

Entity	Date	Administered by	Engagement Score
Earth Sciences New Zealand	November 2023	Qualtrics	77%
PHF Science	March 2025	Gallup Q12+	3.86 out of 5
Bioeconomy Science Institute	Sept 2025 March 2026	Qualtrics Culture Amp	65% 60%
REANNZ	December 2023 June 2024 January 2025 June 2025 January 2026	Culture Amp Culture Amp Culture Amp Culture Amp Culture Amp	68% 74% 68% 73% 72%
Callaghan Innovation	2023 – 2024 2024 – mid-2025	Officevibe Peakon (via Workday HRIS)	N/A – real-time sentiment tool N/A – baseline surveys take a year and surveys were ceased following the disestablishment decision.