

PLAQUE OF COMMENDATION

CPG Facilities Management Pte Ltd

Nominated by the Building Construction And Timber Industries Employees' Union.

CPG Facilities Management Pte Ltd collaborated with the Building Construction And Timber Industries Employees' Union (BATU) to implement the Progressive Wage Model and KPI Quarterly Performance Bonus, which motivates and recognises individual performance. Periodic salary reviews are conducted and shared with the union.

The company fosters a family-friendly environment with initiatives like flexible work arrangements and family care leave. Age-inclusive employment practices are emphasised, with discussions held in advance for re-employing older employees. Workplace Safety and Health is prioritised through a dedicated committee comprising company and union representatives. Grievance procedures, workplace harassment prevention, and whistleblowing policies ensure transparency and accountability.

Team welfare activities promote a positive work environment, while professional development opportunities include sponsorships for education, professional memberships, and networking. Singapore-Industry scholarships are available for higher education and training. Engagement sessions with the Group CEO and company-wide surveys enhance goal alignment. Corporate Social Responsibility efforts include initiatives like the Coney Island Clean-up.

Learning and development opportunities such as Singapore International Facility Management Association membership, Certified Facilities Management Expert, and RICS SEA Awards are provided, along with courses in Facilities Management (FM), Integrated Facilities Management (IFM), sustainability, digitalisation, and via an In-house Learning Management System. The Operations and Technology Roadmap outlines future strategies in collaboration with BATU.

Strong labour-management relations are maintained, with regular engagement on welfare initiatives and union recruitment facilitated at company events.