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IR No. 153 — INDUSTRIAL RELATIONS ACT 1960

It is hereby notified for general information that on 19th January 2024, the following memorandum of a collective agreement was certified by the Industrial Arbitration Court and registered pursuant to section 25 of the Industrial Relations Act. The Court does not vet the agreement other than to ensure that there are no major errors or discrepancies and that the collective agreement is in compliance with the provisions of the Industrial Relations Act.

THIS COLLECTIVE AGREEMENT is made on this 6 November 2023, pursuant to the provisions of the Industrial Relations Act between the SEMBCORP INDUSTRIES LTD, SEMBCORP COGEN PTE LTD AND SEMBCORP GAS PTE LTD of 51 Sakra Avenue, Jurong Island, Singapore 627894 (hereinafter jointly and severally referred to as the “Company”) of the one part and the UNION OF POWER AND GAS EMPLOYEES of 31 Perak Road, #02-01, Singapore 208147 (hereinafter referred to as the “Union”) of the other part.

NOW IT IS HEREBY AGREED AND DECLARED between the parties hereto as follows:

PART I GENERAL PROVISIONS

1. *Title*—This Agreement shall be known as the “SEMBCORP INDUSTRIES, SEMBCORP COGEN AND SEMBCORP GAS EMPLOYEES’ AGREEMENT OF 2023” (hereinafter referred to as “this Agreement”).

2. *Scope of Agreement*—(1) This Agreement shall cover all locally engaged employees working locally in the positions as listed in the Appendix to this Agreement with the exception of:

- (a) all probation and temporary employees;
- (b) all employees in executive, managerial and confidential positions.

(2) In respect of Sembcorp Industries Ltd, this Agreement shall be applicable only to employees from its SUT division.

3. *Duration of Agreement*—(1) This Agreement shall take effect on 1st July 2023 and shall remain in force for three years until 30th June 2026, both dates inclusive.

(2) During the currency of this Agreement, neither the Company nor the Union shall seek to vary, modify or annul any of its terms of this Agreement, save as herein provided for, unless mutually agreed upon.

4. *Definition*—In this Agreement, unless the context otherwise requires, words importing the singular shall include the plural and vice-versa, and words importing the masculine gender shall include the feminine gender and vice-versa.

5. *Union Recognition*—(1) The Company recognises the Union as the sole collective negotiating body in respect of all terms and conditions of employment for all employees covering within the scope of this Agreement.

(2) Any changes by the Company of the terms and conditions of service of such employees shall not take effect before their incorporation into this Agreement by variation thereof under the provisions of section 45 of the Industrial Relations Act.

(3) The Company and the Union hereby undertake to fully co-operate in maintaining harmonious relations and creating an environment conducive to effective work for the advancement of the Company's interest and business.

(4) All correspondence related to matters within the scope of this Agreement shall be copied to the Union and its Branch.

6. *Non-Union Member*—The Company shall not give more favourable terms to non-union members who fall within the scope of this Agreement than those that are provided in this Agreement for union members.

7. *Grievance Procedure*—(1) Recognising the value and importance of full discussion in clearing up misunderstanding (if any) and preserving harmonious relations, every possible effort shall be made by the Company and the Union to resolve any grievance or complaint from employees at the lowest possible level and as expeditiously as possible.

(2) An employee having a grievance may within three working days of its arising, refer the matter to his immediate superior who shall give his decision within five working days from the date of reference to him.

(3) If no explanation is given or no settlement is reached after the complaint is made, the matter shall be raised through a representative of the Union to his Manager/Head of Department (HOD) who shall give his reply within five working days.

(4) If the employee concerned is aggrieved by the decision given above, the Union representative shall refer the matter to the Human Resources who shall reply within five working days.

(5) If the employee is still dissatisfied with the decision given above, the matter shall be discussed at the Company and Union level. Failing a settlement, either party may refer it to the Ministry of Manpower for conciliation.

8. *Referee*—Any dispute between the Company and the Union while this Agreement is in force and arising out of its implementation, shall be referred by either party to the President of the Industrial Arbitration Court who may select a referee appointed under section 43 of the Industrial Relations Act to determine the dispute.

9. *Other Conditions of Employment*—Any other conditions of employment not mentioned in this Agreement shall be governed, where applicable, by the Company's Human Resources Policy. Any material changes to the conditions of employment in the Company's Human Resources Policy shall be done in consultation with the Union.

PART II GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

10. *Appointment*—(1) A Letter of Appointment will be issued by the Human Resources Department to all new employees before or on the day the employee commences work.

(2) The offer and confirmation of an employment is subjected to the clearance of:

- (a) the pre-employment medical examination by our Company's appointed doctor; and
- (b) the approval of work permit/employment passes application for foreign workers.

11. *Probation and Confirmation*—(1) A new employee shall undergo a probation period of three months upon commencement of service. The Reporting Officer and HOD shall appraise the performance of the employee at the end of the probationary period and assess his suitability for confirmation of employment. The probationary period may be extended if it deems necessary.

(2) The employee shall be informed of his confirmation status in writing after assessment.

(3) Following completion of the stipulated probationary period stated in sub-clause (1) of this clause, the employee is deemed to be confirmed in his appointment unless his service is terminated or extended before the end of the stipulated probationary periods.

12. *Termination of Service and Resignation*—(1) The appointment of an employee may at any time be terminated by either party. The notice period of termination for either party is as follows:

<i>Period of Service</i>	<i>Notice Period</i>
Before Confirmation	Two weeks
After Confirmation	One month

(2) The notice period of termination shall be given in writing. Either party may waive the notice period by paying a salary in-lieu of the notice period, unless mutually agreed by both parties.

(3) No employee shall be permitted to take his available annual leave during the period of notice unless with the approval from his Reporting Officer. If prior approval has been given for leave during the notice period, such approval will be reviewed taking into consideration sufficient time for handover of duties.

(4) Any unconsumed earned leave shall not be used to off-set the termination notice period, unless mutually agreed by both parties.

(5) If the termination of service is not on account of misconduct, the Company shall encash the employee for the balance of leave not taken.

13. *Working Hours*—Non-shift employees shall be required to work 42½ hours per week and shift employees an average of 44 hours per week for any two-week period. The Company shall obtain the Union's agreement in the event of changes being made to the working hours.

14. *Public Holidays*—(1) Every employee shall be entitled to paid holidays on the days specified in the Schedule to the Holidays Act.

(2) A non-shift employee/rotating shift employee on normal work schedule as non-shift employee, when required to work on a public holiday that falls on an "off day", shall be credited with one additional day to his leave entitlement for a period up to his one day's normal hours of work, in addition to his gross rate of pay for the day. This is provided the Company does not declare a working day before or after the public holiday as a substituted public holiday.

(a) Should an employee resign from the Company or is terminated by the Company, the employee shall be paid his gross rate of pay for one day for every additional day credited to his leave entitlement that is unconsumed.

(3) A shift employee, when required to work on a public holiday, is entitled as follows:

- (a) where the public holiday falls on a "working day", one day's pay based on his monthly salary for a period up to his one day's normal hours of work, in addition to his gross rate of pay for the day;
- (b) where the public holiday falls on an "off day", one day's pay based on his monthly salary for a period up to his one day's normal hours of work, in addition to his gross rate of pay for the day.

15. *Overtime Payment*—(1) When an employee is required to work in excess of his scheduled work-hours, he shall be paid overtime. The rate of pay shall be as follows: Normal work day or off-day — 1½ times the hourly basic rate of pay.

(2) The maximum monthly salary used for overtime computation shall be capped at \$4,600.

16. *Work on Rest Day*—An employee when required to work on his scheduled rest day (as defined in section 36 of the Employment Act), shall be paid:

- (a) for a period which does not exceed half his normal hours of work, one day's pay based on his Monthly Salary;
- (b) for a period which is more than half his normal hours of work but does not exceed his normal hours of work, two days' pay based on his Monthly Salary;

- (c) for a period of work which exceeds the normal hours of work, two days' pay based on his Monthly Salary in addition to a sum at the rate of not less than 1½ times his hourly rate of pay for each hour that the period of work exceeds his normal hours of work for one day.

PART III TERMS AND BENEFITS ON TERMINATION OF EMPLOYMENT

17. *Retirement and Re-Employment Act (RRA)*—The retirement and re-employment of employees shall be in accordance with the provisions of the Retirement and Re-employment Act.

18. *Retrenchment Benefits*—(1) In the event of retrenchment, the Company shall inform the Union in writing of impending retrenchment or any reorganisation, or liquidation at least one month before retrenchment notice is given to the affected employees.

(2) The notice of termination of service to any employee so affected shall be one month's notice or one month's gross salary in lieu of notice.

(3) The retrenchment benefit quantum shall be one month last drawn basic salary for each completed year of service and a pro-rata basis for any incomplete part thereof for employees with at least two years of continuous service from the date of joining the Company, subject to a maximum of 25 months' basic salary.

Definitions:

- (a) "Last Drawn Basic Salary" refers to the basic salary earned on the last pay day excluding all allowances but inclusive of Monthly Variable Component.
- (b) "Quantum of Retrenchment Benefits" refers to the number of month's salary payable for each year of service as mentioned in clause 18 of this Agreement.
- (c) "Years of Service" refer to the continuous period of service from the day the employee joins the Company to the date of retrenchment.

19. *Compensation under Medical Boarding Out*—(1) An employee who is retired on medical grounds shall be eligible for compensation as shown in the table below.

Length of Service	Quantum Payable
At least 24 months or more service before attaining the statutory retirement age	One month's salary at the last drawn Monthly Basic Salary for each year of service and pro-rated thereof for any incomplete year of service based on the completed months of service

- (2) The compensation amount is subject to a cap of S\$120,000.

20. *Long-Term Illness Leave/Medical Retirement*—(1) Confirmed employee who is certified by a Company appointed doctor or Government medical officer to be suffering from long term illness shall on the recommendation of such medical officer be entitled to long term sick leave (after consuming all his annual leave and medical leave) as follows:

- 1st six months — full basic pay
- 2nd six months — half basic pay
- 3rd six months — no pay

(2) The employment shall be terminated after the 3rd six months and the employee shall receive a payment of two months' basic salary, noticed period and pro-rated AWS.

In an event where early prognosis certified by a Company appointed doctor indicates six months or more of pro-longed illness, the employee may elect to resign before exhausting the long-term illness leave. He shall also receive the payment of two months' basic salary, noticed period and pro-rated AWS.

In both cases, he shall not be eligible for the pro-rated Variable Bonus.

(3) Employee who is eligible for the above benefit shall forfeit the stated benefits if he misconducts himself by:

- (a) not following the advice of the medical officer; and/or
- (b) being employed in any other organisation or business or gainfully self-employed while on long term sick leave.

PART IV SALARY AND OTHER MONETARY ITEMS

21. *Salary Payment*—(1) The payment of salary shall be credited into the bank account on or about every 23rd of each month. A new employee who joins the Company shall be paid on the 5th or 6th of the following month.

(2) The Company reserves the right to make deductions from the employee's salary for the purpose of Central Provident Fund (CPF) contribution, Community Chest contribution, CDAC fund, SINDA fund, MBF fund, absence from work, repayment of staff loan, no-pay leave, damage or loss of property entrusted to the employee and any other deductions authorised by the employee.

22. *Wage Structure* —

(1) Salary Grade

Every employee shall be paid in accordance with the salary structure as set out in the Appendix to this Agreement.

(2) Monthly Variable Component (MVC)

The monthly salary with respect to work done under the Contract of Service shall comprise of two components, Basic Salary and Monthly Variable Component (MVC).

(3) **Progressive Wage Model (PWM)**

The Company shall in collaboration with the Union work on the Progressive Wage Model, to bring about a clearer skills ladder, career progression, productivity improvement and hence, enable employees to enjoy higher rewards through gain sharing and/or salary progression.

23. *Annual Increment*—(1) The annual increment date for all eligible employees covered by this Agreement shall be 1st April of each year.

(2) The Company and the Union shall negotiate the annual increment yearly taking into consideration the guidelines of the National Wages Council.

(3) The annual increment is dependent on business performance, profitability and individual employee's performance.

24. *Annual Wage Supplement (AWS)*—(1) Employee who completes a full year service shall be eligible for an AWS, equivalent to one month's basic salary (inclusive of MVC) in the month of December. The employee must be in service with the Company as at 31st December.

(2) Employee who joined the Company before 1st December but less than one year's service shall receive pro-rated AWS. The employee must be in service with the Company as at 31st December.

(3) If an employee has taken more than 14 working days of no-pay leave in a calendar year, the AWS payment shall be pro-rated accordingly.

(4) For the purpose of AWS computation, it is based on actual number of working days in a calendar year.

(5) Employee who is under disciplinary charge (unless the proceedings do not subsequently result in their dismissal) or dismissed on grounds of misconduct, breach of contract or inefficiency shall not be entitled to the AWS.

25. *Variable Bonus*—(1) A one-off variable bonus for the financial year shall be paid to eligible employees for their contributions to the Company after the auditors have certified the financial accounts.

(2) The bonus pool shall be determined by the Company's performance, based on Profit After Tax and Minority Interests (PATMI), Economic Value Add (EVA) and exclude non-operating gains.

(3) Employee who joined the Company before 1st December but less than one year's service shall receive pro-rated variable bonus. The employee must be in service with the Company on the disbursement date.

(4) Employee who has tendered resignation, or serving notice of termination of service, or has been served notice of termination of service, or whose service cease on or before the disbursement date shall not be eligible for the variable bonus.

(5) If an employee has taken more than 14 working days of no-pay leave in a calendar year, the variable bonus payment shall be pro-rated accordingly.

(6) For the purpose of variable bonus computation, it is based on actual number of working days in a calendar year.

(7) Employee who is under disciplinary charge (unless the proceedings do not subsequently result in his dismissal) or dismissed on grounds of misconduct, breach of contract or inefficiency shall not be entitled to the variable bonus.

26. *Transport Reimbursement*—(1) The Company agrees to provide a reasonable reimbursement rate for different modes of transport for business requirement.

(2) Mileage reimbursement rate will be reviewed periodically based on the movement of pump price.

(3) Employees attending training are entitled to two-way reimbursement excluding parking fee if he travels from workplace to training institution and back to workplace for half day training; and, one way transport reimbursement excluding parking fee for:

- (a) travel from training institution to the workplace; or
- (b) travel from workplace to training institution.

27. *Meal & Transport Allowance*—(1) Employee shall be paid a Meal & Transport allowance of S\$375 per month to compensate for the inconvenience caused when they are required to work overtime beyond their scheduled work period.

(2) This allowance covers the expenses of taxi-fare or mileage reimbursement when an employee is planned to work overtime, even when the planned work is outside the operating hours of public transport buses/MRT.

28. *Laundry Service for Uniformed Employee*—The Company shall provide laundry service to all uniformed employees.

29. *12-Hour Rotating Shift Allowance*—(1) Employee who is on 12-hour rotating shift work shall be paid S\$585.00 per month to compensate for the inconvenience caused by the shift schedule.

(2) If a non-shift employee is temporarily assigned to work shift, the shift allowance shall be payable to him according to the actual number of days of shift work.

(3) If a shift employee is converted from shift duty to non-shift work, the employee shall not be eligible for the shift allowance.

(4) Non-shift employee undergoing training following the shift schedule shall not be eligible for the shift allowance.

30. *Night Shift Allowance*—(1) A shift employee who is required to perform shift duty (between 2015 hours to 0815 hours) shall be paid an allowance of S\$25.00 for the duration of at least four hours' work.

(2) A shift employee who applies for half day leave shall not be eligible to S\$25.00 for the night shift allowance.

(3) A non-shift employee who is called back to work (between 2015 hours to 0815 hours shall be paid an allowance of S\$25.00 for the duration of at least four hours' work.

31. *Call-Out Pay*—(1) When an employee is called out to work, he shall receive a minimum of four hours' basic pay or the applicable overtime rate whichever is greater.

(2) When call-out work is completed and is then followed by another call-out, this shall be considered a separate call-out even though it may occur in the same four-hour period.

(3) In the event if employee is called out to work outside of the scheduled Company transport timing, employee can claim the expenses of taxi-fare or mileage reimbursement.

32. *Acting Appointment*—(1) When an employee is assigned at the Management's discretion to act in an executive position on a temporary basis during the absence of the substantive holder, he shall be paid an acting allowance subject to the following conditions being fulfilled:

- (a) he performs the full duties and assumes the full responsibilities of the executive position in which he is acting; and
- (b) acting allowance shall not be payable where an employee is assigned only a part and not the full duties of the substantive holder.

(2) Where an acting appointment is made in accordance with sub-clause (1) of this clause and provided that the acting appointment is for a period of one month or less than six months, an acting allowance shall be payable at the rate of S\$200.00 per month or 10 per cent of basic salary whichever is lower or a proportionate part thereof.

(3) Acting allowance shall not be taken into account for the purpose of computing annual wage supplement or ex-gratia payment, overtime payment, shift and other allowances, reimbursements, in a manner not contrary to the Employment Act.

33. *Long Service Award*—The Company shall give the long service award to deserving long service employees during a Company's official presentation ceremony as follows:

5 years	— S\$250
10 years	— S\$500
15 years	— S\$750
20 years	— S\$1,000
25 years	— S\$1,500
30 years	— S\$2,000
35 years	— S\$2,500

PART V LEAVE ITEMS

34. *Annual Leave*—(1) Every employee who has served for a continuous period of not less than three months shall be granted paid annual leave as follows:

<i>Years of Service</i>	<i>Working Days</i>
1st to 10th year of service	16
11th year of service and above	19

(2) For the purpose of computation, the month shall be treated as full month if an employee joined the Company on or before 15th of the month. Therefore, pro-ration of annual leave shall be based on the number of completed months of service.

(3) Formal application for leave shall be made at least three working days in advance. Annual leave shall be granted and subject to the exigencies of the Company's business.

(4) Employee is allowed to accumulate up to one year's leave entitlement.

(5) In the event that an employee is granted sick leave whilst he is on annual leave, the medical certificate produced shall not supersede the annual leave that has already been approved.

(6) Pay in-lieu of annual leave, other than at the time of termination is not permitted.

35. *Half Day Annual Leave*—(1) Half day annual leave may be granted to employee to attend to personal matters, subject to exigencies of service.

(2) Half day leave for non-shift employees is defined as follows:

(a)

(i)	AM Leave	Report to work by 1.00 pm (Monday – Friday)
(ii)	PM Leave	Leave office at 12.30 pm (Monday – Friday)

(b) Half day leave for shift employees is defined as follows:

(i)	Day Shift	Leave office at/Report to work by 2.15 pm
(ii)	Night Shift	Leave office at/Report to work by 2.15 am

36. *Advance Annual Leave*—(1) Advance annual leave may be granted to the employee's leave entitlement for the current year. However, this will only be granted in exceptional circumstances at the Management's discretion, subject to work exigencies.

(2) Should an employee resign from the Company or is terminated by the Company, the advanced annual leave that has been granted shall be treated as no-pay leave and the number of days consumed shall be paid back to the Company by the employee.

37. *No-Pay Leave*—(1) Confirmed employee who has exhausted all his annual leave may apply for no-pay leave which will be granted on a case-by-case basis. This, however, is not encouraged.

(2) All applications of no-pay leave must be duly submitted with valid reason/s, approved by Reporting Officer, and to notify Head of Department and HR Business Partner.

(3) If an employee has taken more than 14 working days of no-pay leave in a calendar year, the AWS and Variable Bonus payment shall be pro-rated accordingly.

38. *Medical Leave*—(1) Every employee is entitled to 14 working days of paid medical leave in each calendar year.

(2) In the event if hospitalisation is necessary, the employee shall be given up to 74 working days' paid medical leave less the number of medical leave days without hospitalisation taken.

(3) Such leave shall be granted only if the Medical Certificate is recognised and issued by a Company appointed doctor, Government medical officer, registered medical practitioner or dental practitioner in Singapore and Johor Bahru unless otherwise specified.

39. *Family Leave*—(1) Employee with at least three months of service is eligible for three days' paid family leave per calendar year for spending time with children and/or family members.

(2) Family leave shall be taken during the calendar year and any unused leave as at 31st December shall not be carried over to the following year and shall not be encashed.

(3) This clause shall not apply if an employee is already entitled to paid childcare leave mentioned in clause 40.

40. *Leave Benefits Related to Parenthood*—The Company shall implement the Maternity Leave, Paternity Leave, Shared Parental Leave, Adoption Leave, Childcare Leave and No-pay Infant Care Leave in accordance with the relevant provisions in the Employment Act and the Child Development Co-Savings Act.

41. *Compassionate Leave*—(1) The Company shall grant paid compassionate leave to an employee in the following circumstances:

- (a) death of spouse, child, parent, brother, sister, parent-in-law, grandparent or grandchild — three working days
- (b) critical illness of spouse, child, parent, brother, sister, parent-in-law, grandparent or grandchild — two working days

(2) For the purpose of this clause, critical illness shall be defined as illness requiring the sick person to be listed in the “Dangerously Ill List” in a Singapore registered hospital.

Where paid critical illness leave is necessary, an employee shall be entitled to a maximum of six working days in a calendar year.

(3) Application for compassionate leave or critical illness leave must be submitted immediately upon the employee’s return to work and must be supported by documentary proof.

42. *Examination Leave*—(1) Confirmed employee attending development course sponsored by the Company may apply for examination leave for the days of the examination, up to a maximum of seven working days per calendar year. For non-sponsored course, employee may apply up to a maximum of five working days per calendar year on the days of examination.

(2) All applications for such leave must be supported by necessary documents and examination timetable to Human Resources Department.

PART VI OTHER

43. *Benefits Account*—(1) With effect from 1st January 2023, the Company shall provide each employee a Benefits Account defined into the major categories as below to cover various aspects of work-related and personal expenses:

- (a) **Well-Being** — Outpatient Medical and Dental Expenses, Health Screening, Fitness Memberships, Mental Health and Family Health, etc.
- (b) **Digital** — Telecommunications Plans, Mobile Data Plans, Mobile Devices, Digital infotainment devices and services, etc.
- (c) **Enhanced Protection** — MediShield Life Premiums, ElderShield Premiums, CareShield Life Premiums, Private Integrated Shield Plan (IP) Premiums, or other types of insurance or investment-linked policies premiums, etc.

(2) The Benefits Account aims to give employees the full flexibility to make benefits purchases. It consists of a monthly allowance of \$135 in the form of cash payment and \$55 as CPF top-up (only for Singaporeans and Singaporean Permanent Residents). For foreigners, the Company shall continue to cover them under the existing Group Hospital and Surgical Insurance Scheme for hospitalization and surgery expenses. This allows employees to manage their preferred spending depending on their life stage and needs. The quantum shall be pro-rated for any incomplete year of service.

(3) The monthly allowance will be subject to CPF contribution where applicable and Personal Income Tax. The employees are fully responsible for any tax payments.

(4) The quantum of this benefit shall be reviewed periodically by the Company.

(5) Employees who require Outpatient Specialist treatment can claim up to S\$2,000 per annum on reimbursement with a 25% co-payment. Claims shall be submitted via the One Sembcorp App. Employees must produce a referral letter from a registered medical officer recommending the treatment and attach the referral letter during the first claim submission.

44. *Group Term Life Insurance*—All employees shall be covered under the Group Term Life Insurance Plan with the principal sum being set at 24 times the employee's monthly basic salary.

45. *Work Injury Compensation Insurance*—The Company shall insure all employees against any industrial accident that may occur arising out of and in the course of employment in accordance with the provisions of the Work Injury Compensation Act.

PART VII MISCELLANEOUS ITEMS

46. *Gift for Occasion*—The Company shall send an appropriate gift to the employee on the following occasions:

- (a) birth of his child
- (b) 1st Legal Marriage (solemnisation or customary rites)
- (c) hospitalisation of an employee
- (d) bereavement of an immediate family member (defined under clause 41, sub-clause (1) of "Compassionate Leave")

47. *Training and Development*—The Company recognises the importance of a structured approach towards the training and development of employees.

IN WITNESS WHEREOF the parties hereto have set their hands the date and year hereinbefore mentioned.

Signed on and behalf of:

SEMBCORP INDUSTRIES LTD,
SEMBCORP COGEN PTE LTD AND
SEMBCORP GAS PTE LTD

UNION OF POWER AND
GAS EMPLOYEES

KOH CHIAP KHIONG
CEO, Singapore & SEA

TAY SENG CHYE
President

LIEW YIEN PHIN
*Head, Utilities Asset Management
Singapore*

ABDUL SAMAD BIN ABDUL
WAHAB
General Secretary

FELIX ONG KAH ANN
Executive Secretary

In the presence of:

ERIC TAN
*Head, Human Resources
Singapore & SEA*

HATTA BIN SIKIN
Branch Chairman

Appendix (Clauses 2 & 22)

**SEMBCORP INDUSTRIES, SEMBCORP COGEN
AND SEMBCORP GAS EMPLOYEES' AGREEMENT OF 2023**

**SALARY RANGES FOR INDUSTRIAL GRADE EMPLOYEES
(Effective 1st July 2020)**

<i>Level</i>	<i>Job Title</i>	<i>Minimum (S\$)</i>	<i>Maximum (S\$)</i>
L1	Receptionist	1,200	1,800
L2	Trainee Technician Trainee ER Specialist	1,375	2,100
L3	Technician I ER Specialist I Inventory Assistant I	1,773	2,729
L4	Technician II ER Specialist II Inventory Assistant II	2,026	3,095
L5	Senior Technician I Senior ER Specialist I Senior Inventory Assistant I	2,364	3,714
L6	Senior Technician II Senior ER Specialist II Senior Inventory Assistant II	2,547	3,927
L7	Lead Technician Lead ER Specialist	2,919	4,350
L8	Senior Lead Technician Senior Lead ER Specialist	3,237	5,095

WONG CIXIAN
Registrar
Industrial Arbitration Court
Singapore

(CA. 386 of 2023)