

EMPLOYMENT CONTRACT

THIS CONTRACT is made on 26 March 2024

BETWEEN

1. **Heron Airbridge Pte. Ltd.**, a company incorporated in Singapore and having its principal place of business at 71 Ayer Rajah Crescent #07-23, Singapore 139951 with company registration UEN202241349W ("the Employer").
2. **Rishi Kumar Srinivasan**, of Blk 52, Choa Chu Kang North 6, #16-14, Singapore 689575 with NRIC S9772692B ("the Employee").

WHEREAS the Employer desires to employ the Employee, and the Employee desires to be employed by the Employer, on a fixed-term basis under the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the mutual covenants and promises herein contained, the parties hereto agree as follows:

1. Commencement and Duration

1.1. The Employee's employment under this contract shall commence on 27 March 2024 and shall continue for a fixed term until 31 July 2024, unless terminated earlier in accordance with this contract.

2. Job Title and Duties

2.1. The Employee shall be employed in the position of Systems Engineer (Uncrewed Systems).

2.2. The Employee shall perform all duties as are customary and reasonable for such a position and as may be assigned from time to time by the Employer.

3. Place of Work

3.1. The Employee's primary place of work shall be at 71 Ayer Rajah Crescent #07-23, Singapore 139951, or at any other location(s) as the Employer may reasonably require.

4. Salary and CPF Contributions

4.1. The Employee shall be paid a monthly salary of SGD 3,600.00.

4.2. The salary shall be payable in arrears on the last working day of each month.

4.3. In addition to the monthly salary, the Employer shall make contributions to the Central Provident Fund (CPF) in accordance with the prevailing requirements set forth by the CPF Act. The Employee shall also make a monthly contribution to the CPF from his/her salary as required by law.

4.4. The Employer's and Employee's contributions to the CPF shall be deducted from the monthly salary and shall be paid to the CPF Board no later than the 14th day of the following month.

4.5. The Employer may in its absolute discretion pay the Employee a bonus of such amount, at such intervals and subject to such conditions as the Employer may in its absolute discretion determine from time to time. Any bonus payment to the Employee shall be purely discretionary and shall not form part of the Employee's contractual remuneration under this Agreement.

5. **Working Hours**

5.1. The Employee's normal working hours shall be 8 hours, not including lunch break, between 9:00 AM to 6:00 PM, Monday to Friday.

6. **Leave**

6.1. After 3 months of employment, the Employee is entitled to 0.5 days of paid leave during the term of this contract, in accordance with the Employment Act of Singapore.

6.2. The Employee shall be entitled to paid sick leave after 3 months of employment, in accordance with the Employment Act of Singapore. The entitlement includes 14 days of outpatient non-hospitalization leave and 60 days of hospitalization leave, inclusive of the 14 days outpatient leave, provided that the Employee submits a medical certificate from a qualified medical practitioner.

6.3. Sick leave and hospitalization leave will be granted only upon presentation of a medical certificate issued by a registered medical practitioner.

6.4. The Employee must inform the Employer of his/her absence due to sickness as soon as practicable, and no later than 48 hours after the onset of such sickness.

7. **Termination**

7.1. Either party may terminate this contract by providing 1 week notice in writing or payment in lieu of notice.

8. **Governing Law**

8.1. This contract shall be governed by and construed in accordance with the laws of Singapore.

9. **Miscellaneous**

9.1. This contract contains the entire agreement between the parties concerning the subject matter hereof and supersedes all prior agreements and understandings, whether written or oral.

IN WITNESS WHEREOF, the parties hereto have executed this contract as of the date first above written.

Heron Airbridge Pte. Ltd.

By: 

Name: Ryan Lee Swee Ann

Title: Director & CEO

Rishi Kumar Srinivasan

Signature:  _____