

To All Singaporeans,

On 18th June 2018 an employee of The Coconut Club placed an ad for “Waiters & Service Staff” on Fastjobs that had a requirement with the following: “Eligible Age: (18 yrs – 30 yrs ONLY)”.

This ad was not vetted by any of the Management and violates the Tripartite Guidelines on Fair Employment Practices.

We would like to sincerely apologise for this oversight and for any offence caused. The employee has been disciplined accordingly.

We would like to say that at The Coconut Club, we adhere to the MOM guidelines and the Tripartite Guidelines on Fair Employment Practice. We have employees well over the age group advertised by the offending employee and we even had our employee who is aged over 50, reduce his work schedule to 4 days a week while increasing his pay and retaining all of his benefits.

At The Coconut Club, we have a 90% Singaporean crew and we hire foreigners at the same wage scale as Singaporeans for the same job. We also offer foreigners the same benefits enjoyed by their Singaporean counterparts, including paternity and maternity leave.

The above is mentioned not to mitigate the severity of the mistake we made but to make clear that the mistake does not represent the policies or the culture of The Coconut Club.

The Coconut Club affirms our commitment to the Tripartite Guidelines on Fair Employment Practices as well as the MOM guidelines for good management practices. We have also retrained and counselled our staff mentioned above and have taken this opportunity to educate all our staff about the concept of discrimination.

We would also like to apologise once again for our oversight and to any and all who may have been offended by the ad on behalf of our staff. Thank you for your utmost understanding.

Yours Sincerely

Nicholas

Manager

The Coconut Club