



Business Leaders'
Health & Safety Forum

Annual Report
30 June 2025

Connecting CEOs to share and learn:

empowering leadership
and advocating for a healthy,
safe and productive New Zealand



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Who are we?

We are a coalition of 450 business and government leaders committed to improving the performance of workplace health and safety in New Zealand.

New Zealand thrives when our businesses and our workers thrive. Thriving businesses understand that healthy and safe workers are the core foundations of a productive business, not a cost.

We support senior leaders to continually learn and evolve, so they can create better work that prevents the most significant harm to people, and that contributes to better business performance.

Our vision

**Leaders building cultures
that enable people and
businesses to thrive.**



Our strategy through to 2031 outlines the outcomes we're aiming for:

- Be an active community of capable and confident leaders supporting work design in their organisations that enables people and businesses to thrive
- Supply chain and sector leaders have the capability and confidence to support work design that enables people and businesses to thrive
- Government understands what enables people and businesses to thrive

We will do this by focusing on four strategic pillars:

Organisational leadership

Supply chain and sector leadership

Government understanding and influence

Developing insights and learning

The year at a glance

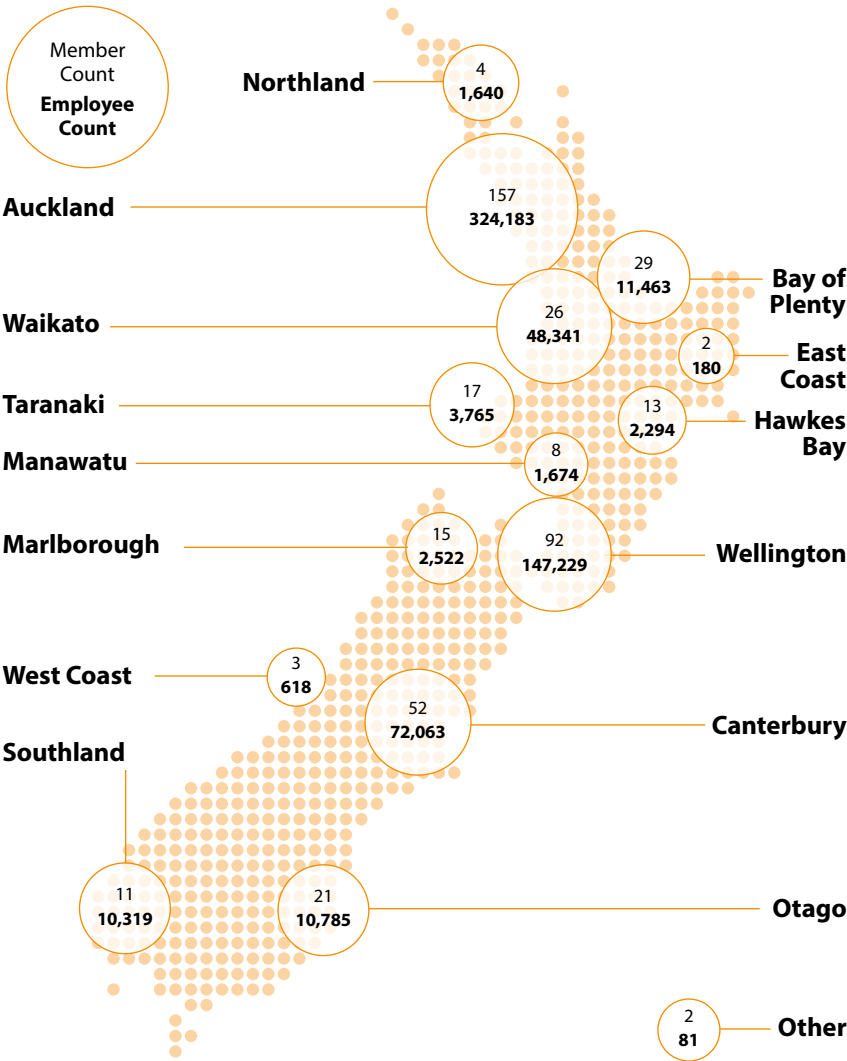
Key progress July 2024 – June 2025

Who do we represent?

Our 450 Forum members lead and influence at least 637,000 employees across New Zealand – that makes up around a quarter of New Zealand’s workforce. Our membership grew by 9% in the past year.

Forum organisations make up:

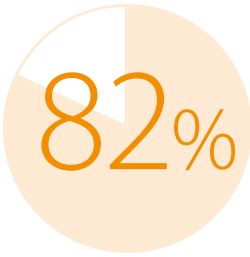
- 18 of NZX50 companies
- 69 of the Deloitte 200 companies



▲ Where are our members based and the number of employees they represent in their respective regions.



We had **275 meetings** with Forum CEOs, their senior leadership teams, boards and operational staff. Key topics at these were leadership and culture, governance, critical risks and advocacy.



221 Forum CEOs attended at least one event or had a meeting with the Forum throughout the year and **82% of all members** had at least one person in their organisation attend a Forum event.

Our **most popular virtual event** was the **Maritime NZ v Gibson webinars** with insights from leading health and safety lawyers and governance experts, with a total of 703 attendees joined online and many attended both sessions.

We held **49 virtual and in-person events** including 12 regional CEO lunches, with **more than 1,640 attendees participating**, some more than once.



A total of 2,237 hours was devoted to continued professional development collectively.

Our **most popular in-person event** was our **State of a Thriving Nation 2024 report launch** in Auckland and Christchurch, with 90 people attending.



We **presented at 25 industry and sector-led conferences and events**.

The year at a glance *(continued)*

2025

Health, Safety and Wellbeing Performance Dashboard

Key performance highlights

We received 139 member responses from our CEO survey in March 2025. The results showed their rates of serious work-related accidents in the previous 12 months:

- 38% had fewer serious work incidents
- 66% had no change in the number of work-related ill health incidents
- 48% had a greater number of work-related mental wellbeing incidents
- 68% had made a change or changes based on something they heard or learnt from the Forum

80%

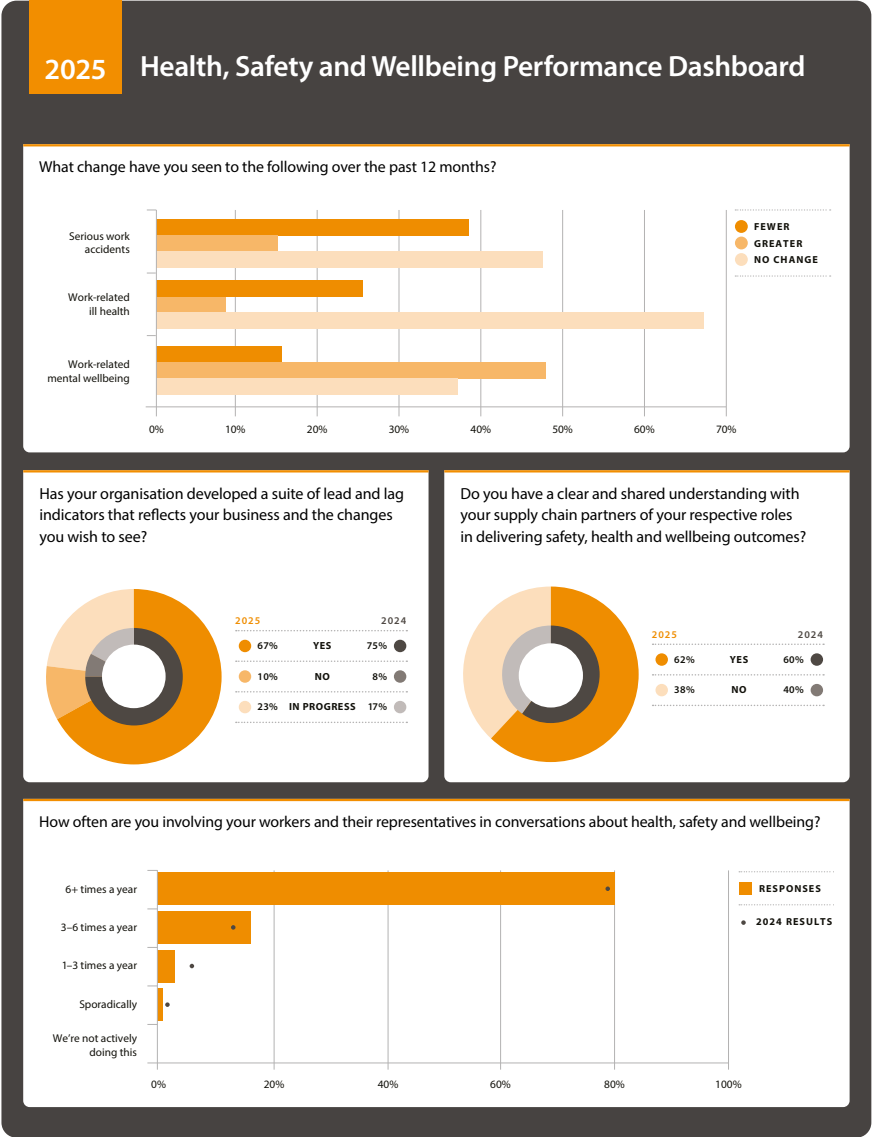
of organisations are involving their workers and representatives in conversations about health, safety and wellbeing six or more times a year.

62%

of organisations have a clear and shared understanding with their supply chain partners of their respective roles in delivering health, safety and wellbeing outcomes.

67%

of organisations have developed a suite of lead and lag indicators – with 23% of organisations getting this work underway.



Our reach

- We saw a **10% increase in website sessions** from the year before, reaching a total of **38,020 sessions** with an **engagement rate of 54.5%**
- There were more than **7,500 downloads** of Forum resources, with the 2024 *State of a Thriving Nation* report being the most popular resource
- **The Forum featured in 13 media articles** across the year
- Our Net Promoter Score is **84.32**

Foreword from Francois and Sheridan

Connecting CEOs to empower leadership and advocate for a healthier, safer and more productive New Zealand

Effective due diligence has always been a core part of the leaders' role and the work of the Forum in supporting our members.

This came to the fore this year however in a landmark court decision where we saw a CEO of a major New Zealand company convicted under the Health and Safety at Work Act for the first time since its inception in 2015.

For many leaders, this raised sharp questions about what it truly means to fulfil their duties as Officers. Assurance of compliance with the law and with their procedures is a key aspect of due diligence. The Forum responded quickly to the judgment, bringing together a series of activities to help members make sense of the judgement: webinars with top legal and governance experts, circulation of actionable insights distilled from those sessions, and six Forum-wide CEO Connection Calls. Together, we shared lessons and tested plans of attack. This work has since evolved into a joint effort with Institute of Directors, GM Safety Forum, Maritime New Zealand, and WorkSafe New Zealand – producing a compendium to support Executive Officers, including CEOs, in meeting their due diligence obligations, due out in 2026.

Health and safety as a core function of business has also been in the spotlight this past year with the Minister for Workplace Relations and Safety announcing a health and safety review in June 2024.

Through both a Forum submission and a joint submission of 61 New Zealand companies supported by the Forum, members amplified their voice, calling for more accelerated improvements in how government supports businesses to manage the risks of harm from work. We couldn't have been prouder to see those 61 Forum organisations put their own name to a document with five key recommendations they all agreed on – it was truly a moment of collective action by business for business.

With the Minister announcing her reforms early in 2025, it was heartening to see a focus on critical risks and changes to improve and increase the amount of guidance for business in the reform agenda, however major gaps remain. As legislation is introduced into the House in the coming months the Forum will remain a strong voice for business and workers.

Following our successful inaugural *State of a Thriving Nation* report in 2023, we were back again this year to report on New Zealand's health and safety performance in our second report with economist Shamubeel Eaqub. This year the report revealed the cost of poor health and safety performance remained stark at \$4.9 billion.

This report also told us that nearly half of New Zealanders have been affected by a workplace incident, either personally or through a colleague, family or friend. Shamubeel presented his findings to members in Auckland and Christchurch, followed by CEO panels formed by local leaders that reflected on both the challenges and opportunities before us.

The CEO survey, now in its second year, provided another important lens. Responses from 139 Forum members showed that while overall health and safety performance continues to be strong, incidents affecting mental wellbeing are on the rise.

Nearly 70% of members also told us they made a change or changes based on something they heard or learnt from the Forum.

Connecting CEOs to share and learn remained at the heart of our work this year. Our new CEO lunch series created space for frank, small-group conversations in Auckland, Christchurch and Wellington. In total, 17 lunch sessions were held, later extending to Hamilton and southern regions. Each session offered CEOs the chance to exchange perspectives under Chatham House rules.

Our introduction of CEO field trips, from seeing NZ Post's new flagship site in Wiri, to WM NZ and major hazard facility Methanex NZ, enabled CEOs to see first-hand how other organisations are managing catastrophic risks in high-hazard operation environments or applying innovative solutions to improve safety, productivity, and business resilience.

As we look ahead to the Forum's 15th anniversary in 2025, our commitment is to keep building connection, confidence, and capability among CEOs, while ensuring their collective voice continues to be heard by the government in shaping New Zealand's health and safety landscape. Together, we can help create a nation where businesses thrive because people thrive.



Francois Barton
Chief Executive



Sheridan Broadbent
Chair

What we've achieved between July 2024 – June 2025

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Organisational leadership

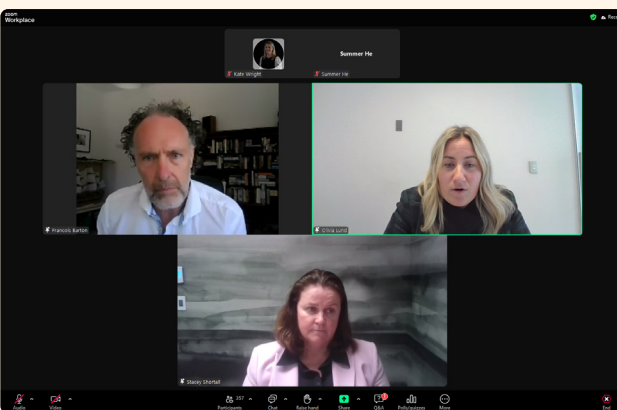
Between July 2024 – June 2025 here's what we've achieved:

Landmark health and safety case for CEOs in New Zealand

2024 was the first time a CEO of a major New Zealand company was found guilty under the Health and Safety at Work Act (HSWA) 2015 – in charges brought by Maritime NZ against Port of Auckland's former CEO Tony Gibson following the death of Pala'amo Kalati at the Port in 2020.

The Forum brought together top legal and governance experts for two webinars in December to help Forum members make sense of the judgement. These webinars saw our highest-ever attendee rate – highlighting the interest in this case.

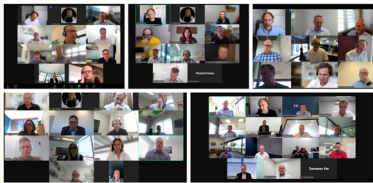
We also published a summary of 'actionable insights' for CEOs across the country which set out a clear path for Officers under HSWA – for anyone involved in a leadership position in a New Zealand organisation.



◀ One of two Forum webinars on the landmark Port of Auckland CEO case, December 2024.

Supporting CEOs to be an effective Officer

To make sense of the decision in the Maritime v Gibson case and to share lessons identified from this significant judgement, and test current plans of attack, more than 50 Forum CEOs connected across six calls in February and March 2025.



▲ Forum CEOs gather online during a Connection Call to discuss their roles as Officers.



▲ How are CEOs feeling about their Officer duties.

CEO lunch series connecting leaders, region by region

Many Forum CEOs value the unique environment the Forum creates for leaders to come together as a group, share insights and learn from one another. This was the driving force behind the CEO lunch series, which launched in August 2024 and ran regularly in Auckland, Christchurch and Wellington, hosted with Deloitte, Anthony Harper and KPMG.

Each of the 11 two-hour lunch sessions featured a homegrown CEO who shared their leadership story or challenge and sparked roundtable discussions, with circa 15 like-minded CEOs in a Chatham-House rules environment. We also held another six similar-style events in Hamilton and across the southern regions.



▲ One of the Auckland CEO lunches, featuring Woolworth's outgoing Managing Director Spencer Sonn.



▲ CEO events in Queenstown, Timaru and Invercargill.

CEO field trips – seeing leadership in action

This year we introduced a new way for CEOs to connect and learn – on site.

At WM New Zealand and NZ Post, Forum CEOs were treated to site tours to see firsthand how other businesses implement innovative solutions to drive productivity and safety in the workplace.

Managing Director, Evan Mael, and General Manager, Mike McSaveny, at WM New Zealand walked members through their journey of converting diesel rubbish trucks to electric vehicles, which is part of the broader goal of achieving carbon neutral by 2050 while improving driver safety and productivity.



▲ Forum CEOs touring the truck converting workshop at WM New Zealand.

At NZ Post, Chief Operating Officer Brendan Main showcased their flagship new site in Wiri – a major part of the business' transformation in response to the decline of mail and the rise of online shopping.

The stories were later shared with the wider Forum audience through video case studies.

A day in the life learning from high-hazard operations



▲ Forum CEOs spending a day at Methanex.

This year, the Forum launched an exciting new event series, offering members the opportunity to spend a day in the life of those leading some of New Zealand's most high-hazard operations.

The first stop was at Methanex New Zealand in Taranaki – the country's only methanol producer and a Major Hazard Facility under health and safety regulations.

Over two days, 25 Forum members, including CEOs and senior leaders, spent a full day with Methanex senior leaders, toured the facility, and heard how catastrophic risks are managed by 'keeping the tiger in the cage'.

Each day concluded with an applied case study, the Maui Pipeline project, led by Clarus. It challenged everyone in the room to think about what 'good work' looks like – that is both safe and profitable. This event series will continue into next year.

CEO exchanges

This year we have trialled a new approach to *connect CEOs to share and learn* – an Executive leadership exchange. Six CEOs and General Managers were involved in the initial approach, where they spent a ‘day in the life’ at each other’s organisation – including on site, in the boardroom and in executive meetings. This trial will be evaluated in August 2025 with an aim to extend it further to Forum members.

“You don’t get those eureka moments sitting in your own organisation talking to yourself.”

CEO involved in the Executive leadership exchange trial

Mental wellbeing at work webinar series

This webinar series continued to be a hit among members and their leadership teams, drawing a total of 187 attendees.

Topics ranged from mental wellbeing at work in the current economic environment, to insights from workplace first responders, and neurodiversity in the workplace.

Each session offered practical guidance, such as how to lead difficult change as a first-time leader, spotting ‘yellow flags’ and four quick wins for leaders that are at the start of accommodating neurodivergence in the workplace.



◀ Dr Louise Cowpertwait (right) and Forum Chief Executive (left) discussing neurodiversity at work during a webinar in February 2025.

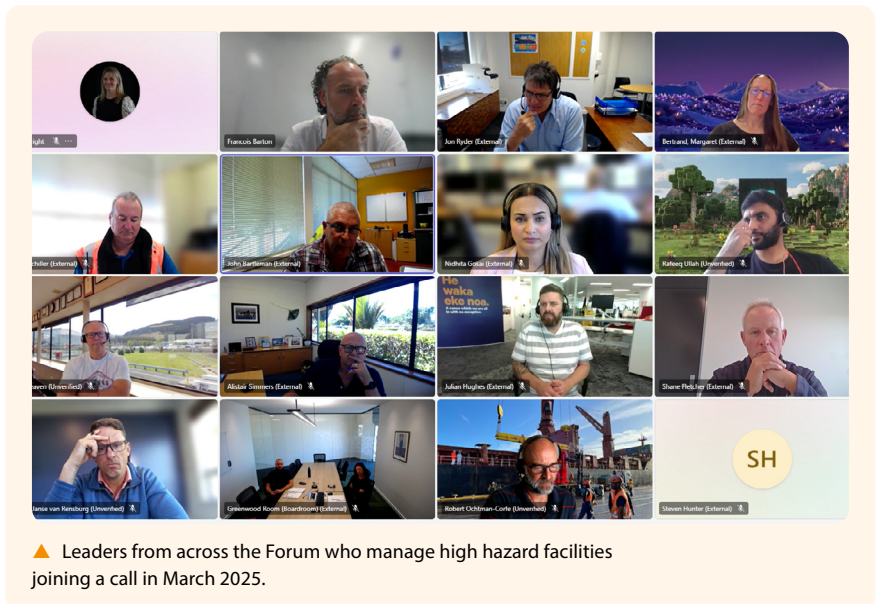
Supply chain and sector leadership

Between July 2024 – June 2025 here's what we've achieved:

Bringing leaders of high hazard and major hazard facilities together

In March we hosted a virtual call with 25 Forum members who manage major hazard facilities (MHF) or high-hazard operations to understand the unique challenges in leading and managing their sites, and the importance of the relationships they hold with WorkSafe NZ's specialist inspectorate and high-hazard inspectors.

The Forum pulled together a high-level summary of the discussion and later met with WorkSafe NZ to share the group's views and concerns. This will be ongoing work in the next year.



Guide for Executive Officers

In response to questions from senior leaders and CEOs following the *Maritime v Gibson* judgement in November 2024, the Forum worked with the Institute of Directors, GM Safety Forum, Maritime NZ, and

WorkSafe NZ to pull together a compendium to support Executive Officers, including CEOs about their due diligence obligations. This work will be completed in 2026.

Managing critical risk collaboratively: violence and aggressive behaviour at work

New Zealand is seeing rising levels of violence and aggressive behaviour in the workplace – particularly in retail and other frontline customer service roles.

In response, the Forum partnered with ShopCare to better define the problem and explore how businesses can collaborate to make a difference.



The initiative was supported by a small group of Forum leaders from Z Energy, WM New Zealand, NZ Post, The Warehouse Group, ASB and Auckland Council who met in late May. They shared confronting experiences of how this issue is affecting their people, along with the significant investment already being made to manage risks and reduce harm.

In August 2025 we will bring a wider group of interested Forum members together to hear the range of effective practices being used in this area, and understand what tactics are working in other businesses.

Directors' Guide extended to support Australian organisations

In late 2024 the Forum was approached by an Australian organisation to consider whether they could pull together a Director Development Programme based off the Institute of Directors' *Health and Safety Governance – a Good Practice Guide*.

The Forum brought on a health and safety governance expert to lead this work and ran three Director workshops throughout May 2025 to feed into this Programme. It is due for release at the end of 2025.

Government understanding and influence

Between July 2024 – June 2025 here's what we've achieved:

Forum report highlights stark \$4.9b cost to New Zealand

The Forum released its second annual *State of a Thriving Nation* report in 2024, revealing that the cost of New Zealand's poor health and safety performance rose to \$4.9 billion.

The report disclosed some stark findings:

- Nearly 50% of Kiwis were affected by a workplace incident to themselves, colleagues, family or friends
- Catching up to Australia's performance could save us \$1.4 billion a year, while catching up to the UK could save us \$3.4 billion a year

In August 2024, the report's author, economist Shamubeel Eaqub, presented the key findings to Forum members at events in Auckland and

Christchurch. Each event featured a CEO panel that shared their perspectives and reflections on the report.

Shamubeel and Forum Chief Executive Francois Barton both fronted a number of media interviews.

This is an annual report for the Forum, and the 2025 report will place additional focus on good business practices and the supporting evidence for improving health and safety performance, as well as areas where further improvement is needed.



▲ Shamubeel presenting the report's key findings.

A collective voice to Government calling for radical improvements

Driven by a shared motivation initiated by Vector and supported by the Forum, 61 New Zealand companies developed a joint submission to the health and safety reform consultation, announced by the Minister for Workplace Relations and Safety in mid-2024

The joint submission called for radical improvements to how the Government supports businesses to manage the risks of harm from work.

Alongside this, the Forum developed its own submission with a primary focus on the key findings from the independent Taskforce report – *Been There. Done That.* – and the 2024 *State of a Thriving Nation* report.

The Forum called for seven recommendations from the government, under three key areas of improvement:

- Improve clarity for business
- Lift regulator capacity and capability
- Build clear and explicit commitments to improving system stewardship to ensure agency commitments are delivered on

A joint submission from 61 companies on the work health and safety regulatory system

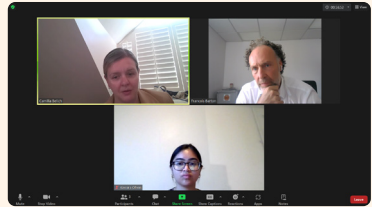


Continued engagements with the Minister and regulators

The Forum welcomed the Minister's focus on critical risk in her first announcement in late March 2025 as part of her health and safety reform, but emphasised that major gaps remained to reduce the \$4.9 billion cost in harm.

Forum members were pleased to see one of the key recommendations from the joint submission, that being access to improved guidance, included in the reforms in her second announcement.

As part of our continued advocacy, Forum Chief Executive Francois Barton had regular meetings with WorkSafe NZ, Ministry of Business, Innovation and Employment and key H&S sector groups. He also met with opposition MPs across the political spectrum.



▲ Forum Chief Executive Francois Barton meeting with Camilla Belich, Labour's Spokesperson for Workplace Relations and Safety in 2024.



◀ Minister's visit at Pipeline & Civil, supported by the Forum.

Forum takes a stand on engineered stone

In March 2025, the Forum pulled together a submission on the Minister for Workplace Relations and Safety's discussion paper on managing the growing risk of acute and accelerated silicosis from engineered stone products. We worked with industry

colleagues to outline four recommendations: Staged restrictions on engineered stone; committing to ethical sourcing standards; stronger controls, licensing and an end-to-end silica strategy and ongoing research and monitoring.

Developing insights and learning

Between July 2024 – June 2025 here's what we've achieved:

Second CEO survey shows progress and emerging challenges on H&S performance

The Forum's second CEO survey drew responses from 139 Forum CEOs and their teams, providing a theme of strong performance on health and safety but a rise in work-related mental wellbeing incidents.

Encouragingly, 85% of respondents reported having the same or fewer number of serious work incidents compared with the previous year. 67% also said their organisations had developed a suite of lead and lag indicators for their health and safety reporting, while 23% said it was work in progress.

At the same time, almost half of the respondents reported a rising number of work-related mental wellbeing incidents, highlighting this as a growing area of concern for Forum members.

Collaborating to bring international psychological safety experts to Auckland

It was fantastic to work with Australian-based FlourishDX to sponsor an event in Auckland in June to bring four of the world's top *mental wellbeing at work* experts to New Zealand.

The Forum also hosted a CEO-only breakfast with Mary Ann Baynton, an employment relations expert from Canada who not only provided some very practical ideas and suggestions for CEOs on managing some of the challenges they were facing with psychological safety at work, but also provided an international perspective to some of these common issues.



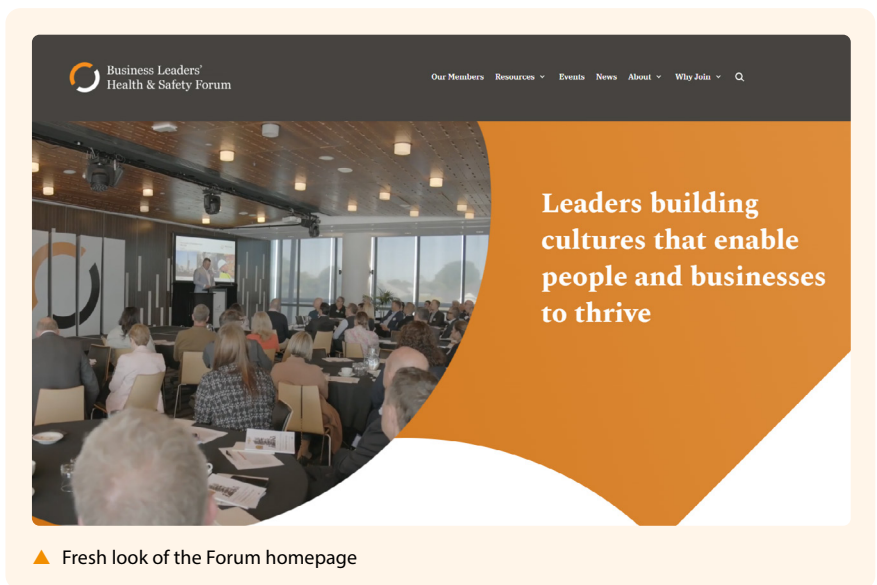
▲ Forum CEOs attend a breakfast on psychological safety at work with Mary Ann Baynton in June 2025.

New year, new look for the Forum website

The Forum website received a fresh new look at the start of 2025. Both the homepage and events page were fully revamped to better showcase who we are, the members we represent and the work that we do.

The new homepage is bolder and clearer, highlighting the Forum's

identity and recent updates. On the events page, a new 'Past Events' section was added to feature highlights from previous events, both in-person and virtual. Other upgrades – such as event tags to help events stand out to their target audiences further improving the user experience.



Smarter tracking: CPD points went digital

The annual mailout of members' Continuing Professional Development (CPD) points moved from paper to electronic this year.

The shift was welcomed by members, who can now access, track and share their CPD records from the Forum more quickly and easily.

This year's mailout also included new insights, including records of member meetings with the Forum, and data on Forum event participation from across their organisations.

Coming up next year

Key priorities for 2025/26:

- Support and connect CEOs
- Continue to run virtual and in-person events for CEOs to connect and share
- Develop resources to support health and safety governance
- Energise and extend leader capabilities and confidence
- Offering members on-site learning experiences and opportunities to hear from international best-practice speakers
- Amplify voices for healthier, safer and more productive work
- Maintain ongoing engagement and input to government health and safety reform

Key work upcoming for 2025/26:

State of a Thriving Nation 2025

Economist Shamubeel Eaqub returns to produce the Forum's third annual report in 2025.

Alongside updating New Zealand's latest performance, this year's report will highlight how businesses are delivering healthier and safer performance, outlining evidence of leadership in improving outcomes for workers, and identify areas where we must do better to keep our people safe and our businesses productive across New Zealand.

Key finding will be presented to Forum members and stakeholders across multiple events in September 2025.

Marking 15 years of collective commitment to health and safety leadership

The Forum will celebrate its 15th anniversary with 54 founding members at Parliament in July 2025.

Hon Brooke van Velden, Minister for Workplace Relations and Safety and Forum Chair Sheridan Broadbent, will present Certificates of Recognition to members marking 15 years of commitment.

Since its launch in 2010, the Forum's vision has evolved from zero harm to leaders building cultures that enable people and businesses to thrive. These 54 organisations have invested significantly in improving health and safety within their workplaces and across New Zealand.

Executive Officer Guide

In response to the Maritime NZ v Gibson decision in the District Court last year, the Forum is working closely with Maritime NZ, WorkSafe NZ, Ministry of Business, Innovation and Employment, the GM Safety Forum and Institute of Directors to release an Executive Officer Guide, as an addendum to the Institute of Directors' Good Practice Guide for Health and Safety Governance.

On-site tours of New Zealand's high-hazard operations

In 2025/2026, the Forum will continue its CEO site visit series, offering unique opportunities to see firsthand the scale and complexity of operations at New Zealand Aluminium Smelter and New Zealand Steel. Forum CEOs will also engage directly with the leadership teams on site to hear about their leadership challenges and lessons in managing high-hazard operations.

CEO breakfast with world-leading human performance expert Dr Todd Conklin

US-based world-leading human performance expert and health and safety communicator, Dr Todd Conklin, will return to New Zealand and spend a morning with Forum CEOs in October 2025. Todd will elaborate on human organisational performance (HOP) and how leaders can achieve operational excellence.

CEO lunch series

This series will continue to be held regularly in Auckland, Christchurch and Wellington. Similar events will also be delivered to regions such as Bay of Plenty and Northland.

Webinars for CEOs and their teams

We will continue to host webinars on priority issues for leaders and their teams. Upcoming topics include:

- Preparing and leading through crisis – with NEMA and Christchurch Airport
- How a fatality and subsequent Enforceable Undertaking led to a foundation shift in safety culture – with Enviro NZ
- Violence and aggressive behaviour at work – an update from the Forum and ShopCare
- Psychological safety at work and the surge of cases before the employment courts – with Ashcroft Mitchell McGregor

Our People

Board

The Board provides oversight and assurance of Forum operations, ensures alignment to our strategic direction, approves work programmes and budgets (having received Steering Group feedback) and provides insight and guidance.

They oversee the CEO and monitor performance of the Forum on behalf of all members. The Board is the ultimate decision-making body of the Forum.

Chair:

Sheridan Broadbent
Independent Director

George Adams
Independent Director
(Retired in May 2025)

Board Member:

Toby Beaglehole
Royal New Zealand College of
General Practitioners, Chief Executive

Paul Goodeve
Clarus, Chief Executive
(Appointed in December 2024)

Kim Ballinger
AsureQuality, CEO
(Appointed in December 2024)

Steering Group

The Forum Steering Group fulfils a vital role for the Forum, representing all members, bringing wide and diverse perspectives.

They offer options and advice, provide insight and guidance on achieving best possible outcomes for members on the work programme and Forum activity. The Group endorses the strategic direction, annual work programme and project budgets.

Steering Group Members:

James Fletcher

Independent Director

Chelydra Percy

GNS Science, CEO

Megan Main

ACC, Chief Executive

Gavin Ion

Independent Director

Aaron Smith

Independent Director/Business Advisor

Mike O'Brien

Independent Director

Ryan Keogh

Matvin Group & MAKO Commercial,
Group CEO

Evan Maehl

WM New Zealand, Managing Director

Dave Needham

Harrison Grierson Consultants,
Chief Operating Officer

Tracey Hickman

Genesis Energy, General Manager

Francois Barton

Forum, Chief Executive

New Forum members in the last 12 months



Adele Rose
CEO
3R Group Limited



Greg Durkin
Director
BCITO



Andrew Gaddum
CEO
Eastland Port



Nick Flack
CEO
Hawke's Bay Airport



Michelle Macdonald
Managing Director
All About People



Karen Belousoff
Director/General Manager
Belousoff Consulting Pty Ltd



Alison Gill
Managing Director
edenFx HSE Recruitment Ltd



Kay Nelson
CEO
HITO



Rob de Lacey
Managing Director
Aotea Electric Auckland Limited



Dallas Vince
CEO
Booth's Logistics



Glen Harkness
Executive Director
EIT



Dom Kalasih
Interim CE
la Ara Aotearoa Transporting New Zealand



Gary Casey
CEO
Ashburton Contracting Ltd



Ivan Williams
CEO
CarbonScape



Wilma Falconer
Chief Executive
Environment Southland



Tane van der Boon
CEO & Founder
Inviol Limited



Pauline Winter
CEO
Auckland Kindergarten Association



Rod Bentham
Director
Careerforce



Neil Paviour-Smith
Managing Director
Forsyth Barr Limited



Raewyn McPhillips
CEO
IVS Group Ltd



Damon Salesa
Vice-Chancellor
Auckland University of Technology



Steve Hill
Chief Executive
Clutha District Council



Nick Clarke
CEO
Fortysouth Group



Martin Carroll
Executive General Manager
Manukau Institute of Technology



Mark Gilbert
Chair
Auto Stewardship New Zealand



Amanda Wheeler
Director
Competenz



Kelly-Anne Galbraith
Owner
Galbraith Earth Movers



Verna Niao
Executive Director
MITO

Craig Hickman-Goodall
Chief Executive / Museum Director
Museum of Transport and Technology
(MOTAT)



Carl Simmons
CEO
Baygold Limited



Alice Pettigrew
CEO
Eastland Generation Limited



Brent Pattison
CEO
Golden Healthcare Group





Tina Mitchell
Chief Executive
Natural Hazards Commission
Toka Tū Ake



Andrea Leslie
Executive Director
Primary ITO



Carl Wright
CEO
The Connect Group



Olivia Hall
Executive Director
Western Institute of Technology
(WITT)



Olivia Hall
Executive Director
Nelson Marlborough Institute of
Technology (NMIT)



Marcus Hamilton
CEO
Propspeed International Ltd



Toby Beaglehole
Chief Executive
The Royal New Zealand College of
General Practitioners



Graeme Kelly
General Manager
Westroads Ltd



Natalie Lunt
General Manager
New Zealand Independent Cement



Grant Tregurtha
Executive
Qube Logistics Ltd



Frazer Munro
General Manager
Timaru District Holdings Limited
(TDHL)



Mark Oldershaw
Executive Director
Whitireia and WelTec



Toa Faneva
Executive Director
NorthTec



Paul Cameron
CEO & Director
Qube Ports Limited



Kieran Hewitson
Executive Director
Toi Ohomai Institute of Technology



Jason Williams
GM
Williams & Wilshier Transport Ltd



Matthew Dolan
CE
NZ Plant Producers Incorporated
(NZPPI)



Andrew Peskett
CEO
Radius Care



James Trevelyan
Managing Director
Trevelyan's Pack and Cool Ltd



Warwick Pitts
Executive Director
Wintec



Alan Cadwallader
Executive Director
Open Polytechnic



Tony Laskey
Director
ServiceIQ



Kia Zia
CEO
Tūaropaki Trust



Jason Te Brake
CEO
Zespri International Limited



Megan Pōtiki
Deputy CE
Otago Polytechnic



David Long
GM
SPM Assets Ltd



Peseta Sam Lotu-liga
Executive Director
Unitec Institute of Technology



Benjamin Boase
CEO
Ziwi Limited



Cate Kearney
CEO
Ōtautahi Community Housing Trust



Brent Metson
General Manager
Stolthaven New Zealand Ltd



Jasmine Groves
Operations Lead
Universal College of Learning (UCOL)



Dave Tilton
CEO
Parallaxx Limited



Robert Davis
Director
Tai Poutini Polytechnic



John Borland
General Manager
Unreel Hire Limited

Our Members





Stephen Kurzeja
Chief Technology Information Officer
2degrees



Gee Singh
Managing Director
Advance Diagnostics



Jordy Hendriks
Chief Executive
Antarctica New Zealand



Carrie Hurihanganui
Chief Executive
Auckland Airport



James Pearson
CEO
30 Seconds



Craig Davidson
Managing Director NZ
AECOM



Grant Nicholson
Partner
Anthony Harper



Dean Kimpton
Chief Executive
Auckland Transport



Kerry Hill
Managing Director
A W Trinder



Nigel Stevens
CEO
AFFCO New Zealand



Peter Conley
Chief Executive
ANZCO Foods



Tracey Ryan
Managing Director
Aurecon NZ



Alastair Blackler
General Manager
Abergeldie Complex Infrastructure



Greg Foran
CEO
Air New Zealand



Peter Beggs
CEO
Apollo Projects



Richard Fletcher
Chief Executive
Aurora Energy



Megan Main
Chief Executive
ACC



James Young
Chief Executive
Airways NZ



Darren Mitchell
Executive Director
Ara Institute of Canterbury



Sharon Macquarie
Company Director
Avetta



Jason Cherrington
Chief Executive
Accordant Group



David Mitchell
Chief Executive
AJ Hackett Bungy



Neil Woods
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Aratu Forests Ltd



Paul Cochran
Country Manager
B & D Doors (NZ) Ltd



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Willie Wiese
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Jacqui Benseman
Managing Director
Argus Fire Protection



Mark Worsfold
Programme Director
Babcock NZ Ltd



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Managing Director
Acrow Ltd



Caroline Ovenstone
CEO
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Vittoria Shortt
CEO
ASB Bank



Kelvin Wickham
Chief Executive
Ballance Agri-Nutrients



Ashley Alcock
Country Manager
Adecco



Neil Cowie
CEO
Animates



Kim Ballinger
CEO
AsureQuality



Jaime Heywood
General Manager, New Zealand
Barenbrug NZ

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Bluecurrent



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Convita NZ



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CentrePort



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Kaarin Gaukrodger
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Department of Internal Affairs



Onno Mulder
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EA Networks



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Container Co



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Crest Clean



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Department of the Prime Minister and
Cabinet DPMC



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CEO
ECL Group



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General Manager NZ
Contract Resources



Darren Powell
CEO
Crookers Property Group



Jonathan Pooch
Managing Director
Deta Consulting



Craig Downie
CEO
EcoCentral Limited



Dave Bulling
Managing Director
Cook Brothers Construction



Una Jagose
Solicitor-General and Chief Executive
Crown Law



Kirstin Hayes
Chief Operating Officer
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Electra



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Cottonsoft NZ



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Director General
Department of Conservation



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Dunedin Airport



Geoff Bourke
Managing Director
EnergyWorks



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Chief Executive
Counties Energy



Jeremy Lightfoot
Chief Executive
Department of Corrections / Ara
Poutama Aotearoa



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CEO
Dynes Transport Tapanui



Jeremy Nathan
General Manager – New Zealand
EnerMech

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Gore District Council



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CEO
Entrada Travel Group



Anna Palairat
COO
Fonterra Co-operative Group



Cos Bruyn
Managing Director
Fulton Hogan



Government Communications Security Bureau
TE TIRA TIARI

Andrew Clark
Director-General
Government Communications Security Bureau (GCSB)



Environmental Protection Authority
Te Mana Rauhi Taiao



Chris Quin
CEO
Foodstuffs North Island



Robbie Ramlose
Group CEO
Genera Group



Nigel Corry
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Greater Wellington Te Pane Matua Taiao



Chris Aughton
Ceo
EnviroNZ



Mary Devine
CEO
Foodstuffs South Island



Malcolm Johns
CEO
Genesis Energy



Elaine Morgan
CEO
Green Gorilla



Darren Mann
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Ernslaw One



Joseph Akari
CEO/National Safety Director
Forestry Industry Safety Council (FISC)



Siobhan Hartwell
General Manager – NZPac
GHD



Peter Leitch
Managing Director
Guaranteed Flow Systems



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EROAD



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CEO
Freightways



Francesco Saibene
Country Manager
Ghella



Ben Teusse
Chief Executive
Habit Health



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CEO
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GNS Science



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HamiltonJet



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CEO
Harbour Sport



Guy Clouth
CEO
Hireace



Andrew Moss
CEO
Hynds



Byron Hill
CEO
InterGroup



Karen West
Chief Executive
Harrison Grierson



John Boocock
Managing Director
Hiway NZ Ltd



Logan Aves
Managing Director
Impac Services



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Invercargill City Council



Nigel Bickle
Chief Executive
Hastings District Council



Dean Brown
CEO
HJ Asmuss & Co



Rau Tangititi
Managing Director
Independent Traffic Control



Sean Eccles
Executive Vice President – New Zealand
Ixom



Allister Rose
Managing Director
Hatikvah Blue Hope Foundation



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CEO
Horizon Energy Group



Nera Gordon
CEO
Industrial Controls South Canterbury Ltd



Michael Pigott
CEO
JLE Holdings Ltd



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Hortus



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Founder and Clinical Director
IndustryMed



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CEO
Juice Products New Zealand



Craig Treloar
EGM Hawkins
Hawkins



Helen Sadgrove
Managing Director NZ
HSE Global



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Chief Executive
Kāinga Ora – Homes and Communities



Janette Walker
Director
Health and Safety by Design NZ



Tim Anderson
CEO
Hutec Group



Matthew Easton
CEO, NZ Operations
Inghams Enterprises



Mason Fitzgerald
CEO
Kaiteriteri Recreation Reserve



Mark Evans
CEO
HEB Construction



Anthony Jones
Group CEO
HW Richardson Group



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Commissioner and Chief Executive
Inland Revenue (IRD)



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Kāpiti Coast District Council



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Chief Executive
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CEO
Hydraulink Fluid Connectors Ltd



Ashley Bloomfield
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Darren Evans
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Keith Andrews Trucks

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Mercury



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KiwiRail



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Matvin Group



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Mercy Hospital



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Mac Group



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Neal Barclay
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McAlpine Hussmann



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LIC



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Chair
Meadow Mushrooms



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MinEx Health & Safety in NZ
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Manulife Forest Management (NZ)



Tim Hartly
General Manager
Meateor Pet Food



Gerardine Clifford-Lidstone
Secretary for Pacific Peoples
Ministry for Pacific Peoples



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CEO
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Kirstie Hewlett
Director & Chief Executive
Maritime New Zealand



Dean Hyde
Director
Men at Work



Ray Smith
Director-General
Ministry for Primary Industries



James Palmer
Chief Executive
Ministry for the Environment



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CEO
Moana New Zealand



Christine Stevenson
CEO
New Zealand Customs



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Group CEO
Ngati Tuwharetoa Holdings



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Chief Executive
Ministry for Women



Todd Dawson
Chief Executive
Napier Port



Kevin Short
Chief of Defence Force
New Zealand Defence Force



Rob Hennin
CEO
nib nz



Brook Barrington
Chief Executive
Ministry of Defence



Jordan Greville
CEO
Natural Habitats



Jeff Sissons
CEO
New Zealand Institute of Safety Management



John Morgan
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NIWA



Ellen MacGregor-Reid
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Ministry of Education



Bruno Goedeke
CEO
Naylor Love Enterprises



Carl Carrington
CEO
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Chief Executive
Northpower



Audrey Sonerson
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Ministry of Health



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Chief Executive
Nelson Tasman Regional Hospice Trust



Josie Vidal
CEO
New Zealand Minerals Council



Jim Magee
Chief Executive
Nurse Maude



Andrew Kibblewhite
Chief Executive
Ministry of Justice



Dylan Andrews
CEO
Network Waitaki



Richard Chambers
Commissioner
New Zealand Police



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General Manager
NZ Oil Services



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Ministry of Social Development (MSD)



Gareth Green
Chief Executive
New Plymouth District Council



Andrew Hampton
Director-General of Security
New Zealand Security Intelligence Service (NZSIS)



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CEO
NZ Post



Richard Harding
Acting CEO
Miraka



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Chief Executive
New Zealand Aluminium Smelter



Darcy Hart
CEO
Nexus Logistics



Sarah Stuart-Black
Secretary General
NZ Red Cross



Andrea Scown
CEO
Mitre 10 NZ



Sam Cliffe
CEO
New Zealand Blood Service



Todd Moyle
Chief Executive
Ngāi Tahu Holdings Corporation



Andy Antoci
General Manager
NZ Safety Blackwoods

Our Members



Robin Davies
CEO
NZ Steel



Nigel Barbour
CEO
Orion Group



Ross Larcombe
CEO
PF Olsen



Kevin Winders
CEO
Port Otago



Peter Chrisp
Chief Executive
NZ Trade & Enterprise



Ariane Ormsby
Managing Director
Ormsby Civil Construction



Stephen Guerlin
CEO
PGG Wrightson



Simon Craddock
CEO
Port Taranaki



Gareth Marriott
Managing Director
OCS



Sam McIvor
CEO
OSPRI New Zealand



Hugh Goddard
Managing Director
Pipeline & Civil



Jason Franklin
CEO
Powerco



Jon Ryder
CEO
Oji Fibre Solutions



Richard Saunders
Chief Executive
Otago Regional Council



Aisha Ross
Te Rau Matomato/Chief Executive
Officer
PKW Farms



David Stevens
Acting CEO
PowerNet



Mornez Green
Managing Director
Omexom



Matt Mules
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Oxcon CLL Limited



Mark Piper
CEO
Plant & Food Research



Shaun Greaves
CEO
Presbyterian Support Northern (PSN)



Kevin Goulet
General Manager
OMV NZ



Deanne Holdsworth
Executive General Manager
Pact Group



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Port Marlborough



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PrimePort Timaru



Wendy Norris
Chief Executive Officer
Onefortyone



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PAE NZ



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Chief Executive
Port Nelson



Matthew Cotterall
Head of Facility Management
Programmed



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Pattile Delamore Partners



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Port of Auckland



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Rangitikei District Council



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Chief Executive
Orillion



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Peke Waihangā- Artificial Limb Service



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CEO
Port of Tauranga



Garry Diack
CEO
Ravensdown



Alistair Brown
Managing Director
Rayonier Matariki Forests



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Chief Executive
Scion Research



Todd McLeay
Managing Director
Smart Environmental



John Holyoake
CEO
Tamaki Regeneration Company



Dave Beeche
CEO
RealNZ



Grady Cameron
CEO
SeaLink NZ



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Chief Executive
South Port NZ



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Director & Health and Safety
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Bede Cammoch-Elliott
Managing Director
Seedigital



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Marty Grenfell
Chief Executive
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CEO
Resero



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CEO
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Southern Institute of Technology (SIT)



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Taylors Contracting



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Sam Wiffen
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Reveal Group



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Site Safe NZ



Mark Malpass
CEO
Steel & Tube



Brian Roche
Public Service Commissioner
Te Kawa Mataaho Public Service
Commission



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General Manager
Rheem



Rosanne Graham
CEO
Skills Consulting Group



Tony Puppyn
General Manager – Director
Storelink Sales



Gus Gilmore
Chief Executive
Te Pūkenga



Mark Watson
CEO
Robinson Construction Group



Guy Stewart
CEO
SKOPE Industries



Scott Scoullar
CEO
Summerset Group Holdings



Dave Samuels
Secretary for Māori Development
Te Puni Kōkiri
Ministry of Māori Development



Sussan Turner
CEO
Safety'n Action



Jason Walbridge
CEO
SkyCity Auckland



Gareth Edgecombe
CEO
T & G Global



Egbert Segers
CEO
Tegel Foods

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 Tenon Home of Taupo Clearwood	 TIMBERLANDS	 TRIPLEX CONSULTING	 ventia
Mark Taylor General Manager Tenon Clearwood	Ryan Cavanagh CEO Timberlands	Ross Browne Managing Director Triplex Consulting Limited	Damian Pedreschi New Zealand Executive General Manager Manager Ventia NZ Operations Ltd
 THE GRIFFIN'S FOOD COMPANY.	 Toitū Te Whenua Land Information New Zealand	 TROJAN HOLDINGS	 VEOLIA
Cameron Scott Managing Director The Griffin's Food Company	Gaye Searancke Chief Executive Toitū Te Whenua Land Information New Zealand	Peter Carnahan CEO Trojan Holdings	Richard Kirkman CEO Veolia Water
 The Labour Exchange Efficient Labour Supply	 Tonkin + Taylor	 tvnz	 VISY FOR A BETTER WORLD
Dave Devereux Managing Director The Labour Exchange	Penny Kneebone Chief Executive Tonkin & Taylor	Jodi O'Donnell CEO TVNZ	Aaron Ashby Director Visy
 thelines	 TOP ENERGY Te Pūnaha Hiko	 unison The Powerlines People	 vtnz A DEKRA COMPANY
Mike Fox CEO The Lines Company	Russell Shaw CEO Top Energy	Jaun Park Group Chief Executive Unison Networks	Greg O'Connor Country Manager VTNZ
 AA	 Access community health Hauora Tara-A-Whare	 univers New Since 1959	 WAIHANGA ARA RAU Construction and Infrastructure Workforce Development Council
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 The Selwyn Foundation	 transdev	 UTILITIES DISPUTES TAUHOHEHOE WHAIKANGA	 Waikato District Council Te Kaitiaki o Te Taihanga o Waikato
Denise Cosgrove Chief Executive The Selwyn Foundation	Tonia Haskell Managing Director Transdev New Zealand	Neil Mallon Commissioner Utilities Disputes (UDL)	Craig Hobbs Chief Executive Waikato District Council
 THE WAREHOUSE GROUP	 TRANSPOWER	 Van Schaik health & safety solutions	 Hamilton Airport
John Journee Interim CEO The Warehouse Group	James Kilty CEO Transpower	Margaret van Schaik Managing Director Van Schaik Health & Safety Solutions	Mark Morgan Chief Executive Waikato Regional Airport Ltd
 THINKWHATIF? ...not if only	 TE TAI OHANGA THE TREASURY	 vector	 WAI PĀ NETWORKS
Paul Coleman Improvement Facilitator / Director Think What If	Struan Little Deputy Chief Executive Treasury	Simon Mackenzie CEO Vector	Sean Horgan CEO Waipā Networks



Simon Parham
CEO
Waitomo Group



Steven Perdia
Chief Executive
Whakatāne District Council



Sharon Thompson
Chief Executive
WorkSafe NZ



Brett Gliddon
Chief Executive
Waka Kotahi (NZTA)



David Langford
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Whanganui District Council



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Worley New Zealand



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Garth Dibley
CEO
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CEO
Whitestone Contracting Ltd



Danielle Shanahan
CEO
Zealandia



Matt Prosser
Chief Executive
Wellington City Council



Evan Maehl
Managing Director
WM New Zealand



Matt Clarke
Chief Executive
Wellington International Airport



Kyle Hall
General Manager
Wood Training



Pat Dougherty
Chief Executive
Wellington Water



Tony Cunningham
CEO, Operations
WoolWorks New Zealand



Justin Peterson
CEO
Wells Group



Sally Copland
Managing Director
Woolworths NZ



Peter Armstrong
CEO
Westpower ElectroNet



Jeena Murphy
MD
Working Wise

Financials

Business Leaders’ Health and Safety Forum Incorporated for the year ended 30 June 2025

	2025	2024
Total revenue	1,261,096	1,458,992
Total expenses	1,172,171	1,670,192
Surplus/(Deficit) for the year	88,925	(211,200)
Accumulated funds	737,027	648,102

Reporting figures are displayed rounded to zero decimal places. Totals are calculated based on the original (not rounded) figures.

Audited accounts for the 30 June 2025 year (including the audit opinion) are distributed before the AGM and are available to members by emailing info@forum.org.nz.



Business Leaders'
Health & Safety Forum

Contact us **info@forum.org.nz** or find out more at: **www.forum.org.nz**