



BOLDER, KINDER, STRONGER: ADVANCING JUSTICE TOGETHER

JUSTICE FOR ALL

ANNUAL REPORT FY2024/25



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Corporate Information

Pro Bono SG (PBSG) is a Singapore-registered charity with an Institution of a Public Character (IPC) status which aids the needy and vulnerable so that all may have access to justice in Singapore. We enable access to

justice for the needy and vulnerable through legal awareness, guidance and representation.

Once a department within The Law Society of Singapore (LSS), we incorporated as a company limited

by guarantee in 2017 with LSS as our sole member. Formerly known as Law Society Pro Bono Services, we renamed as Pro Bono SG in 2022 to reflect the commitment of all in Singapore to embrace our mission of doing good in the community.

UEN Number:	201700430E
Date of Charity Registration:	31 March 2017
IPC Period:	1 April 2025 - 31 March 2028
NCSS Full Member:	Since 1 April 2017
Auditor:	Baker Tilly TFW LLP
Bankers:	Oversea-Chinese Banking Corporation Limited and Bank of East Asia

Headquarters:	1 Havelock Square, #B1-18, State Courts, Singapore 059724
North East Branch:	Community Law Centre @ Tian De Temple, 109 Hougang Ave 5, Singapore 538817
North West Branch:	Community Law Centre @ Realm of Tranquility, 547 Woodlands Drive 16, #01-177, Singapore 730547
Migrant Workers' Law Centre @ MWC:	Migrant Workers' Centre, 579 Serangoon Road, Singapore 218193
Transnational Family Care Centre @ SCC:	South Central Community Family Service Centre, 5 Delta Ave, #01-09 Block 5, Singapore 160005
Phone:	6536 0650
Email:	help@probono.sg
Website:	www.probono.sg



For more information, please refer to

<https://www.probono.sg/contact-us/>

About Us

♥ Our Vision

Justice For All

♥ Our Mission

Enabling access to justice for the vulnerable and disadvantaged through legal awareness, advice and advocacy.

♥ Our Objectives

We work to:

1. develop and ensure a just and efficient system for the provision of pro bono legal services in Singapore;
2. coordinate the provision of civil, criminal and community pro bono legal services with various agencies;
3. recruit, train and manage volunteers from the legal fraternity and beyond for the provision of pro bono services;
4. identify areas of need in the community for pro bono legal services; and
5. protect and assist the public on matters of the law relevant to their lives, particularly through programmes to develop public legal literacy.

♥ Strategic Planning and Impact Evaluation

The Board periodically reviews and approves the vision and mission to ensure Pro Bono SG stays relevant to its changing environment and needs. The Board also sets aside time to review and update the organisation's strategic roadmap to achieve the organisation's charitable purposes.

Pro Bono SG started an impact evaluation division within its CEO's Office, as well as an Impact Evaluation Working Group, to develop a comprehensive impact measurement framework, monitor and better articulate the outcomes and impact of Pro Bono SG's services.

Pro Bono SG documents its plan for building capacity and capability, including in its work plans and budget, which are monitored by the Board throughout the year. This includes areas such as training for the Board, Management and staff; digital transformation; and collaborating with other organisations to enhance capabilities through shared expertise and resources.



Chairman's Message

As Singapore celebrates her 60th year of independence, it is timely to reflect not just on our nation's journey, but on the role of pro bono in shaping the society we aspire to be. The words of our national pledge – “to build a democratic society based on justice and equality” – remind us that access to justice is a cornerstone of our shared future. Pro Bono SG exists to make this a lived reality, by ensuring that legal assistance is never a privilege of the few, but accessible to all.

“

The words of our national pledge – “to build a democratic society based on justice and equality” – remind us that access to justice is a cornerstone of our shared future.

”



Pro bono work has always been part of the DNA of our profession. It is about ensuring that the values symbolised in our flag – justice, equality, integrity, and progress – are made real in the lives of those around us. It is through service to the vulnerable and disadvantaged that the legal community most clearly demonstrates its purpose: to uphold justice with compassion. Over the years, this commitment has been institutionalised and

strengthened through the work of Pro Bono SG. Today, our three pillars – awareness, guidance, and representation – form the backbone of a national pro bono infrastructure.

This past year, I was reminded again and again of the profound impact that legal assistance can have. In FY2024/25, 16,242 individuals and community organisations were supported

across our programmes. Behind each number lies a story – a worker securing fair wages, a family resolving a dispute, a non-profit gaining clarity to serve their beneficiaries, or an accused person receiving a fair defence. Each is a reminder that pro bono work does not merely solve legal problems; it improves lives in lasting ways, and strengthens trust in our justice system.

“

None of this would be possible without the generosity of donors, the dedication of volunteers, and the support of our partners – a reminder that access to justice is a collective responsibility.

”

As we look to SG60, our task is not only to celebrate these contributions but also to ask ourselves how we can do more. Our nation's challenges are evolving – from the needs of Singapore's ageing population and migrant workers far from their families, to the growing demands on charities and non-profits who support vulnerable communities. Each of these calls for us to reimagine how pro bono work can remain responsive, innovative, and close to the ground.

Pro Bono SG is committed to bringing pro bono services closer to the communities that need them most. Alongside our Community Law Centres, which embed legal support within familiar, accessible spaces, we also established the **Transnational Family Care Centre (TFCC)** to stand alongside lower-income transnational families who often struggle to access conventional legal or social aid, while the **Migrant Workers' Law Centre** provides dedicated assistance to some of the most vulnerable in society. At the same time, we continue to raise awareness on emerging legal needs. This year,

legal talks covered topics such as Lasting Powers of Attorney, helping Singapore's ageing population plan for the future, and the **Access to Justice Symposium** highlighted the challenges faced by people with invisible disabilities, ensuring their needs are recognised across the legal system. Looking ahead, Pro Bono SG aims to strengthen the wider ecosystem, equipping charities, social enterprises and ground-up groups with the tools they need to serve their communities effectively.

This year also marks a milestone for our community: the 40th anniversary of the **Criminal Legal Aid Scheme (CLAS)**. Thousands of lawyers have carried this scheme forward over the decades, embodying the principle that no one should face criminal proceedings alone simply because they cannot afford counsel. This legacy of service continues to inspire us to be bolder in reimagining how pro bono can meet the evolving needs of society.

None of this would be possible without the generosity of donors, the dedication of volunteers, and the support of our partners – a

reminder that access to justice is a collective responsibility. As the demand for our services grows, your continued support will be more crucial than ever.

In this SG60 year, I urge each of us – lawyers, partners, friends – to see pro bono not as charity, but as nation-building. It is about ensuring that the promise of justice and equality rings true for every individual, regardless of circumstance. It is about strengthening the social compact that binds us together as one people.

To all who have journeyed with Pro Bono SG, thank you for advancing justice together with us. As we mark SG60 and prepare to celebrate the 40th anniversary of the **CLAS**, let us continue to be bold in our vision, kind in our actions, and strong in our resolve – building a Singapore where justice is not only promised, but delivered.



Dinesh Dhillon
Chairman

CEO's Message

Dear Friends and Supporters,

This year, guided by the theme *Bolder, Kinder, Stronger: Advancing Justice Together*, we reaffirm our commitment to building a Singapore where justice is not an abstract promise but a lived reality. As our nation approaches SG60, the work of strengthening our social compact has never been more important – and Pro Bono SG is determined to play our part.

In FY2024/25, our collective efforts reached 16,242 individuals and community organisations across all programmes under our three pillars – awareness, guidance and representation – demonstrating the tangible impact of our work. These achievements reflect the dedication of our volunteers, the generosity of our donors, and the trust of our partners in advancing access to justice for all.

Looking ahead, we will deepen our presence in communities, ensuring that access to justice remain close to those who need them most.

Our **Community Law Centres** at Tian De Temple and Realm of Tranquility have shown the power of embedding socio-legal support within familiar community spaces. We will continue to grow this model, bringing services into the heartlands where residents feel comfortable seeking help.

In addition, we launched the **Transnational Family Care Centre (TFCC)** in partnership with South Central Community Family Service Centre – Singapore's first dedicated initiative for lower-income transnational families, who often fall outside formal legal and social



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In the coming year, we will deepen our efforts to empower charities, social enterprises and ground-up groups with the legal tools they need to operate effectively.

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aid schemes. By co-locating lawyers alongside social workers and family coaches, TFCC provides holistic support for families navigating issues such as divorce, custody, family violence, and immigration. In the same spirit, we launched the **Migrant Workers' Law Centre (MWLC)**, a dedicated space to serve some of the most vulnerable members of our society. Leveraging Migrant Workers' Centre's deep engagement with the migrant worker community and our legal expertise, **MWLC** aims to create a more robust support ecosystem.

Our work also extends to strengthening the ecosystem that sustains access to justice. In the coming year, we will deepen our efforts to empower charities, social enterprises and ground-up groups with the legal tools they need to operate effectively. By equipping the non-profit sector with strong foundations, we are ensuring that their positive impact on society can grow sustainably.

We also recognise that the well-being of our legal community is integral to sustaining this mission. To this end, we rolled out the **Wellness Buddies Programme**, a peer-support initiative for lawyers. By fostering a culture of care within the profession, we hope to build resilience among our volunteers and partners, enabling them to serve the community with compassion and strength.

At the same time, 2025 marks a significant milestone for us: the 40th anniversary of the **Criminal Legal Aid Scheme (CLAS)**. We will

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As part of SG60, we are calling on you to activate your networks and contribute towards our legal programmes for the vulnerable and disadvantaged.

”

celebrate this occasion not only by reflecting on the achievements of thousands of lawyers who have carried this cause forward, but also by envisioning the future of criminal justice support in Singapore. A commemorative coffee table book will capture these stories, and the celebrations will reaffirm our enduring commitment to ensuring that accused persons in need are never left without representation.

We have been able to continue running essential services only because of the strong support of our community. Donations, which currently cover about 40% of our operating cost, remain a vital lifeline. As the demand for our services grows, this need will only increase. Your generous support will remain crucial in the year ahead, ensuring that we can meet the rising needs of the communities we serve.

That is why, as part of SG60, we are calling on you to activate your networks and contribute towards our legal programmes for the

vulnerable and disadvantaged. You can even create your own fundraising campaign to rally support. Together, we can channel resources towards building a Singapore where justice and equality are everyday realities.

Visit our campaign page at:



<https://tinyurl.com/t3c2exfv>

These initiatives are not ends in themselves. They are building blocks in a collective effort to shape a fairer, kinder, and stronger society. To each of you – volunteers, donors, partners – I extend my deepest thanks for your unwavering support.

As we step into SG60 and beyond, let us continue to be bold in our vision, kind in our actions, and strong in our resolve – advancing justice together, for all who call Singapore home, even if temporarily.

Tanguy Lim
CEO

Year's Milestones

15 July 2024

Launch of the Transnational Family Care Centre (TFCC)

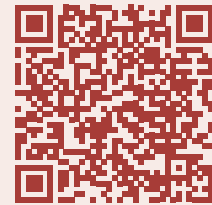
Pro Bono SG, in partnership with the South Central Community Family Service Centre (SCC), launched the **Transnational Family Care Centre (TFCC)** to provide integrated social and legal assistance to families who are often not eligible for existing national schemes. It is the first social service initiative

in Singapore dedicated solely to supporting vulnerable, lower-income transnational families in Singapore (families with at least one Singaporean or PR member). With funding support from the Diana Koh Fund through the Asia Community Foundation, Pro Bono SG has deployed full-time community lawyers to co-locate

at SCC, working alongside social workers and family coaches to provide integrated support. Common case types include divorce, maintenance, child-related matters, adoption, guardianship, mental capacity, family violence, and immigration matters.



For more information about TFCC, visit:



<https://tinyurl.com/3aa7esar>

18 July 2024

People's Association Community Spirit Merit Award



Pro Bono SG was honoured with the Community Spirit Merit Award at the People's Association Community Spirit Awards – a milestone that recognises our commitment to making legal advice accessible and raising legal awareness in the community. Through our **Community Legal Clinics@CDCs** and Community Centres/Residents' Committees, as well as our partnership in **Law Awareness**

Weeks@CDCs, we have been able to empower residents with practical legal guidance and knowledge. This achievement, made possible through the invaluable support of the People's Association, the five Community Development Councils (CDCs), our volunteers, and community partners, affirms the collective spirit of collaboration and inspires us to continue advancing access to justice for all.

28 July 2024

The Migrant Justice League



Now in its second year, **The Migrant Justice League**, supported by The Majority Trust is a friendship-building cricket tournament that engages the migrant worker community through the universal language of sport. The initiative helps bridge cultural and language gaps while raising awareness of legal support

available to migrant workers. This year, 183 teams signed up, reaching over 2,000 migrant workers to raise awareness of Pro Bono SG's services. The event also helped improve the delivery of pro bono services by deepening lawyers' understanding of the migrant community's unique legal and social challenges.

Year's Milestones

21 September 2024

Law Awareness Weeks@CDC 2024

LAW@CDC, now in its tenth edition, is a nationwide initiative jointly led by the five Community Development Councils (CDCs) and Pro Bono SG, with support from a network of partners. The annual programme promotes legal awareness by educating residents on key community legal issues. This year's focus *Law and the Environment – Building Sustainable Communities for the Future* highlighted the CDCs' commitment to foster learning and build sustainable communities. By exploring environmental issues

through a legal lens, **LAW@CDC 2024** fostered a sense of collective environmental responsibility,

empowering individuals to build a more just and sustainable future together.



14 November 2024

Charity Transparency Award



Pro Bono SG received the **Charity Transparency Award** for the third consecutive year. This award by the Charity Council recognises our commitment to upholding the highest standards of transparency and accountability in all that we

do. We share this honour with our Board, staff, partners, and donors, whose unwavering support and collaboration enable us to drive our mission forward and continue expanding access to justice for those who need it most.

15 December 2024

Signing of Memorandum of Understanding (MOU) with NTUC's Migrant Workers' Centre (MWC)

Pro Bono SG and NTUC's Migrant Workers' Centre signed an MOU to formalise the setup of a **Migrant Workers' Law Centre**, slated for launch in 2025. The centre will be staffed by a full-time Community Lawyer and Programme Coordinator based at the MWC. This collaboration aims to strengthen legal support and access to justice for Singapore's migrant worker community.



Year's Milestones

January 2025

Pro Bono Weeks 2025



Our inaugural **Pro Bono Weeks** celebrated the collective contributions to pro bono work – including legal professionals, law students and other skilled volunteers. **Pro Bono Weeks** featured a **Fireside Chat with Pro Bono Ambassadors**, the

Singapore Pro Bono Roundtable, and the launch of key resources: the **Singapore In-House Legal Counsel Pro Bono Guide 2025**, **Governance Toolkit for Singapore Charities**, and **Employment Law Handbook for Charities**. It concluded with **Just Jalan 2025**,

a fundraising walkathon. This inaugural initiative stands as a testament to our community's enduring commitment to service, and aims to inspire future generations of lawyers to carry forward the pro bono spirit.

Find out more:



<https://tinyurl.com/456tj5zb>

8 February 2025

Just Jalan 2025

Over \$1.7 million was raised through **Just Jalan 2025** and other fundraising events – **Pro Bono Weeks** and the **Pro Bono Awards** – surpassing last year's fundraising efforts. **Just Jalan**, a community walkathon designed to rally support for access to justice, was held at OCBC Square at Singapore Sports Hub, featuring a hybrid format: a 5km walk, 8km run, and virtual walk option. This year's event brought together over 1,000 participants, including legal professionals,

students, volunteers, and members of the public. Donations came from law firms, individual donors, and peer-to-peer fundraising on the **Just Jalan** website. Proceeds go to Pro Bono SG's general fund which supports our programmes and operations, including Criminal Legal Aid Scheme (CLAS), Family Justice Support Scheme (FJSS) and Community Legal Clinic (CLC) – which provide vulnerable individuals with free legal advice, representation, and support.

Watch the highlights here:



<https://tinyurl.com/4cb247k7>



Year's Milestones

26 March 2025

Access to Justice (A2J) Symposium

The first-ever **Access to Justice (A2J) Symposium** focused on addressing legal challenges faced by persons with invisible disabilities. The symposium convened stakeholders across the judiciary, enforcement, legal, medical, and social service sectors, as well as the wider community, to explore how persons with invisible disabilities can be better supported at each stage of the justice system. The **A2J Symposium** aimed to develop practical solutions, share best practices, and foster cross-sector innovation to improve access to justice for individuals with invisible disabilities.



28 March 2025

Pro Bono SG Awards 2025

The second edition of the **Pro Bono SG Awards** held at Fairmont Singapore, recognised individuals and organisations who have made exceptional contributions to advancing access to justice in Singapore. Graced by Guest of Honour Mr Edwin Tong SC, Minister for Culture, Community and Youth and Second Minister for Law, the event brought together **Pro Bono SG's** supporters, including top donors, volunteers, and partners. The Awards celebrated the tangible impact that legal services can

make to unserved and underserved communities, while reinforcing a strong culture of volunteerism in the legal sector and beyond.

Watch the highlights here:


https://youtu.be/W_hivZsSSko


View other milestones at

<https://www.probono.sg/press-room>


Our Year at a Glance



16,242

individuals and community organisations impacted across all programmes

♥ Awareness:
10,988
impacted

♥ Guidance:
3,932
impacted

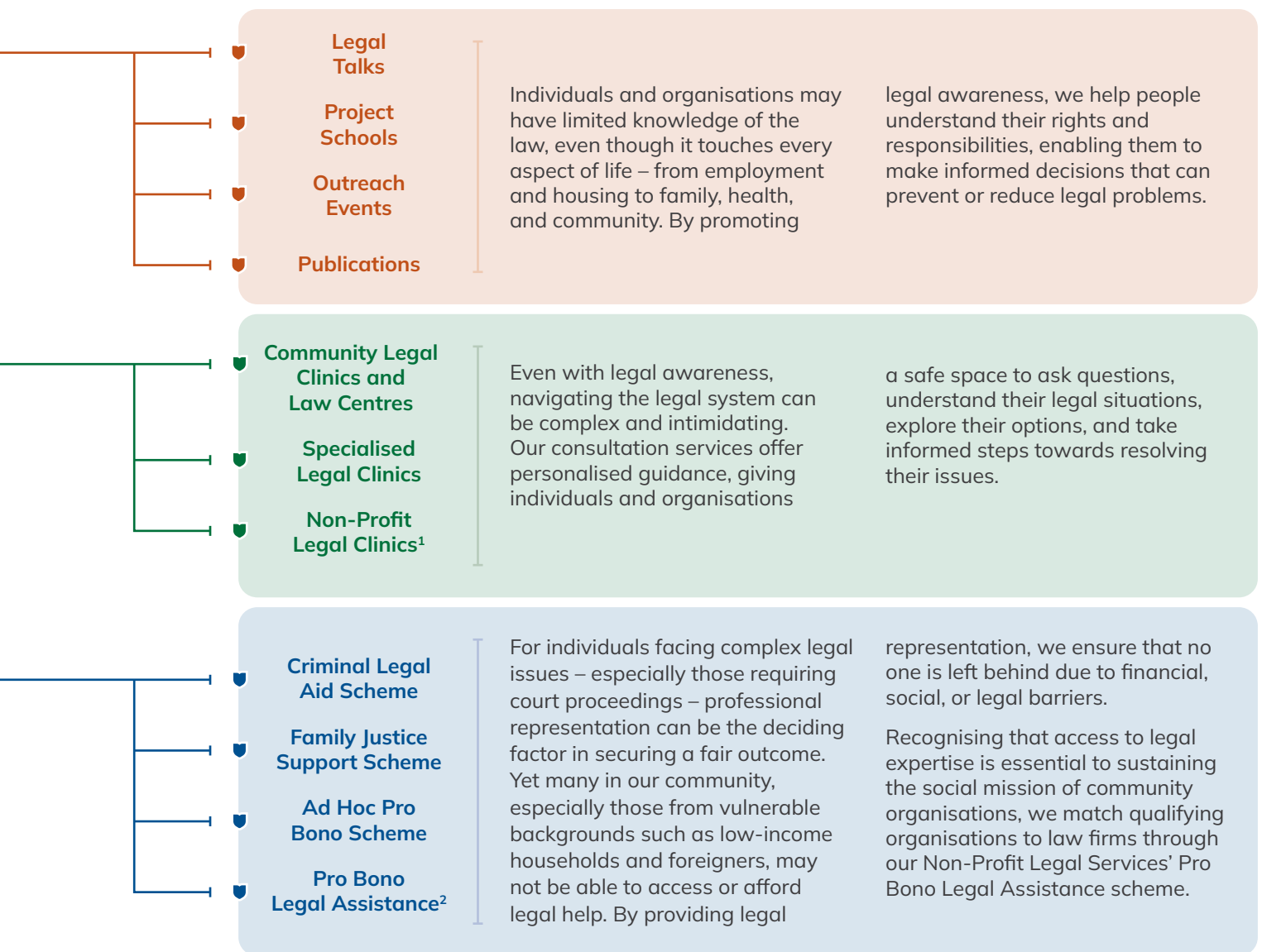
♥ Representation:
1,322*
impacted

* All applicants received basic legal advice and were also referred to additional resources in the course of applying for legal assistance with Pro Bono SG.

How We Help

Since 2007, Pro Bono SG has been dedicated to promoting access to justice for Singapore’s vulnerable individuals and communities. In 2024, we deepened this commitment by bringing legal support into the heart of communities – meeting people where they are. Legal help is most effective when it is approachable, visible, and embedded in everyday life, and we remain committed to making the law less intimidating and more relevant to those we serve.

Our work is anchored in three key pillars: Awareness, Guidance, and Representation. Together, they form a continuum of support that empowers individuals and community organisations at every stage of their legal journey.



In the pages that follow, we showcase how these pillars came to life during the year through collaboration, innovation, and an expanding presence across Singapore’s community spaces.

¹ Formerly known as Community Organisation Clinic

² Formerly known as Project Law Help

Awareness

Pro Bono SG empowers individuals and non-profit organisations with essential legal knowledge through various legal awareness initiatives. In FY2024/25, we reached 10,988 individuals through 74 legal literacy and awareness events – including talks, webinars, community events and online platforms, and many more through our publications made freely available online.

These efforts were delivered in physical, virtual, and hybrid formats to ensure accessibility and convenience for a wide audience. We also tailored topics to meet the needs of diverse groups, including migrant workers, arts practitioners, youths, and other specialised communities, helping them better understand legal rights and responsibilities relevant to their lives and work.

A key highlight this year was the inaugural **Access to Justice (A2J) Symposium**, which brought together stakeholders across legal, medical, social, and enforcement sectors to discuss legal barriers faced by persons with invisible disabilities.

Statistics

Total: **10,988**



Legal Talks
1,340
attendees



Advocates for
the Arts Talks
197
attendees



Project Schools
949
attendees



LawWorks
Legal Primers
673
attendees



Migrant Workers
Outreach Event
1,340
attendees



Law Awareness
Weeks@CDC 2024
2,641
attendees



Non-Profit
Organisation Talks
3,437
attendees
(Formerly Community
Organisation Talks)



Symposium
411
attendees

Awareness

Legal Talks



Office of the Director-General of Social Welfare. The session, *A Guide to Legal Help Programmes*, offered social workers a comprehensive, practical overview of existing legal schemes and referral processes. The session drew praise for being clear, actionable, and jargon-free – prompting calls for similar sessions to be incorporated into core social work training. This growing demand affirms a key belief we hold at Pro Bono SG: that legal literacy is a shared responsibility. And through the commitment of our partners and volunteers, we are making that knowledge more accessible, one conversation at a time.

There is strength in numbers – and this year, we harnessed the power of our partners’ networks to bring legal literacy to more corners of the community. By collaborating with social service agencies, grassroots groups, and community organisations, we conducted legal talks tailored for staff, members, residents, and beneficiaries from a wide range of backgrounds.

These sessions, delivered by our volunteer lawyers in both

physical and virtual formats, were designed to be accessible, relevant, and audience-specific. Topics were grounded in real-life concerns – from neighbour disputes and advance legal planning to protection against family violence – and crafted to meet the needs of each group.

A standout initiative this year was a sector-wide webinar co-organised with the Ministry of Social and Family Development’s



18
legal talks were held.

Advocates for the Arts Talks

Building on the momentum of our *Advocates for the Arts (AfA)* publication launched in 2018, Pro Bono SG continued our mission to equip the creative community with essential legal knowledge. In close partnership with institutions like the Nanyang Academy of Fine Arts, LASALLE College of the Arts, and the Esplanade, we brought tailored legal talks to students, educators, and freelance practitioners across the arts sector.

In FY2024/25, we conducted three focused sessions, reaching close to

200 participants – from emerging artists to independent musicians. These talks tackled practical legal concerns in the creative space, such as intellectual property rights, managing contracts, and navigating freelance work.

Led by experienced lawyers with insight into the nuances of arts law, each session sparked thoughtful conversations and strengthened legal confidence among attendees.

Looking ahead, we will be engaging the arts community

through focus group discussions and workshops to co-create a refreshed edition of the *Advocates for the Arts* guide. Watch this space for the new edition – crafted by and for the creative sector.



197
participants attended four talks.

Awareness

Project Schools



Since 2012, **Project Schools** has played a vital role in cultivating civic awareness among students by equipping them with practical legal knowledge and encouraging responsible decision-making.

In FY2024/25, we delivered four in-person **Project Schools** sessions,

reaching nearly 1,000 students and educators. These sessions tackled pressing and often sensitive topics, such as sexual conduct and consent – particularly relevant in the context of today’s digital and social environments. Through open, age-appropriate dialogue, students were empowered to

better understand their rights, responsibilities, and the broader legal landscape they live in.

One of the year’s key highlights was welcoming students from Nanyang Girls’ High School and Methodist Girls’ School on learning journeys that offered a rare, behind-the-scenes look at Singapore’s justice system. These immersive experiences helped ground classroom learning in real-world relevance and sparked thoughtful reflection on the law’s role in everyday life.

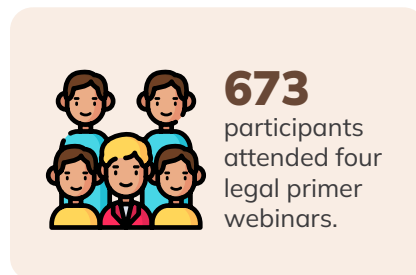


LawWorks Legal Primers

LawWorks, a long-standing collaboration between Pro Bono SG and NTUC, continues to provide working individuals with accessible, relevant legal knowledge. Described by NTUC Assistant Secretary-General Patrick Tay as a “three-piece meal”, **LawWorks** comprises legal primers, the pocket series booklets covering various aspects of labour law, and legal clinics – together forming a comprehensive resource for workers navigating legal complexities in their personal and professional lives.

In FY2024/25, four legal primer webinars were conducted, drawing 673 participants. These sessions focused on emerging

and evergreen employment topics, including Flexible Working Arrangements, Restraint of Trade clauses, Intellectual Property Rights for Creatives, and legal considerations around the use of Generative Artificial Intelligence (GenAI). The content was designed to be timely, practical, and tailored to real-world workplace concerns.



We also launched a new *Pocket Series* guide on interpreting vehicle leasing agreements, with a dedicated legal talk organised for private hire drivers – a growing group facing industry-specific legal challenges.

LawWorks YouTube Playlist:



<https://bit.ly/2324LawWorks>

Awareness

Migrant Workers' Group

In 2024, Pro Bono SG launched the **Migrant Workers' Group (MWG)** to foster deeper collaboration among NGOs and civil society organisations supporting migrant and domestic workers. With 20 member organisations and growing, **MWG** is becoming a key convenor in this space.

At its inaugural session in February 2025, 50 participants gathered to kickstart a two-year journey of engagement. Highlights included plans for Focus Group Discussions with migrant workers, the upcoming **Migrant Workers' Law Centre**



@ **MWC**, and a compelling presentation by The Majority Trust on systemic challenges. **MWG** will host four thematic convenings each year, covering topics from financial literacy to critical illness support – building a stronger, more responsive support ecosystem.



20 organisations joined the **Migrant Workers' Group**.

The Migrant Justice League



The second edition of **The Migrant Justice League**, a six-week cricket tournament, brought together over 2,000 migrant workers across 183 teams, celebrating friendship,

resilience, and justice. Supported by The Majority Trust's Scaffold Fund, the tournament culminated in a lively finale at Ceylon Sports Club, with a S\$4,000 grand prize.

More than a sporting event, the League encouraged migrant workers to access legal help and empowered them to support others in crisis. Lawyers also took to the field alongside workers, deepening mutual understanding and solidarity. These initiatives reflect Pro Bono SG's mission to break down barriers to justice – by meeting migrant communities where they are and working alongside them to protect their rights.



Over **2,000** migrant workers participated in the **Migrant Justice League**.

Awareness

Law Awareness Weeks@CDC (LAW@CDC)



Since 2015, **Law Awareness Weeks@CDC (LAW@CDC)** has remained a cornerstone initiative in advancing legal literacy across Singapore. Organised by Pro Bono SG in partnership with the five CDCs and supported by the People's Association, the campaign has grown to include legal and social sector partners such as the law schools, SCCA Pro Bono Chapter, and Singapore Association of Social Workers.

LAW@CDC 2024, themed *Law and the Environment – Building Sustainable Communities for*

the Future, was launched at ITE College West on 21 September 2024 by Minister Edwin Tong, SC, alongside the five CDC Mayors and Pro Bono SG CEO, Mr Tanguy Lim.

This year's programme featured 13 curated webinars under two thematic series – *Green Justice*, which addressed topics like biodiversity, pollution laws, and waste management; and *Evergreen*, covering community-focused topics such as scam prevention, family violence, divorce,

and advance legal planning. Held virtually from 16 September to 7 November 2024, these webinars aimed to build both legal knowledge and civic resilience. Recordings remain accessible on our YouTube channel to benefit the wider public.

The campaign also included 22 in-person talks across community spaces. In total, **LAW@CDC 2024** reached over 2,600 participants across its hybrid format.



2,641
participants reached via LAW@CDC.

Law@CDC YouTube Playlist



<https://tinyurl.com/3chjzrky>

Non-Profit Organisation Talks

Over the past financial year, Pro Bono SG deepened our role as a legal education partner to the social sector through strategic collaborations with agencies such as the Charity Council, Commissioner of Charities, Ministry of Social and Family Development (MSF), and the National Volunteer & Philanthropy Centre (NVPC).

Together, we curated seven targeted webinars addressing timely legal and governance topics. Highlights included sessions on Incorporation Considerations for Organisations, Employment Law for Charities, AI and Pro Bono, and Strengthening Charities Against Money Laundering. A widely attended session – *A Guide to Legal Help Programmes* – also equipped the social service sector with practical referral tools.

These webinars attracted strong interest, reaching 3,437 attendees from 986 organisations. Many more have accessed the recordings via our social media platforms. Encouragingly, several sessions spurred tangible follow-up action, including increased applications to the Commissioner of Charities and our Non-Profit Legal Services.

Beyond centrally organised sessions, Pro Bono SG also supported beneficiary-specific legal talks on essential topics

such as Wills, Lasting Power of Attorney (LPA), Deputyship, and The Human Organ Transplant Act (HOTA). Partners included Montfort Care, MINDS, Sheng Hong Welfare Services, and the Cerebral Palsy Alliance, among others.

These efforts reflect our ongoing commitment to empowering the social sector with the legal knowledge needed to better serve their communities.



3,437
attendees at seven targeted webinars.

Non-Profit Organisation Talks YouTube Playlist:



<https://tinyurl.com/4du5bz4x>

Awareness

LawGoWhere

FY2024/25 marked the first full year of operations for LawGoWhere, a new digital initiative by Pro Bono SG in collaboration with the Ministry of Law. Officially launched on 22 March 2024, the platform recorded nearly 80,000 views.

Designed as a first-stop, user-friendly web app, **LawGoWhere.sg**

offers basic legal information and connects individuals to the right support services – helping them navigate common legal issues such as employment disputes, family conflicts, and more. It aims to empower users by making legal information more accessible, and improving access to support for those who need it most.

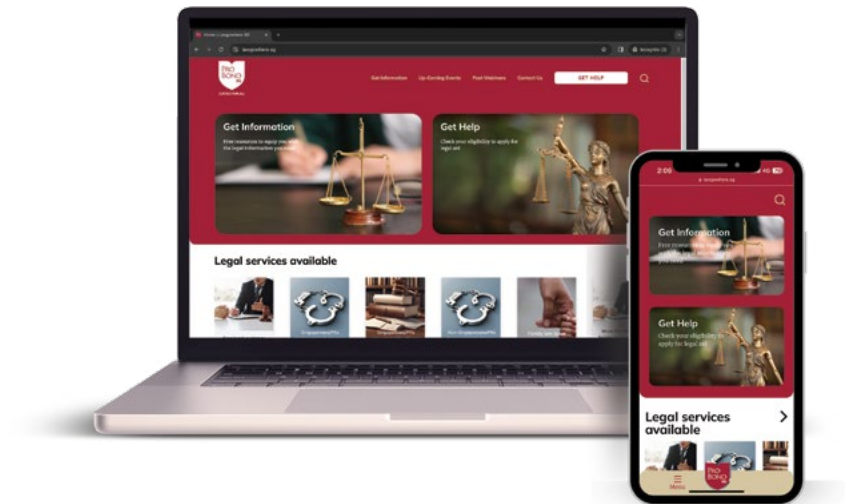


80,000
views on
LawGoWhere.

Check it out and help spread the word:



<https://www.lawgowhere.sg/>



List of Events



18
Legal Talks



4
LawWorks
Legal Primers



7
Non-Profit
Organisation
Talks



3
Advocates for
the Arts Talks



1
Migrant Workers
Outreach Event



1
Symposium



4
Project Schools
Talks



35
Law Awareness
Weeks@CDC
2024

Awareness

Legal Talks

Date	Topic	Organisation
06 April 2024	Will Writing [Mandarin]	Bedok South Community Centre
27 April 2024	LPA, Deputyship, Wills and Trust [Mandarin]	MINDS
27 April 2024	LPA, ACP and Wills [Tamil]	Plan Today Roadshow (OPG, My Legacy, AIC)
28 April 2024	LPA, ACP and Wills [Malay]	Plan Today Roadshow (OPG, My Legacy, AIC)
22 June 2024	LPA, ACP and Wills [Tamil]	Plan Today Roadshow (OPG, My Legacy, AIC)
23 June 2024	LPA, ACP and Wills [Malay]	Plan Today Roadshow (OPG, My Legacy, AIC)
29 June 2024	LPA & Wills [Mandarin]	Senja-Cashew Community Centre
29 June 2024	LPA & Wills	Senja-Cashew Community Centre
10 July 2024	Employment Contracts and Disputes	PPIS
12 July 2024	Setting Up Home Based Businesses	Her Rise Above
17 July 2024	Workplace Harassment and Discrimination	PPIS
20 July 2024	LPA	Jalan Kayu Zone 1 Residents' Network
25 July 2024	The Legal Process of Divorce	Daughters of Tomorrow
17 August 2024	LPA, Deputyship, Wills and Trust	MINDS
03 September 2024	Planning for Golden Years	Moral Active Aging Centre @ Kaki Bukit
06 September 2024	Violence on Women	SINDA
08 March 2025	LPA, Deputyship, Wills and Trust	MINDS
14 March 2025	Wills, Probate, LPA and, Advanced Medical Directive	Tzu Chi Humanistic Youth Centre

Advocates for the Arts Talks

Date	Topic	Organisation
31 August 2024	BayBeats Budding Bands Workshop	Esplanade
20 February 2025	Contracts	LASALLE College of the Arts
07 March 2025	Contracts and Dispute Management	LASALLE College of the Arts

Awareness

Project Schools Talks

Date	Topic	Organisation
21 October 2024	Legal Pro Bono Sharing and Aspiration	Anchor Green Primary School
21 October 2024	Cyber Offences	Fuhua Secondary School
14 March 2025	Learning Journey	Nanyang Girls High
27 March 2025	Learning Journey	Methodist Girls School

LawWorks Legal Primers

Date	Topic
05 July 2024	Breaking Chains or Breaking Rules: Flex Work and Restraint of Trade Clauses
02 September 2024	Understanding Fair Practices For Vehicle Leasing Agreement and Launch of the Guide on Interpreting Vehicle Leasing Agreement
05 September 2024	Intellectual Property Rights Contracting for Creatives
05 November 2024	Unlocking Gen AI: Legal Risks, Rights, and Responsibilities

Law Awareness Weeks@CDC 2024 Webinars

Date	Topic
16 September 2024	Your Backyard Sanctuary: Legal Protections for Singapore's Biodiversity
18 September 2024	Furry Friends, Fair Treatment: Understanding Animal Welfare Laws
23 September 2024	Dealing with or Encountering Family Violence?
30 September 2024	Be CyberSafe!
02 October 2024	Combatting Pollution: Towards a Greener and Better Singapore
07 October 2024	Help! I am a Victim of Online Harassment!
09 October 2024	Conflicts with Neighbours – Can This be Resolved?
16 October 2024	Protect Yourself – How to Spot and Avoid Scams
21 October 2024	Advance Legal Planning on Wills and End-of-Life Matters (Civil)
23 October 2024	Advance Legal Planning on Wills and End-of-Life Matters (Syariah)
28 October 2024	Divorce under Civil Law
29 October 2024	Divorce under Syariah Law
07 November 2024	Navigating the Employment Landscape

Awareness

Law Awareness Weeks@CDC 2024 Legal Talks

Date	Topic	Organisation
26 September 2024	Advance Legal Planning	Thong Kheng Welfare Services Society
03 October 2024	LPA	Jalan Kayu Zone 1 Residents' Network
05 October 2024	LPA	Jalan Kayu Zone 1 Residents' Network
08 October 2024	Community Disputes [Bilingual]	SASCO @ West Coast Active Aging Centre
14 October 2024	Employment Matters [Bilingual]	SASCO @ West Coast Active Aging Centre
24 October 2024	Advance Legal Planning	NTUC Health Active Aging Centre (Mount Faber)
25 October 2024	Divorce & You (Syariah)	Kampong Chai Chee CO
26 October 2024	Advance Legal Planning	Sembawang West Zone B
26 October 2024	Advance Legal Planning	Sembawang West Zone E
02 November 2024	Employment Matters	Sembawang West Zone B
02 November 2024	Advance Legal Planning	Brickland CO
05 November 2024	Advance Legal Planning [Mandarin]	Sembawang Central Zone B Residents' Network
08 November 2024	Community Disputes (Mediation) [Mandarin]	NTUC Health Active Ageing Centre (Lengkok Bahru)
09 November 2024	Advance Legal Planning [Mandarin]	Chong Pang Zone 1 Residents' Network
09 November 2024	Advance Legal Planning	Marine Parade Community Club
09 November 2024	Advance Legal Planning	Braddell Heights Zone D Residents' Network
09 November 2024	Divorce & You [Malay]	Geylang Serai Malay Activity Executive Committee
16 November 2024	Community Disputes (Mediation) [Mandarin]	Marine Parade Community Club
16 November 2024	Community Disputes (Mediation) [Mandarin]	Sembawang West Zone E
20 November 2024	Advance Legal Planning [Bilingual]	Eunos Village Residents' Network
22 November 2024	Advance Legal Planning [Mandarin]	Marine Parade Community Club
30 November 2024	Employment Matters	Sembawang West Zone E

Awareness

Legal Awareness Talks for Non-Profit Organisations

Date	Topic	Organisation
04 April 2024	Hybrid: In Conversation with Commissioner of Charities and Charity Council 2024	Office of Commissioner of Charities and Charity Council
27 April 2024	Legal Talk: Considerations for Incorporating as a Registered Organisation	Temasek Foundation OSCAR Socials
30 May 2024	Webinar: Charities Lean Forward - 全面解析慈善机构董事的法律责任和职责 (Legal Liabilities Of Board Members)	Office of Commissioner of Charities
27 June 2024	Pro Bono Roundtable: Navigating the Uncharted Waters of Artificial Intelligence and Pro Bono	Pro Bono Roundtable Consortium
17 July 2024	Webinar: A Guide to Legal Help Programmes	Office of the Public Guardian
19 September 2024	Webinar: Charities Lean Forward - Navigating Employment Law and HR Practices for Charities	Office of Commissioner of Charities
15 January 2025	Webinar: Charities Lean Forward: Strengthening Charities Against Money Laundering and Terrorist Financing – Next Steps	Office of Commissioner of Charities

Symposium

Date	Topic	Organisation
26 March 2025	Access to Justice (A2J) Symposium	Office of Commissioner of Charities and Charity Council



Guidance

Legal clinics remain a cornerstone of Pro Bono SG’s mission to make justice accessible, especially for the underserved.

In FY2024/25, 3,932 individuals and community organisations received support through our growing network of legal clinics. These include long-standing **Community Legal Clinics** with the Community Development Councils, and targeted efforts like the **Migrant Worker Legal**

Clinic @ Angullia Mosque, Youth Community and Legal Clinic, and the **Support Centre for Women Victims of Violence** – each meeting people where they are, both in location and need.

We strengthened our heartland presence via two Community Law Centres and launched the **Transnational Family Care Centre (TFCC)** to serve lower-income, vulnerable transnational families.

Our partnership with the People’s Association also grew, now extending to 28 Community Centres.

Beyond individuals, our **Non-Profit Legal Clinic** supported non-profits and grassroots groups with legal guidance, amplifying access to justice across communities. Whether in-person, online, or through partnerships, our clinics continue to be a trusted, accessible front door to legal support.

Statistics

Total: **3,932**



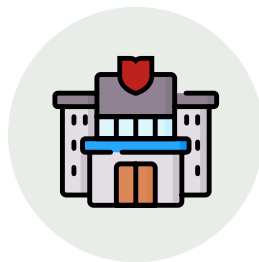
Community Legal Clinics
1,749
individuals



Community Law Centres
1,752
individuals



Non-Profit Legal Clinic
19
organisations
(Formerly Community Organisation Clinic)



Specialised Legal Clinics
412
individuals

- 2** Advocates for the Arts Legal Clinic
- 64** LawWorks Legal Clinic
- 121** Migrant Worker Legal Clinic
- 96** Non-Resident Legal Clinic
- 125** Youth Community and Legal Clinic
- 4** Support Centre for Women Victims of Violence

Guidance

Community Legal Clinics

Pro Bono SG's **Community Legal Clinics** offer free consultations for individuals who cannot afford legal services and are facing personal legal issues in Singapore. Managed by a dedicated team of clinic managers, these clinics serve as the first port of call – with volunteer lawyers providing basic legal guidance and helping applicants navigate their next steps.

Run in partnership with the five Community Development Councils (CDCs), the core **Community Legal Clinics** served 1,749 individuals in FY2024/25. Clinics were offered

Top Five Case Types

- 1 Divorce / PPO / Maintenance / Custody
- 2 Employment & Workplace Issues
- 3 General Service & Hire Agreements (Consumer service disputes)
- 4 Estate (Probate & Wills)
- 5 Mental Capacity / Guardianship / Deputyship / Adoption

in hybrid mode, with both virtual and in-person sessions available to meet applicants' preferences and access needs.

Physical clinics operate on weekday evenings at CDC offices in Central Singapore, North West, South East, and South West, while the clinic at North East is currently offering virtual consultations via Zoom. Feedback has been overwhelmingly positive – with many applicants sharing that the guidance was helpful and that they would take action based on the advice received.



1,749
individuals
served at
**Community
Legal Clinics.**



Grateful to the time and service rendered by the team. This is such a needed service for those who cannot afford legal consult and are emotionally troubled with issues. This service can truly alleviate and support those in need.



Clinics Anchor Firms

Accenture Legal Group
Allen & Gledhill LLP
Baker & McKenzie.Wong & Leow LLC
Clasis LLC
Clifford Chance
CNP Law LLP
Dentons Rodyk & Davidson LLP
Drew & Napier LLC

Harry Elias Partnership LLP
K&L Gates Straits Law LLC
Lexton Law Corporation
Mishcon de Reya LLP
Morgan Lewis Stamford LLC
Morrison & Foerster (Singapore) LLP
Pinsent Masons MPillay LLP
Quahe Woo & Palmer LLC

Rajah & Tann Singapore LLP
Shook Lin & Bok LLP
Stephenson Harwood (Singapore)
Alliance / Virtus Law LLP
Tan Kok Quan Partnership
Tan Rajah & Cheah
TSMP Law Corporation
WongPartnership LLP

Guidance

Community Law Centres

Pro Bono SG's **Community Law Centres** continue to serve as vital access points for individuals who face barriers to legal help – whether due to mobility issues, caregiving duties, or digital exclusion.

Located in the heartlands – at Tian De Temple (Hougang) and Realm of Tranquility (Woodlands) – the centres work closely with Family Service Centres, Social Service Offices, and other frontline agencies to ensure legal assistance is embedded within the broader social support ecosystem.

In FY2024/25, our community lawyers supported 1,752

individuals, offering legal guidance, representation, and even home visits for clients unable to travel. They also provided crucial advice to community professionals managing complex social cases – exemplifying our holistic and compassionate approach to justice.



1,752 individuals supported at Community Law Centres.

Top Case Types

- 1 Divorce / Annulment
- 2 Maintenance / Custody, Care & Control / Division of Matrimonial Assets
- 3 Estate (Probate & Wills)
- 4 Criminal Matters
- 5 Employment Agreements & Workplace Issues
- 6 Property & Mortgages

i. Community Law Centre @ Tian De Temple and Community Law Centre @ Realm of Tranquility

Located in Hougang and Woodlands, Pro Bono SG's two **Community Law Centres** bring legal help closer to those facing mobility, digital, or social barriers. These centres embed legal assistance within trusted community spaces – offering



holistic support through close collaboration with social workers, donors, and volunteers.

The first centre opened in January 2023 at Tian De Temple, Singapore's first legal aid hub within a heartland setting. Housed in a container office, it has since built strong partnerships with nearby family service centres to address complex legal and social issues.

In January 2024, a second centre launched at Realm of Tranquility with support from the NCSS-Majority Trust 4ST Fund and

key donors. It builds on a wider community ecosystem, including daily TCM clinics, food distributions, and eldercare programmes.

The centres serve as a scalable model for accessible, community-based legal care across Singapore.



ii. Transnational Family Care Centre

In partnership with South Central Community Family Service Centre (SCC), Pro Bono SG launched the **Transnational Family Care Centre (TFCC)** on 15 July 2024. It is the first social service initiative in Singapore dedicated to supporting lower-income transnational families (families with at least one

Singaporean or PR member) who often fall outside national legal and social aid schemes.

Graced by Minister Indranee Rajah, the launch event showcased **TFCC's** unique approach to integrated care, combining legal, social, and community support.

With funding from the Diana Koh Fund through the Asia Community Foundation, Pro Bono SG has deployed full-time community lawyers to co-locate at SCC, working alongside social workers and family coaches under **The Inclusive Fund (TIF)** to help families navigate issues such as

Guidance

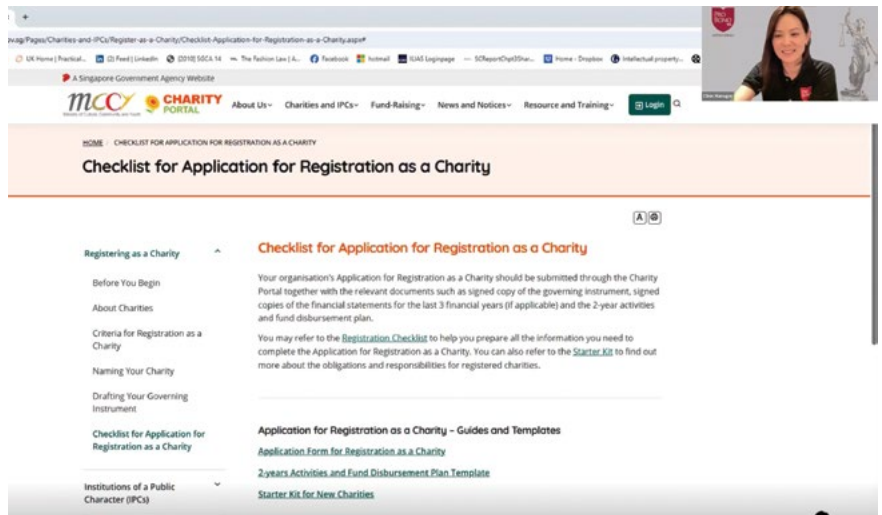
divorce, custody, family violence, guardianship, and immigration.

Through legal outreach, multidisciplinary collaboration, and ecosystem-building, **TFCC** aims to empower families, strengthen frontline capabilities, and close critical justice gaps for one of the country's most vulnerable yet overlooked groups.



Non-Profit Legal Clinic

The **Non-Profit Legal Clinic (NPLC)** is a free, one-time session designed to help all non-profits, including charities, social enterprises, and ground-up initiatives, get clarity on legal issues they face. Conducted by volunteer lawyers over Zoom during office hours, the clinic offers accessible legal guidance to help non-profits make better-informed decisions. **NPLC** serves as a trusted first step in navigating legal concerns – referrals to other legal services may follow if more help is needed. In FY2024/25, the **NPLC** supported 19 organisations.



Top Five Case Types

- 1 Entity Legal Structure and Corporate Governance
- 2 Contracts and Agreements
- 3 Employment
- 4 Intellectual Property
- 5 Privacy, Confidentiality and Liability



19 organisations supported by **Non-Profit Legal Clinic.**



The allocated volunteer lawyer is well-versed in intellectual property law and clarified my queries and explanations clearly and easily. She took the time to clarify the questions raised in order to avoid misunderstandings of the meaning, and she gave clear and simple explanations. I want to thank her for attending the video call despite feeling unwell, and I wish her a speedy recovery.

Pro Bono SG staff was really efficient throughout the entire process, from the moment I first connected with him to the actual conversation. He successfully hosted and facilitated the meeting. Kudos to him for ensuring that the questions presented were noted before the meeting.



Guidance

Specialised Legal Clinics

To better serve Singapore's diverse and vulnerable communities, Pro Bono SG delivers a suite of specialised legal clinics tailored to meet the unique needs of specific groups. These clinics –

designed in response to trends observed over years of casework and insights from our partner agencies – provide focused legal support where it's needed most. Whether run independently by

Pro Bono SG or in collaboration with trusted partners, each clinic addresses critical gaps in access to justice and ensures that help is not only available, but meaningfully relevant to those we serve.

i. Advocates for the Arts Legal Clinic



In support of Singapore's vibrant creative sector, Pro Bono SG continues to champion the **Advocates for the Arts (AfA)**

Legal Clinic – an initiative dedicated to addressing the distinct legal challenges faced by artists, creatives, and

Top Case Types

- 1 Contracts and Agreements
- 2 Privacy, Confidentiality and Liability

cultural practitioners. Through this specialised clinic, eligible applicants are matched with experienced volunteer lawyers who provide tailored legal guidance. This year, the **AfA Legal Clinic** supported two applicants, offering advice on matters ranging from privacy and confidentiality to liability and contract disputes – underscoring our commitment to empowering the arts community with accessible, expert legal support.

ii. LawWorks Legal Clinic

LawWorks, our long-standing partnership with NTUC, continues to serve as a trusted legal touchpoint for working individuals.

Held monthly and tailored primarily to employment-related concerns – while also addressing a range of community legal issues – this specialised clinic provided vital legal guidance to 64 NTUC members in FY2024/25. By offering accessible and practical



64 individuals received vital legal guidance from **LawWorks**.

support, **LawWorks** empowers workers to better understand their rights and options.

Top Four Case Types

- 1 Workplace Issues
- 2 Estate / Probate / Wills
- 3 Divorce / Custody
- 4 Landlord / Tenant

Guidance

iii. Migrant Worker Legal Clinic



Running since 8 May 2022, the Migrant Worker Legal Clinic offers a safe and trusted space for free legal guidance tailored

to the needs of migrant workers in Singapore. Held on Sundays at Angullia Mosque in Little India – a culturally familiar location – the clinic features multilingual interpreters, simplified registration, and flexible consultation options, both in-person and online.

Designed for accessibility and care, the clinic also provides pathways to follow-up support, including legal representation and casework assistance. In FY2024/25, it supported 121 migrant workers, with nearly 70% attending in person – underscoring the importance of culturally sensitive, community-based legal aid.

Top Five Case Types

- 1 Salary Claims
- 2 Criminal Cases
- 3 Injury Claims
- 4 Scams; Wrongful Dismissal
- 5 Employment Agent



121
migrant workers supported.

iv. Non-Resident Legal Clinic

Pro Bono SG launched Singapore’s first dedicated legal clinic for foreigners who are not part of a local household or the migrant worker community – a group that often lacks access to legal support.

Operating virtually on the second and fourth Friday of each month since September 2022, the Non-Resident Legal Clinic provides a safe, accessible platform for vulnerable non-residents to seek free legal guidance on a wide range of personal legal issues.

In FY2024/25, the clinic supported 96 individuals, reaffirming our commitment to ensuring access to justice for all who live and work in Singapore, even if only temporarily.



96
individuals supported by **Non-Resident Legal Clinic.**

Top Five Case Types

- 1 Employment & Workplace Issues
- 2 Divorce / PPO / Maintenance / Custody
- 3 Landlord / Tenant
- 4 Intentional Harassment (Assault, POHA)
- 5 Criminal Charges; General Service & Hire Agreements (Consumer service disputes)

v. Support Centre for Women Victims of Violence (for members of the French community in Singapore)

A unique cross-border initiative, the Support Centre is a collaboration between Barreau de Paris Solidarité and the Law Society of Singapore, administered by Pro Bono SG. It offers a safe and confidential space for French-speaking expatriate women in Singapore affected by violence.

At the centre, women receive initial legal advice on French law from a Barreau de Paris Solidarité lawyer, supported by Singapore-qualified volunteer lawyers who guide them through local legal processes. Beyond legal support, the centre connects clients to counselling, emergency housing, and other vital

services through a trusted partner network.

In FY2024/25, the centre supported four individuals – each case a testament to the life-changing value of timely, coordinated help in times of crisis.

Guidance

vi. Youth and Community Legal Clinic

Tailored for individuals aged 35 and under, the **Youth Community and Legal Clinic** adopts a peer-to-peer model – matching young applicants with volunteer lawyers closer in age. This thoughtful approach builds trust and relatability, helping youth feel seen and supported as they navigate personal legal challenges.

With lawyers attuned to the realities of youth experiences, the clinic offers guidance that is both empathetic and actionable. In

FY2024/25, it supported 125 youth applicants, equipping them with the clarity and confidence to move forward.



Top Five Case Types

- 1 Employment & Workplace Issues
- 2 Divorce / PPO / Maintenance / Custody
- 3 General Service & Hire Agreements (Consumer service disputes)
- 4 Personal Loan (between individuals)
- 5 Criminal Charges

Network Clinics

Adding to the list of **Community Legal Clinics** and specialised legal clinics, and in alignment with our mission to bring access to justice closer to vulnerable and marginalised individuals,

Pro Bono SG extends support and resources to any legal clinic or organisation that chooses to join the network through the signing of a Memorandum of Understanding (MOU). Being a network clinic

under the Pro Bono SG umbrella offers several benefits, including professional indemnity insurance for volunteer lawyers, assistance with volunteer recruitment, training for staff and volunteers, and access to resources.

i. Network Clinics in Collaboration with People's Association

There are currently about 22 Community Clubs that are part of the network clinics family under the MOU signed between Pro Bono SG and the People's Association. Through these, legal

help is delivered to neighbourhoods island-wide. Pro Bono SG supports these network clinics through capability-building webinars and publications, volunteer call-outs, and operational infrastructure assistance.



ii. Non-PA Network Clinics

We also have six Network Clinics that are in collaboration with other esteemed partners, such as SHECARES@SCWO, Catholic

Lawyers Guild (Singapore), Eurasian Association, Persatuan Pemudi Islam Singapura (PPIS)

Legal Consultancy, Singapore Sindhi Association and Singapore Management University.

Representation

At Pro Bono SG, we believe in justice for all – especially the most vulnerable. Our core legal representation initiatives make this vision real through three flagship schemes: the **Ad Hoc Pro Bono Scheme (AHPBS)**, **Criminal Legal Aid Scheme (CLAS)**, and **Family Justice Support Scheme (FJSS)**. Applicants undergo means and merits assessments to ensure support reaches those who need it most.

We also continue to strengthen the non-profit sector through **Pro Bono Legal Assistance (PBLA)** which connects qualifying non-profits with volunteer law firms offering pro bono corporate legal support, empowering them to focus on their missions with legal peace of mind.

Our **Criminal Legal Clinic** offers help to individuals who face charges

and do not qualify for legal aid but are unable to afford representation. These one-on-one sessions provide essential support, helping individuals better understand their legal rights and options.

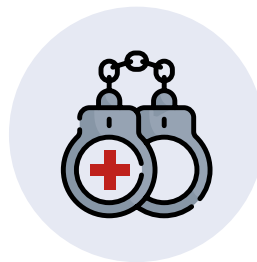
In FY2024/25, we supported 1,322 individuals and community organisations, bringing us closer to a more just and inclusive society.

Statistics

Total: **1,322***



Ad Hoc Pro Bono Scheme
107 referrals received
42 referrals granted aid and assigned



Criminal Legal Aid Scheme

401 applications received
140 applications granted aid and assigned (total)
429 referrals from Public Defender's Office (PDO)
392# applications granted aid and assigned (total)

*Not all referrals from the PDO will be assigned. Some referrals are conditioned upon co-payment. Those that do not make co-payment will be deemed rejected.



Criminal Legal Clinic
59 individuals



Family Justice Support Scheme
313 applications received
29 applications assigned under the Pro Bono track
39 applications referred to lawyers under the Modest Means track



Pro Bono Legal Assistance
13 organisations
 (Formerly Project Law Help)

* All applicants received basic legal aid advice and were also referred to additional resources in the course of applying for legal assistance with Pro Bono SG.

#Not all referrals from the PDO will be assigned. Some referrals are conditioned upon co-payment. Those that do not make co-payment will be deemed rejected.

Representation

Ad Hoc Pro Bono Scheme

The **Ad Hoc Pro Bono Scheme (AHPBS)** provides free legal representation for individuals with urgent and exceptional legal needs who do not qualify for existing legal aid schemes. These are often individuals facing serious legal challenges but whose circumstances fall outside conventional eligibility.

Referrals come through trusted partners – including the Courts, social service agencies, government bodies, other legal aid

schemes, and private lawyers – and are assessed for means and merits before being matched with a volunteer lawyer.

In a legal system that can feel overwhelming, **AHPBS** provides timely support to those most in need – reinforcing our belief that no one should be left to face a serious legal challenge alone. In FY2024/25, **AHPBS** received 107 referrals, with 42 cases assigned to volunteer lawyers.



107
referrals received for AHPBS.

Top Three Case Types

- 1 Civil
- 2 Criminal
- 3 Family

Criminal Legal Aid Scheme (CLAS)

Since its beginnings as a grassroots initiative in 1985, the **Criminal Legal Aid Scheme (CLAS)** has been a cornerstone in advancing access to justice in Singapore's criminal justice landscape. At its heart is a simple principle: to ensure that accused individuals do not navigate the criminal justice system alone due to financial constraints.

CLAS supports accused persons in Singapore in two key ways:

1. By providing direct assistance to those who do not qualify under the national legal aid schemes (e.g. foreign accused persons), are unable to afford a lawyer, and are facing charges in a Singapore court for non-capital offences under statutes covered by **CLAS**.
2. Co-delivering legal aid alongside the Public Defender's Office (PDO) to eligible Singaporeans

and Permanent Residents who qualify under the national legal aid scheme. Approximately 40% of the total number of cases processed by the PDO is referred to **CLAS** for assignment to its volunteers and in-house lawyers.

In FY2024/25, **CLAS** received 401 direct applications, providing full legal representation to 140 individuals, while offering crucial legal guidance and referrals to others. **CLAS** also received 429 referrals from PDO, representing 392 individuals under this collaboration.

This year also saw the continued rollout of the **Criminal Legal Clinic** by the **CLAS Fellowship** – a key initiative for applicants who narrowly miss the PDO's means test and are otherwise left without legal support. The clinic offers them basic guidance and, where appropriate, pathways to further pro bono representation.



401
applications received for CLAS.



429
referrals received from PDO.

In FY2024/25, the clinic supported 59 individuals, expanding the safety net for underserved accused persons.

Representation

CLAS MOU Partners

Abbots Chambers LLC
 Allen & Gledhill LLP
 Damodara Ong LLC
 Dentons Rodyk & Davidson LLP
 Drew & Napier LLC
 Eldan Law LLP
 Forte Law LLC

Gloria James-Civetta & Co
 Harry Elias Partnership LLP
 Kalidass Law Corporation
 Kennedys Legal Solutions Pte Ltd
 K&L Gates Straits Law LLC
 Oon & Bazul LLP
 PDLegal LLC

Peter Low Chambers LLC
 Shook Lin & Bok LLP
 Tembusu Law LLC
 Tito Isaac & Co LLP
 TSMP Law Corporation
 WongPartnership LLP

Family Justice Support Scheme

The **Family Justice Support Scheme (FJSS)** bridges critical gaps in access to family law support.

FJSS targets two key underserved groups in matrimonial matters:

1. Litigants who narrowly miss the Legal Aid Bureau (LAB)'s means test and yet cannot afford standard legal fees. Through the **Modest Means Track**, these individuals are matched with volunteer family lawyers who offer their expertise at reduced fees, easing the financial burden without compromising quality legal support.

2. Foreign spouses with Singaporean children who meet the means threshold but are ineligible for national legal aid due to their residency status. Under the **Pro Bono Track**, such eligible applicants receive full legal representation free of charge, ensuring no family is left without access to justice.

Over the course of FY2024/25, **FJSS** handled 313 applications, providing full legal representation to 29 applicants via the **Pro Bono Track** and connecting 39 clients with panel lawyers offering

affordable legal services under the **Modest Means Track**. This impactful programme exemplifies Pro Bono SG's commitment to delivering tailored, equitable family justice support for all in need.



313

applications received for FJSS.

Pro Bono Legal Assistance

Pro Bono Legal Assistance (PBLA) is a matching service for non-profit organisations – including charities, social enterprises, and other community groups – that require support with complex, non-litigious legal matters. These may include reviewing contracts, establishing governance structures, navigating regulatory requirements, or addressing other corporate or commercial issues.

Eligible organisations that meet the means test criteria are matched with a volunteer law firm, which formally takes them on as a pro bono client, providing high-quality legal support at no cost. The goal of **PBLA** is to journey with non-profits as they do good – meeting them at every point of legal need so they can operate with clarity and confidence.

In FY2024/25, **PBLA** supported 13 organisations, helping them build capacity, manage legal risks, and grow their impact.



13

organisations supported by Pro Bono Legal Assistance.

Representation

Our Lawyers



Sadhana Rai
Chief Representation Officer



Pramnath Vijayakumar
Deputy Director and
Head of Legal Operations



Foong Ke Hui
Community Law Advocate



Goh Qian Hui
Community Law Advocate



Kevin Ho
Criminal Legal Aid Scheme Advocate



Yip Jian Yang
Criminal Legal Aid Scheme Advocate



Nur Shukrina
Community Lawyer,
Migrant Workers' Initiative



Benedict Koh
Criminal Legal Aid Scheme Fellow



Siddartha Bodi
Criminal Legal Aid Scheme Fellow



Sujesh Anandan
Criminal Legal Aid Scheme Fellow



Poh Wen Jing
Community Law Fellow



Sherah Tan
Community Law Fellow

Representation

Pro Bono SG's unwavering mission to advance access to justice is powered not only by our vast network of volunteer lawyers, but also by the passion and expertise of our dedicated in-house community legal team. This dynamic group – comprising both vibrant junior Fellows and experienced Community Law Advocates – works tirelessly to deliver vital pro bono legal services across multiple fronts.

From providing essential guidance at our Community Law Centres and Criminal Legal Clinic, to representing vulnerable individuals under our **CLAS**, **FJSS**, and **AHPBS** schemes, our community lawyers bring both heart and skill to every case they handle.

Led by the Chief Representation Officer and Deputy Director of our Representation Department – both practising community lawyers themselves – the team embodies commitment and compassion, championing justice for all, regardless of background or means.

At Pro Bono SG, we are proud to support and empower these exceptional legal professionals as they continue to transform lives and strengthen our community through meaningful access to justice.

Find out more about our lawyers:

[https://www.probono.sg/
our-community-lawyers/](https://www.probono.sg/our-community-lawyers/)



Volunteers

Statistics



new volunteers were recruited in FY2024/25



lawyers took on at least one case and provided pro bono legal representation under the Family Justice Support Scheme



lawyers and six law firms volunteered for Non-Profit Legal Clinics and Pro Bono Legal Assistance



lawyers volunteered at legal clinics



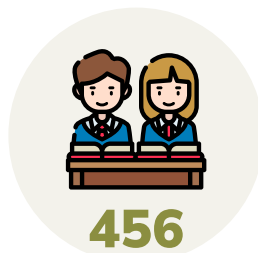
volunteers mobilised for legal awareness outreach



volunteer lawyers took on at least one case under the Criminal Legal Aid Scheme and/or cases referred to CLAS by the Public Defender's Office (PDO)



volunteers helped out at Migrant Worker Legal Clinic



students volunteered across all schemes



volunteer lawyers engaged at 581 sessions of the On-Site Legal Clinic (OSLAS) at the State Courts



volunteer lawyers engaged at 81 sessions of the On-Site Legal Clinic (OSLAS) at Supreme Court



volunteer lawyers engaged at 53 consultations for SHECares network clinics



volunteers attended 17 webinars

Volunteers

Skills-based volunteers play a pivotal role in advancing our access to justice services. FY2024/25 was an impactful year, marked by the commitment of volunteers who generously contributed their time, talent, and treasure. With the strong support of 20 CLAS MOU firms, 23 law firms anchoring our **Community Legal Clinics**, 615 active volunteer lawyers, 456 interns and law students – mostly from National University of Singapore (NUS), Singapore

Management University (SMU), and Singapore University of Social Sciences (SUSS) – and 271 other non-legally trained volunteers, our work was made possible and impactful.

Over the course of the year, 964 new volunteers joined our network, bringing fresh perspectives and energy to our mission.

Our Volunteer Engagement team adopts a **Volunteer Management Framework** that sets out clear guidelines for effective volunteer

management, covering recruitment and placement, retention, supervision and review, and capability-building. New volunteers undergo onboarding briefings and commit to our **Volunteer Code of Conduct**, which emphasises confidentiality and compliance with the Personal Data Protection Act 2012. To further equip our volunteers, we organise continuous training sessions that enhance their capacity to serve while prioritising the privacy and well-being of our service users.

Volunteer Survey

In October 2024, Pro Bono SG conducted a **Volunteer Survey** which revealed encouraging insights. Among respondents,

73% had been active in the past year. The top motivations for volunteering cited were that Pro Bono SG's mission of advancing

access to justice resonated with them, as well as opportunities to apply and develop their skills.

Survey Results



98%
satisfaction rate.



84%
would continue to volunteer with Pro Bono SG.



82%
strongly agreed or agreed that their contributions were meaningful.



60%
felt a sense of belonging within the Pro Bono SG community.



85%
would recommend volunteering with Pro Bono SG to friends and family.

Volunteers

Recruitment

As our organisational needs evolved, so too did our recruitment approach, becoming more targeted and intentional. In FY2024/25, we recruited 964 new volunteers, eager to contribute their diverse perspectives and skill sets to advancing access to justice. Most shared that they first learned about our work through the Law Society

of Singapore, their law firms, or social media.

A key highlight was the Mass Call event at the Supreme Court on 19 and 20 August 2024, where we engaged newly called lawyers on the importance of giving back through our initiatives, and how their legal skills can directly support individuals in need.



Engaging Our Volunteers

Throughout the year, we maintained open and transparent dialogue with our volunteers through regular communications, social media updates, and active

feedback channels. A range of initiatives – including volunteer appreciation events, the Pro Bono SG Awards, training and networking sessions, and targeted

meetings – helped foster a strong sense of community, strengthening relationships and sustaining a committed and engaged volunteer base.

i. Community Impact Week with Morgan Lewis Stamford

During Morgan Lewis Stamford's Community Impact Week on 26 June 2024, we had the opportunity to present to 30 practitioners about our work and the growing impact of our expansion into the heartlands with the opening of Community Law Centre branches in Hougang and Woodlands. We also shared new volunteering opportunities available to support our mission. We are grateful to Morgan Lewis Stamford for consistently supporting our work across a range of pro bono initiatives that benefit not only individuals but also community organisations.



ii. Pro Bono Roundtables

Over the course of the year, Pro Bono Roundtables were hosted as platforms for information exchange and networking on pro bono opportunities, with participation from foreign-qualified lawyers and in-house counsel. These sessions were hosted by Hogan Lovells Lee

& Lee on 26 August 2024, and Bloomberg on 7 November 2024 for a special joint Roundtable with PILnet Hong Kong, conducted in a hybrid format. The Roundtables continue to spark ideas and foster collaborations through the sharing of experiences, case studies, and themed discussions.



Volunteers

iii. Chat with a Volunteer Lawyer sessions

One of the most valued aspects of interning with us, as reflected in feedback, has been the chance to sit in with lawyers and observe how they guide applicants through their legal matters. To expand this exposure, we launched fortnightly **Chat with a Volunteer Lawyer** sessions on 26 April 2024, giving interns the opportunity to engage directly with practitioners, ask questions about legal practice, and learn from their pro bono journeys. The response from students has been excellent – these sessions not only help future lawyers gain practical insights they may not encounter elsewhere, but also allow our volunteer lawyers to connect with and mentor the next generation. Over the year, 23 volunteer lawyers met with 178 interns through these sessions.



iv. Summer Internship and Insight Week programmes

We were delighted to host A&O Shearman's student interns at our **Community Law Centre** in Hougang on 5 July 2024 as part of their Summer Internship, and again on 18 July 2024 at Realm of Tranquility in Woodlands during their **Insight Week** programme. These visits offered the interns a unique opportunity to immerse themselves in the pro bono space. Following a tour of the grounds to understand the needs on the ground, 17 interns learned what community law looks like in practice and how it bridges gaps for some of the most socially excluded members of society. Through role play sessions on Criminal, Family, and End-of-Life issues, the students experienced firsthand what it means to be a community lawyer and the



challenges faced by our pro bono applicants. By sharing the importance of pro bono, we hope to

plant seeds in the next generation – encouraging them to become pro bono champions in their own right.

Volunteers

Partnerships for Volunteerism

Collaborations are central to Pro Bono SG's mission of advancing access to justice. In FY2024/25, we deepened partnerships with law firms, social service agencies, family service centres, and SG Cares Volunteer Centres in Ang Mo Kio, Punggol, Sengkang, and Hougang, enabling us to mobilise volunteers and extend our reach to vulnerable communities.

We also worked closely with PEGUAM, who mentored and trained our Fellows on Syariah law matters, strengthening our volunteers' knowledge and skills to better support Muslim service users.

Through these partnerships, Pro Bono SG can effectively harness collective expertise, engage and empower skills-based volunteers,

and deliver meaningful impact where it is needed most – reinforcing our role as a catalyst for accessible justice for all.



PEGUAM would like to thank Pro Bono SG for the opportunities to collaborate, and for being open to our proposals. We hope that the contributions of our members and volunteers have been meaningful and helpful thus far, and we look forward to a long and mutually beneficial partnership

Imran Rahim, PBM, Chairman of PEGUAM

Volunteer Training and Capability Building

Equipping volunteers with skills and knowledge to navigate complex legal issues with empathy remains a priority at Pro Bono SG. In FY2024/25, 1,751 volunteers attended 18 tailored training sessions covering court processes, legal advocacy, and client engagement. Highlights included:

- **Volunteer Capacity Building** (16 May 2024): Understanding

the Protection from Harassment Court addressed one of the most common issues at our Community Legal Clinics.

- **Managing and Engaging Clients with Trauma** (18 October 2024): Practical insights on supporting vulnerable clients sensitively and effectively.
- **Annual CLAS Training** (2 September – 7 November 2024):

16 sessions covering topics such as Ethical Obligations of Criminal Defence Counsel, Digital Forensics, AI and Technology, and Supporting Vulnerable Accused Persons with Psychiatric, Psychological, or Intellectual Challenges.

These efforts ensure our volunteers are well-equipped to deliver high-quality, client-centred legal support.



Approach pro bono work with an open mind and a willingness to learn. It offers a deeper understanding of people from different walks of life and fresh perspectives on society. This will help you apply legal knowledge in a way that has a meaningful impact. The ability to bridge legal expertise with real-world social issues is an invaluable lesson for any lawyer.

Muslim Albakri, Volunteer for Criminal Legal Aid Scheme



A few CLAS cases I took involved young offenders from dysfunctional families. Navigating with them through the criminal justice system was not always smooth-sailing, but it's heartwarming when I witness them rebuilding their confidence, chart their own paths and lead a crime-free life after serving time. No matter how big or small your contributions are, every bit counts. Your efforts will touch lives.

Bozy Lu, Outreach Volunteer

Volunteers

Celebrating Our Volunteers

In FY2024/25, Pro Bono SG organised and co-hosted a series of events to recognise the invaluable contributions of our volunteers, law firms, and partners. These gatherings celebrated achievements, showcased exemplary work, and expressed our gratitude to those who support our mission of advancing access to justice.

Law Awareness Weeks@CDC Launch (21 September 2024):

Top Community Legal Clinics volunteers, Anchor Law Firms, and 62 speakers and moderators across 22 legal talks and 13

expert-led webinars were acknowledged with certificates of appreciation presented by the Mayors.

LawWorks Volunteer Appreciation Dinner (1 November 2024):

Volunteer lawyers supporting the LawWorks partnership with NTUC – through monthly legal clinics and quarterly legal primers reaching 643 participants – were honoured for their dedication and impact.

Volunteer Appreciation Event (18 October 2024):

Over 100 volunteers came together to network, connect, and celebrate

their shared commitment to pro bono service through an evening of food, fun, and games.

Pro Bono Awards (28 March 2025):

This annual event recognised the top volunteers of 2024, highlighting the collective effort of volunteers, law firms, partners, and donors in delivering meaningful legal support to Singapore's most vulnerable – a true testament to the strong spirit of pro bono collaboration.



Pro Bono Weeks

The inaugural **Pro Bono Weeks** campaign, held from 13 January to 8 February 2025, marked a significant milestone in Singapore's pro bono landscape, coinciding with SG60. The initiative brought

together the legal community – including local and foreign law firms, in-house counsel associations, and institutes of higher learning – to advance access to justice, drive fundraising, launch key resources,

and foster meaningful sector-wide engagement.

Aligned with Singapore's commitment to a fair and just society, the campaign empowered volunteers, shared best practices, and strengthened support for underserved communities. In reflecting on SG60, Pro Bono Weeks embodied the nation's spirit of resilience, unity, and social responsibility, reinforcing the values of fairness and justice while raising awareness and resources to further Pro Bono SG's mission of making justice more accessible in a more inclusive society.



Volunteers



Fireside Chat with Pro Bono Ambassadors on 13 January 2025

The Pro Bono Weeks campaign kicked off on 13 January 2025 with a Fireside Chat at Singapore Management University, coinciding with the Opening of the Legal Year. The session featured distinguished Pro Bono Ambassadors Mr Abraham Vergis SC, Mr Josephus Tan, Ms Peggy Sarah Yee, and Ms Vivienne Sandhu, who shared their experiences and insights on the importance of pro bono work. Approximately 60 law undergraduates and aspiring lawyers attended, gaining valuable guidance and inspiration from these champions of access to justice, and learning how their skills and contributions can make a meaningful difference in the community.

Pro Bono Roundtable on 20 January 2025

On 20 January 2025, a **Pro Bono Roundtable** was hosted at A&O Shearman, bringing together around 25 participants, including lawyers, law undergraduates, and social impact professionals. Attendees shared their motivations, experiences, and best practices in delivering pro bono projects, highlighting the diversity and impact of initiatives that advance access to justice across the community.

Launch of The Governance Toolkit and Employment Law Handbook for Singapore Charities

Pro Bono SG launched two resources to help Singapore charities strengthen governance and employment practices:

- 1. The Governance Toolkit for Singapore Charities** – Created with insights from expert contributors, this comprehensive resource helps charities meet their corporate governance responsibilities with practical templates, policies, and guidelines.
- 2. The Employment Law Handbook for Singapore Charities** – Developed with the generous support of Latham & Watkins LLP, this guide simplifies employment law and includes ready-to-use templates.



Just Jalan Walk for Justice Fundraiser on 8 February 2025

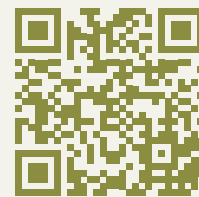
Culminating Pro Bono Weeks, the annual **Just Jalan Walk for Justice** took place on 8 February 2025, featuring both virtual and in-person components, bringing together volunteers, partners, supporters and the general public to raise funds for access to justice initiatives.



Launch of the In-House Counsel Pro Bono Guide on 22 January 2025

The revised **In-House Counsel Pro Bono Guide** was unveiled on 22 January 2025 at the DLA Piper offices, in collaboration with DLA Piper and the Singapore Corporate Counsel Association (SCCA). The launch attracted close to 45 in-house counsels, who explored the pro bono projects undertaken by award-winning teams from Accenture and Bloomberg, and gained practical insights on integrating pro bono work within corporate legal practice.

Download free resources:



<https://www.lawgowhere.sg/get-information/>

Volunteer Recognition

Top Volunteers

S/N	Name	Scheme
1	Alwyn Tan	Community Legal Clinics (CLC)
2	Ashvin Hariharan	Criminal Legal Aid Scheme (CLAS)
3	Asoka Markandu	Criminal Legal Aid Scheme (CLAS)
4	Aw Chee Yao	Community Organisation Clinics
5	Ben Chester Cheong	Outreach (CLC Committee)
6	Chooi Jing Yen	Criminal Legal Aid Scheme (CLAS)
7	Daniel Ow	Community Legal Clinics
8	Dhaniyah Binte Hishammudin	Community Legal Clinics, CLC Committee
9	Dinesh Dhillon	Ad Hoc Pro Bono Scheme (AHPBS)
10	Glenn Sim	Community Legal Clinics
11	Ian Choi	Community Legal Clinics
12	Joan Lim-Casanova	Community Legal Clinics, CLC Committee
13	Lai Ying Ying Jenny	FJSS
14	Lim Lei Theng	Criminal Legal Aid Scheme (CLAS)
15	Bozy Lu	Outreach (PLH Committee, Law Awareness)
16	Lyn Boxall	Outreach (PLH Committee, Law Awareness, Publications)
17	Melvin Loh	Community Legal Clinics Committee, Law Awareness
18	Muslim Albakri	Criminal Legal Aid Scheme (CLAS)
19	Nila Ibrahim Beazer	Community Legal Clinics
20	Nicole Carmen Tan Yi	Outreach (PLH Committee, Publications)
21	Nur Hijazi Jaffar	Community Legal Clinics
22	Richard Siaw	Community Law Centre
23	Stephanie Kwara	Community Legal Clinics
24	Tan Sean Odelia	Community Legal Clinics
25	Tran Le Luu Phuong	CLC Committee, Interpreter

Special Recognition

S/N	Name/ Organisation	S/N	Name/ Organisation	S/N	Name/ Organisation
1	Goh Hwang Joo	3	Mok Bee Eng	5	Siddhartha Bodi
2	Matthew Chow	4	PEGUAM	6	Sreeraam Ravenderan

Volunteer Recognition

Pro Bono Ambassador 2024/2025



Photo by The Law Society of Singapore

Vivienne Sandhu has been an inspiring force at Pro Bono SG since 2019, making remarkable contributions across **Law Awareness**, the **Ad Hoc Pro Bono Scheme**, the **Family Justice Support Scheme**, and the **Migrant Worker Legal Clinics**. Her advocacy has amplified public awareness through media engagements on CNA938 and during **Law Awareness Weeks@CDC**, while her work directly impacts lives – most notably securing justice and compensation for domestic worker Yuni Dewi Lestari, a survivor of abuse from her employer.

Her influence extends beyond individual cases. Vivienne mentors emerging community lawyers and leads volunteer training, including

the highly acclaimed May 2024 session on *Understanding the Protection from Harassment Court* alongside District Judges, which equipped over 1,000 volunteer lawyers with practical skills to support those in need. Through her guidance, she strengthens Pro Bono SG's volunteer capacity and cultivates the next generation of pro bono champions.

Vivienne's dedication has been recognised with the State Court's Outstanding Volunteer of the Year Award (2018), and she continues to serve as a Primary Justice lawyer at the Primary Justice Project run by the Community Justice Centre, and through her work with the

Legal Aid Bureau. Her unwavering commitment embodies the essence of pro bono service – uplifting the vulnerable, advancing access to justice, and inspiring others to contribute their expertise for the greater good.



Volunteer Recognition



Supporters and Partners

Top Supporters

We sincerely thank all our donors for their generous support and invaluable contributions throughout the year. Your generosity allows Pro Bono SG to continue providing

essential legal services, and reach communities that rely on our assistance.

In addition, we acknowledge with gratitude the supporters

who contributed \$5,000 or more during the financial year, whose commitment has helped strengthen our capacity to serve those in need.

Diamond Supporter

\$250,000 and above

Migrant Workers' Centre

Platinum Supporters

\$100,000 & above

Diana Koh Fund
Ong Jit Seng
Singapore Teochew Foundation
The Majority Trust Scaffold Fund

Gold Supporters

\$50,000 and above

A&O Shearman
Addleshaw Goddard LLP
Davinder Singh Chambers LLC
Eugene Thuraisingam LLP
Linklaters
Mehigan LLP
Rajah & Tann Foundation
Setia Law
TSMP Law Corporation

Silver Supporters

\$25,000 and above

Allen & Gledhill LLP
Clifford Chance & Cavenagh Law
Lok Vi Ming, SC
Milona Xia
OUE
Providence Law Asia LLC
Tan Kok Quan Partnership
Thio Shen Yi, SC

Crystal Supporters

\$15,000 and above

Ace Connexion
Darren Cerasi
Dentons Rodyk & Davidson LLP
Drew & Napier LLC
Freshfields
Gibson, Dunn & Crutcher LLP
Helmsman LLC

K&L Gates Straits Law LLC
Khelvin Xu
Perennial Holdings
Quinn Emanuel Urquhart & Sullivan, LLP
Tan Chin Tuan Foundation
WongPartnership LLP

Bronze Supporters

\$5,000 and above

ABR Holdings
Accelerator Biotech Consulting Pte Ltd
Allen Tan
Andre Yeap, SC
Ang Hsueh Ling Celeste
Anthony Law Corporation
Ashvin Law Corporation
Aslant Legal
BlackOak LLC
Blossom Hing, SC
BR Metals
Celeste Ang
Certis
Chia Kim Huat
CMIA Capital Partners
Covenant Chambers LLC
Danny Quah
Dinesh Dhillon
Dr Chris Tan of Angsana Molecular & Diagnostics Pte Ltd
EVIA Real Estate
Fergus Evans
Gary Lee
Genesis Law Corporation
Global Schools Foundation
Harney Westwood & Riegels Singapore LLP
Harry Elias Partnership LLP
Hogan Lovells Lee & Lee
Hong Leong Foundation
Hoon Shu Mei
Jean Chay
Jennifer Chia
Kenneth Lim
Keppel Care Foundation
Kishore Moorjani

KPMG in Singapore
Lee Eng Beng, SC
Leong Kah Wah
Luo Ling Ling LLC
Madhav S Aney and Pallavi G Aney
Maples Group
Melanie & Tony Chew
Melvin Loh
Microsoft
Mishcon de Reya LLP
Morrison & Foerster LLP
Nanyang Hakka Federation
Ng Jern-Fei, KC
Paul Seah
Prakash s/o Raja Segaran
RCL Chambers Law Corporation
Rebecca Chew
Reed Smith LLP
RSM Singapore
Samwoh Corporation
Schellenberg Wittmer
Secretariat International
SG Courts
Sidley Austin LLP
Sim Bock Eng
Simmons & Simmons JWS
Singapore Kwantung Hwee Kuan
Singapore Pools (Private) Limited
Siraj Omar LLC
Sreenivasan Chambers LLC
Stefanie Yuen Thio
Stephenson Harwood LLP
Stuart Isaacs, KC
The Singapore Hainan Hwee Kuan
Three Crowns LLP
Toby Landau, KC
ValueMax
Vivienne Sandhu
Withers KhattarWong LLP
Yanyi Kang
YKVN Law
Young Fe Richard Junior

Media Partner

APRW

Our Year Ahead

In FY25/26, Pro Bono SG will continue to expand and deepen our programmes to bring legal support closer to the communities that need it most. **The Migrant Workers' Law Centre @ MWC**, opening in 2025 at the Migrant Workers' Centre's Serangoon office, represents a major step forward in our mission to make legal services more accessible. Staffed with a full-time Community Lawyer and Programme Coordinator, and supported by Pro Bono SG's volunteer lawyers, the centre will provide onsite legal assistance to migrant workers, helping them understand their rights and navigate the justice system.

Alongside this, we will deepen efforts to support charities, social enterprises, and ground-up initiatives with access to legal guidance. By enabling these organisations to manage legal matters efficiently, we ensure they can stay focused on their mission and continue to make a meaningful social impact.

As we commemorate 40 years of the **Criminal Legal Aid Scheme (CLAS)**, we will celebrate its achievements and identify initiatives to further support accused persons in need, reaffirming our commitment to access to justice. As part of this milestone, we will produce a commemorative coffee table book capturing the stories, achievements, and people who have shaped the scheme over the past four decades. This publication will highlight the contributions of volunteers, lawyers, and staff, and celebrate the remarkable journey and impact of **CLAS**.

Central to all these initiatives is our volunteer community. In FY25/26, we will continue to enhance skills-

based volunteering programmes and engage volunteers more deeply, recognising their contributions and providing meaningful opportunities to participate. Through this, we aim to sustain volunteer satisfaction, amplify their impact across the charity sector, and nurture the next generation of pro bono advocates. Complementing these efforts, the **Wellness Buddies Programme** will offer peer support to volunteer lawyers, promoting well-being and resilience across our community.

We will also expand our law awareness and community engagement initiatives, focusing on specialised topics such as issues faced by an ageing population. These sessions will raise awareness of Pro Bono SG's legal clinics while providing attendees opportunities to consult volunteer lawyers on Wills, Lasting Power of Attorney, Advance Care Planning, and CPF nominations.

Expenditure in FY25/26 will be directed towards these

initiatives as well as our existing programmes. These investments reflect our commitment to making legal support more accessible, while maintaining prudent financial stewardship.

To ensure these programmes are sustainable, Pro Bono SG will strengthen fundraising efforts, including our signature events, **Just Jalan** and the **Pro Bono SG Awards 2026**, while keeping expenditure within the fundraising efficiency ratio. These efforts will provide the resources needed to maintain and grow our impact, bringing accessible justice to more individuals and communities.

Together, these initiatives will strengthen Pro Bono SG's impact, deepen our engagement with communities and volunteers, and reinforce our mission to make justice accessible to all. As we move into FY25/26, we remain committed to innovation, collaboration, and empowerment – ensuring that every programme, volunteer, and partner contributes to meaningful impact in the lives of those who need it most.



Organisation Chart

Board

Board Operations Committees

Audit	Nominations
Fundraising	Finance
Human Resources	IT

Board Programme Committees

Law Awareness	Project Law Help
Community Legal Clinics	Content Management
Criminal Legal Aid Scheme	Family Justice Support Scheme
Migrant Worker Legal Assistance	

CEO

Management

Operations Departments

Development and Communications	Volunteer Management
Legal and Compliance	Human Resources & Administration
Finance	IT

Programme Departments

Community Lawyering
Outreach
Representation

Board of Directors



Dinesh Dhillon
Chairman
 (4 January 2017)
 Past: Treasurer, 4 January 2017
 to 23 February 2021
 Lawyer



Vivienne Lim Hui Bian, PBM
Deputy Chairwoman
 (12 September 2023)
 Lawyer
LSS Council Member (2024)



Daniel Koh Choon Guan
Treasurer
 (12 September 2023)
 Lawyer
LSS Council Member



Arfat Selvam
Director
 (4 January 2017 to 3 January 2025)
 Lawyer



Derek Kang Yu Hsien
Director
 (4 January 2017)
 Lawyer



Gregory Vijayendran, SC
Director
 (4 January 2017)
 Past: Chairman, 4 January 2017
 to 3 January 2025
 Lawyer



Kelvin Wong Weng Wah
Director
 (4 January 2017)
 Past: Deputy Chairman, 4 January 2017
 to 3 January 2025
 Lawyer



Low Wei Ling
Director
 (11 July 2022)
 CEO of Singapore Financial Institution



Nicholas Narayanan
Director
 (3 April 2024)
 Lawyer
LSS Council Member



Paul Seah Zhen Wei
Director
 (1 February 2019
 to 31 January 2025)
 Past: Treasurer, 24 February 2021
 to 31 January 2025
 Director of PwC Singapore



Sim Guan Seng
Director
 (1 September 2022)
 Managing Director of an audit services
 company



Steven Lam Kuet Keng
Director
 (12 September 2023 to 19 June 2025)
 Lawyer
LSS Council Member (2024)



Thio Shen Yi, SC
Director
 (4 January 2017)
 Lawyer

Executive Management



Left to Right:

Sadhana Rai
Chief Representation Officer

Cai Chengying
Deputy Chief Executive Officer

Soo Bei Han
Deputy Director and Head of
Supporter Engagement
and Communications

Tanguy Lim
Chief Executive Officer

Claudine Tan
Assistant Director of
Volunteer Engagement

Hazel Koh
Director and Head of
Human Resources
and Administration

Alice Tan
Assistant Director of
Community Law
Centre Operations

Ang Eek
Director and
Head of Finance

Not in picture:

Pramnath Vijayakumar
Deputy Director and
Head of Legal Operations

Board Operations Committees

Audit Committee

Chairperson

Arfat Selvam (until 3 January 2025)
Sim Guan Seng

Members

Paul Seah (until 31 January 2025)
Daniel Koh
Nicholas Narayanan

Finance Committee

Chairperson

Paul Seah (until 31 January 2025)
Daniel Koh

Members

Low Wei Ling (until 10 July 2024)
Cyril Chua
Usha Chandradas

Fundraising Committee

Chairperson

Thio Shen Yi, SC

Members

Dinesh Dhillon (until 3 January 2025)
Eugene Thuraisingam
Felicia Tan
Gautam Narasimhan
Hoon Shu Mei
Lionel Leo
Rebecca Chew

HR Committee

Gregory Vijayendran, SC
(until 17 February 2025)
Dinesh Dhillon
Kelvin Wong
Vivienne Lim Hui Bian

IT Committee

Paul Seah
(until 31 January 2025)
Kelvin Wong
Low Wei Ling

Nominations Committee

Arfat Selvam (until 3 January 2025)
Gregory Vijayendran, SC
(until 17 February 2025)
Kelvin Wong (until 17 February 2025)
Dinesh Dhillon
Nicholas Narayanan
Sim Guan Seng
Vivienne Lim Hui Bian

Programme Committees

Criminal Legal Aid Scheme Committee

Chairpersons

Derek Kang Yu Hsien
Nathan Shashidran**

Members

Aaron Lee Teck Chye
Andrew Chua Ruiming
Ashvin Hariharan**
Asoka s/o Markandu*
Cheong Jun Ming Mervyn*
Chia Ru Yun Megan Joan*
Chin Li Wen Tania**
Chong Yi Mei
Chooi Jing Yen
Darrell Low Kim Boon
Harjeet Kaur Dhaliwal
Jerrie Tan Qiu Lin**
Joan Peiyun Lim-Casanova*
Johannes Hadi**
Lai Yan Ting
Lau Wen Jin
Loh Guo Wei, Melvin
Muntaz Binte Zainuddin*
Muslim Albakri
Rajan Sanjiv Kumar
Siraj Shaik Aziz
Tang Shangwei (Zheng Shangwei)**
V Santosh*
Wong Wan Kee Stephania

Community Legal Clinics Committee

Chairperson

Hany Soh Hui Bin

Vice-Chairpersons

Joan Peiyun Lim-Casanova

Members

Amira Nabila Budiyano
Ben Chester Cheong
Derek Kang
Dhaniyah Binte Hishammudin
Gerald Yee Mun Howe
Kok Yee Keong
Leonard Loh Weijie
Loh Gui Wei Melvin
Peggy Yee
Tran Le Luu Phuong
Choy Wing Kin Montague*
Kyle Yew Chang Mao*
Ong Mori*
Quek Gou Jin*
Steven John Lam Kuet Keng*
William Ong Boon Hwee*
Samyata Ravindran*

Law Awareness Committee

Chairperson

Richard Siaw Yin Yeow

Vice-Chairpersons

Kamalarajan Malaiyandi Chettiar
Lee Wei Han Shaun**

Members

Alwyn Tan Jun Wei*
Anil Murkoth Changaroth*
Cheong Tian Ci Torsten*
Dharmambal Shanti Jayaram*
Elaine Jia Ni Ho
Fong Wei Li*
Giouw Rong Zhen Jolie
Halijah Binte Mohamad
Kala Anandarajah*
Lee Wei Han Shaun*
Loo Yinglin Bestlyn
Lu Zhao Bo Yu (Bozy)
Lyn Boxall*
Muhammad Aadil Bin Dafir*
Sarita Misir
Sharmaine Chan Sze Min*
Wun Rizwi*

Legend:

* 1 April 2024 to 31 December 2024

** 1 January 2025 to 31 March 2025

Programme Committees

Project Law Help Committee

Chairperson

Tan Ming Kirk Richard

Vice-Chairpersons

Usha Chandradas

Nicole Carmen Tan Yi

Members

Boxall Lynette Maureen

Sarita Misir

Whalen-Bridge Helena Mildred

Marini Martin Vincent

Leong Shi Min, Nicole

Lim Sui Yin Jeffrey

Loo Yinglin, Bestlyn

Anita Binte Ahamad

Huang Junjie

Lu Zhao Bo Yu

Peh Aik Hin

Yang Wei Jian, Daryl

Family Justice Support Scheme Committee

Chairperson

Kanyakumari D/O Veerasamy

Members

Amolat Singh*

Anuradha D/O Krishanchand Sharma

Aye Cheng Shone

Charlena Chua Hanqing*

Dharmambal Shanti Jayaram

Dilys H Chua**

Lim Pei Ling June

Lai Ying Ling Jenny

Lim Ying Ying*

Loo Yinglin Bestlyn

Maheswari Rani D/O Krishna**

Marcus Chia Hao Jun**

Michelle Elizabeth Woodworth**

Nancy Thio Ling Lie*

Ng Jeanny

Rebecca Vathanasin

Sandhu Vivienne Kaur**

Shawn Teo Kai Jie

Si Hoe Tat Chorng

Tan Sean Odelia**

Tan Si Ying, Gloria

Content Management Committee

Chairperson

Usha Chandradas

Vice-Chairpersons

Hannah Lim Jue Yi*

Boxall Lynette Maureen**

Nicole Carmen Tan Yi**

Members

Boxall Lynette Maureen*

Chiam Zhi Wen, Nick

Mohammed Reza s/o Mohammed Riaz

Monisha Cheong Rui Ying**

Nandhu*

Navin Kumar*

Nicole Carmen Tan Yi*

Ting Chi-Yen*

Whalen-Bridge Helena Mildred*

Zabrina bte Abdul Hamid

Migrant Worker Legal Assistance Committee

Chairpersons

Gregory Vijayendran, S.C

Dinesh Dhillon

Members

Adnoon Noor

Felicia Ong

Foo Yuet Min

Grace Tan

Melvin Chan

Muhammed Ismail Noordin

Nakul Dewan, K.C

Raj Singh Shergill

Muntaz Zainuddin

Stephanie Chan

Legend:

* 1 April 2024 to 31 December 2024

** 1 January 2025 to 31 March 2025

Governance

A. Board and Management

Governing Instruments, Roles and Responsibilities

Pro Bono SG (“PBSG”) is governed by a Board of Directors (the “Board”). The Board and Management are collectively responsible for achieving the charity’s charitable purposes. The roles and responsibilities of the Board and Management, which are set out in PBSG’s Constitution and Board Administration Guidelines, are clear and distinct.

The Constitution governs, amongst other matters, the following issues:

1. PBSG’s objects;
2. The Board’s composition;
3. The appointment, vacation and removal process of Board members;
4. The powers and duties of the Board; and
5. The tenure of its office bearers.

The Board Administration Guidelines (the “Guidelines”) state that the Board provides leadership to enable PBSG to carry out its objects as set out in the Constitution. The Guidelines aim to orient and guide Board members in their functions by providing the reference information necessary to carry out their governance role on the PBSG Board. The Guidelines set out a schedule of matters reserved for Board decision, and also state that Board shall not interfere with the management and day-to-day operations of PBSG, which it delegates to the CEO.

Training and Performance Review

Under the Guidelines, incoming Board members are required to attend an induction and orientation programme. The Board’s roles and responsibilities also include attending appropriate training to develop their competencies and/or keep abreast of relevant new laws and regulatory requirements, where required. The Nominations Committee is also responsible for reviewing training and professional development programmes for the Board.

The Guidelines also require the Board to conduct regular self-evaluation to assess its performance and effectiveness once per term or every three years, whichever is shorter.

Training, development and performance review of Management are governed by PBSG’s HR policies.

Board Committees

PBSG has six (6) Board Operations Committees: Audit, Finance, Fundraising, Human Resource, Nominations, IT.

PBSG also sets up working groups from time to time, based on the organisation’s needs. PBSG currently has an Impact Evaluation Working Group and an ESG Working Group.

Please refer to <https://www.probono.sg/governance> for more information, including the Terms of Reference of these committees and working groups.

Board Composition

PBSG’s Constitution provides that the majority of the Board shall as

far as practicable be lawyers with a practicing certificate issued under Section 25 of the Legal Profession Act 1966 in force. The Constitution also provides that the number of Board Directors shall be not less than ten (10) and not more than sixteen (16). The Board endeavours to ensure there is an appropriate mix of core competencies and collective expertise to discharge its responsibilities.

In assessing the appointment of new Board members, the Board is guided by the outcome of Board evaluation and the considerations set out in the Guidelines which include skillsets and experience useful and related to PBSG’s services and operations, ideal traits and characteristics, the need for Board diversity and appropriate Board size.

Under the Constitution and Guidelines, Board members are expected to exercise independent judgment and act in the best interests of PBSG.

Leadership Renewal and Term Limits

Board members are appointed for a term of two (2) years and may submit themselves for re-nomination and re-appointment at the expiration of the term. To ensure succession planning and steady renewal in the spirit of sustainability of PBSG, the Board has a term limit of ten (10) years. No Board member shall serve as:

- Chairman for a continuous period of more than ten (10) years at any one time
- Treasurer for a continuous period of more than four (4) years at any one time

Governance

- Chairperson of a Committee for a continuous period of more than five (5) years at any one time

Reappointment of the same person to the above positions can only be considered after a lapse of at least two (2) years.

There are no Board members who have served on the Board for more than ten (10) consecutive years.

The Nominations Committee oversees the re-nomination and re-appointment process and are guided by various considerations set out in the Guidelines, including PBSG's strategic plan, the skillsets, qualifications and experiences useful and related to our services and operations and the outcome of the Board's evaluation of its performance and effectiveness.

Suitable Qualifications and Effective Performance

The Nominations Committee conducts pre-appointment background checks and competency assessments on behalf of the Board by meeting potential candidates, ensuring that they satisfy the requirements under PBSG's Constitution, they are fit to serve on the charity and have appropriate qualifications and skillsets, before putting forward endorsed candidates for Board approval.

The Board is guided by the Constitution and Guidelines in the discharge of its duties. Management provides the Board with complete and timely information, but does not vote or participate in the Board's decision-making.

No Board member is a staff of PBSG.

Background checks are conducted on all staff, including Management, prior to employment. PBSG's HR policies also require that all staff have suitable qualifications and experience.

PBSG is a learning organisation committed to helping employees grow in their careers. In addition to making learning opportunities available including sending staff for training and courses, PBSG has a fair and objective performance management process linked to measurable and clearly defined targets with regular performance appraisals, supervision and feedback systems.

B. Acting Responsibly, Fairly and with Integrity

Conflict of Interest

PBSG has in place protocols and procedures to manage and avoid conflict of interest. Upon appointment, the CEO, Board members, employees and committee members sign a declaration form confirming that they have read and understood the conflict of interest policy of PBSG and that they will make full disclosure of the interests, relationships and holdings that could potentially result in a conflict of interest. They also confirm that they will notify the Board immediately when a conflict

of interest situation arises. In addition, the CEO, Board members, employees and committee members sign a disclosure of interests statement each year. The conflict of interest policy also requires, where there is potential conflict of interest, that the person with conflict of interest be excluded from the discussion and decision-making process and that PBSG ascertains that the transaction is in its best interest and, if financial, is made on arm's length basis with comparative quotes/bids submitted and documented.

Remuneration

Board members do not receive remuneration and staff are not involved in setting their own remuneration.

Governance

Code of Conduct

PBSG administers a Code of Conduct that reflects the charity's values and ethics. It is applicable to all Board members, employees and volunteers, which require them to act lawfully, honestly, ethically and in the best interests of PBSG when performing their duties.

Environmental, Social and Governance (ESG)

PBSG takes into consideration ESG factors in our activities, including by keeping our activities environmentally friendly and sustainable, maintaining good relationship with our stakeholders and maintaining high governance standards.

Existing practices, initiatives and awards

Environmental

- Taking reference from the **Singapore Green Plan 2030**, we make green practices such as reduce, reuse, and recycle (3Rs) part of daily operations and use energy efficiently
- Tenant of State Courts, an environmentally sustainable building awarded the **BCA Green Mark Platinum award** in 2018 for its innovative green features

- Co-locating with existing organisations nationwide, expanding our reach without the need for new premises or additional resource use – including at Tian De Temple, Realm of Tranquillity, South Central Community FSC, Migrant Workers' Centre, The Foundry
- Bringing our services closer to communities through the above co-located branch offices, reducing the need for beneficiaries to travel, helping to lower their carbon footprint
- Digitalisation of information through electronic file management and digitalisation of access to justice services and processes, reducing use of paper
- Building organisational awareness around topics such as food wastage and the conservation of water and energy
- Conscious purchasing by supporting vendors that make positive impact on society or the environment, such as social enterprises

Social

- Taking a person-centric approach
 - Placing individual needs of our beneficiaries at the heart of our work, ensuring that services are tailored, accessible, and delivered with empathy and dignity

- Holistic, multidisciplinary support: Working hand in hand with community partners, including social service agencies, healthcare providers, and grassroots organisations, to provide multidisciplinary support for beneficiaries facing legal challenges, ensuring that legal assistance is not offered in isolation but alongside other forms of help they may need, such as financial support, mental health support or social services
- Community-based service delivery: Improving access to support by bringing our services closer to beneficiaries through our co-located branch offices within existing community spaces including other charities, reducing the burden of travel on our beneficiaries, particularly those with mobility, financial, or caregiving constraints
- Complementing national legal aid schemes to plug access to justice gaps for the needy and vulnerable
- Ensuring our work remains focused, responsive and accountable to target beneficiaries through a dedicated impact evaluation function and working group and building a robust framework
- Mobilising skills-based volunteerism in the legal profession in collaboration with SG Cares office
- Stewarding relationships with key stakeholders
 - Regular supporter engagement and appreciation platforms
 - Regular feedback loops with key partners and access to justice providers

Governance

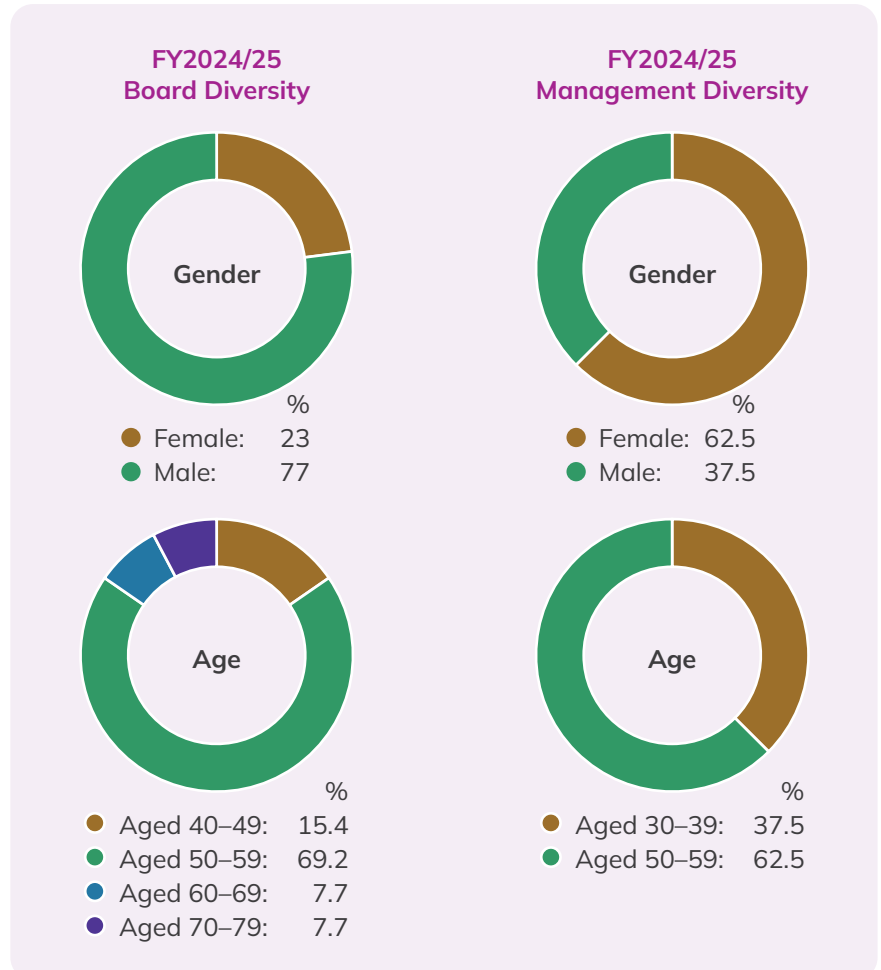
- Transparency in disclosure of information to key stakeholders on communication platforms, such as Annual Report, website and social media
- Raising awareness of the law, including on environmental laws and regulations through initiatives such as:
 - **Law Awareness Weeks@ CDC 2024: Law and the Environment – Building Sustainable Communities for the Future**, a collaboration with the five Community Development Councils, the law faculties at National University of Singapore, Singapore Management University and Singapore University of Social Sciences, the Singapore Association of Social Workers as well as the Singapore Corporate Counsel Association Pro Bono Chapter, supported by the People’s Association. The 2024 series is designed to educate the public on laws protecting nature and the environment, and foster appreciation and respect for these legal frameworks while empowering individuals to contribute to a more sustainable future
 - **Green Justice for Sustainable Communities** eco-law tours at Woodlands Botanical Garden supported by the SG Eco Fund, which offer participants a guided walk through the garden, learning about environmental law and conservation efforts
- Employee welfare
 - Flexible working arrangements, including working from home and family care leave

- Healthcare benefits, complimentary counselling services and health and well-being workshops
- Professional development and training opportunities

Governance

- Shared Services partner of the Commissioner of Charities strengthening the charity sector through legal guidance and training on charities and corporate governance
- Recipient of Charity Transparency Awards 2022, 2023 and 2024, affirming our commitment to public accountability through

- timely disclosures on board governance, ethical leadership, robust internal controls and financial stewardship
- Recipient of Special Commendation Award 2023 for exemplary practices in Risk Management
- Full compliance with the Code of Governance for Charities and Institutions of Public Character and all relevant legislation and regulations
- Initial steps to identify and include ESG-related risks in annual risk assessment exercise, especially those related to the environment
- Diversity on Board and Management



Governance

Expert Guidance and Research Support

As part of our preliminary efforts toward strengthening our ESG approach, we have sought strategic guidance from experienced professionals in the field as well as the Princeton University Non-Profit Consulting team, whose insights have enhanced our understanding of ESG strategy development and reporting practices, helping to inform the direction of our efforts as we work towards embedding sustainability more deeply into our operations and initiatives.

Next steps

To support our commitment to sustainability and responsible governance, PBSG established an ESG Working Group to guide the integration of ESG principles across the organisation, shape PBSG's ESG strategy, identify key priorities and risks, promote sustainable practices, and provide guidance on the communication and reporting of ESG performance.

PBSG has also begun working towards relevant sustainability certifications. This includes a structured assessment of our current office practices, focused on identifying areas of improvement and establishing sustainability goals and policies. These efforts aim to foster greater environmental awareness and behavioural change across the organisation.

C. Management of the Charity and Planning for the Future

Policies

PBSG implements and regularly reviews key policies and procedures to ensure that they continue to support the charity's objectives, including on the following areas:

- Anti-Money Laundering and Countering the Financing of Terrorism are covered under PBSG's Gifts Policy, which sets out a checklist to identify potential suspicious activities which may indicate money laundering / financing of terrorists, to ensure due diligence when checking the sources of incoming funds;
- Board strategies, functions and responsibilities are covered under PBSG's Constitution and Board Administration Guidelines;
- Employment practices are covered under PBSG's human resource policies and SOPs, including areas such as credential verifications, remuneration, promotions, benefits, training and development, reimbursement of expenses, performance appraisal, disciplinary action and cessation of employment;
- Volunteer management is covered under PBSG's Volunteer Management Policy,

which includes information on maintenance of records, conflict of interest, confidentiality, personal data protection; volunteer recruitment and selection processes; volunteer orientation, training and development; supervision and evaluation; and volunteer support and recognition;

- Financial matters are covered under PBSG's financial policies (see more details in the next section);
- IT matters such as data privacy, security, networks;
- Investment is covered under PBSG's financial policies;
- Service and quality standards SOPs;
- Fundraising according to best practices and in compliance with the relevant laws and regulations. PBSG does not engage third party fundraisers;
- Accountability to donors is covered under PBSG's Gifts Policy, which guides enquiries on gifts to PBSG and the administration of gifts; identifies circumstances under which the donor should seek independent advice; and ensures compliance

Governance

with other relevant regulatory and compliance issues, including personal data protection and honouring requests for donor anonymity; as well as financial SOPs to ensure donations are properly accounted for and promptly deposited; and

- A dedicated Data Protection Policy.

Financial Management and Internal Controls

The Board approves the annual budget for the charity's plans and regularly reviews and monitors its income and expenditures. PBSG ensures that its operations and programmes are directed towards achieving its objectives through the preparation of annual work plans and budgets and regularly updating on the progress and outcome of programmes to the Board.

PBSG is committed to using our resources prudently, ensuring cost-effectiveness and accountability in all our operations. We have put in place financial controls, processes, and policies on areas such as receipts, procurement and payments, which specify the authority limits and controls; reserves; the transfer of funds

policies; and the control of fixed and intangible assets, which account for and safeguard the value of its assets by getting adequate insurance.

Our financial statements are audited and published annually by an external audit firm. As a registered charity accorded an Institute of Public Character (IPC) status, we abide by the provisions of the Charities Act and the requisite requirements.

To achieve the long-term financial sustainability of PBSG, the reserves policy aims to achieve unrestricted reserves to sustain its entire (unrestricted and restricted) operations for one year, in the event of a decline in donations.

PBSG has restricted funds to support its activities from a diverse range of sources. PBSG uses its restricted funds efficiently in accordance with programme and operational needs within the allocated grant period.

PBSG does not provide any donations, loans or financial assistance, which are not part of the core charitable programmes.

Risk Management

We are proud to have been awarded the Special Commendation Award for Risk Management in 2023.

PBSG's Board Administration Guidelines stipulate that the Board should conduct formal risk

management exercises to identify and document key risks faced by PBSG and the related mitigating measures, and that key risks should be regularly monitored and reviewed. Accordingly, PBSG maintains a risk register in the format set out in the Enterprise Risk Management Toolkit for Charities and IPCs, jointly produced by the Charity Council, KPMG and National University of Singapore Business School. The risk register is updated periodically and as and when acute risks arise. The Audit Committee has oversight of the risk register, which is presented to the Board at least once a year.

In addition, under the Board Administration Guidelines, the Audit Committee's responsibilities include analysing and providing oversight on risk management for key organisational processes, ensuring robust risk mitigation strategies.

PBSG also has a Data Protection Policy in place.

D. Accountability and Transparency

We comply fully with the Code of Governance for Charities and Institutions of Public Character and relevant legislation and regulations. We are committed to upholding the highest standards of transparency and accountability and believe that adopting the best governance practices will increase our effectiveness and instil public confidence in what we do.

Governance

We are proud to have been awarded the Charity Transparency Award in 2022, 2023 and 2024 for adopting good disclosure practices.

Please refer to the Charity Portal for our Governance Evaluation Checklist and our official website for our past Annual Reports and Financial Statements.

Board Meetings

The Board meets at least once every four (4) months with a quorum of three (3) Board members or one-third of the number of Board members, whichever is higher, based on the Constitution. Clear reporting structures are implemented such that the Board, Management and staff can access all relevant information, advice, and resources to conduct their roles effectively. Executive management is invited to attend board meetings to present updates and provide recommendations, ex-officio, but do not vote or participate in Board decision-making. PBSG keeps adequate records of relevant discussions, dissenting views and decisions in the minutes of Board meetings and circulates the same to the Board as soon as practicable.

Board meetings in the Financial Year ending 31 March 2025:

Board member	Attendance at Board meetings
Arfat Selvam	4/4
Daniel Koh Choon Guan	5/5
Derek Kang Yu Hsien	4/5
Dinesh Dhillon	5/5
Gregory Vijayendran, SC	5/5
Kelvin Wong Weng Wah	5/5
Thio Shen Yi, SC	1/5
Low Wei Ling	5/5
Paul Seah Zhen Wei	3/4
Sim Guan Seng	4/5
Steven Lam Kuet Keng	4/5
Nicholas Narayanan	5/5
Vivienne Lim Hui Bian	4/5

Staff

PBSG discloses the annual remuneration of 3 highest paid staff for transparency:

Salary Bands (in bands of SGD100,000)	Number of Staff
SGD200,000 – SGD299,999	2
SGD300,000 – SGD399,999	1

PBSG does not have paid staff who are close members of the family of the Executive Head or Board members.

Whistleblowing Policy

PBSG has in place a Whistleblowing Policy that aims to deter wrongdoing and provide proper avenues for employees, volunteers, donors, service users and other stakeholders to raise concerns about suspected improprieties in good faith to the Audit Committee. The report form is available on the official website and may be downloaded from <https://bit.ly/3SfePjh>. The form may be submitted via email to the Audit Committee at Whistleblow@probono.sg or sealed and marked "Private and Confidential" and delivered to PBSG's office located at 1 Havelock Square #B1-18 State Courts Singapore 059724, attention to the Chairperson of the Audit Committee

Public Image

To ensure that PBSG maintains an image consistent with its objectives and builds positive relationships with the media and public, PBSG has a dedicated Supporter Engagement and Communications Team and a Communications Policy which sets out policies on the release of information to media and on social media, the designation of spokespersons and the use of PBSG's name and logos.

PBSG is committed to constructively engaging its stakeholders and the public, including through supporter engagement, feedback channels and participating in focus groups and committees.

Treasurer's Report

At Pro Bono SG ("PBSG"), we are committed to prudent financial management, ensuring cost-effectiveness and strong corporate governance. Our financial controls and procedures uphold transparency and safeguard the integrity of our financial reporting. Audited financial statements are published annually for public review.

In FY2024/25, PBSG recorded a net deficit of \$146,907 resulting in a reduction of reserves to \$3,731,165. Despite the deficit, we continue to maintain strong financial discipline, ensuring that we have sufficient reserves and cash flow to sustain operations and long-term commitments.

PBSG's total income for the year was \$6,675,672 sourced from:

- Grants: \$3,575,502 (53%)
- Donations: \$2,913,194 (44%)
- Other Income: \$186,976 (3%)

During the year, most of our donations has arisen from two flagship fundraising events:

- Just Jalan 2025 (held on 8 February 2025)
- Pro Bono Awards Night (held on 28 March 2025)

These events support PBSG's operations and programmes through contributions to the General Fund.

The total cost of fundraising was \$245,301, resulting in a fundraising efficiency ratio of 8%.



We are deeply grateful to our donors, grant givers, partners and stakeholders. Your continued generosity enables us to pursue our mission: enable access to justice for the vulnerable and disadvantaged.

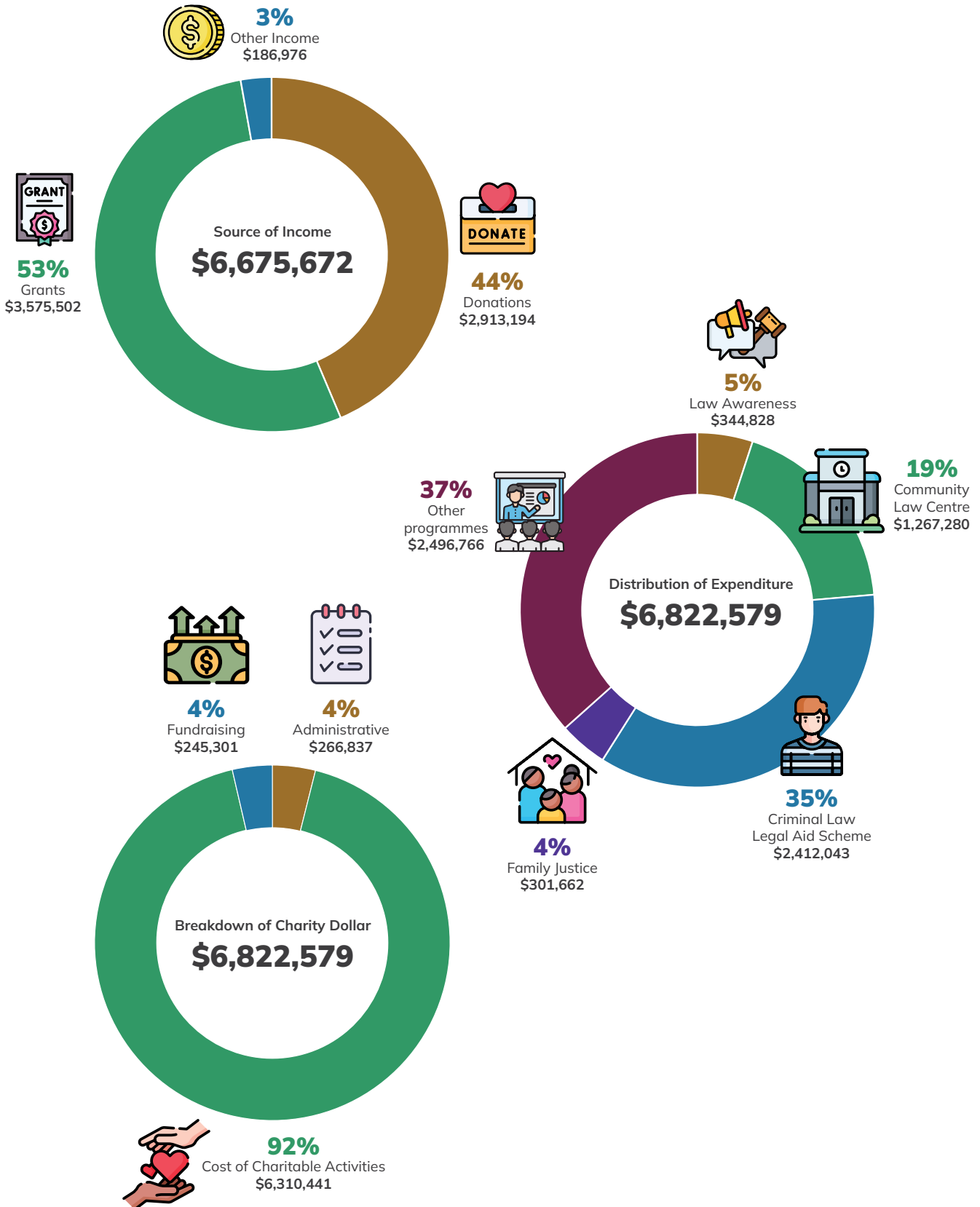
The accompanying charts illustrate:

- Sources of income
- Distribution of expenditure
- Breakdown of charitable dollar

PBSG remains steadfast in our commitment to financial sustainability and accountability, ensuring that every dollar entrusted to us is used to deliver meaningful and lasting impact.

Daniel Koh
Treasurer

Treasurer's Report



HELP THE LEAST, THE LAST, AND THE LOST IN **LAW.**

DONATE NOW



**We appreciate donations
of any amount!**

**For tax deduction, please
indicate your NRIC/UEN in
the reference section.*

*For accurate processing,
please also send an email to
finance@probono.sg
providing your full name,
NRIC/UEN, and transaction
particulars.*



JUSTICE FOR ALL





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Headquarters:

1 Havelock Square, #B1-18, State Courts,
Singapore 059724

North East Branch:

Community Law Centre @ Tian De Temple,
109 Hougang Ave 5, Singapore 538817

North West Branch:

Community Law Centre @ Realm of Tranquility,
547 Woodlands Drive 16, #01-177, Singapore 730547

Migrant Workers' Law Centre @ MWC:

Migrant Workers' Centre,
579 Serangoon Road, Singapore 218193

Transnational Family Care Centre @ SCC:

South Central Community, Family Service Centre,
5 Delta Ave, #01-09 Block 5, Singapore 160005



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