

## PLAQUE OF COMMENDATION

### BIOTRONIK Asia Pacific Manufacturing

*Nominated by the Chemical Industries Employees Union*

BIOTRONIK Asia Pacific Manufacturing (BIOTRONIK) is a valued partner of the Chemical Industries Employees Union (CIEU). The company recognises the importance of a strong labour management relationship with CIEU based on mutual trust and understanding by prioritising open communication and continuous engagement with the union.

In an increasingly competitive and complex work environment, the company strongly believes in building a positive and engaging workplace for its employees. In collaboration with the union, the company seeks assistance on employee cases to resolve issues amicably before initiating disciplinary action. For instance, when an employee who was identified to be placed on a Performance Improvement Plan (PIP) became pregnant, the company decided to hold off on the PIP and coach her after consultation with the union to ensure that the employee's well-being would not be compromised.

BIOTRONIK proactively contacted CIEU for discussion and review when the Ministry of Manpower stated that incentives should not disadvantage employees on medical leave. The union's input was constantly sought and valued to ensure employees were treated fairly in their best interest. Such efforts allowed the company to obtain the employee-validated Great Place to Work Certification in 2022 which recognises companies that build conducive and positive work environments for their employees, reinforcing the workplace culture of BIOTRONIK.

BIOTRONIK also recognises the importance of upskilling and ensuring sustainable employment for all its employees which has been formalised in a Company Training Committee with CIEU in 2023. This approach will not only strengthen the collaboration with the union but will continue to foster a positive and harmonious workplace for the benefit of both company and employees.