

## PLAQUE OF COMMENDATION

### PPC Building Services Pte Ltd

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

As a cleaning company, PPC Building Services follows the mandated and prescribed cleaning sector Progressive Wage Model wages. In recognising the value of the workers, the company pays 3 to 6 per cent more on average than the mandated wage.

PPC ensures its workers can cope with the rising cost of living by working closely with the Building Construction And Timber Industries Employees' Union (BATU) to negotiate wages.

PPC has been a unionised company of BATU since 2021. They reached out to BATU to become a unionised company to obtain support for the transformation of their employees. Since then, PPC has worked closely with the union to improve workers' wages, welfare, and work prospects.

PPC fully sponsors the union membership of employees with more than six months of service, leading to 73 per cent of membership penetration by their first year of unionisation.

PPC cares for and appreciates the hard work of its employees. PPC negotiated with BATU a collective agreement with higher medical and hospitalisation benefits, union membership sponsorship and a special welfare fund. Furthermore, PPC rewards workers with tokens of appreciation such as cash and NTUC vouchers. These welfare initiatives relieve workers of some medical expenses and make them feel valued in an ever-changing and competitive outsourced sector.

To support the progression of its employees, PPC invests in its workers. PPC formed a Company Training Committee (CTC) with the union in 2021 and underwent an Operation and Technology Roadmap (OTR) to identify training gaps. PPC follows up on their OTR, working closely with BATU to send their employees for selected training. Other than the PWM's Enhanced Training Requirement framework in 2022 for their cleaners, the company further builds up its cleaners' competencies and productivity by sending them for training in workplace safety, furniture and furnishing maintenance, customer service and customer management. PPC has adopted multiple Tripartite Standards in fair employment practices.