

# **ntuc**

## **MAY DAY**

# **AWARDS**

### **2 0 2 5**

## **PLAQUE OF COMMENDATION**

### **CBM Pte Ltd**

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

CBM Pte Ltd demonstrates its commitment to keeping its workforce motivated through competitive salary increases, bonuses, and transparent discussions with The Singapore Manual & Mercantile Workers' Union (SMMWU). A significant initiative was the early adoption of the Progressive Wage Model (PWM), ahead of mandatory requirements.

The Collective Agreement with SMMWU reflects a proactive approach to employee welfare. CBM enhances benefits beyond legal requirements by offering incentives, medical reimbursement, and additional annual leave, showcasing its dedication to employee well-being and satisfaction. Annual Wage Supplements and Variable Bonuses are provided to recognise employees' efforts, reinforcing the company's commitment to grow their wages in tandem with its own growth.

Recognising the importance of work-life balance, CBM offers flexible work arrangements to help employees manage personal responsibilities outside the office, promoting good morale and mental health. The company is also committed to the professional growth of employees at all levels, encouraging further training to equip staff for more complex tasks and improve promotion prospects. Open communication channels keep employees updated on business outlooks and forecasts, fostering a culture of trust and transparency.

CBM has evolved into a forward-thinking employer, transitioning from a labour-intensive approach to embracing modern technologies that enhance traditional practices. The company's active involvement in the Company Training Committee Grant Project, which integrates technological solutions into operational sites, highlights its adaptability in a constantly evolving business landscape. This approach ensures continuous upskilling, providing sustainable solutions for clients while enhancing employee welfare and career prospects.