NOTE 4: ANALYSIS OF LIABILITIES			
Liabilities Item	Analysis		
Creditors and accrued expenses	Accounts Payable	15,062	124,389
	Accrued Expense	23,218	15,500
	GST Payable	29,066	41,206
	Credit Cards	(4,892)	(1,450)
	Total	62,454	179,645
Employee costs payable	Annual leave accrual	71,001	85,337
	Salary & Wage accrual	-	7,403
	PAYE and other taxes	18,650	17,423
	Total	89,652	110,163
Other Current Liabilities	Income in Advance - Events	97,037	128,224

NOTE 5: PROPERTY PLANT & EQUIPMENT

THIS YEAR

Asset Class	Opening carrying amount	Purchases	Sales/ (Disposals)	Current year depreciation	Closing carrying amount
Furniture and fixtures, and Office Equipment	2,381	-	-	939	1,442
Computers	12,797	1,694	(100)	6,978	7,413
Total	15,178	1,694	(100)	7,917	8,855

LAST YEAR

Asset Class	Opening carrying amount	Purchases	Sales/ (Disposals)	Current year depreciation	Closing carrying amount
Furniture and fixtures,					
and Office Equipment	3,439	-	-	1,058	2,381
Computers	12,716	9,501	(2,170)	7,250	12,797
Total	16,155	9,501	(2,170)	8,308	15,178

Significant donated assets recorded - source and date of valuation

None

Significant donated assets - not recorded

None

NOTE 6: CHANGES IN ACCUMULATED FUNDS

THIS YEAR

Description	Capital Contributed by Owners or Members	Accumulated Surpluses or (Deficits)	Other Reserves	Total
Opening Balance	-	275,293	1,045,289	1,320,582
Surplus	-	(88,426)	_	(88,426)
Transfer to Reserve		408,803	(408,803)	-
Closing Balance	-	595,670	636,486	1,232,156

LAST YEAR

Description	Capital Contributed by Owners or Members	Accumulated Surpluses or (Deficits)	Reserves	Total
Opening Balance	-	477,180	989,966	1,467,146
Surplus	-	(146,564)	-	(146,564)
Transfer to Reserve		(55,323)	55,323	-
Closing Balance	-	275,293	1,045,289	1,320,582

At a previous Board meeting, it was resolved to allocate 6 months of operating expenses to a General Reserve. For the year ended 30 June 2024, this resulted in a reduction of \$408,803 (2023: was an additional \$55,323) being allocated to the reserve. This decision was taken in context of contingency and business continuity planning in respect of the Covid-19 developments.

		2024	2023
NOTE 7: COMMITMENTS			
Explanation and Timing			
Commitments to lease or rent of assets			
	Less than 1 year	60,508	54,969
	Greater than 1 year, less than 5 years	92,023	137,919
		152,531	192,887

NOTE 8: CONTINGENT LIABILITIES

At balance date there were no known contingent liabilities (2023: nil)

NOTE 9: RELATED PARTY

Sponsorship, donations and consultancy service revenue has been received by the Trust during the year ended 30 June 2024 and 30 June 2023 from organisations which have offices that are also Trustees of the Trust.

NOTE 10: SUBSEQUENT EVENTS

There were no significant events subsequent to balance date which would have a material effect on the financial statements.

INDEPENDENT AUDITOR'S REPORT

TO THE BOARD OF EQUAL EMPLOYMENT OPPORTUNITIES TRUST REPORT ON THE AUDIT OF THE PERFORMANCE REPORT

Opinion

We have audited the accompanying annual report of Equal Employment Opportunities Trust (the "Trust") which comprise the financial statements from page 13 to 20, the statement of service performance on page 13 and the entity information on page 12. The complete set of financial statements comprise the statement of financial position as at 30 June 2024, the statement of financial performance, and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying annual report presents fairly, in all material respects;

- The entity information as at 30 June 2024;
- The service performance for the year then ended; and
- The financial position of Equal Employment Opportunities Trust at 30 June 2024, and its financial performance, and cash flows for the year then ended in accordance with Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) issued in New Zealand by the New Zealand Accounting Standards Board.

Basis for Opinion

We conducted our audit of the statement of financial performance, statement of financial position, statement of cash flows, statement of accounting policies and notes to the financial statements in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)), and the audit of the statement of service performance in accordance with the International Standard on Assurance Engagements (New Zealand) ISAE (NZ) 3000 (Revised).

Our responsibilities under those standards are further described in Auditor's Responsibilities for the Audit of the Annual Report section of our report. We are independent of the Trust in accordance with Professional and Ethical Standard 1 International Code of Ethics for Assurance Practitioners (including International Independence Standards) (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion. Other than in our capacity as auditor we have no relationship with, or interests in, the Trust.

Other Matter

The annual report of the Trust for the year ended 30 June 2023 was audited by another auditor who expressed an unmodified opinion on 27 September 2023.

Other information

The Trustees' are responsible for the other information. The other information comprises theinformation included in the Annual Report on pages 1 to 11 and 23 to 26 but does not include theentity information, statements of service performance, financial statements and our auditor's report thereon. Our opinion does not cover the other information and we do not express any formof audit opinion or assurance conclusion thereon.

In connection with our audit of the annual report, our responsibility is to read the otherinformation and, in doing so, consider whether the other information is materially inconsistent withthe entity information, statements of service performance and financial statements or ourknowledge obtained in the audit or otherwise appears to be materially misstated. If, based on thework we have performed, we conclude that there is a material misstatement of this otherinformation, we are required to report that fact. We have nothing to report in this regard.

Board's Responsibility for the Annual Report

The Board is responsible for:

- a. Identifying outcomes and outputs, and quantifying the outputs to the extent practicable, that are relevant, reliable, comparable and understandable, to report in the statement of service performance;
- b. The preparation and fair presentation of the annual report on behalf of the Trust which comprises:
 - The statement of service performance; and
 - The statement of comprehensive revenue and expense, statement of financial position, statement of changes in net assets/equity, statement of cash flows, statement of accounting policies and notes to the financial statements in accordance with Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) issued in New Zealand by the New Zealand Accounting Standards Board, and

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c. For such internal control as the Board determines is necessary to enable the preparation of the financial statements and statement of service performance that is free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board is responsible on behalf of the Trust for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board either intends to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Annual Report

Our objectives are to obtain reasonable assurance about whether the annual report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (NZ) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of this annual report.

As part of an audit in accordance with ISAs (NZ) and ISAE (NZ) 3000 (Revised), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

• Identify and assess the risks of material misstatement of the annual report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

• Obtain an understanding of internal control relevant to the audit 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 Trust's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the use of the going concern basis of accounting by the Board and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the annual report, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Perform procedures to obtain evidence about and evaluate whether the reported outcomes and outputs, and quantification of the outputs to the extent practicable, are relevant, reliable, comparable and understandable.

We communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Restriction on use of our Report

This report is made solely to the Trust's Board, as a body. Our audit work has been undertaken so that we might state to the Trust's Board, as a body those matters which we are required to state to them in our audit 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 and the Board, as a body, for our audit work, for this report or for the opinion we have formed.

Nexia audit Christchurch.

Nexia Audit Christchurch 5 October 2024 Christchurch

DIVERSITY WORKS NEW ZEALAND | MEMBERS

Thank you for your commitment to a more inclusive Aotearoa New Zealand.

FOUNDATION MEMBERS (since 1992)

Air New Zealand Limited ANZ Bank New Zealand ASB Bank Limited Business New Zealand Fisher & Paykel Appliances Limited Fletcher Building Limited Fonterra Co-operative Group Limited New Zealand Post Limited Woolworths NZ Limited Spark New Zealand Limited Westpac New Zealand Limited

MEMBERS

AA Insurance Limited AAPC Properties Pty Ltd AbbVie Limited Accessable Limited Accident Compensation Corporation Acciona Construction New Zealand Limited Acumen New Zealand ADInstruments NZ Limited Admit One Limited AGB Nielsen Media Research (New Zealand) Limited AgResearch Limited AIA New Zealand Limited AIG Insurance New Zealand Limited Airways Corporation of New Zealand Ltd Aktive — Auckland Sport & Recreation Allfields Customised Solutions Limited Allpress Espresso NZ Limited Alpha Recruitment Limited Alsco NZ Aluminium Installation & Services Limited Anderson Lloyd Lawyers Antarctica New Zealand Anthem ANZCO Foods Limited AON New Zealand Aotearoa Resettled Community Coalition Incorporated APM Workcare Limited Ara Institute of Canterbury and Te Pūkenga Arbitrators' and Mediators' Institute of New Zealand Architectus Archway Recruitment Limited Aroa Biosurgery Limited Art Deco Interior Limited Artemis Executive Recruitment Limited Arup New Zealand Limited Asco Asphalt Ascot Angiography Limited Aspeg Limited Aspire2 International Association of Consulting Engineers New Zealand Inc (ACENZ) Auckland Chamber of Commerce

Auckland Council Auckland District Health Board Auckland International Airport Limited Auckland One Rail Limited Auckland Rugby Football Union Inc Auckland Sexual Abuse Help Foundation Charitable Trust Auckland Transport Auckland War Memorial Museum Auckland Women's Centre Aurecon New Zealand Limited Australasian College Of Paramedicine L imited Australasian Society Of Association Executives AUT University Aviat Networks Ballance Agri-Nutrients Limited Banana Blue Limited Banking Ombudsman Scheme Limited Bastion Shine Limited Baxter Healthcare Limited Bay of Plenty Community Trust Inc Bay of Plenty Regional Council Beam Mobility New Zealand Limited Beca Limited Behemoth Brewing Company Limited Bell Gully Belron New Zealand Limited Beyond Services Ltd Black Interiors Limited Blokhaus Limited Bluebird Foods Ltd BNC International Limited Boffa Miskell Ltd Born Digital Limited Brambles New Zealand Limited Brian Sokolich Panelbeaters Ltd Briscoes Group Limited British American Tobacco (NZ) Ltd Brookfields Lawyers Bunnings (NZ) Limited Burnett Foundation Aotearoa Callaghan Innovation Canon New Zealand Limited Canterbury Rugby Football Union Careering Options Limited CASS HR for Department of the Prime Minister and Cabinet Cello Group Limited Central Football Central Hawkes Bay District Council Centre For Not For Profit Governance & Leadership Limited Chaney & Norman Architects Limited Chapman Tripp Chartered Accountants Australia and New Zealand Cheviot Community Health Centre Limited Choice Hotels Asia-Pac Pty Ltd Chorus New Zealand Limited Christchurch City Council Christchurch International Airport Limited

Chubb Insurance New Zealand Limited Cisco Systems New Zealand Limited City Care Property Limited City Care Water Limited Clemenger Group Limited Clutha Development Incorporated Coast Collision Limited T/A Calibre Collision Orewa Coca-Cola Europacific Partners (NZ) Ltd Coffey Services (NZ) Ltd Cognizant New Zealand Limited Cogo Connecting Good Limited Colour HR Limited Commerce Commission Commercial Communications Council Community Connections Te Hapori Awhina Tangata Community Education Trust Auckland Compass Group NZ Ltd Competenz Comrad Medical Systems Limited ConCOVE Conquest Training Limited Conrad Properties Limited Consilium NZ Limited Constellation Brands New Zealand Consult Recruitment Limited Contact Energy Limited Cook Brothers Construction Limited Counties Energy Limited Counties Manukau Kindergarten Association Coverstaff Recruitment Ltd Cox Automotive Australia Pty Ltd CPB Contractors Pty Limited Craigs Investment Partners Creative HQ Limited Creative New Zealand Crew Consulting Limited Crown Institute Of Studies Limited Cultivate People Limited Cycling New Zealand Incorporated Daehan Limited DairvN7 Limited DataSentinel Limited DDB Group NZ Deaf Aotearoa Holdings Limited Decipher Group Limited Defend Limited Dentons Kensington Swan Dentsu New Zealand Limited Department of Corrections DETA Consulting Limited Direct Capital VI Management Limited Disability Resource Centre HB Trust DivergenThinking Limited Diversity Council Australia Ltd DLA Piper New Zealand Downer New Zealand Downlights Limited Drake International Dress For Success Christchurch Incorporated

DIVERSITY WORKS NEW ZEALAND | MEMBERS cont'd

DTI Lawvers Limited Dual New Zealand Limited Dunedin City Council Dynamix Recruitment Limited Eclipx Fleet Holding (NZ) Limited Education Perfect Limited Education Review Office Education Unlimited Eighty4 Recruitment Limited Eke Panuku Development Auckland Electricity Authority Elephant & Eagles Limited Eliot Sinclair & Partners Limited Emerge Aotearoa Limited Emergent Limited Employers & Manufacturers Association (Northern) Inc Employment Court of New Zealand Endace Measurement Systems Ltd Environment Canterbury Limited Environmental Protection Authority (EPA) Equal Employment Opportunities Trust -CC22630 Equifax New Zealand Information Services & Solutions Ltd Equilibrium By Elite Limited Equinox Limited Erickson Fencing Limited Erigo Limited Essential HR Limited FVT I td Eyes And Ears Limited Far North REAP Society Inc Farm IQ Systems Limited Farmers Mutual Group Fee Langstone Limited Fidelity Life Assurance Company Limited Financial Markets Authority (FMA) Fire and Emergency New Zealand First Security Guard Services Limited Firstlight Foods Limited Fisher & Paykel Healthcare Ltd Fleetcor Technologies New Zealand Limited Flow Transportation Specialists Limited Foodstuffs North Island Limited Forte Recruitment Limited Freestyla Construction & Recruitment Limited Freightways Limited Fresenius Kabi Australia Pty Ltd Fronde Systems Group Limited Fuel Storage FUJIFILM CodeBlue Limited Fulton Hogan Limited GCSB Gentrack Limited George Weston Foods (NZ) Limited GHD Limited Ghella Abergeldie Joint Venture Giltrap Group Holdings Limited Glass and Window Solutions Limited Glia Limited Goodman Property Services (NZ) Limited GrainCorp Grant Thornton New Zealand Ltd Greater Wellington Regional Council

Greenpeace Aotearoa Incorporated Greenstone Solutions Limited Ground Up Forestry Training and Development Limited H. W. Richardson Group Limited Haika Consultancy Tapui Limited Hair & Barber New Zealand Limited Halberg Foundation Hamilton City Council Hands On Rehabilitation Limited Hāpaitia Limited Harrison Grierson Consultants Limited Hato Hone — St John Hazardco Holding Company Limited He Pou A Rangi Climate Change Commission Heaney & Partners Limited HEB Construction Limited HelloFresh New Zealand Limited Heritage New Zealand Pouhere Taonga Hide Entertainment Limited Hīkina Whakatutuki — Ministry of Business, Innovation and Employment (MBIE) Holland Beckett Trustee Limited Holmes NZ LP Home Construction Limited Hometouch Electrical and Automation L imited Hope-Cross Consulting Ltd Horizon Energy Group Limited Horticulture New Zealand Limited Hr Connect Limited Human Collective Limited Human Resources Institute of NZ (HRINZ) IAG Group Icebreaker New Zealand Limited Ignite Services Limited IHC Foundation Limited Inde Technology Limited Independent Police Conduct Authority Industry Training Solutions Limited Infrastructure New Zealand Limited Infrastructure Sustainability Council Infratec New Zealand Limited Inland Revenue Inmusic New Zealand Limited Inside Executive Recruitment Institute of Environmental Science & Research Institute of Geological and Nuclear Sciences I td Insurance & Financial Services Ombudsman Scheme Insurance Council of New Zealand International Accreditation New Zealand ISS Facility Services Limited Itus Scaffolding Ltd Jackson Stone and Partners Jacobs Douwe Egberts NZ (JDE) Jacobs New Zealand Limited James & Wells James Hardie New Zealand Ltd Jani-King (Nz) Limited Jones Lang LaSalle Limited K&Y Construction Limited Kainga Ora – Homes and Communities

Kami Limited Kerridge & Partners Ltd Khan Cartage Limited Kin Limited Kings College Foundation Kiwi Property Kiwi Wealth Investments Limited Kiwibank Ltd Kordia Kristie Mortimer Kuehne + Nagel Limited La Marzocco Australasia Limited Land Information New Zealand Lane Neave Limited Law Commission Law Plus Limited Leaft Foods Limited Les Mills International Limited Life Links Life Recruitment Limited Lift Education Likemind Limited Lion NZ Limited Livestock Improvement Corporation Limited LM Consulting Limited Longveld Limited L'Oreal New Zealand Limited Lotto New Zealand Lotus Supermarket Lowie Recruitment International Limited Lutra Limited LYNC (NZ) Co Limited Lyttelton Port Company Limited M.T.V. Limited Manaaki Whenua Landcare Research NZ Ltd Manawa Energy Limited Manawatū District Council Manawatu Education Academy (PN) Limited (T/A BHB Academy) Maritime New Zealand Marley New Zealand Limited Marra Construction (2004) Limited Mars New Zealand Limited Marsh N7 Ltd Marshall Day Acoustics Limited Martin Jenkins Massey University Masterton District Council Matamata-Piako District Council Mather Consulting Limited McConnell Dowell Constructors Ltd McDonald's Restaurants (NZ) Ltd MCMLXX Limited MediaWorks Holdings Limited Medtech Limited Mental Health Foundation of New Zealand Merck Sharp & Dohme (New Zealand) l imited Mercy Hospital Meredith Connell Metalcraft Roofing Limited Metroclad Limited MetService NZ Ltd Midlands Health Network Limited

Milford Asset Management Limited Ministry for Culture and Heritage Ministry for Pacific Peoples Ministry for Primary Industries Ministry for the Environment Ministry for Women Ministry of Defence Ministry of Education Ministry of Foreign Affairs and Trade Ministry of Justice Ministry of Social Development -Wellington Ministry of Transport Mission Ready Hq Limited Momentum Consulting Group Limited Mondelez New Zealand Mondiale VGL Group Limited Mooven Limited Mornington Health Centre Limited Morphum Environmental Limited Morrison Low & Associates Limited MOTAT Multi Marketing Services New Zealand Limited National Institute of Water & Atmospheric Research Limited National Mini Storage Limited National Personnel Ltd National Youth Theatre Company Trust Nauhria Precast Limited Nauhria Reinforcing Limited Naumi Hotels NZ PTY Limited Navman Wireless New Zealand Naylor Love Limited Neazor Brady & Partners Limited Nelson Airport Limited Nelson City Council New Forests NZ Pty Limited New Plymouth District Council New Zealand Aluminium Smelters Limited New Zealand Automobile Association Incorporated New Zealand Council of Victim Support Groups Incorporated New Zealand Customs Service New Zealand Defence Force HQ New Zealand Family Planning Association Incorporated New Zealand Film Commission New Zealand Football New Zealand Game Developers Association New Zealand Green Building Council New Zealand Growth Capital Partners l imited New Zealand Health Association Limited New Zealand Housing Foundation New Zealand Institute of Quantity Surveyors Incorporated New Zealand Oil & Gas Limited New Zealand Police New Zealand Police Incorporated T/A NZ Police Association New Zealand Qualifications Authority New Zealand Red Cross New Zealand Rugby Union Incorporated New Zealand Steel Ltd

New Zealand Symphony Orchestra New Zealand Veterinary Association New Zealand Winegrowers Ngā Taonga Whitiahua me Ngā Taonga Kōrero NIB NZ Limited Niche Recruitment Limited Nikko Asset Management New Zealand Limited Nimbl Consulting Limited Ninja Kiwi Limited Norris Ward McKinnon Limited North Harbour Hockey Association Incorporated North Island Design Limited Northland Regional Council NZ Council for Educational Research NZ on Air NZME Publishing Limited NZSki Limited NZX Limited Oaks Property Management Limited Obertech Group Odyssey House Trust Office of Film & Literature Classification Office of the Auditor-General and Controller Office of the Clerk of the House of Representatives Office of the Privacy Commissioner OfficeMax New Zealand Limited Olympus Group Limited OMD New Zealand Limited OmniTech Limited One New Zealand Group Limited OneHealth Medical Limited Opotiki District Council Opteon New Zealand Oranga Tamariki Ministry for Children Orini Downs Station Limited Orion Health Limited Orion New Zealand Ventures Limited Ospri New Zealand Limited Otago Regional Council Oyster Property Group Limited Pacific Steel (NZ) Limited PAE (New Zealand) Limited Palmerston North City Council Parkable Parker Bridge (NZ) Ltd Parliamentary Service Partners Life Pattle Delamore Partners Limited Peddle Thorp Ltd Pennington Consulting Limited Pentair Flow Technologies Pacific Pty Ltd people2people Recruitment (NZ) Limited PHARMAC Pharmacy Retailing (NZ) Ltd Philip Morris (NZ) Limited Platinum Recruitment Polis Consulting Group Limited Porirua City Council Port Blakely Limited Ports of Auckland Ltd Power Stanfield Consulting Limited

PPG Industries NZ Ltd Precinct Properties Management Ltd Predict HQ Limited Prepack Limited Presbyterian Support (Northern) ProCare Network Limited Productive People Limited Progress to Health Property Council Of New Zealand Incorporated Public Fundraising Regulatory Association Public Relations Institute of New Zealand Incorporated Publishers Association of New Zealand Incorporated Queenstown-Lakes District Council Rabobank New Zealand Limited Radio New Zealand Randstad Limited Rau Paenga Limited Ravensdown Limited Raymond Donnelly & Co **RCP** Limited RCSA — Recruitment, Consulting and Staffing Association of Australia & NZ RDT Pacific Limited Rebel Sport Recorded Music New Zealand Limited Recruit IT Group Ltd Redvespa Consultants Ltd Remarkable Minds Limited Reserve Bank of New Zealand Resolve Group Limited Resource Development Consultants l imited Restaurant Association Of New Zealand Incorporated Rider Levett Bucknall Auckland Ltd Roar Coaching Limited Robert Walters New Zealand Limited RocketWerkz Studios Limited Rockmybaby Homebased Ltd T/A Rockmybaby Group Rothley Partners Limited Royal New Zealand Coastguard Incorporated Royal Society of New NZ Wellington Branch Inc. T/A Royal Society Te Apārangi Rubix Limited Rural Youth and Adult Literacy Trust Russell McVeagh Ryan Recruitment Safe Kids In Daily Supervision Limited Salt Group Save The Children New Zealand Schneider Electric (NZ) Limited Schooldocs Limited Schools International Education Business Association of New Zealand (SIEBA) Sealink Travel Group New Zealand Limited Selwyn District Council Serious Fraud Office Serko Limited Services Workforce Development Council (T/A Ringa Hora) Shore Trust

DIVERSITY WORKS NEW ZEALAND | MEMBERS cont'd

Silver Fern Farms Co-Operative Limited Silverstripe Limited Simpson Grierson Sir Peter Blake Charity Limited Site Safe New Zealand Inc Skills Consulting Group Limited SkyCity Auckland Limited SLR Consulting New Zealand Limited Smart Media Limited Smartpay Holdings Limited Soar Communications Group (SCG) Social Labour Supply Ltd Socialite Recruitment Limited Solnet Solutions Limited Sony Music Entertainment New Zealand l imited Southbase Construction Limited Southern Cross Benefits Limited Southern Cross Health Society Southland Building Society Southland District Council SouthRoads Ltd Spaceworks Design Group Limited SPCA Social Enterprises Limited Sport and Recreation New Zealand Sport Canterbury Sport Integrity Commission Te Kahu Raunui Sport Manawatu Charitable Trust Sport Otago Sport Waitakere Trust Springload Web Design St John Of God Hauora Trust Starfish Consulting Limited Statistics New Zealand Steel & Tube Holding Limited Strategic Pay Limited Stride Investment Management Limited Sudima Hotels — Hind Management (NZ) Limited Susanna Kruger Business Consultancy Sustainability 360 Limited Sustainable Business Network SWR Group NZ Limited T&G Global Talent Army Limited Talent International (Nz) Limited Talent Vault Group Limited Tamaki Health Tata Consultancy Services Limited Tātaki Auckland Unlimited Limited Tauranga City Council Te Aho o Te Kura Pounamu Te Ara Ahunga Ora Retirement Commission Te Aro Health Centre Trust Te Hopai Trust Group Te Kawa Mataaho Public Service Commission Te Pou o te Whakaaro Nui Te Pūkenga — New Zealand Institute of Skills and Technology T/A Connexis Te Pūkenga — New Zealand Institute of Technology — T/A Otago Polytechnic Te Pūkenga — T/A Unitec Te Pūkenga Work Based Learning Limited T/A BCITO

Te Puni Kōkiri — Ministry of Maori Development Te Tari Taiwhenua Internal Affairs Te Taura Whiri I te Reo Maori Mäori Language Commission Te Whatu Ora — Health Promotion Teaching Council Techspace Consulting Limited Television New Zealand Limited Terra Group NZ Ltd Tertiary Education Commission The Boston Consulting Group Pty Ltd The Boundary The Building Intelligence Group Limited The Career Development Company Limited The Culture and Design Lab Limited The Diversity Agenda The Employers' Chamber of Commerce (Incorporated) The Fred Hollows Foundation NZ The Gap 2014 Limited The Girl Guides Association New Zealand Incorporated The Hongkong & Shanghai Banking Corporation Ltd The Instillery Group Limited The Lion Foundation The New Zealand Institute for Plant and Food Research Limited The New Zealand Society of Authors The Royal Australasian College of Physicians The Royal Australian and New Zealand College of Ophthalmologists (RANZCO) The Royal New Zealand Ballet The Selwyn Foundation The Sustainable Coastlines Charitable Trust The Todd Corporation The Treasury The Walt Disney Company (New Zealand) Limited The Warehouse Limited Tile Installation Specialists Limited Timely Limited Toi Mai Workforce Development Council Toka Tū Ake — Natural Hazards Commission Tomorrow's People Ltd Tompkins Wake Limited Tonkin & Taylor Ltd Top Drawer Consultants **Topline Group** Tower Insurance Limited Toyota New Zealand Limited Trade Assist (New Zealand) Limited Trade Me Limited Transam New Zealand Limited Transpower New Zealand Limited Tregaskis Brown Limited Tribe Limited Trility New Zealand Limited Truestock Limited Tu Ora Compass Health Tuatahi First Fibre Limited ТириТоа Two Degrees Mobile Limited

Universal Communications Group NZ Limited U+niversal Music New Zealand Limited University of Otago Uno Loco Limited Up Education Group Limited Upper Echelon Limited Upskills Vector Limited Vertical Horizonz New Zealand Limited Victoria University of Wellington Vis à Vis NZ Limited Volunteering New Zealand Incorporated Vulcan Steel Limited Waikato District Council Waitemata District Health Board Waka Kotahi NZ Transport Agency Wakatū Incorporation Waratah N7 Limited Warner Bros. International Television Production New Zealand Limited Waste Management NZ Limited Watercare Services Limited Wellington City Council Wellington Free Ambulance Service (Incorporated) Wellington Regional Economic **Development Agency** Wellington Zoo Trust Wellsouth Primary Health Network Westland Dairy Company Limited Whakaata Maori Whanganui District Council Whangarei District Council Whitehaven Wine Company Ltd William Buck (NZ) Limited Wings Trust 1986 Incorporated Woods Glass (NZ) Limited Worklife Group Limited WorkSafe New Zealand Worley New Zealand Limited Wotton + Kearney Limited WPP Holdings Wright Communcations Limited Write Limited WSP New Zealand Limited Wynn Williams Xero Limited Younity Limited YWCA Auckland Z Energy Limited Zespri International Trading Limited

Members as at 30 June 2024



WE HELP ORGANISATIONS DO WORKPLACE INCLUSION WELL AND DO WELL BECAUSE OF IT

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