

PARTNER OF LABOUR MOVEMENT

Radha Exports Pte Ltd

Nominated by NTUC U SME

The president of Radha Exports, Deepak Anandani, is one of the committee members for the Tripartite Cluster for Retail Industry Progressive Wage Model (PWM). He shared his vast experience as a representative of an SME employer and provided constructive feedback to uplift the retail industry. To show his commitment to the adoption of PWM, he ensured the implementation of progressive wages in all his retail arms, namely ABC Bargain Centre Pte Ltd, and DD Pte Ltd (Valu\$), ahead of the required timeline. The implementation has benefitted 270 retail workers across 23 outlets.

The Operation and Technology Roadmap (OTR) outlined ways to support Radha Exports in capturing market share and developing their talents. Radha Exports had also committed to impacting a minimum of 49 local workers with an 8 per cent wage increment upon the Company Training Committee (CTC) Grant approval. The wage increment is to reward and retain the talents to embrace the upcoming implementation of the new integrated enterprise software system. When the workforce is upskilled and given more responsibilities with value, their compensation package will also be increased accordingly.

Radha Exports also offers annual increments to their employees to overcome inflation over the years. With progressive learning in the workplace, employees of Radha Exports and related entities will eventually receive higher wages. Radha Exports increased their senior workers' internal retirement age to 66 and the re-employment age to 71. In addition, Radha Exports is offering part-time re-employment to eligible employees upon their request.

The company is also an adopter of the Tripartite Standard on Age-friendly Workplace Practices. The implementation has benefitted 35 of their senior workers. All senior workers in Radha Exports would also be granted one paid-off day per calendar year, called Senior Day. Their older workers can take a Senior Day to carry out medical check-ups, health promotion board activities, community centre activities, or rest days. Radha Exports sponsored NTUC Membership to all confirmed employees as part of the company welfare programme.

Since June 2021, Radha Exports has worked closely with NTUC U SME to form a CTC to support their business and workforce transformation. The CTC team also embarked on OTR. The employees will be trained with the new system to ensure they keep up with the required productivity, and manual, repetitive work prone to human errors will be offloaded to the automated system.