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MAY DAY

AWARDS

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PLAQUE OF COMMENDATION

ams OSRAM Asia Pacific Pte Ltd

Nominated by the United Workers of Electronics & Electrical Industries.

ams OSRAM Asia Pacific Pte Ltd has demonstrated a strong commitment to supporting employee wages, welfare, and career prospects amidst challenging business conditions. The company ensures fair representation and benefits for a diverse range of employees. Through negotiations, the United Workers of Electronics & Electrical Industries' (UWEEI) representation was expanded to include senior engineers. Despite business challenges, ams OSRAM recognises the importance of retaining key talent and stabilising the workforce by granting annual increments and variable salaries, reinforcing its dedication to employee well-being.

While the company has had to conduct several workforce optimisation exercises in recent years, these have been managed with fairness and early engagement with the union. Furthermore, affected employees have been supported with training grants, reflecting the company's commitment to career transition and upskilling.

ams OSRAM actively supports union initiatives, consistently participating in fundraising events and promoting training and development opportunities for branch officials. The company fosters open communication with the union, ensuring early engagement in discussions to incorporate union perspectives, which strengthens labour-management relations. Employee welfare remains a priority, exemplified by the introduction of a dedicated Mental Wellness Day in 2024, providing employees with time to focus on their mental health. This initiative underscores the company's holistic approach to well-being, further demonstrated by its adoption of eight Tripartite Standards.

Additionally, ams OSRAM has established a Company Training Committee (CTC) and leveraged the CTC Grant to upskill its workforce and enhance career prospects. These efforts equip employees with the necessary skills to adapt to evolving industry demands, ensuring their long-term competitiveness in the job market.