

PLAQUE OF COMMENDATION

3E Accounting Pte Ltd

Nominated by The Singapore Manual & Mercantile Workers' Union

3E Accounting Pte Ltd (3E) is a professional service and consultancy firm with deep expertise in accounting, business advisory, secretarial, taxation, human resources, digital marketing and technology consultancy.

As the first SME accounting firm to be unionised, 3E works closely with the Labour Movement to achieve fair and progressive outcomes for all workers. 3E encourages employees to grow and acquire relevant skills through training opportunities provided by heads of department, SkillsFuture Singapore and external training providers. Every employee maintains a personal development plan, to identify and develop necessary skills, knowledge, values and behaviour.

Through the Company Training Committee and in partnership with NTUC's e2i (Employment and Employability Institute), The Singapore Manual & Mercantile Workers' Union (SMMWU), U SME and A*Star, 3E has jointly developed the Operation & Technology Roadmap (OTR) that enables business transformation and increases employees' value creation and productivity through the adoption of artificial intelligence and machine learning technology.

3E protects and advances employees' interests. The company fully reimburses the union membership fees of its employees.

HR policies cater for flexible work arrangements, age-friendly practices, a variety of leave types as well as health and insurance benefits. These enable employees to manage and balance their roles across life stages. 3E is an early adopter of all eight standards under the Tripartite Alliance for Fair and Progressive Employment Practices and among the pioneer batch of Human Capital Partners.

Through 3E's OTR, the company has enabled employees to move up the value stream, improving productivity by upskilling with technology. In support of continuing employment, the retirement age was raised to 70 years old. To support employability and upskilling, all employees are required to participate in at least one SkillsFuture course annually, fully sponsored by 3E. The Management Trainee Programme was expanded with professional and technology tracks to give employees greater opportunities for cross-vertical exposure and contribute to 3E's ambition to become the first SME robotics accounting firm.