

## MEDAL OF COMMENDATION

### Richard Hong

Chief Executive Officer

TÜV SÜD PSB Pte Ltd

*Nominated by the Singapore Industrial and Services Employees' Union.*

Richard Hong, CEO, TÜV SÜD ASEAN, actively supports the Labour Movement and collaborates closely with the Singapore Industrial and Services Employees' Union (SISEU), together with his senior management and Human Resource (HR) team.

Under his leadership, TÜV SÜD PSB has obtained the status of a Human Capital Partner in recognition of the company's continued efforts in investing in its human capital and adopting fair and progressive workplace practices. Additionally, he advocates for enhancing the wages and well-being of lower-wage workers, which led to the attainment of the Progressive Wage Mark.

In 2023, he supported the development of the Company Training Committee (CTC) with SISEU, which was crucial in kickstarting the Planning Automation Tool project. This project increased productivity and enhanced accuracy in the audit planning process allowing affected workers to perform their jobs more effectively. Consequently, employees could take the time to undergo upskilling and provide enhanced services to customers, contributing to the uplifting of wages.

His appreciation for the union's partnership is evident through his inclusion of SISEU in TÜV SÜD's celebrations and milestones. This includes the recent collaboration with NTUC LearningHub to introduce a new ISO credential pathway for business sustainability management professionals. In addition, he endorsed the Career Starter Lab and Career Conversion Program which facilitates the recruitment of fresh graduates and individuals seeking to transition into a new career path.

Having climbed the ranks from an intern to CEO, Brother Richard is dedicated to offering similar avenues of growth to his employees. To do so, TÜV SÜD has collaborated with Republic Polytechnic and Avodah People Solutions to implement the company's Career Development Frameworks. Trained HR coaches and managers will conduct growth conversations to harness each employee's Career Capital, using science-backed methods to identify factors influencing their workplace motivations and to bring out their fullest potential. The goal is to enable and empower employees to co-create their individual development plans and steer their own career self-management. This showcases Brother Richard's profound commitment to employee development and organisational progress.

A Certified Financial Planner (CFP), and an advocate for healthy financial well-being, he conducts financial management training sessions, empowering employees to make informed decisions about their personal finances.

Brother Richard demonstrates a strong dedication to ensuring job stability and fostering employee growth. With an open-door policy, he encourages employees to approach him with any concerns. Through various engagement and welfare initiatives, he cultivates a safe and inclusive work environment for all employees.