

# **ntuc**

## **MAY DAY**

# **AWARDS**

### **2 0 2 5**

## **MEDAL OF COMMENDATION**

### **Kerry Mok**

President and Chief Executive Officer  
SATS Ltd

*Nominated by the SATS Workers' Union*

Kerry Mok championed the adoption of the Progressive Wage Model (PWM), ensuring that lower-wage employees receive sustainable wage increases aligned with their skill and productivity improvements. His focus on productivity initiatives, such as leveraging technology and streamlining operations, has resulted in cost savings that have been redirected towards higher wages for SATS Ltd workers. His commitment has helped mitigate the cost of living for workers, providing them with financial stability.

Brother Kerry is a firm advocate for progressive workplace practices. Driven by his commitment to employee well-being, the company has embraced flexible work arrangements for employees who can effectively perform their duties remotely. This not only supports a healthier work-life balance but also enhances job satisfaction and drives productivity. Through Company Training Committee (CTC) partnerships, Brother Kerry has prioritised upskilling and reskilling initiatives to enhance career development, as well as to ensure employees continue to thrive in a rapidly evolving industry. Under his leadership, SATS also embarked on job redesign initiatives to enhance career development, creating new jobs and upgrading existing roles to empower staff to upskill and adapt to changing industry demands. He has also supported older workers with programmes to ensure they remain relevant to the workforce. Additionally, Brother Kerry fostered partnerships with institutes of higher learning and government agencies to not only provide continuous learning opportunities, but to also establish new talent pipelines.

Brother Kerry actively engages with employees through townhalls and Gemba walks, ensuring their voices are heard. His leadership has strengthened collaboration with the union, promoting open communication between management and union representatives. Passionate about diversity and inclusion, he champions initiatives for women in aviation and individuals with disabilities. Furthermore, he has been instrumental in uniting SATS' 50,000-strong global workforce, establishing forums to enable learning of best practices from around the world.

Brother Kerry works closely with key government agencies, including NTUC, the Economic Development Board, the Civil Aviation Authority of Singapore, and the Ministry of Manpower, to support Singapore's growth and advance SATS' goals. He encourages innovation to boost productivity in the aviation and food sectors, advocates for fair employment practices, and actively seeks to enhance Singapore's position as a leading air hub. His recent appointment to the Singapore National Employers Federation Council enables him to contribute further to shaping employment practices and industry standards. Through his impactful contributions to improving wages, workforce development and welfare, he has significantly elevated SATS and its employees, making him a truly deserving candidate for this prestigious award.