

## PLAQUE OF COMMENDATION

### **Bangkok Bank Public Company Limited**

*Nominated by the Banking and Financial Services Union.*

Bangkok Bank Public Company Limited's commitment to fostering positive labour outcomes through its progressive workplace and training policies is commendable. In the face of the challenges posed by the COVID-19 pandemic and business uncertainties over the last three years, Bangkok Bank has consistently demonstrated a commitment to staff welfare. While exercising wage restraint at the managerial level, the bank has proactively enhanced other employees' salary and bonus structures.

In response to the rising cost of living due to high inflation, introducing a wellness allowance benefit scheme last year showcases the bank's dedication to supporting its employees' well-being. This scheme empowers employees to utilise the allowance flexibly, covering a range of items such as optical care, fitness classes, Traditional Chinese Medicine care, health screenings, and more.

Bangkok Bank places a high value on training and development. Emphasising that personal interest and proactivity are key to effective learning; the bank encourages employees to take charge of their development based on job requirements and personal growth goals. The bank actively supports and sponsors employees for certification courses, fostering career development. Moreover, initiatives like exploring innovative ways to enhance workflow, upskill employees, and digitising HR systems through the Company Training Committee (CTC) with the Banking and Financial Services Union underline the bank's commitment to a future-ready and skilled workforce.

Bangkok Bank has established a model environment through its comprehensive focus on wages, welfare, and work prospects. The bank is an inspiring example, setting the bar for sustainable, employee-centric policies that the entire industry should strive to emulate.