

## PLAQUE OF COMMENDATION

### SPH Media

*Nominated by the Creative Media and Publishing Union.*

SPH Media has worked closely with the Creative Media and Publishing Union (CMPU) to address various aspects of its workforce and transformation efforts.

Recognising the significance of retaining talent in its transformation journey, the company made salary adjustments for existing employees based on their feedback. This proactive measure demonstrates a commitment to valuing and retaining talent.

The partnership between SPH Media and CMPU extends beyond financial matters. Both organisations work together to promote union membership through various channels, fostering strong partnership. As the company and union acknowledge the workforce's changing composition, an agreement has been reached to broaden the representation of executives in the collective agreement, addressing the needs of professionals, managers, and executives (PMEs).

SPH Media actively supports leadership development within the union by granting union branch officials time-off during working hours. Recognising branch officials as crucial partners in labour-management relations reflects a commitment to having a collaborative and inclusive workplace culture.

The company's forward-looking approach is further exemplified through initiatives focused on developing the workforce. SPH Media covers training costs and provides time-off, encouraging employees to engage actively in their training journey.

SPH Media's approach to workforce management, union collaboration, and learning and development efforts demonstrates a comprehensive strategy that addresses the diverse needs of its employees, while actively preparing them for the future.