

Bong Lep Siong

PARTNER



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PROFILE

Bong was called to the Malaysian Bar as an Advocate and Solicitor of the High Court in Malaya in May 2007. His practice focuses on employment law and industrial relations, and he frequently appears before the Industrial and Labour Courts as lead counsel for a wide range of employers.

Bong also provides legal advice on redundancy and retrenchment, mutual separation agreements, disciplinary action against employees and compliance with the provisions of the Employment Act, 1955.

Beyond employment and industrial relations, Bong's expertise extends to corporate litigation & shareholders' disputes, civil & commercial litigation, insolvency & bankruptcy, and wills, probate and estate planning, where he has extensive courtroom experience before both the subordinate and superior courts.

WORK HIGHLIGHTS

EMPLOYMENT LAW & INDUSTRIAL RELATIONS

- › Acted for a full-service industrial gases company (a wholly owned subsidiary of a U.S.-based multinational corporation) in defending an unfair dismissal claim before the Industrial Court, where the employee was dismissed for repeated misconduct involving breaches of the company's safety rules and policies. (see: *Kannan Elankiran v Air Products Malaysia Sdn Bhd* [2025] MELRU 237; [2025] ILRU 0237).
- › Acted for a company manufacturing cryogenic equipment and operating under stringent safety standards in compliance with DOSH regulations to defend an unfair dismissal claim brought by its Safety and Health Officer, where the employment contract of the said Officer was frustrated.
- › Acted for a supply chain management and logistics solutions company to defend an unfair dismissal claim before the Industrial Court, where the employee's managerial position became redundant and he was retrenched pursuant to a genuine regional restructuring exercise.
- › Acted for an employer in defending an unfair dismissal claim before the Industrial Court, where the employee's post-retirement fixed-term employment contract, which had been extended several times, came to an end by effluxion of time (see: *Aw Yeong Leong Sim v Air Products Malaysia Sdn Bhd* [2025] MELRU 335).

QUALIFICATIONS

Advocate and Solicitor

High Court in Malaya

2007

LLB (Hons)

National University of Malaysia (UKM)

2006

PRACTICE AREAS

- Corporate Litigation & Shareholders' Disputes
- Civil & Commercial Litigation
- Employment Law & Industrial Relations
- Restructuring, Insolvency & Bankruptcy
- Wills, Probate & Estate Planning

CHINA DESK

中国服务台

WORK HIGHLIGHTS

- › Acted for an employer to defend a constructive dismissal claim before the Industrial Court, where the employee holding a senior management position was redesignated to focus on critical operations of the company.
- › Acted for a pharmaceutical manufacturing company to defend an unfair dismissal claim before the Industrial Court, where the employee was dismissed for repeated tardiness, absenteeism and unauthorised medical leave.
- › Advised and prepared a mutual separation agreement for a company specialising in concrete products and lighting solutions to facilitate the mutual separation of an employee.
- › Advised and prepared a mutual separation agreement for a construction company to facilitate the mutual separation of an employee.
- › Advised and prepared documentation for a company trading in concrete poles and tower products to extend a fixed-term employment contract of an employee.
- › Acted for an employer to defend a claim brought by a former employee for an insurance payout before the Magistrates' Court.
- › Acted for an employer to defend a claim by an employee for alleged wrongful salary deductions before the Labour Court.
- › Rendered a written legal opinion to an employer on the proper construction of certain provisions of the Employment Act, 1955 and the associated legal and practical risks of non-compliance.
- › Advised various employers on disciplinary actions against employees and compliance with the Employment Act, 1955.

CORPORATE LITIGATION & SHAREHOLDERS' DISPUTES

- › Acted for a minority shareholder (a public listed company and leading integrated electronics manufacturing services provider) in an oppression action against a company and its 3 directors where the High Court granted a winding-up order against the defendant company (*see: VS Industry Bhd v Lim Chang Huat & Ors [2025] MLJU 449*).
- › Acted for directors and the company secretary of a company to defend an oppression action brought against them.
- › Acted for directors of a company to defend an oppression action brought against them.
- › Acted for a director of a company in obtaining an inspection order pursuant to Section 245 of the Companies Act, 2016 (*see: Datuk Beh Kim Ling & Anor v NEP Holdings (M) Bhd [2022] MLJU 1679*). This decision was upheld by the Court of Appeal.
- › Acted for a director of a company in obtaining a committal order against the other directors and account manager of the company for breaching an inspection order granted pursuant to Section 245 of the Companies Act, 2016. (*see: Datuk Beh Kim Ling & Anor v NEP Holdings (Malaysia) Bhd [2024] 1 CLJ 517; [2023] MLRU 1839*). This decision was upheld by the Court of Appeal.
- › Acted for a director of a company and a shareholder of the company to defend a suit brought by the other directors for alleged breach of fiduciary duty and alleged breach of a shareholders' agreement.

CIVIL & COMMERCIAL LITIGATION

- › Acted for a company to defend a claim brought against it for refund of an alleged payment of deposit for supply of products and alleged overpayment of sales and service tax.
- › Acted for an individual to defend a claim for alleged breach of a promissory note brought by his business partner.
- › Acted for a public listed company to commence an action and obtain a summary judgment for breach of a promissory note.
- › Advised a company in a potential claim for alleged breach of a letter of appointment as a business strategic advisor.
- › Advised a drone manufacturer company in relation to a claim by one of its customers for the supply of drones.
- › Acted for a New Zealand-incorporated company and its sole director to register 2 judgments of the New Zealand High Court as judgments of the High Court of Malaya pursuant to the Reciprocal Enforcement of Judgments Act, 1958, and subsequently to oppose the judgment debtor's application to set aside the registration.

INSOLVENCY & BANKRUPTCY

- › Acted for a public listed company engaged in infrastructure construction, civil engineering and property development to wind up a debtor company.
- › Acted for a Singapore-incorporated company to wind up a Malaysian-incorporated company.
- › Acted for a public listed company to obtain bankruptcy orders against several individuals.
- › Acted for a financier to oppose 2 separate annulment applications by guarantors of a borrower.

WORK HIGHLIGHTS

- › Acted for a judgment creditor to oppose an application by a bankrupt for discharge of a bankruptcy order.
- › Acted for a judgment creditor to obtain a High Court order compelling the Director General of Insolvency to investigate the affairs and assets of a bankrupt.
- › Acted for a judgment debtor to oppose bankruptcy proceedings brought against him and his wife.
- › Acted for a bankrupt to set aside a judgment in default and the subsequent bankruptcy order premised on that judgment.

WILLS, PROBATE & ESTATE PLANNING

- › Acted for an executor in a contentious probate action.
- › Acted for an individual to obtain a Grant of Letters of Administration over the estate of her late father.
- › Acted for an individual to obtain an order for presumption of death of her brother to facilitate distribution of their late father's estate.
- › Acted for a businessman in estate planning and preparation of his last will and testament.
- › Acted for a widow to register the death of her husband abroad and to apply for a Grant of Probate.