

Issue 229. MAY 2026

Round about.

LOCAL BUSINESS IS OUR BUSINESS

Business Mentoring:

Are You Ready?

Sigree Indian Cuisine

The Taste of Authenticity

Allegion MD

Brendon Simpson Retires



Stronger together

www.rosebankbusiness.co.nz

Rosebank
Business Association

RBA



We've cooked up a great new initiative **FREE** for communities

TPS has created a great new free service for Rosebank businesses and communities - the TPS Community BBQ Trailer.

As a proudly NZ-owned company, we believe strong communities build strong futures, so we're committed to giving back. Our new TPS BBQ Trailer is a great way to support local causes. It's ready to roll with everything you need to cook up tasty meals and bring people together for fundraisers, school events, and local business gatherings.

To book it, simply send us an email with brief details and date of the event you're planning to:
BBQ@tps.co.nz



**Total
Property
Services**

**Taking care of business.
And our communities too.**

In This Issue

4 FROM THE CHAIR

RBA Chairperson, Rebecca Harris

6 ROSEBANK ADVOCATES

6 Grant Hewison

8 Kimmy's Korner

10 ROSEBANK NEWS & EVENTS

13 Allegion Managing Director Brendon Simpson Retires After 25 Years

16 Special Moments

18 Business Mentoring:
Are You Ready?

20 Sigree Indian Cuisine:
The Taste of Authenticity

23 BUSINESS NUTS & BOLTS

23 Interest Rates Are On The Move

24 5 signs an employee is ready for promotion

25 A Practical Legal Guide for Selling Your
Business in New Zealand

26 Security Cameras:
The Monitoring Upgrade That Adds Value

27 Trade is our Lifeline:
Show your support for the India–New Zealand FT



Cover: Sigree Indian Cuisine owner Ramesh Patel

With thanks to our partners ...



EDITORIAL AND ADVERTISING ENQUIRIES:

Phil Clode,
Business Development Manager
Mobile: 027 448 7009
E: phil@rosebankbusiness.co.nz

ROSEBANK BUSINESS ASSOCIATION

527A Rosebank Road, Avondale, Auckland
PO Box 71034, Rosebank, Auckland 1348
Phone: 09 820 0551
E: info@rosebankbusiness.co.nz

www.rosebankbusiness.co.nz

www.facebook.com/rosebankbusiness



The Rosebank Roundabout is published by the Rosebank Business Association Inc. Copies are distributed free to approximately 1200+ businesses in and around the Rosebank and other West Auckland districts. Editorial included in this publication reflects the opinions of the contributing authors and does not necessarily represent the views of the RBA.

From the Chair

Rebecca Harris (Bex), RBA Chairperson, rebecca@i-e.co.nz



Introduction

I'm delighted to introduce myself as the new chair of the Rosebank Business Association. Rosebank is a special place - home to a diverse mix of businesses, people, and ideas - and it's an honour to step into this role at such an exciting time. I'm looking forward to supporting a community that plays an important role in Auckland's wider business and creative landscape.

Before looking ahead, it's important to recognise the great work already happening. The RBA team (Kim, Phil, and Maureen) do an outstanding job supporting local businesses and advocating for Rosebank every day. Much of their work happens quietly in the background, but the results are clear. From organising events and

keeping members informed (including via this fantastic Roundabout magazine) to working on safety, awareness, and connection across the area, their commitment makes a real difference. The strong sense of community we have here doesn't happen by accident - it's the result of consistent effort, collaboration, and care.

I also want to acknowledge the dedication of our board, partners, and members who give their time, ideas, and energy to support Rosebank. Business associations thrive when people get involved, and the RBA is a great example of what's possible when people work together with a shared purpose. The foundation that has been built provides a solid platform for what comes next.

As chair, my focus is on continuing that momentum while being open to fresh thinking and new opportunities. Rosebank is constantly evolving, and it's important that the RBA continues to reflect the needs of its members - whether those members are established businesses, new ventures, or people

exploring what Rosebank has to offer. I'm keen to listen, learn, and to help ensure that the association remains relevant, inclusive, and forward looking.


One of the things I'm most looking forward to is meeting more people across the Rosebank community at the many upcoming events organised by the RBA. These events are more than just dates on a calendar - they're opportunities to connect, share ideas, build relationships, and strengthen our local network.

Whether it's a casual catch up, a business event, or a community celebration, I hope as many members as possible will come along and get involved.

Thank you to the RBA team for their hard work and dedication, and to everyone who contributes to making Rosebank such a vibrant place. I'm excited about what we can achieve together, and I look forward to meeting many of you in the months ahead.

Regards,
Rebecca Harris,
RBA Chairperson

I'm looking forward to supporting a community that plays an important role in Auckland's wider business and creative landscape.


Platter Order Reward
Every platter order = 1 entry into our monthly draw.
Win a FREE platter of your choice.
One winner drawn every month.
Subway Rosebank Road
1/624 Roasebank Rd, Avondale
Phone: 09 828 8657

Moving office or warehouse?
Think local, we are just around the corner


BUSINESS RELOCATIONS
MAKING MOVING EASY
ROSEBANKS SPECIALIST COMMERCIAL MOVERS
Call 0800 800 247 www.businessrelocations.co.nz

LOCAL LIKE YOU

Expert support is right around the corner.



GET IN TOUCH > 0800 824 924 

Kimmy's Korner

Kim Watts RBA General Manager

Phone: 021 639 509, kim@rosebankbusiness.co.nz



Stepping Up

Stepping into my new role as general manager of the RBA is both an exciting and natural progression for me. This position builds on the responsibilities I've previously held, and I'm genuinely looking forward to continuing that work while taking on the additional scope that comes with it. My focus remains the same: maintaining and strengthening the high level of service that we're proud to provide every day, while continuing to support initiatives that make Rosebank a safer, cleaner, and smarter business community. This includes working closely with local stakeholders, supporting safety and security measures, and helping drive improvements that benefit everyone who works in and visits the area.

This time of year also gives us a meaningful opportunity to reflect on the people who keep our workplaces running seamlessly - and often without recognition. Administrator's Day is a chance to acknowledge those individuals who work quietly behind the scenes to ensure everything flows smoothly. From managing the details to supporting teams in countless unseen ways, their contribution is invaluable. Taking a moment to celebrate them isn't just a kind gesture; it's a recognition of the essential role they play in our daily success.

To mark the occasion, we were delighted to host our Administrator's Day event on Wednesday, 29 April at Best Blooms



(571a Rosebank Road). Held from 5:30 p.m. to 7:00 p.m., the evening brought together 15 nominated winners for a well-deserved celebration. Guests enjoyed a relaxed atmosphere with food and wine, along with the opportunity to create their own flower bouquets to take home.

Now in its second year, the event continues to grow, and this was reflected in the enthusiasm and creativity of the participants. Each bouquet was unique, showcasing a beautiful mix of colours and personal style, and it was clear from the smiles around the room that

the experience was both enjoyable and rewarding.

Importantly, while only 15 could attend the event, all nominees were acknowledged. The remaining entrants were not forgotten, with wine delivered to them as a small token of appreciation for the important work they do.

Administrator's Day reminds us that recognition doesn't always need to be grand; it simply needs to be genuine. Celebrating the people who support us every day helps to build stronger, more connected workplaces, and we're proud to play a part in that.





Rosebank Advocates

With **Dr Grant Hewison**, specialising in local government consultancy and legal services



Dr Grant Hewison

Auckland's Transport Reform and How Roads are Managed

A major change is underway in how Auckland's roads are managed. The change will have important implications for businesses, including those in the Rosebank Peninsula.

In April 2026, Auckland Council released details of the proposed Auckland Roding Classification Framework (ARCF) as part of wider, government-led transport reform. While it may sound technical, the changes could influence how decisions are made about roads, freight routes, parking, safety, access, and future infrastructure in business areas like Rosebank.

What's changing?

Under new legislation currently progressing through Parliament, Auckland Transport's role as the city's Road Controlling Authority will transfer to Auckland Council. In simple terms, Auckland Council will become the main body responsible for roads, while a separate transport organisation will continue to focus primarily on public transport delivery.

This means more transport decision-making will shift to Auckland Council's Governing Body and Auckland's local boards.

For business communities, this could reshape who makes decisions and how quickly priorities such as road upgrades, traffic flow improvements, freight access, and local street issues are addressed.

What is the Auckland Roding Classification Framework?

The ARCF is the system Auckland Council will use to classify every road in the region (excluding state highways) into categories such as: arterial roads; collector roads; local roads; city centre roads; Eden Park precinct roads; and residual roads.

Why does this matter? Because the category assigned to a

road will determine who has decision-making authority over it. Generally, arterial roads (such as Rosebank Road) will sit with Auckland Council's Governing Body, while local and collector roads will involve greater local board decision-making powers.

For Rosebank businesses, where efficient freight movement and access are critical, road classification could be highly significant, especially at intersections where these roads connect.

What could this mean for businesses?

The proposed framework specifically acknowledges roads carrying freight as strategically important. That is welcome news for Rosebank, where truck access, loading efficiency, and reliable travel times are essential to business productivity.

Better network planning

Council has indicated that arterial roads will be treated as connected corridors with clear start and end points. This "whole route" approach could improve planning for intersections, safety upgrades, congestion points, and links to the wider motorway network.

Clearer decision-making

One of the frustrations businesses often face is uncertainty about who is responsible for solving transport issues. The new framework aims to provide clearer governance between regional and local decision-makers. However, also of importance is where arterial roads connect with local roads.

Opportunities for advocacy

As the framework is still being developed, there is an opportunity for the RBA and local stakeholders to raise priorities before final decisions are made.

As consultation continues, Rosebank businesses may wish to advocate for freight efficiency, safer access, better intersections, parking, SH16 connections, practical active transport, timely maintenance, and future infrastructure investment planning.

What happens next?

Auckland Council will seek feedback from local boards in coming weeks, with the initial framework expected to be considered in May 2026. Further work will then define collector, local, and residual roads, along with funding arrangements and local decision-making powers. Final approval of the framework will require sign-off from the Minister of Transport before the transition period ends.

The bottom line

For Rosebank, roads are more than transport assets; they are the lifeblood of business activity. Whether it is a truck delivery, staff commute, client visit, or service call, reliable transport connections are essential.

The RBA will continue to monitor developments and advocate for practical outcomes that support local businesses, jobs, and growth.



PRINT LOUNGE
QUALITY PRINT SOLUTIONS

- MAGAZINES
- POINT OF SALE
- LABELS
- POSTERS UP TO A1
- BROCHURES

We offer a one stop shop for all your printing requirements. From magazines to labels on a roll and everything in between. Using the very latest H-UV offset and digital print technologies we can turn jobs around in no time with unbelievable clarity and quality. **Visit our website for more information.**



p. 09 950 4249 e. info@printlounge.co.nz
www.printlounge.co.nz



WIN A \$200 PREZZY CARD WHEN YOU BUY BABICH ONLINE



Every purchase puts
you in the draw to win.

Every purchase through our
website, www.babichwines.com,
during May, puts you in the draw
to win a \$200 Prezzy Card!

This is our way of saying thank you
for being part of our wine loving
community. So go ahead, explore our
wine range, discover new favourites,
and raise a glass to good taste and
great rewards.

T's & C's apply – Promotion is valid for
May 2026. The winner will be drawn the
4th June.

Please drink responsibly



Rosebank News & Events

News, views and any other tidbits from the Rosebank Business Community.



EMA Legal Briefing - Employment Law Update

Employment law continues to evolve - and keeping up has never been more important for employers. Join the EMA's Legal Update for Employers, presented by Mauro Barsi, Head of Legal, and Sarah Lim, Senior Associate, for a practical briefing on the latest legal developments affecting New Zealand businesses.

The session will cover upcoming legislative changes, recent case law, managing employee exits, handling long-term medical incapacity, and what employers need to know about the holidays reform.

Designed for decision-makers, this update will help you

understand your obligations, reduce risk, and navigate complex employment issues with confidence. Employers are encouraged to attend and make the most of this timely legal insight.

EMA Seminar

Where: Browne St Eatery,
50 Rosebank Rd, Avondale
When: Tuesday, 12 May 2026
Time: 7:30am - 9:15am
RSVP: maureen@rosebankbusiness.co.nz



Western Mailing Hosting

Join us for an evening at Western Mailing

The Rosebank Business Association invites members to a networking evening hosted by Western Mailing at their Auckland facility.

This is a great opportunity to meet the Western Mailing team, see their operation firsthand, and connect with fellow local businesses in a relaxed setting.

Western Mailing specialises in secure digital and physical customer communications. With SOC 2 Type II attestation, they ensure customer data is protected at every step - from data handling through to final delivery

across mail, email, print, SMS, invoicing, and more.

With over 40 years' experience supporting New Zealand organisations, Western Mailing understands the importance of getting communications right - particularly for businesses that can't afford a privacy breach.

Western Mailing Hosting

Where: 461 Rosebank Road
When: Thursday, 28 May 2026
Time: 5pm-7pm
RSVP: maureen@rosebankbusiness.co.nz

Cleanery is a New Zealand manufacturer of low-waste cleaning and personal care products, committed to reducing packaging, emissions and environmental impact.

Their patented formulations use naturally derived plant and mineral ingredients that mix with water, eliminating the need for single-use plastic bottles filled primarily with water.

Manufactured locally in a low-emissions facility, Cleanery's products are ethically sourced, highly effective and designed to create more than 99% less waste than traditional alternatives. By delivering affordable, sustainable solutions at scale, Cleanery is helping businesses and consumers reduce their environmental footprint without compromising on performance.

visit rosebankbusiness.co.nz/rosebank-rewards for more reward offers!



Use the code ROSEBANKROAD for **25% off** orders on our website – www.cleaneryonline.com

Use the code CLICKCOLLECT if you would like to collect from the factory rather than paying for postage.



Rosebank Rewards



Local Businesses Supporting the Local Workforce.

You might not know it, but if you're a member of the Rosebank Business Association you are eligible for all the perks.

Visit rosebankbusiness.co.nz to find out more.





Allegion Managing Director Brendon Simpson Retires After 25 Years

The RBA is pleased to join the team at Allegion in celebrating Brendon Simpson, Managing Director, who retired on April 30 after over 25 years with the business.

Brendon's time with Allegion New Zealand has been marked by innovation and growth. Described by some of his colleagues as a "true team player and an inspiring leader," he began his career with the business based at 437 Rosebank Road in October of 2000, when Allegion was the residential and commercial security arm of global company Ingersoll Rand. Brendon came on board as Ingersoll Rand's NZ/AU Financial Controller, and after six years, he stepped into the role of Managing Director with Allegion New Zealand.

Allegion is a global leader and trusted manufacturer and supplier in door hardware and security, producing everything from mechanical locks to electronic access control. With Brendon at the helm in New Zealand, the local operation has grown, and, in 2016, Brendon took home Allegion's President Award in recognition of New Zealand's strong upward trajectory.

But like any leader worth their salt,



Brendon's 25 years office celebration in October 2025

Brendon has been tested multiple times during his tenure. Like in 2013, Allegion spun off from Ingersoll Rand to become its own company, listed on the New York Stock Exchange. It was a monumental shift, and Brendon steered his New Zealand team through the transformation with firm, focused calm.

In 2020, when COVID-19 hit, Brendon and the Allegion New Zealand team were amidst a new warehouse and office

build. Despite delays and disruptions, team members recall Brendon remaining supportive, determined and unflappable. His team was vocal in commending the way he understood the pressures they were facing during COVID-19 and how his people-focused approach fostered real trust at a time of global uncertainty.

In a recent nomination for Allegion's internal Great Manager Award program, team members of Brendon's shared sentiments like, "He supports new ideas and always encourages the team to innovate," and "Brendon leads from the front and is an example of hard work and fairness." Another team member shared, "He has been an exceptional leader, his consistency and unwavering commitment have made us a company that our customers can truly rely on."

The Allegion team readily commends the way Brendon's guidance, high standards, and collaborative approach have made people feel valued, seen, and supported within their roles. Throughout his time as Managing Director, he made concerted efforts to connect with team members at all levels of the business, including those based in Wellington and Christchurch, and he was known for being tirelessly



Serge Zappone, Allegion's Vice President, APAC region and Brendon Simpson, Managing Director at his retirement farewell held at the Captain's Bar, Park Hyatt, Auckland on Friday 17 April.

generous with his knowledge and expertise, living by the adage "The rising tide lifts all ships."

Brendon's positive influence on his team at a personal level is also evident. "Over the years, he has been a true advocate for my growth and success, always driving me to be better," said one team member of Brendon's impact. "I knew he was in my corner, genuinely wanting me to succeed."

Upon the announcement of his retirement late last year, Brendon personally placed many calls to individual customers to let them know the news firsthand. His approach has always been to lead by example in his collaboration with internal and external stakeholders. This approach has no doubt gone a long way towards a smooth handover with his successor, Fiona Robinson. Allegion New Zealand and the RBA are pleased to welcome Fiona as she takes over the stewardship of Allegion New Zealand from Brendon; Fiona is a returning Kiwi from Melbourne, Australia, where she has worked for Allegion for the past seven years as a National Sales Director.

Now that Brendon is stepping into the retirement life, the RBA joins the Allegion team in recognising him for his exceptional leadership and wishing him all the best.



Allegion's new MD Fiona Robinson, with Susie Tutty, PA/Office Administrator

Specialising in security around the doorway and beyond

- Residential door hardware
- Commercial door hardware
- Electronic locks
- Sliding and folding door hardware

Brio ■ <FSH> ■ LCN ■ LEGGE ■ SCHLAGE

0800 477 869 | nzinfo@allegion.com | allegion.co.nz



Power your business with

**BUNNINGS
TRADE**

PowerPass



Useful digital tools



Dedicated trade support



PowerPass prices*



In-store collection & delivery*



Flexible payment options*

Sign up to PowerPass today



*Terms & conditions apply. See Trade.bunnings.co.nz/PowerPass for details

Bunnings Avondale Trade Centre

494A Rosebank Road, Avondale, Auckland 1026

Freephone: 0800 134 TRADE

Telephone: (09) 829 5800


AvondaleTCOrders@bunnings.co.nz


www.trade.bunnings.co.nz

BACKING BUSINESS. BUILDING AOTEAROA.

Carol Lepupa

Regional Manager Northwest Auckland
and Northland Commercial

 carol.lepupa@asb.co.nz

 0274 403 931

ASB
ONE STEP AHEAD

Special Moments



Spark AI seminar

David Wilson's IT 360 presented an AI event exploring the advancement of artificial intelligence and how rapidly it is evolving.



Paint & Sip

Rosebank members were invited to unleash their inner artist at the RBA Paint & Sip evening.



Administrators Evening

Fifteen well-deserving administrators enjoyed a relaxed evening of drinks and nibbles while creating their own floral bouquets. A fun, hands-on experience filled with laughter, great company, and beautiful blooms to take home.



Easter Competition

Interest in this competition continues to grow each year, with Cheryl Hermanson from Mulcahy Engineering taking home the hamper.



Rosebank Business Challenge

The 2026 Rosebankopoly event saw teams compete for money in a fun Monopoly-style afternoon challenge.



6

Fruit Care Packs

17 & 18th March - The RBA staff hit the streets to deliver the annual fruit care packs to all our businesses here in Rosebank.



8

Harbourside Business Park BBQ Lunch

Get to know your neighbour event 19th March - Local businesses came together for a FREE BBQ lunch, giving everyone a chance to connect and have conversations around community safety.



7

Rob Morris Scaling Up Event

March 24th, The RBA breakfast saw Rob Morris engage with businesses, sharing insights on scaling up their operations.



9

Flu shots

Now in its fifth year, community nurses are visiting Rosebank businesses to administer flu vaccinations.



Business Mentoring:

Are You Ready?

“No man is an island,” wrote the poet John Donne, and nowhere do his words ring more true than in the world of business. Many entrepreneurial business owners feel like they’re going through every challenge alone, but business mentoring is a way to for SMEs to gain an expert advisor in their corner – and for experienced business owners to give back.

Sarah Trotman, CEO of Business Mentoring New Zealand, says that the difference made by business mentoring can be profound.

“For some business owners, mentoring can be transformational,” she says. “It opens their eyes to the value of having an experienced person walking alongside them, someone who is a sounding board.”

Business Mentors New Zealand is an independent, not-for-profit organisation that matches business mentors and mentees across the country. The mentees pay a one-time fee to register (a cost that supports the behind-the-scenes admin and mentor training), but the mentors volunteer their time.

What the effect of mentoring can look like can depends on the particular business and its issues. “Success looks different for different business owners,” says Sarah. “For some, it’s about having a weight lifted off their shoulders, and therefore the freedom to visualise the future with clarity. For others, it’s increased profits, or even getting themselves into a profitable position.”

It’s mainly small business owners who seek mentoring, she says, since larger businesses will have gathered years of their own experience and potentially have a board to advise them. (Business Mentoring New Zealand works with mentees who have 20 employees or fewer on their staff.) But it’s not just first-time owners or those at the very beginning of their business journey

who can benefit from mentoring. Sarah says that that there is no best time to consult a business mentor; their expertise can be helpful at any stage. “We’ve got the intersection of the life stage of the business, the business owner’s experience, the sector that the business owner is in, and the specific challenge the business owner is facing.”

A business owner might meet with their mentor once a month for one to two hours. Some mentees are matched with mentors from the same industry, but Sarah says that mentor and mentee don’t necessarily have to hail from the same corners of the business world, since “an HR issue in industry A is likely to be the same as in industry B.” (From May 15, Business Mentors New Zealand is also offering its mentors an AI Digital Mentor, which will support mentors 24/7 on any business topic by drawing on anonymised business insights.)

In the session, the owner can present a business challenge, which can be just about anything. “It might be that the challenge that they’re bringing is a personal one and it’s negatively impacting their staff,” Sarah elaborates. “It might be a financial one where the business is not profitable, and the business owner is wondering whether they should be exiting the business or turning it around. It might be a human resource issue, so the business owner may have grown the business to the point where they’re not actually in control of every aspect of it anymore, and there might be a transition they need to undertake.”

Because business mentors are good listeners with deep experience, she says, the issue presented by the business owner may not always be the true root of what they need to address. For example, say a business owner frames an issue as an HR matter, or says their team is falling apart and they need help refining their leadership skills. “But then when you sit down

face-to-face with someone that has actually had experience and can unpack pretty quickly what the real issue is, it might be that, actually, it was a marriage breakup" affecting the business owner's capacity to lead.

Accountability in the relationship is key, says Sarah. One way to do this is by keeping detailed notes of the session and agreeing on action points. Rather than either the mentor or mentee using valuable headspace during the meeting to take notes, Sarah cites this as a good use of AI. Business Mentors New Zealand's new AI integration includes an option for an AI Mentoring Assistant that records the mentoring meeting and creates an automated meeting summary, which includes action points for the business owner.

Sarah is clear on the fact that the mentor is not there to do the work for the business owner; instead, they act as a coach, prompting the owner to come to their own conclusions. "Business mentors are very good listeners. They're very skilled because they've all got such deep experience. The mentor won't do the work; the business owner has to be committed and roll up their sleeves and get stuck in."

If you have your own breadth of business experience under your belt, you might be wondering whether you would qualify to be a mentor yourself. Sarah says that the best way to find out is to apply - and to leave the decision to them.

"Many people underestimate what they've got to offer," she says. "Just approach us."

Sarah says that her organisation onboards mentors from three areas: those who have owned their own business, those with a particular skill set, and those who have recently retired. And the benefits for mentors, she adds, can be just as valuable as for their mentees.

"It staggers me how long people continue mentoring," she says. "We have mentors who have been with us for over 20 years. Our mentors have often run global businesses, or they've been senior leaders, or business owners of large organisations and even small, successful businesses in New Zealand. They're looking for opportunities to use their skills in a voluntary way, and business mentoring might be stimulating and rewarding for somebody who wants to give back."

Sarah says that it's common for business owners to feel overwhelming relief at having someone so experienced in their corner. And "experienced," she notes, is the key word.

"There's no point in speaking to your friends and family," she says. "If they haven't rolled up their sleeves and run a business before, they have no idea what you're going through. If you're struggling or need a sounding board, somebody to walk alongside you in your business, reach out for a mentor."

Special thanks to Sarah Trotman of Business Mentors New Zealand. For more information, visit: www.businessmentors.co.nz. Story by Beth Caunter.



Sarah Trotman
Business Mentors
New Zealand

Rosebank's risk and insurance specialists

Charlton Cowley
Insurance Broker

021 713 677
charlton.cowley@abbott.co.nz

Bernard McCrea
Life, Health & Mortgage Adviser

027 486 2501
bernard.mccrea@abbott.co.nz

1/527A Rosebank Road, Auckland



INSURANCE · RISK · FINANCIAL



Charlton

Bernard



Sigree Indian Cuisine:

The Taste of Authenticity

If you're looking for an Indian meal that goes beyond butter chicken (and won't break the bank), stop in for lunch at Sigree Indian Cuisine here in Rosebank. The brand-new establishment is the perfect lunch spot for anyone looking for delicious, authentic Indian flavours at an affordable price; the menu features a lunch special for \$15 that includes curry, rice, and a drink of your choice.

Owner Ramesh Patel and his wife, Kaushika, have brought their passion for authentic cuisine to West Auckland after years of eyeing up the perfect location. In 2019, Ramesh bought the grocery shop right beside where Sigree is now, back when the restaurant space was vacant. He spent the next six years watching from his shop as tenant after tenant came and went next door, and the space was used for everything from a takeaways to a burger joint. But he wasn't just idly observing – Ramesh was taking detailed mental notes.

"From next door, I was seeing what each business was missing," he says, "and why they couldn't survive for long. I got to know the customers and their habits. I opened my shop at 5 a.m., and by 10 a.m. I would see the same customer three times: first thing in the morning, at their smoko, and then at lunch."

These observations made one thing clear: local customers were looking to buy good food throughout their work day, and as such, they wouldn't be keen to spend upwards of \$25 for a meal. For Ramesh, who had long had a dream to serve real Indian food to his community, this gap in the market looked like a shining opportunity. So when the restaurant space again became vacant, the owner sat down with Ramesh to make a deal that would allow

his dream to come true.

But that was only the beginning. As passionate foodies, Ramesh and Kaushika were determined to bring only the most authentic-tasting cuisine to Rosebank.

"My wife personally went to India," Ramesh recounts, "to taste the food made by our top applicant." That applicant would become the first of their two chefs, and while they awaited Immigration NZ's final stamp of approval, they hired a second Indian-born chef already based in New Zealand. Their second chef had years of experience, including with Western fusion food, which sounded good to Ramesh. He has gone on to write a few fusion options into the menu at Sigree, such as burgers with an Indian flavour, hoping to appeal to a wider array of customers.

"Rather than serving only Indian food every day," Ramesh explains, "if I have a mix, with a little bit of Western fusion, then people have more choice."

So far, says Ramesh, word-of-mouth feedback from the Rosebank community has been overwhelmingly positive. "People just keep coming, both for dining in and takeaway," he says. "We plan to serve more and more lunch, with different dishes in different styles, and to keep it affordable for our customers."

And if despite the promise of authentic Indian flavours, you're still a diehard butter chicken fan, Ramesh promises that his version will knock your socks off. "Our butter chicken, to be honest, is totally different from other butter chickens," he says. "If you go to the mall and have a butter chicken, they just boil the chicken. But the chicken is supposed to go inside the tandoor oven, which is

The *sigree* doesn't lie.

Auckland's premier Indian fire-craft dining.

*You can't fake what comes off a **real sigree**.*

The charcoal does something an oven or gas flame just can't.

It caramelises the outside fast, locks the moisture in, and works with the marinade to build flavour you can actually taste.

We cook regional dishes properly, season with intention, and trust our guests to notice.

*Not nostalgia.
Just how it works.*



AUTHENTIC INDIAN CUISINE

OPEN DAILY
10.30am - 9.30pm

www.sigree.co.nz

277 ROSEBANK ROAD,
AVONDALE, AUCKLAND
sigreedine@gmail.com
09 243 1277



a big clay pot that gets really hot inside. We put the chicken on skewers and put the skewers inside the tandoor. That's how you get the proper real butter chicken taste."

He adds a culinary fact that might make some fans of spicy food consider broadening their horizons. "Butter chicken is not designed to be spicy," he says. "It's made with cream, and it already has sweetness from honey or sugar, so if you add spice into it, you spoil the food."

His advice to culinary adventurers? Try a dish with a different protein for a true hit of spice. "Lamb or goat tastes really nice when it's really spicy; we cook the goat for five or six hours to make it tender. If the dish doesn't have cream, you'll have a real, authentic, spicy meal."

Sigree's menu has lots of options for vegetarians and vegans, and Ramesh says they have limited gluten-free options by request. "There's plenty of parking," he adds, "and the atmosphere for dining is beautiful."



Visit Sigree Indian Cuisine for lunch, either dine-in or takeaway, at 227 Rosebank Road. For more information, visit <https://sigree.co.nz/>. Story by Beth Caunter.

Business Nuts & Bolts

Business to Business advice from **RBA Members & Partners**

Interest Rates Are On The Move

Just when it felt like rates might settle, they've started creeping up again. Borrowers are feeling the pressure, but for savers, it's a different story.



Bernard McCrea
Abbott Insurance Brokers

Over the past two months, mortgage rates have quietly increased, driven by ongoing inflation pressures and rising wholesale funding costs for banks. Rates in the 3-5 year range are now sitting between 5.20% and 5.70% - around 0.50% to 0.70% higher than the lows we saw in November 2025.

Of course, there is a silver lining. Term deposit rates are also lifting, now sitting at around 4% for one-year terms and up to 5% over

cycles, or simply revisiting timing around refinancing decisions.

There's also a broader range of funding options available than many realise. Beyond the main banks, alternative lenders can play a role, particularly for short-term funding needs, smoothing cashflow, or enabling businesses to act on opportunities without disrupting core banking arrangements.

None of this requires wholesale change. But in a rising rate environment, even incremental improvements can help reduce pressure and create more flexibility over the next 12-24 months.

A practical next step

If you haven't reviewed your lending recently, it's worth taking a fresh look.

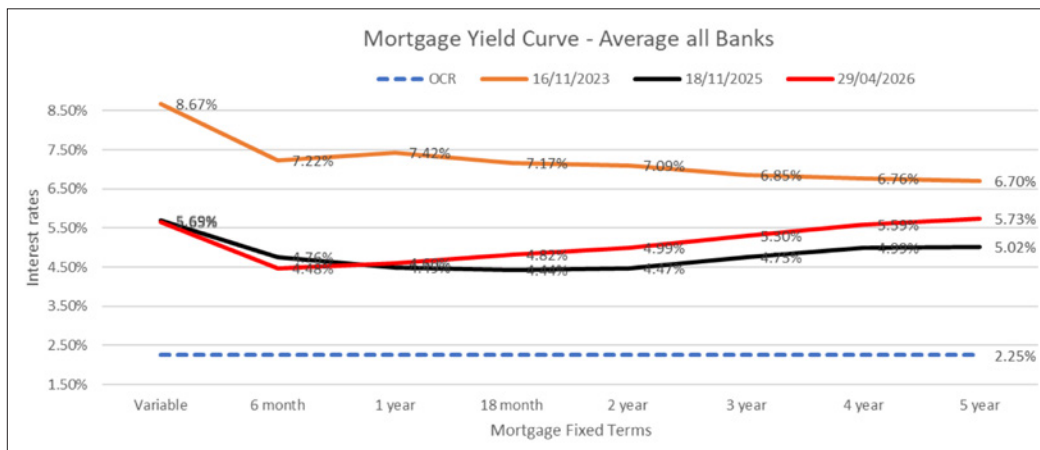
I offer a complimentary review for Rosebank Business Association members, their staff and families – whether that's a second opinion, a sense-check of your current arrangements, or simply talking through your options.

And if someone in your network is navigating a refinance, managing

cashflow pressure or struggling to get clear answers from their bank, feel free to share my contact details.

To book your one-hour complimentary review, or simply have a chat, please contact:

Bernard McCrea - Financial Adviser
Abbott Insurance Brokers
027 486 2501 | bernard.mccrea@abbott.co.nz



five years, offering more meaningful returns for those in a position to save.

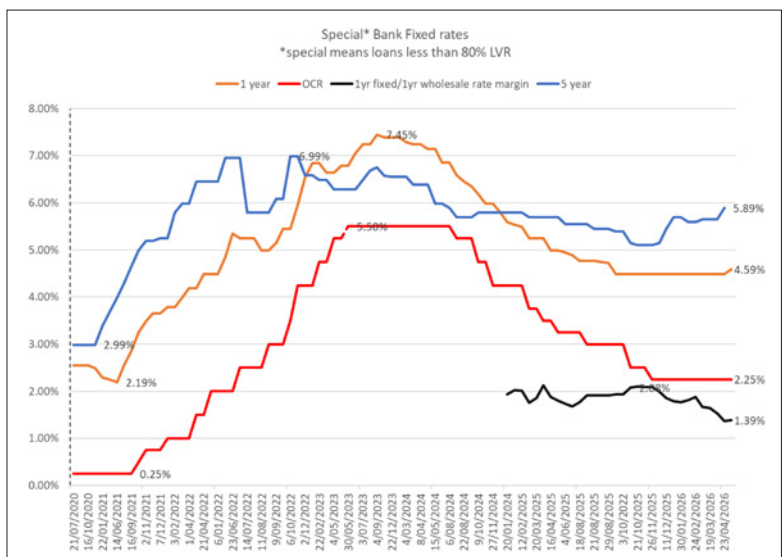
Looking ahead, most commentators expect the Reserve Bank of New Zealand to take a cautious approach. There's potential for a 0.25% increase at the upcoming Monetary Policy Statement on 27 May, although that's far from certain. Much will depend on how persistent inflation proves to be, and whether the Bank chooses to look through short-term pressures, including recent movements in oil prices.

So, what should business owners be thinking about?

The key issue isn't just where rates are today - it's how your lending is structured as conditions shift.

What we're seeing in practice is that small, considered adjustments can make a meaningful difference. That might mean reviewing how facilities are split, aligning lending terms more closely with business cashflow

This article is for general information only and does not constitute personalised financial advice. For advice tailored to your individual circumstances, please seek guidance from a registered financial adviser.





Jason Ennor
MyHR Co-founder and CEO

5 Signs An Employee is Ready for Promotion

In this ever-changing economic climate, it makes sense to keep hold of your best employees. Doing so helps to build a strong, cohesive team and saves the cost and effort of having to hire and onboard new staff.

Career progression is a key part of retaining your high performers. They want to excel, and providing pathways for them

to grow with the business not only shows your commitment to helping them expand their capabilities, it also helps the business to thrive long term.

But how do you know whether an employee is ready to take on new responsibilities or a more important role? Let's have a look at the best indicators for when a person is ready for promotion.

1. Responds to challenges maturely and learns from mistakes

Stepping into a new role, whether it's their first management role or a more senior technical position, brings its own set of challenges that an employee will need to be capable of rising to.

If the person is used to stretching themselves and has shown they can make mature decisions, a promotion will come easier than if they prefer to stay in their comfort zone.

2. Identifies and solves problems proactively

Continuous improvement gets talked about a lot, and if an employee has already walked the walk (even by implementing minor improvements), then they've demonstrated that they are thinking about the demands and opportunities the business faces on a daily basis.

This attitude will serve them well when they are in a new role, facing fresh challenges as they learn the ropes and solve problems.

3. Understands the "why" of the business and has commercial perspective

Long term, you want a team of trusted employees who "get it" – they understand the external and internal pressures on the business, they have a clear sense of your priorities as the business owner (or manager), and they can focus their efforts accordingly.

If the person is already thinking about what's best for the

company and how their work plays a part in that bigger picture, they will bring that energy to a new role and continue to drive results.

4. Demonstrates management and leadership skills

This may seem obvious, but if a person is going to be given more responsibility, they need the skills to be able to manage not only their own workload, but also other people and the multiple priorities that come with leading a team.

You're looking for someone who has proven they work well with others, can listen and apply new ideas, is able to allocate their time and delegate responsibility, and doesn't get overwhelmed by change or conflict.

5. Has expressed a desire to grow

Not all employees want to move into a role with more responsibilities, and not all who are thinking about career development will ask about it. But if they have, it's a clear indication that they're thinking about the next step.

Honest, open discussions about career pathways are a powerful tool if used right. Make sure you're considering requests from employees (and asking the quieter ones) and regularly spending the time to define your larger strategic plan so you can discuss realistic opportunities.

This attitude will serve them well when they are in a new role, facing fresh challenges as they learn the ropes and solve problems.

Supporting an employee after promotion

Once you've identified who to promote and you're ready to move them into a new position, the right sort of support and guidance is key to their success.

Here's what you can do to support newly promoted employees:

- **Ensure a smooth transition**

Even the best employee will need backing to meet new challenges, so schedule regular catch-ups and provide any assistance, training, or coaching they may need.

- **Work together to set clear targets**

A clear plan is essential, whether that's for the first month, 3 months, or 6 months. If all parties know what's expected of them, the more likely the promotion will be a success.

- **Allow enough space**

No one likes being micro-managed, so while providing support and direction, also let the person make their own decisions and learn on the job.

- **Analyse the old role**

The person leaving will have invaluable knowledge of the job, what skills are required, and whether you need to make changes to its scope.



Chantal Laidler
Smith & Partners

A Practical Legal Guide for Selling Your Business in New Zealand

Selling a business is one of the biggest commercial decisions most owners will ever make. Whether you're planning your exit, responding to an unexpected offer, or positioning your business for growth under new ownership, proper preparation is key to achieving maximum value while avoiding legal and financial risk.

1. Start With the Right Advisory Team

A successful business sale begins before any agreement is signed. Engaging a lawyer and accountant early allows you to minimise the risk of post sale disputes, identify legal or financial issues that could delay settlement, and present your business in a strong position to potential buyers.

2. Preparing a Strong Agreement for Sale and Purchase

A well drafted Agreement for Sale and Purchase forms the foundation of your transaction. Your lawyer will ensure the agreement clearly defines what is being sold - such as assets, stock, intellectual property, contracts, and goodwill - and together with your accountant will ensure that the purchase price is allocated appropriately.

3. Employees: Managing Legal Obligations and Protecting the Business

Employee matters play a critical role in any business sale. Before going to market, you should confirm that every employee has a signed employment agreement, personnel files are up to date, and leave balances are accurate. It is equally important to understand which employees are likely to transfer to the purchaser and to meet any notice or consultation obligations.

4. Lease and Premises Considerations

If your business operates from leased premises, your lease must be properly documented before a sale proceeds. This includes

ensuring there is a current Deed of Lease in place, confirming the remaining term, and understanding renewal rights. You will need landlord consent for an assignment of the lease, and in some situations, it may be beneficial to negotiate a surrender of the current lease and new lease for the purchaser to avoid ongoing personal guarantees.

5. Commercial Contracts and Supplier Agreements

During due diligence, purchasers expect clarity about key commercial relationships. This includes supplier contracts, customer agreements, equipment leases, and any other arrangements that may need to be assigned or novated. Your lawyer will help review these documents to confirm whether assignment is permitted and identify any restrictions, obligations, or notice requirements that could affect the sale.

6. Security Interests and the PPSR

Before settlement, any security interests registered against the business assets on the Personal Property Securities Register (PPSR) must be discharged. Your solicitor will identify relevant financing statements, work with lenders to arrange discharges, and ensure that the purchaser receives the assets free of encumbrances.

7. Protecting and Assigning Intellectual Property

Intellectual property - such as your brand, logo, domain names, website, and proprietary processes - often makes up a significant portion of a business's value. Your lawyer can assist in confirming ownership, advising on trade mark or other registrations before listing the business for sale, and preparing a Deed of Assignment of Intellectual Property to transfer these rights at settlement.

8. Restraint of Trade: Planning Your Future Activities

Most sale agreements include a restraint of trade clause designed to prevent you from competing with the purchaser for a defined period and within a specific area. Your lawyer will ensure that any restraint is reasonable, enforceable, and consistent with your future business or employment plans.

9. What Happens at Settlement?

On settlement day, your lawyer coordinates the transfer of contracts, leases, intellectual property, and any other assets. They also ensure discharge of securities, and manage the transfer of funds. Larger transactions may involve a post settlement "wash up," with funds temporarily held in trust until all calculations are complete.

10. How Much Does It Cost to Sell a Business?

Legal fees vary depending on the nature and complexity of the transaction. Before providing an estimate, we take the time to understand your business, your objectives, and the specific circumstances of the proposed sale.



Our Business Law specialists are experts in helping with:

- Company sale/purchase
- Shareholder & Director advice
- Succession planning
- Contract review & drafting
- Employment matters
- Civil litigation/dispute resolution
- Debt collection/enforcement

smith
AND PARTNERS

LAWYERS

09 836 0939
smithpartners.co.nz



Ravina Ram
Matrix Security,
09 579 1567

Security Cameras: The Monitoring Upgrade That Adds Value

Many businesses invest in CCTV expecting it to protect their site. Cameras are a strong first step - but on their own, they often only capture what has already happened. In the Rosebank business district, crime reports frequently show incidents clearly recorded, yet no action is taken until after the event.

If you already have CCTV, the good news is that improving its effectiveness may not require starting again. Understanding the difference between non monitored and monitored CCTV can help you maximise your existing investment.

“Upgrading how cameras are used can be more cost effective than replacing them.”

Non monitored CCTV

Non monitored systems record footage that is reviewed later, such as:

- Evidence after an incident
- Insurance claims and investigations
- Identifying repeated risk areas or times

However, because no one is watching the footage live, these systems are largely reactive.

Monitored CCTV

Monitored CCTV builds on your existing cameras by adding live oversight through video monitoring or verification. Trained operators actively watch your site and respond to suspicious activity as it happens.

Responses can include:

- Live audio warnings to deter intruders

- Alerting business owners or keyholders
- Escalation to security response or emergency services when required

This real-time response helps to stop incidents before they escalate, reducing loss, damage, and disruption to your business.

Why monitoring can be a cost effective upgrade

For many businesses, monitoring doesn't require replacing cameras. It can often be added to an existing system, making it a practical way to increase protection while getting more value from equipment already in place.

Thinking about your next step?

If you don't yet have cameras - or you're unsure whether your current setup is working as effectively as it could - **a free risk or upgrade assessment** can help identify practical, cost effective improvements.

Matrix Security works with local businesses to assess existing security systems, identify gaps, and recommend upgrades that add value without unnecessary replacement.

Contact Ravina Ram today for a free security advice and appraisal on 09 579 1567



Smart People. Smart Technology.

More than just standard security solutions to protect your commercial property.



Which smart technology do you need?

☎ 09 579 1567

✉ sales@matrixsecurity.co.nz

🌐 www.matrixsecurity.co.nz





Simon Devoy
EMA Head of Membership and Export

Trade is our Lifeline: Show your support for the India–New Zealand FTA

Trade has always been central to New Zealand's prosperity. It underpins jobs in our regions, supports higher wages, and helps fund the public services we rely on every day. Hospitals, schools, and infrastructure do not exist in isolation. They are built on the back of a country that sells to the world.

That is why trade policy matters so much. For decades, New Zealand has taken a pragmatic, largely bipartisan approach to opening markets and backing exporters. That consistency has given businesses the confidence to invest, grow, and compete internationally.

The proposed New Zealand–India Free Trade Agreement is the next major step in that story.

India is already the world's fastest-growing major economy and is on track to become the third-largest. It has a population of 1.4 billion people and a rapidly expanding middle class. Yet despite this, it remains only New Zealand's 12th-largest export market.

That gap is not due to a lack of opportunity. It reflects the reality that New Zealand exporters have faced high tariffs and complex barriers for years.

This agreement aims to change that. It is expected to deliver improved access across a wide range of sectors, with tariffs reduced or eliminated on a significant proportion of New Zealand exports over time.

For exporters, it's the difference between getting a product into market or not. It's the difference between scaling a business or staying small.

At the EMA, we support the agreement because it is positive for business and trade. It opens doors for our manufacturers, our food producers, our tech firms, and our services sector. It creates pathways into a market that is investing heavily in infrastructure, digitisation, and innovation.

India's agriculture sector alone employs over half its population and is rapidly modernising, with more than 1,600 agritech

startups and growing demand for advanced machinery, inputs and expertise that New Zealand can provide.

Across its states, there is intense competition for investment, supported by incentives, infrastructure development, and an improving ease of doing business.

For New Zealand firms willing to engage, partner and invest time in relationships, the opportunities are extensive.

We have been here before. New Zealand has been trying to secure a trade agreement with India for well over a decade. Progress has been slow, often stalled by differences over market access, particularly in sensitive sectors.

That is why this deal matters. It reflects a shift towards a more pragmatic approach—one that recognises that progress is often incremental rather than perfect.

But while the economic case is strong, the politics are more complicated. The National Party has championed the agreement, calling it a "once-in-a-generation" opportunity that will boost exports and create jobs. Coalition partner New Zealand First has opposed the deal outright, arguing it gives away too much, particularly around immigration, and delivers limited gains in areas like dairy.

Labour has taken a more cautious position. It has signalled support in principle for a deal with India but is seeking stronger protections and greater clarity on specific provisions before backing it.

Without broad political support, even high-quality agreements can stall. New Zealand First has already indicated it would vote against enabling legislation, meaning the deal's passage depends on cross-party backing.

In an increasingly complex geopolitical environment, diversification is no longer optional. Global trade is becoming more fragmented, supply chains are shifting, and protectionism is rising.

For a small exporting nation, relying too heavily on a narrow set of markets is a vulnerability.

India offers scale, growth, and diversification. It also strengthens our position in the Indo-Pacific and supports a rules-based trading system that smaller countries depend on.

That's why New Zealand's export sector, from farmers to manufacturers, is making a coordinated push to get the India FTA over the line.

A broad coalition of New Zealand exporters and peak industry bodies, coordinated through ExportNZ and the BusinessNZ network, has called on politicians to back the deal.

Businesses and individuals are encouraged to become signatories and publicly show their support for the agreement at exportnz.org.nz/back-the-india-deal.

The India–New Zealand FTA is too important for politics to derail. We want politicians to support it, sign it, and move quickly so our businesses can access one of the world's largest growth markets.



5 ways we
support



Your West Support Fund

Major one-off grants to offer meaningful support to local charities and schools.

