



Employee well-being

At SGC, we offer all our members a defined talent value proposition to challenge, enrich and fulfil their aspirations so that they can maximise their true potential to 'make a difference'.



The ongoing development of our people as a means of attraction and engagement, increased productivity and safety is at the core of our people strategy. We have an expectation that all employees will be involved in some form of learning whether it be on the job, being coached or mentored, sharing knowledge through communities of practice or by attending formative programmes. Our employees enjoy several benefits such as health insurance and maternity leave. They are also covered under retirals that include provident fund, gratuity and employee state insurance.

We constantly endeavour to ensure an inclusive and positive work environment for this diverse workforce. We are committed to:

- Creating and sustaining a diverse and inclusive workplace with zero tolerance to any form of discrimination/harassment
- Ensuring there is no bias and all members have equal access to information and opportunity
- Accepting and appreciating diverse points of view/new ideas/unpopular opinions leading to enhanced creativity, innovation and high performance
- Maintaining corporate etiquette and professional demeanour on all occasions while exercising freedom of expressions and thoughts

Key initiatives

Regular employee satisfaction surveys are conducted and Employer Net Promoter Scores (eNPS) are measured.

Employee diversity

Permanent employees	Below 30	30-50 years	Over 50 years	Total
Male	143	781	248	1,172
Female	2	13	2	17
Total	145	794	250	1,189

Temporary employees	Below 30	30-50 years	Over 50 years	Total
Male	696	1,289	122	2,107
Female	7	79	9	95
Total	703	1,368	131	2,202

Key highlights of FY2024

321
New employees
hired

84.16%
Retention rate

2.22
Employee
Productivity
(tonne/FTE)

34,009
Total training
hours

6,080
Employee skill
development
training hours

15.84%
Employee
turnover rate

Action plan

- Our Company plans to gauge employee engagement through various parameters, including Pulse and Great Place to Work surveys, as well as recognition through awards such as Top Employer and Randstad
- Through the establishment of an Integrated Management Manual and BR Policy, our Company will outline its dedication to employee well-being and the creation of secure working environments