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IR No. 574 — INDUSTRIAL RELATIONS ACT 1960

It is hereby notified for general information that on 14th February 2025, 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 pursuant to the Industrial Relations Act, this 1st day of October 2024 between CHEMICAL INDUSTRIES EMPLOYEES UNION, a trade union registered under the Trade Unions Act and having its registered office at No. 3 Bukit Pasoh Road, #06-00, Singapore 089817 (hereinafter referred to as the “Union”) of the one part and SUNNINGDALE TECH LIMITED (199508621R), SUNNINGDALE PRECISION INDUSTRIES LIMITED (198100412N), OMNI MOLD LIMITED (198905059N), all being companies incorporated in the Republic of Singapore and having their registered address at No. 51 Joo Koon Circle, Singapore 629069 (hereinafter collectively referred to as the “Company”) of the other part in full and final settlement of all claims submitted by the Union to the Company. If either party changes its name or merges with another company or organisation so that it is wholly or partly absorbed by the other, this Agreement shall continue to apply for its remaining duration to employees to which it was applicable at the time the change of name or merger took place.

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

Clause 1: *Title*—This Agreement shall be known as the “SUNNINGDALE TECH GROUP EMPLOYEES’ AGREEMENT OF 2024”.

Clause 2: *Scope*—This Agreement shall cover all confirmed employees of the Company in Singapore with the exception of —

- (a) managerial, executive and confidential (administrative and non-administrative) employees;
- (b) probationers, employees under short term contract and any temporary employees engaged for a period not exceeding the aggregate of three months in a year.

Clause 3: *Duration of Agreement*—(1) This Agreement shall take effect from 1st September 2024 and shall remain in force for a period of three years until 31st August 2027.

(2) During the currency of this Agreement, neither the Company nor the Union shall seek to vary, modify or annul any of its terms in any way whatsoever, save as is provided herein or by operation of the law.

(3) Negotiations for a new collective agreement may commence not earlier than six months before the expiry of this Agreement.

Clause 4: *Recognition*—(1) The Company recognises the Union as the sole collective negotiating body in respect of all terms and conditions of service of the employees coming within the scope of this Agreement. Any changes by the Company to 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.

(2) All correspondences from the Company to unionised employees on matters within the scope of this Agreement shall be copied to the Union and its Branch.

Clause 5: *Non-Union Members*—Employees within the scope of this Agreement who are not members of the Union shall not receive benefits more favourable than those granted to the union members under this Agreement.

Clause 6: *Equal Remuneration*—(1) Both the Management and the Union accept that the principle of equal remuneration for men and women for work of equal value shall apply. “Remuneration” means salary (as defined in the Employment Act) and any other consideration, whether in cash or in kind, which the employee receives directly or indirectly, in respect of employment.

(2) The employer shall ensure that the principles of equal remuneration for men and women for work of equal value are adhered to. Regardless of their gender, employees will be paid and rewarded based on the value of job, performance and contribution.

Clause 7: *Grievance Procedure*—(1) Every reasonable effort shall be made by both the Company and the Union to dispose off enquiries, suggestions or complaints from employees at the earliest opportunity and lowest possible level in order to preserve harmonious relations. In pursuance of this mutual desire, any employee having an enquiry, suggestion or complaint may bring the matter to the attention of his immediate supervisor. If the matter is not resolved to the satisfaction of the employee concerned, the employee may bring up the matter as a grievance. This shall then be dealt with in accordance with the procedure set out in sub-clause (2) of this clause.

(2) The procedure referred to in sub-clause (1) of this clause shall be as follows:

(a) *Step One*

Employee to discuss grievance with his immediate supervisor/ department head.

(b) *Step Two*

If a grievance is not resolved within three working days under Step One, the Chairman or Branch Secretary or such Union official authorised by the General Secretary of the Union may take the matter up with the Human Resource Department.

(c) *Step Three*

If the grievance is still not resolved within three working days under Step Two, the Union may request a Union/ Company management meeting to discuss the matter.

In the event of there being no settlement at this level, the matter shall be dealt with in accordance with the Industrial Relations Act.

Clause 8: *Referee*—Any dispute between the parties to this Agreement while it is in force and arising out of the operation hereof shall be referred by either party to a referee appointed in accordance with section 43 of the Industrial Relations Act.

Clause 9: *Probation*—(1) Newly engaged employees shall serve a probationary period of three months. However, the probationary period may be extended for a further period of two to three months as deemed necessary.

(2) Upon completion of the probationary period, the Company shall advise the employee in writing if he/she has been confirmed in service.

Clause 10: *Working Hours* —

	Normal shift (All entities)	1st shift (SPI)	2nd shift (SPI)	3rd shift (SPI)	<u>5½-days Shift</u> (SPI)
Working Day	Mon to Fri	Mon to Sat	Mon to Sat	Mon to Sat	Mon to Fri (Sat)
Working Hour	0730 to 1645; or 0800 to 1715; or 0830 to 1745; or 0930 to 1845	0700 to 1500	1500 to 2300	2300 to 0700	0800 to 1725 0800 to 1200 Alternate Sat off)
Meal Break	45 minutes	40 minutes	40 minutes	40 minutes	60 minutes

	1st shift (OML)	2nd shift (OML)	3rd shift (OML)	12-hour Shift (STL)
Working Day	Mon to Fri	Mon to Fri	Mon to Fri	Mon to Thurs; or Wed to Sat; or Sun – Tue/Wed; or Wed/Thurs – Sat; or Mon, Tue, Fri, Sat
Working Hour	0700 to 1620	1600 to 0120	2200 to 0720	0720 to 0730; or 1920 to 0730; or 0820 to 2030; or 2020 to 0830
Meal Break	50 minutes	50 minutes	50 minutes	70 minutes

Clause 11: *Work on Rest Day and Public Holiday* —

(1) Rest Day

Any employee who at the request of his employer works on a rest day shall be paid as follows:

- (a) if the period of work does not exceed half his normal hours of work, a sum at the basic rate of pay for one day's work;
- (b) if the period of work is more than half but does not exceed his normal hours of work, a sum at the basic rate of pay for two days' work.

(2) Public Holiday

If and when an employee is required to work on any public holiday, he shall be paid an additional one day's basic pay for the contractual hours of work on that day even though the work required of the employee on that public holiday is less than the contractual hours of work. If the work is in excess of the contractual hours on that day, then the payment shall be at 1.5 times rate for the number of hours worked in excess of the contractual hours.

Clause 12: *Public Holidays*—In accordance with the provisions of the Employment Act, every employee shall be entitled to all gazetted public holidays at gross rate of pay, with the exception if an employee who absents himself on an unauthorised leave immediately before or after a public holiday.

Clause 13: *Other Conditions of Employment*—The Employment Act and the Industrial Relations Act shall govern any other conditions of employment not mentioned herein.

Clause 14: *Retirement*—(1) The retirement age shall be in accordance with the provisions of the Retirement and Re-employment Act.

(2) The Company shall follow the Tripartite Guidelines on Re-employment of Older Employees when offering re-employment to eligible employees.

Clause 15: *Retrenchment Benefit*—(1) In the event of a situation of redundancy, the Company shall inform the Union in writing of impending redundancy at least one month before redundancy notice is given to the affected employee.

(2) The notice of termination of service to any confirmed employee so affected shall be no less than one month or one month's pay in lieu of notice.

(3) The quantum of retrenchment benefit shall be negotiated before the retrenchment exercise.

(4) The Company shall pay retrenchment benefit as spelt out in sub-clause (3) of this clause upon termination of an employee's service due to —

- (a) cessation of the Company's business;
- (b) placement of the Company under receivership;
- (c) discontinuance of the employee's service as a result of the Company transferring the whole or part of its undertaking or property.

(5) In the event that the Company is placed under liquidation, for employees who have served 2 years or more of service, the quantum of retrenchment benefit shall be 1 month's salary for each completed year of service and pro-rated for any incomplete year of service capped at 25 years of service. Employees with less than 2 years' service could be granted an ex-gratia payment, based on negotiations between the Union and the Company.

(6) For the purpose of this clause "salary" means last drawn basic salary.

Clause 16: *Salary and Incremental Date*—(1) The minimum salaries for the various categories of employees shall be as set out in Appendix I to this Agreement.

(2) Annual incremental date shall be 1st July of each year.

(3) Salary increases shall be negotiated on a year-to-year basis.

(4) The salary range of all bargainable employees shall be discussed between the Union and the Company management with reference made to their performance in the preceding year.

The Company and the Union shall work towards a desirable salary minimum/maximum ratio. The Progressive Wage System shall be implemented immediately after achieving the desirable salary ratio.

Clause 17: *Annual Wage Supplement*—(1) The Company shall pay an annual wage supplement equivalent to one month's basic pay to every employee who has completed a full calendar year's service as at 31st December, provided that he is still on the payroll at the time of payment. Such annual wage supplement shall be paid in the month of December of the year.

(2) A confirmed employee who has not completed 12 months' service shall receive a proportionate part of the annual wage supplement based on the completed days of service up to 31st December of the first year of employment.

(3) An employee whose service is terminated during his probationary period or who resigns from the Company for whatever reason shall not be entitled to any annual wage supplement.

(4) The Company shall pay the annual wage supplement on a pro-rata basis to employees on their:

- (a) death;
- (b) termination on medical ground;
- (c) retrenchment; or
- (d) retirement.

(5) The following formula shall be used to calculate an incomplete month of service:

$\text{Monthly basic rate of pay} \times \text{Number of days the employee actually worked in that year}$

Clause 18: *Variable Bonus*—The Company and Union shall discuss the payment of variable bonus taking into consideration the Company’s profit and loss performance, labour’s productivity and market conditions.

Clause 19: *Shift Allowance*—(1) An employee who is required to undertake shift work shall be paid shift allowance as follows:

Sunningdale Tech Limited	
1st Shift	\$5 per shift
2nd Shift	\$15 per shift
Sunningdale Precision Industries	
2nd Shift	\$15 per shift
3rd Shift	\$15 per shift
Omni Mold	
2nd Shift	\$15 per shift
3rd Shift	\$15 per shift

(2) Shift allowance shall be paid according to the actual number of shifts performed in a month. An employee on continuous outpatient sick leave due to infectious diseases (as listed in Appendix II to this Agreement) shall be eligible for paid shift allowance subject to a maximum of 10 working days.

Clause 20: *Transport Allowance*—The transport allowance is \$90 per month per employee. The transport allowance shall be paid on a pro-rata basis for the months in which unpaid leave is taken.

Clause 21: *Annual Leave*—(1) Every employee who has completed three months of service shall be granted paid annual leave as follows:

	Sunningdale Tech Limited & Omni Mold Only	All 3 Entities	
	O Grade (For 12-hour shift)	O Grade (For 8-hour shift)	S Grade
1st year	8 days	10 days	11 days
2nd year	9 days	11 days	12 days
3rd year	10 days	12 days	13 days
4th year	11 days	13 days	14 days
5th year	12 days	14 days	15 days
6th year	13 days	Thereafter 14 days	Thereafter 15 days
7th year	14 days		
Thereafter 14 days			

(2) An employee on completion of three months' service shall be entitled to annual leave in proportion to the number of months of service in that year.

(3) If an employee terminates his service or has his service terminated before he has taken his annual leave, the Company shall pay for leave not taken up to and including the day of termination of service.

(4) Except in cases of emergency, an employee shall apply for annual leave two weeks in advance for more than three working days' leave and one week in advance for less than three working days' leave.

(5) The application for annual leave shall not be approved under the following conditions:

- (a) whereby the annual leave days applied for have not been earned yet;
- (b) whereby staff has less than three months of continuous service;
- (c) whereby staff has taken unauthorised leave of absence for a period of more than two days in the intended month of annual leave application.

Clause 22: *Sick Leave*—The Company shall grant to every employee who has completed three months of service sick leave of up to an aggregate of 14 working days in each calendar year on production of a medical certificate issued by a Government medical officer or Company appointed doctor or any Singapore registered medical practitioner.

Clause 23: *Maternity Leave*—(1) The Company shall provide Maternity Leave in accordance with the Employment Act and the Child Development Co-Savings Act.

(2) A female employee applying for maternity leave shall submit application for such leave in advance and not later than one week before the date desired. A certificate from a registered medical practitioner shall support an application for maternity leave.

(3) If at the expiry of the maternity leave, the employee is medically certified unfit for duty, her absence shall be treated as normal sick leave and hospitalisation leave in accordance with clause 22 and clause 33(1) respectively, provided that the employee has not consumed all her sick/ hospitalisation leave entitlement as set out in clause 22 and clause 33(1). In which case, the absence that is not covered by normal sick/ hospitalisation leave shall be considered as annual leave and thereafter as unpaid leave.

Clause 24: *Paternity Leave*—(1) Each male employee shall be entitled to two weeks of government-paid paternity leave on the birth of each child, subject to the conditions stipulated in the Child Development Co-Savings Act.

(2) A male employee, with non-Singapore citizen child, shall be granted three working days' paid leave on the occasion of the birth of his own first two children.

Clause 25: *Childcare Leave*—The Company shall provide Childcare Leave and Extended Childcare Leave in accordance with the Employment Act and the Child Development Co-Savings Act.

Clause 26: *Marriage Leave*—All confirmed employees shall be eligible for three working days of paid leave on the occasion of their first legal marriage provided that the employee's first marriage is contracted or solemnised whilst he is employed in the Company and a properly authenticated certificate or any other evidence of such marriage shall be provided by the employee one week before commencement of leave.

Clause 27: *Compassionate Leave*—The Company shall grant paid compassionate leave of three working days to all confirmed employees on the death of an immediate family member. Immediate family is defined as spouse, parent, child, brother, sister, grandparent or parent-in-law.

Clause 28: *Union Leave*—The Company shall grant paid leave to all Branch officials on CIEU Anniversary Day, learning journey or any occasion decided by CIEU Executive Committee, subjected to approval by the Company.

Clause 29: *Training and Development*—(1) To encourage employees to continuously train and upgrade themselves with new skills and knowledge, the Company shall grant training leave with pay for employees to attend training programmes and seminars related to their work, as per the company policy.

(2) The Company shall also pay the course or seminar fees for company-approved courses, as per company policy.

(3) In recognition of Industry Transformation, the Company shall be open to sharing training-related information with the Union, where appropriate. The Union shall also update the Company periodically on the latest courses offered by Institutions of Higher Learning, so that workers can remain relevant to the new technology and further enhance their work productivity.

Clause 30: *National Service Leave*—The Company shall grant special leave with full pay to all National Servicemen in accordance with the Enlistment Act.

Clause 31: *Examination Leave*—Paid examination leave shall be granted to an employee who is required to sit for examination in respect of the Company sponsored courses only. Application for such leave shall be accompanied by examination timetable and which has to be submitted two weeks before the examination date(s).

Clause 32: *Medical Benefits*—(1) Every employee who has completed 3 months of service shall be provided with a sum of \$480 a year or pro-rated thereof for any incomplete year of service to defray the cost of medical consultation by government medical officers.

(2) In the event that an employee utilizes less than the amount mentioned above at the end of each year, he shall be entitled to the unused portion.

(3) The Company shall reimburse the consultation fee only if the expenses for outpatient medical consultation exceed the above-mentioned amount during the year. The employee is to submit the receipts issued by the government medical officers for reimbursement by the Company.

(4) Specialist consultations must be referred by the government medical officers. Notwithstanding this, the Company shall not bear any consultation fee for the following:

- (a) Infertility, family planning, pregnancy, confinement, miscarriages; pre-natal or post-natal check-up, abortion or any other gynaecological consultations;
- (b) Self-inflicted injury or illness or disease caused by misconduct;
- (c) Mental illness which has been certified;
- (d) Illness or disablement arising from attempted suicide, use of drugs, and excessive consumption of alcohol;
- (e) Performance of an unlawful act, attending any hazardous sports, pursuits, or unjustifiable hazards or provoke assaults;
- (f) Traditional Chinese Medicine (TCM);
- (g) Physiotherapy, Chiropractic or rehabilitation;
- (h) Weight problems or hair loss; and
- (i) Plastic or cosmetic surgery.

Clause 33: *Hospitalisation Benefits*—(1) Every employee who has completed three months of service shall be eligible for paid hospitalisation leave of up to an aggregate of 60 days in each calendar year.

(2) The Company shall recognise hospitalisation leave granted by local government and community hospitals.

(3) In the event that an employee is involved in a traffic accident to and fro work from Malaysia, the Company shall recognise hospitalization leave granted by Malaysia government hospitals, subject to the production of the traffic accident report.

(4) All confirmed employees herein specified under clause 2 of this Agreement, shall be covered under the Company's Group Hospitalisation and Surgical Insurance Scheme, subject to the provisions for room and board benefit and limitations stipulated under the plan attached in Appendix III to this Agreement.

Clause 34: *Long Term Illness*—(1) In the event of an employee who has completed two years' service with the Company contracting tuberculosis or any other long term illness of a pro-longed nature based on the prognosis of the Company appointed doctor or government medical officer, the Company shall grant leave on a case-to-case basis as follows:

- (a) First six months — Full basic pay;
- (b) Next six months — Half basic pay;
- (c) A further six months — No pay.

At the end of the above period, if the employee concerned continues to be unfit for work as certified by a Company approved doctor or any Government medical officer, the Company may terminate his employment by boarding him out medically.

(2) An employee whose services have been terminated based on medical grounds shall be paid the following:

- (a) Termination notice or gross salary in lieu of notice as specified in the Collective Agreement;
- (b) Payment of any statutory benefits including pro-rated AWS and annual leave.

Clause 35: *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.

Clause 36: *Uniform*—The Company shall provide uniforms to all production staff and to those who by the nature of their jobs are required to put on uniforms.

Clause 37: *Safety Committee*—(1) There shall be a safety committee set up by the Company to further the objective of good industrial safety and health in the Company.

(2) This Committee shall be responsible for the purpose of studying, improving, and implementing health and safety measures and initiatives, including mental well-being at the workplace. This aims to cultivate safety consciousness amongst the employees and promote co-operation between Management and employees in achieving and maintaining a safe and healthy working condition.

(3) All employees are also required to adhere closely to all industrial health and safety regulations laid down from time to time by the Company or any Government legislation.

Clause 38: *Employees' List*—(1) The Company shall, upon signing this Agreement, submit to the Union a list of employees coming within the scope hereof showing the following information:

- (a) employees' name;
- (b) employees' identification number;
- (c) employees' rank/grade; and
- (d) employees' basic pay.

(2) The Company shall submit an up-dated list as stipulated in sub-clause (1) above, as on the 31st December of each year to reach the Union not later than 31st January of the following year.

Clause 39: *Notice of Vacancy*—The Company shall, as far as circumstances permit, put up a suitable reasonable advance notice to inform employees of any vacancy it intends to fill.

Clause 40: *Progressive Wage Model*—It is the mutual and expressed desire of the Company and Union to work in collaboration on a 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. The job positions covered by the model are set out in Appendix IV in this agreement.

Clause 41: *Workplace Harassment*—(1) The Company aims to provide a work environment that is free from all forms of harassment and prohibits any behaviour that causes or is likely to cause harassment, alarm or distress to another person through the use of threatening, abusive or insulting language or other non-verbal gestures or communication. Examples of harassment include but are not limited to unwanted sexual advances, physical violence, bullying and stalking.

(2) Employees who are subjected to or witness harassment at the workplace may report the incident to the management in accordance with the grievance procedure. The Company will conduct prompt investigations and take appropriate actions to provide remedies and prevent recurrence.

IN WITNESS WHEREOF the parties hereto have hereunto set their hands on the day and year first hereinbefore written.

Signed for and on behalf of:

SUNNINGDALE TECH
GROUP SINGAPORE LIMITED

CHEMICAL INDUSTRIES
EMPLOYEES UNION

KHOO BOO HOR
Chief Executive Officer

KHOO WOON KUNG
Executive Secretary

JULIA KOH
Chief Human Resources Officer

HOO CHING POO
Branch Chairman

HOE CHUI YEN
Branch Chairman

In the presence of:

VIVIEN LYE
Senior HR Manager

BALAKRISHNAN TAMILVANAN
Branch Secretary

MARCUS TEO JUN HOE
Senior Industrial Relations Officer

*Appendix I (Clause 16)***SUNNINGDALE TECH GROUP SINGAPORE EMPLOYEES'
AGREEMENT OF 2024****SALARY STRUCTURE FOR BARGAINABLE EMPLOYEES**

Salary Grade Level	Job Title	Minimum
S3 (T)	Engineering Assistant II / Mold Polisher II / Mold Maker II / Mold Tester II / Machinist II/ Programming Assistant II / Design Assistant II / Mold Repairer	1,900
S3	Assistant Supervisor / Senior Technician / Logistics Assistant II / Store Keeper / Admin Assistant I / Driver I	1,800
S2 (T)	Engineering Assistant I / Mold Polisher I / Mold Maker I / Mold Tester I / Machinist I / Programming Assistant I / Design Assistant I	1,700
S2	Technician II / Line Leader / Logistics Assistant I / Store Assistant / Admin Assistant I / Driver I	1,600
S1 (T)	Technician I (Toolroom) / Apprentice	1,500
S1	Lead Operator / Lead Inspector / Technician I	1,400
O2	Technical Operator / Inspector / Material Handler	1,100
O1	Operator	950

Appendix II (Clause 19)

**SUNNINGDALE TECH GROUP SINGAPORE EMPLOYEES'
AGREEMENT OF 2024**

LIST OF INFECTIOUS DISEASES

- (1) Chicken Pox
- (2) German Measles
- (3) Tuberculosis
- (4) Malaria

*Appendix III (Clause 33)***SUNNINGDALE TECH GROUP SINGAPORE EMPLOYEES'
AGREEMENT OF 2024****GROUP HOSPITALISATION & SURGICAL POLICY****Policy Schedule**

Policy Effective Date:	January 1, 2024
Policy Anniversary:	January 1st
Member:	All regular, full time active employees over 16 and under 65 years of age employed by the policy holder in Singapore
Maximum Age of Coverage:	74 years of age
Waiting Period:	Coverage for new employees — date of employment
Changes in Classification to be effective:	The date of such change
Rates of Benefits:	Maximum Per Any One Disability

S/N	Item	Plan 4 Local employees	Plan 5 S-pass and Work permit holders	*Plan A (Sub-limit for Plan 5)
1(a)	Daily Room & Board (Max. 120 days)	\$250	\$15,000 (Subject to 4 Bedded Government Ward Class)	\$200
1(b)	Intensive Care Unit (Max. 30 days)	3 × R&B		\$600
2	Other Hospital Services (including implants)	\$750		\$6,000
3	Surgical Benefit (Minor Surgical Benefit Maximum limit of \$1,500)	\$1,000		\$7,000
4	In-Hospital Doctor's Consultation, Diagnostic X-ray & Laboratory Test	\$25		\$60
5	Pre & Post-Hospitalisation Specialists Consultation, Diagnostic X-ray & Laboratory Test	\$150		\$1,000
6	Emergency Out-patient Treatment (Accident)	\$500		N/A
7	Hospitalisation in Singapore Government Hospital or Singapore Government Restructured Hospital (Overall Maximum Limit Per Disability)	\$10,000	N/A	N/A

Appendix III — continued

S/N	Item	Plan 4 Local employees	Plan 5 S-pass and Work permit holders	*Plan A (Sub-limit for Plan 5)
8	Overseas Hospitalisation (Accident) (Maximum per disability, items 1 to 6 only)	150% of GHS Benefits	N/A	N/A
9	Outpatient Kidney Dialysis/ Cancer Treatment (Maximum per Policy Year)	\$5,000	N/A	N/A
10	Rehabilitation Benefit (Maximum of 31 days)	\$5,000	N/A	N/A
11	Death Benefit	\$3,000	\$3,000	\$3,000
* Sub limits for Plan 5 will apply if the insured goes to a ward class higher than the plan entitlement or private hospitals for treatment (Please refer to Plan A for the sub limits).				

Appendix IV (Clause 40)

**SUNNINGDALE TECH GROUP SINGAPORE EMPLOYEES'
AGREEMENT OF 2024**

CAREER PATHWAY		
Technical / Engineering	Supervisory	Production
Principal Engineer II	Assistant Manager	Technical Operator/ Inspector/ MH
Principal Engineer I	Superintendent II	Operator
Senior Engineer	Superintendent I	
Engineer	Supervisor II	
Assistant Engineer II	Supervisor I	
Assistant Engineer I	Assistant Supervisor	
Senior Technician	Line Leader	
Technician II	Lead Operator/ Lead Inspector	
Technician I		

ERDIANA HAZLINA BINTE ABDULLAH
Registrar
Industrial Arbitration Court
Singapore

(CA. 339 of 2024)