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UOB wins NTUC May Day Model Partnership Award for its inclusive employment initiative

Singapore, 23 May 2015 – United Overseas Bank Group (UOB) today won a National Trades Union Congress (NTUC) May Day Model Partnership Award in the Management Category for its inclusive employment initiative at the UOB Scan Hub.

The May Day Model Partnership Awards recognise those individuals and organisations who have improved productivity at the workplace and invested in employee training programmes to create sustainable employment opportunities. The Management Category focuses on those who have improved jobs through innovation, productivity measures and their employment sourcing practices.

UOB is the only bank among 106 winners at this year's awards. The Bank was recognised by NTUC for having redesigned its work processes and modified the workplace at the UOB Scan Hub so it is able to offer meaningful employment opportunities to people with special needs.

Currently, people with autism make up 30 per cent of the employees at UOB Scan Hub – the Bank's nerve centre for the checking, digitisation and archiving of customer documents. Employees at UOB's Scan Hub must possess a sharp eye for detail and a methodical approach – qualities which match the abilities of people with autism.

Ms Susan Hwee, Head of Group Technology and Operations, UOB Group, said the Bank is honoured to be recognised for its efforts to champion inclusive business in Singapore.

"We began our inclusive journey at the UOB Scan Hub with the vision to create meaningful and long-term job opportunities for our employees by understanding and focusing on their different abilities. It is heartening to see that this journey has touched the lives of many of our employees and their families. At the same time, the Bank has also benefitted from having a stable and reliable team of employees who are committed and enthusiastic about their work because the tasks draw on the strengths that they have," said Ms Hwee.

Training and career opportunities at UOB Scan Hub for people with special needs

UOB partnered with the Autism Resource Centre's (ARC) Employability and Employment Centre to establish a structured employment process including selection, onboarding, training and counseling to help its new employees

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with autism succeed. Besides redesigning work processes under the guidance of ARC, the Bank assigned work buddies to each employee to help them adjust to the working environment. In addition, ARC placed job coaches onsite to guide their work and to train supervisors on how to manage employees with autism.

Since redesigning the roles and hiring the team at UOB Scan Hub, employee turnover has decreased and overall work productivity has increased. UOB will continue to invest in training and developing career progression plans to help employees with special needs take on more responsibilities at the Scan Hub.

Mr Tay Wei Qun, an employee with autism who works as a clerical assistant at the UOB Scan Hub, looks forward to expanding his job scope and career opportunities with the Bank. He has been working at UOB Scan Hub for a year. "I like everything at UOB Scan Hub and I can learn many new things," said Mr Tay.

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About United Overseas Bank

United Overseas Bank Limited (UOB) is a leading bank in Asia with a global network of more than 500 offices in 19 countries and territories in Asia Pacific, Western Europe and North America. Since its incorporation in 1935, UOB has grown organically through a series of strategic acquisitions. UOB is rated among the world's top banks: AA1 by Moody's and AA- by Standard & Poor's and Fitch Ratings respectively.

In Asia, UOB operates through its head office in Singapore and banking subsidiaries in China, Indonesia, Malaysia, Thailand and the Philippines, as well as branches and representative offices.

UOB plays an active role in the community, focusing on art, children and education. It has, over more than three decades, held the longest-running art competition in Singapore, the UOB Painting of the Year, which has since been extended across Southeast Asia. In recognition of its contributions to the arts, UOB was conferred the Singapore National Arts Council's Distinguished Patron of the Arts Award for the tenth consecutive year in 2014. UOB also encourages its employees across the region to be involved in its regular volunteer activities. This includes the annual UOB Heartbeat Run which is held in China, Indonesia, Malaysia, Singapore and Thailand.

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