

## PLAQUE OF COMMENDATION

### Takeda Manufacturing Singapore Pte Ltd

*Nominated by the Chemical Industries Employees Union.*

Takeda Manufacturing Singapore Pte Ltd promotes employee development through cross-training initiatives. For instance, the manufacturing flex training programme enables biotechnologists to broaden their skill sets in either the upstream or downstream stages of production through theoretical learning and on-the-job training. The company also offers a special allowance to employees who complete a certain number of flexible hours per month, recognising their contributions beyond their regular responsibilities. This endeavour not only boosts the employability of workers but also fosters career advancement and cultivates an adaptable workforce.

Collaborating closely with the Chemical Industries Employees Union (CIEU), Takeda organises membership roadshows to attract new members and actively shares information about the union's activities within the company. Takeda has a well-established grievance handling process and implements progressive workplace policies such as Me-Time leave to support employees' mental well-being and Family Care Leave without requiring documentary proof to allow employees to attend to their family responsibilities.

Additionally, Takeda hosts monthly Wellness Wednesday sessions to encourage staff participation in wellness activities during working hours. Takeda partnered with CIEU to promote sustainability practices and arranged a learning journey for CEOs and senior management, visiting an "energy positive" building in July 2023.

The company advocates lifelong learning amongst its workforce, offering education sponsorships, supporting professional association memberships, and providing access to online learning modules. During operational downtime, Takeda sends employees for technical training to enhance their skills and maintain relevance in the industry.