

PLAQUE OF COMMENDATION

Polar Puffs & Cakes Pte Ltd

Nominated by the Food, Drinks and Allied Workers Union.

Polar implemented salary adjustments for all workers ahead of the Progressive Wage Model (PWM), averaging above 10 per cent increments in January 2023. The company prioritised PWM and achieved accreditation for Progressive Wage Mark Plus.

In 2023, a Company Training Committee was formed, and the Operation and Technology Roadmap was completed to initiate workplace and workforce transformation projects.

Polar has no retirement age; employees may work as long as they are medically fit. Recognising employees' hard work, skills, and loyalty, Polar acknowledges the need for support due to an ageing workforce, addressing this through automation and acquiring a new factory site. Flexible working arrangements have been established for staff, fostering trust among employees.

Polar maintains a strong labour-management relationship with the union, supporting each other in social and charitable activities. The company sponsors union membership fees for non-executive employees and actively promotes union membership, highlighting the benefits and showcasing excellent LMR between management and the union. Polar has also adopted the Tripartite Standard for Advancing Well-Being of Lower-Wage Workers.

An employee-self-initiated training policy allows employees to sign up for desired courses, with the company covering fees and permitting attendance during working hours. Polar is an accredited in-house training provider, offering Workforce Skills Qualifications courses and bite-sized e-learning modules for flexible learning. Equal training opportunities are provided for all employees, addressing diverse needs and enabling skill acquisition and adaptation to changing job requirements.

Polar accommodates the training needs of older workers, including Mandarin translations in manuals and e-learning modules, allocating more training time and assigning less complex jobs. The company encourages older workers to become mentors or peer trainers, promoting lifelong learning. Some employees who began in junior roles now hold leadership positions within Polar.