



Society Staples Pte. Ltd.  
21 Bedok North Street 1  
#01-01 Common Ground  
Singapore 469659

**Dear stakeholders, partners, clients, caregivers, communities and friends of Society Staples,**

The last three months have been an extremely challenging period for us, faced with difficulties every step of the way. It has been very painful and difficult navigating this journey.

It is with a heavy heart that I am making this announcement about the current state and future of Society Staples.

**(1) Change in Leadership Team**

Society Staples co-founder, Ryan Ng, has requested to exit from both Society Staples Pte. Ltd. and Society Staples Cares Limited as an employee, director and shareholder on 3rd September. We had a mediator to facilitate the exit conversation on 11th September where his resignation was effected and the exit terms were discussed amicably. The administrative and legal procedures for this change are in progress.

**(2) Professional Misconduct**

Ryan has committed a serious misdemeanour in his capacity as a leader of the organisation. Due to the nature of the incident, the matter remains private and confidential. We seek your understanding on this.

I regret this has happened.

At Society Staples, we are treating this situation with utmost severity. We do not condone the actions and the situation that has taken place. We have made our stance firm and clear to Ryan. We have also spared no effort to do everything in the best of our ability to ensure that the gravity and impact of the situation is made known to him and there are consequences to bear.

The disciplinary actions taken against Ryan are as follows:

- Not allowed to take on nor be involved in any work that encompass the areas of facilitation, mentoring and coaching until he is discharged from therapy
- Seek therapy help immediately to address his own issues that have caused such an incident to happen

This incident saddens us as it goes against all the values and principles we uphold and advocate for at Society Staples. It is by no means is reflective of the work we have done, and the communities and systems we are part of. Our work has always been about improving the lives of others and fostering greater inclusion in our society. It is precisely because of what we do and value that I have chosen to handle this entire incident based on principles of the restorative justice approach.

While we cannot undo what has happened, the management and settlement of the matter is in our control.

We hope Ryan will learn from this incident and wish him well.

### **(3) Future of Society Staples**

After much consideration and in consultation with multiple stakeholders and individuals, Society Staples will take a hiatus for the next 1-2 years. This decision will be reviewed again when the time comes.

This does not mean Society Staples is done or giving up the work. The strive for greater inclusion and bridging the inequality gap is an area the team holds very, very dearly. The team will continue to find meaningful ways and means to serve the sector and community.



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## Closing Remarks

I am aware that this decision has its impact and repercussions on the team, the communities we serve and the systems we are in. I have taken steps to support them and have done my best to mitigate the effects on these individuals and groups. I will continue to follow up and do what is needed for their transitions to proceed as smoothly as possible.

The decisions that we have arrived at came after three months of facilitated conversations and mediation with the team, multiple stakeholders and individuals. In between these conversations, I also requested for six weeks to sit with all that is happening. It was important to allow myself the time to properly think through what this means for Society Staples, consider and weigh all the possible options we could take and the impact each decision will have on the organisation, the team, and the partners and communities we serve.

I would like to take this time to thank all individuals and organisations who have been part of our journey and have been so supportive of us and our work.

A special thank you to the team from Common Ground who have been there every step of the way to guide and support us through this difficult period.

If you have any further questions and concerns regarding the organisation and/or in my capacity as the director, you can drop me a text or write to me at [debra@societystaples.com.sg](mailto:debra@societystaples.com.sg) and I will do my best to address them. However, as Ryan and I are no longer together, if you have specific questions for him, please do approach him. For more information, kindly refer to Ryan and my personal statements.

It has been a great pleasure working with you and your team and I look forward to growing the relationships and connections we have established under my next role and capacity, wherever that may be.

Sincerely,

Debra Lam

Director of Society Staples