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News

Rajah & Tann Singapore Clinches Two National Firm Awards at the Euromoney Legal Media Group Asia Women in Business Law Awards 2021

Rajah & Tann Singapore won two National Firm awards at the Euromoney Legal Media Group Asia Women in Business Law Awards 2021, held virtually on 15 September 2021.

Named "Best Firm for Mentorship" and "Best Firm for Work-Life Balance", Rajah & Tann Singapore is consistently lauded for its strong mentorship programme and work-life harmony strategies in the industry. [Kala Anandarajah](#), Head of the firm's [Competition & Antitrust and Trade Practice](#), also received the highly coveted Outstanding Achievement award.

Thriving on a people-centric philosophy, Rajah & Tann Singapore capitalises on human capital development and workplace-friendly initiatives in order to develop its people, priming its business for success in turn. The firm prides itself in maintaining a strong reputation for being a work-life friendly organisation where employees are encouraged and empowered to be their best within the workplace and in their personal lives.

[Patrick Ang](#), Managing Partner at Rajah & Tann, said: "We are truly honoured and humbled by this exemplary recognition, and will continue to advocate for diversity and inclusion, as well as the advancement of women in the legal profession."

Click [here](#) to read our Press Release.

Rajah & Tann Asia Continues to be Top Ranked in the Region in *Asialaw Leading Lawyers 2022*

[Rajah & Tann Asia](#) has maintained its top ranked position across Southeast Asia in the latest edition of *Asialaw Profiles and Leading Lawyers 2022*.

The network has amassed a total of 103 rankings across nine jurisdictions and 23 industries. A total of 58 ranked lawyers have also been identified as Leading Lawyers with over 80% ranked in the "Outstanding" or "Highly Recommended" categories.

We also saw an overall improvement with three newly ranked industry sectors/practice areas and two newly ranked lawyers which demonstrates the dominance and strength of its regional network.

Praises from clients include "Excellent team who are knowledgeable and hard working. Exceptional attention to detail and hard-working and friendly lawyers for whom nothing is too much trouble", and "The R&T team were extremely responsive, professional, and provided timely and commercial advice that was practical, and easy to understand."

The *AsiaLaw 2022* edition provides law firm recommendations and editorial analysis of key practice areas and industry sectors based on work evidence, client feedback and peer feedback.

Click [here](#) to read our Press Release.

Rajah & Tann Technologies Announces New RelativityOne Offering, Improving e-Discovery Capabilities

[Rajah & Tann Technologies](#) has announced that it is expanding the firm's global e-Discovery offering with the addition of Relativity's cloud-based e-Discovery solution, RelativityOne. With RelativityOne, Rajah & Tann Technologies can better protect its data by storing it in a single, secure SaaS platform that spans the full breadth of e-Discovery – from legal hold all the way through to production.

The investigations and litigation discovery process in Singapore has traditionally been an arduous and manual process. As a wholly owned subsidiary of Rajah & Tann Singapore, Rajah & Tann Technologies stands at the precipice of legal technology and is strategically positioned to lead the changing digital forensics and discovery scene in Singapore, given that they now play a pivotal role in disputes, investigations, and information governance.

Coupled with Rajah & Tann Technologies' expertise and experience, the use of RelativityOne will enable lawyers, investigators, in-house counsel, and corporate professionals to, amongst other things, review and analyse numerous documents at unprecedented speed and scale.

With the secure and powerful RelativityOne product, Rajah & Tann Technologies will be able to further leverage its e-Discovery expertise to provide more value and better results for its clients. Additionally, moving to the cloud gives Rajah & Tann Technologies the added scalability needed in today's data-centric society and allows them to build expertise and IP on top of one connected, global solution. RelativityOne also gives Rajah & Tann Technologies users the flexibility to pick and choose solutions from the Relativity App Hub that best suits their unique workflows across different stages of the Electronic Discovery Reference Model — and solve data challenges outside of e-Discovery.

Click [here](#) to read our Press Release.

Rajah & Tann Asia Recognised as Asia's Top Firms in M&A Work by *Asian Legal Business*

Member firms of the [Rajah & Tann Asia](#) network continue to be featured as Asia's leading firms in [M&A](#) work in the latest ALB M&A Rankings 2021 report published by *Asian Legal Business*.

- [Assegaf Hamzah & Partners](#), Tier 1 in Indonesia Domestic category
- [Christopher & Lee Ong](#), Tier 1 in Malaysia Domestic category
- [Rajah & Tann Singapore](#), Tier 1 in Singapore Domestic category
- [C&G Law](#), Tier 2 in Philippines Domestic category
- [Rajah & Tann LCT Lawyers](#), Tier 2 in Vietnam Domestic category

- [R&T Asia \(Thailand\)](#), Notable Firm in Thailand Domestic category

Published annually, ALB's research draws information from firm submissions, Thomson Reuters M&A data, interviews, editorial resources, and market suggestions to identify and rank the top firms for M&A work in Asia.

More information on Rajah & Tann Asia's regional M&A capabilities can be found [here](#).

For more information on the report, please click [here](#).

Click [here](#) to read our Press Release.

LegisBytes

Capital Markets

Singapore SPACs Listing Framework Takes Effect on 3 September 2021

With effect from 3 September 2021, Special Purpose Acquisition Companies ("SPACs") are allowed to list on the Mainboard of the Singapore Exchange Securities Trading Limited ("SGX-ST Mainboard"), providing companies an attractive alternative capital fund raising route.

This follows the Singapore Exchange Limited ("SGX") consultation paper released in March 2021. The consultation paper sets out key features of the listing framework that are aimed at balancing investors' interests against the capital raising needs of the market. These include the proposed admission criteria, listing requirements, and some key safeguards to protect the interests of minority shareholders of SGX SPACs. For background and a discussion on the proposals in the consultation paper, please refer to our 2021 April Legal Update titled "SGX Proposes to Permit Listing of SPACs in Singapore", available [here](#).

With significant support from the respondents to the SGX consultation for the introduction of a SPACs listing framework in Singapore, SGX proceeds with its proposal to offer SPACs as an investment product in the Singapore capital market. Taking into account feedback received, SGX has recalibrated some of its initial proposed requirements/measures in the Consultation and we highlight the material items below:

(a) **Minimum capitalisation requirement and minimum IPO issue price**

Initially, SGX proposed that a SGX SPAC must satisfy a minimum capitalisation requirement of S\$300 million. This is generally more stringent than those prescribed by the securities exchanges in the US that allow SPAC listing. Noting that this may reduce the competitiveness of SGX SPACs as against those of other securities exchanges with SPAC regimes and that the target company for business combination is typically three to eight times the initial size of the SPAC, SGX has lowered the minimum capitalisation requirement to S\$150 million. Consequently, suitable acquisition target companies will have a market

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capitalisation of more than S\$450 million, comparatively higher than that for an issuer seeking a primary listing on the SGX-ST Mainboard. The minimum IPO issue price has also been lowered from the proposed S\$10 per share to S\$5 per share.

(b) Permitted timeframe for SGX SPACs to complete business combination

SGX recalibrated some of its initial proposed measures to address the concerns and dilution risks of SPACs with reference to feedback received pursuant to the consultation exercise. As it is in the interests of shareholders to complete the business combination earlier than later, SGX has shortened the permitted time frame for a SGX SPAC to complete the business combination from 36 months to 24 months, with an extension of time of up to 12 months if a binding agreement for the business combination has been signed before the end of such 24-month period.

(c) Detachable warrants or convertible securities from SPAC shares

SGX will not proceed with its original proposal to require warrants or other convertible securities to be non-detachable from the underlying shares of the SPAC as the detachability of warrants is a fundamental feature of a SPAC in other jurisdictions in attracting investors. Instead, SGX requires a SGX SPAC to specify the adopted maximum percentage cap (including bases) on the resultant dilutive impact to shareholders subsequent to a business combination arising specifically from the conversion of issued warrants (or other convertible securities) by the SPAC at IPO.

Changes to the SGX-ST Mainboard Listing Rules to implement the SPACs listing framework took effect on 3 September 2021.

For more information, click [here](#) to read our Legal Update.

Marketnode, Digital Asset Venture by SGX & Temasek, Announces Partner Financial Institutions & Upcoming Product Launches

On 27 September 2021, Marketnode, the digital asset joint venture by the Singapore Exchange Limited ("SGX") and Temasek, announced its partnership with 10 financial institutions: Barclays, BNP Paribas, BNY Mellon, Citi, Deutsche Bank, HSBC, Orient Securities International, Standard Chartered, Societe Generale, and UOB.

Marketnode is a digital asset issuance platform with fully integrated infrastructure that connects ecosystem participants such as issuers, arrangers banks, investors, legal counsel, and settlement and custodian banks. Marketnode's upcoming product launches are focused on digital issuance services, environment, social and governance ("ESG") bond data and digital asset depository infrastructure. In Q4 2021, Marketnode intends to launch its fixed income issuer services platform which offers issuers, law firms, and banks with products and solutions such as documentation streamlining, investor engagement tools, ESG reporting, and market access mechanisms, all powered by data analysis. More details on Marketnode are available on the SGX website, linked [here](#).

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The 10 partner financial institutions will adopt Marketnode's products early, as well as work with Marketnode to accelerate usage of its platform, provide market input towards its product development, co-create distributed ledger technology (DLT) solutions, and consider product expansion beyond fixed income.

Earlier this year, Marketnode partnered with Covalent Capital, and both parties have launched integrated offerings such as auto-ISIN generation and digital bond straight-through processing (STP). Marketnode will also be partnering with RootAnt Global, a Singapore-based fintech, and SETL, a UK-based blockchain solution platform to build out its fixed income and multi-asset end-to-end infrastructure.

Click on the following link for more information:

- [SGX News Release titled "Marketnode, an SGX and Temasek digital asset venture, announces partners ahead of key product launches"](#) (available on the SGX website at www.sgx.com)

Commercial Litigation

Supreme Court Announces Initiatives to Bolster the Adoption of Therapeutic Justice in Family Law

At the Law Society's Family Conference on 29 September 2021, the Honourable Justice Debbie Ong, Presiding Judge of the Family Justice Courts ("FJC") announced four initiatives that would enable and bolster the adoption of therapeutic justice ("TJ") in family law. TJ is essentially a "lens of care" which uses a multi-disciplinary approach involving several stakeholders to focus on a non-adversarial, problem-solving system.

The challenges and tasks ahead for all the family justice professionals including law and policy makers, academics of family law, family judges, family lawyers, psychologists, counsellors, and other allied mental health professionals who operate within the family justice eco-system will work together, to build on what adopting TJ means for family justice in Singapore, and implementing TJ in practical terms, entailing both the therapeutic design and a balanced application of family law.

A summary of the four initiatives to aid the adoption of TJ is set out below.

(a) Family Therapeutic Justice Certification Programme

A voluntary family lawyers' certification programme, titled "Family Therapeutic Justice Certification Programme", will be rolled out in October 2021.

This professional development certification programme is a collaboration between the FJC, the Singapore Academy of Law ("SAL") and the Law Society of Singapore. It is a programme that all family practitioners are encouraged to attend, as it has been conceived to give members of the family bar an appreciation of the spirit and ethos of TJ and an in-depth view of what it means, in practical terms, to be a TJ advocate. Conducted by SAL, the programme comprises a series of compulsory modules and elective modules and will consist of a blend of e-learning and face-to-face sessions. The first two runs of the programme are presently

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scheduled to take place from October to November 2021 and from February to March 2022, with about 30 to 40 participants in each run. Topics covered will include social science perspectives in family matters, pre-court interventions, and mediation advocacy. Faculty and trainers include local and international experts on TJ, Judges from the Family Justice Courts, experienced family lawyers, mediators, psychiatrists, psychologists, counsellors, and other leading social science experts.

In the longer term, the education, professional training, and continued development of family justice practitioners will be reviewed as the culture of TJ takes root in the family justice system.

(b) **Panel of Therapeutic Specialists ("POTS")**

The POTS initiative is part of FJC's efforts to improve access to the spectrum of therapeutic services available to meet the diverse needs of families who are undergoing or concluding their legal proceedings in FJC. This is especially useful because families who are involved in litigation often have complex needs and issues underlying the legal disputes. In POTS, the role of the panel members is to provide paid specialised clinical and therapeutic interventions for individuals and families undergoing family proceedings. The panel will comprise qualified mental health and social science professionals from the private sector, and their services will be accessed through the directions of a Judge or under a voluntary referral process, according to the needs of the parties.

A POTS pilot is targeted to be launched in 2022.

(c) **Divorce eService**

The Divorce eService facilitates the preparation and filing of divorce papers for divorces proceeding on the simplified track. Divorces proceeding on the simplified track are those where both spouses are not contesting the divorce and have reached an agreement on all ancillary matters prior to the filing of the case. The Divorce eService reduces the pain of form filling for lawyers and litigants by populating the litigant's personal particulars automatically from *MyInfo*. This in turn affords lawyers more time for their clients and minimises administrative errors that often arise when manually filling out their clients' personal information. The Divorce eService will also guide unrepresented litigants with step-by-step assistance to complete applicable court forms and generate the necessary court documents that will allow them to commence divorce proceedings on the simplified track divorce applications.

The Divorce eService will be launched on 1 November 2021.

(d) **Family Orders Guide**

The Family Orders Guide is designed to provide guidance and reference for drafting Court orders. It contains a comprehensive catalogue of divorce-related orders, with the intention of serving as a common point of reference for Judges, lawyers and self-represented litigants. It is easy to use and saves time for lawyers and unrepresented litigants who will not have to draft Court orders from scratch. It also ensures the clarity of text and minimises disputes

which may later arise over the language used, thereby facilitating a lasting and sustainable outcome for litigating parties.

The Family Orders Guide is already available on the FJC website, linked [here](#).

Click on the following link for more information:

- [Supreme Court Media Release titled "Initiatives to aid the adoption of Therapeutic Justice in Family Law"](#) (available on the Supreme Court website at www.supremecourt.gov.sg)

Rajah & Tann is fully committed to using the TJ lens in helping families resolve their issues. Our Partner from the [Commercial Litigation Practice, Kee Lay Lian](#), is the Co-Chairperson of the Family Law Practice Committee and also a member in the working group for the Family Therapeutic Justice Certification programme organised by SAL.

Consumer Protection

Online Retailers to be Cautious Against Using Misleading Sales Tactics

In recent years, online sales have taken the retail scene by storm with a significant number of consumers having turned to shopping online during the COVID-19 pandemic.

In response to numerous complaints from consumers concerning errant online retailers alleged to have misled consumers into purchases, the Consumers Association of Singapore ("**CASE**") and the Competition & Consumer Commission of Singapore ("**CCCS**") have issued an advisory on commonly used online tactics and certain precautionary measures for consumers ("**Advisory**"), available [here](#). Whilst the Advisory mentions overseas online retailers, online retailers with a presence in Singapore are not beyond scrutiny by CASE and CCCS.

Certain problematic tactics that may lead to complaints or legal action lodged against online retailers due to their misleading nature include:

- (a) False or misleading information on business location;
- (b) False or misleading claims about products on sale;
- (c) Ostensibly large discounts; and
- (d) False contact information for consumer refunds and redress.

The issuance of the Advisory highlights the attention that the authorities are paying to the practices of online retailers and retailers' sales tactics in general. This Advisory follows recent efforts such as the issuance of the Technical Reference 76 on Guidelines for Electronic Commerce Transactions in the middle of last year (see our earlier Legal Update on this development [here](#)) and the finalisation of CCCS's Guidelines on Price Transparency which took effect on 1 November 2020 (see our earlier Legal Update on this development [here](#)).

Besides online retailers, businesses at large are reminded not to use any false or inaccurate descriptions regarding their websites or products. Making misstatements, such as those relating to the physical presence or contact information of the retailer, can also lead to an unfair practice being found

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under the Consumer Protection (Fair Trading) Act, even if they do not directly relate to the quality or fitness of the products. Businesses must review their advertisements and websites carefully to avoid any allegations that it has engaged in unfair practices. Resellers must also independently verify descriptions provided by their suppliers as far as practicable.

For more information, click [here](#) to read our Legal Update.

Corporate Real Estate

Rental Waiver Framework for SMEs and Specified Non-Profit Organisations Affected During Phase 2 (Heightened Alert) Commenced on 5 October 2021

To support Small and Medium Enterprises ("SMEs") and specified non-profit organisations ("NPOs") affected by the tightened safe management measures during Phase 2 (Heightened Alert), a Rental Waiver Framework ("RWF") was introduced under Part 12 of the COVID-19 (Temporary Measures) Act and came into effect on 5 October 2021.

Under the RWF, landlords are required to provide a rental waiver of two weeks of gross rent to eligible SME and specified NPO tenant-occupiers of qualifying commercial properties. Eligible tenants of commercial properties may apply for a waiver of rent and licence fees under their leases and licences in specified situations, for the period starting on 5 August 2021 and ending on 18 August 2021. The RWF complements earlier support measures, one of which was the Rental Support Scheme ("RSS") that provided one month of rental support in total as cash for qualifying tenants in privately owned commercial properties. Together with the RSS cash payouts, these tenants will benefit from a total of about 1.5 months of rental support.

We covered the RWF in our earlier Legal Update titled "*Rental Waiver Framework for SMEs and Specified Non-Profit Organisations Affected During Phase 2 (Heightened Alert)*", available [here](#).

For details on eligibility criteria, how to claim rental waiver, and matters that may be assessed by rental waiver assessors, please refer to the website of Ministry of Law ("MinLaw") on "[Overview of Rental Waiver Framework 2021](#)". MinLaw has also made available on its website a host of frequently asked questions, linked [here](#).

Click on the following links for more information:

- [MinLaw Press Release titled "Commencement of the Rental Waiver Framework"](#) (available on the MinLaw website at www.minlaw.gov.sg)
- [COVID-19 \(Temporary Measures\) \(Amendment No. 4\) Act 2021 - COVID-19 \(Temporary Measures\) \(Amendment No. 4\) Act 2021 \(Commencement\) Notification 2021](#) (available on the Singapore Statutes Online ("SSO") website at www.sso.agc.gov.sg)
- [COVID-19 \(Temporary Measures\) Act 2020 - COVID-19 \(Temporary Measures\) \(Rental Waiver Due to COVID-19 Event in 2021\) Regulations 2021](#) (available on the SSO website at www.sso.agc.gov.sg)

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Employment & Benefits

Changes to Mandatory Retrenchment Notifications

On 7 September 2021, the Ministry of Manpower ("MOM") announced an enhancement of the notification requirement for when employers engage in a retrenchment exercise.

Currently, an employer is required to notify MOM of a retrenchment if it has at least 10 employees and retrenches five or more employees within a six-month period.

However, from 1 November 2021, employers with at least 10 employees must notify MOM of all retrenchments, regardless of the number of employees affected.

Employers should note that the mandatory retrenchment notification must be filed within five working days after notice of the retrenchment is provided to the affected employee/s. They should also be mindful to act responsibly and fairly, in line with the Tripartite Advisory on Managing Excess Manpower and Responsible Retrenchment (last updated on 17 October 2020).

Click on the following links for more information:

- [MOM Press Release titled "Mandatory Retrenchment Notifications To Be More Comprehensive In Coverage"](#) (available on the MOM website at www.mom.gov.sg)
- [Tripartite Advisory on Managing Excess Manpower and Responsible Retrenchment](#) (available on the Tripartite Alliance for Fair & Progressive Employment Practice (TAFEP) website at www.tal.sg/tafep)

Financial Institutions

Revised CDP Default Management Process Effective From 6 September 2021

With effect from 6 September 2021, the process of managing outstanding securities transactions when a clearing member is in default will be changed. One of the key changes is that The Central Depository Pte Ltd ("CDP") will set off the defaulting member's outstanding buy- and sell-trades for each counter, regardless of whether the trades are due to customers or non-customers.

This follows strong market support of SGX's proposed changes to the process for managing outstanding securities transactions in the event of a clearing member default in its November 2020 [public consultation](#) on proposed changes.

Before the revision, CDP would first attempt to settle the defaulting member's outstanding customer trades, failing which CDP would proceed to liquidation to manage those trades and complete its default management. Under the new/revised rules, CDP will proceed directly to liquidate a defaulting clearing member's outstanding trades by first setting off the

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outstanding buy and sell trades for each counter, regardless of whether the trades are due to customers or non-customers.

For details on the new/revised rules and SGX's response to feedback received on the consultation, refer [here](#).

Click on the following link for more information:

- [SGX Media Release titled "SGX amends default management process"](#) (available on the SGX website at www.sgx.com)

Intellectual Property

Pre-Grant Third Party Observations and Post-Grant Re-Examination Come into Force

On 1 October 2021, changes to the intellectual property regime in Singapore took effect, introducing a formalised pre-grant third party observation process and a post-grant re-examination process. These amendments came into force through the relevant provisions of the Intellectual Property (Dispute Resolution) Act 2019.

The pre-grant third party observation process occurs before the grant of a patent, allowing the public the opportunity to notify the Registrar of any additional information relevant to the assessment of the patentability of a patent application. The Registrar must consider the third party observation and determine if it is relevant to the application.

The post-grant re-examination process occurs after the grant of a patent, allowing any person to request the Registrar to conduct a re-examination of the specification of a patent on any of the prescribed grounds. If the ground of re-examination is found to be made out, and the patent holder is unable to provide a satisfactory response, then the patent may be revoked.

The introduction of these processes aims to improve the dispute resolution process for patent applications, allowing more efficient avenues of challenge. Previously, an opponent of a patent would have to seek formal revocation proceedings in order to challenge a patent which had been granted.

Click on the following link for more information:

- [Intellectual Property \(Dispute Resolution\) Act 2019](#) (available on the Singapore Statutes Online website at www.sso.agc.gov.sg)

Shipping

MPA, SSA and GCNS Sign MoU to Raise Carbon Accounting Capabilities Amongst Maritime Companies in Singapore

The Maritime and Port Authority of Singapore ("MPA"), the Singapore Shipping Association ("SSA"), and the Global Compact Network Singapore ("GCNS") signed a Memorandum of Understanding ("MoU") on 24 September 2021 to jointly support the development of capabilities in carbon accounting amongst maritime companies in Singapore.

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Under the MoU, the three parties will cooperate in the following areas:

- (a) **Training:** Conduct training courses on carbon reporting, monitoring and management for local maritime companies affiliated with SSA.
- (b) **Support and Recognition:** Support local maritime companies in their journey to track and monitor their carbon emissions, and to recognise companies in their emissions reduction.
- (c) **Sharing of Best Practices:** Develop a guide on maritime sector carbon reporting.

The first run of the training courses began in the first week of October. Trainees from participating companies will learn best practices in emissions management and reduction, as well as experience using the Carbon and Emissions Reporting Tool, which is designed to simplify the process of recording emissions data.

Click on the following link for more information:

- [MPA Media Release titled "MPA, SSA and GCNS Sign MoU to Raise Carbon Accounting Capabilities Amongst Maritime Companies in Singapore"](#) (available on the MPA website at www.mpa.gov.sg)

Tax

Income Tax (Amendment) Bill 2021 Passed in Parliament

On 13 September 2021, the Income Tax (Amendment) Bill 2021 ("**Bill**") was introduced in Parliament, following a public consultation held in June 2021 ("**Consultation**") by the Ministry of Finance ("**MOF**"). The Consultation covered 36 proposed amendments to the Income Tax Act ("**ITA**"). Details of the Consultation can be found in the Annexes [here](#), while a summary of the feedback received together with MOF's responses can be found [here](#). The Bill has since been passed on 5 October 2021.

Taking into account the feedback received, the Bill will implement amendments in relation to:

- (a) tax measures announced in the Budget 2021 Statement on 16 February 2021;
- (b) economy-wide and sector-specific measures announced by the Government in May 2021 and July 2021 in response to the COVID-19 pandemic; and
- (c) tax changes arising from periodic review of the income tax system and technical amendments.

The significant amendments are summarised below.

(a) Key tax measures announced in the Budget 2021 Statement

- **Loss carry-back relief scheme** to allow for qualifying deductions to be carried back for up to three years (instead of one) – extension of enhancement for Year of Assessment ("**YA**") 2021.

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- **Option to accelerate the write-off of the cost of acquiring plant and machinery ("P&M")** over two years (instead of three) – extended to capital expenditure incurred on the acquisition of P&M in the basis period for YA 2022 (i.e. FY 2021).
 - **Accelerated renovation and refurbishment ("R&R") deduction** (i.e. option to claim R&R deduction in one YA instead of three) – extended to qualifying expenditure incurred on R&R in the basis period for YA 2022 (i.e. FY 2021).
 - **Double Tax Deduction for Internationalisation ("DTDi") scheme** – enhanced such as to cover additional qualifying expenses (e.g. specific expenses incurred to participate in approved virtual trade fairs).
 - **250% tax deduction for qualifying donations** – extended for another two years (i.e. for donations made from 1 January 2022 to 31 December 2023, both dates inclusive).
- (b) **Measures taken in response to COVID-19** (following the same tax treatment for similar measures in 2020)
- **Provide an income tax exemption** for mandatory/voluntary support payments ("**Support Payments**") received by tenant-occupiers and qualifying sub-tenants ("**Tenants**") from landlords/master tenants ("**Landlords**") in 2021.
 - **Allow income tax deductions**, subject to a cap, for monetary payments made in 2021 by Landlords:
 - to pass on the rental waiver granted for Government-owned commercial properties; and
 - for Support Payments to their Tenants.
 - **Specifying** that tax-deductible rental expenses claimed by Tenants is the amount of rental expenses net of monetary benefits received from Landlords in 2021.
- (c) **Key refinements arising from periodic review**
- **Allow authorised persons access to IRAS records** and/or documents containing taxpayer income information protected under section 6 of the ITA.
 - **Provide the tax treatment for two situations** where (i) trading stock is appropriated for non-trade or capital purposes, and (ii) non-trade or capital asset becomes trading stock. For (i), the market value of the trading stock on the date of appropriation is treated as income that is subject to tax at that juncture. For (ii), the open market value of the non-trade or capital asset on the date it becomes trading stock is treated as the cost of the trading stock, for the purpose of computing the gains liable to tax on the subsequent disposal of the trading stock.

- **Require taxpayers to give a written notice** when a foreign tax authority makes a downward adjustment of foreign tax, resulting in the foreign tax credit previously allowed in Singapore on foreign-sourced income becoming excessive.
- **Align the maximum penalty amounts** for non-filing and other related offences under the ITA with those for similar offences under the Goods and Services Act and Property Tax Act. The maximum penalty for failure to make a return has been increased from S\$1,000 to S\$5,000.
- **Include a protection of informer provision.**

Click on the following links for more information:

- [Income Tax \(Amendment\) Bill](#) (available on the Singapore Statutes Online website at www.sso.agc.gov.sg)
- [MOF Press Release titled "Media Factsheet: Income Tax \(Amendment\) Bill 2021"](#) (available on the MOF website at www.mof.gov.sg)
- [MOF Press Release titled "Summary of Responses to Public Consultation on the Draft Income Tax \(Amendment\) Bill 2021"](#) (available on the MOF website at www.mof.gov.sg)

Technology, Media & Telecommunications

Keeping Organisations PDPA Compliant – Updated PDPC Guides on Data Protection

With the establishment of data protection obligations and the continuing development of relevant regulations and guidelines, organisations have faced various challenges in compliance amidst the shifting landscape of personal data concerns. To assist organisations in complying with their obligations, the Personal Data Protection Commission ("PDPC") has issued a number of guides on data protection.

On 14 September 2021, PDPC announced the following updates:

- (a) **New Guide to Data Protection Practices for Info-Comm Technology ("ICT") Systems** – This is a compilation of data protection practices from past Advisory Guidelines and Guides released by PDPC, and also incorporates lessons learnt from past data breach cases that should be adopted by organisations in their information and communications technology ("ICT") policies, systems, and processes to safeguard the personal data under their care.

PDPC has also published two Checklists to Guard Against Common Types of Data Breaches, which compile the key relevant data protection practices from the ICT Guide to assist organisations to perform a review of whether policies, technology controls, and processes applicable to their business operations have been put in place to avoid the common gaps that often result in data breaches.

- (b) **Updated Guide to Developing a Data Protection Management Programme** – This guide seeks to help organisations develop or

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improve their personal data protection policies and practices through the implementation of a Data Protection Management Programme. It has been updated to incorporate best practices in accountability to support organisations' personal data protection policies and processes.

- (c) **Updated Guide to Data Protection Impact Assessments** – The guide provides an introductory outline of key principles and considerations for organisations on conducting a Data Protection Impact Assessment for systems and processes. It has been revised to align with the new obligations under the updated Personal Data Protection Act.

For more information, click [here](#) to read our Legal Update.

Singapore Introduces Proposed New Laws to Counteract Foreign Interference

The Ministry of Home Affairs ("MHA") has introduced the Foreign Interference (Countermeasures) Bill ("Bill") for first reading in Parliament on 13 September 2021. The Bill seeks to reduce the risk of acts of foreign interference by electronic communications activity through the strengthening of Singapore's ability to prevent, detect, and disrupt such interference.

MHA has noted the threat of hostile information campaigns ("HICs"), particularly through social media and communications technologies, and that Singapore is vulnerable to such attacks as a highly digitally-connected and diverse society. To counter this evolving threat, the Bill not only establishes new offences targeting the perpetrators of such attacks, but also sets out obligations on relevant parties such as those providing social media services, email or instant messaging services, internet access services, and running websites.

In this regard, the Bill confers a wide range of powers on the Minister for Home Affairs to issue various orders on relevant parties, such as directions to investigate, expose, and counter HICs. These provisions seek to empower the Government to effectively deal with acts of foreign interference by electronic communications activities, including emails, online communications, Short Message Service (SMS), and Multimedia Messaging Service (MMS).

The Bill also seeks to combat the use of local proxies by foreign entities to push their agenda, imposing various obligations on Politically Significant Persons who are directly involved in Singapore's political processes.

For more information, click [here](#) to read our Legal Update.

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CaseBytes

High Court Sets Out Law on Striking Out of Pleadings for Non-Compliance

When submitting a dispute to the courts, litigants also submit themselves to the rules and procedures of the court system. Should a litigant fail to comply with court orders meant to facilitate proceedings, it may face serious consequences, including the striking out of its case.

In *Saxo Bank A/S v Innopac Holdings Limited* [2021] SGHC 214, the Singapore High Court set out the applicable principles on when it would exercise its discretion to strike out a litigant's pleading for non-compliance with the Rules of Court or orders of court specifically in a situation where discovery obligations have been breached.

Here, the defendant had repeatedly failed to comply with its discovery obligations, including those subject to an "unless" or peremptory order. Applying the relevant principles, the High Court struck out the defendant's Defence and Counterclaim and entered judgment for the plaintiff.

The plaintiff was successfully represented by [Harish Kumar](#) and Low Weng Hong from the [Commercial Litigation Practice](#), and Daniel Quek and Edina Lim from the [Intellectual Property Practice](#).

For more information, click [here](#) to read our Legal Update.

Safeguarding your Business's 'Crown Jewels' – A Primer on Dealing with Confidential Information

Confidential information such as trade secrets, proprietary know-how, strategy documents, technical drawings/plans, financial data, and customer lists often constitute the most valuable assets or 'crown jewels' that a business or company owns to maintain a competitive edge over its competitors.

What happens, however, when an ex-employee misappropriates and/or misuses the company's confidential information – particularly if it results in the loss of a key business contract to a competitor? What legal recourse does the company have and what kind of compensatory damages can the company recover against the ex-employee? This was the situation that the plaintiff company in the recent Singapore High Court case of *Angliss Singapore Pte Ltd v Yee Heng Khay (alias Roger)* [2021] SGHC 168 found itself in.

The Plaintiff company brought an action against its former employee, the Defendant, to claim for losses resulting from its loss of an exclusive distributorship agreement with its long-time key client. The Defendant was found to have taken confidential information from the Plaintiff in the form of information of price and customer lists, as well as sales figures and targets. In using this confidential information, the Defendant was found to have breached his duty of confidence in equity, as well as his contractual obligation owed to the Plaintiff pursuant to a confidentiality clause in his employment agreement. The Plaintiff was awarded damages for loss of

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profits as, on the balance of probabilities, the Plaintiff would have obtained the distributorship but for the Defendant's breach.

This judgement has affirmed the Court's willingness to consider certain data relating to customers as confidential data and that employees having charge of confidential information owe an equitable duty not to misuse or abuse such information. This judgment also provides helpful guidance to businesses and companies regarding how to safeguard confidential information and ensure that specific information is clothed in the intended character of confidentiality.

For more information, click [here](#) to read our Legal Update.

Court of Appeal Rules on When to Intervene in a Judicial Manager's Exercise of Discretion

While a judicial manager is given a wide discretion to employ his skills and expertise in managing the affairs of a company in judicial management, the shareholders or creditors of the company may apply to court for relief where they contend that the company's affairs, business, or property have been managed by the judicial manager in a manner which is or was unfairly prejudicial to their interests.

Yihua Lifestyle Technology Co., Ltd., & Anor v HTL International Holdings Pte. Ltd. [2021] SGHC 86 is the first decision of the Singapore High Court which had an opportunity to consider and opine on the applicable principles on when it would be appropriate to intervene in a judicial manager's exercise of discretion. The High Court's decision was recently affirmed on appeal by the Singapore Court of Appeal in *Yihua Lifestyle Technology Co., Ltd., & Anor v HTL International Holdings Pte. Ltd.* [2021] SGCA 87.

The Appellants had sought to displace the discretion exercised by the judicial managers of a company in deciding to sell the company's assets to the Respondent Purchasers rather than the Appellants' preferred purchasers. The High Court Judge declined to intervene, holding that the judicial managers' decision was not unfairly prejudicial to the Appellants. On appeal, the Court of Appeal upheld the decision of the High Court.

The Court of Appeal held that judicial managers are intended to be given a wide discretion in managing the affairs of a company, and that they would be justified in weighing the interests of creditors over those of shareholders of the company. The Court would only interfere with a judicial manager's decision if it could be shown that their conduct had been plainly wrongful, conspicuously unfair, or perverse. The Court of Appeal also provided further guidance in the form of a two-stage test to determine whether a judicial manager has acted or proposed to act in a manner which would unfairly harm the interests of the applicant.

The Respondent Purchasers were successfully represented by [Mark Cheng](#), [Chew Xiang](#), Ho Zi Wei, and Tan Tian Hui from the [Restructuring & Insolvency Practice](#) and the [China-Related Investment Dispute Resolution Practice](#) (with Audent Chambers LLC as instructed counsel).

For more information, click [here](#) to read our Legal Update.

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Weight Accorded to Pre-nuptial Agreement Lessened Due to Inconsistent Behaviour

Pre-nuptial agreements that set out the division of assets in the event of a divorce are becoming less stigmatised in Singapore nowadays, growing in popularity across a diverse demographic ranging from younger millennials to high net-worth individuals. Pre-nuptial (and indeed, post-nuptial) agreements are one of the circumstances that may be considered by the court in ordering the division of matrimonial assets. However, in Singapore, it is established law that pre-nuptial agreements cannot be enforced in and of themselves and are subject to the court's scrutiny. Rather, the court retains the ultimate power to divide matrimonial assets in such proportions as the court thinks just and equitable, and will determine the weight that ought to be accorded to the pre-nuptial agreement.

In *CLB v CLC* [2021] SGHCF 17 ("**CLB v CLC**"), the High Court found that the weight to be given to a pre-nuptial agreement was significantly diminished by the parties having behaved inconsistently with the pre-nuptial agreement throughout the 16-year marriage.

CLB v CLC underscores the importance of behaving consistently with the pre-nuptial agreement. The Husband's conduct, both in word and in action, indicated that he considered his assets to be available for the family's benefit, resulting in the Court according significantly less weight to the pre-nuptial agreement. This was reflected in the Court's inclusion of certain assets in the pool of matrimonial assets despite such assets being specifically excluded in the pre-nuptial agreement.

For more information, click [here](#) to read our Legal Update.

Determining Approval for Pre-Packaged Schemes of Insolvency

Companies seeking to implement schemes of arrangement have the option of using the regular procedure set out in section 210 of the Companies Act or the pre-packaged scheme procedure now set out in section 71 of the Insolvency, Restructuring and Dissolution Act 2018 ("**IRDA**"). In *Re: DSG Asia Holdings Pte Ltd* [2021] SGHC 209, the DSG group of companies to which the Applicant belonged started with the regular procedure, but switched to the pre-packaged scheme procedure after one of the schemes of the group failed to achieve the requisite creditor approval. The question was whether, given the roles of one creditor and the non-disclosure of information regarding that creditor, it was appropriate to approve the pre-packaged scheme.

OCBC, one of the creditors of the DSG Group, had raised questions as to the inclusion of related creditors' votes in the original scheme meetings and the vote solicitation for the subsequent pre-packaged scheme ("**New Scheme**"). The DSG Group informed OCBC that voting by related creditors was no longer a live issue because the related creditors' claims had been assigned or sold to a "Potential White Knight", Allington, pursuant to a Debt Sale. Allington was also a potential investor in the group. OCBC contested the sanction of the New Scheme on the grounds, among others, that the Applicant's disclosure was inadequate (the purchase price of the assigned debts was not disclosed) and Allington should not be placed in the same class as other unsecured creditors for the purpose of the voting.

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The Court decided that the New Scheme should not be sanctioned. The Court found that the purchase price of the Debt Sale was information necessary to enable creditors to make an informed decision whether to agree to the New Scheme. The Applicant should have disclosed the purchase price so that creditors could assess the Debt Sale and Allington's resulting participation in the New Scheme for themselves. The Applicant's inadequate disclosure provided sufficient reason to dismiss the application for sanction of the New Scheme.

The Court further agreed that Allington should not have been placed in the same class as other unsecured creditors for the vote solicitation. Allington's potential investment was effectively conditional on the New Scheme being approved and implemented. Thus, Allington's interest as a potential investor was relevant to classification, and was significant enough to render Allington unable to consult with the other unsecured creditors with a view to their common interest.

OCBC was represented by [Sim Kwan Kiat](#) and Celine Kee from the [Restructuring & Insolvency Practice](#).

Deals

Kheng Leong Company (H.K.) Limited's Acquisition of "21 Anderson"

[Norman Ho](#) and [Tan Chon Beng](#), Amelia Cheng, Ho Ting En, Calvin Lim, and Letitia Chen from the [Corporate Real Estate Practice](#) and [Mergers & Acquisitions Practice](#) are acting for Kheng Leong Company (H.K.) Limited in its S\$213 million acquisition of a group of companies which owns 21 Anderson, a freehold condominium development in Singapore ("**Property**"), from Hong Kong-listed Far East Consortium International Limited. The Property has a gross floor area of 87,000 square feet which translates to an estimated value of S\$2,448 per square foot. It is in the vicinity of Anderson and Walshe roads in Singapore and is strategically situated within the Orchard Road shopping belt.

Far East Consortium International Limited's Disposal of a Freehold Condominium Development at 21 Anderson Road

[Gazalle Mok](#), [Loh Chun Kiat](#), Dave Yeo and Melvin Tan from the [Corporate Real Estate Practice](#) and [Mergers & Acquisitions Practice](#) are acting for Hong Kong-listed Far East Consortium International Limited in its S\$213 million disposal of a freehold condominium development at 21 Anderson Road in Singapore ("**Property**") to Kheng Leong Company (H.K.) Limited. The Property has a gross floor area of 87,000 square feet which translates to an estimated value of S\$2,448 per square foot. It is in the vicinity of Anderson and Walshe roads in Singapore and is strategically situated within the Orchard Road shopping belt.

S\$103.1 Million Placement of Shares by AEM Holdings Ltd. to Temasek

[Raymond Tong](#), [Cynthia Goh](#), and [Cheryl Tay](#) from the [Capital Markets / Mergers & Acquisitions Practice](#) acted for AEM Holdings Ltd. in its S\$103.1 million placement of shares to Venezio Investments Pte. Ltd., a wholly-owned subsidiary of Temasek Holdings (Private) Limited.

Hong Leong Asia Investments Pte. Ltd's Subscription of Shares in BRC Asia Limited and Acquisition of Shares in BRC Asia Limited

[Cynthia Goh](#) from the [Capital Markets / Mergers & Acquisitions Practice](#) is acting for Hong Leong Asia Investments Pte. Ltd., a wholly-owned subsidiary of Hong Leong Asia Ltd, in its S\$45.9 million subscription of shares in BRC Asia Limited and its S\$22.2 million acquisition of 6.16% shares in BRC Asia Limited. [Kala Anandarajah](#) from the [Competition & Antitrust and Trade](#) is advising on the competition aspects of the transaction.

Koh Brothers Eco Engineering Limited's Placement of Shares to Penta-Ocean Construction Co., Ltd

[Cheng Yoke Ping](#) and [Cynthia Goh](#) from the [Capital Markets / Mergers & Acquisitions Practice](#) acted for Koh Brothers Eco Engineering Limited in its S\$38.07 million placement of shares to Penta-Ocean Construction Co., Ltd..

Authored Publications

Rajah & Tann Contributes to *India Business Law Journal*: "Singapore SPAC Framework and Opportunities"

[Raymond Tong](#) and [Hoon Chi Tern](#) from the Capital Markets Practice of Rajah & Tann Singapore contributed an article titled "Singapore SPAC Framework and Opportunities" published in *India Business Law Journal*, a leading legal magazine in the region, on 23 September 2021.

With effect from 3 September 2021, special purpose acquisition companies ("SPACs") are allowed to list on the Mainboard of the Singapore Exchange Securities Trading Limited ("**SGX-ST Mainboard**"), providing companies with an attractive alternative capital fund raising route. SPACs, also known as blank cheque companies, have no commercial operations, revenue-generating businesses or assets. They are formed to raise capital through initial public offerings (IPOs) on securities exchanges with the sole objective of acquiring another company for a business combination, also known as a de-SPAC transaction.

The article discusses the relevance of the new SGX SPACs listing regime for Indian businesses, key requirements of the listing regime, including the admission criteria, listing requirements and key safeguards to protect the interests of minority shareholders of SGX SPACs.

Click [here](#) to read the full article.

Find out more about our Capital Markets Practice [here](#).

For a more detailed discussion on the Singapore SPAC framework, please refer to our write-up titled "*Singapore SPACs Listing Framework Takes Effect on 3 September 2021*" on page 6.

Rajah & Tann's South Asia Practice Group

Rajah & Tann has a dedicated South Asia Practice Group comprising lawyers with substantial legal practice experience relating to India, Sri Lanka, and Bangladesh – including leading practitioners in arbitration, corporate, shipping, and construction.

Commended for having service of "global quality" standards, the firm has been ranked Band 1 for our International & Cross-Border Capabilities by *Chamber Global* (2021). In addition, our lawyers are lauded for their notable expertise with handling cases connected to the India market in *Chambers Asia-Pacific* (2021). We have also been featured as a leading Regional & Specialist firm for our work in the region by *India Business Law Journal* (2021, 2020).

Find out more about our South Asia Practice Group [here](#).

Rajah & Tann Contributes to *Chambers and Partners Global Practice Guide: International Arbitration 2021 – Singapore Chapter*

Rajah & Tann Singapore has authored the Singapore chapter of the *Chambers and Partners Global Practice Guide: International Arbitration 2021*. The guide provides the latest legal information on the impact of COVID-19, arbitral tribunals, challenges to jurisdiction, preliminary and interim relief, collection and submission of evidence, confidentiality, types of remedies, enforcement and review of awards, class action, and third-party funding.

Exclusively authored by our International Arbitration partners [Andre Yeap S.C.](#), [Kelvin Poon](#) and [Alessa Pang](#), the Singapore chapter provides an overview of the current Singapore law on international arbitration, as well as trends and developments in 2021 for arbitration in Singapore. The chapter looks at topics including governing legislation, arbitration agreements, arbitral procedure, arbitral awards, and review and enforcement.

Click [here](#) to read the full Singapore chapter.

Find out more about our International Arbitration Practice [here](#).

Rajah & Tann Singapore Contributes to the *Singapore Chapter of Lex Mundi Global Foreign Investment Restrictions Guide*

In today's market, more cross-border acquisitions and investments are subject to foreign investment restriction screening. In the past 18 months, many jurisdictions have implemented new screening regimes or revised pre-existing parameters.

Rajah & Tann Singapore contributed to the *Lex Mundi Foreign Investment Restrictions Guide* which seeks to help in-house counsel and practitioners alike understand, navigate and anticipate foreign investment regulatory

changes in more than 55 jurisdictions around the world. Our authors, [Chia Kim Huat](#), Regional Head, Corporate and Transactional Group, and [Lim Wee Hann](#), Co-head, Mergers & Acquisitions Practice share a Singapore perspective on the following issues covered in each country chapter of the Guide:

- Summary of foreign investment restrictions
- Sectors subject to foreign investment restrictions
- Relevant thresholds and notifications with regard to foreign investment restrictions
- Grounds to block a foreign investment

Click [here](#) to view the full guide.

Events

Conducting Effective and Defensible Employment Investigations

On 30 September 2021, the Employment & Benefits Practice organised a webinar titled "Conducting Effective and Defensible Employment Investigations". This was the companion seminar to our recent 30 August 2021 Legal Update titled "[How to Conduct an Employment Investigation](#)".

When an employer is faced with an employee who has been accused of committing an act of misconduct, it does not necessarily follow that the employer is automatically entitled to discipline or dismiss the employee as of right. Section 14(1) of the Employment Act stipulates that the dismissal of an employee on the grounds of misconduct can only be after "due inquiry" on the part of the employer; however, the Employment Act does not deal with the issue of disciplining an employee, nor does it specifically stipulate what amounts to a due inquiry.

Given a more litigious modern workforce, employers should be prepared that their decision to discipline or dismiss an employee will almost certainly be challenged. How then should an employer conduct a due inquiry? What are the applicable standards and processes that will satisfy the legal requirement of "due inquiry"? How does the law define "fairness" during such an investigation? What type and degree of documentation is needed to ensure that the investigation is defensible? [Desmond Wee](#) and [Jonathan Yuen](#), the Heads of Non-contentious and Disputes aspects, respectively, of the firm's [Employment & Benefit Practice](#) discussed these issues and other key contentious areas in employment investigations. They also shared their real-life practitioner's perspectives and advice.

TechLaw.Fest 2021

On 22 to 24 September 2021, partners from Rajah & Tann Singapore and Legaltech experts from Rajah & Tann Technologies participated in as speakers at TechLaw.Fest 2021, the world's leading law and tech conference held annually.

[Rajesh Sreenivasan](#), Head of the [Technology, Media & Telecommunications Practice](#), was one of the speakers at the session on "How the 'Essential Eight' Technologies are Re-defining Capabilities in the Legal Industry". He

shared his insights on how technologies are creating demand for new skillsets and talent in the legal industry.

[Lee Eng Beng, SC](#), Senior Partner and Chairperson of Rajah & Tann Asia, together with a panel of legal leaders, examined the importance of change management and organisational culture in the digital transformation journey of the legal industry.

[Michael Lew](#) and [Wong Onn Chee](#), Chief Executive Officer and Technical Director of [Rajah & Tann Technologies](#), respectively, were the speakers at a Fireside Chat titled "Ransomware: Ever-growing Cyber Threats to Law Firms". They discussed about the steps and controls that law firms can take to bolster their cybersecurity defences against ransomware.

Rajah & Tann was the Legal x Digital Innovations Partner of TechLaw.Fest 2021.

Mareva Injunction, Recognition of Foreign Judgement

On 21 September 2021, the Japan Desk of Rajah & Tann Singapore organised a webinar titled "Mareva Injunction, Recognition of Foreign Judgement".

At the webinar, the speakers discussed aspects of cross-jurisdictional lawsuits, Mareva injunctions, and other regimes permissible under Singapore law, based on recent successful cases that Rajah & Tann has handled. More than 100 Japanese clients and friends attended the webinar, with 100% satisfaction feedback.

The speakers comprised [V Bala](#) from the [Shipping & International Trade Practice](#) and [Shuhei Otsuka](#), Head of the [Japan Desk](#) of Rajah & Tann Singapore and the Japan Business Unit of Rajah & Tann Asia.

Restructuring & Insolvency Seminar Series: "Certain Contractual Rights Limited – but What, When, How Much and Can it be Avoided?"

On 9 September 2021, the Restructuring & Insolvency Practice organised the last of its three-part webinar series titled "Certain Contractual Rights Limited – but What, When, How Much and Can it be Avoided?"

Section 440 of the Insolvency, Restructuring and Dissolution Act 2018 is one of the most important and controversial provisions of the new insolvency regime. It seeks to suspend the operation of any term in a contract with a company that allows the counterparty to enjoy or exercise a right by reason only, or *ipso facto*, that prescribed types of insolvency proceedings are commenced against the company or that the company is insolvent.

While the concept behind section 440 is not difficult to understand (or even laudable), its wide and fundamental effect means that it has inevitably been sketched in statutory language that is general and sometimes vague. Certain parameters are clear, though not necessarily easily distilled. Further, many legal and practical questions will have to be answered by the courts or further legislative clarification.

[Lee Eng Beng, SC](#), Senior Partner from the [Restructuring & Insolvency Practice](#), and [Sheila Ng](#), Partner, provided an analysis of section 440 and its

features and uncertainties, and discussed how real-life scenarios may be treated under the provision or addressed in advance by contractual drafting.

Fighting Fraud – Trends, Remediation and Best Practices

On 3 September 2021, Rajah & Tann Asia's [Fraud, Asset Recovery and Investigations Practice](#) organised a webinar titled "Fighting Fraud – Trends, Remediation and Best Practices".

For over a year, the Asia-Pacific region has observed an increase in different types of fraudulent activities impacting businesses daily. At the webinar, our speakers from across the region explored various types of fraud that organisations are facing. They shared their expertise on preventive measures and best practices businesses can implement and remediate in the event of investigation. They focussed on the following:

- Cryptocurrency fraud
- Phishing email scams
- Corporate fraud
 - Accounting and Financial Statement fraud
 - Asset misappropriation
 - Bribery and corruption
- Fraud and insolvency
- Preventive steps, remediation, and best practices in the event of investigation

The speakers comprised [Michelle Lee](#), [Yam Wern-Jhien](#) and [Sheila Ng](#) ([Rajah & Tann Singapore](#)); [Shanti Geoffrey](#) and [Heng Yee Keat](#) ([Christopher & Lee Ong](#)), [Supawat Srirungruang](#) ([R&T Asia \(Thailand\)](#)); and [Amien Sunaryadi](#) ([Assegaf Hamzah & Partners](#)).

Employment Law, Termination and Harassment

On 1 September 2021, the Japan Desk of Rajah & Tann Singapore organised a webinar titled "Employment Law, Termination and Harassment".

At the webinar, the speakers discussed the legal regime and recent trends on termination in Singapore, as well as shared practical insights on prevention of harassment in the workplace. More than 250 Japanese attended the webinar, with extremely high satisfaction feedback.

The speakers comprised [Jonathan Yuen](#), Head of the [Employment & Benefits \(Disputes\) Practice](#) and [Shuhei Otsuka](#), Head of the [Japan Desk](#) of Rajah & Tann Singapore and the Japan Business Unit of Rajah & Tann Asia.

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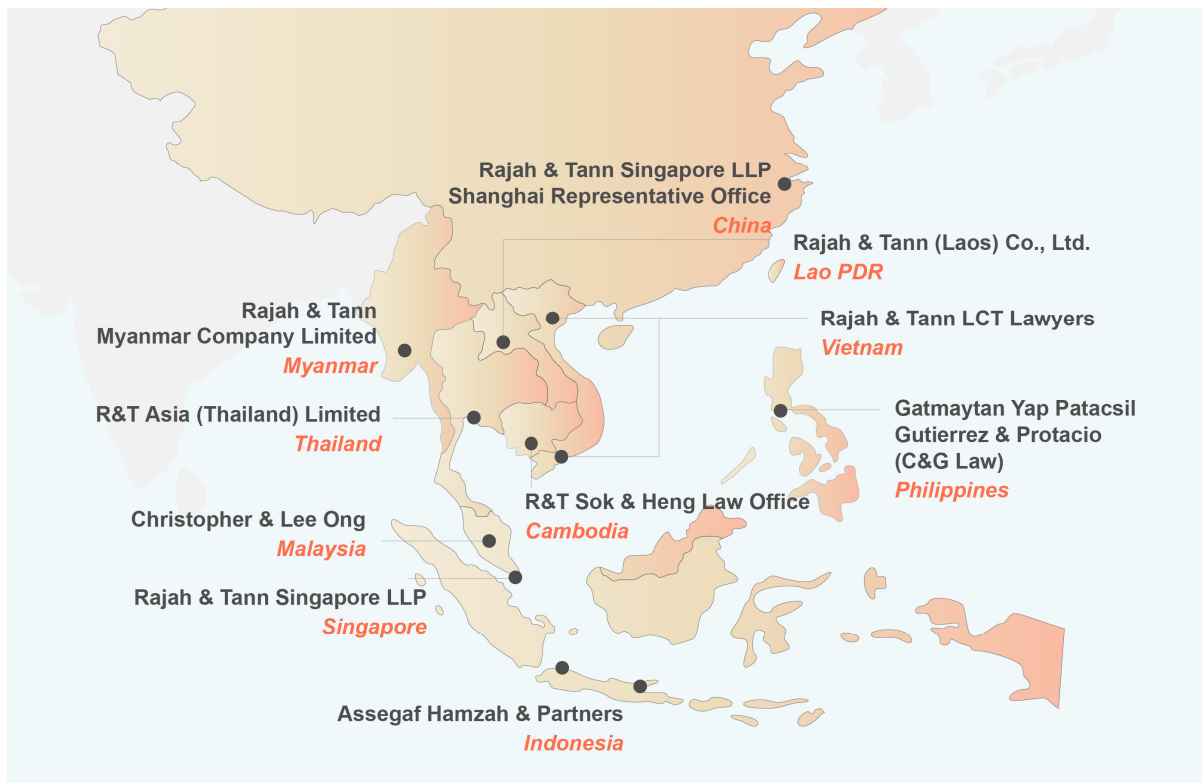
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Our Regional Presence



Rajah & Tann Singapore LLP is one of the largest full-service law firms in Singapore, providing high quality advice to an impressive list of clients. We place strong emphasis on promptness, accessibility and reliability in dealing with clients. At the same time, the firm strives towards a practical yet creative approach in dealing with business and commercial problems. As the Singapore member firm of the Lex Mundi Network, we are able to offer access to excellent legal expertise in more than 100 countries.

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