

**IN THE INDUSTRIAL COURT OF MALAYSIA  
[CASE NO: 4(12)(5)/4 - 1395 / 23]**

**BETWEEN**

**SOH KOK SIONG**

**AND**

**SIN SENG HUAT SEEDS SDN. BHD.**

**AWARD NO. 1420 OF 2025**

**BEFORE** : **Y.A. TUAN AUGUSTINE ANTHONY  
CHAIRMAN**

**VENUE** : Industrial Court of Malaysia, Kuala Lumpur.

**DATE OF REFERENCE** : 14.08.2023.

**DATE OF RECEIPT OF** : 21.08.2023.

**REFERENCE**

**DATES OF MENTION** : 20.09.2023, 05.12.2023 & 20.12.2023.

**REPRESENTATION** : *For the claimant - Randy Chew & Marcus Ng; M/s. Marcus Ng*

*For the company - Kevin Wu & Cik Radhia Syahira; M/s Kevin Wu & Associates*

*Claimant – present*

*Justin Soh and Fred Soh, Company's Representative (present)*

## THE REFERENCE:

This is a reference dated 14.08.2023 by the Director General of the Department of Industrial Relations, Ministry of Human Resources pursuant to section 20(3) of the Industrial Relations Act 1967 (“The Act”) arising out of the dismissal of **SOH KOK SIONG** (“Claimant”) by **SIN SENG HUAT SEEDS SDN. BHD.** (“Company”) on the 06.01.2023.

## CONSENT AWARD

- [1] On this 28.08.2025, the parties informed this Court that this matter is now amicably settled and applied for a consent award to be recorded with the following terms:-
  - (i) On a without admission of liability, the Company shall pay the Claimant a sum of **Ringgit Malaysia One Hundred Sixty Thousand (RM160,000.00)** only as full and final settlement of this matter.
  - (ii) The said settlement sum of **Ringgit Malaysia One Hundred Sixty Thousand (RM160,000.00)** only shall be paid by the Company to the Claimant in the following manner :
    - (a) The first instalment of **Ringgit Malaysia Eighty Thousand (RM80,000.00)** only shall be paid on or before the 15.09.2025;
    - (b) The second and final instalment of **Ringgit Malaysia Eighty Thousand (RM80,000.00)** only shall be paid on or before the 30.09.2025.
- [2] Upon the full settlement of the above settlement sum of **Ringgit Malaysia One Hundred Sixty Thousand (RM160,000.00)** only by the Company to the Claimant, neither party shall have any further claim whatsoever against the other in respect of this matter.

[3] As this matter is now settled the hearing dates of 28.08.2025 and 29.08.2025 hereby vacated.

**HANDED DOWN AND DATED THIS 08<sup>TH</sup> DAY OF SEPTEMBER 2025**

**(AUGUSTINE ANTHONY)**

Chairman

Industrial Court Of Malaysia

Kuala Lumpur