

MEDAL OF COMMENDATION

Yeo Kong Nee

Managing Director
ENGIE Services Singapore Pte Ltd

Nominated by the Singapore Industrial and Services Employees' Union.

Yeo Kong Nee, Managing Director of ENGIE Services Singapore, recognises that the Singapore Industrial and Services Employees' Union (SISEU) is an invaluable partner in supporting the advancement of workers and the company.

He believes in transparency and the union's involvement in industrial matters. He listens carefully to union leaders' concerns and ensures that they are addressed. He champions health and safety efforts in the company and ensures that the safety code in the organisation is strictly adhered to.

To further advocate a strong safety culture in the workplace, he championed the development of an EHS portal for easy reporting of EHS issues. ENGIE had a significant reduction of reportable accidents by 58% compared to the previous year.

During the COVID-19 pandemic, despite the challenges that the company faced during the pandemic, Brother Kong Nee assured the union that employees would receive reasonable wage increments.

He considers employee engagement paramount and is a familiar presence to the staff, who feel comfortable conversing with him. ENGIE and SISEU maintain a close labour-management relationship, and the company has been forthcoming in sharing information with the union. Thanks to his leadership, ENGIE is also an active donor to SISEU's welfare programmes.

Brother Kong Nee strongly believes in continuous upskilling and ensures that ENGIE's workforce is ready for strategic business directions. The company has sent close to 20 senior managers for the Green Mark Accredited Professional (GMAP) and has made GMAP a priority course for new managers.

The company has also prioritised the Singapore Certified Energy Manager (SCEM) accreditation course for engineers and established an Energy Efficiency Team to ensure that sustainability expertise is integrated and accessible in daily operations.

As a testament to leveraging technology to enhance workplace efficiency, ENGIE has transitioned to utilising an in-house developed and managed total Smart FM system dubbed "Smart O&M." This system not only manages equipment and parts inventory but also integrates IoT sensors with onboard analytics, accessible via tablets or laptops.

ENGIE conducts training on this system internally, supported by technical teams from the regional and corporate headquarters.

For Leadership 4.0, the company utilised the ENGIE Ways of Leading framework, which focuses on Safety and Integrity, One ENGIE, Accountability, Trust, and Care. Since its launch in early 2023, the company has conducted a group-wide e-learning campaign and a learning festival featuring six programmes, 20 activities, and five webinars.

A learning channel on the company SharePoint page focusing on the ENGIE Ways of Leading has also been established for self-help.