

# **ntuc**

## **MAY DAY**

# **AWARDS**

### **2 0 2 5**

## **PLAQUE OF COMMENDATION**

### **Itochu Singapore Pte Ltd**

*Nominated by The Singapore Manual & Mercantile Workers' Union.*

Itochu Singapore Pte Ltd strictly adheres to the Collective Agreement and takes a regular, collaborative approach to address the evolving needs of today's workforce. Frequent and detailed discussions with the union ensure that consultation occurs before any changes are made. The company respects the union and has maintained a warm and approachable relationship over the years. While robust discussions may occur, the common good remains the primary focus.

To enhance employee satisfaction, Itochu Singapore conducted an engagement survey and introduced flexible work arrangements. The HR team collaborates with the employee Social Committee to organise workshops and seminars to increase awareness on lifelong planning. The HR team also organises various recreational activities, such as monthly staff birthday lunches and a yearly bowling game to strengthen team bonds and create a positive, healthy environment.

The company organises various online and in-house training and support employees' upskilling for their continuous professional development. Itochu Singapore regularly reviews its compensation packages and job structures to ensure relevance, retain talent, and attract new employees. This review has led to improved career paths and cultivated competencies. Additionally, employees receive periodic feedback specific to their job tasks and skill sets, helping them to improve performance.