

# **ntuc**

## **MAY DAY**

# **AWARDS**

### **2 0 2 5**

## **PARTNER OF LABOUR MOVEMENT**

### **Corinna Cheang**

Director of HR  
Nestlé Singapore (Pte) Ltd  
Regional HR Head  
Nestlé Professional Zone AOA

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

Corinna Cheang consults with The Singapore & Mercantile Workers' Union (SMMWU) to review employees' salary structure, demonstrating her commitment to fair employment practices, workers' well-being and skills upgrading.

Her close partnership with the union endured, even during challenging times like the COVID-19 pandemic. This resulted in no reduction in employees' wages during the outbreak. Salary reviews and adjustments were conducted as needed, reinforcing this valuable partnership.

Under Sister Corinna's leadership, staff welfare has significantly improved with the introduction of a flexible wellness programme nearly a decade ago, positioning the company as a leader in employee well-being. In 2023, as part of the recent Collective Agreement, an additional round of enhancements was implemented.

She also goes beyond the 'Retirement & Reemployment Act' by allowing staff to work beyond their retirement age. This commitment reflects her recognition of the skills and value these employees bring to the company.

The company has also taken the lead in adopting flexible working arrangements. The revised policy has resulted in increased productivity, particularly for employees facing challenges at home. This has allowed them to better manage their work schedule and reduce their need for urgent leave.

Sister Corinna's collaboration with the union to establish the Company Training Committee (CTC) in the Collective Agreement highlights her dedication towards fostering constructive positive labour management relations and supporting employees' professional development.

She facilitates meaningful discussions around career planning and progression, providing career guidance to employees to take ownership of their own professional growth.