# 4 March 2020

To the extent any personal information contained within this table about an identifiable individual is not publically available information, it is published under section 223AAA(a)(iv) of the Employment Relations Act 2000, and in accordance with section 7 of the Privacy Act 1993. The 'stand down period' information contained in this table is maintained by the Labour Inspectorate for use by Immigration New Zealand, Licensed Immigration Advisors, employers, and migrants. The Labour Inspectorate does not determine the stand down period that applies as a result of an employer's breach of employment standards; this is set in immigration instructions.

- Stand down periods do not apply to employers that received infringement notices or penalties prior to 1 April 2017.
- Immigration instructions require that a visa applicant's employment be with an employer who is compliant with New Zealand employment and immigration law and has a history of compliance.
- Employers who have challenged their sanctions will remain on the published stand down list until the outcome of the challenge is known.
- The published stand down list is updated every Wednesday.



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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Japan Power Limited NZBN: 9429035823971		[2018] NZERA Christchurch 44	Holidays Act 2003	12/04/2018	12/04/2020
Pegasus Energy Limited NZBN: 9429030476899		[2018] NZERA Wellington 26	Minimum Wage Act 1983 Holidays Act 2003	3/04/2018	3/04/2020
Victoria 88 Limited NZBN: 9429037517717	Watershed Bar and Restaurant	[2018] NZEmpC 26	Holidays Act 2003	26/03/2018	26/03/2020
Gordon Leslie Freeman		[2018] NZEmpC 26	Holidays Act 2003	26/03/2018	26/03/2020
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Sampan Restaurant Limited NZBN: 9429030713949		[2018] NZERA Christchurch 149	Holidays Act 2003	11/10/2018	11/04/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Jagran Property Services Limited NZBN: 9429031350839		[2018] NZERA Auckland 331	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	29/10/2018	29/04/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
G2 Ventures Limited NZBN: 9429041861677		[2019] NZERA 169	Employment Relations Act 2000 Wages Protection Act 1983	21/03/2019	21/03/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Family Care 7 Day Pharmacy Limited NZBN: 9429032315745	Up	[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Mangere Community Pharmacy Limited NZBN: 9429032209945		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Otara Community Pharmacy Limited NZBN: 9429031894685		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
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Employer	Trading as	Reference	Relevant legislation	Stand down	Stand down
(Subject of the stand down period) Ratanui Community Pharmacy Limited NZBN: 9429030442795		[2019] NZERA 214	Minimum Wage Act 1983	) period starts 11/04/2019	period ends 11/04/2020
Takanini Community Pharmacy Limited NZBN: 9429031108140		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Waiora Community Pharmacy Limited NZBN: 9429031089333		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
New Zealand International Culture and Trade (2012) Limited NZBN: 9429030536418		4272	Employment Relations Act 2000	17/09/2019	17/03/2020
Phat Hung Le	Hobsonville Bakery	4273	Employment Relations Act 2000	24/09/2019	24/03/2020
SPM Contracting Limited NZBN: 9429041021354		4274	Employment Relations Act 2000	24/09/2019	24/03/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
Hille Vineyard Limited NZBN: 9429042225126		4275	Employment Relations Act 2000	24/09/2019	24/03/2020
Tincan Cows Limited NZBN: 9429041824726		4276	Employment Relations Act 2000	1/10/2019	1/04/2020
Trisha NZ Limited NZBN: 9429046033796	Sumit Superette Dairy Shop	4277	Employment Relations Act 2000	8/10/2019	8/04/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
Notun Jibon Limited NZBN: 9429042369325	Nobanno	4278	Holidays Act 2003	15/10/2019	15/04/2020
					<b>7  </b> P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
J T Catering Limited NZBN: 9429042557685	Parker Polynesian Catering	4279	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
TP Meadowland Limited NZBN: 9429046338181	Tai Ping Howick	4280	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Raj Infotech NZ Limited NZBN: 9429042555414		[2019] NZERA 589	Holidays Act 2003	15/10/2019	15/04/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Aroy Limited NZBN: 9429030808140	Aroy Thai Restaurant	4282	Employment Relations Act 2000	29/10/2019	29/04/2020
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Smartlift Systems Limited NZBN: 9429030533066		[2019] NZERA 592	Employment Relations Act 2000	16/10/2019	16/04/2020
Haji Baba (2008) Limited NZBN: 9429032886108	Abrakebabra	4281	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
					10   Page



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossman Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Release					12   P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
					13   P a g e



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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Release					15   P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020

- In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.
- \*\* In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.

<sup>1</sup> Information about the Stand Down Policy can be found on the Employment New Zealand website: <u>https://www.employment.govt.nz/resolving- problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/.</u>



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Japan Power Limited NZBN: 9429035823971		[2018] NZERA Christchurch 44	Holidays Act 2003	12/04/2018	12/04/2020
Pegasus Energy Limited NZBN: 9429030476899		[2018] NZERA Wellington 26	Minimum Wage Act 1983 Holidays Act 2003	3/04/2018	3/04/2020
Victoria 88 Limited NZBN: 9429037517717	Watershed Bar and Restaurant	[2018] NZEmpC 26	Holidays Act 2003	26/03/2018	26/03/2020
Gordon Leslie Freeman		[2018] NZEmpC 26	Holidays Act 2003	26/03/2018	26/03/2020
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Sampan Restaurant Limited NZBN: 9429030713949		[2018] NZERA Christchurch 149	Holidays Act 2003	11/10/2018	11/04/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Jagran Property Services Limited NZBN: 9429031350839		[2018] NZERA Auckland 331	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	29/10/2018	29/04/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
G2 Ventures Limited NZBN: 9429041861677		[2019] NZERA 169	Employment Relations Act 2000 Wages Protection Act 1983	21/03/2019	21/03/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Family Care 7 Day Pharmacy Limited NZBN: 9429032315745	All and a second se	[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Mangere Community Pharmacy Limited NZBN: 9429032209945		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Otara Community Pharmacy Limited NZBN: 9429031894685		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Ratanui Community Pharmacy Limited NZBN: 9429030442795		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Takanini Community Pharmacy Limited NZBN: 9429031108140		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Waiora Community Pharmacy Limited NZBN: 9429031089333		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
Phat Hung Le	Hobsonville Bakery	4273	Employment Relations Act 2000	24/09/2019	24/03/2020
SPM Contracting Limited NZBN: 9429041021354		4274	Employment Relations Act 2000	24/09/2019	24/03/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
Release					6   P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Hille Vineyard Limited NZBN: 9429042225126		4275	Employment Relations Act 2000	24/09/2019	24/03/2020
Tincan Cows Limited NZBN: 9429041824726		4276	Employment Relations Act 2000	1/10/2019	1/04/2020
Trisha NZ Limited NZBN: 9429046033796	Sumit Superette Dairy Shop	4277	Employment Relations Act 2000	8/10/2019	8/04/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
Notun Jibon Limited NZBN: 9429042369325	Nobanno	4278	Holidays Act 2003	15/10/2019	15/04/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
J T Catering Limited NZBN: 9429042557685	Parker Polynesian Catering	4279	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
TP Meadowland Limited NZBN: 9429046338181	Tai Ping Howick	4280	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Raj Infotech NZ Limited NZBN: 9429042555414		[2019] NZERA 589	Holidays Act 2003	15/10/2019	15/04/2020
Aroy Limited NZBN: 9429030808140	Aroy Thai Restaurant	4282	Employment Relations Act 2000	29/10/2019	29/04/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Smartlift Systems Limited NZBN: 9429030533066		[2019] NZERA 592	Employment Relations Act 2000	16/10/2019	16/04/2020
Haji Baba (2008) Limited NZBN: 9429032886108	Abrakebabra	4281	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
Release					10   P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossman Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine				
		4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited					
NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International					
Limited*		[2010] NZEmp( 191	Minimum Wage Act 1983	8/01/2020	0/07/2022
NZBN: 9429030847637		[2019] NZEmpC 181	Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **					
		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited	<u> </u>				
NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited			Employment Relations Act 2000		
NZBN: 9429030404694		[2019] NZERA 707	Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De <sup>r</sup> Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Taj Nexus Limited	Sangam Indian Cuisine				
NZBN: 9429046736369		4298	Employment Relations Act 2000	21/01/2020	21/07/2020
				21/01/2020	21,07,2020
APlus Window Solutions Limited					
NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)					
		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
			, ,	-, ,	-,, -
Sam's Land Beyond Limited	Fan's Massage				
NZBN: 9429046846761		4300	Holidays Act 2003	28/01/2020	28/07/2020
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New Zealand Police		2			
		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited					
NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Level Eighteen Limited	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
Project Worx 2020 Limited		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited		4304	Holidays Act 2003	11/02/2020	11/08/2020

- In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.
- \*\* In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.

<sup>1</sup> Information about the Stand Down Policy can be found on the Employment New Zealand website: <u>https://www.employment.govt.nz/resolving- problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/.</u>



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Japan Power Limited NZBN: 9429035823971		[2018] NZERA Christchurch 44	Holidays Act 2003	12/04/2018	12/04/2020
Pegasus Energy Limited NZBN: 9429030476899		[2018] NZERA Wellington 26	Minimum Wage Act 1983 Holidays Act 2003	3/04/2018	3/04/2020
Victoria 88 Limited NZBN: 9429037517717	Watershed Bar and Restaurant	[2018] NZEmpC 26	Holidays Act 2003	26/03/2018	26/03/2020
Gordon Leslie Freeman		[2018] NZEmpC 26	Holidays Act 2003	26/03/2018	26/03/2020
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Sampan Restaurant Limited NZBN: 9429030713949		[2018] NZERA Christchurch 149	Holidays Act 2003	11/10/2018	11/04/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Jagran Property Services Limited NZBN: 9429031350839		[2018] NZERA Auckland 331	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	29/10/2018	29/04/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Family Care 7 Day Pharmacy Limited NZBN: 9429032315745		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Mangere Community Pharmacy Limited NZBN: 9429032209945		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Otara Community Pharmacy Limited NZBN: 9429031894685		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Ratanui Community Pharmacy Limited NZBN: 9429030442795		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Takanini Community Pharmacy Limited NZBN: 9429031108140		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Waiora Community Pharmacy Limited NZBN: 9429031089333		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
Tincan Cows Limited NZBN: 9429041824726		4276	Employment Relations Act 2000	1/10/2019	1/04/2020
Trisha NZ Limited NZBN: 9429046033796	Sumit Superette Dairy Shop	4277	Employment Relations Act 2000	8/10/2019	8/04/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Notun Jibon Limited NZBN: 9429042369325	Nobanno	4278	Holidays Act 2003	15/10/2019	15/04/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
J T Catering Limited NZBN: 9429042557685	Parker Polynesian Catering	4279	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
TP Meadowland Limited NZBN: 9429046338181	Tai Ping Howick	4280	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Raj Infotech NZ Limited NZBN: 9429042555414		[2019] NZERA 589	Holidays Act 2003	15/10/2019	15/04/2020
Aroy Limited NZBN: 9429030808140	Aroy Thai Restaurant	4282	Employment Relations Act 2000	29/10/2019	29/04/2020
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Smartlift Systems Limited NZBN: 9429030533066		[2019] NZERA 592	Employment Relations Act 2000	16/10/2019	16/04/2020
Haji Baba (2008) Limited NZBN: 9429032886108	Abrakebabra	4281	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Release					8   P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossman Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Release					<b>11  </b> P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
Project Worx 2020 Limited		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited		4304	Holidays Act 2003	11/02/2020	11/08/2020
					15   P a g e



- In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.
- \*\* In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.

<sup>1</sup> Information about the Stand Down Policy can be found on the Employment New Zealand website: <u>https://www.employment.govt.nz/resolving- problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/.</u>





<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Japan Power Limited NZBN: 9429035823971		[2018] NZERA Christchurch 44	Holidays Act 2003	12/04/2018	12/04/2020
Pegasus Energy Limited NZBN: 9429030476899		[2018] NZERA Wellington 26	Minimum Wage Act 1983 Holidays Act 2003	3/04/2018	3/04/2020
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Sampan Restaurant Limited NZBN: 9429030713949		[2018] NZERA Christchurch 149	Holidays Act 2003	11/10/2018	11/04/2020
Jagran Property Services Limited NZBN: 9429031350839	JINOCO	[2018] NZERA Auckland 331	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	29/10/2018	29/04/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Cole Cole					<b>1  </b> P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Family Care 7 Day Pharmacy Limited NZBN: 9429032315745		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Mangere Community Pharmacy Limited NZBN: 9429032209945		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Otara Community Pharmacy Limited NZBN: 9429031894685		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Ratanui Community Pharmacy Limited NZBN: 9429030442795		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Takanini Community Pharmacy Limited NZBN: 9429031108140		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Waiora Community Pharmacy Limited NZBN: 9429031089333	MO	[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364	N#	[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878	UN CON	[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
					<b>4  </b> P a g e



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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
Trisha NZ Limited NZBN: 9429046033796	Sumit Superette Dairy Shop	4277	Employment Relations Act 2000	8/10/2019	8/04/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
Notun Jibon Limited NZBN: 9429042369325	Nobanno	4278	Holidays Act 2003	15/10/2019	15/04/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
J T Catering Limited NZBN: 9429042557685	Parker Polynesian Catering	4279	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
TP Meadowland Limited NZBN: 9429046338181	Tai Ping Howick	4280	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Raj Infotech NZ Limited NZBN: 9429042555414		[2019] NZERA 589	Holidays Act 2003	15/10/2019	15/04/2020
Aroy Limited NZBN: 9429030808140	Aroy Thai Restaurant	4282	Employment Relations Act 2000	29/10/2019	29/04/2020
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Smartlift Systems Limited NZBN: 9429030533066		[2019] NZERA 592	Employment Relations Act 2000	16/10/2019	16/04/2020
Haji Baba (2008) Limited NZBN: 9429032886108	Abrakebabra	4281	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
T & C Chen Limited	Golden Rice Thai				
NZBN: 9429046180780	Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossman Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited NZBN: 9429035155805	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Project Worx 2020 Limited NZBN: 9429046510501		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited NZBN: 9429041838259		4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited NZBN: 9429046339041	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020
Genesis 1 Limited NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanbhai PATEL in partnership with Hwemlata PATEL	4 Square Jellicoe Street	[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Hwemlata PATEL in partnership with Hiram Kumar Chimanbhai PATEL	4 Square Jellicoe Street	[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Tippawan Lewis	Kiwi Takeaways	4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020

- In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.
- \*\* In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.

<sup>1</sup> Information about the Stand Down Policy can be found on the Employment New Zealand website: <u>https://www.employment.govt.nz/resolving- problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/.</u>



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Japan Power Limited NZBN: 9429035823971		[2018] NZERA Christchurch 44	Holidays Act 2003	12/04/2018	12/04/2020
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Sampan Restaurant Limited NZBN: 9429030713949		[2018] NZERA Christchurch 149	Holidays Act 2003	11/10/2018	11/04/2020
Jagran Property Services Limited NZBN: 9429031350839		[2018] NZERA Auckland 331	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	29/10/2018	29/04/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
					<b>1  </b> P a g e



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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
	9				
					<b>2  </b> P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Family Care 7 Day Pharmacy Limited NZBN: 9429032315745		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Mangere Community Pharmacy Limited NZBN: 9429032209945		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Otara Community Pharmacy Limited NZBN: 9429031894685		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Ratanui Community Pharmacy Limited NZBN: 9429030442795		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Takanini Community Pharmacy Limited NZBN: 9429031108140		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Waiora Community Pharmacy Limited NZBN: 9429031089333	MO	[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/04/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364	Alt of the second se	[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878	UN BOX	[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Adam Baxter					
		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
Notun Jibon Limited NZBN: 9429042369325	Nobanno	4278	Holidays Act 2003	15/10/2019	15/04/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
J T Catering Limited NZBN: 9429042557685	Parker Polynesian Catering	4279	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
TP Meadowland Limited NZBN: 9429046338181	Tai Ping Howick	4280	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Raj Infotech NZ Limited NZBN: 9429042555414		[2019] NZERA 589	Holidays Act 2003	15/10/2019	15/04/2020
Aroy Limited NZBN: 9429030808140	Aroy Thai Restaurant	4282	Employment Relations Act 2000	29/10/2019	29/04/2020
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Smartlift Systems Limited NZBN: 9429030533066		[2019] NZERA 592	Employment Relations Act 2000	16/10/2019	16/04/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Haji Baba (2008) Limited NZBN: 9429032886108	Abrakebabra	4281	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Bossman Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
Reference					10   P a g e



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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Gautam Rajan Kapur (AKA Kapoor)					
		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
Project Worx 2020 Limited		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Polished2Perfection Limited					
		4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020
Genesis 1 Limited		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanbhai PATEL in partnership with Hwemlata PATEL		[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Tippawan Lewis		4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020
Jordan River Limited	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020
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Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
	4308	Holidays Act 2003	03/03/2020	03/09/2020
House of Island Style	4309	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Baccarat Seafood Hotpot	4310	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
	[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
	House of Island Style Baccarat Seafood	4308 House of Island Style Baccarat Seafood Hotpot 4310	Image: Note of Island Style4308Holidays Act 2003House of Island Style4309Employment Relations Act 2000 Holidays Act 2003Baccarat Seafood Hotpot4310Employment Relations Act 2000 Holidays Act 2003	Trading asReferenceReferenceReferenceReferenceperiod starts4308Holidays Act 200303/03/2020House of Island Style4309Employment Relations Act 2000 Holidays Act 200303/03/2020Baccarat Seafood Hotpot4310Employment Relations Act 2000 Holidays Act 200303/03/2020Baccarat Seafood Hotpot4310Employment Relations Act 2000 Holidays Act 200303/03/2020

- In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.
- \*\* In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.

<sup>1</sup> Information about the Stand Down Policy can be found on the Employment New Zealand website: <u>https://www.employment.govt.nz/resolving- problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/.</u>



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Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
	[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
	[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
	[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
	[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
((	[2018] NZERA Auckland 331	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	29/10/2018	29/04/2020
A CONTRACTOR	[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
	[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
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	South Dunedin Satay	[2018] NZERA Christchurch 91[2018] NZEmpC 110[2018] NZEmpC 110[2018] NZEmpC 110[2018] NZEmpC 110[2018] NZEmpC 110[2018] NZERA Auckland 331[2018] NZERA Christchurch 166South Dunedin Satay House[2018] NZERA Christchurch 173[2018] NZERA Christchurch 173	[2018] NZERA Christchurch 91Employment Relations Act 2000[2018] NZEmpC 110[2018] NZEmpC 110Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003[2018] NZEmpC 110[2018] NZEmpC 110Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003[2018] NZEmpC 110[2018] NZEmpC 110Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003[2018] NZEmpC 110[2018] NZERA Auckland 331Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983[2018] NZERA Christchurch 166Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003South Dunedin Satay House[2018] NZERA Christchurch 173Employment Relations Act 2000 Holidays Act 2003[2018] NZERA Christchurch 173Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	Trading asReferenceRelevant legislationperiod starts[2018] NZERA Christchurch 91Employment Relations Act 200018/06/2018[2018] NZEmpC 110Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 200324/09/2018[2018] NZEmpC 110Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 200324/09/2018[2018] NZEmpC 110Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 200324/09/2018[2018] NZEmpC 110Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 200324/09/2018[2018] NZERA Auckland 331Employment Relations Act 2000 Holidays Act 200324/09/2018[2018] NZERA Auckland 331Employment Relations Act 2000 Holidays Act 200329/10/2018[2018] NZERA Christchurch 166Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 200329/10/2018[2018] NZERA Christchurch 173Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 200312/11/2018[2018] NZERA (Lotistchurch 173Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 200328/11/2018



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782	7/4	[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Adam Baxter					
		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
J T Catering Limited NZBN: 9429042557685	Parker Polynesian Catering	4279	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
TP Meadowland Limited NZBN: 9429046338181	Tai Ping Howick	4280	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/04/2020
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Aroy Limited NZBN: 9429030808140	Aroy Thai Restaurant	4282	Employment Relations Act 2000	29/10/2019	29/04/2020
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Smartlift Systems Limited NZBN: 9429030533066		[2019] NZERA 592	Employment Relations Act 2000	16/10/2019	16/04/2020
Haji Baba (2008) Limited NZBN: 9429032886108	Abrakebabra	4281	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
					<b>7  </b> P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Lynette O'Boyle					
		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited	Fair Deal				
NZBN: 9429043347322		4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited	Hu Nan Restaurant				
NZBN: 9429041968680		4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
T & C Chen Limited	Golden Rice Thai				
NZBN: 9429046180780	Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossman Limited	Red Crab Thai Cuisine				
NZBN: 9429047256699		4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited					
NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
_					<b>8</b>   P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Goldenbridge Entertainment Limited	GoGo Music Café				
NZBN: 9429035735090		4292	Holiday Act 2003	10/12/2019	10/06/2020
		4232	Tioliday Act 2003	10/12/2019	10/00/2020
Margarita Cleaning Services Limited	Margarita's Cleaning				
NZBN: 9429032086591	Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited	Ajadz Indian Cuisine				
NZBN: 9429037504779		4294	Employment Relations Act 2000	17/12/2019	17/06/2020
				17/12/2019	1770072020
Advanced Computers Limited					
NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000	4/12/2019	4/12/2020
		8	Wages Protection Act 1983		
Newzealand Fusion International					
Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983	8/01/2020	9/07/2022
			Holidays Act 2003		
Shenshen Guan **					
2		[2019] NZEmpC 181	Minimum Wage Act 1983	8/01/2020	9/07/2022
	)»		Holidays Act 2003		
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Access Solutions Limited					
NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
			Wages Frotection Act 1985	13/12/2019	13/12/2020
The Agri Company Limited			Employment Relations Act 2000		
NZBN: 9429030404694		[2019] NZERA 707	Holidays Act 2003	13/12/2019	13/12/2020
			Wages Protection Act 1983		
Icarus Construction Services Limited					
NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
		Ch Cho			
Marie Kaukau	Sew & Sew / Sew and	All II			
	Sew	[2019] NZERA 714	Employment Relations Act 2000	16/12/2019	16/12/2020
		B	Holidays Act 2003		
Little India (Nelson) Limited	Little India				
NZBN: 9429035854678	a de la companya de la	[2019] NZERA 718	Employment Relations Act 2000	18/12/2019	18/12/2020
			Holidays Act 2003	10/12/2015	10/ 12/ 2020
Food Inn Limited	Food Inn Eatery &				
NZBN: 9429046069351	Catering	4295	Employment Relations Act 2000	14/01/2020	14/07/2020
	$\rightarrow$		Holidays Act 2003		
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
New Zealand Police					
		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited NZBN: 9429035155805	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
Project Worx 2020 Limited NZBN: 9429046510501		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited NZBN: 9429041838259		4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited NZBN: 9429046339041	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Genesis 1 Limited NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanbhai PATEL in partnership with Hwemlata PATEL		[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Tippawan Lewis		4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020
Jordan River Limited NZBN: 9429032605716	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020
J & Y 21 Limited NZBN: 9429031038768		4308	Holidays Act 2003	03/03/2020	03/09/2020
House of Island Style Limited NZBN: 9429039366481	House of Island Style	4309	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Cheersup Limited NZBN: 9429030630451	Baccarat Seafood Hotpot	4310	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Greenfields Internet Limited NZBN: 9429041442821		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
HY Accountants Limited NZBN: 9429032623697		4311	Holidays Act 2003	10/03/2020	10/09/2020
Thai Panda Limited NZBN: 9429031557658		4312	Employment Relations Act 2000	10/03/2020	10/09/2020
C and S Brown Enterprises Limited NZBN: 9429033597089		[2020] NZERA 83	Wages Protection Act 1986	24/02/2020	24/02/2021
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- In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.
- \*\* In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.

<sup>1</sup> Information about the Stand Down Policy can be found on the Employment New Zealand website: <u>https://www.employment.govt.nz/resolving- problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/.</u>



8 April 2020



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Jagran Property Services Limited NZBN: 9429031350839		[2018] NZERA Auckland 331	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	29/10/2018	29/04/2020
Indy Supa Store Limited NZBN: 9429031688239	A. A	[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
					<b>1  </b> P a g e



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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
					3   P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
					<b>4  </b> P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Adam Baxter					
		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Aroy Limited NZBN: 9429030808140	Aroy Thai Restaurant	4282	Employment Relations Act 2000	29/10/2019	29/04/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Haji Baba (2008) Limited NZBN: 9429032886108	Abrakebabra	4281	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020
					6   P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
					<b>7  </b> P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
T & C Chen Limited	Golden Rice Thai				
NZBN: 9429046180780	Cuisine				
		4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossman Limited	Red Crab Thai Cuisine				
NZBN: 9429047256699		4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited					
NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
				20/11/2013	20/03/2020
Helix Limited	Grindz Café				
NZBN: 9429047099388		4288	Holidays Act 2003	3/12/2019	3/06/2020
		B C		-, ,	-,,
Sailor's Corner Limited (in liquidation)					
NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited	Cleantastic				
NZBN: 9429031545075		4289	Holidays Act 2003	3/12/2019	3/06/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
					9   P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited NZBN: 9429035155805	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Project Worx 2020 Limited					
NZBN: 9429046510501				21/01/2020	21/01/2021
		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited					
NZBN: 9429041838259			and the second s		
		4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited	Zen Massage				
NZBN: 9429046339041	Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020
		4303	nolidays Act 2005	25/02/2020	25/08/2020
Genesis 1 Limited					
NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
				11/02/2020	11/02/2021
Hiram Kumar Chimanbhai PATEL in		>	Minimum Wage Act 1983,		
partnership with Hwemlata PATEL	A G	[2020] NZERA 72	Employment Relations Act	19/02/2020	19/02/2022
			2000, Holidays Act 2000	19/02/2020	19/02/2022
Tippawan Lewis					
		4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020
		4300		25/02/2020	23/08/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Jordan River Limited NZBN: 9429032605716	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020
J & Y 21 Limited NZBN: 9429031038768		4308	Holidays Act 2003	03/03/2020	03/09/2020
House of Island Style Limited NZBN: 9429039366481	House of Island Style	4309	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Cheersup Limited NZBN: 9429030630451	Baccarat Seafood Hotpot	4310	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Greenfields Internet Limited NZBN: 9429041442821		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
HY Accountants Limited NZBN: 9429032623697		4311	Holidays Act 2003	10/03/2020	10/09/2020
					14   P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Thai Panda Limited					
NZBN: 9429031557658					
		4312	Employment Relations Act 2000	10/03/2020	10/09/2020
C and S Brown Enterprises Limited					
NZBN: 9429033597089			Wages Protection Act 1096	24/02/2020	24/02/2021
		[2020] NZERA 83	Wages Protection Act 1986	24/02/2020	24/02/2021
		~ ~ ~			
Speed Pickers & Packers Limited			N° .		
NZBN: 942904780515		4313	Employment Relations Act 2000	17/03/2020	17/09/2020
				1770372020	1770372020
		C O V			
Park Forestry 2010 Limited NZBN: 9429047154933					
NZBN: 9429047154933		4314	Employment Relations Act 2000	17/03/2020	17/09/2020
	((	2n	Holidays Act 2003		
J K J Oborn Limited					
NZBN: 9429031391580					
		[2020] NZERA 108	Holidays Act 2003	4/03/2020	4/03/2021
Olde Berry Farm NZ Limited					
NZBN: 9429041674628			Employment Relations Act 2000		
		[2020] NZERA 105	Holidays Act 2003	4/03/2020	4/03/2022
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- In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.
- \*\* In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.

<sup>1</sup> Information about the Stand Down Policy can be found on the Employment New Zealand website: <u>https://www.employment.govt.nz/resolving- problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/.</u>



15 April 2020



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477	A CALIN	[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
					<b>1  </b> P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992	112	[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
Shalini Limited NZBN: 9429031472203	JICON CONTRACT	[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
MG Foods Limited					
NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
			Tiolidays Act 2005	0770072013	0770072020
Westgate & Williams Limited					
NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited	Mobil Porchester				
NZBN: 9429033199078	Road	[2019] NZERA 406	Holidays Act 2003	09/07/2019	09/01/2021
			Wages Protection Act 1996	03/07/2013	00,01,2021
Peter & Naomi Limited					
NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
		B			
Grockeryking.co.nz (2016) Limited	Groceryking.co.nz				
NZBN: 9429042041771		[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
Adam Baxter	- <u> </u>				
		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
DC Cladding and Re-Clad Solutions					
Limited			Employment Bolation (Act 2000	1/10/2010	1/10/2020
NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
New Zealand Mountain Hunting Limited					
NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000	4/10/2019	4/10/2021
			Holidays Act 2003	, ,	, , -, -
Paramjeet Singh Parihar	Super Liquor Flagstaff		Employment Relations Act 2000		
	and Super Liquor Hillcrest	[2019] NZEmpC 145	Holidays Act 2003	16/10/2019	16/10/2021
		Ch Ch	Minimum Wage Act 1983		
Kuldip Kaur Parihar	Super Liquor Flagstaff	A THE	Employment Deletions Act 2000		
	and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003	16/10/2019	16/04/2021
	Timerest	3	, Minimum Wage Act 1983	, ,	
Indian Heaven Limited					
NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000	17/10/2019	17/10/2021
			Holidays Act 2003		
Haji Baba (2008) Limited	Abrakebabra				
NZBN: 9429032886108		4281	Employment Relations Act 2000	4/11/2019	4/05/2020
	$\mathcal{D}^{\diamond}$		Holidays Act 2003		
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Toni Skellon	Baked On Alexandra	[2019] NZERA 622	Employment Relations Act 2000	31/10/2019	30/04/2020
Bitwiz Education Limited NZBN: 9429046326560		[2019] NZERA 628	Employment Relations Act 2000	1/11/2019	1/05/2020
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
ICOM Corporation (NZ) Limited NZBN: 9429032714173		[2019] NZERA 630	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/05/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossman Limited NZBN: 9429047256699	Red Crab Thai Cuisine	4286	Holidays Act 2003	26/11/2019	26/05/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Munn's Joinery & Kitchens Limited NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Sam's Land Beyond Limited	Fan's Massage				
NZBN: 9429046846761		4300	Holidays Act 2003	28/01/2020	28/07/2020
		4500	Holidays Act 2005	28/01/2020	28/07/2020
New Zealand Police					
		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited					
NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
	Thirsty Liquor				
Level Eighteen Limited	Wickman Way Wickman Way Fresh	4303	Employment Relations Act 2000	11/02/2020	11/08/2020
NZBN: 9429035155805	Wickman Way Price	2)	Holidays Act 2003	,,	,,
Due is at Many 2020 Line its d	Cutter				
Project Worx 2020 Limited NZBN: 9429046510501	A St				
		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited NZBN: 9429041838259					
NZBN: 9429041838259		4304	Holidays Act 2003	11/02/2020	11/08/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
B-Relax NZ Limited NZBN: 9429046339041	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020
Genesis 1 Limited NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanbhai PATEL in partnership with Hwemlata PATEL		[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Tippawan Lewis		4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020
Jordan River Limited NZBN: 9429032605716	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020
J & Y 21 Limited NZBN: 9429031038768		4308	Holidays Act 2003	03/03/2020	03/09/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
House of Island Style Limited NZBN: 9429039366481	House of Island Style	4309	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Cheersup Limited NZBN: 9429030630451	Baccarat Seafood Hotpot	4310	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Greenfields Internet Limited NZBN: 9429041442821		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
HY Accountants Limited NZBN: 9429032623697		4311	Holidays Act 2003	10/03/2020	10/09/2020
Thai Panda Limited NZBN: 9429031557658		4312	Employment Relations Act 2000	10/03/2020	10/09/2020
C and S Brown Enterprises Limited NZBN: 9429033597089		[2020] NZERA 83	Wages Protection Act 1986	24/02/2020	24/02/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Speed Pickers & Packers Limited NZBN: 942904780515		4313	Employment Relations Act 2000	17/03/2020	17/09/2020
Park Forestry 2010 Limited NZBN: 9429047154933		4314	Employment Relations Act 2000 Holidays Act 2003	17/03/2020	17/09/2020
J K J Oborn Limited NZBN: 9429031391580		[2020] NZERA 108	Holidays Act 2003	4/03/2020	4/03/2021
Olde Berry Farm NZ Limited NZBN: 9429041674628		[2020] NZERA 105	Employment Relations Act 2000 Holidays Act 2003	4/03/2020	4/03/2022
Boutique Renovations Limited NZBN: 9429047332775		[202] NZERA 112	Employment Relations Act 2000 Holidays Act 2003	10/03/2020	10/03/2021
Releas					15   P a g e

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- In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.
- \*\* In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.

<sup>1</sup> Information about the Stand Down Policy can be found on the Employment New Zealand website: <u>https://www.employment.govt.nz/resolving- problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/.</u>



22 April 2020



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477	TOL II'R	[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840	J. M. O.	[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992	112	[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Akina Trading Limited NZBN: 9429030451469		[2019] NZERA 280	Holidays Act 2003	20/05/2019	20/05/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
Shalini Limited NZBN: 9429031472203	JICON CONTRACT	[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
MG Foods Limited					
NZBN: 9429042127283					
		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited					
NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited	Mobil Porchester				
NZBN: 9429033199078	Road		Holidays Act 2003	00/07/2010	00/01/2021
		[2019] NZERA 406	Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited		Ellin -			
NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
				13/06/2013	13/08/2020
Grockeryking.co.nz (2016) Limited	Groceryking.co.nz				
NZBN: 9429042041771		[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
Adam Baxter					
		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
T & C Chen Limited	Golden Rice Thai				
NZBN: 9429046180780	Cuisine				
		4285	Holidays Act 2003	26/11/2019	26/05/2020
Bossman Limited	Red Crab Thai Cuisine				
NZBN: 9429047256699		1200		26/11/2010	26/05/2020
		4286	Holidays Act 2003	26/11/2019	26/05/2020
Munn's Joinery & Kitchens Limited			Ň		
NZBN: 9429034879436		4287	Holidays Act 2003	26/11/2019	26/05/2020
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Helix Limited NZBN: 9429047099388	Grindz Café				
N2BN. 5425047055588		4288	Holidays Act 2003	3/12/2019	3/06/2020
	(				
Sailor's Corner Limited (in liquidation)					
NZBN: 9429039981295	M Br				
		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited	Cleantastic				
NZBN: 9429031545075		4289	Holidays Act 2003	3/12/2019	3/06/2020
		4205	Holidays Act 2003	5/12/2019	3/00/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
APlus Window Solutions Limited					
NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Cautam Daian Kanur (AKA Kanaar)					
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited	Fan's Massage				
NZBN: 9429046846761		4300	Holidays Act 2003	28/01/2020	28/07/2020
New Zealand Police					
	(	4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited					
NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
	Thirsty Liquor				
Level Eighteen Limited NZBN: 9429035155805	Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Project Worx 2020 Limited					
NZBN: 9429046510501				21/01/2020	21/01/2021
		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited					
NZBN: 9429041838259		4304		11/02/2020	11/09/2020
		4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited	Zen Massage				
NZBN: 9429046339041	Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020
				20,02,2020	20,00,2020
Genesis 1 Limited					
NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
				11,02,2020	11,02,2021
Hiram Kumar Chimanbhai PATEL in			Minimum Wage Act 1983,		
partnership with Hwemlata PATEL	A A A A A A A A A A A A A A A A A A A	[2020] NZERA 72	Employment Relations Act	19/02/2020	19/02/2022
			2000, Holidays Act 2000	10,02,2020	10,02,2022
Tippawan Lewis			Employment Relations Act 2000		
		4306	Holidays Act 2003	25/02/2020	25/08/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Jordan River Limited NZBN: 9429032605716	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020
J & Y 21 Limited NZBN: 9429031038768		4308	Holidays Act 2003	03/03/2020	03/09/2020
House of Island Style Limited NZBN: 9429039366481	House of Island Style	4309	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Cheersup Limited NZBN: 9429030630451	Baccarat Seafood Hotpot	4310	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Greenfields Internet Limited NZBN: 9429041442821		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
HY Accountants Limited NZBN: 9429032623697		4311	Holidays Act 2003	10/03/2020	10/09/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Thai Panda Limited					
NZBN: 9429031557658					
		4312	Employment Relations Act 2000	10/03/2020	10/09/2020
C and S Brown Enterprises Limited					
NZBN: 9429033597089		[2020] NZERA 83	Wages Protection Act 1986	24/02/2020	24/02/2021
Speed Pickers & Packers Limited					
NZBN: 942904780515		4212	Final company Polations Act 2000	17/02/2020	17/00/2020
		4313	Employment Relations Act 2000	17/03/2020	17/09/2020
Park Forestry 2010 Limited		All I			
NZBN: 9429047154933		4314	Employment Relations Act 2000 Holidays Act 2003	17/03/2020	17/09/2020
J K J Oborn Limited		2			
NZBN: 9429031391580		[2020] NZERA 108	Holidays Act 2003	4/03/2020	4/03/2021
Olde Berry Farm NZ Limited					
NZBN: 9429041674628		[2020] NZERA 105	Employment Relations Act 2000 Holidays Act 2003	4/03/2020	4/03/2022
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Boutique Renovations Limited NZBN: 9429047332775		[2020] NZERA 112	Employment Relations Act 2000 Holidays Act 2003	10/03/2020	10/03/2021
Fortune Company Limited NZBN: 9429035352946	Chinatown	4315	Holidays Act 2003	31/03/2020	30/09/2020

- In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.
- \*\* In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.

<sup>1</sup> Information about the Stand Down Policy can be found on the Employment New Zealand website: <u>https://www.employment.govt.nz/resolving- problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/.</u>



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992		[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Rightway Limited NZBN: 9429031061995		[2019] NZEmpC 59	Wage Protection Act 1983	27/05/2019	27/05/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Christopher Hampton NZBN: N/A		[2019] NZERA 281	Holidays Act 2003 Employment Relations Act 2000 Minimum Wage Act 1983 Wages Protection Act 1983	27/05/2019	27/05/2020
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
PP Hawera Limited NZBN: 9429030367364		[2019] NZERA 309	Employment Relations Act 2000	27/05/2019	27/05/2020
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
ZR Group Limited NZBN: 9429043347322	Fair Deal	4283	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
New Wei Group Limited NZBN: 9429041968680	Hu Nan Restaurant	4284	Employment Relations Act 2000 Holidays Act 2003	26/11/2019	26/05/2020
T & C Chen Limited NZBN: 9429046180780	Golden Rice Thai Cuisine	4285	Holidays Act 2003	26/11/2019	26/05/2020
					6   P a g e



Employer	Trading as	Reference	Relevant legislation	Stand down	Stand down
(Subject of the stand down period)	in autrig as	Kelefence	Relevant legislation	) period starts	period ends
Bossman Limited	Red Crab Thai Cuisine				
NZBN: 9429047256699		4286	Holidays Act 2003	26/11/2019	26/05/2020
		4200	Holidays Act 2005	20/11/2019	20/03/2020
Munn's Joinery & Kitchens Limited					
NZBN: 9429034879436					
		4287	Holidays Act 2003	26/11/2019	26/05/2020
Helix Limited	Grindz Café				
NZBN: 9429047099388		4288	Holidays Act 2003	3/12/2019	3/06/2020
		M.C.			
Sailor's Corner Limited (in liquidation)					
NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
	((			13/11/2013	19/11/2020
SSA Services Limited	Cleantastic				
NZBN: 9429031545075	Cicantastic				
		4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre		Employment Relations Act 2000		
NZBN. 9429040330378	Centre	4290	Holidays Act 2003	3/12/2019	3/06/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
Goldenbridge Entertainment Limited NZBN: 9429035735090	GoGo Music Café	4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited NZBN: 9429032086591	Margarita's Cleaning Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited NZBN: 9429037504779	Ajadz Indian Cuisine	4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Newzealand Fusion International Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Gautam Rajan Kapur (AKA Kapoor)					
		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
New Zealand Police		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited NZBN: 9429035155805	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
Project Worx 2020 Limited NZBN: 9429046510501		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
					11   P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Polished2Perfection Limited NZBN: 9429041838259		4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited NZBN: 9429046339041	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020
Genesis 1 Limited NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanbhai PATEL in partnership with Hwemlata PATEL		[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Tippawan Lewis		4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020
Jordan River Limited NZBN: 9429032605716	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020
					12   P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
J & Y 21 Limited					
NZBN: 9429031038768		4308	Holidays Act 2003	03/03/2020	03/09/2020
House of Island Style Limited NZBN: 9429039366481	House of Island Style		Employment Relations Act 2000		
NZBN: 9429039300481		4309	Holidays Act 2003	03/03/2020	03/09/2020
Cheersup Limited	Baccarat Seafood				
NZBN: 9429030630451	Hotpot	4310	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Greenfields Internet Limited					
NZBN: 9429041442821		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
HY Accountants Limited					
NZBN: 9429032623697		4311	Holidays Act 2003	10/03/2020	10/09/2020
Thai Panda Limited					
NZBN: 9429031557658		4312	Employment Relations Act 2000	10/03/2020	10/09/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
C and S Brown Enterprises Limited NZBN: 9429033597089		[2020] NZERA 83	Wages Protection Act 1986	24/02/2020	24/02/2021
Speed Pickers & Packers Limited NZBN: 942904780515		4313	Employment Relations Act 2000	17/03/2020	17/09/2020
Park Forestry 2010 Limited NZBN: 9429047154933		4314	Employment Relations Act 2000 Holidays Act 2003	17/03/2020	17/09/2020
J K J Oborn Limited NZBN: 9429031391580		[2020] NZERA 108	Holidays Act 2003	4/03/2020	4/03/2021
Olde Berry Farm NZ Limited NZBN: 9429041674628		[2020] NZERA 105	Employment Relations Act 2000 Holidays Act 2003	4/03/2020	4/03/2022
Boutique Renovations Limited NZBN: 9429047332775		[2020] NZERA 112	Employment Relations Act 2000 Holidays Act 2003	10/03/2020	10/03/2021
Release					14   P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Fortune Company Limited NZBN: 9429035352946	Chinatown	4315	Holidays Act 2003	31/03/2020	30/09/2020
Hawkes Bay Seafoods Limited NZBN: 9429038063244		[2020] NZERA 133	Employment Relations Act 2000 Holidays Act 2003	30/03/2020	30/09/2021

- In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.
- \*\* In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.

<sup>1</sup> Information about the Stand Down Policy can be found on the Employment New Zealand website: <u>https://www.employment.govt.nz/resolving- problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/.</u>



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477	NOL I''	[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840	J. J. Cos	[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
					<b>1  </b> P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992	1	[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
					<b>4  </b> P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Helix Limited NZBN: 9429047099388	Grindz Café	4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation) NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited NZBN: 9429031545075	Cleantastic	4289	Holidays Act 2003	3/12/2019	3/06/2020
L.H. Louis NZ Investment Limited NZBN: 9429046556578	Pakuranga Liquor Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
A1 Communication Limited NZBN: 9429032095890		[2019] NZERA 678	Employment Relations Act 2000 Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited NZBN: 9429041613719	Jolin Shanghai Restaurant	4291	Employment Relations Act 2000 Holidays Act 2003	10/12/2019	10/06/2020
					6   P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Goldenbridge Entertainment Limited	GoGo Music Café				
NZBN: 9429035735090		4292	Holiday Act 2003	10/12/2019	10/06/2020
				10/12/2013	10/00/2020
Margarita Cleaning Services Limited	Margarita's Cleaning				
NZBN: 9429032086591	Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited	Ajadz Indian Cuisine				
NZBN: 9429037504779		4294	Employment Relations Act 2000	17/12/2019	17/06/2020
				1,,12,2013	17,00,2020
Advanced Computers Limited		CELLI-			
NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000	4/12/2019	4/12/2020
		B	Wages Protection Act 1983		
Newzealand Fusion International					
Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983	8/01/2020	9/07/2022
			Holidays Act 2003		
Shenshen Guan **					
		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
	<u>No</u>				
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
New Zealand Police					
		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited NZBN: 9429035155805	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
Project Worx 2020 Limited NZBN: 9429046510501		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited NZBN: 9429041838259		4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited NZBN: 9429046339041	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Genesis 1 Limited NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanbhai PATEL in partnership with Hwemlata PATEL		[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Tippawan Lewis		4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020
Jordan River Limited NZBN: 9429032605716	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020
J & Y 21 Limited NZBN: 9429031038768		4308	Holidays Act 2003	03/03/2020	03/09/2020
House of Island Style Limited NZBN: 9429039366481	House of Island Style	4309	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
					11   P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Cheersup Limited NZBN: 9429030630451	Baccarat Seafood Hotpot	4310	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Greenfields Internet Limited NZBN: 9429041442821		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
HY Accountants Limited NZBN: 9429032623697		4311	Holidays Act 2003	10/03/2020	10/09/2020
Thai Panda Limited NZBN: 9429031557658		4312	Employment Relations Act 2000	10/03/2020	10/09/2020
C and S Brown Enterprises Limited NZBN: 9429033597089		[2020] NZERA 83	Wages Protection Act 1986	24/02/2020	24/02/2021
Speed Pickers & Packers Limited NZBN: 942904780515		4313	Employment Relations Act 2000	17/03/2020	17/09/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Park Forestry 2010 Limited NZBN: 9429047154933		4314	Employment Relations Act 2000 Holidays Act 2003	17/03/2020	17/09/2020
J K J Oborn Limited NZBN: 9429031391580		[2020] NZERA 108	Holidays Act 2003	4/03/2020	4/03/2021
Olde Berry Farm NZ Limited NZBN: 9429041674628		[2020] NZERA 105	Employment Relations Act 2000 Holidays Act 2003	4/03/2020	4/03/2022
Boutique Renovations Limited NZBN: 9429047332775		[2020] NZERA 112	Employment Relations Act 2000 Holidays Act 2003	10/03/2020	10/03/2021
Fortune Company Limited NZBN: 9429035352946	Chinatown	4315	Holidays Act 2003	31/03/2020	30/09/2020
Hawkes Bay Seafoods Limited NZBN: 9429038063244		[2020] NZERA 133	Employment Relations Act 2000 Holidays Act 2003	30/03/2020	30/09/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Moore Decorating Limited NZBN: 9429034750148		[2020] NZERA 143	Employment Relations Act 2000	08/04/2020	08/10/2020
Matangi Berry Farm Limited NZBN: 9429032556438		[2020] NZEmpC 43	Employment Relations Act 2000, Minimum Wage Act 1993, Holidays Act 2003	16/04/2020	16/04/2022

- In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.
- \*\* In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.

<sup>1</sup> Information about the Stand Down Policy can be found on the Employment New Zealand website: <u>https://www.employment.govt.nz/resolving- problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/.</u>



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Watarai Company Limited		[2018] NZERA Christchurch 91	Employment Relations Act 2000	18/06/2018	18/06/2020
Prabh Limited NZBN: 9429032521603		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Rajwinder Kaur		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Baljinder Singh		[2018] NZEmpC 110	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	24/09/2018	24/09/2020
Indy Supa Store Limited NZBN: 9429031688239		[2018] NZERA Christchurch 166	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	12/11/2018	12/11/2020
Hai Ung and Vuochhuor Ung (Partnership)	South Dunedin Satay House	[2018] NZERA Christchurch 173	Employment Relations Act 2000 Holidays Act 2003	28/11/2018	28/05/2020
Silviculture Solutions Limited NZBN: 9429037707477		[2018] NZERA Auckland 402	Minimum Wage Act 1983	17/12/2018	17/06/2020
Double Seven Services Limited NZBN: 9429031240840		[2018] NZERA Christchurch 195	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983 Wages Protection Act 1983	20/12/2018	20/12/2020
Malcolm Bennett and Claire Bennett (partnership)	Coalgate Tavern	[2019] NZERA 7	Holidays Act 2003	9/01/2019	9/01/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Huichan Xu	Golden Spring Takeaway	[2019] NZERA 22	Employment Relations Act 2000 Holidays Act 2003	18/01/2019	18/01/2021
La Wheat Limited NZBN: 9429041237267	La Wheat	[2019] NZERA 50	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	1/02/2019	1/08/2020
Daleson Investment Limited NZBN: 9429034557754	Thirsty Liquor Onehunga	[2019] NZEmpC 12	Minimum Wage Act 1983 Holidays Act 2003 Employment Relations Act	11/02/2019	11/08/2020
Reborn Holdings Limited NZBN: 9429031603782		[2019] NZERA 60	Employment Relations Act 2000 Wages Protection Act 1983 Minimum Wage Act 1983	8/02/2019	8/08/2020
Cleantime Solutions Limited NZBN: 9429041371329		[2019] NZERA 146	Holidays Act 2003	11/03/2019	11/09/2020
Avondale Community Pharmacy Limited NZBN: 9429041186992	14	[2019] NZERA 214	Minimum Wage Act 1983	11/04/2019	11/10/2020
Metro Foods NZ Limited NZBN: 9429030663985		[2019] NZERA 258	Employment Relations Act 2000 Holidays Act 1983 Wages Protection Act 1983	13/5/2019	13/11/2019
Babylon Communications Limited NZBN: 9429037171353	Clearvision Communications	[2019] NZERA 310	Employment Relations Act 2000 Minimum Wage Act 1983	27/05/2019	27/05/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Ways Electronics Limited NZBN: 9429041860878		[2019] NZERA 323	Employment Relations Act 2000 Minimum Wage Act 1983 Holidays Act 2003	31/05/2019	30/11/2020
Shalini Limited NZBN: 9429031472203		[2019] NZERA 334	Minimum Wage Act 1983 Holidays Act 2003	06/06/2019	06/06/2021
MG Foods Limited NZBN: 9429042127283		[2019] NZERA 338	Holidays Act 2003	07/06/2019	07/06/2020
Westgate & Williams Limited NZBN: 9429034840368		[2019] NZERA 380	Employment Relations Act 2000	26/06/2019	26/06/2020
Mittal & Son Limited NZBN: 9429033199078	Mobil Porchester Road	[2019] NZERA 406	Holidays Act 2003 Wages Protection Act 1996	09/07/2019	09/01/2021
Peter & Naomi Limited NZBN: 9429030884533		[2019] NZERA 476	Employment Relations Act 2000	15/08/2019	15/08/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Grockeryking.co.nz (2016) Limited NZBN: 9429042041771	Groceryking.co.nz	[2019] NZERA 528	Employment Relations Act 2000 Holidays Act 2003	12/09/2019	12/09/2021
Adam Baxter		[2019] NZERA 536	Employment Relations Act 2000	16/09/2019	16/09/2020
DC Cladding and Re-Clad Solutions Limited NZBN: 9429046858238		[2019] NZERA 556	Employment Relations Act 2000	1/10/2019	1/10/2020
New Zealand Mountain Hunting Limited NZBN: 9429038415517		[2019] NZERA 568	Employment Relations Act 2000 Holidays Act 2003	4/10/2019	4/10/2021
Paramjeet Singh Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/10/2021
Kuldip Kaur Parihar	Super Liquor Flagstaff and Super Liquor Hillcrest	[2019] NZEmpC 145	Employment Relations Act 2000 Holidays Act 2003 Minimum Wage Act 1983	16/10/2019	16/04/2021
					<b>4  </b> P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Indian Heaven Limited NZBN: 9429041468159		[2019] NZERA 597	Employment Relations Act 2000 Holidays Act 2003	17/10/2019	17/10/2021
Sunwin Technologies Limited NZBN: 9429042400226		[2019] NZERA 603	Employment Relations Act 2000 Holidays Act 2003	22/10/2019	22/10/2020
Sri Guru Singh Sabha Auckland Incorporated NZBN: 9429042991670		[2019] NZERA 615	Holidays Act 2003 Minimum Wage Act 1983	29/10/2019	29/04/2021
Satyam Limited NZBN: 9429045875526		[2019] NZERA 631	Employment Relations Act 2000 Holidays Act 2003	4/11/2019	4/11/2020
Amanda Carmody	Woodcote Farms Boarding Kennels and Cattery	[2019] NZERA 627	Employment Relations Act 2000 Holidays Act 2003	1/11/2019	1/11/2020
Lynette O'Boyle		[2019] NZERA 648	Employment Relations Act 2000 Holidays Act 2003	11/11/2019	11/11/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Helix Limited	Grindz Café				
NZBN: 9429047099388					
		4288	Holidays Act 2003	3/12/2019	3/06/2020
Sailor's Corner Limited (in liquidation)					
NZBN: 9429039981295		[2019] NZERA 667	Employment Relations Act 2000	19/11/2019	19/11/2020
SSA Services Limited	Cleantastic				
NZBN: 9429031545075		4289	Holidays Act 2003	3/12/2019	3/06/2020
			Tolluays Act 2005	5/12/2015	370072020
L.H. Louis NZ Investment Limited	Pakuranga Liquor		Employment Polations Act 2000		
NZBN: 9429046556578	Centre	4290	Employment Relations Act 2000 Holidays Act 2003	3/12/2019	3/06/2020
		B	,		
A1 Communication Limited			Employment Relations Act 2000		
NZBN: 9429032095890	SCA	[2019] NZERA 678	Holidays Act 2003	27/11/2019	27/11/2020
Lichi Development Limited	Jolin Shanghai		Employment Relations Act 2000		
NZBN: 9429041613719	Restaurant	4291	Holidays Act 2003	10/12/2019	10/06/2020
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					6   Page



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Goldenbridge Entertainment Limited	GoGo Music Café				
NZBN: 9429035735090		4292	Holiday Act 2003	10/12/2019	10/06/2020
Margarita Cleaning Services Limited	Margarita's Cleaning				
NZBN: 9429032086591	Service	4293	Holiday Act 2003	17/12/2019	17/06/2020
Red Rock Café Limited	Ajadz Indian Cuisine				
NZBN: 9429037504779		4294	Employment Relations Act 2000	17/12/2019	17/06/2020
Advanced Computers Limited					
NZBN: 9429036653553		[2019] NZERA 692	Employment Relations Act 2000 Wages Protection Act 1983	4/12/2019	4/12/2020
Newzealand Fusion International		>			
Limited* NZBN: 9429030847637		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
Shenshen Guan **		[2019] NZEmpC 181	Minimum Wage Act 1983 Holidays Act 2003	8/01/2020	9/07/2022
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Access Solutions Limited NZBN: 9429037078645		[2019] NZERA 705	Wages Protection Act 1983	13/12/2019	13/12/2020
The Agri Company Limited NZBN: 9429030404694		[2019] NZERA 707	Employment Relations Act 2000 Holidays Act 2003 Wages Protection Act 1983	13/12/2019	13/12/2020
Icarus Construction Services Limited NZBN: 9429047484870		[2019] NZERA 711	Wages Protection Act 1983	16/12/2019	16/12/2020
Marie Kaukau	Sew & Sew / Sew and Sew	[2019] NZERA 714	Employment Relations Act 2000 Holidays Act 2003	16/12/2019	16/12/2020
Little India (Nelson) Limited NZBN: 9429035854678	Little India	[2019] NZERA 718	Employment Relations Act 2000 Holidays Act 2003	18/12/2019	18/12/2020
Food Inn Limited NZBN: 9429046069351	Food Inn Eatery & Catering	4295	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Lokmani Limited NZBN: 9429046908568	Kabana Indian Cuisine	4296	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
De'Niro Auckland Limited NZBN: 9429031830393	De'Niro Ristorante	4297	Employment Relations Act 2000 Holidays Act 2003	14/01/2020	14/07/2020
Taj Nexus Limited NZBN: 9429046736369	Sangam Indian Cuisine	4298	Employment Relations Act 2000	21/01/2020	21/07/2020
APlus Window Solutions Limited NZBN: 9429046424778		4299	Employment Relations Act 2000	21/01/2020	21/07/2020
Gautam Rajan Kapur (AKA Kapoor)		[2019] NZERA 730	Employment Relations Act 2000	20/12/2019	20/06/2021
Sam's Land Beyond Limited NZBN: 9429046846761	Fan's Massage	4300	Holidays Act 2003	28/01/2020	28/07/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
New Zealand Police					
		4301	Employment Relations Act 2003	28/01/2020	28/07/2020
Plaza India 2009 limited NZBN: 9429032123784		4302	Holidays Act 2003	4/02/2020	4/08/2020
Level Eighteen Limited NZBN: 9429035155805	Thirsty Liquor Wickman Way Wickman Way Fresh Wickman Way Price Cutter	4303	Employment Relations Act 2000 Holidays Act 2003	11/02/2020	11/08/2020
Project Worx 2020 Limited NZBN: 9429046510501		[2020] NZERA 41	Employment Relations Act 2000	31/01/2020	31/01/2021
Polished2Perfection Limited NZBN: 9429041838259	ACT III	4304	Holidays Act 2003	11/02/2020	11/08/2020
B-Relax NZ Limited NZBN: 9429046339041	Zen Massage Manukau	4305	Holidays Act 2003	25/02/2020	25/08/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Genesis 1 Limited NZBN: 9429043328161		[2020] NZERA 59	Wages Protection Act 1986, Employment Relations Act 2000	11/02/2020	11/02/2021
Hiram Kumar Chimanbhai PATEL in partnership with Hwemlata PATEL		[2020] NZERA 72	Minimum Wage Act 1983, Employment Relations Act 2000, Holidays Act 2000	19/02/2020	19/02/2022
Tippawan Lewis		4306	Employment Relations Act 2000 Holidays Act 2003	25/02/2020	25/08/2020
Jordan River Limited NZBN: 9429032605716	Queenstown Liquor Centre and Queenstown Quality Convenience Store	4307	Holidays Act 2003	03/03/2020	03/09/2020
J & Y 21 Limited NZBN: 9429031038768		4308	Holidays Act 2003	03/03/2020	03/09/2020
House of Island Style Limited NZBN: 9429039366481	House of Island Style	4309	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
					<b>11  </b> P a g e



<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Cheersup Limited NZBN: 9429030630451	Baccarat Seafood Hotpot	4310	Employment Relations Act 2000 Holidays Act 2003	03/03/2020	03/09/2020
Greenfields Internet Limited NZBN: 9429041442821		[2020] NZERA 80	Holidays Act 2003	21/02/2020	21/02/2021
HY Accountants Limited NZBN: 9429032623697		4311	Holidays Act 2003	10/03/2020	10/09/2020
Thai Panda Limited NZBN: 9429031557658		4312	Employment Relations Act 2000	10/03/2020	10/09/2020
C and S Brown Enterprises Limited NZBN: 9429033597089		[2020] NZERA 83	Wages Protection Act 1986	24/02/2020	24/02/2021
Speed Pickers & Packers Limited NZBN: 942904780515		4313	Employment Relations Act 2000	17/03/2020	17/09/2020
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down ) period starts	Stand down period ends
Park Forestry 2010 Limited NZBN: 9429047154933		4314	Employment Relations Act 2000 Holidays Act 2003	17/03/2020	17/09/2020
J K J Oborn Limited NZBN: 9429031391580		[2020] NZERA 108	Holidays Act 2003	4/03/2020	4/03/2021
Olde Berry Farm NZ Limited NZBN: 9429041674628		[2020] NZERA 105	Employment Relations Act 2000 Holidays Act 2003	4/03/2020	4/03/2022
Boutique Renovations Limited NZBN: 9429047332775		[2020] NZERA 112	Employment Relations Act 2000 Holidays Act 2003	10/03/2020	10/03/2021
Fortune Company Limited NZBN: 9429035352946	Chinatown	4315	Holidays Act 2003	31/03/2020	30/09/2020
Hawkes Bay Seafoods Limited NZBN: 9429038063244		[2020] NZERA 133	Employment Relations Act 2000 Holidays Act 2003	30/03/2020	30/09/2021
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<b>Employer</b> (Subject of the stand down period)	Trading as	Reference	Relevant legislation	Stand down period starts	Stand down period ends
Moore Decorating Limited NZBN: 9429034750148		[2020] NZERA 143	Employment Relations Act 2000	08/04/2020	08/10/2020
Matangi Berry Farm Limited NZBN: 9429032556438		[2020] NZEmpC 43	Employment Relations Act 2000, Minimum Wage Act 1993, Holidays Act 2003	16/04/2020	16/04/2022

- In relation to the Employment Court judgment: [2019] NZEmpC 181, Newzealand Fusion International Limited is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Newzealand Fusion International Limited incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.
- \*\* In relation to the Employment Court judgment: [2019] NZEmpC 181, Shenshen Guan is subject to a stand down period applying from 9/07/2021 to 9/07/2022 (12 months). This stand down period is a result of Shenshen Guan incurring a banning order for a period of less than 5 years, and will come into effect following the 18 month banning order period (8 January 2020 until 8 July 2021) as per the judgment of [2019] NZEmpC 181, paragraph [114]<sup>1</sup>.

<sup>1</sup> Information about the Stand Down Policy can be found on the Employment New Zealand website: <u>https://www.employment.govt.nz/resolving- problems/steps-to-resolve/labour-inspectorate/employers-who-have-breached-minimum-employment-standards/.</u>