

## PLAQUE OF COMMENDATION

### Philips Electronics Singapore Pte Ltd

*Nominated by the United Workers of Electronics & Electrical Industries*

Each year, Philips Electronics Singapore proactively works with recognised consulting firms to benchmark salaries and benefits to remain competitive to attract and retain the best talent. This is in addition to the regular annual increment it has provided. During the COVID-19 outbreak, the management collaborated with staff to ensure they had the necessary resources to work remotely.

Philips Electronics Singapore has diversity, inclusion and well-being as key pillars that inform its HR policies. They have introduced very progressive practices, such as providing adoption leave, and extending childcare leave even to those without children, such that all employees are entitled to six days of family care leave. The company also provides staff with leave entitlements to care for their families and engage in volunteering activities. Such progressive policies help to advance workers' welfare and allow them to holistically care for other aspects of life.

The management also actively partners with the United Workers of Electronics & Electrical Industries (UWEEI) through the Company Training Committee. This committee identifies skill gaps and provides relevant training opportunities to employees to help them progress in their careers. It also collaborates with UWEEI to ensure that workers have access to the training they need to stay current and competitive in the workforce.