

MEDAL OF COMMENDATION

Lee Kok Kin

Chief Executive Officer
SembWaste Pte Ltd

Nominated by the Building Construction And Timber Industries Employees' Union.

Lee Kok Kin assumed the role of CEO at SembWaste in late 2021. Since then, his approachability and attentiveness to the workforce have garnered significant appreciation from the workers and the union.

Despite his demanding responsibilities as CEO, he dedicates time to comprehend the challenges encountered by employees and endeavors to improve their quality of life. An illustrative instance of his commitment is the restructuring of allowances to ensure employees receive better wages.

As a leader, Brother Kok Kin has consistently demonstrated a commitment to enhancing safety protocols within the company, particularly in areas where physical labour is a daily occurrence.

At the policy level, he has coordinated the efforts of various departments to prioritise a safer work environment. For instance, he initiated regular safety walks and introduced incentives for employees who exhibit good safety practices on the ground. Concurrently, he ensures that workers receive comprehensive education on safety matters relevant to their tasks, such as the proper usage of personal protective equipment (PPE).

Brother Kok Kin values the union leaders' input and partners them in implementing key initiatives. He has regular engagements with employees together with union leaders, to understand their various issues and actively explores ideas with them to overcome these challenges.

He believes in making the workplace a better place and strengthening job satisfaction and motivation. When workers were faced with increasing cost of living, he issued vouchers to help workers better cope with the increase.

Brother Kok Kin's commitment to safety is evident in both his top-down and bottom-up approaches to fostering a safety-centric culture within the company. Managing a workforce of thousands, his efforts are considerable.

Nevertheless, his unwavering dedication to ensuring the safety of every employee underscores his commendable leadership. To complement both policy-driven and on-the-ground safety initiatives, he spearheaded the establishment of a dedicated training department tasked with formalising and centralising the training curriculum for SembWaste employees.

Under Brother Kok Kin's leadership, this department incorporates safety protocols into all training materials, including orientation, refresher sessions, and advanced training programmes, aiming to cultivate heightened safety awareness among the company's workforce. He has also developed a strong upskilling culture within SembWaste, one that is supported through digitalisation.