Sport Integrity Commission
Te Kahu Raunui

E.35

Annual Report

Pūrongo ā-tau

1 July 2025 to 30 June 2026

New Zealand Government
Te Kāwanatanga o Aotearoa

In accordance with section 150(3) of the Crown Entities Act 2004, the Annual Report for 2025/26 of the Integrity Sport and Recreation Commission trading as Sport Integrity Commission, is presented to the House of Representatives.

The report covers the 2025/26 financial year—1 July 2025 to 30 June 2026—and reports against the Commission's one output class: Services from the Integrity Sport and Recreation Commission.



Deborah Hart
Chair
Sport Integrity Commission
29 October 2026



Tim Castle
Board member
Sport Integrity Commission
29 October 2026

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Foreword

Message from the Chair and Chief Executive

Tēnā rā koutou katoa

This reporting year has been an important period of consolidation, achievement and growth for the Sport Integrity Commission Te Kahu Raunui (the Commission) as we continue to establish ourselves as a trusted and effective integrity regulator for sport and recreation in Aotearoa.

The Commission has made significant progress during the past year. We have strengthened our governance and management foundations, continued to build organisational capability and culture, strengthened engagement and delivered strongly across all our regulatory responsibilities.

Ngā ekenga – the wins

A particular highlight was the National Sport and Recreation Integrity Wānanga in March. These two days brought together leaders and other stakeholders from across the sport and recreation sector to understand emerging integrity challenges, strengthen relationships and create a shared call to action. Attendees heard the lived experiences of those at the centre of harm alongside insights from expert speakers and panels. Positive participant feedback reflected both the quality of the hui and the growing appetite for sector-wide connection and engagement.

As awareness of the Commission has increased in our first two years of operation and we have responded well to increasing demand for our services and support. Approximately 75% of integrity matters received have been resolved through our triage and resolutions pathways while those that remain active are being progressed in accordance with the processes we have established to ensure our work is fair, thorough and protects the rights and confidentiality of those involved. We are pleased to report that seven organisations adopted the Integrity Code in the reporting year, noting it was released in April 2025. Alongside this, our Integrity Code pilot programme has provided valuable insights to support further adoption and implementation.

Our anti-doping programme has continued to perform strongly through a period of considerable change and scrutiny, amounting to another significant organisational achievement. We achieved our key performance measures while successfully completing a World Anti-Doping Agency audit, preparing for changes to the 2027 World Anti-Doping Code and International Standards, and improving our systems and processes.

Underpinning this performance has been a strong focus on our people, leadership and organisational culture. Feedback from our people has reinforced the importance of maintaining an inclusive, values-led culture where our purpose is understood and reflected in the way we work. The organisational change process, development of our senior leadership team, introduction of our professional development programme, Pā Harakeke, investment in cultural capability through continued embedding of our Kākahu framework have created a stronger platform from which our kaimahi can evolve.

He tangata – the people

In March 2026, Don Mackinnon stepped down as Chair. We acknowledge and thank Don for his leadership and service, from the planning and establishment of the organisation to this formative period in the Commission's development. His immense contribution helped establish the governance and management foundations from which we can continue to grow. From March 2026 Traci Houpapa took on the role as Interim Chair for the remainder of the reporting year.

The Board acknowledges the entire Commission team. Establishing a new regulator while continuing to deliver, respond to increasing expectations and manage significant organisational and regulatory change requires discipline, resilience and strong leadership. Kaimahi at the Commission have demonstrated all three.

Te aronga Whakamua – future focus

Looking ahead, our focus is on consolidating the foundations we have put in place while ensuring we listen to the sector to be able to best support them to create a culture of integrity. This includes maintenance of momentum in the adoption of the Integrity Code through partnership and capacity support while continuing evolution of our processes for handling complaints and investigations. This will be particularly important as Code adoptions increase and we are operating more in the Code jurisdiction as opposed to investigations being solely in the public interest.

We are well-positioned to implement the 2027 World Anti-Doping Code, deepen engagement, particularly with priority groups and communities through our engagement strategy, develop our evidence and insights, strengthen our technology and information systems, while we continue to invest in our people and leadership.

Good governance, strong management and a highly competent, committed team provide the Commission with a sound platform for the future. Our task now is to build on the progress made and ensure we continue to earn the confidence of participants, organisations and communities across sport and recreation to build a culture of integrity together.



Deborah Hart
Chair



Rebecca Rolls
Chief Executive

Section 1: Introduction

Kupu whakataki

Te Aho Paerangi – Our guiding thread

Doing what's right, together
Mā te tika, mā te pono, me te aroha.
With truth, honesty and compassion.

Who we are and what we do

The Commission was established on 1 July 2024 to provide a singular focus on enhancing integrity in sport and recreation. Our role is to work with the sport and recreation sector, including participants, to collectively strengthen our integrity system so all New Zealanders can have safer and fairer sport and recreation experiences.

We are New Zealand's national anti-doping organisation. We are a signatory to the World Anti-Doping Code (WADA Code) which provides a common set of rules, requirements, and sanctions that all anti-doping organisations must apply.

We are an independent Crown entity established under the Integrity Sport and Recreation Act 2023 (our Act). Our statutory purpose is to:

- enhance integrity within sport and physical recreation to protect and promote the safety and wellbeing of participants, and the fairness of competition
- implement the WADA Code in New Zealand.

We have broad statutory functions, including:

- promoting, advising, and leading on integrity in sport and recreation
- developing and issuing integrity codes that set minimum standards and making anti-doping rules to implement the WADA Code
- providing processes for resolving integrity complaints and disclosures
- investigating integrity matters
- providing a disciplinary process for breaches of integrity codes
- advising the responsible Minister on integrity matters.

We do this by:

- working with organisations to adopt the Code of Integrity for Sport and Recreation (the Integrity Code)
- delivering trusted and participant-centred services
- investigating and resolving breaches of integrity standards
- supporting the sport and recreation sector to lift its integrity capability
- advocating for sport integrity and engaging with the international sport integrity community
- working closely with stakeholders and partners, both in New Zealand and overseas.

Threats to integrity

We focus on preventing and responding to behaviours that undermine integrity in sport and recreation. We call these threats to integrity and they are set out in Section 5 of our Act. They are:

- manipulation or attempted manipulation of the result or course of a sporting competition or activity
- sports betting activity connected with competition manipulation, or the misuse of inside information connected with competition manipulation or sports betting
- doping in sport
- racism, discrimination, bullying, violence, abuse, sexually harmful behaviour, intimidation or harassment
- corruption, fraud, and other forms of deception or breach of trust
- an organisation in the sport and recreation sector failing to take measures to prevent these threats or to safeguard children.

As an independent Crown entity, we operate at arm's length from the Government. This means the Government cannot direct our work and we are independent of Government policy, though may have regard to it.

Responsible Minister

We are responsible to the Minister for Sport and Recreation. The Minister's annual Letter of Expectations for 2025/26 set out the specific outputs on which the Commission should focus. These were to:

- enhance integrity within sport and physical recreation to protect and promote the safety and wellbeing of participants and the fairness of competition
- give effect to the WADA Code in New Zealand
- focus on ensuring there is a clear process for raising complaints to support the integrity of sport that ensures information is verified and acted on to protect and promote the safety and wellbeing of participants
- continue to implement the Integrity Code to achieve its purpose to enhance integrity within sport and recreation, and to further the collective aspiration of sport and recreation communities to create safe environments for all participants
- report on our performance that is clear on the extent to which we are achieving our objective, delivering on our functions and representing value for money
- establish a multi-year monitoring agreement with the Ministry for Culture and Heritage
- renew the Statement of Intent reflecting a deeper understanding of the opportunities and challenges in our operating environment and how we can respond.

Governance

Board

Our legislation sets out that our board can have seven to nine members, appointed by the Minister for Sport and Recreation. The inaugural Chair was Don Mackinnon who resigned in March 2026, Traci Houpapa was the interim Chair from then and at the end of the reporting period. Deborah Hart was appointed Chair in August 2026.

The Board has a sub-committee, the Finance and Audit Committee, which comprises three Board members. The Chair is Tim Castle. Traci Houpapa and Lyndon Bray are members.

Chair:

Deborah Hart - from August 2026

Traci Houpapa, MNZM JP - interim from March 2026

Don Mackinnon, CNZM - until March 2026

Members during the year:

Tim Castle

Traci Houpapa

Bobbi-Jo Clark-Heu

Dr Lesley Nicol (Rumball), ONZM

Lyndon Bray

Rebecca McDonald, PLY

Lisa Tai - from April 2026

Adine Wilson - until November 2025

Our journey through 2025/26

August

- Te Ope Tāmiro and Pacific Strategic Advisory Group hold a joint hui / talanoa
- NZ Esports adopt the Integrity Code
- Our values created

September

- WADA audit
- Organisational structure implemented

October

- Disciplinary Panel appointed
- Athlete Advisory Group appointed

December

- World Anti-Doping symposium in Busan, Korea - 2027 Code finalised

Early 2026

- Learning strategy implemented
- Te Tiriti and tikanga work plan commences

February

- Strategy refresh

March

- National Sport and Recreation Integrity Wānanga hosted

May

- Assumed co-leadership of Global Network of National Sport Integrity Agencies with Sport Integrity Canada

June

- WADA regional symposium – Beijing, China

2025

2026

Our strategic framework

Te Kahu Raunui

Te Tiriti o Waitangi

Te Aho Paerangi – Our guiding thread

Doing what's right, together

Mā te tika, mā te pono me te aroha
With truth, honesty and compassion

Outcomes

Participants are safer, treated equitably and their rights are respected	**Sport and recreation organisations have strong integrity cultures**	**Competitions and activities are clean and fair**	**We are a trusted source of integrity leadership and support**

Our strategic priorities

Lead a strengthened integrity system	**Work together to lift integrity capability**	**Deliver trusted and participant-centred services**	**Insights-led and transparent**

Values

Tukutuku
We value relationships and work collaboratively to create a culture of integrity.

Kōtui
We demonstrate care and respect for each other and in our mahi with the sport and recreation sector.

Paihere
We lead with integrity and purpose, taking responsibility for our mahi and actions.

Tauwhiri
We offer guidance and support, so people feel safe, valued and cared for.

Our Uara (values)

Our Uara describe the type of organisation we want to be, how we seek to interact with the sport and recreation sector and the wider world around us, and how we commit to treating people who we engage with. Our work, our relationships and our values all weave together through our strategic framework Te Kahu Raunui, to support safe and fair sport and recreation experiences.

Our values:

- guide our actions and behaviour, including how we work alongside participants and organisations in the sport and recreation sector to build a culture of integrity
- reflect our commitment to being a participant-centred and high-performing organisation, and to building relationships across the sector
- reflect our strategic framework Te Kahu Raunui, which uses the metaphor of a kākahu (cloak) to symbolise the interconnectedness and breadth of the sport and recreation community and our shared values.

Tukutuku

Mā te tukutuku e pakari ai te whanaungatanga.
Through tukutuku, relationships are strengthened.

Tukutuku represents the exchange of individual strengths woven toward a shared purpose. Like the tukutuku panels within a wharenui, it reminds us that integrity grows through continual connection and collaboration, building a culture we can only create together.

Kōtui

Kōtui te aroha mō te tāngata me te kaupapa.
Let our compassion for people and purpose be intertwined.

Kōtui is a weaving technique that strengthens through interconnection. It reflects how we engage, weaving together care, respect, and shared purpose. When we intentionally connect our threads, we lay the foundation for integrity to flourish.

Paihere

Paihere ki te tika, paihere ki te pono.
Unite in what is right and true.

Paihere means to bind and unite. It speaks to leadership that is grounded, courageous, and committed to doing what is tika and pono – standing for what is right, even when it's hard.

Tauwhiri

Tauwhiri te manaakitanga.
A call to action to provide support and care.

Tauwhiri combines tau (to fasten or help someone feel at ease) and whiri (to weave or bind). Together, they express the act of weaving care, connection and safety into our mahi. This kupu was shaped by Te Kahu Raunui.

Section 2: Progress against our strategic intentions

Te ahunga whakamua o tā mātou anga rautaki

In 2025 and 2026 we focused on developing a deeper understanding of what creates a stronger culture of integrity, the realities the sector experiences and how threats to integrity impact sport and recreation. This includes the intersection of different integrity threats, and working with the sport and recreation sector, law enforcement and our international partners to identify and mitigate the risks.

In our second year of operation we continued to build on long-term outcomes as set out in our Statement of Intent 2024-2028. In the reporting year we:

- embedded our new organisational structure that supports our role as the leader of integrity for sport and recreation
- celebrated seven national sport and recreation organisations that have formally adopted the Integrity Code
- established an independent disciplinary panel to make decisions about whether breaches of the Integrity Code have occurred and what sanctions should apply
- established our Athlete Advisory Group to ensure our work is informed by real-world athlete experience
- scaled up our investigations and resolution services in response to the expected increase in the number of complaints
- finalised and released the 2026 Sports Anti-Doping Rules
- implemented a new learning strategy to enhance integrity capability
- developed new education modules to support participants with compliance and learning
- held the National Sport and Recreation Integrity Wānanga
- increased intelligence-led testing as part of our refreshed testing strategy
- developed a formal insights function.

Our performance framework

Te mahere whakatutuki

Our purpose is to enhance integrity within sport and physical recreation to protect and promote the safety and wellbeing of participants and the fairness of competition.

Our four long-term outcomes will demonstrate that we are achieving our purpose:

- Participants are safer, treated equitably, and their rights are respected.
- Sport and recreation organisations have strong integrity cultures
- Competitions and activities are clean and fair
- We are a trusted source of integrity leadership and support.

We know we are on track to achieving our long-term outcomes when we see more of these:

- Participants and the wider public understand the role of the Commission and how we can help.
- Participants can easily access education and resources that meet their needs and support their understanding of integrity.
- Sport participants can easily access education and resources that support their understanding of the Sports Anti-Doping Rules.
- Participants recognise threats to integrity and are confident to raise issues with the relevant sport or recreation organisation or the Commission.
- Participants are confident that threats to integrity are dealt with consistently and fairly across sport and recreation.
- Sport and recreation organisations have processes in place to identify and address issues and are using them confidently.
- Sport and recreation organisations have a clear understanding of their own performance in preventing and addressing integrity issues, know what to do to improve, and are implementing those improvements.
- Doping in sport is detected and deterred.

We have four strategic priorities for 2024 to 2028. They are:

Strategic Priority 1

Lead a strengthened integrity system

Strategic Priority 2

Work together to lift integrity capability

Strategic Priority 3

Deliver trusted and participant-centred services

Strategic Priority 4

Insights led and transparent

The Statement of Intent 2024–2028 describes our strategic priorities and framework in more detail. We published a new Statement of Intent in June 2026, for the period 2026 to 2030. This reflects a stronger understanding of our strategic context, informed by two years of operation and insights. Our priorities and outcomes remain appropriate and effective in guiding our long term mahi.

Section 3: Assessment of operations and performance

Te aromatawai i ngā whakahaere me te whakatutukitanga

Anti-doping

Government-funded samples (across 41 sports)

1,162

In-competition **437**

Out-of-competition **725**

User pays samples

383

Top five most-tested sports

Government funded samples

1.	Cycling	139
2.	Football	118
3.	Rugby Union	104
4.	Athletics	101
5.	Rowing	99

User pays samples

1.	Rugby Union	145
2.	Cycling	54
3.	Triathlon	30
4.	Cricket	29
5.	Aquatics	25

Resolution services

Number of complaints

335

Complaints resolved

226

98%

Responded within three working days
(Government KPI)

Number of enquiries in addition to complaints **74**

Number of organisations involved in complaints **76**

Complaints by level

Grassroots (club/regional) **263**

Elite (national/ high performance) **72**

Learning

96%

of people agree or strongly agree that the learning outcomes have been achieved on education modules they have completed (performance measure) excluding anti-doping

Number of education completions
(performance measure)

15,055

Anti-doping (online)

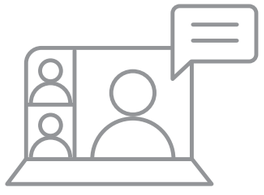
4,290

Anti-doping (face-to-face or webinar)

1,812

Other integrity topics

8,953



Top five

online learning modules
(by completions)

Child Safeguarding	3,451
Child Protection	2,511
Anti-Doping Level 1	1,642
Clean Sport 101	1,604
Creating Safer Experiences and Environments	1,481

Sector engagement

2 National Recreation Organisations adopted the Integrity Code

5 National Sport Organisations adopted the Integrity Code

+65 **National Integrity Wānanaga Net Promoter Score compared with a New Zealand benchmark of +40**

*Net Promoter Score measures how likely people are to recommend an event or service to others. Scores range from -100 to +100, with a higher score indicating stronger advocacy.

14

Organisations working towards notification of Integrity Code adoption

17

Regional Sports Trusts presented to at the RST roadshow to raise awareness of Commission and the Integrity Code

Website

Our website feedback

Users/visitors

77K

Page views

212K

Files downloaded

13K



Most popular webpages

1.	E-Learning	8.8K
2.	Medications	7.5K
3.	Our people	6.7K
4.	Resources	6.5K
5.	Prohibited substances	5.3K

Most popular news

1. Steroids
2. These substances can get you sanctioned
3. Rugby player sanctioned for importing banned substance
4. Athlete sanctioned for trafficking banned substances
5. The truth about SARMs (selective androgen receptor modulators)

Strategic Priority 1

Lead a strengthened integrity system

Promote Code adoption and understanding of integrity standards

Progress on the Integrity Code

The Code of Integrity for Sport and Recreation (the Integrity Code) is designed to make sport and recreation safer and fairer for everyone. It sets minimum standards to help organisations manage integrity issues, prohibit harmful behaviour and make sure participants can raise concerns safely and be taken seriously.



Standard 1

Prohibit behaviours that are a threat to integrity.



Standard 2

Proactively safeguard children, young people and adults at risk.



Standard 3

Implement an effective and fair dispute resolution process in relation to threats to integrity.



Standard 4

Notify the Commission of issues of serious concern.



Standard 5

Cooperate with the Commission in relation to dispute resolution, investigations, and monitoring activity.



Standard 6

Provide information to your members about the Integrity Code.

We recommend national-level organisations adopt the Integrity Code first, in a way that also binds their regional and local membership organisations.

The Integrity Code was released in April 2025, with the first adoption occurring in August 2025. Seven national sport and recreation organisations formally adopted the Code by June 2026.

Sporting organisations:

- NZ Esports Federation
- Skate NZ (New Zealand Federation of Roller Sports Inc)
- NZ Ultimate (Frisbee)
- Ice Hockey New Zealand
- Weightlifting New Zealand

Recreation organisations:

- Scouts Aotearoa
- WORD (World Off-Road Riding Department).

These organisations have shown strong leadership throughout the process of Integrity Code adoption. All have described how it has helped promote and embed a culture of change to strengthen integrity. A key success driver has been engaging early with the Commission to signal their intention to adopt. This has enabled us to provide valuable support and ultimately comfort that they are set up for successful formal adoption.

After adoption, all organisations have continued to work with us to comply with the Integrity Code's minimum standards within the prescribed 12-month time frame. This has been a valuable way to increase our understanding of the realities of Integrity Code compliance for the sector.

NZ Esports Federation and Scouts Aotearoa were the first two organisations to adopt the Integrity Code in 2025, and both have already achieved compliance against the six minimum standards. The remaining organisations are making good progress and continue to engage with our integrity relationship team.

Other organisations are engaging with us to advance their Integrity Code adoption. Some are looking to formally adopt by the end of 2026, while others are working through their constitutions at upcoming annual general meetings to enable adoption later. Organisations must ensure their constitutions allow adoption and notify us of their intention to adopt.

Importantly, we are seeing organisations strengthen their integrity practices before formally adopting the Integrity Code. Many organisations have reviewed their existing policies against minimum standards and are using our policy templates, checklists and guidance to strengthen their current frameworks. Some have adopted the templates in full, while others are using them to identify gaps and update existing policies and procedures.

Safeguarding is one area where this is particularly evident. Organisations are using our safeguarding education modules and practical guidance to strengthen their approaches to child and participant safety, including travel and transport, changing rooms and the storage and sharing of images. Many have incorporated safeguarding requirements and prohibited behaviours from our guidance into their own policies.

This means the minimum standards are already influencing practice beyond organisations that have formally adopted the Integrity Code. It also means organisations progressing towards adoption can make changes over time, rather than waiting until formal adoption to begin implementing the standards.

Integrity Code pilot programme

The Integrity Code pilot programme is made up of six organisations that have committed to adopting the Integrity Code and provide insights on their adoption journey. They are:

- Basketball New Zealand
- Baseball NZ
- Scouts Aotearoa (adopted)
- Special Olympics New Zealand
- Touch NZ
- WORD – (World Off-Road Riding Department) (adopted).

Through the pilot, we facilitated four hui to more deeply explore the following specific topics:

- resource development
- communications, resulting in a communications toolkit
- safeguarding and how to attain the minimum standard for Code adoption
- addressing complaints and resolutions, with the development of resources to increase resolutions capability.

Insights from Integrity Code pilot organisations

The pilot programme allows us to work closely with the participating organisations to assess how we evolve our support and resources for the sector as they consider and prepare to adopt the Integrity Code. As a result, we have gained a deeper appreciation of the different challenges, structures and communities each serves, meaning we get a wide range of perspectives and differing requirements for adoption. We identified a range of issues from this feedback and have made changes to our process and resources that support organisations meeting the six minimum standards.

Case studies

WORD - World Off-Road Riding Department

I'll be honest about where we started. When Ashley Peters presented this opportunity to adopt the code - I said "No."

"We don't have the capacity, we don't have the time, and we don't have the money."

I suspect a lot of small organisations in the recreation sector will recognise that feeling, especially those also in the charity sector, and it's not because we think integrity is a bad idea!

What followed wasn't a straight line. It was a bit of a roller coaster, with real ups and downs along the way, and plenty of moments where it felt harder than it needed to be and some genuine 'a-ha!' moments.

I can say now, genuinely, that we are so glad we did it. It's reshaped our policies and our processes, lifted our capability as an organisation, and strengthened the way we think about safety for the young people we work with.

The bit I'm quietly proudest of: the systems we built along the way, like our new onboarding and compliance app, that gave our small team so many hours back. The thing we thought would cost us time has ended up giving us more of it, and that time is going where it matters most, getting out on the trails with our kids.

It's not finished. It's an ongoing piece of work. But if you're sitting where we were a year ago, thinking you can't afford to start, I'd say the opposite is true. Start, now, and join us for the ride!

Nic Johnson
WORD Chief Executive

Scouts Aotearoa

For Scouts Aotearoa, adopting the Integrity Code provided an opportunity to build on many years of safeguarding practice, strengthen existing systems and enhance their overall approach to integrity.

With established safeguarding practices, clear organisational values and a strong commitment to the wellbeing of young people, Scouts Aotearoa already had many of the foundations required to meet the Integrity Code. Rather than creating an entirely new framework, the organisation focused on understanding how its existing policies, practices and systems aligned with the Integrity Code, identifying opportunities for further improvement.

The implementation has been an important step in the continued development of a sustainable and connected system that supports safe, fair and positive experiences.

Advocate for clean sport and implement the World Anti-Doping Code in New Zealand

Clean sport and anti-doping rules

2027 World Anti-Doping Code (2027 WADA Code) and International Standards

We are responsible for testing athletes, providing anti-doping education and ensuring New Zealand complies with the World Anti-Doping Code (WADA Code) and the associated International Standards. The WADA Code is substantively updated every six years.

Following extensive consultation, we worked with key stakeholders including our Athlete Advisory Group, Sport New Zealand Ihi Aotearoa, the Sports Tribunal of New Zealand, the Ministry for Culture and Heritage and Sport Integrity Australia, to provide our final feedback on the proposed 2027 WADA Code.

The 2027 WADA Code was formally approved at the World Conference on Doping in Sport held in Busan, Korea, in December 2025. The focus of the 2027 WADA Code is on addressing perceived unfairness to athletes and ensuring that they have additional opportunities to protect their rights, while still ensuring that competition is fair. We have commenced work to ensure we are technically and operationally ready for implementation of the 2027 WADA Code on 1 January 2027.

Sports Anti-Doping Rules (2027 SADRs)

To ensure our readiness for the implementation of the 2027 WADA Code and International Standards we prepared draft 2027 SADRs which are legally required to be in place to reflect the significant changes that have been made.

Through May and June 2026, we worked with the World Anti-Doping Agency (WADA), external legal advisers, the Ministry for Culture and Heritage, and the Sports Tribunal of New Zealand to develop the draft 2027 SADRs. We also consulted with national sport organisations, athletes, Māori, and the Privacy Commissioner.

Once finalised, the Board makes the 2027 SADRs as secondary legislation, which will come into effect from 1 January 2027.

Auditing our anti-doping programme

WADA evaluates national anti-doping organisations and international federations to verify their anti-doping rules, governance and testing programmes. WADA conducted an in-person audit of our anti-doping programme in September 2025.

The general findings were that we have a mature anti-doping programme that 'functions in a very efficient and professional manner' and 'a robust results management and testing programme'. The audit found three critical corrective actions and seven high-priority actions. When viewed across the 3,000 plus pages of WADA requirements, this was relatively minor, and we compared very favourably to other countries that have also been audited recently.

The corrective actions related to our testing distribution plan, Whereabouts information and sample transportation timeframes, and have all been resolved. While they relate to important areas of the anti-doping programme, the corrective actions were relatively minor and were rectified promptly.

All the corrective actions were addressed and signed off as complete by WADA by 19 May 2026.

A strengthened approach to the Whereabouts programme

A core part of detecting doping is the Whereabouts programme, which is required under the WADA Code. Athletes who are in the registered and national testing pools must regularly update their location information in a WADA system called ADAMS. This location information is used to locate these athletes for out-of-competition testing, so they can be tested at any time without advance notice.

Following the WADA audit; we strengthened our approach to Whereabouts. Earlier and more targeted reminders, along with improved education, have supported athletes to stay compliant while maintaining the strength of the system. We introduced an athlete centred process for efficiently filing Whereabouts information, created a new online learning module, and ran webinars for athletes, support personnel and national sporting organisations to explain what is required and why it matters.

These changes have led to greater clarity for athletes on their obligations, timelier and more comprehensive submissions and fewer follow ups being required.

Strategic Priority 2

Work together to lift integrity capability

Grow and strengthen relationships across the sport and recreation sector

Engaging with the sector

We continued to strengthen our engagement with the sport and recreation sector, raising awareness of who we are, what we do, and the services we provide. This included growing understanding of our resolution and investigation function, the Integrity Code, safeguarding, and anti-doping responsibilities.

We enhanced how we inform, support, and engage the sector through a refreshed communications approach, our digital channels, media engagement, practical resources, and an increased presence at sporting and recreation events. We commenced development of a sector engagement strategy to guide and strengthen our future engagement activities, with this work continuing into 2027.

Media interest increased during the year driven primarily by our investigations, which given our early stage of existence, solely relate to matters reaching the Public Interest threshold. Other matters of media interest include Integrity Code adoption and broader integrity-related issues such as domestic and international anti-doping cases. In responding to media enquiries, we sought to balance transparency with our obligations to protect privacy and maintain the confidentiality of investigations and associated processes.

Alongside our work on the Integrity Code pilot, we continue to engage with chief executives and board chairs across the sector to learn about their perceptions of the Integrity Code and integrity environments more generally. As a result, we have spoken at board meetings, joined workshops with leadership teams, attended outreach events and established liaison points across the sector. This has afforded us the ability to see how organisations are approaching this work in the context of their individual strategies and has surfaced the challenges they face. Importantly, it has reinforced that we need to be constantly listening and communicating so our sector can have confidence that we are here to help.

This increased visibility has helped raise awareness of the Commission and our role. It has also highlighted the ongoing need to build understanding of public interest (section 32) investigations, including the complexity of these matters and the processes involved. Conversely, the fact that matters we investigate relating to organisations who have adopted the Integrity Code (section 31) are subject to different tools and parameters. This means they will be comparatively more current, distinct and therefore less complex and time consuming.

Raising awareness

Being visible and accessible in the places where sport happens continued to be an important part of building awareness of the Commission and our role. During the year, we participated in sporting events across different codes and communities, including Iwi of Origin, Waka Ama, Athletics, Rowing and Cycling. Interactive activities and competitions attracted strong participation, creating opportunities for our team to connect directly with participants, whānau and supporters.

These interactions provided further insight into awareness of the Commission. Many people we spoke with had limited awareness of who we were, the breadth of our role or the support available to them. Our presence at events allowed us to address this directly – answering questions, explaining what we do and having conversations about integrity in the context of people's own experiences of sport and recreation.

While we do not formally collect feedback across all outreach activities, the strong engagement we observed reinforced the value of meeting people in the environments where they participate in sport. It also highlighted an opportunity to continue building awareness through face-to-face engagement alongside our digital communications, while strengthening relationships with sporting organisations and the communities they serve.

Our digital and social media channels continued to play a role in raising awareness of integrity issues in sport and recreation with our website feedback receiving 95% satisfaction rate.

Partnering with other agencies

A draft memorandum of understanding with NZ Police was agreed with their legal team for final sign-off, facilitating the efficient transfer of information and cases between the Commission and NZ Police. It identifies areas of common interest between the agencies including safeguarding, competition manipulation and fraud and corruption in sport. It also provides for clear lines of coordination and cooperation in relation to investigations and mutual sharing of information.

We completed an amended Memorandum of Understanding with Sport NZ following the shift of strategic policy to the Ministry for Culture and Heritage on 1 October 2025.

National Sport and Recreation Integrity Wānanga

A highlight for the reporting year was our two-day National Sport and Recreation Integrity Wānanga. Held in March 2026, the theme was Whatua mai te aho – Weaving a culture of integrity. The Wānanga attracted 170 delegates who represented a broad cross-section of the sport and recreation sector. Attendees included national, regional and community organisations, public sector agencies, legal and advisory organisations and international partners.

The Wānanga was designed to:

- increase awareness and understanding of integrity-related issues
- increase awareness and understanding of our role
- bring the sector together to work together and share ideas on enhancing integrity in sport and recreation
- strengthen knowledge and skills through sharing good practice
- increase organisation's understanding of the Integrity Code, and what adopting the Code means for them.

Over the two days there was a mix of keynote speeches, presentations and panel discussions aimed at understanding and lifting integrity in sport and recreation. Topics covered were:

- safeguarding
- investigations and resolution
- anti-doping
- Integrity Code adoption
- competition manipulation.

The three keynote speakers were incredibly impactful in raising awareness as they generously shared their experiences and reflections. Former world number four tennis player Jelena Dokic told the harrowing and public story of her experience in an environment where safeguarding was found wanting. The relationship with her father was a key aggravating and complicating factor and the strength Jelena showed then and does now, is inspirational. Former New Zealand cricketer Lou Vincent took delegates through how he became involved in a match fixing ring and described the ensuing and far reaching impacts on his prospects and those around him. Australian marathon runner Cassie Fien (with support dog Fonzie) shared her story of inadvertent doping and the resulting ban she received, which then prompted a raft of personal impacts and struggles she continues to navigate.

All three speakers emphasised the importance of people who were instrumental in supporting them, and each noted how their motivation for sharing their experiences around integrity issues in sport was about helping 'just one person'. Their stories of the real world impacts of threats to integrity reinforced that participants need to be at the centre of our work and are who the Integrity Code aims to protect.

Wānanga insights

We surveyed attendees after the Wānanga and heard that the lived experience stories strongly resonated with them, reinforcing that integrity is fundamentally about people, not process. We had a response rate of 39% who reported greater awareness, understanding and confidence across integrity issues, a clearer understanding of the role of the Commission and stronger connections across the sector.

What attendees told us

81%
said they made meaningful connections

78%
felt inspired to take action

64%
were interested in learning more about Integrity Code adoption over the following three to six months

93%
said the speakers were engaging and knowledgeable

+65
Net Promoter Score[1] compared with a New Zealand benchmark[2] of +40.

Attendees also reported increased knowledge across all integrity topics and greater confidence following the Wānanga.

What we learnt

People want practical help

Organisations increasingly understand why integrity matters, but many are still working through what it looks like in practice. Attendees wanted practical guidance, tools and examples of good practice that can help them take the next step.

People value learning from each other

Attendees valued hearing from others and learning from their experiences. There is an opportunity to share more examples from organisations already doing this work and create more opportunities for organisations for peer learning.

Organisations are at different stages

Organisations are motivated to strengthen integrity but are at different stages and face different challenges. The support they need will vary depending on their circumstances, including their capacity and available resources.

Safeguarding is an area where more support is needed

Safeguarding was the area where there appeared to be the largest gap between awareness of the issue and knowing how to respond in practice, showing an area where more practical support is needed.

What this means for our work

We are using these insights to guide how we support the sector. This includes:

- more targeted engagement with organisations
- practical resources, tools and case studies
- more opportunities for organisations to learn from each other
- continuing our webinar programme
- using what we heard to inform future planning.

1 Net Promoter Score measures how likely people are to recommend an event or service to others. Scores range from -100 to +100, with a higher score indicating stronger advocacy.

2 Perceptive 2025 NPS Industry Benchmarks - NZ_NPS_Industry_Benchmarks.pdf

Te Ope Tāmiro

Kotahi te kōhao o te ngira e kuhuna ai te miro mā, te miro pango, te miro whero.
There is but one eye of the needle, through which white, black and red threads must pass.

Our Māori partnership rōpū, Te Ope Tāmiro, provide advice to the Board and the Commission on te ao Māori, our approach to te Tiriti o Waitangi to support us to reflect Māori perspectives and values in our work.

Te Ope Tāmiro continue to be instrumental in strengthening relationships and improving engagement with Māori sporting organisations. The mana and advice Te Ope Tāmiro contributed this reporting year, both as individuals, and as a collective, supports us to understand the te ao Māori environment, ensuring we place what is important to Māori at the centre of our relationship with them.

Members:

Bobbi-Jo Clark-Heu

Nicole Dryden

Mita Graham

Kuruho Wereta

Donna McCaskill

Joe Royal

Hera Clarke - until July 2025

Broader Māori engagement

We presented on our kaupapa Māori establishment approach and shared our values and kākahu framework at the annual Māori Sport and Recreation Conference in Rotorua in May 2026. This was an excellent catalyst for further engagement. Through offering opportunities to describe challenges, listening to perspectives and making connections with whanau and hapu groups, we are better placed to work with Hāpori Māori.

This connection helped to strengthen our relationship with the Sport NZ Te Kāhui Rautaki Māori rōpū, and Te Huinga Tākaro (supporting Māori NSOs) leading to direct involvement of some Māori NSOs, with our research project, meaning these experiences can be included.

Connecting with our audiences through video

We worked with High Performance Sport NZ and 2024 Paris Olympic double gold medallist Alicia Hoskin to produce a video promoting responsible supplement use, aimed at athletes and their support teams. Since its publication in October 2025, this content has been shared widely and viewed over 25,000 times across social media and other digital platforms.

We also worked with Sport Integrity Australia to develop an educational video on competition manipulation featuring former international cricketer Lou Vincent. Drawing on his personal experience with match-fixing, Lou provides a candid account of the pressures, vulnerabilities and consequences associated with competition manipulation. By sharing his story, the video aims to increase athlete awareness, encourage positive decision-making and help athletes recognise and respond appropriately to manipulation risks throughout their sporting careers.

Gathering feedback, experiences and inviting perspectives

We have completed phase one of an engagement tool – the Tuku Panel – which connects participants, whānau, coaches, officials, administrators, and community members to share their views and help shape the future of sport and recreation. It is designed to build a long-term, trusted connection with people who care about integrity in sport and recreation.

The Tuku Panel will foster meaningful engagement by creating a space where participants can share their experiences and perspectives, knowing their views will be heard, valued, and incorporated into decision-making through regular feedback on key learnings, resulting actions, and the influence of participant insights on our work.

Anyone who signs up to Tuku Panel will be able to take part in surveys and answer questions designed to help us understand experiences and concerns and to help us build a stronger integrity culture across the sector.

We may ask questions about:

- participant activities and experiences
- Integrity issues affecting those experiences
- awareness of our organisation or mahi
- views on our resources or the way we communicate

Every question we ask will have a single purpose: helping us to make sport and recreation safer and fairer for everyone.

Sign up to the Tuku Panel here.

Advisory groups

Pacific Strategic Advisory Group

The Pacific Strategic Advisory Group (PSAG) is an independent advisory group that represents and amplifies the voices of Pacific peoples. It works with us to help build a culture of integrity that supports safe, and fair environments for Pacific peoples participating in sport and recreation.

The work of this group builds on engagement through the establishment period where Fa'asoa and Talanoa held across the country enabled Pacific views to inform our foundations.

Established April 2025, the advisory group elected Ken Ah Kuoi as inaugural Chair. Through four Talanoa they have developed a work programme to complement the strategic direction of the Commission, with a focus on strengthening Pacific integrity outcomes, supporting culturally responsive safeguarding approaches. This will ensure Pacific perspectives help shape planning, communications and service delivery.

Chair:
Ken Ah Kuoi

Deputy Chair:
Fila Fuamatu

Members:
Florence Masoe
DJ Forbes
Justis Kamu
Wayne Marsters
Natu Taufale, until May 2026
Maikali Kilioni
Theresa Setefano
Fole (Daleki) Finau

Athlete Advisory Group

In October 2025, the Commission established the Athlete Advisory Group (AAG), an independent advisory group that builds on the work of the former Athlete Commission. The AAG brings the lived experience of current and former high-performance athletes into the Commission's work across anti-doping, safeguarding and competition manipulation.

The group helps ensure our work is informed by real-world athlete experience, particularly from high-performance environments. Members provide advice and insight on projects and priorities, supporting us to better understand the impacts of our work on athletes and the wider sport system.

When establishing the AAG, we sought a broad mix of current and former high-performance athletes from across codes and encouraged expressions of interest from young people, women, disabled athletes, rainbow athletes, and athletes from diverse cultures and ethnicities.

The group now brings together experience across para, team and individual sport, with members contributing backgrounds in governance, leadership, safeguarding and wellbeing.

Since being established, the group has agreed their terms of reference and ways of working and is developing a work programme to provide a strong foundation for its future contribution.

Chair:
Kirstie Klingenberg, cycling/rowing

Members:
Adam Hall, para skiing
Joe Royal, rugby
Nikki Hamblin, athletics
Aimee Didierjean, gymnastics
DJ Forbes, rugby 7s
Nicola Wills, para equestrian
Toby Cunliffe-Steel, rowing
Reihana Soutar, touch
Ish Sodhi, cricket
Ruby Tew, rowing

International collaboration

Sport Integrity Australia

We continue to nurture a strong and collaborative relationship with Sport Integrity Australia, underpinned by regular leadership engagement, technical collaboration, and a shared commitment to learning and knowledge exchange.

This partnership delivers substantial mutual benefit, supporting capability development and the sharing of expertise.

Reciprocal participation in, and presentations at, professional development events have further strengthened these connections and facilitated the exchange of insights and effective practices.

Pacific connections

Alongside our government colleagues we continue to work closely with Sport Integrity Australia to support our Pacific counterparts across all integrity areas.

Opportunities for this included regional learning and collaboration through participation in the Oceania Regional Anti-Doping Organisation (ORADO) Call to Action Strategic Direction Workshop in May 2026.

The workshop brought together representatives from member national anti-doping organisations across Oceania to strengthen understanding of roles and responsibilities under the International Standard for Education and support a more coordinated approach to anti-doping education throughout the region.

Participation in the workshop provided valuable opportunities to share experiences, explore common challenges and priorities, and identify approaches for enhancing the effectiveness and consistency of education programmes across Oceania.

We attended the UNESCO and Sport Integrity Australia Pacific capacity building programme in Brisbane, supporting anti-doping capability in the Pacific region.

Beyond Oceania

We attended the 2025 World Conference on Doping in Sport in Korea in December 2025 where the 2027 World Anti-Doping Code was finalised. The event hosted 1,500 representatives from sport, governments, anti-doping organisations, laboratories, service providers, and media.

Our chief executive was appointed to the WADA NADO (national anti-doping organisation) Expert Advisory Group in November 2025. This group ensures New Zealand along with our other Oceania representative from Australia, can participate in anti-doping policy and process decisions made by WADA.

We take part in international working groups and networks across all integrity areas, contributing to, and drawing on, the collective expertise of the global integrity community. In 2025/26, this included:

- The Global Network of National Sport Integrity Agencies (GNNSIA), which brings together other agencies from around the world who cover all integrity areas, along with others who are readying themselves to transition to this. GNNSIA formed in 2023 and meets regularly to advance a workplan centred around areas of interest we can support each other on. Alongside Canada, we will co-lead this group for an initial period of two years from May 2026, building on the leadership previously provided by Australia and Finland.
- International Data Analytics Working Group – we connect with other anti-doping organisations on how data analytics, including artificial intelligence are being used to strengthen anti-doping detection, keeping our own approach informed by international practice.
- WADA Sport Human Intelligence Network – gives us access to shared expertise on intelligence gathering and confidential source management, supporting our ability to direct effort where doping risk is greatest.
- The WADA Athlete Passport Management Unit (APMU), through which New Zealand athlete biological passports must by managed pursuant to the Technical Document for APMUs.

Implement our new learning strategy to lift integrity capability

Integrity capability through education and learning

15,055

Number of education completions (Performance Measure)



3,451	Child Safeguarding
2,511	Child protection online module
1,812	Anti-doping workshops and webinars
1,642	Anti-doping level 1 online module
1,604	Clean sport 101 online module
1,481	Creating Safer Experiences and Environments
1,384	Traveling with children and young people online module
1,044	Other anti-doping online courses
126	Other integrity courses

Learning by numbers

Demand for our learning offerings was higher than anticipated. We recorded 15,055 completions of education content, over 5,000 more than our target. This reflects growing awareness of the Commission, a wider range of learning content available, increased sector engagement, and greater demand for support as organisations strengthen their understanding of safeguarding and wider integrity responsibilities.

We continued to improve the quality and relevance of our anti-doping education and offered tailored learning for different audiences.

During the year, there were 6,102* completions of anti-doping education content:

- 1,812* through workshops and webinars
- 4,290 through online learning.

* The reported figure includes only participants and activities with supporting attendance evidence. A further 2,134 in-person anti-doping education courses were completed without supporting attendance records.

New learning content

We widened the scope and accessibility of integrity learning; new content was developed in response to emerging sector needs and feedback, including competition manipulation.

We updated our supplement content to reflect current research and provide clearer guidance on fortified foods and food-first nutrition. These changes directly responded to feedback from athletes gathered through workshops.

Whereabouts learning module

This module is aimed at high performance athletes and provides targeted guidance on their responsibilities. These include submitting accurate and complete information and understanding the consequences of non-compliance with the Whereabouts programme.

All Registered Testing Pool and National Testing Pool athletes received a link to the module, with national sport organisations also encouraged to reinforce the learning with their athletes.

Building integrity skills through learning

Learning plays a critical role in making sport and recreation safer and fairer by building the knowledge, skills and behaviours that align with our long-term outcomes. In March 2026 we finalised our learning strategy. At its core, this strategy seeks to shift from delivering prescribed content regardless of the audience to understanding the learner, how they learn, what they need to know and what the best way we can deliver that is. We sought expert input on this and considered this crucial as we moved from only delivering Anti-Doping education into learning across all threats to integrity. Accordingly, it was a significant focus for our new organisational structure and is a key area of investment, recognising the importance of this strategic priority.

We want to be a trusted learning partner, delivering high-quality, participant-centred learning that builds integrity capability, supports positive behaviour change, and helps shape the future of integrity in sport and recreation. Our learning strategy emphasises the importance of accessible and culturally responsive learning that meets the needs of diverse communities. It provides a clear direction that supports integrity capability across the sport and recreation sector.

Learning partnerships

National and international partnerships strengthened our learning delivery during the year.

National

We built stronger connections with the sport and recreation sector. Agreements with Snow Sports New Zealand and Basketball New Zealand mean our online learning can now be delivered through their own systems, improving accessibility and extending our reach. This makes it easier for athletes, coaches, administrators and others to access integrity learning within platforms they already use.

The agreements also established a model to extend our learning through sector partners, while ensuring content remains current and consistent, and allowing us to track completion data.

We worked with the New Zealand Olympic Committee to develop and deliver anti-doping education for athletes preparing for the Winter Olympics, with all New Zealand-based athletes attending the workshop.

Feedback on our online safeguarding learning was very positive, with 96% of users agreeing or strongly agreeing that the learning content met its objectives, against a target of 80%.

In response to demand, we designed tailored anti-doping education to meet the needs and risks of specific cohorts, including:

- for Auckland FC and Wellington Phoenix, in collaboration with Football Australia and Sport Integrity Australia
- adapted delivery for multiple para-sport groups, such as para-cycling and the Paralympics New Zealand Classifiers Forum, to better support the specific learning needs of participants
- the College Sport Auckland Principals' annual general meeting, highlighting the risks associated with supplements and promoting a food-first approach to nutrition.

> **The module was clear and practical. It gave me a solid understanding of what child safeguarding means and how to apply it in real settings. The examples made it easy to connect the concepts to real-life situations, and I feel confident contributing to a safer environment for tamariki and rangatahi."**
>
> **"The module covered all essential concepts clearly and concisely, without extraneous content. Its straightforward structure makes ideas easy to grasp and retain, even for learners who may struggle with reading or comprehension. Overall, it keeps engagement high while ensuring every point is understood and ready to apply."**

International

Our international connections, particularly with Sport Integrity Australia, have led to the incorporation of more engaging activities into facilitated workshops. This supported a more balanced approach to tailoring content for different audiences and encouraged educators to explore a wider range of introductory activities and audience engagement techniques.

We participated in the 2026 Commonwealth Games Anti-Doping Taskforce by contributing to anti-doping education. The taskforce, led by UK Anti-Doping in partnership with Glasgow 2026 and Commonwealth Sport, brought together anti-doping organisations from around the Commonwealth to coordinate preparations, including education aimed at reducing the risks of intentional and accidental doping.

This, alongside collaboration with Paralympics New Zealand, supported more coordinated and targeted education for New Zealand athletes competing internationally. Ahead of the Games, we helped ensure athletes received consistent and relevant information about anti-doping requirements. This work also shaped our online learning module for New Zealand athletes, providing Games-specific guidance alongside their existing anti-doping education.

These outcomes demonstrate the value of cross-organisational learning and the positive impact of collaborative relationships on enhancing practice and delivery. These opportunities give us direct access to international learning we could not generate on our own, and we have applied it practically to strengthen our programme in New Zealand.

Strategic Priority 3

Deliver trusted and participant-centred services

Continue to deliver our high-quality anti-doping services

Athlete-centred anti-doping programme

We deliver a WADA compliant anti-doping programme that puts athletes at the centre and offers support to all involved. This includes counselling, legal cost support, accessible information and is where our targeted outreach and communications is important. We manage investigations and sanctions consistently and within the rules. Further, we seek feedback from athletes who undergo testing and education to ensure we are continually assessing how we might adjust and improve our services.

Updating how we assess doping risks in sport

The New Zealand anti-doping testing programme had previously been built on detecting doping, testing enough athletes, across enough sports, and with enough visibility so athletes know they could be tested at any time. To decide where to focus testing each year, we have looked at which sports and disciplines are most likely to face doping risks.

This reporting year, we moved to a staged, evidence-based model that better aligns to the international standard for testing and investigations. This staged approach gives us a clearer, more consistent basis for making testing decisions. It ensures our testing resources go to the areas with the highest genuine risk, based on a transparent and consistent process. This means athletes and sport organisations can have confidence that our testing effort is applied fairly and where it matters most.

Training and accreditation for the testing programme Chaperones

A Chaperone is the person who finds and notifies an athlete selected for anti-doping testing. They stay with the athlete until they provide their blood and/or urine sample and witness the collection of the sample. This is to make sure the correct procedure is followed so the entire process is compliant with the relevant standards.

We introduced a new training programme for Chaperones combining structured online learning with practical, face to face coaching and competency assessments. It goes beyond compliance with WADA international standards for testing and is designed to be sustainable. It reflects our organisational values by prioritising integrity, respect, and responsibility through safeguarding people involved in the testing process, embedding key competencies across all learning outcomes, and aligning the framework with our kākahu framework. The programme puts athletes squarely at the centre to make sure it's fair and the testing environment is clean.

The programme was named as one of three finalists for best compliance learning programme in the New Zealand Association for Training and Development (NZATD) 2026 Awards.

Testing athletes

Our testing programme comprises both Commission-funded tests and User pays testing.

Commission-funded testing

We collected 1,162 samples (urine and blood) from 41 sports, exceeding our target of 1,100 samples for the year (excluding User pays testing). This comprised 902 urine samples, 201 venous blood samples and 59 dry blood spot samples. The five most tested sports were Cycling, Football, Rugby Union, Athletics and Rowing.

Commission-funded tests

Sport	Urine	Venous Blood	Dried Blood Spot	Total
Aquatics	37	8	1	46
Archery	6	0	0	6
Athletics	72	29	0	101
Badminton	6	0	0	6
Baseball Softball	8	0	0	8
Basketball	50	6	4	60
Bowls	7	0	0	7
Boxing	7	0	0	7
Canoe	44	25	0	69
Cricket	32	0	8	40
Curling	1	0	0	1
Cycling	94	45	0	139
Fencing	4	0	0	4
Field Hockey	38	1	4	43
Football	94	8	16	118
Golf	3	0	0	3
Gymnastics	7	1	4	12
Ice-Figure Skating	1	0	1	2
Judo	4	0	0	4
Karate	4	0	0	4
Lacrosse	4	0	0	4
Lifesaving	8	0	0	8
Netball	37	0	10	47
Para-Alpine Skiing	2	1	0	3
Para-Athletics	13	0	0	13
Para-Swimming	6	0	0	6
Powerlifting	18	3	0	21
Rowing	61	38	0	99
Rugby League	43	1	3	47
Rugby Union	84	14	6	104
Sailing	4	0	0	4
Skating	4	0	0	4
Skiing	19	0	1	20
Sport Climbing	4	0	0	4
Squash	6	0	0	6
Table Tennis	3	0	0	3
Touch Football	3	0	0	3
Triathlon	17	12	0	29
Volleyball	13	0	1	14
Weightlifting	31	9	0	40
Wrestling	3	0	0	3
Total	**902**	**201**	**59**	**1,162**

User pays testing

In addition to our funded testing, we collected a further 383 samples on a user pays basis across 19 sports, comprising 308 urine, 70 venous blood and five dry blood spot samples.

User pays testing is anti-doping testing we deliver on a fee- for-service basis, in addition to our Crown-funded testing programme. National sport organisations, international federations, major events organisers and other anti-doping organisations can request this service, as we do of our international colleagues. This could be to test athletes at an event, meet a specific competition's testing requirements, or supplement existing anti-doping coverage.

Fees are set to recover the direct cost of providing the service. This means we can extend the reach of New Zealand's anti-doping testing beyond what our Crown funding alone would cover. It helps ensure athlete confidence that international competitions held in New Zealand are tested to the same standard as anywhere else in the world and reflects our broader commitment to clean sport.

In the reporting year there were four user pay funded events costing $21,358, from an available amount of $40,000.

User pays tests

Sport	Urine	Venous Blood	Dried Blood Spot	Total
Aquatics	14	11	0	25
Athletics	11	0	0	11
Biathlon	1	0	0	1
Canoe	1	1	0	2
Cricket	29	0	0	29
Cycling	39	15	0	54
Field Hockey	10	0	0	10
Floorball	4	0	0	4
Football	13	5	5	23
Lacrosse	3	0	0	3
Lifesaving	2	0	0	2
Powerlifting	13	0	0	13
Rowing	3	3	0	6
Rugby League	17	0	0	17
Rugby Union	116	29	0	145
Skiing	2	0	0	2
Surfing	1	0	0	1
Triathlon	25	5	0	30
Weightlifting	4	1	0	5
Total	**308**	**70**	**5**	**383**

Athlete surveys

Our testing pool athletes are invited to anonymously complete an annual survey which indicates feedback on the testing process. In the reporting year we received 22 survey responses, 20 of which reported confidence in the integrity of the testing process.

Therapeutic use exemptions

A therapeutic use exemption (TUE) allows an athlete to take medication containing a banned substance if they need to do so for approved medical reasons. These applications for exemption are considered by our TUE committee, comprised of relevant medical expertise and experience, chaired by Professor David Gerrard, CNZM OBE. In the reporting year, 51 TUEs were granted.

Anti-doping rule violations

When an athlete breaches the Sports Anti-Doping Rules, for example by returning a positive test for a prohibited substance, we undertake the results management process which may include proceedings in the Sports Tribunal of New Zealand to sanction the athlete. In the reporting year, four athletes were sanctioned for anti-doping rule violations including for the use and possession of cannabis, phentermine (an appetite suppressant) and in one matter, testosterone and oxandrolone (an anabolic steroid).

Legal support fund

The legal support fund can be used by athletes involved in anti-doping rule violations. The maximum contribution towards legal fees is $2,000, and we advise all athletes subject to an anti-doping rule violation about the fund.

Counselling support

Athletes facing an anti-doping rule violation are offered counselling in the first letter they receive from the Commission to support them through the process or provide counselling for substance abuse.

Scale our dispute resolution and disciplinary services

Complaints and resolutions

We provide a resolution service that addresses all threats to integrity. Our services are trauma-informed, age-appropriate and culturally responsive. Most complaints we receive are handled by our resolution service, including through education, guidance, early facilitation, mediation, and other forms of dispute resolution.

We receive complaints directly from individuals using our various reporting channels (0800 number, website, anonymous portal), have referrals from sport or recreation organisations, and receive new complaints through our investigation processes.

Complaints received

We received 335 complaints in the reporting year, representing an 57% increase on the previous year. The range of issues that were raised with the Commission this year spanned the full scope of threats to integrity that the Commission responds to. The majority of issues raised related to interpersonal conduct.

Additionally, we fielded 74 enquiries which did not require a resolution outcome. Enquiries range from supporting someone to raise a concern with their club, providing information on our resolution services, through to helping an organisation to access supporting resources.

Across all 409 matters (complaints and enquiries), encouragingly, this increase did not result in a negative impact on response timeliness, which continued to track consistently. We are mindful this trajectory of increased complaints and enquiries highlights the importance of continuing to scale our service effectively, ensuring delivery is supported by high quality, timely responses as demand grows. Strengthening our ability to manage increased volumes while maintaining service standards remained a key priority.

Scaled up our service

We scaled up our dispute resolution service and improved our processes to provide flexibility to respond to the volume we received.

Despite an 57% increase in complaints compared to the previous reporting year, this service delivery scaling has proven successful in that:

- the resolution team continued to deliver high quality, timely services
- our triage and case categorisation model ensured matters are prioritised effectively, maintaining responsiveness targets
- we implemented professional supervision counselling for our resolution and investigation practitioners
- we continued to improve our processes and training for our staff
- all resolution and investigation staff have undertaken trauma-informed training
- we continued to refine and develop processes, such as child inclusion, and tikanga-based resolution
- we designed and implemented a mandatory reporting process for organisations that have adopted the Integrity Code.

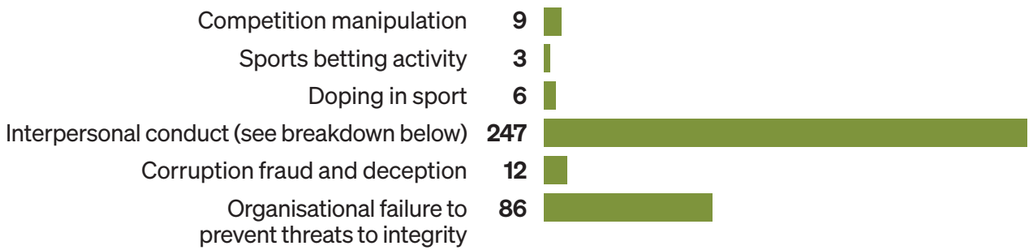
Numbers and types of complaints

The 335 complaints came from 76 different sport and recreation organisations. Most complaints (263) related to community sport and recreation and the other 72 complaints related to high performance level.

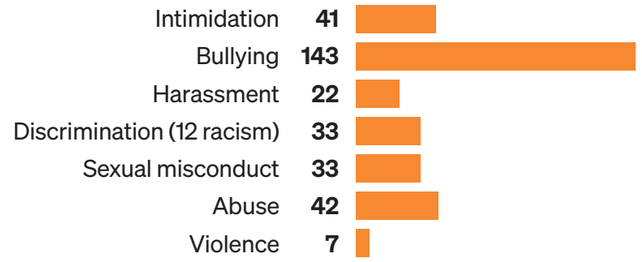
Of the complaints received in this reporting year, 226 were closed or resolved, 54 complaints were determined out-of-scope and the remaining 172 were resolved through our various pathways:

Complaints

Matters by threat to integrity
(some matters relate to more than one threat)

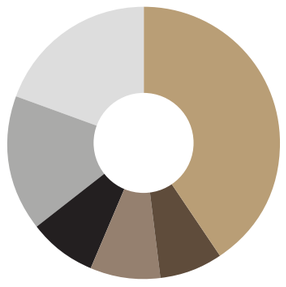


Interpersonal conduct matters by type
(some matters relate to more than one type of interpersonal conduct)



Resolution by method

70	Early facilitation
13	Mediation
14	Letters of obligation
14	Referred to investigation assessment
28	Referred to other agencies
33	Withdrawn No response or decided not to proceed after discussion of the complaint



Total **172**

The 73 complaints that were active at 30 June 2025 were resolved/closed during 2025/26.

Investigations

We have the ability to investigate threats to integrity under the Integrity Sport and Recreation Act 2023 (the Act). We can investigate:

- alleged threats to integrity if we consider it is in the public interest to do so under section 32 of the Act
- alleged breaches of an integrity code by an organisation or person bound by the integrity code under section 31 of the Act
- allegations of doping in sport, for example, taking a prohibited substance.

Before deciding whether to open an investigation of any kind, we carry out a thorough assessment so we can ascertain the seriousness and best course of action. Most assessments do not lead to an investigation. Some are resolved, referred elsewhere, or closed at this stage. Where we do decide to open an investigation, we examine the matter in depth, gather evidence, and hear from those involved.

When organisations adopt the Integrity Code, breaches are addressed under section 31 of the Act and we anticipate most will be resolved without proceeding to an investigation. As at 30 June 2026, there have been no section 31 investigations.

Investigations under section 32 of the Act are rare and for cases that meet the public interest threshold. In the reporting year this was less than 1% of complaints. To date, these have been historic in nature and had varying amounts of complexity and sensitivity, with numerous complainants and occurrences.

Public interest test

To commence an investigation under section 32 of the Act, the Commission must be satisfied this is necessary based on the following considerations:

- the severity of the potential threat to integrity and whether the threat appears to be ongoing
- the best interests of participants, including any vulnerabilities of the participants concerned
- whether the threat to integrity appears to be at an organisational level or concerns more than one organisation
- whether the matter has been, or is being, investigated by another relevant body
- if the matter concerns a particular organisation, the views of the organisation and relevant participants on the need for an investigation.
- The Commission may also decide to take into account any other matter which it considers relevant to an assessment of public interest including cost, availability of resources, the need to clarify the law, or the need to preserve confidence in the integrity of sport and recreation in New Zealand.

Referrals

As set out in section 36 of our legislation, we can refer matters to other agencies where a matter raised with us falls in whole or in part, within their jurisdiction. When we refer a complaint to NZ Police, we work with an assigned police liaison to ensure there's an efficient handover.

In the reporting year, we made 78 referrals to other agencies:

- 75 complaints
- 3 investigations.

Independent disciplinary panel

The Sport Integrity Disciplinary Panel Te Kahu Aratika is an independent panel, the inaugural one which was appointed by the Commission in October 2025. The role of the panel is to consider and determine whether a person has breached the Integrity Code. It can also require an organisation to impose sanctions against the person.

We refer matters to the disciplinary panel ourselves, or on behalf of an organisation or individual. This provides a free, independent and accessible forum for people to have their issues heard.

We received more than 100 applications to sit on the panel and carried out a robust recruitment and selection process. We had independent expertise on the selection panel and collaborated with Te Ope Tāmiro and our Pacific Strategic Advisory Group as part of recruitment and selection.

Investigations under section 32 of the Act are rare and for matters that meet the high public interest threshold, that is large, serious and complex cases. In the reporting year less than 1% of matters resulted in an investigation. To date, these have been historic in nature and had varying amounts of complexity, numerous complainants and occurrences and naturally been a new process for people to experience. Section 32 investigations continue to deal with sensitive and challenging issues. We continue to work thoroughly and take the time required to get fair and appropriate results.

Once appointed, we provided training and guidance to support the panel's mahi, including safeguarding, human rights and tīkanga Māori.

Members chosen for the panel reflect the diversity of the sport and recreation sector and they each have the skills and experience necessary to meet their obligations as a panel member. We ensured there was good representation across the panel, including Māori and Pacific representation.

The independent disciplinary panel is another step in protecting and promoting integrity in sport and recreation and supporting organisations who have adopted the Integrity Code.

Chair:
Sam Wimsett KC

Deputy Chairs:
Helen Morgan
Jacob Barry

Members:
Katya Curran
Neil Hallett
Kylie Hawker-Green
Dr Catriona McBean
Giuliana Petronelli
Aorangi Stokes
Louisa Wall
Sue Wragg
Darren Folau*

* At time of publishing this member has agreed to stand down from the position.

Strategic Priority 4

Insights-led and transparent

Develop a Commission-wide data, intelligence and insights approach

We commenced development of a strategy to provide a clear direction for information management, digital capability and technology investment. Early work focused on understanding our current technology environment, information management practices and organisational needs to inform future priorities and strengthen information governance across the Commission. As part of this work, we reviewed our existing use of intelligence and insights to better understand how information is collected, managed and used to support decision-making.

We completed a gap analysis across all intelligence areas providing visibility of data we collect and store, and initiated benchmarking with other public sector agencies to inform a roadmap for a new intelligence structure and a unified data model. This work is helping to shape a refreshed organisational approach to intelligence and insights, aligned with our broader technology and information management priorities. The approach remains in development and will be delivered in the next reporting year. It is informed by our growing capability, sector knowledge and evidence base to ensure our support and services are targeted effectively.

Building our evidence and insights capability

We established an insights function that oversees our end-to-end evidence system, connecting data, research, intelligence, monitoring and evaluation to support informed decision-making. This will help us better understand what is happening across the sector, identify where there are gaps in our knowledge and understand the impact of our work.

Early work has focused on understanding the evidence we already have, growing internal insights capability, establishing the foundations for how we collect and manage data, including consideration of Māori data sovereignty, and building relationships that can give us access to research, data, expertise and emerging insights.

We established regular insights sessions for staff to share research and other evidence, discuss what it means for our work, and build confidence in using evidence in day-to-day decision-making. These included research from within the Commission and sharing knowledge with Sport Integrity Australia.

Understanding integrity culture across the sector

During the reporting year we commissioned independent research across national, regional and clubs to help us better understand integrity culture across the sport and recreation sector.

The sector is large and diverse, with organisations operating in varied environments and possessing different levels of capacity and capability. We expect the research to tell us what is working well across the sector, the barriers to building and sustaining strong integrity cultures, the factors that influence organisational decision-making, and the areas where our support could have the greatest impact.

The research will look at the role of mātauranga Māori and tikanga Māori in building strong integrity cultures, and how we can be responsive to Te Tiriti through our work with the sector. It will also explore whether there are useful ways of grouping organisations according to things such as their size, structure or current integrity culture, which could help us decide where to focus our support. It will provide baseline information that we can use to track changes over time and inform decisions about where we focus our resources.

Growing our evidence base

We published two insights reports on our website from the 2025 National Sports Club Survey, undertaken by AUT. The survey provided new information about integrity and behaviour related issues in community sport. For some clubs, behaviour-related issues, particularly verbal abuse, are a persistent and visible part of community sport. While a small proportion reported that things had become worse, many reported little change. It found that most clubs that responded felt well prepared to manage integrity issues, despite many not having policies or practices in place. This points to a possible gap between how prepared clubs feel and what they have in place to prevent or respond to integrity issues.

Integrity in community sport: Insights from the 2025 National Sport Club Survey

Behaviour related issues in community sport: Insights from the 2025 National Sport Club Survey

Implementing the Government's priorities

During the reporting period, the Commission continued to align its activities with the Government's expectations for Crown entities by focusing on fiscal sustainability, organisational performance, integrity, and strong governance. This included maintaining a clear focus on delivering services within existing baselines, strengthening performance monitoring, and ensuring that integrity and participant wellbeing remain central to our work.

We have continued to strengthen performance planning processes with our monitoring agency Ministry for Culture and Heritage. This included developing and implementing updated performance measures that support transparency and accountability with resolution services. We agreed a multi-year monitoring agreement to enhance effectiveness of the relationship.

We supported the long-term sustainability and integrity of the sport and recreation system by progressing key initiatives that protect participant wellbeing and strengthen sector capability. This included ensuring clear and effective processes are in place for raising, assessing, and responding to complaints. Implementing the Integrity Code remains a key priority

The Board continued to focus on enhancing governance effectiveness and building capability through professional development. Areas of focus included review of governance practices, development and capability-building activities succession planning.

Section 4: Statement of Performance

Te tauākī whakatutukitanga

Output class

We have a single reportable class of output which is: Services from the Integrity Sport and Recreation Commission. The appropriation for 2025/26 is $11.283 million. This appropriation is intended to achieve improved integrity outcomes in New Zealand's sport and active recreation sector, including through a Code of Integrity for Sport and Recreation. Expenditure is therefore allocated 100% to this one output class.

Cost of services from the Integrity Sport and Recreation Commission	Actual 2026 $000	Budget 2026 $000	Actual 2025 $000
For the year ended 30 June			
Crown funding	11,283	11,283	10,628
Funding transferred from Sport NZ	-	-	5,895
Other revenue	588	500	724
Total revenue	**11,871**	**11,783**	**17,247**
Total expenditure	**11,375**	**12,996**	**12,435**
Net surplus /(deficit)	**496**	**(1,213)**	**4,812**

Statement of service performance at 30 June 2026

This section of the annual report constitutes the Commission's service performance information. The Statement of Service Performance of the Commission has been prepared in accordance with the requirements of the Crown Entities Act 2004, which include the requirement to comply with New Zealand generally accepted accounting practice (NZ GAAP).

The Statement of Service Performance has been prepared in accordance with Tier 2 PBE financial reporting standards, which have been applied consistently throughout the period, and complies with PBE financial reporting standards.

The purpose of the statement of service performance is to provide transparent and meaningful information about what the Commission delivered during the year, including performance against the agreed performance measures.

Measuring our progress

The Commission develops service reporting information in accordance with PBE FRS 48 Service Performance Reporting to provide meaningful and useful information to our stakeholders. We ensure our selected performance measures meet the qualitative characteristics of relevant, representative, understandable, timely, comparable, and verifiable, as set out in the standard.

The performance indicators for 2025/26 cover the services we provide to participants and organisations being education, resolution services, and anti-doping sample collection. Quantitative targets measure the reach of education and testing programmes, and timeliness in responding to people who contact our complaints and dispute resolution service. Qualitative measures are used to assess the effectiveness of the work.

Four of the five performance indicators (performance indicators 1, 3, 4 and 5) are the same measures as those reported for 2024/25.

In 2025/26 we changed the way we measured education completions (performance indicator 2). The 2024/25 measure targeted 10,000 people receiving sports anti-doping education. During that year, the learning offering was extended to other integrity content, in addition to anti-doping content. The previous measure was no longer adequate to demonstrate our education reach. Accordingly, in 2025/26 this performance measure was updated to target 10,000 people receiving any education through workshops and/or online learning at all ages.

2024/25 measure:

Total number of people receiving sports anti-doping education through workshops and/or online learning at all ages.

Target: 10,000

2025/26 measure:

Total number of people receiving education through workshops and/or online learning at all ages.

Target: 10,000

Judgements and assumptions

In relation to measurement of performance indicator achievement as disclosed below, the following judgement and assumptions have been applied. No significant judgements were made on aggregation of performance data.

Performance indicator 1

Learners are asked for feedback at the end of four core integrity education modules (not anti-doping modules). The number of responses of agree and strongly agree, as a proportion of all responses received, are used to determine the percentage of people who agree that learning outcomes have been achieved.

A learner may complete several modules. We count each module they complete. If they complete a module more than once, we count it as one completion.

Performance indicator 2

When delivering youth education workshops to secondary schools, the individual attendee names are not recorded. Instead, the school organiser provides the number of attendees which the presenter considers for reasonableness.

Performance indicator 3

The percentage of complaints responded to within three working days is measured from the date a complaint is received (via phone, website, or email channels) to when an initial response is provided. The response does not indicate the full resolution of the complaint but rather includes introduction of the Commission's services, the provision of terms of participation and an offering of counselling support. The day that the complaint is received is counted as day zero, and the next business day is counted as day one.

Complaints that arise through active investigations are included in the complaints measure but may be responded to directly by an investigator upon the complaint being raised directly to them, or an investigator might contact a complainant through an investigation process, with the usual response email subsequently provided. The reported result includes complaints that are determined to be outside of the Commission's scope but still require triage and assessment resources prior to this determination. Only 332 of the 335 complaints received were assessed against the three-working day target, with three complaints excluded from the assessment due to inadequate information being provided to enable a response.

Performance indicator 4

The number of urine and blood samples collected from athletes is based on the collection date of the sample. International samples collected by third parties on behalf of the Commission (and funded by the Commission) are included for reporting purposes. The reported result includes 17 samples that could not be analysed or further progressed (e.g. due to them not having the required concentration for analysis at the laboratory or due to an inadequacy in the supporting paperwork or a procedural non-compliance).

Performance indicator 5

A survey is used to measure athletes' views on whether sporting contests in New Zealand are influenced by doping. This is an annual survey of athletes who have been in the Commission's registered testing pool or national testing pool within the relevant financial year[1]. The survey was sent to the 133 athletes in these two testing pools, and 22 athletes completed the survey[2]. None of the athletes that completed the survey agreed or strongly agreed that their sporting contests in New Zealand are influenced by doping.

1 Criteria for including an athlete in the Commission's Registered Testing Pool (RTP) or National Testing Pool (NTP) include a higher risk of doping, potential to place at the Olympic Games, Commonwealth Games, or a sport's World Championships, or there is a need for information about the athlete's whereabouts to facilitate testing. Athletes in the RTP and NTP are prioritised for testing and are in a good position to be surveyed for this performance measure.

2 The survey was conducted using Survey Monkey. Access to results is restricted to staff who analyse the results, and management procedural controls are in place to ensure the integrity of raw survey data is maintained through to its presentation. However, all electronic surveys are influenced by how the survey administrator sets up survey parameters such as number of responses per user, when and to whom the survey link is sent, and the collation of the outcome. With the design of this survey, there are no electronic controls to ensure that participants can complete the survey only once, and that all responses received have been included in the final results calculation. Using Survey Monkey's calculator, there is a 19% margin of error.

Performance indicator	2025/26 Result	2025/26 Target	2024/25 Result
1. Percentage of people who agree or strongly agree that the learning outcomes have been achieved on education modules they have completed. Note: This measure excludes anti-doping education.	Achieved 96%	80%	Achieved 96%
This performance measure has been in place since the Commission commenced operations and measures feedback on our four core online learning modules related to child safeguarding. There has been strong engagement with the four core online learning modules related to child safeguarding, with 8,827 online completions of this content. The result for this measure is from 8,224 people who provided feedback.			
2. Total number of people receiving education through workshops and/or online learning at all ages.	Achieved 15,055	10,000	New measure
This performance measure was updated in 2025/26 from only counting the number of people that completed anti-doping education, to count all education completions. We recorded over 5,000 more completions of education content than our target.			
3. Percentage of complaints responded to within three working days.	Achieved 98%	90%	Achieved 100%
This performance measure has been in place since the Commission commenced operations. We provide a free, confidential, and impartial service to help resolve complaints about integrity in sport and recreation. We received 335 complaints between 1 July 2025 and 30 June 2026, responding to 98% within three working days. Achieving resolution of the complaints takes longer, but we are focused on helping people to resolve issues at the earliest opportunity.			
4. Number of samples (urine and blood) collected from athletes. Note: The Integrity Sport and Recreation Commission also undertakes user-pays testing – these numbers are not included in this performance indicator.	Achieved 1,162	1,100	Achieved 1,136
This performance measure has been in place since the Commission commenced operations. We collected 1,162 Commission-funded samples from athletes across 41 different sports, slightly higher than target. Just over 78% of these were urine samples, 17% were venous blood and 5% were dried blood spot samples.			
5. Elite athletes believe their sporting contests in NZ are influenced by doping. Note: Elite athletes for this indicator are those in the two sports anti-doping testing pools.	Achieved 0%	< 10%	Achieved 5.12%
This performance measure has been in place since the Commission commenced operations. We surveyed 133 athletes in the Commission's registered testing pool and national testing pool. This result is from 22 athletes who responded. In 2024/25 we surveyed 138 athletes and received 39 responses.			

Section 5: Organisational health and capability

Te hauora me te āheitanga o te rōpū

Our organisational structure

We formally changed to our new organisational structure on 1 September 2025. The new structure and ways of working have enhanced our capability and capacity to deliver our long-term goals and ensure we can be the trusted leader for integrity in sport and recreation.

We appointed three directors to lead our new business units and form the senior leadership team alongside the Chief Executive and General Counsel. This process attracted a high level of interest and quality applicants. The business units are:

Operations

Operations lead all operational integrity functions, including dispute resolution, investigations, anti-doping activities (testing, quality assurance, therapeutic use exemptions, Whereabouts and compliance with the World Anti-Doping Code), science and intelligence. The group plays a central role in protecting the integrity of sport by ensuring the fair, effective and timely resolution of integrity matters.

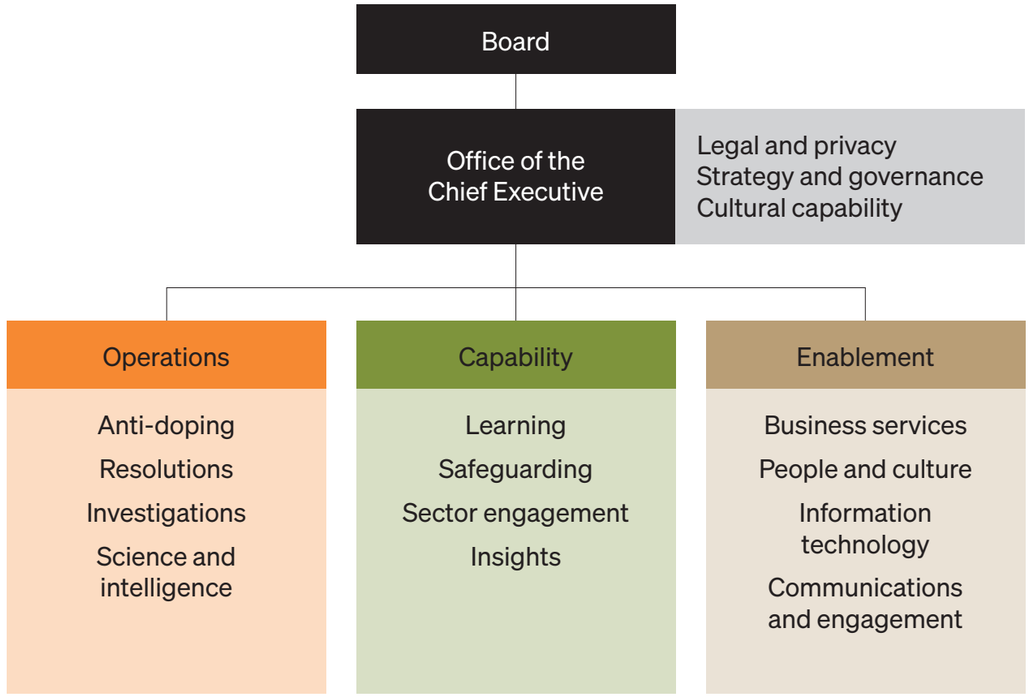
Capability

Capability focuses on strengthening integrity capability across the sport and recreation sector; it brings together expertise in relationship management, safeguarding, insights and learning. The group works closely with organisations to support Integrity Code adoption and build positive integrity cultures, helping embed integrity into everyday practice.

Enablement

Enablement brings together the core functions and services that enable the Commission to operate effectively while meeting its legislative, public sector organisation and regulatory obligations. Encompassing communications and engagement, people and culture, digital and information technology and business services, Enablement ensures the Commission has the systems, capability, workforce, information, and resources needed to deliver on its mandate.

Our structure



Our people

During the year, we strengthened our people practices to support a high performing and inclusive workplace.

We introduced organisation-wide business planning to connect individual roles and contributions to strategic outcomes, giving kaimahi greater clarity about priorities and how their work contributes to the Commission's purpose.

We enhanced our approach to learning and development through Pā Harakeke, a process providing every employee with a development framework aligned to organisational priorities, and values.

These initiatives are supported by flexible working arrangements, wellbeing initiatives and cultural capability programmes that enable people to contribute and succeed in ways that reflect their individual strengths and circumstances.

Our people contributed to international anti-doping working groups related to the 2027 World Anti-Doping Code development and implementation, development of data and analytics in testing, as well as intelligence and investigation practices.

Our resolution practitioners completed formal professional development in mediation training and restorative foundations to incorporate into resolution processes.

Attendance at public service governance and Learning Development Centre leadership sessions are supporting continuous learning and growth in these areas for our people leaders.

Being a good employer

We are committed to attracting and retaining highly capable people across diverse roles. We focus on being a good employer by fostering a safe, high performing work environment where everyone can thrive and bring their unique skills and experiences to enrich our organisation and mahi.

Wellbeing and ways of working

We apply consistent recruitment and remuneration processes to support fair, transparent and merit-based employment decisions across the organisation. These processes support the recruitment and appointment of employees into a range of roles while helping ensure equitable access to employment opportunities.

Flexible working arrangements, including working flexibly from home and flexibility outside core hours where appropriate, enable employees to balance individual needs and responsibilities while continuing to deliver organisational outcomes.

Employees have access to the Employee Assistance Programme, a confidential counselling service, and an annual wellbeing contribution that can be used for expenses supporting physical or mental health.

Together, these practices help foster a positive, and inclusive workplace where employees are supported to contribute, develop and succeed.

Safe and healthy environments

We are committed to meeting our obligations under the Health and Safety at Work Act 2015. This means providing a working environment with a high level of protection for the physical and mental health, safety, and wellbeing of kaimahi and visitors, and continuously improving systems to support this.

We have undertaken health and safety risk and hazard assessments and implemented risk mitigation procedures including enhanced security practices. We deliver regular health and safety training and communication, including the development of online learning modules.

We delivered de-escalation training to our frontline sample collection personnel, investigation, and resolution practitioners to ensure that they are equipped to appropriately respond to and defuse tense situations.

To ensure individuals can respond to health and safety issues, we invested in health and safety training for those in our organisation who are key contacts for our employees and field contractors. We delivered first aid training to our doping control officers who are responsible for managing athlete sample collection processes.

There were no major health and safety incidents recorded in the reporting period.

Onboarding

We have standardised our induction modules for all new starters and created an internal learning curriculum for staff as part of our refreshed learning strategy. This is complemented by an all-staff planner and individual three-month onboarding plans.

While the modules are intended for new staff, each employee completed them over a period of several weeks to help ensure consistency across the organisation. The modules were well-received, and our engagement survey showed onboarding feedback being overwhelmingly positive.

Development

Our Pā Harakeke performance development framework for kaimahi development is designed to build consistency, grow capability, and create a shared understanding of what great performance looks like at all levels of the organisation.

Pā Harakeke represents a key shift in our approach, bringing together the key elements that guide us in the way we work: our strategic priorities, values and core capabilities. These are woven through the framework to ensure our development conversations, expectations and goals are anchored in what matters most: supporting participant-centred services, strengthening integrity across the sector and delivering impactful outcomes for sport and recreation.

Te Kahu Raunui kaimahi at 30 June 2026

Number of employees

44

Female (21)

48%

Male (23)

52%

Annual turnover

33%

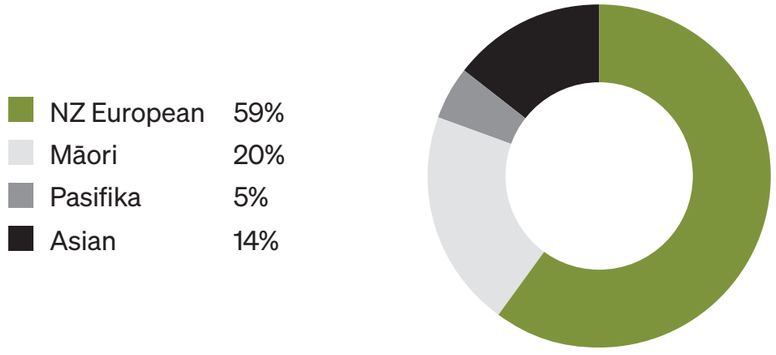
Average tenure

2.1 years

Average age

42

Ethnic diversity at 30 June 2026



Cultural capability

We are committed to continue building our cultural capability, using te reo Māori and tikanga Māori in our workplace, and kaimahi have individual plans to work from. Further, to meet our obligations under Section 15 of our Act in relation to Māori, we have implemented a plan to support our governance practices, people and operational delivery to ensure this responsiveness.

To strengthen internal capability and build organisational cultural leadership, we have added to the existing fortnightly te whare pora (the house of weaving) sessions with a whare wānanga (house of learning) approach now in place. These play a critical role in our ability to uphold tikanga Māori and strengthen our organisational values. These are:

- te whare waiata (house of song) – focused on building confidence with Commission waiata
- te whare reo (house of language) – intermediate and beginner te reo Māori focused sessions

75% of kaimahi regularly attend the sessions. This success was demonstrated in staff engagement survey results that showed people acknowledged te ao Māori and values as having a positive impact on their experience in the workplace.

Engagement survey

A staff engagement survey in December 2025 indicated a workforce that is highly committed to the Commission's purpose, proud of its work, and positive about the organisation's future. Kaimahi consistently highlighted the quality of people, strong culture, te ao Māori integration, and commitment to clean sport as major strengths.

This was encouraging, given changes to our structure and subsequent staff turnover over the last year.

The survey also found the biggest opportunity is not culture itself, but organisational clarity, communication and connectedness, particularly across directorates and between kaimahi and senior leadership.

There was an 81% response rate. Most respondents reported:

- feeling safe at work
- feeling comfortable sharing ideas.
- a positive work-life balance.

Kaimahi also said what they would like to see improved. This included:

- improved communication across the Commission
- increased senior leadership team visibility and connectivity
- clarifying priorities and strategy, roles, responsibilities and decision-making
- better workload management and resourcing.

Section 6: Annual financial statements

Ngā tauākī pūtea ā-tau

Statement of responsibility

We are responsible for the preparation of the Sport Integrity Commission's financial statements and statements of performance and for the judgements made in them.

We are responsible for any end-of-year performance information for the Sport Integrity Commission under section 19A of the Public Finance Act 1989.

We have the responsibility for establishing and maintaining a system of internal control designed to provide reasonable assurance as to the integrity and reliability of financial reporting.

In our opinion, these financial statements and statement of performance fairly reflect the financial position and operations of the Sport Integrity Commission for the year ended 30 June 2026.

On behalf of the Sport Integrity Commission



Deborah Hart
Chair
29 October 2026

Tim Castle
Board Member
29 October 2026

Statement of comprehensive revenue and expense

For the year ended 30 June 2026	Note	Actual 2026 $000	Budget 2026 $000	Actual 2025 $000
Revenue				
Crown funding		**11,283**	11,283	10,628
Funding transferred from Sport NZ		-	-	5,895
User-pays revenue		**415**	400	490
Interest income		**161**	100	218
Other income		**12**	-	16
Total revenue	**2**	**11,871**	**11,783**	**17,247**
Expenditure				
Accounting and audit fees	3	304	285	357
Board members' remuneration	17	131	258	184
Depreciation	10	188	129	114
Information and communication technology		1,298	1,156	1,540
Personnel costs	4	6,259	6,191	5,481
Premises and office costs		465	501	497
Professional and technical services	5	390	807	758
Resolution services and investigations		32	201	859
Sample collection, analysis and results management		1,324	1,401	1,276
Other operating costs		984	2,067	1,369
Total operating expenditure		**11,375**	**12,996**	**12,435**
Surplus for the year		**496**	**(1,213)**	**4,812**
Total comprehensive revenue and expense		**496**	**(1,213)**	**4,812**

This financial statement is to be read in conjunction with the accounting policies and notes to the financial statements.

Explanations of major variances against the budget are provided in note 20.

Statement of financial position

For the year ended 30 June 2026	Note	Actual 2026 $000	Budget 2026 $000	Actual 2025 $000
Current assets				
Cash and cash equivalents	6	1,089	852	595
Investments	7	3,620	1,600	3,362
Debtors and other receivables	8	219	184	386
Inventories	9	136	75	70
Prepayments		87	21	256
Total current assets		**5,151**	**2,732**	**4,669**
Non-current assets				
Property, plant and equipment	10	1,381	1,560	1,461
Total non-current assets		**1,381**	**1,560**	**1,461**
Total assets		**6,532**	**4,292**	**6,130**
Current liabilities				
Creditors and accrued expenses	11	558	374	665
Employee entitlements	12	491	162	474
Lease inducement - current	13	4	19	4
Total current liabilities		**1,053**	**555**	**1,143**
Non-current liabilities				
Lease inducement - non-current	13	15	-	19
Total non-current liabilities		**15**	**-**	**19**
Total liabilities		**1,068**	**555**	**1,162**
Net assets		**5,464**	**3,737**	**4,968**
Equity				
Accumulated surplus		5,464	3,737	4,968
Total equity	**16**	**5,464**	**3,737**	**4,968**

This financial statement is to be read in conjunction with the accounting policies and notes to the financial statements.

Explanations of major variances against the budget are provided in note 20.

Statement of changes in equity

For the year ended 30 June 2026	Note	Actual 2026 $000	Budget 2026 $000	Actual 2025 $000
Balance as at 1 July		4,968	4,950	-
Net assets transferred from Drug Free Sport New Zealand		-	-	156
Total comprehensive revenue for the year				
Surplus for the year		**496**	**(1,213)**	**4,812**
Balance as at 30 June 2026	**16**	**5,464**	**3,737**	**4,968**

This financial statement is to be read in conjunction with the accounting policies and notes to the financial statements.

Explanations of major variances against budget are provided in note 20.

Statement of cash flows

For the year ended 30 June 2026	Note	Actual 2026 $000	Budget 2026 $000	Actual 2025 $000
Cash flows from operating activities				
Cash receipts from the Crown		11,283	11,283	10,628
Cash receipts from user pays		529	589	607
Transfer of cash from DFSNZ		-	-	132
Funding transfer from Sport NZ		-	-	5,895
Interest received		161	100	218
Cash receipts from other revenue		12	-	16
Payments to suppliers		(4,850)	(7,044)	(6,561)
Payments to employees		(6,373)	(5,958)	(5,505)
GST (net)		54	99	(112)
Net cash from operating activities		**816**	**(931)**	**5,318**
Cash flows from investing activities				
Purchase of property, plant and equipment		(70)	(147)	(1,463)
Acquisition of investments		(10,132)	-	(3,285)
Proceeds from sale of property, plant and equipment		6	-	-
Receipts from sale or maturity of investments		9,874	-	25
Net cash flow from investing activities		**(322)**	**(147)**	**(4,723)**
Net movements in cash and cash equivalents		494	(1,078)	595
Cash and cash equivalents at 1 July		595	3,530	-
Cash and cash equivalents at 30 June	**6**	**1,089**	**2,452**	**595**

This financial statement is to be read in conjunction with the accounting policies and notes to the financial statements.

Explanations of major variances against the budget are provided in note 20.

Notes to the financial statements

1. Statement of accounting policies

Reporting Entity

Sport Integrity Commission Te Kahu Raunui (the “Commission”) is an independent Crown entity as defined by the Crown Entities Act 2004. It was established under the Integrity Sport and Recreation Act 2023 (the Act) and is a wholly owned entity of the Crown. Its purpose is to ensure sport and recreation in New Zealand is safe and fair.

The Commission's primary objective is to provide services to the New Zealand public. The Commission does not operate to make a financial return.

The financial statements and the accompanying notes summarise the financial results of activities carried out by the Commission.

The financial statements represent the second reporting period of the Commission, covering the period from 1 July 2025 to 30 June 2026. The Board approved the financial statements for issue on 29 October 2026.

Basis of preparation

These financial statements have been prepared on a going-concern basis, and the accounting policies have been applied consistently throughout the period.

There have been no new standards, amendments, or interpretations applicable to the Commission that require adoption during the current financial year.

Statement of compliance

The financial statements and service performance information have been prepared in accordance with the requirements of the Crown Entities Act 2004, which include a requirement to comply with generally accepted accounting practice in New Zealand (NZ GAAP).

The Commission is a Tier 2 Public Benefit Entity. The financial statements have been prepared in accordance with and comply with PBE Standards Reduced Disclosure Regime (PBE Standards RDR). The Commission is eligible and has elected to apply the PBE Standards RDR because its expenses are less than $33 million and it does not have public accountability as defined by XRB A1 Application of the Accounting Standards Framework.

Presentation currency and rounding

These financial statements are presented in New Zealand Dollars, which is the Commission’s functional currency. All amounts have been rounded to the nearest thousand dollars ($000), unless otherwise indicated.

Changes in accounting policies

There have been no changes in the Commission's accounting policies since the date of the last audited financial statements.

Summary of significant accounting policies

Significant accounting policies are included in the notes to which they relate. Significant accounting policies that do not relate to a specific note are outlined below.

Foreign currency transactions

Foreign currency transactions (including those that forward foreign exchange contracts are held for) are translated into New Zealand dollars (the functional currency) using the spot exchange rates at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the surplus or deficit.

Goods and services tax

All items in the financial statements are presented exclusive of GST, except for receivables and payables, which are presented on a GST inclusive basis. Where GST is not recoverable as input tax, then it is recognised as part of the related asset or expense.

The net amount of GST recoverable from, or payable to, Inland Revenue is included as part of receivables or payables in the Statement of Financial Position.

The net GST paid to, or received from Inland Revenue, including the GST relating to investing and financing activities, is classified as an operating cashflow in the Statement of Cash Flows.

Commitments and contingencies are disclosed exclusive of GST.

Income tax

The Commission is a public authority and consequently is exempt from income tax under subpart CW 38 of the Income Tax Act 2007. Accordingly, no provision has been made for income tax.

Budget figures

The budget figures for the year ended 30 June 2026 are derived from the Statement of Performance Expectations 2025/26 as approved by the Board on 18 June 2025. The budget figures have been prepared in accordance with NZ GAAP, using accounting policies that are consistent with those adopted by the Board for the preparation of these financial statements.

Critical accounting estimates and assumptions

In preparing these financial statements, the Commission has made estimates and assumptions about the future.

These estimates and assumptions might differ from the subsequent actual results. The Commission continually evaluates its estimates and assumptions, which are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are:

- assessing the useful lives and residual values of property, plant and equipment – refer Note 10.

Critical judgements in applying accounting policies

Management has exercised the following critical judgement in applying accounting policies:

- Classification of leases as either operating or finance leases – refer Note 15.

  Determining whether a lease is a finance lease or an operating lease requires judgement as to whether the lease transfers substantially all the risks and rewards of ownership to the Commission.

  Judgement is required on various aspects that include, but are not limited to, the fair value of the leased asset, the economic life of the leased asset, whether or not to include renewal options in the lease term, and determining an appropriate discount rate to calculate the present value of the minimum lease payments. Classification as a finance lease means that the asset is recognised in the statement of financial position as property, plant, and equipment, but no such asset is recognised for an operating lease.

2. Revenue

	2026 $000	2025 $000
Non-exchange transactions		
Crown funding	11,283	10,628
Funding transferred from Sport NZ	-	5,895
Total	**11,283**	**16,523**
Exchange transactions		
User-pays revenue	415	490
Interest income	161	218
Other income	12	16
Total	**588**	**724**
Total revenue	**11,871**	**17,247**

Accounting policy

Revenue is measured at the fair value of consideration received or that is receivable. Revenue is earned through the provision of outputs for the Crown, services to third parties and investment income.

Revenue from non-exchange transactions

Crown funding

The Commission is primarily funded through revenue received from the Crown. This revenue is restricted in its use for the purpose of the Commission meeting its objectives specified in the Integrity Sport and Recreation Act 2023. The Commission considers there are no other conditions attached to the funding.

Revenue from the Crown is recognised as revenue at the point of entitlement. This is considered to be at the start of each quarter in the appropriation period that the funding relates to. The fair value of revenue from the Crown has been determined to be equivalent to the amounts due in the funding arrangements.

Funding transferred from Sport NZ

Sport New Zealand received funding during 2023/24 for the establishment and operations of the Commission. The balance of $5.895 million was transferred to the Commission in 2024/25 and recognised as revenue to the Commission in that period. No such revenue was received in the current financial year.

Revenue from exchange transactions

Income from user-pays testing

The Commission undertakes anti-doping testing on behalf of other organisations, in addition to the anti-doping testing activity it delivers through Crown funding. These services are provided on a user-pays basis, at fees that are set to recover the direct costs of providing those services. This revenue is recognised at the time the services are provided.

Interest income

Interest income is earned on bank balances, term deposits and investments. Interest revenue is recognised by accruing on a time proportion basis the interest due for the investment.

Other income

Other income is recognised in the accounting period in which the services are rendered.

3. Accounting and audit fees

	2026 $000	2025 $000
Accounting fees	222	275
Audit fees		
Audit of current year	67	67
Audit of 2024/25	15	
Audit of Drug Free Sport New Zealand 2023/24		15
Total	**82**	**82**
Total accounting and audit fees	**304**	**357**

Audit fees represent the fees payable to Audit Office for the annual statutory audit of the financial statements and service performance information, carried out under the Auditor-General's auditing standards as described in the audit report attached to this report.

4. Personnel costs

	2026 $000	2025 $000
Salaries and wages	5,317	4,094
Defined-contribution plan employer contributions	164	124
Staff professional development	85	63
Staff recruitment	104	146
Temporary staff	510	958
Other personnel costs	79	96
Total	**6,259**	**5,481**

Accounting policy

Salaries and wages

Salaries and wages are recognised as an expense as employees provide services.

Superannuation schemes

Defined contribution schemes

Obligations for contributions to KiwiSaver are accounted for as defined contribution superannuation schemes and are recognised as an expense in the surplus or deficit as incurred.

Defined benefit schemes

The Commission does not make employer contributions to any defined benefit superannuation scheme.

5. Professional and technical services

	2026 $000	2025 $000
Legal services	160	157
Research	57	-
Therapeutic Use Exemption panel	40	30
Other professional and technical services	133	571
Total	**390**	**758**

Other professional and technical services are specialist advice and services engaged to assist with establishment of the Commission and delivery of the Commission's work programmes. These include services related to learning and development, research, property consultancy, change management, strategic advice, and communications.

6. Cash and cash equivalents

	2026 $000	2025 $000
Current assets		
Bank balances	439	595
Term deposits	650	-
Total cash and cash equivalents	**1,089**	**595**

Accounting policy

Cash and cash equivalents comprise cash on hand and cash at bank, deposits on call and highly liquid investments with an original maturity of three months or less, which are readily convertible to known amounts of cash and are subject to insignificant risk of changes in value.

7. Investments

	2026 $000	2025 $000
Investments		
Term deposits	3,620	3,362
Total investments	**3,620**	**3,362**

Accounting policy

Investments in bank term deposits are initially measured at the amount invested. Principal and interest is normally repaid into operating bank accounts on maturity. A loss allowance for expected credit losses is recognised if the expected loss allowance is not trivial.

8. Debtors and other receivables

	2026 $000	2025 $000
Exchange receivables		
Receivables	22	75
Accrued income	61	121
Total	**83**	**196**
Non-exchange receivables		
GST receivable	136	190
Total receivables	**219**	**386**

Accounting policy

Debtors and other receivables are recorded at the amount due, less an allowance for expected credit losses. The Commission applies the simplified expected credit loss model of recognising lifetime expected credit losses for short-term receivables.

Short-term receivables are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include the debtor being in liquidation or the receivable being more than one year overdue.

9. Inventories

	2026 $000	2025 $000
Equipment inventories	136	70
Total inventories	**136**	**70**

Accounting policy

Inventories held to provide services are measured at cost, adjusted, when applicable, for any loss of service potential.

10. Property, plant and equipment

For the year ended 30 June 2026	Leasehold Improvements $000	Furniture and Fittings $000	Electronic Equipment $000	Total $000
Cost				
Balance at 1 July 2024	-	-	-	-
Transfer from Drug Free Sport NZ	-	230	209	439
Additions	1,065	148	250	1,463
Disposals	-	(101)	(64)	(165)
Balance at 30 June 2025 / 1 July 2025	**1,065**	**277**	**395**	**1,737**
Additions	25	2	92	119
Disposals	-	-	(34)	(34)
Balance at 30 June 2026	**1,090**	**279**	**453**	**1,822**
Depreciation and impairment losses				
Balance at 1 July 2024	-	-	-	-
Transfer from Drug Free Sport NZ	-	(130)	(119)	(249)
Eliminated on disposal		42	45	87
Depreciation for the year	(44)	(18)	(52)	(114)
Balance at 30 June 2025 / 1 July 2025	**(44)**	**(106)**	**(126)**	**(276)**
Eliminated on disposal	-	-	23	23
Depreciation for the year	(90)	(17)	(81)	(188)
Balance at 30 June 2026	**(134)**	**(123)**	**(184)**	**(441)**
Carrying amount				
At 30 June 2025	1,021	171	269	1,461
At 30 June 2026	956	156	269	1,381

Accounting policy

All property, plant and equipment are stated at cost less accumulated depreciation and impairment losses.

If significant parts of an item of property, plant and equipment have different useful lives, then they are accounted for as separate items (major components) of property, plant and equipment.

Additions

The cost of an item of property, plant and equipment is recognised as an asset only when it is probable that future economic benefits or service potential associated with the item will flow to the Commission and the cost of the item can be measured reliably.

Costs incurred subsequent to initial acquisition are capitalised only when it is probable that future economic benefits or service potential associated with the item will flow to the Commission and the cost of the item can be measured reliably.

The costs of day-to-day servicing of property, plant and equipment are expensed in surplus or deficit as they are incurred.

Disposals

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount of the asset. Gains and losses on disposals are reported net in the surplus or deficit. When revalued assets are sold, the amounts included in revaluation reserves for those assets are transferred to the accumulated surplus/(deficit) within equity.

Depreciation

Depreciation is provided on a straight-line basis on all property, plant and equipment, at rates that will write off the cost of the assets to their estimated residual values over their useful lives.

The estimated useful lives of property, plant and equipment are as follows:

Asset	Estimated useful life
Leasehold Improvements	12 years, or across the expected remaining lease term if shorter
Furniture and Fittings	5-16 years
Electronic Equipment	2-7 years

Impairment

The Commission does not hold any cash-generating assets. Assets are considered cash generating where their primary objective is to generate a commercial return.

Property, plant, and equipment are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount might not be recoverable. An impairment loss is recognised for the amount that the asset's carrying amount exceeds its recoverable service amount. The recoverable service amount is the higher of an asset's fair value, less costs to sell, and value in use.

Value in use is the present value of an asset's remaining service potential. It is determined using an approach based on a depreciated replacement cost approach, a restoration cost approach, or a service units approach. The most appropriate approach for measuring value in use depends on the nature of the impairment and availability of information.

If an asset's carrying amount exceeds its recoverable service amount, the asset is regarded as impaired and the carrying amount is written down to the recoverable service amount.

Where an impairment is identified, the total impairment loss is recognised in the surplus or deficit.

Estimating useful lives and residual values of property, plant, and equipment

At each balance date, the useful lives and residual values of property, plant, and equipment are reviewed. Assessing the appropriateness of useful life and residual value estimates of property, plant, and equipment requires several factors to be considered, such as the physical condition of the asset, how long the Commission expects to use the asset, and expected disposal proceeds from the future sale of the asset.

An incorrect estimate of the useful life or residual value will affect the depreciation expense recognised in the surplus or deficit and carrying amount of the asset in the statement of financial position. The Commission minimises the risk of this estimation uncertainty by:

- physical inspection of assets;
- asset replacement plans;
- review of second-hand market prices for similar assets; and
- analysis of previous asset sales.

There have been no material changes to useful lives, depreciation methods, and residual values.

11. Creditors and accrued expenses

	2026 $000	2025 $000
Payables under exchange transactions		
Creditors	196	218
Accrued expenses	358	434
Total payables under exchange transactions	**554**	**652**
Payables under non-exchange transactions		
Withholding tax payable	4	13
Total payables under non-exchange transactions	**4**	**13**
Total creditors and accrued expenses	**558**	**665**

Accounting policy

Creditors and other payables are recorded at the amount payable. Creditors and other payables, excluding accrued expenses, are normally settled on 10-day term.

12. Employee entitlements

	2026 $000	2025 $000
Accrued salaries and wages	263	330
Accrued annual leave	228	144
Total	**491**	**474**

Accounting policy

Employee benefits that are due to be settled within 12 months after the end of the period in which the employee renders the related service are measured based on accrued entitlements at current rates of pay. These include salaries, wages and the PAYE component accrued up to balance date, and annual leave earned but not taken at balance date.

The Commission recognises a liability and an expense for bonuses it is contractually obliged to pay, or where there is a past practice that has created a constructive obligation and a reliable estimate of the obligation can be made.

13. Lease inducement

	2026 $000	2025 $000
Current liabilities		
Current portion of lease inducement	4	4
Total	**4**	**4**
Non-current liabilities		
Non-current portion of lease inducement	15	19
Total	**15**	**19**

Accounting policy

The landlord provided a lease inducement of $25 at the inception of the lease. A lease inducement liability was created at the inception of the lease, to spread this incentive throughout the term of the lease. The unamortised portion of the lease inducement received is recognised as a liability in the Statement of Financial Position.

14. Financial instruments

The carrying amounts of financial assets and liabilities in each of the financial instruments categories are as follows:

	2026 $000	2025 $000
Financial assets measured at amortised cost		
Cash and cash equivalents	1,089	595
Investments	3,620	3,362
Debtors and other receivables	219	386
Total financial assets measured at amortised cost	**4,928**	**4,343**
Financial liabilities measured at amortised cost		
Creditors and accrued expenses	558	665
Total financial liabilities measured at amortised cost	**558**	**665**

Accounting policy

Financial assets and financial liabilities are recognised when the Commission becomes a party to the contractual provisions of the financial instrument.

Financial assets

The Commission's financial assets are classified in accordance with PBE IPSAS 41 as assets measured at amortised cost.

Financial assets with fixed determinable payments that are not quoted in an active market are subsequently measured at amortised cost using the effective interest method, less any impairment losses. Credit losses are measured at the present value of all cash shortfalls.

Interest is recognised in the statement of comprehensive revenue and expense as earned.

Financial assets held at amortised cost includes cash and cash equivalents, term deposits and debtors and other receivables.

Financial liabilities

The Commission's financial liabilities are classified as amortised cost financial liabilities.

Financial liabilities are subsequently measured at amortised cost using the effective interest method.

Foreign exchange gains and losses are recognised in the statement of comprehensive revenue and expense.

Financial liabilities held at amortised cost includes creditors and accrued expenses.

Impairment of financial assets

The Commission assesses at reporting date whether there is objective evidence that a financial asset is impaired. A financial asset is impaired if there is objective evidence of impairment as a result of one or more events that occurred after the initial recognition of the asset ('loss event'). When a loss event has occurred, management recognises loss allowances (provisions) for expected credit losses on financial assets measured at amortised cost. Credit losses are measured at the present value of all cash shortfalls (i.e. the difference between the cash flows due to the Commission in accordance with the contract and the cash flows that the Commission expects to receive).

15. Operating leases

At 30 June, the future minimum lease payments to be paid under non-cancellable leases are as follows:

	2026 $000	2025 $000
Less than one year	280	271
Between one and five years	1,039	1,179
More than five years	-	162
Total	**1,319**	**1,612**

The non-cancellable operating lease payments relate to the lease of part of a floor in one office building in Auckland with 12 accompanying carparks, and a building monolith sign licence. The lease expires on 8 January 2031 and the Commission has the option of two three-year renewals. The Commission has excluded the two optional three-year renewal terms in the lease commitment balances noted above. The Commission is also obligated to pay a contribution for the landlord operating expenditure which has not been included in the lease commitment balances noted above. Operating lease expenses of $370 have been recorded within premises and office costs in the statement of comprehensive revenue and expense.

The Commission has a co-location agreement in place for four workstations in Wellington, expiring on 31 August 2026.

Accounting policy

The Commission is party to an operating lease as a lessee. An operating lease is a lease that does not transfer substantially all the risks and rewards incidental to ownership of an asset to the lessee. Lease payments under an operating lease are recognised as an expense on a straight-line basis over the lease term. Lease incentives received are recognised in the surplus or deficit as a reduction of rental expense over the lease term.

Future amounts disclosed above are based on the current rental rates. There are no restrictions placed on the Commission by any of the operating lease arrangements.

16. Equity

	2026 $000	2025 $000
Opening balance	4,968	-
Net assets transferred from Drug Free Sport NZ	-	156
Surplus/(deficit) for the year	496	4,812
Total	**5,464**	**4,968**

Accounting policy

Equity is measured as the difference between total assets and total liabilities. Equity is made up of accumulated surplus/(deficit).

Capital management

The Commission is subject to the financial management and accountability provisions of the Crown Entities Act 2004, which impose restrictions in relation to borrowings, the acquisition of securities, issuing guarantees and indemnities, and the use of derivatives.

The Commission has complied with the financial management requirements of the Crown Entities Act 2004 during the year.

The Commission manages its equity as a by-product of prudently managing revenue, expenses, assets, liabilities, investments and general financial dealings to ensure that the Commission achieves its objectives and purpose effectively, while remaining a going concern.

17. Related parties

Related party information

The Commission is a wholly owned entity of the Crown.

Related party disclosures have not been made for transactions with related parties that are:

a. within normal supplier or client/recipient relationships; and

b. on terms and conditions that are no more or less favourable than those that it is reasonable to expect the Commission would have adopted in dealing with the parties at arm's length in the same circumstances.

Further, transactions with other government agencies (for example, government departments and Crown entities) are not disclosed as related party transactions when they are on normal terms and conditions consistent with the normal terms and conditions for such transactions.

Key management personnel compensation

Key management personnel are Board Members and the senior leadership team, made up of the Chief Executive, General Counsel, and Directors.

During the year, overall remuneration of $1.308 million (2025: $1.401 million) was paid to members of the Commission's key management personnel, including individuals in a senior leadership position for part of the year.

Board members are appointed by the Minister for Sport and Recreation and are the Board for the purposes of the Crown Entities Act 2004. In addition to their roles with the Commission, Board members have other interests and may serve in positions with other organisations, including organisations to which the Commission is related. Actual or potential conflicts of interest are declared in the interests and gifts registers.

Permission to act despite being interest in a matter

Section 68(6) of the Crown Entities Act 2004 requires the Board to disclose any interest to which a permission to act has been granted, despite a member being interested in a matter. During the 2026 financial year there were no permissions granted by the Chair in the public interest (2025: nil).

Key management personnel compensation

	2026 $000	2025 $000
Board members		
Remuneration	131	184
Full-time equivalent	0.4 FTE	0.57 FTE
Leadership team		
Remuneration	1,177	1,217
Full-time equivalent	5.0 FTE	5.8 FTE
Total key management personnel compensation	**1,308**	**1,401**
Total full-time equivalents	**5.4 FTE**	**6.37 FTE**

The full-time-equivalent values have been calculated based on actual work performed during the reporting period. At 30 June 2026 there were five employees in the leadership team (2025: six).

The full-time equivalent values for Board members have been determined based on the frequency and length of Board meetings and the time for Board members to prepare for meetings, calculated based on the hours invoiced to the Commission.

Board remuneration

	2026 $000	2025 $000
Adine Wilson[3]	4	15
Bobbi-Jo Clark-Heu	13	13
Don Mackinnon[4]	50	66
Keven Mealamu[5]	-	9
Dr Lesley Nicol	13	15
Lisa Tai[6]	1	
Lyndon Bray	15	17
Rebecca McDonald	6	14
Tim Castle	17	22
Traci Houpapa	12	13
Total board remuneration	**131**	**184**

There have been no payments made to committee members appointed by the Board who are not Board members during the financial year.

The Commission has taken out Professional Indemnity and Directors' and Officers' Liability insurance cover during the financial year for the liability of costs of Board members and employees.

No Board members received compensation or other benefits in relation to cessation (2025: $nil).

3 Adine Wilson resigned in November 2025

4 Don Mackinnon resigned in March 2026

5 Keven Mealamu resigned in January 2025

6 Lisa Tai was appointed to the Board in April 2026

Employee remuneration

	2026	2025
Total remuneration paid or payable that is or exceeds $100,000		
$100,000 - $109,999	3	
$110,000 - $119,999	1	
$120,000 - $129,999	6	2
$130,000 - $139,999	1	1
$140,000 - $149,999	4	1
$150,000 - $159,999	2	3
$160,000 - $169,999	2	
$170,000 - $179,999	1	2
$180,000 - $189,999	1	
$190,000 - $199,999		1
$200,000 - $209,999	1	
$210,000 - $219,999		
$220,000 - $229,999		1
$250,000 - $259,999	1	
$280,000 - $289,999		1
$290,000 - $299,999	1	
Total employees	**24**	**12**

Employee remuneration disclosures are on a total remuneration basis including base salary plus employer KiwiSaver contributions and benefit payments received.

During the year ended 30 June 2026, two employees received compensation and other benefits in relation to cessation totalling $55,307 (2025: nil) and no employees received one-off payments (2025: one employee, $10,000).

18. Commitments and contingencies

There were no capital commitments, contingent assets or contingent liabilities at balance date (2025: $nil).

19. Subsequent events

There have been no events subsequent to balance date that would materially affect the financial statements (2025: nil).

20. Explanation of significant variances against budget

Explanation for major variances from the Commission's budgeted figures in the statement of performance expectations are as follows, shown in $000s:

Statement of comprehensive revenue and expense

Interest income ($61 more than budget) - Interest revenue was above budget due to holding higher than expected cash balances in interest-bearing term deposits during the year.

Board members' remuneration ($127 less than budget) - The budget allowed for the maximum number of board members whereas actual membership was at minimum level for most of the year. Fewer hours of meetings were required during the year than had been budgeted for.

Information and communication technology ($142 more than budget) - Overspend relates to unbudgeted software payments, increased support costs for an IT platform used for anti-doping processes, and several months' delay in migrating from legacy servers to the Azure cloud platform.

Professional and technical services ($417 less than budget) - Project work has been rescoped, rephased to later periods, or delivered without the need for external expertise.

Resolution services and investigations ($169 less than budget) - Savings were achieved as a result of having adequate internal expertise to undertake mediation and investigations with only a small amount incurred for specialist external support. Early facilitated resolution of matters also contributed to this saving through reducing the need for complex mediations.

Other operating costs ($1,083 less than budget) - Savings were achieved through focused engagement through the sector-wide wānanga instead of campaign delivery, and through a more cost-efficient approach to the delivery of external content and the Integrity Code pilot project without the need for significant external resource. Savings were also achieved through a reduction in travel, and a reduction in external spend on content and promotions due to the delivery of the national wānanga.

Statement of financial position

Cash and cash equivalents ($237 more than budget) and Investments ($2,020 more than budget) - Total cash increase to budget of $2,257 resulted from reduced and delayed timing of expenditure during the period and maintaining a high proportion of funds in interest-bearing term deposits. This aligns with the surplus reported in the statement of comprehensive revenue and expense and significant budget variances noted above.

Creditors and accrued expenses ($184 more than budget) - The budget requires estimation of timing for when invoices will be received relative to the scheduled payment runs. The value of invoices received after year end was higher than had been for anticipated in the budget.

Employee entitlements ($329 more than budget) - the final payment run for the year (paid on 1 July) was not reflected in the budget.

Section 7: Independent auditor's report

The Audit Office
Te Mana Arotake

Independent Auditor's Report

To the readers of Integrity Sport and Recreation Commission's financial statements and performance information for the year ended 30 June 2026

The Auditor-General is the auditor of Integrity Sport and Recreation Commission Te Kahu Raunui (the Commission). The Auditor-General has appointed me, René van Zyl, using the staff and resources of The Audit Office, to carry out the audit of the financial statements and performance information on his behalf.

Opinion

We have audited:

- the financial statements of the Commission that comprise the statement of financial position as at 30 June 2026, the statement of comprehensive revenue and expenses, statement of changes in equity, and statement of cash flows for the year ended on that date and the notes to the financial statements that include accounting policies and other explanatory information in section 6; and
- the performance information that consists of the statement of performance for the year ended 30 June 2026 in section 4 and the end-of-year performance information for the appropriation for the year ended 30 June 2026 in section 4.

In our opinion:

- The financial statements of the Commission present fairly, in all material respects, its financial position as at 30 June 2026, and its financial performance and cash flows for the year then ended, in accordance with the Public Benefit Entity Standards Reduced Disclosure Regime.
- The performance information is appropriate and meaningful and prepared in accordance with the Commission's measurement bases or evaluation methods and Public Benefit Entity Standards Reduced Disclosure Regime, and presents fairly, in all material respects:
    - the Commission's service performance and actual revenue and expenses for each reportable class of outputs for the year ended 30 June 2026 compared to the forecast standards and budgets included in the statement of performance expectations for the year, and
    - what has been achieved with the appropriation, and the actual expenses or capital expenditure incurred in relation to the appropriation for the year ended 30 June 2026.

Basis for our opinion

We carried out our audit in accordance with the Auditor-General's Auditing Standards, which incorporate the Professional and Ethical Standards, the International Standards on Auditing (New Zealand), and New Zealand Auditing Standard 1 (Revised): *The Audit of Service Performance Information* issued by the New Zealand Auditing and Assurance Standards Board. Our responsibilities under those standards are further described in the *Responsibilities of the auditor* section of our report.

We have fulfilled our responsibilities in accordance with the Auditor-General's Auditing Standards.

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

Responsibilities of the Board for the financial statements and the performance information

The Board is responsible on behalf of the Commission for preparing financial statements and performance information that are fairly presented and comply with Public Benefit Entity Standards Reduced Disclosure Regime.

This includes:

- the selection of elements/aspects of service performance, performance measures and/or descriptions, and measurement bases or evaluation methods to enable the presentation of service performance information that is appropriate and meaningful; and
- the preparation of a statement of performance, in accordance with the Commission's measurement bases or evaluation methods, that provides an appropriate and meaningful basis to enable readers to assess what has been achieved for the year.

The Board is also responsible for the preparation of end-of-year performance information for an appropriation that is prepared in accordance with the entity's measurement bases or evaluation methods and complies with Public Benefit Entity Standards Reduced Disclosure Regime and legislative requirements.

The Board is responsible for such internal control as it is necessary to enable it to prepare financial statements and performance information that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements and performance information, the Board is responsible on behalf of the Commission for assessing the Commission's ability to continue as a going concern. The Board is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless there is an intention to merge or to terminate the activities of the Commission, or there is no realistic alternative but to do so.

The Board's responsibilities arise from the Crown Entities Act 2004 and the Public Finance Act 1989.

Responsibilities of the auditor for the audit of the financial statements and the performance information

Our objectives are to obtain reasonable assurance about whether the financial statements and performance information, as a whole, are 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 carried out in accordance with the Auditor-General's Auditing Standards will always detect a material misstatement when it exists. Misstatements are differences or omissions of amounts or disclosures, and can arise from fraud or error. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of readers, taken on the basis of the financial statements and performance information.

For the budget information reported in the financial statements and the performance information, our procedures were limited to checking that the information agreed to the Commission's statement of performance expectations or to the Estimates of Appropriations for the Government of New Zealand for the year ending 30 June 2026.

We did not evaluate the security and controls over the electronic publication of the financial statements and the performance information.

As part of an audit in accordance with the Auditor-General's Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. Also:

- We identify and assess the risks of material misstatement of the financial statements and performance information, 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.
- We 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 Commission's internal control.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board.
- We obtain an understanding of the process applied by the Commission to select its elements/aspects of service performance, performance measures and/or descriptions and the measurement bases or evaluation methods.
- We evaluate whether:
    - the selection of elements/aspects of service performance, performance measures and/or descriptions and measurement bases or evaluation methods present an appropriate and meaningful assessment of the entity's service performance; and
    - the performance information is prepared in accordance with the Commission's measurement bases or evaluation methods, and presents fairly, in all material respects in accordance with Public Benefit Entity Standards Reduced Disclosure Regime, what has been achieved with the appropriation, and for each class of reportable outputs;
        - the actual performance of the Commission as compared with the forecast standards of performance included in the Commission's statement of performance expectations for the financial year; and
        - the actual revenue earned and output expenses incurred as compared to the expected revenues and the proposed output expenses included in the Commission's statement of performance expectations for the financial year.
- We 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 Commission'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 information we audited 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 Commission to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the financial statements and the performance information, including the disclosures, and whether the financial statements and performance information represent the underlying transactions and events in a manner that achieves fair presentation.

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.

Our responsibilities arise from the Public Audit Act 2001.

Other information

The Board is responsible for the other information. The other information comprises all of the information included in the annual report, but does not include the financial statements, the performance information consisting of the statement of performance and the end-of-year performance information for appropriations, and our auditor's report thereon.

Our opinion on the financial statements and the performance information does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon.

In connection with our audit of the financial statements and the performance information, our responsibility is to read the other information. In doing so, we consider whether the other information is materially inconsistent with the financial statements and the performance information or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on

our work, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Independence

We are independent of the Commission in accordance with the Auditor-General's Auditing Standards, which incorporate the independence requirements of Professional and Ethical Standard 1: *International Code of Ethics for Assurance Practitioners (including International Independence Standards) (New Zealand)* as applicable for audits of public interest entities issued by the New Zealand Auditing and Assurance Standards Board.

Other than in our capacity as auditor, we have no relationship with, or interests in, the Commission.



René van Zyl
The Audit Office
On behalf of the Auditor-General
Auckland, New Zealand
29 October 2026

Section 8: Statutory reporting requirements

Use of information gathering powers

Section 52 of the Integrity Sport and Recreation Act 2023 requires the Commission to report annually on:

- each instance where the Commission has used a power conferred under section 19(3)(e)(i) or 23(4)(a), or the power under section 34
- a description of the individual or organisation from whom the information or documents were requested (in a form that does not identify any individual)
- whether the information or documents were provided,
- if the information or documents were not provided, what, if any, enforcement action was taken and the outcome of that enforcement action.

Sections 19(3)(e)(i), 23(4)(a) and 34 allow the Commission, in certain circumstances to:

- gather information from people or organisations
- require a person cooperate fully with an investigation, for example, by attending an interview.

The Commission did not use these powers in 2025/26.

Child protection policy

As a prescribed state service under the Children's Act 2014, the Chief Executive is required to report annually on whether or to what extent:

- the Commission's operations have implemented a child protection policy, and
- the Commission's contracts and funding obligations have complied with the requirements in section 16(b) of the Children's Act.

In July 2024 the Commission adopted and published our child protection policy. It is published on our website and we will review it every three years.

In 2025/26, we:

- continued with our existing provider of counselling services. This contract requires all counsellors to undergo Police vetting and children's worker checks.
- updated the contracts in place with the Commission's field team of contractors that collect samples from athletes to require their compliance with the Commission's Child Safeguarding Policy.
- updated the contracts in place with the Commission's team of contractors that deliver learning content to participants and support personnel to require their compliance with the Commission's Child Safeguarding Policy.

Appendix 1: Interests of Board as at June 2026

Don Mackinnon

Directorships

Blues LLP (Super Rugby Club)
Chair

National Security Association
Chair

NZ20 General Partner Limited
Director

World Athletics Integrity Vetting Panel
Chair

Other related interests

City Chambers Auckland
Barrister

Removed

Rowing New Zealand Incorporated
Review Writer

Team New Zealand (America's Cup)
Legal Advisor

WNCC 2025 Limited
Director

Potential conflicts

None

Traci Houpapa

Directorships

Women in Rugby Aotearoa
Chairman

Federation of Māori Authorities
Chairman

National Advisory Council on the Employment of Women
Chairman

Hineuru Holdings Limited
Chairman

Te Arawa Group Holdings Limited
Chairman

Australia New Zealand Leaders Forum Indigenous Business Sector Group
NZ Co-Chairman

Traci Houpapa Consulting Group Limited
Director

Ontario Teachers' Pension Plan
NZ Forests Investment Ltd
Director

Chartered Accountants Australia New Zealand
Board member

Te Pou Tahua
Director

Te Whāi Ao General Partner Limited
Director

Removed

Chiefs Rugby Club Limited
Director

World Economic Forum Global Future Council on Trade and Investment
Member

Potential conflicts

None

Lyndon Bray

Directorships

Braydiver Limited
Co-Founder & Director

MDL Enterprises Limited
Director

Lyndon Bray Coaching Limited
Director

Other related interests

Maurice Trapp Group (MTG)
Business Partnership

Forsyth Barr
Client Relationship

Removed

Auckland Blues Limited
Leadership development

Potential conflicts

None

Tim Castle

Other related interests

World Athletics,
Ethics Investigator

International Court of Arbitration for Sport
Member

Pacific Games Tribunal
Chair

Sports lawyer
Manager and agent

Potential conflicts

None

Rebecca McDonald

Other related interests

All is for All
Account Director

Swimming New Zealand Selection Panel
Member

Removed

Arts Access Aotearoa
Board Member

Sport and Recreation Awards
Judge

Potential conflicts

None

Lisa Tai

Directorships

Lali Limited
Director

Other related interests

Ronald McDonald House Charities
New Zealand Trust
Employee

The Fred Hollows Foundation (NZ)
Board member

Rise & shine - Josiah Mika Foundation
Advisor

AUT Business School Industry
Advisory Board
Committee member

Lesley Nicol

Directorships

Tom Anderson Memorial Trust
Trustee

Other related interests

Australis Medical Limited
Shareholder

C & M Nicol Limited
Shareholder

Mainland Tactix NLNZ Limited

Tuawera Trust
Trustee

New Zealand Olympic Committee Selection
Committee member

High Performance Sport New Zealand
Contractor

Pinnacle Sports Physicians Limited
Employee

Nicol-Rumball Specialist Services
Shareholder

Action Indoor Sports
Manager

Sumner Tennis
Manager

St Nicholas Netball
Club Coach

Silver Ferns Netball New Zealand
Contractor

Physician- Pinnacle Sports Physicians

Mainland Tactix Medical
Director

Rumball Nicol Trust- Property

ACSEP Professional Standards Committee

New Zealand Olympic Committee
Selection Committee Member

Potential conflicts

None

Adine Wilson

Removed

Tania Dalton Foundation
Trustee

Netball commentator Sky New Zealand

National Basketball League Judicial Panel
Member

New Zealand Olympic Committee Wāhine
Toa Leadership Programme

Bobbi Clark-Heu

Directorships

Recreation Aotearoa
Co-Chair

PA Holdings Limited

MVP Cars 2023 Ltd

DBH Investments Limited

Other related interests

Manukura Cultural Manager
PriceWaterhouseCooper

Te Tuia Sports Club
Chair

Waikato Institute of Leadership
& Sport Studies
Trustee

Wairere Sports Club Incorporated
Committee member

Touch New Zealand
Team member

Removed

Mana Collective Limited

Potential conflicts

None

Appendix 2: Governance meeting attendance 2025/26

Board meeting attendance 2025/26

		20/08/25	17/09/25	4/11/25	17/12/25	18-19/2/26	18/03/26	20/05/26	15/06/26
Adine Wilson	Final day was 4 Nov 2025	•	•	•					
Bobbi-Jo Clark-Heu		•	•	•	•	•	•	•	•
Don Mackinnon	Chair until 23 Mar 2026	•	•	•	•	•	•		
Lesley Nicol		•	•	•	•	•	•	•	•
Lisa Tai	Appointed on 1 Apr 2026							-	•
Lyndon Bray		-	•	•	•	•	•	•	•
Rebecca McDonald	On maternity leave from Dec 2025 - May 2026	•	•	•					-
Tim Castle		•	•	•	•	•	•	•	-
Traci Houpapa	Interim Chair from 24 Mar - 31 Jul 2026 Deputy Chair from 1 August 2026	-	•	-	•	•	•	•	•

Finance and Audit Committee attendance 2025/26

		23/07/25	1/10/25	28/10/25	25/02/26	30/04/26	30/07/26
Lyndon Bray		•	•	•	-	•	-
Tim Castle	F&AC Chair	•	•	•	•	•	•
Traci Houpapa		•	•	-	•	•	•

