

## PLAQUE OF COMMENDATION

### Sun City Maintenance Pte Ltd

*Nominated by the Building Construction And Timber Industries Employees' Union*

Sun City Maintenance has strongly and consistently supported the Labour Movement and improved workers' wages, welfare, and work prospects. The company has also helped the Building Construction And Timber Industries Employees' Union (BATU) get a convincing union membership penetration rate of 70 per cent.

Sun City Maintenance delivers by following the mandated and prescribed wages under the Progressive Wage Model (PWM) of the cleaning sector. In recognising the value of the workers in the sector, the company pays above and beyond the mandated wages. On average, wages are 6 to 10 per cent more than legislated. With this progressiveness and values, Sun City helps cleaning workers manage their cost of living.

Sun City Maintenance appreciates the contributions and hard work of its employees. Company-wide initiatives such as long service awards, the Best Cleaner Award, and various leave beyond statutory provisions such as study leave and birthday off are provided. Tokens of appreciation, such as cash and NTUC vouchers, were also given to cleaners during festive seasons such as Christmas and Chinese New Year. These welfare initiatives allow workers to supplement their income and feel valued in a competitive and ever-changing outsourced sector.

Sun City Maintenance also values and invests in its employees. Besides ensuring that their cleaners underwent the PWM's Enhanced Training Requirement framework in 2022, the company consistently builds upon their competencies and productivity. This includes sending its cleaners for training in areas of workplace safety, occupational first aid with CPR and AED, hard floor cleaning, toilet cleaning and working at height.

Sun City Maintenance's Company Training Committee (CTC) meetings often discuss work prospects. Since the company's CTC formation in 2019, Sun City has invested in technology at the work site, such as cleaning robots and the smart toilet system, to increase its workforce's productivity and minimise its workload. In addition, the company trains its older workers to use such technologies via apps and tablets. Sun City also adopted various Tripartite Standards in fair employment practices.