

# **ntuc**

## **MAY DAY**

# **AWARDS**

### **2 0 2 5**

## **PLAQUE OF COMMENDATION**

### **Drew Ameroid (Singapore) Pte Limited**

*Nominated by the Chemical Industries Employees' Union*

Drew Ameroid (Singapore) Pte Limited actively advocates for gain sharing with its employees when the company performs well. Over the past three years, Drew Ameroid has provided an average annual increase of 4 per cent alongside a 1.5-month variable bonus and the one-month Annual Wage Supplement (AWS). To further reward productivity, the company introduced a quarterly incentive programme in 2023, granting paid time-off when company KPIs are met. Employees benefited from an additional four and three days off respectively in 2023 and 2024.

The company's commitment to employee welfare is demonstrated through family-oriented events, sports activities, and festive celebrations that promote community and well-being. It has also supported union-initiated events, actively donating to Chemical Industries Employees' Union's (CIEU) welfare activities, such as the annual Gift from the Heart and Annual Dinner. Additionally, Drew Ameroid consistently participates in CIEU's interbranch futsal tournaments by sponsoring registration fees and team jerseys.

As a progressive employer, Drew Ameroid is an early adopter of the Tripartite Guidelines on Flexible Work Arrangement Requests, as reflected in its Collective Agreement (CA). Also included in the CA is the company's extension of the re-employment age to 70, ahead of the national legislation. Since COVID, the company has allowed hybrid working arrangements. A Company Training Committee memorandum of understanding was signed with the union in June 2024.