

PLAQUE OF COMMENDATION

FUJIFILM Asia Pacific Pte Ltd

Nominated by the Chemical Industries Employees Union

FUJIFILM Asia Pacific has worked closely with the Chemical Industries Employees Union (CIEU) on employee welfare and wage issues. For example, the company conducted a market adjustment to ensure employees were paid a fair wage. It identified and gave additional annual increments to its employees who were found to be under the market. The management values feedback from CIEU branch officials, often asking them for insights and inputs on industrial relations matters.

During the COVID-19 pandemic, the company constantly sought the union's input to ensure its policies did not adversely affect employees' safety and health. The open sharing and communication helped to ensure consistent messaging to the workers and that any concerns were addressed quickly.

FUJIFILM Asia Pacific places utmost importance on employees' well-being. When the borders closed during COVID-19, many Malaysian employees were stuck in Singapore. They had issues sourcing accommodations as rental prices increased tremendously. FUJIFILM Asia Pacific stepped in and provided these employees with a housing allowance to help them endure tough times.

The company's concern for its employees goes beyond the workplace. For example, when an employee on S-pass could no longer afford his rent due to increased prices, the company quickly helped to cover the additional cost in the short-term while the employee sourced for cheaper alternatives. The assistance helped remove the stress and pressure on the employee, who could then concentrate on his work.

FUJIFILM Asia Pacific has been very collaborative with CIEU. In times of downturn, the company was always quick to inform the union of potential retrenchments, giving more than the required one-month notice. It would work closely with the union to ensure the affected employees receive job support and any other assistance.

The company has shown dedication to training and skills development by signing and formalising a Company Training Committee (CTC) in the collective agreement. The company has also supported the union's initiatives and programmes, such as dialogues.