

ntuc

MAY DAY

AWARDS

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PARTNER OF LABOUR MOVEMENT

RAM E Pte Ltd

Nominated by NTUC U SME

RAM E Pte Ltd, a new Labour Movement (LM) partner since 2024, is a small but vibrant SME with 22 employees, seven of whom are above the age of 55.

As Managing Director Mike Foo humorously revealed, the “E” in RAM E stands for “Eat,” reflecting the company’s emphasis on communal dining and celebration. Management believes that regular festive meals and monthly birthday celebrations foster a sense of community amongst the company staff.

The company believes happy workers are efficient workers. For ensuring all workers receive wages at or above the recommended progressive wage rates, the company was awarded the Progressive Wage Mark in March 2024.

As part of its flexible employee benefit, RAM E sponsored all their employees’ NTUC Membership fees to help alleviate rising cost of living, allowing them to stretch their dollar. RAM E is delighted to be a recipient of the “NTUC At Your Workplace”, which recognises its dedication to creating a progressive and supportive work environment.

The company has also worked closely with NTUC U SME to create better workplaces, worker and work through the NTUC In Your Workplace (NIYW). It achieved 100 per cent of the Better Workplace (8/8) checklist, 100 per cent of Better Worker (8/8) checklist and 87.5% of Better Work (7/8) checklist. This underscores its commitment to prioritising worker well-being and fostering a positive workplace culture.

RAM E demonstrated commitment to strengthening Tripartism and the Labour Movement (LM) relationship through active participation in LM workshops, seminars, trainings and collaboration to develop and implement progressive workplace practices. These efforts have resulted in enhanced worker satisfaction and engagement, improved productivity and retention, stronger labour-management relations, and recognition as a progressive and caring employer.

Additional initiatives include the company’s adoption of an Anti-Workplace Harassment Policy in July 2024. It navigated through COVID-19 challenges with flexible work arrangements and remote work options. The company has also implemented age-friendly policies, such as phased retirement and re-employment, provided training and upskilling opportunities for mature workers, and encouraged intergenerational knowledge transfer and mentoring.

RAM E invests in staff development, sending Branch Officials for monthly training at NTUC Centre. Currently, RAM E is embarking on an Operations and Technology Roadmap to review business and workforce transformation plans. By prioritising worker well-being and driving business growth through progressive practices, RAM E demonstrates its dedication to creating an exemplary and positive work environment.