

## PLAQUE OF COMMENDATION

### ENGIE Services Singapore Pte Ltd

*Nominated by the Singapore Industrial & Services Employees' Union*

ENGIE Services Singapore (ESS) is a market leader in the energy and facilities management sector. Its culture centres around staff welfare and excellence, which reflects their progressive labour-management relations with the Singapore Industrial & Services Employees' Union (SISEU).

ESS makes it a practice to closely consult and collaborate with SISEU when managing matters concerning workers, such as handling work concerns or executing staff-level policies. To foster a thriving workplace culture that respects and upholds employees' rights, dignity, and authenticity, ENGIE has implemented progressive people and employment practices. One such example is its diversity, equity, and inclusion policy, which ensures race, gender, ethnicity, age, religion, sexual orientation, physical ability, and socioeconomic status do not prevent any employee from succeeding at ESS. These policies are governed by strong ethical practices, including a Harassment & Prevention Policy and a robust whistleblowing system that enables ESS staff to raise concerns over any unfair or unethical practices to senior management in France.

The company has a comprehensive collective agreement containing benefits such as shift duty allowances, comprehensive medical benefits, and skills training and upgrading provisions. To cope with the inflation from last year, ESS awarded all its staff a lump sum amount on top of the annual wage supplement and performance bonus.