

## MEDAL OF COMMENDATION

### **Peter Horan**

Managing Director  
BIOTRONIK Asia Pacific Manufacturing

*Nominated by the Chemical Industries Employees Union.*

Peter Horan assumed the role of Managing Director of BIOTRONIK Asia Pacific Manufacturing in October 2020.

Under his leadership, BIOTRONIK and CIEU have enjoyed harmonious labour-management relations. He prioritised open communication and continuous engagement with the Chemical Industries Employees Union (CIEU).

He ensures that his management team actively seeks CIEU's opinion on employment matters before making changes. These include changes to incentives and disciplinary actions, to name a few.

Brother Peter spearheaded the formation of workplace communities for each department to allow employees another channel to share their opinions and provide suggestions on improving the workplace. Through these initiatives to create a positive and engaging work environment, BIOTRONIK was awarded the 'A Great Place to Work@!' certification in both 2023 and 2022.

CIEU and BIOTRONIK formalised their CTC partnership in 2023, signifying the company's commitment to work closely with the union to upskill the workers as the company expands. The company also developed a career progression pathway for its employees.

Under Brother Peter's leadership, the success of the Singapore site convinced BIOTRONIK's headquarters of the level of competency in the local workforce here, the efficient infrastructure and the healthy business backdrop which will help BIOTRONIK expand its presence in the region and globally. Over the next few years, this expansion will create hundreds of jobs in Singapore.