

## Trust Objectives

The objectives of the Trust shall be to increase diversity in leadership in New Zealand through promoting, encouraging and facilitating the development of New Zealand women including (but without limitation):

- a) providing women with relevant opportunities to develop professionally;
- b) building a supportive and collegial environment for New Zealand women to develop their professional capabilities, competences and skills;
- c) offering New Zealand women opportunities for focused and relevant interactions in order to learn and improve capabilities, competencies and skills;
- d) encouraging and assisting New Zealand women to take up roles on private and public boards by developing and supporting their professional capabilities, competencies and skills;
- e) providing New Zealand women with opportunities to broaden and build knowledge and networks, including internationally; and
- f) increasing the representation of ethnic minorities in leadership roles in New Zealand including by (without limitation) being involved in projects and other activities which aim to increase the representation of ethnic minorities in leadership roles in New Zealand and which promote the rights of ethnic minorities to equal opportunities in New Zealand.

Ancillary objectives of the Trust shall be:

- g) developing specialised programmes, activities and benefits for Members and other New Zealand women: and
- h) nurturing talented middle management New Zealand women to senior leadership roles through mentoring programmes, providing scholarships and influencing New Zealand business community leaders.
- i) insofar as these objectives advance the charitable objectives set out in paragraph (a) above.