



2018

NEW ZEALAND RUGBY ANNUAL REPORT

WELCOME

NAU MAI HAERE MAI

MALO E ME'A MAI

BULA

WELKOM

BIENVENUE

FÀILTE

FÁILTE

BENVENUTO

YŌKOSO

AFIO MAI

BIENVENIDO

CROESO

AHLAN WA SAHLAN

GAMARJOBA

HERZLICH WILLKOMMEN

BIENVENIDO

縁懐

BINE ATI VENIT

ДОБРО ПОЖАЛОВАТЬ!

WAYAKURUA

BEM VINDA

KARIBU

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DIRECTORY

New Zealand Rugby Life Members

| | | |
|---------------|-----------------|-------------------|
| Rob Fisher | Richie Guy | Sir Graham Henry |
| Andy Leslie | Dick Littlejohn | Sir Brian Lochore |
| John Sturgeon | Eddie Tonks | |

New Zealand Representatives to World Rugby

| | | |
|--------------|---------------|-----------|
| Deb Robinson | Mark Robinson | Steve Tew |
|--------------|---------------|-----------|

New Zealand Representatives to SANZAAR

| | |
|-------------|-----------|
| Brent Impey | Steve Tew |
|-------------|-----------|

New Zealand Representative to Oceania Rugby

Steve Lancaster

Appeal Council

| | | |
|--------------|----------------|---------------|
| Pam Andrews | Rob Fisher | Mike Heron QC |
| John Pringle | Bryan Williams | |

Citing Commissioners

| | | |
|-------------|---------------|--------------|
| Keith Brown | Ian Dallas | Tony Duffin |
| David Gray | Martin Harris | Mike O'Leary |
| Erin Rush | John Wootton | |

Judicial Officers

| | | |
|----------------|----------------|-------------------|
| Robin Bates | Roger Drummond | Nigel Hampton, QC |
| Mike Heron, QC | Mike Mika | Helen Morgan |
| Chris Morris | | |

Auditors

Deloitte Limited, Wellington

Solicitors

Simpson Grierson, Wellington
AJ Park, Wellington

New Zealand Māori Rugby Board

| | | |
|----------------------|-------------------|---------------|
| Arapeta Gibson | Merewaakana Kingi | Val Morrison |
| Farah Palmer (Chair) | Howard Peeti | Rick Steedman |
| Bernard Te Pa | Eru Waiti | |

Associate Members

New Zealand Colleges of Education Rugby Football Federation
New Zealand Deaf Rugby Football Union
New Zealand Defence Force Sports Committee
New Zealand Marist Rugby Football Federation (Inc)
New Zealand Rugby Foundation (Inc)
New Zealand Schools Rugby Council
New Zealand Universities
Rugby Football Council (Inc)
Rugby Museum Society of New Zealand (Inc)

SPONSORS



Principal Partner of New Zealand Rugby
& Principal Sponsor of the All Blacks



Major Global Sponsor



Official Broadcasting Partner
of New Zealand Rugby



New Zealand Rugby Charity Partners



NEW ZEALAND RUGBY

At New Zealand Rugby we genuinely care about our culture and strive to create an environment where our employees are highly engaged and committed to ensuring that our national game is run smoothly and effectively at all levels, all over New Zealand. Our vision is to *Inspire and Unify* and we do this by living the values of The Rugby Way, Te Ara Ranga Tira: Be Our Best (Te Pou Hiranga), Be Welcoming (Te Pou Maioha), Be Passionate (Te Pou Ihiihi) and Play Fair (Te Pou Tika).

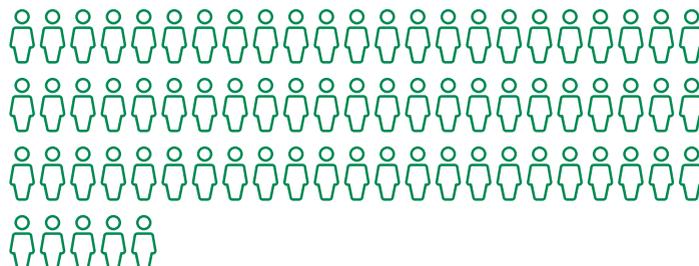
Diversity and inclusion remains a key focus for us at New Zealand Rugby and is defined as a key strategic priority on our annual scoreboard. Whilst we have a good gender balance across the business holistically, we have a continued focus and clear goals to address the gender balance in senior leadership and executive roles. We have implemented structured talent and succession planning and are developing programmes to support our current and aspiring female leaders.

At New Zealand Rugby we have a large focus on creating a workplace culture which promotes flexibility and ensures the wellbeing of our people, with a number of our employees working outside of our main offices, as well as a variety of flexible working arrangements to better suit people's individual family needs.

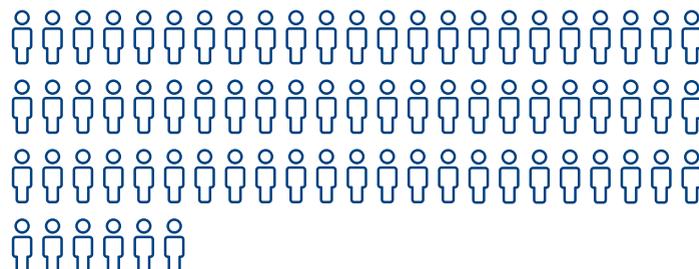
As well as the 149-strong corporate team, we have many experienced team members in many specialist areas – including coaches, managers, trainers, referees and players – who are also an important part of the wider New Zealand Rugby team.

As at 31 Dec 2018, we employed 149 people of which:

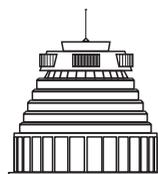
74 are female



75 are male



23 part time



119 based in Wellington



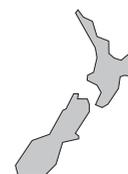
22 fixed term



16 based in Auckland



126 permanent



14 based around New Zealand



New Zealand Rugby staff during 2018 Staff Away Days

NEW ZEALAND RUGBY BOARD



L-R: Andrew Golightly, Sir Michael Jones, Stewart Mitchell, Farah Palmer – Māori Representative, Mark Robinson, Steve Morris, Steve Tew – Chief Executive Officer, Peter Kean, Richard Dellabarca, Brent Impey – Chair, Maurice Trapp – President, Bill Osborne – Vice President

2018 Board

Andrew Golightly
Stewart Mitchell
Mark Robinson

Sir Michael Jones
Farah Palmer – Māori Representative
Steve Morris

Steve Tew – CEO
Richard Dellabarca
Maurice Trapp – President

Peter Kean
Brent Impey – Chair
Bill Osborne – Vice President

Our Board sets the strategy, direction and policy for New Zealand Rugby and oversees the performance of NZR management and staff in delivering that strategy through the Chief Executive and the Executive team.

Until 2017, the nine-member New Zealand Rugby Board consisted of five members nominated and elected by Provincial Unions and the NZ Māori Rugby Board (Elected Board Members), three independent members appointed by an Appointments and Remuneration Committee (Appointed Board Members) and one Māori representative nominated and elected by Provincial Unions and the NZ Māori Rugby Board.

At a Special General Meeting in October 2017 it was decided to transition over a three-year period to a Board comprising three Elected Board Members, three

Appointed Board Members, and three Nominated Board Members. Nominated Board Members are to be nominated by Provincial Unions or the NZ Māori Rugby Board, then appointed by the Appointments and Remuneration Committee, and the first appointment was made in April 2018. One elected position will be replaced by a nominated position in each of 2019 and 2020 to complete the transition.

One of the Nominated Board Member positions must be filled by a representative of Māori, and that person is automatically appointed as NZR Representative on the New Zealand Māori Rugby Board.

All Board Members must resign from, and be independent of, any Provincial Union office.

NEW ZEALAND RUGBY EXECUTIVE



Steve Tew
Chief Executive Officer



Nigel Cass
Chief Rugby Officer



Nicki Nicol
Chief Operating Officer



Nick Brown
Chief Commercial Officer



Darren Shand
All Blacks Manager



Cath Ingram
Executive Assistant

2018 Executive

New Zealand Rugby is made up of four teams across the country who lead, support, develop and promote rugby: Rugby, Organisation, Commercial and All Blacks. New Zealand Rugby is headed by a Chief Executive Officer (CEO), who is supported by an Executive Team (known as 'The Exec'), Leadership Team and other management. The Exec, as people leaders, are responsible for the day to day running of New Zealand Rugby, while the CEO is ultimately responsible for ensuring that New Zealand Rugby's strategy is implemented and that the organisation achieves its objectives. The CEO and Exec work closely with the New Zealand Rugby Board and provide a link between staff and the Board.

FROM THE CHAIR AND CEO

From national to provincial level, 2018 was a unifying year for our teams across the board. We are proud to have four of our Teams in Black as current World Champions, with the All Blacks Sevens and Black Ferns Sevens successfully defending their World Cup titles in San Francisco to join the Black Ferns (2017) and the All Blacks (2015). This, combined with Commonwealth Games gold medals on the Gold Coast and a gold medal for our Under 18 Sevens team at the Youth Olympics in Buenos Aires, made for a very successful year in this exciting format of the game.

The provincial game and Investec Super Rugby provided us with some great rugby moments, including Thames Valley overcoming a tough road away from home to win the Meads Cup, Auckland winning their first Mitre 10 Cup Premiership since 2007, six exciting Ranfurly Shield challenges that saw the Shield tour Taranaki and Waikato before being put away for the summer by Otago, and a back-to-back Investec Super Rugby title for the Crusaders, just to name a few.

We are proud to introduce this year's Annual Report. Our 2018 Scoreboard result of 86 percent was very pleasing, though we know there is no room for complacency. We continue to challenge ourselves, which can be seen in the 2019 Scoreboard.

We must all strive to be innovative and creative. Agility and pace are now mantras for us as leaders of the game.

There remains a strong conflict between changing societal economic dynamics and the legacy and rich history of the game. The message is very clear: we must all strive to be innovative and creative. Agility and pace are now mantras for us as leaders of the game. This applies whether we are looking at new ways to play the game, its regulations and administration, how and when we play, how we transform our entities to maximise our interactions and revenues digitally and how we engage with our fan base, both at home and away. New Zealand Rugby can and must show leadership, but we need our stakeholders as partners. None of us have all the answers. In this world, new cultures of cooperation, sharing of information, being open to new structures and being prepared to question the status quo must be our new norm.



Cameron Dromgool of Thames Valley and his team mates react after their win in the Heartland Championship Meads Cup Final match



TJ Faiane of Auckland celebrates on full time during the Mitre 10 Cup Premiership Final match between Auckland and Canterbury

FROM THE CHAIR AND CEO

Although we are pleased with our latest financial result, under budget with a loss of \$1.9m, these are still challenging times for rugby and our long-term financial projections still show us spending more money than we are earning. Likewise, our five Super Clubs are tight financially, and are being forced to look at offshore options and other non-core ways to sustain their businesses. Our Provincial Unions are also facing significant financial pressures, and are looking at new ways to make money, including offshore camps and building relationships with emerging rugby areas.

While the upcoming broadcast deal and advancements in digital technology will provide us with short-term revenue gains, the costs of our game continue to escalate, whether it is paying professional players, or operating the club, secondary school and community game; as well as dealing with the pressures of finding coaches/administrators/referees, ensuring health and safety and managing the responsibility of compliance. There are no silver bullets, for rugby to thrive in this environment we need to all be working together on solutions.

This year, the Graham Dingle Foundation became the Official Charity of New Zealand Rugby and our national teams. The Graeme Dingle Foundation aims to inspire young New Zealanders to reach their full potential through programmes that help build self-esteem, promote good values and which teach valuable life, education and health skills. We are proud to work together with them to help achieve this.

We also continued our commitment to the recommendations outlined in the 2017 Respect and Responsibility Review. We are working to support and promote more women into leadership and governance roles in rugby and this year Doctor Farah Palmer was the recipient of a Women of Influence Award in the Board category.

However, we rely on our Super Rugby Clubs and Provincial Union Boards to come with us on this journey. It is important that diversity is reflected in Provincial Union nominations for New Zealand Rugby Board candidates, and that our Provincial Union and Super Rugby Club Boards have a range of diverse skills and backgrounds represented. We will be legislated if we want to continue our strong relationships with the likes of Sport NZ, High Performance Sport NZ, ACC and NZTE. As a Board, we will be encouraging you to help us in this area going forward.



Black Ferns Sevens player Kelly Brazier sprints 80m for the match-winning try during the Commonwealth Games Gold Medal match

FROM THE CHAIR AND CEO

Our programmes that take place off the field have a powerful impact on what happens on the field and we are proud of the results Te Hurihanga, RugbySmart and Headfirst are having in partnership with our Provincial Unions and ACC, including crucial work in educating players and our rugby communities about domestic violence. South Canterbury Rugby Football Union's *Stand Up* initiative, led by Craig Calder as part of Te Hurihanga, also demonstrates the positive influence we can have on our communities.

Our bid to host the 2021 Women's Rugby World Cup was successful, and we cannot overstate how much of a highlight it was to be in Dublin for the announcement.

Our vision to Inspire and Unify New Zealanders still puts us in great stead for the future and 2018 also saw a rollout of The Rugby Way, a charter that defines the way we behave in rugby to ensure our sport is welcoming and inclusive for everyone. There are four pillars (pou) that make up The Rugby Way: Be Our Best (Te Pou Hiranga), Be Welcoming (Te Pou Maioha), Be Passionate (Te Pou Ihiihi) and Play Fair (Te Pou Tika); and we have used these pillars in this year's Annual Report to summarise our 2018 activity. We are all owners of the Rugby Way, and it is our responsibility to live it, in everything we do.



Black Fern Sosoli Talawadau, Nicki Nicol from New Zealand Rugby, Dingle Founders Sir Graeme Dingle, Lady Jo-anne Wilkinson and Black Fern Victoria Subritzky-Nafatali at the launch of NZR's partnership with the Graeme Dingle Foundation



Players of the All Blacks and Japan acknowledge fans after the Test match between Japan and New Zealand All Blacks at Tokyo Stadium

We want New Zealanders to be proud of us and are committed to continuing our work in making rugby the best it can be, we have a great opportunity to achieve something special and are looking forward to a busy 2019, including the much-anticipated Men's Rugby World Cup in Japan.

He Tangata, He Tangata, He Tangata: our people are at the heart of rugby's success and it means a lot to us at New Zealand Rugby to know that we have the support of players, coaches, referees, volunteers and fans to tackle our challenges for the good of the sport.

New Zealand Rugby is also grateful for the support of our commercial partners, especially adidas, AIG and SKY Television whose support is vital for the funding, promotion and strengthening of the game. We thank the New Zealand Government; Sport New Zealand; High Performance Sport New Zealand; the many regional and local Councils who maintain grounds and infrastructure at a local level for rugby in New Zealand; and our key partner ACC, as well as the media for their coverage of the game.

Finally, we would like to recognise and thank our fellow Board Members as well as give a special thank you to the dedicated people at New Zealand Rugby – your work in the service of the game is inspiring and much appreciated.

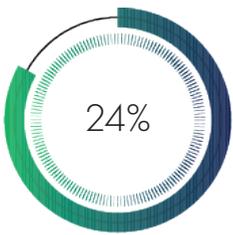
Brent Impey, Chair

Steve Tew, CEO

2018 SCOREBOARD

NZR's 2020 Strategy helps shape our annual planning to ensure we continue to perform at a high level in all areas of our organisation. This is presented through six Strategic Focus Areas as well as some Guiding Principles. It was developed as a five-year plan, with a scheduled review having taken place in 2017. It was here that respect and inclusion and maximising commercial opportunities were introduced as strategic focus areas.

Annually, we use this strategy to develop a Scoreboard which we use to measure our success and review progress. Individual measures are developed for each Strategic Focus Area and the Guiding Principles and are all weighted by importance to total 100. At the end of each year we are scored on our achievement of these measures and for 2018 we achieved a healthy 86% of our scoreboard target.



24%

PRIORITY 1

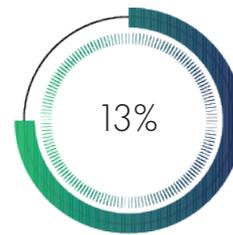
Teams in Black winning pinnacle events



12%

PRIORITY 2

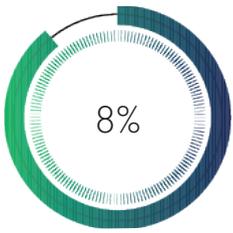
Creating a more respectful and inclusive culture



13%

PRIORITY 3

More players and more communities participating



8%

PRIORITY 4

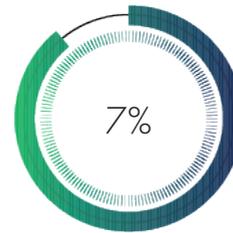
Fans are engaged and numbers growing



8%

PRIORITY 5

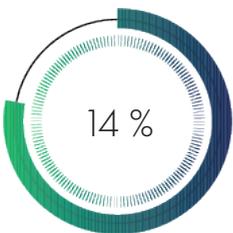
Positive global presence



7%

PRIORITY 6

Develop, diversify and maximise commercial opportunities



14 %

GUIDING PRINCIPLES

From New Zealand Rugby Guiding Principles



86%

OVERALL SCORE

BE OUR BEST HIRANGA

We are proud to have all our national teams excelling on the world stage. The All Blacks and Black Ferns are currently ranked number one in the world, both the All Blacks Sevens and Black Ferns Sevens celebrated joint World Cup title defences and Commonwealth Games Gold, while the Māori All Blacks completed a clean sweep of their Northern Tour and our U18s Sevens team won Gold at the Youth Olympics in Buenos Aires.

Continuing to grow the women's game and profile is a priority. The All Blacks Sevens and Black Ferns Sevens have professional parity and a joint training base in Tauranga. The Black Ferns turned professional in 2018 and are inspiring a whole new generation of young girls and women to get into the game. We've seen double digit growth in the number of girls and women playing at the community level for the last three years and many provincial unions now have direct investment in the women's game, accelerating this growth even further.

However, being our best isn't just about what we have achieved on the field, but also the behaviour we show when we're off the field. The support shown by the All Blacks towards former Wales captain Gareth Thomas by wearing rainbow laces during their Northern Tour highlights the respect our national sides have for people no matter their sexuality, ethnicity or gender. While the success of the Black Ferns and Black Ferns Sevens plays a role in the increasing popularity of the teams, the team culture and positive messages the players spread through social media encourage others to be their best too.

Our Headfirst programme has continued to help people pay much needed attention to their mental

fitness as well as their physical fitness and look after themselves and their loved ones. This year during Investec Super Rugby, the 'Bubble Round' brought mental fitness to the forefront and our Super Rugby clubs encouraged fans and other rugby players to take the time to check in with their loved ones and address their own wellbeing. We were proud to see a 600% increase in visits to the Headfirst website on the Friday before the Bubble Round, as well as multiple messages from the public highlighting the importance of speaking up.

History was made at this year's ASB Rugby Awards, when Black Ferns player Kendra Cocksedge became the first female recipient of the Kel Tremain Memorial Player of the Year Award, recognising the not only the huge contribution she makes to her provincial and national teams, but also her community and the role model she is for future players.

The unified success we have seen in 2018 has put us in a strong position to focus on innovation and constant improvement to continue to succeed at all levels of the game. In order to be our best we must also be upfront when things go wrong. While we might not always get it right, we will work with the rugby community and provide the support to make positive change. We firmly believe that rugby has the ability to have a positive impact on society.



Kendra Cocksedge, Lesley Ketu and Selica Winiata with students and the Women's Rugby World Cup during the announcement of the Black Ferns Memorandum of Understanding



Steve Tew, Mark Robinson and Dr Farah Palmer celebrate New Zealand winning the hosting bid for the Women's Rugby World Cup 2021

BE PASSIONATE

We are incredibly lucky to have passionate, talented and dedicated people who make rugby the game we all love. This year, we learned that our hosting bid for the 2021 Women's Rugby World Cup was successful. We are very proud to have been chosen and are looking forward to hosting the tournament and supercharging the growth of the women's game both on and off the field.

Board members Dr Farah Palmer and Mark Robinson delivered our presentation and were simply outstanding. They delivered very personal and authentic messages emphasising our ability and desire to host and importantly our ambition to grow rugby's influence on the world by using this Women's Rugby World Cup to accelerate the growth of the Women's game both on and off the field.

We were humbled by the way the whole nation was behind and supporting the bid – including the Prime Minister, who reinforced our bid with a video message to the final bid committee – showing how being the host of the WRWC 2021 is something that the whole country wants to be a part of.

Whether it is developing our future international stars or giving everyone the opportunity to get involved and enjoy the game of rugby, the community game remains at the core of our sport.

With a record number of more than 157,000 New Zealanders signing up to play rugby in 2018, female participation continues to rise, reflecting the impact of strong, successful Black Ferns and Blacks Ferns Sevens sides.

For all of our players to be able to enjoy themselves, we need coaches, referees and volunteers to sign up also. It was great to see this continue to happen this year, and we will continue this work into 2019, to make rugby a great sport to be a part of.



BE WELCOMING MAIOHA

This year we have continued our work in ensuring rugby is welcoming and inclusive to everyone involved in our game and implementing the recommendations of the Respect and Responsibility Review. We were honoured to stand with the rainbow community during this year's Auckland Pride Parade and the support of the Black Ferns team members and people from across rugby in Auckland who joined us demonstrated how important it is to be involved in celebrating all backgrounds and walks of life.

We want to play our part in changing negative behaviours in our communities and so we have also been working closely with Provincial Unions in educating players about sexual and domestic violence, as well as developing safe and positive cultures on and off the field and we have received great feedback about these programmes.

With teams based in New Zealand, Australia, South Africa, Argentina and Japan and matches being played across those five countries as well as Fiji and Singapore, and players hailing from a multitude of different backgrounds – Investec Super Rugby is one of the most diverse sports competitions in the world. In a week where all five New Zealand teams were playing in New Zealand the clubs led the charge with the 'Say My Name' round. The purpose was to help people feel brave – and safe enough – to have a go at pronouncing some of the more difficult names – and some of the most commonly mispronounced names – among the New Zealand teams. Players, and many of their families have told us, that it's okay to get it wrong, but they applaud people for making a real effort to get it right, and the "Say My Name" round was an opportunity to try.

Members of the Black Ferns were humbled to visit the Auckland Women's Correctional Facility – the biggest women's prison in New Zealand. Through skills and drills and a Q&A session, the players were able to connect with the inmates and hopefully motivate them for life outside of prison.

After three years of research in partnership between New Zealand Rugby, Auckland Rugby, and AUT into the non-playing participation by Pasifika people in the Auckland rugby system, a trial 12 month long practical leadership programme commenced in September for emerging Pasifika leaders and existing rugby club leadership. Through two workshops, a group of aspiring leaders from Pasifika communities developed a range of skills to assist them with navigating the challenges of two separate worlds (that of their respective culture and that of the Western-centric rugby system), before being partnered with established Pasifika leaders who acted as their mentors.

The research is ground breaking for rugby, sport and the wider New Zealand society, and earned an Australia/New Zealand Sports Management Industry engagement award.

We want rugby to be a sport that New Zealanders are proud of and want to be a part of and will be continuing this programme of work into 2019.



David Havili and TJ Perenara hongi after winning the Bledisloe Cup



Fumiaki Tanaka laughs with Waisake Naholo after the Test match between Japan and the All Blacks at Tokyo Stadium

PLAY FAIR TIKA

To ensure that rugby is the best it can be and is fair to everyone who is involved in the game, we make sure we hold ourselves to account and do what we say we'll do at all times. We are lucky that rugby is woven into the fabric of New Zealand and we can shape culture and behaviours in a positive way.

The way people behave on the sideline plays a key role in this. A positive environment for everyone to enjoy rugby is at the heart of APPLAUD; a New Zealand Rugby initiative to encourage supporters to be good sports at schools and clubs and also to stamp out anti-social sideline behaviour.

We're proud to work with our Provincial Unions on this initiative and have seen some great results. For example, Rugby Southland took some great steps in 2018 to address the unacceptable sideline behaviour and referee abuse they were seeing at their games.

Through discussion with key stakeholders to address and minimise the problems they were facing within the APPLAUD practices, Rugby Southland were able to implement some procedures to achieve some positive results.

Alongside ensuring behaviour on-field and in the stands or on the sidelines is fair to everyone who participates in our game, we are also committed to creating an environment at all levels of the game that encourages participation and celebrates the benefits that playing rugby brings.

Secondary School Rugby plays a vital role in what is usually an introduction to the game and New Zealand Rugby commissioned the Secondary Schools Review in June to better understand the factors that affect this environment. The aim of the review is to ensure that there is a successful model for Secondary School Rugby throughout New Zealand in which boys and girls can both participate and perform.

Above all, we want to make sure playing rugby is a fun, safe and positive experience for all our teenage players, no matter where they live or what level they play at. We now understand that some changes will be needed to help us reach that goal and it will take time, and support from schools, teachers and the community.

More than 500 people participated in online surveys, 300 in focus groups, and those with an interest in Secondary School Rugby were involved in consultation meetings, including SKY TV, player agents and Super Rugby clubs. From this review, 31 recommendations were made which we are committed to addressing with work commencing on the first six recommendations in 2019.



REMAINING ON TOP OF THE WORLD

This year delivered some significant results across the board. As of the 31 December 2018, the All Blacks have been number one in the world for 10 years, the Black Ferns retained the Laurie O'Reilly Memorial Trophy in a two-Series win against Australia, the All Blacks Sevens and Black Ferns Sevens both successfully defended their World Cup titles and won Commonwealth Games Gold Medals on the Gold Coast, the Māori All Blacks won all of their matches and the Under 18 Sevens team won a Gold Medal at the Youth Olympics in Buenos Aires.

A successful three game Steinlager Series win against France, followed by an Investec Rugby Championship title, Bledisloe Cup defence, and a victory against England during the Vista Northern Tour saw the All Blacks win every trophy they play for. The very intensive Vista Northern Tour also saw brilliant games against Japan, England, Ireland and Italy, with just one loss to a strong Irish side.

We were pleased to have three referees included in the World Rugby Sevens squad, as well as six referees selected to officiate Test matches. These appointments highlight the capability in our referee squads and rewards some great performances with the whistle during the year.

Despite high demand for our players from overseas clubs, our retention numbers for players off contract at the end of 2018 were strong at 87 percent and while we face the constraints of a traditional business budget, we continue to balance this with non-monetary policies that assist our players with remaining in New Zealand.



TJ Perenara & Aaron Smith acknowledge each other after performing the haka

- All Blacks win Steinlager Series v France - **ACHIEVED**
- All Blacks win Investec Rugby Championship - **ACHIEVED**
- All Blacks retain Bledisloe Cup - **ACHIEVED**
- All Blacks win all matches on on Vista Northern Tour - **NOT ACHIEVED**
- 50 percent of new player inductees to Investec Super Rugby to have come from U20s programme (wider squad) - **ACHIEVED**
- Project plan for Rugby World Cup 2019 completed/and has buy-in from internal stakeholders - **ACHIEVED**
- All Blacks Sevens win the 2017-18 HSBC WSS - **NOT ACHIEVED**
- All Blacks Sevens win the 2018 Sevens World Cup - **ACHIEVED**
- All Blacks Sevens win the 2018 Commonwealth Games - **ACHIEVED**
- Positive feedback from All Blacks/Investec Super Rugby/Mitre 10 Cup coaches on sevens integration - **ACHIEVED**
- Black Ferns Sevens win the 2017-18 WSS - **NOT ACHIEVED**
- Black Ferns Sevens win the 2018 Sevens World Cup - **ACHIEVED**
- Black Ferns Sevens win the 2018 Commonwealth Games - **ACHIEVED**
- Retain at least 80 percent of players off contract at the end of 2018 who New Zealand Rugby seek to retain - **ACHIEVED**
- At least three New Zealand referees selected onto World Rugby's WSS panel - **ACHIEVED**
- At least three New Zealand referees officiating Test matches in 2018 - **ACHIEVED**

DEVELOPING A GAME FOR ALL

This year we marked one year on from the Respect and Responsibility review. We have embraced the recommendations and are working hard to make sure rugby has a respectful and inclusive culture. We have high expectations to succeed – both on and off the field

We have established a dedicated team and the introduction of the *Creating A More Respectful And Inclusive Culture* priority on our scoreboard helps us to hold ourselves accountable for our culture and how we behave. The Complaints Management Service that was established in 2018 has received overall high satisfaction with over 60 complaints transparently addressed. We have also introduced training programmes within our Provincial Unions and rugby community on domestic violence and child protection which help ensure we have safer rugby environments and highlight the positive impact we can have on society.

We completed the benchmark of gender diversity measures and held the inaugural Women in Governance conference. Governance training was held in three locations around the country and the New Zealand Rugby Board have stated their support for an active 2019 programme.

A new constitution was developed for the Māori Rugby Board, and also completed a new strategic plan . We continue to deepen our connection with te reo and Māori cultural awareness training through the guidance of our Māori Cultural Advisor, Luke Crawford.

The Rugby Way unites all of rugby with a common set of values and was successfully launched on 19 April with Provincial Unions. The rollout of these values will continue over the next couple of years to make sure The Rugby Way is firmly embedded in everything that we do.

In 2018 NZR created a dedicated education and wellbeing team. This team completed a learning and development (L&D) stocktake and needs analysis and created a holistic L&D framework across all of rugby to help guide future work in this area.

We have already come a long way, and we know there is lots more to do to make rugby truly a game for everyone and we will continue to work hard in this area in 2019.



New Zealand Rugby Ambassador Keven Mealamu takes a group of young kiwis through The Rugby Way

- Benchmark gender diversity measures and put in place a program to enhance diversity - **ACHIEVED**
- Review role of Māori Rugby Board and agree strategic priorities - **ACHIEVED**
- Create a holistic framework for learning and development across all of rugby - **ACHIEVED**
- Finalise and roll out The Rugby Way for all of rugby in New Zealand - **ACHIEVED**
- Complaints Manager considers that at least 75 percent of complaints have been managed in a timely manner - **ACHIEVED**

GROWING THE HEART OF OUR GAME

The community game is at the heart of our sport and we were pleased to again see an increase in playing numbers, with 157,218 New Zealanders registering to play rugby in 2018. This was led by an increase in the female game with registrations up from 24,295 in 2017 to 27,838 in 2018. There remain concerns over falling male numbers of 5.5 percent at Secondary Schools, however, the NZR-led Secondary School Review has now provided clarity on the steps to address this and it will be a major focus for 2019.

For these players to enjoy playing rugby, we need coaches to support and lead their teams. While we were disappointed not to achieve our coach to player ratio goal, we were close with a final result of one coach for every 12.3 players and continue to invest time and resources in this critical role. In 2018 we saw an increase in coach numbers from 12,366 in 2017 to 12,550 in 2018.



Canterbury players celebrate during their Farah Palmer Cup Premiership Final victory

Referees are crucial to our game and this year we also saw the referee to players ratios improved to one referee for every 37.8 players, exceeding our 2018 target of 1:39. We launched the "Be In The Game" campaign to drive national referee recruitment and by integrating with Provincial Unions and Rugby Referee Associations, we achieved some positive results which we will continue to build on in 2019.

As Auckland is our largest city with the highest population base in the country, we continued to focus on supporting Wider Auckland Secondary School competitions to create more playing opportunities for those players in the region. In particular, we supported Secondary School programmes that aimed to improve participation amongst Māori, Samoan, and Indian participants, and we worked closely with local rugby clubs to help them connect with the diverse communities that make up the region. It has also been important to us to identify the facilities needed for rugby to thrive in the next 10 years and to support ongoing engagement with Auckland Council and the 21 Local Boards.

Throughout the year, Provincial Unions also ran Quick Rip competitions that included 84 Secondary Schools across the country. Quick Rip is a non-contact version of Sevens Rugby and the initiative encouraged participation through an easy-entry form of the game for both boys and girls in the younger teenage years.

- Increase in U14-U18s participation through introduction of Quick Rip competitions in 50 Secondary Schools - **ACHIEVED**
- Increase female players by 10 percent - **ACHIEVED**
- Coach to player ratio (excluding Quick Rip) ratio 1:12 - **NOT ACHIEVED**
- Referee to player ration (excluding Quick Rip and 0-12) 1:39 - **ACHIEVED**
- Score will be based on the percentage of KPIs that the Provincial Unions attain - **NOT ACHIEVED**

FANS AT THE FOREFRONT

We were pleased to achieve our viewership targets across All Blacks Test matches and Investec Super Rugby, demonstrating the engagement of our fans with New Zealand Super Rugby teams and our teams in black. While total viewership is increasing, the challenge to increase live fan attendance at grounds across our key competitions remains as we fell short of our target for 2018. We are focused on making sure we are constantly innovating and embracing technologies that disrupt the way our fans interact with and watch rugby, to ensure we keep rugby accessible to all fans across different ages and locations in New Zealand and around the world.

While we have a large social media following across our various channels, we challenged ourselves in 2018 to ensure that fans were engaged and interacting with our content and not just being silent or inactive followers. Our goal of 10 percent engagement across our Investec Super Rugby and Mitre 10 Cup channels meant that a lot of consideration had to go into each piece of communication published on social media. We needed to ensure that every post was of value to fans and encouraged them to either share, like, comment or interact in some way. With this strategy in place, a high standard of content was produced across all of New Zealand Rugby's social media channels with the same thought and consideration put into our smaller platforms as on one of our bigger ones. As a result, we achieved our engagement rate and fans were more vocal and interactive on our channels than they have been before.

In partnership with Host Provincial Unions, Venues and Local Authorities we successfully delivered six home Test matches in 2018, achieving the adjusted average of 46.7 out of 50 Operational KPIs. The Steinlager Series in June saw France hosted at capacity or near capacity venues in Auckland, Wellington, and Dunedin and were delivered to a high standard.

The Investec Rugby Championship was highlighted by a hugely successful double header at Eden Park (All Blacks and Black Ferns), followed by an equally impressive first ever All Blacks Test match at Trafalgar Park in Nelson. The sell-out crowd of 21,404 were treated to some entertaining rugby and the activations in the city centre brought the event to life outside the stadium and we applauded the city of Nelson for getting behind the Test match. The final home Test of the year was held in Wellington where a near-full stadium helped us to meet our overall Test match sales target.

This year the HSBC New Zealand Sevens were hosted in Hamilton for the first time, with a lot of behind the scenes work put in to make sure the tournament was a success. The tournament achieved a higher than budgeted profit and World Rugby, players and team management gave us an operational delivery score of 90 percent (against a target of 80 percent). We are proud of how we delivered the first year of the Hamilton tournament, and implemented minor changes across operation and tournament features to take the tournament to the next level for 2019.



Blues fans support their team during Investec Super Rugby

- Exceed an average of 730,000 NZ viewers for All Blacks home matches across pay and free to air channels - **ACHIEVED**
- Exceed an average of 195,000 live viewers for domestic Investec Super Rugby regular season matches - **ACHIEVED**
- All Blacks home Test matches achieve Test match budget sales - **ACHIEVED**
- Crowd attendance at Investec Super Rugby regular season matches to exceed 2017's average of 14,552 - **NOT ACHIEVED**
- Achieve an engagement of 10 percent across NZ's Investec Super Rugby and Mitre 10 Cup Digital and Social Media accounts - **ACHIEVED**
- 42/45 average score for operational KPIs for Test matches - **ACHIEVED**
- Achieve operational and financial targets for New Zealand Sevens - **ACHIEVED**

CONNECTING OUR GAME GLOBALLY

In 2018 we focused on creating tailored online content that would keep the national and international fans of our Teams in Black engaged. Looking forward to the 2019 Rugby World Cup in Japan, we produced a number of Japanese language posts during the All Blacks' Test matches in Japan during their Vista Northern Tour and during Steve Hansen's mid-year visit to the country. We recognise that for some fans around the world, the only way they get to see All Blacks coverage is through highlights packages on All Blacks social media channels, resulting in this content being very popular internationally.

As well as keeping our current fans engaged online, we challenged ourselves to grow our total digital audience to 13.5 million in 2018. As part of this we ran three separate digital campaigns coinciding with different stages of the All Blacks season. For the first time we also produced our own in-house wrap shows for national teams and domestic competitions to give fans even more coverage and satisfy our international fans who don't have access to rugby like we have in New Zealand. The target of 13.5 million was achieved in December with a wide international spread, underlining the global appeal of NZR's national teams.

Team All Blacks started 2018 with approximately 480,000 members and we aimed to end the year with an additional 100,000. Through competitions with mystery prizes, live streaming select Māori All Blacks and All Blacks matches during the 2018 northern tours (which required a Team All Blacks account to view) and various interactive fan campaigns from the digital teams, we were able to finish the year on just over 700,000 members, well exceeding the target and putting us in a great position to achieve our longer term goal of one million members in 2020.

Our most successful direct marketing initiative implemented in 2018 for engaging with our Team All Blacks members was the use of preferences to allow members to pick and choose the content they would be receiving (which competitions, teams, and content they would like to receive from Team All Blacks). This level of targeted content helped us reach an average open rate of 38.5 percent for the year and an average click-through rate of 13.31 percent, more than 14 percent and 10 percent higher than the industry standards respectively.

We have taken a lead role in working closely with our counterparts at SANZAAR, Rugby Australia, South African Rugby Union and the Argentinean Union to consider the future of Investec Super Rugby and Investec Rugby Championship from 2021. With the existing broadcast contracts finishing at the end of 2020 we have the opportunity to review the competition formats and create the right strategic framework for rugby to thrive in our region.

Additional fixtures for our national teams were also successful, with the Black Ferns playing four Test matches against Australia and France, and the Māori All Blacks playing two matches against Brazil and Chile. A Triple Header festival of rugby in Chicago saw the Māori All Blacks and the Black Ferns take on the USA men's and women's teams, alongside the Ireland v Italy Test match.

- Achieve an engagement of 7.5 percent across New Zealand Rugby's six national teams' Digital and Social Media Accounts - **ACHIEVED**
- Total digital audience of 13.5m - **ACHIEVED**
- Total Team All Blacks registrations of at least 580,000 - **ACHIEVED**
- Team All Blacks Engagement to exceed 30 percent on all communication - **ACHIEVED**
- New Zealand Rugby to play a pivotal role in SANZAAR discussion on broadcasting and competition structure - **ACHIEVED**
- Additional fixtures for All Blacks and other national teams confirmed - **ACHIEVED**



Karl Tu'inukuafe takes a post-match selfie with All Blacks fans

SUCCESS THROUGH PARTNERSHIPS

We are very lucky to be able to work with great partners and appreciate their support in ensuring rugby is successful. The recent growth in participation and interest in women's rugby has led to our new relationship with Goodman Fielder and the Molenberg brand to align with the Black Ferns and Black Ferns Sevens teams. This year we were also pleased to extend a number of our commercial partnerships including Unilever, Specsavers, Barkers, and Vista Equity Partners (to name a few).

In 2018 we also experienced strong results in our programme that aimed to both renew existing, and bring on, new international and multinational partners reflecting the global appeal of our teams and brands. There was a specific focus on the Japanese market with the upcoming 2019 Rugby World Cup (RWC2019), where we welcomed the new partnership with Mitsui Fudosan and an expanded relationship with Nissui. We are always appreciative of the notable support and engagement that our national teams get from the Japanese public and fans, and we are committed to have a long-term presence in Japan. We were also pleased to extend our partnership with Nouriz in China.

New Zealand Rugby has a very deliberate commercial strategy to develop new diverse income streams to grow future revenue lines and have set a challenging roll-out to achieve this. The opening of the first Official All Blacks Store at Auckland International Airport saw New Zealand Rugby's first step into the retail sector and continues to trade well. Our offshore coaching programme expanded into Europe which sold out in less than 24 hours and provides a model to globalise in 2019. We secured strong commercial support for the inaugural Ignite7 talent identification programme including new partnerships created with Red Bull, The Warehouse, Te Māngai Pāho, and Barfoot and Thompson as well as a number of our existing suppliers supporting the programme. These and future initiatives will ensure we can continue to bring in the revenue required to grow and strengthen the game in New Zealand at all levels.

- Achieve 2018 budgeted revenue targets across New Zealand Rugby's commercial portfolio - **ACHIEVED**
- Secure contracted future revenue targets above long-term financial projections - **ACHIEVED**
- Sign three international commercial partners either globally or in any of New Zealand Rugby's priority markets - **ACHIEVED**
- Achieve new alternative revenue targets, including Team All Blacks initiatives - **NOT ACHIEVED**



Craig Innes, Yarnie Guthrie, Sir John Kirwin, Steve Tew and Brent Impey take a group photo with young rugby fans in Kashiwa, Japan

GUIDING PRINCIPLES

We were pleased with the financial result from 2018. Coming in under budget with a loss of \$1.9m, following the planned investment post the 2017 DHL New Zealand Lions Series, is a really positive result.

We identified cost savings (GAP Project) towards the end of 2017 and throughout 2018 we made savings across the board, with teams putting a greater focus on cost management. While we continue to invest to ensure the future success of our sport, having to make choices and prioritise spend is part of our fiscal responsibility.

Last year was also a year of organisational change to align resources across key strategic areas and to ensure we were resourcing rugby effectively. This was reflected in our engagement score of 79 percent, which was lower than our 85.2 percent (or higher) goal, though we were pleased to have a 98 percent participation rate, which enabled critical feedback to keep enhancing our wider engagement.

It was a special moment to be able to offer the very first Black Ferns professional contracts in 2018. These contracts provide a significant role in creating stronger development pathways for the increasing number of women playing our game. The steady increase in female players and the success of our Black Ferns and Black Ferns Sevens teams points towards a bright future in the women's game, and we will continue to develop opportunities in this area into 2019. At year end the extension of the Collective Employment Agreement with the NZRPA was still under negotiation.

Our RugbySmart programme, in partnership with ACC, focuses on injury prevention to keep players safe both on and off the field. In 2018, all agreed objectives between New Zealand Rugby and ACC were achieved to provide a positive Return on Investment to ACC of \$3.94 for every \$1 invested. On-field injuries are the lowest they've been in recent times, even though we had a record number of player registrations. ACC data showed that rugby no longer has the highest number of Sport & Rec injury claims, a first for our sport. The programme expanded to include initiatives like Child Protection and we were pleased to see our funding stream increased through new investments from ACC and World Rugby.

We want to make sure we are delivering world-class Test matches across the country for teams, fans and commercial partners to enjoy. The review of the Test Match Delivery Model was completed in 2018 with changes made to ensure that we are delivering world-class sporting events and optimising the financial return from the matches so that this can be invested back into the game.

- Ensure New Zealand Rugby meets or exceeds 2018 budget - **ACHIEVED**
- Implement approved GAP Project activities - **ACHIEVED**
- An overall engagement result that better New Zealand Rugby's 2017 result (85.2) with survey participation of at least 95 percent and completing the Engagement action plan - **NOT ACHIEVED**
- Agree an extension of the CEA with the New Zealand Rugby Players Association by 31 December 2018 as well as finalise terms and conditions for Black Ferns players - **NOT ACHIEVED**
- 100 percent delivery of 2018 RugbySmart objectives - **ACHIEVED**
- Optimise Test Match Delivery Model for Test matches in 2020 onwards - **ACHIEVED**



Westpac Stadium during the Test match between the All Blacks and France

NEW ZEALAND RUGBY BEREAVEMENTS



Barry Trevor Thomas

All Black Number 633 (1962 to 1964)

Died on Friday, 5 January 2018



Kevin "Chalky" Carr

All Blacks Logistics Manager 2014-2016

Died on Monday, 15 January 2018



Graham Charles Williams

All Black Number 668 (1967 to 1968)

Died on Thursday, 25 January 2018



Gary Alan Seear

All Black Number 748 (1976 to 1979)

Died on Thursday, 8 February 2018



Hohepa 'Hepa' Paewai
Māori All Black

Died on Thursday, 22 February 2018



Keith Murdoch

All Black Number 686 (1970 to 1972)

Died on Tuesday, 27 February 2018



Poinisitia "Tia" Paasi

Black Ferns Number 102 (2001 to 2007)

Died on Saturday, 3 March 2018



William "Robin" Robert Archer
All Black Number 563 (1955 to 1957)

Died on Friday, 9 March 2018



Leigh 'Mac' McCallion
Māori All Black

Died on Wednesday, 14 March 2018



Dylan Gabriel Mika

All Black Number 982 (1999)

Died on Tuesday, 20 March 2018



William Fergus McCormick

All Black Number 653 (1965 to 1971)

Died on Tuesday, 10 April 2018



Ereatara 'Eri' Mohi
Māori All Black

Died on Friday, 11 May 2018



Anthony Gordon Steel

All Black Number 664 (1966 to 1968)

Died on Friday, 4 May 2018



Nehemiah 'Miah' Melsom

Māori All Black

Died on Wednesday, 6 June 2018



Mark William Irwin

All Black Number 564 (1955 to 1960)

Died on Saturday, 30 June 2018



Ruruarau Hiha

Māori All Black

Died on Wednesday, 22 August 2018



Robert 'Tommo' Thompson
Māori All Black

Died on Sunday, 18 November 2018



Hiwi Tauroa

Māori All Black

Died on Tuesday, 11 December 2018



Huru 'Sonny' Rutene

Māori All Black

Died on Saturday, 15 December 2018

NEW ZEALAND RUGBY SCOREBOARD 2019



NATIONAL TEAMS WINNING PINNACLE EVENTS

32%

| | |
|--|-----|
| Win Men's Rugby World Cup | 15% |
| Make Men's Rugby World Cup Final | 5% |
| Win the Bledisloe Cup | 2% |
| Retain at least 80% of male players off contract at end of 2019 who NZR seek to retain | 1% |
| 50% of players transitioning from U20s squad make Investec Super Rugby squads | 1% |
| Black Ferns maintain number one world ranking | 2% |
| Men's Sevens qualify for Olympics through WSS | 2% |
| Women's Sevens qualify for Olympics through WSS | 2% |
| At least three NZ referees selected to World Rugby's WSS panel | 1% |
| At least three NZ referees at RWC 2019 | 1% |



CREATING A MORE RESPECTFUL AND INCLUSIVE CULTURE

10%

| | |
|--|----|
| Implement a programme to enhance gender and cultural diversity at NZR & PU governance levels | 2% |
| Begin implementation of L&D framework, including a new Team Managers programme | 2% |
| Rollout a programme to embed The Rugby Way through R&I initiatives across rugby | 2% |
| Develop and deliver a communication programme that brings to life The Rugby Way and supports the growth aspirations of NZR | 2% |
| Implement a programme to increase the number of Māori and Pasifika in non-playing roles | 2% |



MORE PLAYERS AND MORE COMMUNITIES PARTICIPATING

15%

| | |
|--|----|
| Coach to player ratio 1:12; Referee to player ratio 1:38 | 3% |
| Number of female players to be 10% higher than in 2018 | 3% |
| Number of teenage male players to be higher than in 2018 | 3% |
| Rugby Framework developed by July; Implement Secondary School Rugby governance recommendations | 4% |
| WA Rugby Facilities Plan presented and implemented with 17 Auckland Local Boards | 1% |
| Chinese Engagement Programme: 10-15 teams playing in Auckland & North Harbour Rippa competitions | 1% |

NEW ZEALAND RUGBY SCOREBOARD 2019



FANS ARE ENGAGED AND NUMBERS GROWING

9%

| | |
|---|----|
| Exceed an average of 1.1m NZ viewers for All Blacks home matches across Pay & Free to Air channels including highlights | 1% |
| All Blacks home Test matches achieve Test match budget sales | 1% |
| Exceed an average of 290,000 live and highlights viewers for domestic Investec Super Rugby regular season matches (subject to Domestic Competitions review) | 1% |
| Crowd attendance at Investec Super Rugby regular season matches to exceed an average of 14,312 | 1% |
| Achieve an engagement rate of 8% across NZ's Investec Super Rugby, Farah Palmer Cup, and Mitre 10 Cup digital and social media accounts | 3% |
| Achieve an engagement rate of 8% across NZR's six National Teams' digital and social media accounts | 1% |
| Interest in Black Ferns and Black Ferns Sevens maintained at 2018 levels | 1% |



POSITIVE GLOBAL PRESENCE

10%

| | |
|--|----|
| Total digital audience to exceed 2018 levels | 2% |
| Team All Blacks engagement to exceed 30% on all communication | 1% |
| Influence change to World Rugby international Test programme | 2% |
| Work with SANZAAR and other parties to implement new competitions | 3% |
| Governance framework, tournament delivery structure and project plan for WRWC2021 confirmed by NZR Board | 2% |



DEVELOP, DIVERSIFY AND MAXIMISE COMMERCIAL OPPORTUNITIES

12%

| | |
|---|----|
| Contract new and renewal revenue across NZR's commercial portfolio | 3% |
| Secure contracted future revenue above Long Term Financial Projections | 2% |
| Achieve targets for new commercial assets/properties and Team All Blacks initiatives | 1% |
| Total Team All Blacks registrations of at least 800,000 | 1% |
| Successfully commence broadcast sales and negotiation process with necessary groundwork | 5% |



NEW ZEALAND RUGBY GUIDING PRINCIPLES

12%

| | |
|---|----|
| Ensure NZR meets or exceeds 2019 budget | 4% |
| Improve on 2018 engagement score, improve scores on areas that matter to our people and achieve 95% participation | 3% |
| Succession plans and processes in place for critical roles across the organisation (Board, Coaches/Management, NZR) | 2% |
| Complete the outline of the post-2020 Strategic Plan with Board sign-off and wider stakeholder engagement | 3% |

2018 ASB RUGBY AWARDS



Sky Television Fans Try of the Year

Winner: Chris Hala'ufia (St Peter's College)
 Nominees: Kelly Brazier (Black Fern Sevens),
 Richie Mo'unga (Crusaders)

New Zealand Rugby Referee of the Year

Winner: Glen Jackson (Bay of Plenty)
 Nominees: Richard Kelly (Taranaki),
 Rebecca Mahoney (Wairarapa Bush)

Charles Monro Rugby Volunteer of the Year

Winner: Irene Eruera-Taiapa (Horowhenua Kapiti)
 Nominees: Steve Webling (Taranaki), Kim Wheeler (King Country)

Steinlager Salver award

Waka Nathan

New Zealand Rugby Age Grade Player of the Year

Winner: Tom Christie (Canterbury)
 Nominees: Sam Darry (Canterbury), Risaleaana Pouri-Lane (Tasman),
 Kaleb Trask (Bay of Plenty)

Mitre 10 Heartland Championship Player of the Year

Winner: Brett Ranga (Thames Valley)
 Nominees: Craig Clare (Wanganui),
 Willie Wright (South Canterbury)

Duane Monkley Medal

Winner: Luke Romano (Canterbury)
 Nominees: T.J. Faiane (Auckland), Fletcher Smith (Waikato)

Fiao'o Faamausili Medal

Winner: Kendra Cocksedge (Canterbury)
 Nominees: Krysten Cottrell (Hawke's Bay), Jackie Patea-Fereti
 (Wellington)

ASB National Coach of the Year

Winner: Alama Ieremia (Auckland)
 Nominees: Kieran Kite (Canterbury FPC), Scott Robertson (Crusaders)

ASB New Zealand Coach of the Year

Winner: Clark Laidlaw (All Blacks Sevens)
 Nominees: Allan Bunting (Black Ferns Sevens),
 Steve Hansen (All Blacks)

Investec Super Rugby Player of the Year

Winner: Richie Mo'unga (Crusaders)
 Nominees: Solomon Alaimalo (Chiefs),
 Matt Todd (Crusaders)

Tom French Memorial Māori Player of the Year

Winner: Codie Taylor (Ngāti Raukawa / Muaupoko)
 Nominees: Sarah Goss (Ngati Kahungunu),
 Rieko Ioane (Ngāpuhi / Te Whānau ā Apanui)



Clark Laidlaw holds the ASB New Zealand Coach of the Year Award and Alama Ieremia holds the ASB National Coach of the Year

2018 ASB RUGBY AWARDS

Richard Crawshaw Memorial All Blacks Sevens Player of the Year

Winner: Scott Curry (Bay of Plenty)

Nominees: Vilimoni Koroi (Otago), Regan Ware (Bay of Plenty)

Black Ferns Sevens Player of the Year

Winner: Michaela Blyde (Bay of Plenty)

Nominees: Kelly Brazier (Bay of Plenty), Sarah Goss (Manawatu)

New Zealand Rugby Women's Player of the Year

Winner: Kendra Cocksedge (Canterbury)

Nominees: Aroha Savage (Counties Manukau), Selica Winiata (Manawatu)

Kelvin R Tremain Memorial Player of the Year

Winner: Kendra Cocksedge (Canterbury)

Nominees: Richie Mo'unga (Canterbury), Brodie Retallick (Hawkes Bay), Codie Taylor (Canterbury)

adidas National Team of the Year

Winner: Crusaders

Nominees: Auckland, Thames Valley

adidas New Zealand Team of the Year

Winner: Black Ferns Sevens

Nominees: All Blacks, All Blacks Sevens

OTHER RECOGNITION

New Zealand Olympic Committee Gala

Lonsdale cup

Winner: Black Ferns Sevens

Sport NZ's Sport & Recreation Awards

High Performance Campaign – Black Ferns' Women's Rugby World Cup Campaign 2017

2018 World Rugby Awards

World Rugby Women's Sevens Player of the Year in association with HSBC – Michaela Blyde (Black Ferns Sevens)

IRP Special Merit Award – DJ Forbes

IRP Try of the Year – Brodie Retallick (All Blacks v Australia)

2018 55th Halberg Awards

New Zealand's Favourite Sporting Moment

Winner: Mitchell Hunt

Mitchell Hunt drops a stunning last minute drop goal securing the win for the Crusaders during the Super Rugby season. (Crusaders vs. Highlanders, Christchurch)

Sport New Zealand Leadership Award

Winner: Steve Hansen



Kendra Cocksedge holds the Kelvin R Tremain Memorial Player of the Year Award during the 2018 ASB Rugby Awards

ALL BLACKS



Steinlager Series v France

9 June, All Blacks 52-11 France, Auckland

16 June, All Blacks 26-13 France, Wellington

23 June, All Blacks 49-14 France, Dunedin

Investec Rugby Championship

18 August, All Blacks 38-13 Australia, Sydney

25 August, All Blacks 40-12 Australia, Auckland

8 September, All Blacks 46-24 Argentina, Nelson

15 September, All Blacks 34-36 South Africa, Wellington

29 September, All Blacks 35-17 Argentina, Buenos Aires

6 October, All Blacks 32-30 South Africa, Pretoria

Third Bledisloe Cup Test

27 October, All Blacks 37-20 Australia, Yokohama

Vista Northern Tour

3 November, All Blacks 69-31 Japan, Tokyo

10 November, All Blacks 16-15 England, London

17 November, All Blacks 9-16 Ireland, Dublin

24 November, All Blacks 66-3 Italy, Rome

Asafo Aumua - Wellington

Beauden Barrett - Taranaki

Jordie Barrett - Taranaki

Scott Barrett - Taranaki

George Bridge - Canterbury

Brett Cameron - Canterbury

Sam Cane - Bay of Plenty

Dane Coles - Wellington

Liam Coltman - Otago

Ryan Crotty - Canterbury

Mitch Drummond - Canterbury

Gareth Evans - Hawke's Bay

Vaea Fifita - Wellington

Owen Franks - Canterbury

Shannon Frizell - Tasman

Jack Goodhue - Northland

Bryn Hall - North Harbour

Nathan Harris - Bay of Plenty

David Havili - Tasman

Jackson Hemopo - Manawatu

Rieko Ioane - Auckland

Nepo Laulala - Counties Manukau

Ngani Laumape - Manawatu

Anton Lienert-Brown - Waikato

Tyrel Lomax - Tasman

Damian McKenzie - Waikato

Nehe Milner-Skudder - Manawatu

Joe Moody - Canterbury

Richie Mo'unga - Canterbury

Waisake Naholo - Taranaki

Reuben O'Neil - Taranaki

Dalton Papalii - Auckland

TJ Perenara - Wellington

Tim Perry - Tasman

Matt Proctor - Wellington

Kieran Read (C) - Counties Manukau

Brodie Retallick - Hawke's Bay

Ardie Savea - Wellington

Aaron Smith - Manawatu

Ben Smith - Otago

Liam Squire - Tasman

Codie Taylor - Canterbury

Angus Ta'avao - Taranaki

Te Toiroa Tahuriorangi - Taranaki

Matt Todd - Canterbury

Karl Tu'inukuafe - North Harbour

Patrick Tuipulotu - Auckland

Ofa Tuungafasi - Auckland

Luke Whitelock - Canterbury

Samuel Whitelock - Canterbury

Sonny Bill Williams - Counties

Manukau



The All Blacks line up for the National Anthem

Head Coach: Steve Hansen
Assistant Head Coach and Selector: Ian Foster
Selector: Grant Fox
Assistant Coach - Forwards: Mike Cron
Assistant Coach - Defence: Scott McLeod
Managers: Darren Shand and Gilbert Enoka

BLACK FERNS



Laurie O'Reilly Memorial Trophy

18 August, Black Ferns 31-11 Australia, Sydney

25 August, Black Ferns 45-17 Australia, Auckland

2018 Rugby Weekend Tripleheader

3 November, Black Ferns 67-6 USA, Chicago

Black Ferns French Tour

9 November, Black Ferns 14-0 France, Toulon

17 November, Black Ferns 27-30 France, Grenoble

Chelsea Alley - Waikato

Lucy Anderson - Canterbury

Eloise Blackwell - Auckland

Kendra Cocksedge - Canterbury

Krysten Cottrell - Hawke's Bay

Kiritapu Demant - Auckland

Ruahei Demant - Auckland

Lesley Elder - Bay of Plenty

Fiao'o Faamausili - Auckland

Theresa Fitzpatrick - Auckland

Aldora Itunu - Auckland

Linda Itunu - Auckland

Ayesha Leti-l'iga - Wellington

Phillipa Love - Canterbury

Charmaine McMenemy -
Auckland

Natahlia Moors - Auckland

Aleisha Nelson - Auckland

Joanah Ngan-Woo - Wellington

Te Kura Ngata-Aerengamate -
Counties Manukau

Marcelle Parkes - Wellington

Jackie Patea-Fereti - Wellington

Leilani Perese - Counties Manukau

Alena Saili - Southland

Aroha Savage - Counties Manukau

Charmaine Smith - Auckland

Kristina Sue - Manawatu

Monica Tagoai - Wellington

Cristo Tofa - North Harbour

Stacey Waaka - Waikato

Renee Wickliffe - Bay of Plenty

Selica Winiata - Manawatu

Coach: Glenn Moore

Assistant Coaches: Wesley Clarke, John Haggart

Manager: Lauren Cournane



Aleisha Nelson of the Black Ferns makes a break against USA during the Rugby Weekend Tripleheader

ALL BLACKS SEVENS



Australia Sevens

28 January, Fiji (for 5th place), won 31-7

New Zealand Sevens

4 February, Australia (for 3rd place), lost 7-8

USA Sevens

4 March, Australia (for 5th place), won 17-12

Canada Sevens

11 March, England (Semifinal for 5th place), lost 17-21

Hong Kong Sevens

8 April, South Africa (for 3rd place), lost 7-29

XXI Commonwealth Games

15 April, Fiji (for Gold medal), won 14-0

Singapore Sevens

29 April, Samoa (for 5th place), won 36-17

England Sevens

3 June, USA (for 5th place), won 26-5

France Sevens

10 June, Canada (for 3rd place), won 38-5

Rugby World Cup Sevens

22 July, England (Cup final), won 33-12

Oceania Sevens

10 November, Fiji (for 1st place), lost 12-17

Dubai Sevens

1 December, USA (for 1st place), won 21-5

South Africa Sevens

9 December, South Africa (for 3rd place), lost 5-10

Kurt Baker - Manawatu

Jordan Bunce - Waikato

Caleb Clarke - Auckland

Dylan Collier - Waikato

Scott Curry - Bay of Plenty

Sam Dickson - Canterbury

Tima Fainga'anuku - Tasman

Scott Gregory - Northland

Taylor Haugh - Otago

Trael Joass - Tasman/Bay of Plenty

Rocky Khan - Auckland

Andrew Knewstubb - Tasman/

Horowhenua Kapiti

Vilimoni Koroi - Otago

Ngarohi McGarvey-Black - Bay of Plenty

Luke Masirewa - Bay of Plenty

Tim Mikkelson - Waikato

Sione Molia - Counties Manukau

Etene Nanai-Seturo - Counties Manukau

Jona Nareki - Otago

Tone Ng Shiu - Tasman

Amanaki Nicole - Canterbury

Joe Ravouvou - Auckland

Salesi Rayasi - Auckland

Akuila Rokolisoa - Counties Manukau

Daniel Schrijvers - Wellington

Bailey Simonsson - Bay of Plenty

Teddy Stanaway - Bay of Plenty

Isaac Te Tamaki - Waikato

Regan Ware - Bay of Plenty

Joe Webber - Bay of Plenty

Coach: Clark Laidlaw

Assistant Coach: Liam Barry, Tomasi Cama

Manager: Ross Everiss



The All Blacks Sevens and Black Ferns Sevens together with their Commonwealth Games Gold Medals

BLACK FERNS SEVENS



Australia Sevens

28 January, Australia (for 1st place), lost 0-31

XXI Commonwealth Games

15 April, Australia (for Gold medal), won 17-12

Japan Sevens

22 April, France (for 1st place), won 24-12

Canada Sevens

13 May, Australia (for 1st place), won 46-0

France Sevens

10 June, Australia (for 1st place), won 33-7

Rugby World Cup Sevens

21 July, France (Cup Final), won 29-0

USA Sevens

21 October, USA (for 1st place), won 33-7

Dubai Sevens

30 November, Canada (for 1st place), won 26-14

Shakira Baker - Waikato

Michaela Blyde - Bay of Plenty

Kelly Brazier - Bay of Plenty

Gayle Broughton - Taranaki

Theresa Fitzpatrick - Auckland

Sarah Goss - Manawatu

Huia Harding - Waikato

Shiray Kaka - Waikato

Tyla Nathan-Wong - Auckland

Risi Pouri-lane - Tasman

Alena Saili - Southland

Terina Te Tamaki - Waikato

Ruby Tui - Bay of Plenty

Stacey Waaka - Waikato

Katarina Whata-Simpkins - Wellington

Niall Williams - Auckland

Tenika Willison - Waikato

Portia Woodman - Counties Manukau

Coach: Allan Bunting

Assistant Coach: Cory Sweeney

Managers: Jenelle Strickland, Toni Young



MĀORI ALL BLACKS



2018 Rugby Weekend Tripleheader

3 November, Māori All Blacks 59-22 USA, Chicago

2018 Māori All Blacks South American Tour

10 November, Māori All Blacks 35-3 Sao Paulo, Brazil

17 November, Māori All Blacks 73-0 Chile, Santiago



Otere Black, Ash Dixon (captain) and Matt Proctor perform the haka during their South American Tour

- | | |
|--|--|
| <p>Robert Abel Auckland, Ngāti Wai/Waikato-Tainui/Ngāti Hine</p> <p>Otere Black Manawatu, Ngāi Tuhoē Te Whānau-ā-Apanui/Ngāti Tūwharetoa</p> <p>Ash Dixon (c) Hawke's Bay, Ngāti Tahinga</p> <p>Chris Eves North Harbour, Waikato/Tainui</p> <p>Bryn Hall North Harbour, Ngāti Ranginui</p> <p>Billy Harmon Canterbury, Ngāi Tahu</p> <p>Jackson Hemopo Manawatu, Tūhourangi/Ngāti Wāhiao/Ngāi Tahu/Ngāti Rangī/Ngāti Apa ki te Rā Tō</p> <p>Akira Ioane Auckland, Ngāpuhi/ Te Whānau-ā-Apanui</p> <p>Joshua Ioane Ōtago, Te Rārawa</p> <p>Mitchell Karpik Bay of Plenty, Rongomaiwahine/ Ngāti Kahungunu</p> <p>Matthew Lansdown Waikato, Te Atiawa</p> <p>Tyrel Lomax Tasman, Ngāi Tuhoē/ Muaūpoko</p> <p>Jonah Lowe Hawke's Bay, Ngāti Pīkiao</p> <p>Hoani Matenga Bay of Plenty Rangitane/Te Whānau-ā-Apanui</p> | <p>Ben May Hawke's Bay, Ngāti Maniapoto/Waikato</p> <p>Sam Nock Northland, Ngāpuhi</p> <p>Pari Pari Parkinson Tasman, Te Whānau-ā-Apanui</p> <p>Reed Prinsep Canterbury, Te Rārawa</p> <p>Matt Proctor Wellington, Ngāti te Rangī/ Ngāpuhi</p> <p>Marcel Renata Auckland, Ngāti Whānaunga/ Ngāi Takoto</p> <p>Jonathan Ruru Auckland, Ngāti Kahungunu/ Rongomaiwahine</p> <p>Shaun Stevenson North Harbour, Ngāpuhi</p> <p>Rob Thompson Manawatu, Ngāti Kahungunu/ Ngā Rauru</p> <p>Teihorangi Walden Taranaki, Te Atiawa</p> <p>Isaia Walker-Leawere Wellington, Ngāti Porou</p> <p>Regan Ware Taranaki, Ngāti Porou</p> <p>Brad Weber Hawke's Bay, Ngāti Porou</p> <p>Ross Wright Northland, Ngāti Whatua/ Ngāti Porou</p> |
|--|--|

Coach: Clayton McMillan

Assistant Coaches: Joe Maddock and Roger Randle

Manager: Tony Ward

NEW ZEALAND UNDER 20



Oceania Tournament 2018

27 April, New Zealand 97-0 Tonga, Gold Coast

1 May, New Zealand 55-15 Fiji, Gold Coast

5 May, New Zealand 43-28 Australia, Gold Coast

World Rugby U20 Championship 2018

30 May, New Zealand 67-0 Japan, Beziers

3 June, New Zealand 42-10 Wales, Beziers

7 June, New Zealand 27-18 Australia, Perpignan

Semifinal

12 June, New Zealand 7-16 France, Perpignan

3-4 Playoffs

17 June, New Zealand 30-40 South Africa, Beziers

John Akau'ola-Laula - Auckland

Sione Asi - Manawatu

Suetena Asomua - Counties
Manukau

Tom Christie - Canterbury

Caleb Clarke - Auckland

Rob Cobb - Auckland

Leicester Fainga'anuku - Tasman

Devan Flanders - Hawke's Bay

Tom Florence - Taranaki

Scott Gregory - Northland

Ricky Jackson - Otago

Vilimoni Koroi - Otago

Laghan McWhannell - Waikato

Tevita Mafileo - Bay of Plenty

Ciarahn Matoe - Taranaki

Ollie Norris - Waikato

Xavier Roe - Waikato

Hoskins Sotutu - Auckland

Jamie Spowart - Tasman

Bailyn Sullivan - Waikato

Tanielu Tele'a - Auckland

Flynn Thomas - Southland

Kaleb Trask - Bay of Plenty

Will Tremain - Hawke's Bay

Will Tucker - Canterbury

Quinn Tupaea - Waikato

Kaliopasi Uluilakepa - Wellington

Coach: Craig Philpott

Assistant Coaches: David Hill, David Hewett, Willie Rickards

Manager: Martyn Vercoe



The New Zealand U20 team perform the haka during the World Rugby U20 Championship

NEW ZEALAND HEARTLAND XV



New Zealand Heartland XV

1 November, Heartland XV 60-0 Fiji XV, Taupo

4 November, Heartland XV 46-19 NZ Marist, Taupo

Alex Bradley - Thames Valley

Scott Cameron - Horowhenua Kapiti

Carl Carmichael - King Country

Dean Church - King Country

Craig Clare - Wanganui

Cameron Crowley - Wanganui

Ralph Darling - North Otago

James Goodger - Wairarapa Bush

Campbell Hart - Wanganui

Sione Holani - West Coast

Meli Kolinisau - North Otago

Seta Koroitamana - Mid Canterbury

Aaron Lahmert - Horowhenua Kapiti

James Lash - Buller

Sam McCahon - Thames Valley

Callum McDonald - Poverty Bay

Glen McIntyre - Thames Valley

Peni Nabainivalu - Wanganui

Willie Paia'aua - Horowhenua Kapiti

Veikoso Poloniati - South Canterbury

Brett Ranga - Thames Valley

Andrew Stephens - Buller

Troy Tauwhare - West Coast

Alex Thrupp - King Country

Willie Wright - South Canterbury

Coach: Craig Scanlon

Assistant Coach: Mark Rutene

Manager: Gavin Hodder



Heartland XV come in for a team huddle before their match

NEW ZEALAND SCHOOLS



New Zealand Schools 2018

27 September, New Zealand Schools 54-0 Tonga, Brisbane

1 October, New Zealand Schools 55-31 Australia Schools
Barbarians, Brisbane

6 October, New Zealand Schools 24-12 Australia Schools, Brisbane



Sam Darry and Tom Van der Schyff compete at the lineout during the Schools Rugby match between Australian Schools and New Zealand Schools

- | | |
|--|--|
| Iona Apineru St Patrick's College, Silverstream | Simon Parker St Peter's School, Cambridge |
| Louie Chapman Christchurch BHS | George Prain Rangiora High School |
| Sam Darry Christ's College | Isaiah Punivai St Kentigern College |
| Chay Fihaki Sacred Heart College | Rivez Reihana St Kentigern College |
| Taufa Funaki Sacred Heart College | Anton Segner Nelson College |
| Matt Graham-Williams St Kentigern College | Zarn Sullivan King's College |
| Niko Jones St Peter's College, Auckland | Tiaan Tauakipulu St Kentigern College |
| Jacob Kneepkens Francis Douglas Memorial College | Patrick Thacker Christ's College |
| Joshua Lord Hamilton BHS | Tyrone Thompson Napier BHS |
| Josiah Marakau Feilding High School | Soane Vika Mt Albert Grammar |
| Thomas Martin Hamilton BHS | Ethan Webster-Nonu Scots College |
| Saula Mau Auckland Grammar | Tamaiti Williams St Kentigern College |
| Blair Murray New Plymouth BHS | Gideon Wrampling St Paul's Collegiate |

Coach: Brad Moorar

Assistant Coach: Sam Moore

Manager: Nick Reid

NEW ZEALAND REFEREES



Pro 14,

1 September 2017-26 May 2018, 31 August – 25 May 2019

HSBC World Sevens Series

1 December 2017 – 3 June 2018

Six Nations

3 February – 17 March

Investec Super Rugby

17 February – 4 August

Commonwealth Games

13 – 15 April

June Internationals

27 May – 23 June

U20 World Championships

30 May – 17 June

Rugby World Cup Qualifiers

30 June

Rugby World Cup Sevens

20 – 22 July

Investec Rugby Championship

18 August – 6 October

Farah Palmer Cup

1 September – 20 October

Mitre 10 Cup

16 August – 27 October

Mitre 10 Heartland Championship

25 August – 28 October

National Sevens

15 – 16 December

Nick Briant - Bay of Plenty

Tipene Cottrell - Hawke's Bay

James Doleman - Auckland

Mike Fraser - Wellington

Tim Griffiths - Manawatu

Nick Hogan - Wellington

Glen Jackson - Bay of Plenty

Richard Kelly - Taranaki

Mike Lash - Tasman

Angus Mabey - Auckland

Damian Macpherson - Poverty Bay

James Munro - Canterbury

Jamie Nutbrown - Canterbury

Ben O'Keeffe - Wellington

Brendon Pickerill - North Harbour

Hugh Reed - Hawke's Bay

Cameron Stone - Taranaki

Nick Webster - North Otago

Michael Winter - Waikato

Paul Williams - Taranaki



Brendon Pickerill from North Harbour officiates the Blues v Crusaders derby during Investec Super Rugby.

2018 INVESTEC SUPER RUGBY RESULTS

Investec Super Rugby Final

August 4, Crusaders 37-18, Lions, Christchurch

Investec Super Rugby Semifinals

July 28, Lions 44-26, Waratahs, Johannesburg

July 28, Crusaders 30-12, Hurricanes, Christchurch



| Team | Played | Win | Draw | Loss | F | A | BP4 | BP7 | Points |
|-------------|--------|-----|------|------|-----|-----|-----|-----|--------|
| Crusaders | 16 | 14 | - | 2 | 542 | 295 | 7 | - | 63 |
| Lions | 16 | 9 | - | 7 | 519 | 435 | 6 | 4 | 46 |
| Waratahs | 16 | 9 | 1 | 6 | 557 | 445 | 4 | 2 | 44 |
| Hurricanes | 16 | 11 | - | 5 | 474 | 343 | 5 | 2 | 51 |
| Chiefs | 16 | 11 | - | 5 | 463 | 368 | 3 | 2 | 49 |
| Highlanders | 16 | 10 | - | 6 | 437 | 445 | 3 | 1 | 44 |
| Jaguars | 16 | 9 | - | 7 | 409 | 418 | 2 | - | 38 |
| Sharks | 16 | 7 | 1 | 8 | 437 | 442 | 2 | 4 | 36 |
| Rebels | 16 | 7 | - | 9 | 440 | 461 | 5 | 3 | 36 |
| Brumbies | 16 | 7 | - | 9 | 393 | 422 | 2 | 4 | 34 |
| Stormers | 16 | 6 | - | 10 | 390 | 423 | - | 5 | 29 |
| Bulls | 16 | 6 | - | 10 | 441 | 502 | 2 | 3 | 29 |
| Reds | 16 | 6 | - | 10 | 389 | 501 | 1 | 3 | 28 |
| Blues | 16 | 4 | - | 12 | 378 | 509 | 2 | 4 | 22 |
| Sunwolves | 16 | 3 | - | 13 | 404 | 664 | - | 2 | 14 |



The Crusaders celebrate after winning the Investec Super Rugby Final against the Lions

2018 MITRE 10 CUP RESULTS

Mitre 10 Cup Premiership Final

27 October, Auckland 40-33 Canterbury, Auckland

Mitre 10 Cup Premiership Semifinals

19 October, Canterbury 21-16 Tasman, Nelson

20 October, Auckland 38-17 Wellington, Auckland



Mitre 10 Cup Premiership Round Robin:

| Team | Played | Win | Draw | Loss | F | A | BP4 | BP7 | Points |
|------------------|--------|-----|------|------|-----|-----|-----|-----|--------|
| Auckland | 10 | 9 | - | 1 | 343 | 209 | 9 | 1 | 46 |
| Tasman | 10 | 9 | - | 1 | 319 | 195 | 7 | 0 | 43 |
| Canterbury | 10 | 8 | - | 2 | 325 | 212 | 8 | 1 | 41 |
| Wellington | 10 | 6 | - | 4 | 354 | 202 | 7 | 3 | 34 |
| North Harbour | 10 | 6 | - | 4 | 317 | 297 | 6 | 0 | 30 |
| Counties Manukau | 10 | 2 | - | 8 | 218 | 275 | 3 | 6 | 17 |
| Taranaki | 10 | 2 | - | 8 | 203 | 335 | 3 | 2 | 13 |

Mitre 10 Cup Championship Final

26 October, Waikato 36-13 Otago, Hamilton

Mitre 10 Cup Championship Semifinals

20 October, Waikato 48-26 Northland, Hamilton

20 October, Otago 20-19 Hawke's Bay, Dunedin

Mitre 10 Cup Championship Round Robin:

| Team | Played | Win | Draw | Loss | F | A | BP4 | BP7 | Points |
|---------------|--------|-----|------|------|-----|-----|-----|-----|--------|
| Waikato | 10 | 6 | - | 4 | 368 | 243 | 7 | 3 | 34 |
| Otago | 10 | 6 | - | 4 | 306 | 302 | 4 | 1 | 29 |
| Hawke's Bay | 10 | 5 | - | 5 | 296 | 321 | 7 | 1 | 28 |
| Northland | 10 | 4 | - | 6 | 276 | 306 | 5 | 3 | 24 |
| Bay of Plenty | 10 | 4 | - | 6 | 253 | 292 | 3 | 2 | 21 |
| Manawatu | 10 | 3 | - | 7 | 202 | 357 | 2 | 0 | 14 |
| Southland | 10 | 0 | - | 10 | 168 | 402 | 3 | 1 | 4 |

2018 FARAH PALMER CUP RESULTS

Farah Palmer Cup Premiership Final

20 October, Canterbury 13-7 Counties Manukau at Pukekohe

Farah Palmer Cup Premiership Semifinals

13 October, Canterbury 31-12 Manawatu, Christchurch

13 October, Canterbury 52-29 Counties Manukau at Christchurch



Farah Palmer Cup Premiership Round Robin:

| Team | Played | Win | Draw | Loss | F | A | BP4 | BP7 | Points |
|------------------|--------|-----|------|------|-----|-----|-----|-----|--------|
| Canterbury | 6 | 5 | - | 1 | 245 | 104 | 6 | 1 | 27 |
| Waikato | 6 | 5 | - | 1 | 207 | 91 | 5 | - | 25 |
| Counties Manukau | 6 | 4 | - | 2 | 176 | 136 | 6 | 1 | 23 |
| Manawatu | 6 | 3 | - | 3 | 130 | 147 | 4 | - | 16 |
| Bay of Plenty | 6 | 2 | - | 4 | 151 | 176 | 2 | 1 | 11 |
| Auckland | 6 | 1 | - | 5 | 170 | 191 | 2 | 1 | 7 |

Farah Palmer Cup Championship Final

20 October, Wellington 57-5 Otago, Porirua

Farah Palmer Cup Championship Semifinals

13 October, Wellington 33-7 North Harbour, Porirua

13 October, Otago 34-10 Hawke's Bay, Dunedin

Farah Palmer Cup Championship Round Robin:

| Team | Played | Win | Draw | Loss | F | A | BP4 | BP7 | Points |
|---------------|--------|-----|------|------|-----|-----|-----|-----|--------|
| Wellington | 6 | 5 | - | 1 | 359 | 86 | 5 | 1 | 26 |
| Otago | 6 | 4 | - | 2 | 189 | 109 | 4 | - | 20 |
| Hawke's Bay | 6 | 4 | - | 2 | 201 | 107 | 3 | - | 19 |
| North Harbour | 6 | 2 | - | 4 | 150 | 187 | 2 | - | 10 |
| Tasman | 6 | 1 | - | 5 | 101 | 332 | 1 | - | 5 |
| Taranaki | 6 | - | - | 6 | 22 | 435 | - | - | 0 |

2018 HEARTLAND CHAMPIONSHIP RESULTS

Heartland Championship - Meads Cup Final

27 October, Thames Valley 17-12 South Canterbury, Timaru

Heartland Championship - Meads Cup Semifinals

20 October, Thames Valley 17-7 Wanganui, Wanganui

20 October, South Canterbury 58-21 King Country, Timaru



Heartland Championship - Lochore Cup Final

28 October, Horowhenua Kapiti 26-23 Wairarapa Bush, at Levin

Heartland Championship - Lochore Cup Semifinals

20 October, Wairarapa Bush 30-21 North Otago, Masterton

20 October, Horowhenua Kapiti 34-24 Mid Canterbury, Levin

Heartland Championship Round Robin:

| Team | Played | Win | Draw | Loss | F | A | BP4 | BP7 | Points |
|-------------------|--------|-----|------|------|-----|-----|-----|-----|--------|
| Wanganui | 8 | 8 | - | 0 | 331 | 113 | 7 | 0 | 39 |
| South Canterbury | 8 | 6 | - | 2 | 341 | 151 | 7 | 1 | 32 |
| King Country | 8 | 6 | - | 2 | 303 | 231 | 6 | 1 | 31 |
| Thames Valley | 8 | 5 | - | 3 | 274 | 233 | 7 | 1 | 28 |
| Horowhenua Kapiti | 8 | 4 | - | 4 | 253 | 251 | 6 | 2 | 24 |
| Wairarapa Bush | 8 | 4 | - | 4 | 212 | 195 | 4 | 1 | 21 |
| North Otago | 8 | 4 | - | 4 | 213 | 209 | 2 | 2 | 20 |
| Mid Canterbury | 8 | 3 | - | 5 | 225 | 233 | 5 | 2 | 19 |
| West Coast | 8 | 4 | - | 4 | 228 | 241 | 5 | 1 | 16 |
| Buller | 8 | 2 | - | 6 | 223 | 289 | 5 | 3 | 16 |
| Poverty Bay | 8 | 2 | - | 6 | 193 | 302 | 6 | 2 | 16 |
| East Coast | 8 | 0 | - | 8 | 99 | 447 | 1 | 1 | 2 |

2018 COMPETITION RESULTS

National 7s

Men's Cup Final

15-16 December, Tasman 12-7 Counties Manukau, Tauranga

Women's Cup Final

15-16 December, Manawatu 12-7 Waikato, Tauranga



Jock Hobbs Memorial National Under 19 Tournament

Graham Mourie Cup Premiership Final

9-15 September, Bay of Plenty 35-30 Canterbury, Taupo

Michael Jones Trophy Championship Final

9-15 September, Waikato 30-5 Otago, Taupo



Ranfurly Shield Results

28 July, Taranaki 78-0 Poverty Bay, Tikorangi

24 August, Taranaki 41-21 Manawatu, New Plymouth

13 September, Waikato 42-22 Hawke's Bay, Hamilton

13 October, Waikato 19-23 Otago, Hamilton

4 August, Taranaki 33-10 Wanganui, Hawera

9 September, Taranaki 19-33 Waikato, New Plymouth

29 September, Waikato 42-11 Southland, Hamilton



Otago celebrate winning the Ranfurly Shield during the Mitre 10 Cup season

GOVERNANCE

BOARD COMPOSITION AND TENURE

The current Board comprises Board Members with a mix of qualifications, skills and experience appropriate to New Zealand Rugby's operations and strategic direction. Qualifications and experience of individual Board Members can be found on New Zealand Rugby's website at www.nzrugby.co.nz/about-us/our-people/our-board

The Constitution provides that the size of the Board shall consist of not more than nine Members. Board Members are elected or appointed for a three-year term and can serve a maximum of three consecutive terms unless the Board is satisfied that exceptional circumstances warrant election or appointment for a further term. Board Members are elected or appointed in one-of-three ways:

- **Elected** – A person elected to the Board following a vote by all Provincial Unions and the New Zealand Māori Rugby Board.
- **Nominated** – A person appointed to the Board by the Appointments and Remuneration Committee having been nominated by a Provincial Union or the New Zealand Māori Rugby Board.
- **Appointed** - A person appointed to the Board by the Appointments and Remuneration Committee having applied for appointment.

The Board is transitioning from Elected to Nominated positions where effectively over a three-year period three Elected Board Members will be replaced by three Nominated Board Members as follows:

- From the conclusion of the 2018 Annual General Meeting until the conclusion of the 2019 Annual General Meeting the Board must comprise five Elected Board Members, one Nominated Board Member (being the Māori Representative) and three Appointed Board Members.
- From the 2019 Annual General Meeting until the conclusion of the 2020 Annual General Meeting the Board must comprise four Elected Board Members, two Nominated Board Members (including the Māori Representative) and three Appointed Board Members.

- From the conclusion of the 2020 Annual General Meeting the Board must be comprised of three Elected Board Members, three Nominated Board Members including the Māori representative and three Appointed Board Members.

| | | ORIGINALLY APPOINTED | LAST REAPPOINTED OR ELECTED |
|--------------------|-------------------|----------------------|-----------------------------|
| Brent Impey | Appointed | 3 February 2012 | 28 April 2016 |
| Mark Robinson | Elected | 24 April 2013 | 28 April 2016 |
| Andrew Golightly | Elected | 30 April 2014 | 27 April 2017 |
| Stewart Mitchell | Elected | 30 April 2014 | 27 April 2017 |
| Peter Kean | Appointed | 30 April 2014 | 27 April 2017 |
| Richard Dellabarca | Appointed | 23 April 2015 | 19 April 2018 |
| Farah Palmer | Nominated (Māori) | 13 December 2016 | 19 April 2018 |
| Steve Morris | Elected | 28 April 2016 | |
| Sir Michael Jones | Elected | 19 April 2018 | |

As at AGM 2019

| NAME | TERM 1 | TERM 2 | TERM 3 |
|---------------------------|--------|--------|--------|
| Brent Impey ¹ | | | |
| Mark Robinson | | | |
| Andrew Golightly | | | |
| Stewart Mitchell | | | |
| Peter Kean | | | |
| Richard Dellabarca | | | |
| Farah Palmer ² | | | |
| Steve Morris | | | |
| Sir Michael Jones | | | |

¹ Brent Impey was appointed as a Board Member replacing Chris Doig who resigned due to ill health part way through his first term.

² Farah Palmer was appointed as a Board Member replacing Wayne Peters who resigned due to ill health part way through his second term.

GOVERNANCE

BOARD COMMITTEES

The Board has established four committees that focus on particular areas. The committees have no decision making ability but all committees operate under Terms of References which define their purpose, membership, powers, and frequency of meetings. Committee Chairs are from time-to-time rotated to ensure appropriate segregation and Board Member development.

| COMMITTEE | ROLES AND RESPONSIBILITIES | MEMBERSHIP | MEETINGS |
|--|---|---|--------------------------------|
| Rugby Committee | Oversee Provincial Unions, Super Rugby Clubs, Injury prevention and management | Consists of not less than three and up to five members of the Board, plus the Chair of the Board and at the Board's discretion up to two co-opted members. Current members: Mark Robinson (Chair) Andrew Golightly Brent Impey Michael Jones Steve Morris Farah Palmer Sam Lotu-liga (co-opted) Deb Robinson (co-opted) | At least four times per year. |
| Commercial Committee | Commercial, brand and revenue generating matters. | Up to two co-opted members Current members: Peter Kean (Chair) Richard Dellabarca Brent Impey Steve Morris Liz Te Amo (co-opted) | At least four times per year. |
| Audit, Risk, People and Capability Committee | Assist the Board to meet its audit, risk, and health and safety responsibilities and to review and make recommendations in relation to New Zealand Rugby's remuneration policies and succession planning. | Current members: Stewart Mitchell (Chair) Richard Dellabarca Brent Impey Peter Kean Mark Robinson | At least three times per year. |
| Strategy Committee | Oversee the development, monitoring and review of New Zealand Rugby's 2020 Strategy and beyond and major projects. | Comprised of and up to three co-opted members. Current members: Richard Dellabarca (Chair) Brent Impey (ex officio) Stewart Mitchell Farah Palmer Bart Campbell (co-opted) Steve Tew (ex officio) | At least four times per year. |

GOVERNANCE

The table below reports attendance of members at Board and Board Committee meetings during the year ended 31 December 2018.

| | BOARD | RUGBY COMMITTEE | COMMERCIAL COMMITTEE | AUDIT, RISK, PEOPLE AND CAPABILITY COMMITTEE | STRATEGY COMMITTEE |
|--------------------------------|-------|-----------------|----------------------|--|--------------------|
| NUMBER OF MEETINGS | 9 | 5 | 4 | 4 | 3 |
| Richard Dellabarca | 9 | - | 4 | 3 | 2 |
| Andrew Golightly | 9 | 3 | - | - | - |
| Brent Impey | 9 | 5 | 4 | 4 | 3 |
| Sir Michael Jones ¹ | 6 | 3 | - | - | 1 |
| Peter Kean | 9 | - | 4 | 4 | - |
| Stewart Mitchell | 9 | - | - | 4 | 3 |
| Steve Morris | 8 | 5 | 4 | - | - |
| Farah Palmer | 9 | 5 | 1 ² | - | 2 ² |
| Mark Robinson | 9 | 5 | - | 4 | - |
| Glen Wahlstrom ¹ | 1 | 1 | - | - | 1 |

¹ Glen Wahlstrom retired at the 2018 Annual General Meeting and was replaced by Sir Michael Jones.

² Farah Palmer transitioned from the Commercial Committee to the Strategy Committee during 2018.

Board Member Remuneration

Remuneration for Board Members was approved at the 2018 Annual General Meeting at \$566,624 in aggregate for the year, a 1.5 percent increase from the prior year (\$558,250). The Board implemented the increase effective from 1 May 2018. The table below shows remuneration by Board Member for the year ended 31 December 2018.

| | BOARD | RUGBY COMMITTEE | COMMERCIAL COMMITTEE | AUDIT, RISK, PEOPLE AND CAPABILITY COMMITTEE | STRATEGY COMMITTEE | TOTAL REMUNERATION |
|---------------------------------|-----------|-----------------|----------------------|--|--------------------|--------------------|
| Richard Dellabarca ³ | \$51,068 | - | - | \$2,538 | \$2,569 | \$56,175 |
| Andrew Golightly | \$51,068 | - | - | - | - | \$51,068 |
| Brent Impey (Chair) | \$132,777 | - | - | - | - | \$132,777 |
| Sir Michael Jones | \$23,044 | - | - | - | - | \$23,044 |
| Peter Kean | \$51,068 | - | \$5,107 | - | - | \$56,175 |
| Stewart Mitchell ³ | \$51,068 | - | - | \$2,569 | \$2,538 | \$56,175 |
| Steve Morris | \$51,068 | - | - | - | - | \$51,068 |
| Farah Palmer | \$51,068 | - | - | - | - | \$51,068 |
| Mark Robinson | \$51,068 | \$5,107 | - | - | - | \$56,175 |
| Glen Wahlstrom | \$28,024 | - | - | - | - | \$28,024 |

³ Richard Dellabarca and Stewart Mitchell swapped Committee Chair roles following the 2018 Annual General Meeting.

Associates

In September 2018 New Zealand Rugby acquired a 40% shareholding in the Blues Super Rugby Club and appointed three directors to the Blues Board, being Richard Dellabarca, Sam Lotu-liga and John Hart. New Zealand Rugby appointees to the Blues Board are paid \$1,200 per meeting.

2018 FINANCIAL REPORT

SUMMARY INCOME STATEMENT

for the year ended 31 December 2018

| | GROUP | |
|--|----------------|----------------|
| | 2018 \$000 | 2017 \$000 |
| Income | | |
| Broadcast rights | 73,332 | 104,571 |
| Sponsorship and licensing | 68,074 | 62,493 |
| Matchday | 28,072 | 64,567 |
| Other income | 6,685 | 5,849 |
| Interest income | 3,706 | 3,565 |
| Foreign exchange gains | 9,647 | 15,895 |
| Equity accounted profit of associates and joint ventures | - | 311 |
| Total income | 189,516 | 257,251 |
| Expenditure | | |
| Game development | 31,570 | 30,008 |
| Teams in Black | 57,263 | 69,494 |
| Competitions | 88,518 | 111,901 |
| Administration | 13,290 | 12,392 |
| Interest expense | 642 | 38 |
| Equity accounted loss of associates and joint ventures | 96 | - |
| Total expenditure | 191,379 | 223,833 |
| Net (loss)/profit before tax | (1,863) | 33,418 |
| Income tax | - | - |
| Net (loss)/profit after tax | (1,863) | 33,418 |
| Net (loss)/profit after tax attributable to: | | |
| Stakeholders of the parent | (1,863) | 33,777 |
| Non-controlling interest | - | (359) |
| | (1,863) | 33,418 |

SUMMARY COMPREHENSIVE INCOME STATEMENT

for the year ended 31 December 2018

| | GROUP | |
|---|-----------------|---------------|
| | 2018 \$000 | 2017 \$000 |
| Net (loss)/profit after tax | (1,863) | 33,418 |
| Other comprehensive income | | |
| <i>Items that may be reclassified to profit or loss:</i> | | |
| Net (loss)/gain on cash flow hedges | (15,390) | (3,683) |
| Exchange differences arising from translation of foreign operations | (3) | 150 |
| Total comprehensive income, net of tax | (17,256) | 29,885 |
| Total comprehensive income attributable to: | | |
| Stakeholders of the parent | (17,256) | 30,244 |
| Non-controlling interest | - | (359) |
| | (17,256) | 29,885 |

SUMMARY BALANCE SHEET

for the year ended 31 December 2018

| | GROUP | |
|---|----------------|----------------|
| | 2018 \$000 | 2017 \$000 |
| Current assets | | |
| Cash and cash equivalents | 19,330 | 17,757 |
| Term investments | 70,500 | 79,000 |
| Trade and other receivables | 63,216 | 47,294 |
| Prepayments | 2,902 | 2,923 |
| Loans and advances | 175 | 342 |
| Financial instruments | 11,377 | 12,041 |
| Total current assets | 167,500 | 159,357 |
| Non-current assets | | |
| Term investments | - | 15,000 |
| Trade and other receivables | 3,047 | 4,658 |
| Loans and advances | 737 | 42 |
| Property, plant and equipment | 1,819 | 2,128 |
| Intangible assets | 8,363 | 7,544 |
| Investment in associates and joint ventures | 3,130 | 2,316 |
| Financial instruments | 5,859 | 20,508 |
| Total non-current assets | 22,955 | 52,196 |
| Total assets | 190,455 | 211,553 |
| Current liabilities | | |
| Trade and other payables | 10,111 | 11,553 |
| Income in advance | 46,961 | 46,624 |
| Benevolent and welfare fund | 2,138 | 2,478 |
| Provision for medical costs | 589 | 601 |
| Player payment variation account | 5,922 | 2,669 |
| Financial instruments | 902 | 410 |
| Total current liabilities | 66,623 | 64,335 |
| Non-current liabilities | | |
| Provision for medical costs | 3,332 | 3,619 |
| Player payment variation account | 14,726 | 20,238 |
| Financial instruments | 1,950 | 2,281 |
| Total non-current liabilities | 20,008 | 26,138 |
| Total liabilities | 86,631 | 90,473 |
| Net assets | 103,824 | 121,080 |
| Equity | | |
| Cash flow hedge reserve | 13,711 | 29,101 |
| Foreign currency translation reserve | (5) | (2) |
| Retained earnings | 90,118 | 91,981 |
| Total equity | 103,824 | 121,080 |

For and on behalf of the Board who authorised the issue of the summary financial statements on 21 February 2019.



BRENT IMPEY
Chair



Stewart Mitchell
Chair - Audit, Risk, People and Capability Committee

SUMMARY STATEMENT OF CHANGES IN EQUITY

for the year ended 31 December 2018

| | GROUP | | | | |
|---|----------------------------|---|----------------------|---|-----------------|
| | CASH FLOW HEDGE RESERVE | FOREIGN CURRENCY TRANSLATION RESERVE | RETAINED EARNINGS | ATTRIBUTABLE TO NON- CONTROLLING INTERESTS | TOTAL EQUITY |
| | \$000 | \$000 | \$000 | \$000 | \$000 |
| Balance as at 1 January 2017 | 32,784 | (152) | 58,204 | 794 | 91,630 |
| Net profit for the 2017 year | - | - | 33,777 | (359) | 33,418 |
| Subsidiary becoming a joint venture | - | - | - | (435) | (435) |
| Other comprehensive income | | | | | |
| Net gain on cash flow hedges | (3,683) | - | - | - | (3,683) |
| Exchange differences from translation of foreign operations | - | 150 | - | - | 150 |
| Total other comprehensive income, net of tax | (3,683) | 150 | - | - | (3,533) |
| Total comprehensive income, net of tax | (3,683) | 150 | 33,777 | (359) | 29,885 |
| Balance as at 31 December 2017 | 29,101 | (2) | 91,981 | - | 121,080 |
| Net loss for the 2018 year | - | - | (1,863) | - | (1,863) |
| Other comprehensive income | | | | | |
| Net gain on cash flow hedges | (15,390) | - | - | - | (15,390) |
| Exchange differences from translation of foreign operations | - | (3) | - | - | (3) |
| Total other comprehensive income, net of tax | (15,390) | (3) | - | - | (15,393) |
| Total comprehensive income, net of tax | (15,390) | (3) | (1,863) | - | (17,256) |
| Balance as at 31 December 2018 | (13,711) | (5) | 90,118 | - | 103,824 |

SUMMARY CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2018

| | GROUP | |
|--|-----------------|-----------------|
| | 2018 \$000 | 2017 \$000 |
| Operating activities | | |
| Receipts from broadcasting, sponsorship and licensing and matchday | 157,119 | 210,311 |
| Interest received | 3,569 | 3,891 |
| Other income | 6,685 | 5,849 |
| Payments to suppliers and employees | (185,261) | (191,958) |
| Operating cash flows | (17,888) | 28,093 |
| Investing activities | | |
| Maturity/(purchase) of term investments | 23,500 | (22,755) |
| Investment in associates | (912) | - |
| (New) loans/repayments of loans and advances | (636) | 383 |
| Purchase of property, plant and equipment | (294) | (415) |
| Purchase of intangible assets | (2,159) | (891) |
| Investing cash flows | 19,499 | (23,678) |
| Net increase in cash held | 1,611 | 4,415 |
| Effect of exchange rate change on foreign currency balances | (38) | 508 |
| Effect of a subsidiary becoming a joint venture | - | (44) |
| Cash and cash equivalents at start of the year | 17,757 | 12,878 |
| Cash and cash equivalents at end of the year | 19,330 | 17,757 |

Detailed financial statements can be found online at nzrugby.co.nz/about-us/our-agm-2019

SUMMARY ANNUAL REPORT

This is a summary of the New Zealand Rugby Union's (NZRU) audited consolidated financial statements for the year ended 31 December 2018 which were extracted from the full consolidated financial statements authorised for issue by the Board of Directors on 21 February 2019. An unmodified audit report on the full consolidated financial statements was issued on 21 February 2019.

The summary financial statements have been prepared in accordance with PBE FRS-43 Summary Financial Statements. The full consolidated financial statements have been prepared in accordance with generally accepted accounting practice and comply with Public Benefit Entity (PBE) Standards as appropriate for Tier One Not-for-profit entities. The financial statements are presented in New Zealand dollars which is the NZRU functional and presentation currency.

The summary statements do not include all the disclosures provided in the full financial statements and therefore cannot be expected to provide as complete an understanding as provided by the full consolidated financial statements and accompanying notes. A copy of the full consolidated financial statements can be obtained from our website www.nzrugby.co.nz or by writing to New Zealand Rugby at PO Box 2172 Wellington 6140.

The auditor has examined the summary financial statements for consistency with the audited consolidated financial statements and has provided an opinion that the information reported in the summary financial statements complies with PBE FRS-43 Summary Financial Statements and is consistent in all material respects, with the full consolidated financial statements from which it is derived.



Independent Auditor's Report on the Consolidated Summary Financial Statements

To the Members of New Zealand Rugby Union Incorporated

Opinion

The summary consolidated financial statements of New Zealand Rugby Union Incorporated ('New Zealand Rugby') and its subsidiaries (the 'Group'), which comprise the summary consolidated balance sheet as at 31 December 2018, and the summary consolidated income statement, summary consolidated comprehensive income statement, summary consolidated statement of changes in equity and summary consolidated cash flow statement for the year then ended, and related notes, are derived from the audited consolidated financial statements of the Group for the year ended 31 December 2018.

In our opinion, the accompanying summary consolidated financial statements, on pages 47 to 50, are consistent, in all material respects, with the audited consolidated financial statements, in accordance with PBE FRS-43: Summary Financial Statements issued by the New Zealand Accounting Standards Board.

Summary consolidated financial statements

The summary consolidated financial statements do not contain all the disclosures required by Public Benefit Entity Standards. Reading the summary consolidated financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited consolidated financial statements and the auditor's report.

The audited consolidated financial statements and our report thereon

We expressed an unmodified audit opinion on the audited consolidated financial statements in our report dated 21 February 2019.

Directors' responsibilities for the summary consolidated financial statements

The directors are responsible on behalf of the Group for the preparation of the summary consolidated financial statements in accordance with PBE FRS-43: Summary Financial Statements.

Auditor's responsibilities

Our responsibility is to express an opinion on whether the summary consolidated financial statements are consistent, in all material respects, with the audited consolidated financial statements based on our procedures, which were conducted in accordance with International Standard on Auditing (New Zealand) ('ISA (NZ)') 810 (Revised): Engagements to Report on Summary Financial Statements.

Other than in our capacity as auditor, we have no relationship with or interests in New Zealand Rugby or any of its subsidiaries, except that partners and employees of our firm deal with New Zealand Rugby and its subsidiaries on normal terms within the ordinary course of trading activities of the business of New Zealand Rugby and its subsidiaries.

Restriction on use

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

Deloitte Limited

Wellington, New Zealand
21 February 2019

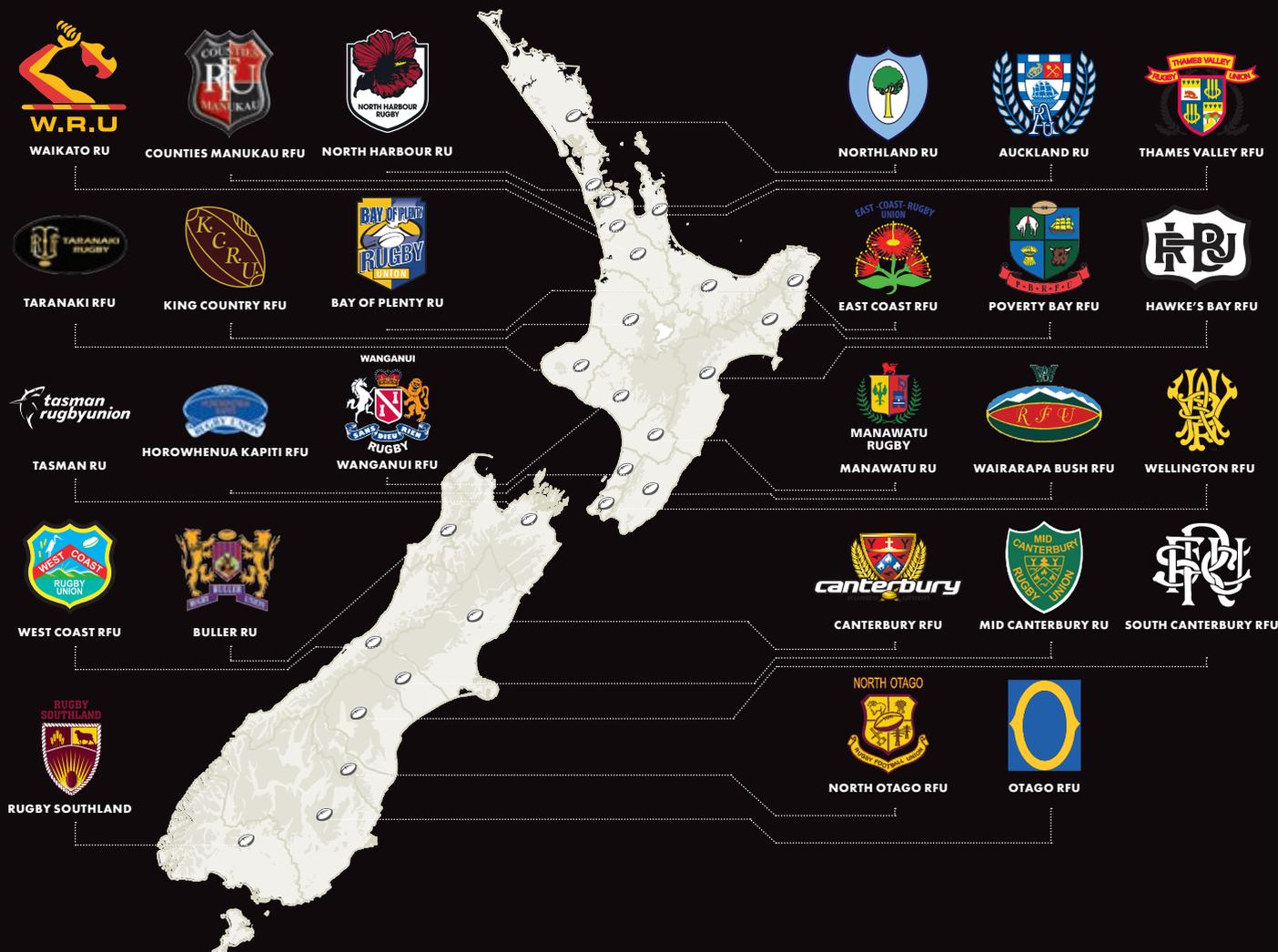
ALL BLACKS SEVENS
RUGBY WORLD CUP CHAMPIONS 2018
COMMONWEALTH GAMES GOLD MEDAL WINNERS 2018



BLACK FERNS SEVENS
RUGBY WORLD CUP CHAMPIONS 2018
COMMONWEALTH GAMES GOLD MEDAL WINNERS 2018



NEW ZEALAND PROVINCIAL UNIONS



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