







STAKEHOLDER ENGAGEMENT



Employees and Asset Managers

OBJECTIVES

Employees are responsible for the effective execution of business and operational plans. Engagement is essential in strengthening staff morale, in providing clear direction on job roles and responsibilities, including desired outcomes and in improving the ability to hire and retain the workforce. Engagement also provides opportunities to better ascertain various talent related issues and challenges and ultimately, effective resolution.

Stakeholder Expectations	Engagement Platforms	Outcomes / Values Created
<ul style="list-style-type: none"> • Career development and progression • Fair remuneration • Work-life balance • Safe and conducive workplace 	<ul style="list-style-type: none">  Performance planning and review  Employee engagement survey  Team building  Group and one-on-one engagement sessions  Training sessions 	<ul style="list-style-type: none"> • Provide annual performance reviews for all employees in a fair manner • Promote employee health and well-being, understand and act on employees' needs and well-being • Upskill and reskill employees through investment in learning and development • Establish Occupational Health, Safety and Environmental ("OHSE") Policy to provide a safe and healthy work environment
Key Metrics	Material Issues	
<p>Employee retention rate FY2024: 83% (FY2023: 74%)</p> <p>No. of learning hours per employee FY2024: 38 hours (FY2023: 35 hours)</p>	<ul style="list-style-type: none"> • Corporate governance & transparency • Talent development & retention • Waste & pollution management <p> For further information on material matters, kindly refer to SR 2024.</p>	