

FOR IMMEDIATE RELEASE**Secura Group's unit signs MOU with Union of Security Employees;
unveils new career scheme for its security personnel**

- *The first MOU of its kind to develop a Progressive Wage Model to allow security officers to pursue other career tracks under the Group's Security Specialist Vocation Scheme*
- *Guest-of-Honour, Mr. Chan Chun Sing, Minister in Prime Minister's Office and NTUC Secretary-General, presented the Soverus Bursary awards to the children of its security personnel*

SINGAPORE, 13 June 2016 – Secura Group Limited (新保安集团有限公司) (“Secura Group” and together with its subsidiaries, the **“Group”**), one of the leading providers of security products, services and solutions in Singapore, announced that its wholly-owned subsidiary, Soverus Group Pte. Ltd. (新保安集团私人有限公司) (**“Soverus”**), has signed a Memorandum of Understanding (**“MOU”**) with the Union of Security Employees (**“USE”**) in conjunction with the launch of Soverus' Security Specialist Vocation Scheme (**“SSVS”**).

Unveiled at the Soverus Annual Bursary Award ceremony attended by Guest-of-Honour, Mr. Chan Chun Sing (陈振声), Minister in the Prime Minister's Office and Secretary-General of the National Trades Union Congress (**“NTUC”**), the SSVS will allow the Group's security officers to move laterally to other roles within the Group's diversified lines of businesses. Potential career tracks include security guarding, executive protection, events security, security systems integration, security consultancy, cyber security, security software engineering, command centre operations, amongst others.

“Soverus has been a strong supporter of USE, one of 60 unions affiliated to the NTUC. Over the years, it has constantly distinguished itself in excellent labour relations management by setting high benchmarks in the collective agreements it signed with the union, as well as the support it gave to the Progressive Wage Model even before the scheme is licensed in September this year.

That it is now embarking on a new, exciting journey with the union in creating a new specialist career path for security officers to branch into, looking at security systems and technologies, speaks well for the company, its officers and the Labour Movement. I congratulate Soverus and thank you for the support given to our workers and the union,” said **Mr. Chan Chun Sing, Minister in the Prime Minister's Office and Secretary-General of NTUC.**

Mr. Paul Lim (林春伟), Chief Executive Officer of Secura Group said, “Since 2012, we have been practising cross-vocation postings as the Group provides a wide range of security products, services and solutions. This has helped to alleviate the manpower shortage in the security market while providing holistic career opportunities for our employees. By formalising this practice through the formation of the SSVS, we hope that it will serve as an exemplary model in the security industry and help to elevate the security profession as a viable career with promising prospects.”

In conjunction with the launch of the SSVS, Soverus entered into an MOU with the USE to co-develop a Progressive Wage Model (“**PWM**”) for the specialised career tracks within Soverus. Under this MOU, which is the first of its kind in the security industry, the PWM will be centred on the following considerations - identifying the skills and knowledge requirements for each rank; establishing a minimum basic wage point for each rank; and identifying the progressive occupations within each specialised tracks.

“The security industry has been beleaguered by manpower shortage due to stagnant wages, poor career prospects and long working hours. We want to change the perception that being a security officer is a dead-end job. We hope that with the PWM, we can encourage more people to join the industry knowing that if they perform well, they will be given the opportunities to maximise their potential and even attain senior management level,” said Mr Lim.

In addition, Soverus has also signed a Collective Agreement with USE in which Soverus undertakes to follow guidelines pertaining to the employment of security officers which include employment

terms, welfare benefits, and competitive salaries equivalent to top 10% of similar job-holders in the security industry.

Soverus recognises that education for children is an important concern of all parents. Security officers, similarly, want to give their children a better chance in life through a good education. To help alleviate the financial burden of its security officers, Soverus awards bursaries to their children, from primary to tertiary levels. This is aligned to the parent Secura Group's unique family-oriented HR policy of holistically caring for each and every employee. Since 2012, Soverus has been giving bursaries which are presented at special ceremonies by guests-of-honour that included government leaders. To date, it has awarded close to \$60,000 in bursaries to over 400 children. This year, the award ceremony saw 120 children receiving their bursaries totalling \$17,000.

Mr. Lim added, "We are indeed very honoured to have Mr Chan Chun Sing grace this event, and his presence here today has given our security officers and their families a sense of importance as individuals and as contributing members of society. The bursaries are part of our ongoing efforts to improve the well-being of all our security officers and their families. By investing in our people and taking care of them, we believe they will be spurred to better performance which will in turn lead to greater overall business productivity and financial success. In short, we are strong believers in showing 'Tender Loving Care' for all our staff, and this bursary is one of our ways of showing 'We Care'."

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About Secura Group

Secura Group Limited (新保安集团有限公司) is a leading provider of an integrated suite of security products, services and solutions based in Singapore. The Group was formed through a merger of two groups of companies – the Secura group of companies that provides security printing services, and the Soverus group of companies that provides security consultancy and other services.

Through the Secura group of companies, the Group owns one of the largest cheque printing businesses in Singapore. The Group's other security services are undertaken by the Soverus group of companies, which offers security guarding, cyber security, homeland security, and other security products and services.

As a security agency with an established track record, the Group has consistently been awarded 'A' Grading (Excellent) by the Police Licensing & Regulatory Department from 2012 to 2016. The Group has a well-diversified customer base comprising more than 550 customers in various industries, including multinational corporations, financial institutions and government agencies.

Secura Group's substantial shareholders include, among others, Mr Peter Lim, Mr Wee Ee Chao and City Developments Limited.

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