

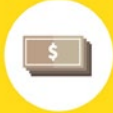
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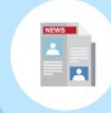
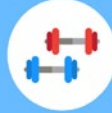
BABY BOOMER

1940 to 1960s



GENERATION X

1960 to 1980s



GENERATION Y

1980 to 1990s



An Inclusive Workplace

A Note from Our Executive Director



Dear colleagues

You are an important stakeholder to the continued success of the NSL Group. NSL remains committed to nurturing and investing in you, and ensuring that we establish an inclusive workplace.

One key aspect is to enhance the communications within the company and at the Group level. In the last five years, various platforms of communications have been put in place to connect and promote interactions amongst employees at all levels.

NSLink, our quarterly electronic newsletter was specially created for staff of NSL Group in 2012. The newsletter links up staff locally and overseas and keeps employees abreast of the key news and activities going on in NSL Group. On top of that, the NSL intranet

has been refreshed to provide staff up-to-date information about recent company announcements, news, and also acts as a platform for sharing IT and safety tips, and posting of photos from activities organized by NSL Sports & Recreation Club (SRC) for the companies in Singapore.

In recent years, Town hall meetings have been conducted with various business units' senior management to align everyone in the Company's direction. The Employee Engagement Survey in NSL Group's was launched two years ago to listen and engage our staff.

SRC activities were expanded to include self-enriching workshops such as photography, mooncake, sushi and soap making, allowing staff to learn new interests and interact beyond work.

To cater to the growing interest of social media, NSL Facebook and LinkedIn accounts have also been set up to keep current and potential staff informed of the corporate highlights in the Group.

The overall suite of communications was launched with the objective to foster greater interactions between generations and ranks as well as to create a more unified workforce that will propel the Company to greater achievements.

We hope we have met your needs on this area and are open to any other suggestions to improve on the existing staff engagement initiatives. Together with your participation, we will strive to make NSL an inclusive and better workplace for ALL.

Oo Soon Hee

Effective Management of a Multi-Generational Workforce

“Diverse skill sets, knowledge, experience and unique perspectives of each generation provide employees opportunities to grow and learn from each other.”

With age demographics changing across the world, Generation Y, or Gen Y, is going to be the most critical workforce in the coming years. Gen Y is defined by those born between 1980 and 1995; they are known to be more creative, tech savvy, green and energetic, care of a work-life balance.

Among the different generations of employees, Gen Y has developed a reputation for being difficult to manage, more demanding and quick to change jobs. A study by Kelly Services, Kelly Global Workforce: The Evolving Workforce, found that 85% of Gen Y participants stated that they would move to find the right job. With such high mobility, organizations are using various ways to engage their Gen Y employees in order to manage the expectations of these workers.

In the NSL Employee Engagement Survey 2015, NSL Group had an overall employee



engagement score of 71%, which was the same as the previous year. The survey revealed that Gen Y were deemed to be less engaged, with an engagement score of 67%. The survey also highlighted that Communication, Leadership & Collaboration were crucial in leading employee engagement initiatives although these key drivers have seen improvement in 2015 compared to 2014.

Strengthening Communications

Throughout the Group, communication is open with regular formal and informal meetings which serve as a platform to connect employees with senior leaders; to share and be involved in business activities and also increase connectivity among staff. To further harness communication, HR has encouraged all units to make a concerted effort to embrace two-ways communication in various platforms to bridge the gaps in the multi-generational workforce.

The difference in preferred communication styles across generations cannot be ignored; hence both formal and informal ways of communication are encouraged. To facilitate this, there are town hall meetings -where management shares short and long-term goals to ensure employees are aligned with the company's objectives and plans- are arranged; informal chats and one-on-one feedback or coaching sessions.



Techno-savvy platforms for employees to voice their opinions such as “pigeonhole” approach and sharepoint are also offered. Some of the business units have initiated a committee to look into communication, for an example, NSL OilChem Waste Management has created a Staff Engagement Committee to help employees to voice out problems and challenges they are facing; Eastern Pretech (Singapore) has implemented Staff Suggestion Boxes in various locations to gather ideas or feedback from staff. It is strongly believed that a well-informed workforce is better equipped to carry out their duties, making the workplace more enjoyable and productive.

Good Leadership

The survey also surfaced that leadership is an area of focus. According to McKinsey research, good leadership is a critical part of organizational health. Leadership for a multi-generational workforce requires a different skill set to achieve maximum performance in the workforce. Leaders need to understand and value the diversity resulting from generational differences, varying perspectives and differing goals.

Based on McKinsey study, four leadership behaviours strongly result in leadership effectiveness:

- Solving problems effectively – a process that precedes decision making is problem solving, when information is gathered, analyzed and considered.
- Operating with a strong results orientation – besides the ability to develop, communicate vision and setting objectives, good leadership must follow through to achieve results, place emphasis on importance of efficiency and productivity as well as prioritize the highest-value work

- Seeking different perspectives - monitor trends that affect the organization, grasp environmental changes, encourage employees to contribute ideas and differentiate between important and unimportant issues



- Supporting others – Leaders with high EQ are understanding, have sincere interest in employees, build trust and inspire others to overcome challenges, allay unwarranted fears about external threats and preventing internal conflicts.

Therefore, leaders need to embody these behaviours to enhance their understanding of generational differences in work ethic, values, behaviours and improve employee engagement.

Enhanced Collaboration

Another area of focus is enhancing collaboration among the multi-generational workforce. Diverse skill sets, knowledge, experience and unique perspectives of each generation provide employees opportunities to grow and learn from each other through cross department/section projects or even across business units.

In conclusion, NSL noted it is important to address the multi-generational gaps so as to create an inclusive work culture that will enhance employees' capabilities and leverage on their strength and values for a happy workplace.



Bridging the Generation Gaps

In a typical organization, there could be three generations working in a company.

The importance of understanding and accommodating to the behaviour of each generation in

the workplace prompted us to investigate the perspectives of Gen Y, who form the bulk of the workforce in the Group.

In our short survey, Gen Y staff were asked to answer

four questions regarding their expectations of an employer. Comments from HR managers on suggestions to help Gen Y blend into the workforce were also included.

Interview with Gen Y

Some 19 Gen Y from NSL, Eastern Pretech (Singapore and Malaysia), NSL OilChem Waste Management, Emix and Raffles Marina took part in the survey.

Q1. What is in your wish list when you look for a company to work for?

Top 5 choices are:

- 1 Good remuneration package
- 2 Supportive boss and colleagues



- 3 Work-life balance
- 4 Career advancement opportunities
- 5 Challenging job scope

A small percentage of them also expressed that company branding, work culture, location and establishment of the company are also considered.

Q2. How long do you think you would stay in a company?

37% of Gen Y interviewed gave a fixed duration on their length of stay

at a company ranging from 2-5 years. 21% had no plans to leave their company as at the time of interview. The remaining 42% supplied various conditions that would affect their length of stay. For example, as long as there are growth opportunities or their career advancement is on track or whether they are able to stay happy and motivated.

Q3. What do you think are the characteristics of Gen Y at work that they can improve on? Is there any training or workshop you hope will be provided to help you improve in that area?

There are varied answers, majority of respondents have selected lack of interpersonal skills, lack of dedication, commitment and motivation and unrealistic expectations.

They suggested that communication and interpersonal enrichment workshops and team building activities could help improve on the aforementioned areas.



Q4. What kind of staff engagement program do you hope that we have?

The top three picks of staff engagement programs are overseas cohesion trip (26%), regular gatherings over food and/or entertainment (26%) and inter-department team building workshops (16%). Some of them suggested programs such as knowledge sharing sessions, motivational programs and anonymous forums with the management.

Interview with HR Managers

Another survey was conducted with the HR managers of key subsidiaries. The aim of the survey was to tap on their experience as HR practitioners, as well as hear their suggestions on helping Gen Y transit better into the workplace and the staff engagement programs organized.



1 What do you think are the expectations of Gen Y when they consider working for a company?



- Work-life Balance
- Career prospect
- Branding
- Financial health
- Culture

2 Characteristics that you think Gen Y staff can improve on. Please suggest any suitable training or workshop.



Characteristics to Improve:

- Immediate Gratification
- Self-Centeredness
- Materialism

Suggestions:

- Self-evaluation and attitudinal change training.

3 What are some staff engagement programs organised by your department?



- Bonding within each subsidiaries eg 'makan' (eating) session
- Family day
- Town hall meetings
- Dinner & Dance



Serene Choi
VP, NSL/Eastern
Pretech (Singapore)



Teoh Teik Aun
Senior Manager,
Eastern Pretech
(Malaysia)



Peon Liu
HR Manager,
EMIX Hong Kong (EIH)



Marine Chan
Senior Manager,
NSL OilChem Waste
Management (NOC)



Samuel Lee
HR Manager,
Raffles Marina

- Salary package
- Understanding superior & co-workers
- Working environment
- Location

Characteristics to Improve:

- Commitment
- Communication
- Knowledge & Skills

Suggestions:

- Effective communication, OJT training, Excel skills.

- Salary package
- Career prospect
- Work life needs to be fun and engaging.

Characteristics to Improve:

- Communication

Suggestions:

- Regular informal meetings with their team members. Eg, lunch, happy hours etc.

- Understanding bosses & colleagues
- Career prospect
- Praises for job well done
- Training opportunities

Characteristics to Improve:

- Communication

Suggestions:

- Face to face communication or phone calls instead of email or online chat.

- Dinner & Dance
- Departmental birthday celebration monthly
- Celebration of Malaysian festivals at staff's house

Regular staff activities with team building elements, social services, and short trips.

Gen Y colleagues appreciate that the fridge is well-stocked with snacks and drinks.

- Dinner & Dance
- Yearly retreat for line supervisors and above
- Town hall meetings for different groups of employees
- Festive celebrations

Our yearly retreat received overwhelming feedback. The activities organized allowed staff to team with colleagues of different age group from different departments and know each other better.

- Dinner & Dance
- Yearly Chinese New Year celebration
- Departmental gathering

NSL Registered Better Performance in 1Q2016

Group Turnover increased 9% to \$108.4 million

Group Profit before tax rose to \$9.6 million

Financial Highlights (Continuing Operations)	THE GROUP		
	1Q2016 S\$'000	1Q2015 S\$'000 (restated)	Change %
Group Turnover	108,380	99,892	9
Group Profit Before Tax	9,632	3,677	162
Group Profit Attributable to Shareholders	8,102	2,229	263
Earnings Per Share (cents)	2.17	0.60	263

NSL Ltd reported a better performance for the first quarter ended 31 March 2016 compared to the same period last year. Turnover improved 9% to \$108.4 million in 1Q2016 compared to \$99.9 million in 1Q2015. Group Profit before Tax increased from \$3.7 million in 1Q2015 to \$9.6 million in 1Q2016.

The improved performance was mainly attributable to higher revenue and contributions from Precast and Prefabricated Bathroom Unit (PBU) division. Environmental Services division's performance declined amid the prolonged weakness in oil price.

After taking into account income tax, the Group reported a profit attributable to equity holders of \$8.1 million in 1Q2016 compared to \$2.2 million in 1Q2015.

Outlook

The Precast businesses in Singapore and Malaysia continue to face competitive market conditions with downward pressure on project margins. Performance of both Dubai Precast and Parmarine is expected to remain satisfactory underpinned by healthy order book.

Performance of the Dry Mix business across the region is expected to remain satisfactory

supported by firm demand. The division would continue to broaden its product offerings in its key markets.

In the Environmental Services division, the Recycled Fuel Oil ("RFO") business will continue to face very difficult market conditions amidst the prolonged weakness in oil price. The distribution business and waste management services are expected to remain subdued.

The business of our associate PEINER SMAG Lifting Technologies GmbH ("PSLT") is expected to be challenging in the light of weak market conditions.

EP Attains Green Label



Products that attained the Green Label: hollowcore slabs, prestressed planks, precast panels

Eastern Pretech (Singapore) (EP) is pleased and proud that they were awarded the Green Label certificate for their precast products on 18 December last year. The products awarded are namely - hollowcore slabs, prestressed planks and reinforced concrete precast panels. The Green Label certification is a scheme under the Singapore Environmental Council (SEC) that awards Companies for environment-friendly products. The award attests to EP's pro-environment approach and commitment towards sustainable construction.

The construction industry consumes a large part of mankind's non-

renewable resources. EP, being a leading regional manufacturer of reinforced concrete precast products for the construction industry, uses construction raw materials such as cement (Ordinary Portland Cement) or OPC.

OPC is a critical component used within concrete formulations. It allows the concrete mix to harden and to bind the other concrete material constituents such as sand and aggregates (stones) together to form the hardened concrete or precast products. OPC contributes a very significant amount of carbon dioxide emission (equivalent) during its production process, making a

huge and significant impact on the environment. With the reduction of OPC in the concrete, the negative impacts of its production will be mitigated. EP utilizes a 20% partial replacement or substitution of OPC with Ground Granulated Blast-furnace Slag (GGBS) which is a much more environmentally friendly raw material. GGBS is a by-product or waste which is obtained by quenching molten iron from steel manufacturing.

It is not without challenges to replace OPC even partially with GGBS at 20% as reduction in OPC within the concrete formulation would adversely affect the critical characteristics of the concrete, such as strength, curing time, consistency, etc. This results in some difficulties in production which inadvertently affects the production cycle. However, despite the technical constraints and the unique dry concrete blend (zero slump) requirement to suit EP's proprietary hollowcore Variax machines, a systematic investigation approach and experimentation was carried out which helped produced EP's own and Singapore's first green-labeled hollow core concrete products.

The Green Label enhances EP's competitiveness as it differentiates EP from their competitors.

Hollowcore Variax machine in operation



The Secret to Retaining Gen Y

In EMIX Hong Kong's (EIH) office, more than a third of their workforce is Gen Y, aged 35 years and below. "Managing Gen Y can be challenging and I like to work with them as they bring skills, innovation and creativity," said Peon Liu, EIH's HR Manager who is a Gen X.

Most people agree that younger colleagues are motivated by things other than money. They are armed with confidence, enthusiasm and a healthy belief that there is more to life than just work. From their experience with video and mobile games, they believe that there is more than one way to achieve a goal and have developed a playful mentality. As such, work life to them needs to be fun and engaging.

Peon attributes EIH's low turnover rate for Gen Y to team-building activities. She emphasised that team building is a very practical technique to motivate staff. The games help build better relationships among teams, develop employee motivation, improve communications and most importantly, are fun.

For example, staff joined a three-day, two-night trip to Xiamen, China, as one of the staff activities last year. It was a good opportunity to implement team-building elements to gel the different generations. A working committee comprising Gen Y was formed so that they could be involved in the planning of activities and even the design of their own travel booklet.

About 20 of them were divided into two groups since most of the games involved competitive elements. The first game was to brainstorm a

name and slogan for their group. The competitive mood sent a buzz through the teams; cheer slogans boosted team players' motivation and encouragement. Games such as short quizzes and involving role play were simple and fun. Everyone contributed and was rewarded with gifts.

Back in the office, management set aside budget for casual department meetings outside of office over lunch or happy hours etc. The department heads are assigned to lead some topics in relation to job improvements during the meetings.

Other than team building for staff, EIH also applies team-building techniques in motivating colleagues to share their love for the less fortunate through participating

Our self-designed travel booklet!



in social voluntary services. Last year, a dance crew from EMIX was formed to make their debut stage performance in a Teenage Volunteer Carnival organized by the Government District Council. Besides developing their dancing potential, the performance led to a closer bond between them.

In conclusion, HR management sometimes is as much art as science. There is no perfect operating manual that fits all employees. In many ways, it comes down to understanding what makes each employee tick, which is something EIH has always had to do.



Taking a lunch break from activities



Relishing in the win during a team building activity



The enthusiastic Gen Y in Emix Hong Kong

Life at NOC

A People-centric Company

Safety is paramount; NOC continually strives to create a safe and healthy environment for employees. Work processes are regularly reviewed and staffs are trained to ensure that they understand the value of a safe and healthy work culture.

NOC adopts an open culture. Employees are free to talk to their supervisors or even walk into the CEO's office. The openness creates better relationships among employees and increases productivity as they are more engaged and creative. Adding to this is a variety of staff engagement programs organized by HR such as a yearly retreat for line supervisors and above, town hall sessions for different groups of employees, festive celebrations and annual dinner to enhance communications and bonds between employees.

Since it was incorporated, NSL OilChem Waste Management's (NOC) business has expanded to provide hassle-free, one-stop integrated services for oil-and-chemicals management. The NOC Group grew from a humble team of 16 in 2005 to the 250-strong workforce today. NOC values it people and have since strengthened its programs for the well-rounded care of its staff.



Penang retreat in 2015 –one of the well-received staff engagement activity



Safety training is regularly conducted to keep staff safety-conscious

Being an Exemplary Corporate Citizen

NOC promotes Corporate Social Responsibility and environmental awareness. Last year it collaborated with Yang Zheng Primary School and Hua Yi Secondary School for environmental projects and career talks. NOC also hosted a few sessions of learning journey to schools that allowed students to have an in-sight on waste management activities. In-house green initiatives were implemented to cultivate environmental-friendly mindsets.

Two Committees to Balance Work and Play

To emphasize on its commitment to being a people-centric company, the Staff Engagement Committee (SEC) was set up in 2016 and is specially tasked to execute activities that connect and motivate employees resonating with the organizational culture and core values. It is to also promote and drive green initiatives, corporate social responsibility in the company, as well as support NSL's Sports and Recreation Club's events. SEC is helmed by Chairman Marine Chan and Vice Chairman Wong Sau Jun.

Another committee, the Innovation Work Improvement Team (iWIT) was also set-up in 2016. The objectives of the committee is to ensure operation optimization, reduction of operation and maintenance costs across the entire organization and the new development of waste management services to customers. iWIT is chaired by Dr Zhang Zhongbo and vice chaired by John Mehm.

These two committees balance work and play for the employees of NOC, contributing to overall increase in productivity which will result in improved service and value-add for their customers.



Staff let their hair down at annual dinner 2016



A Chat with Gen X and Y at NOC

To help them understand more about each other, the HR at NOC conducted a mini-interview with two Gen X and five Gen Y staff. Their answers were summarized and presented as below.

Gen Y, do you have any communication barrier with Gen X? How do you propose to improve on that?

Not at all. But to improve on existing communications, Gen Y should understand that using media is not the only way of communication in the organization. By putting in a little effort to make a phone call or meeting that person directly to talk is a more effective way of bringing individuals closer.

For verbal or non-verbal approach, it will be better that the content is specific and straight to the point in order to communicate in a more effective manner.

Gen Y, what will make you more motivated to put in the extra mile at work?

It will be good if there is some incentive program or recreational activities for employees and their families. It also helps if our bosses are understanding and encouraging, and recognize our efforts put into our work. We are motivated by challenging work too.

Gen X, do you have any communication barrier with Gen Y? How do you propose to improve on that?

I think not. We can consider a few things to improve on our communications to establish and build trust. We should take the initiative and show empathy by listening and asking questions. We could observe and adapt to each other's behavior and communicate openly.

Gen X, do you have any suggestions to motivate Gen Y?

As their mentors, we should give encouragement and regular feedback to Gen Y. Send them for training and respect their views. They can also be given some leeway to do things their own way but we should guide them to be better employees of character and of work.

Organise get-together session where both Gen X and Y can mix and gel. Getting to know each other helps to recognize and encourage the strength of one another.

HR Initiatives



Staff Birthday Gift

Since 2014, the Club's management has been presenting FairPrice and Bengawan Solo vouchers to staff as birthday gifts. This year, the management has decided to bring their birthday celebration to their second home i.e. Raffles Marina (RM). All staff will be presented with F&B vouchers to celebrate their special day at the Club, either with their loved ones or colleagues which is redeemable at any of the three food outlets.



Perfect Medical Award

There has been an increasing number of staff taking their health more seriously over the years. In 2014, 28 recipients received the Perfect Medical Award, in 2015 there were 31, and in 2016, 39. To qualify for the Award, staff must not be on medical leave and should not have incurred any medical expenses for the entire year. The scheme has been in place since 2002 and along with the award is a monetary reward of \$200 as an encouragement. RM believes that this trend will continue to increase in the coming years.

NSL Employee Engagement Survey 2015

46 staff participated in the NSL Employee Engagement Survey 2015. Four debrief sessions for Staff were organized to talk about the results and discuss their views. The sessions were interactive and staff were more than willing to offer ideas and suggestions.

RM Goes to ADEX 2016

The Asia Diving Expedition this year took place at Suntec City Convention Centre on 15 to 17 April. The annual event saw 273 booths and 1,388 new divers, kicking off with a 'Sea Horse' theme, which focuses on the conservation and study of these gentle creatures.

A good mix of attendees, particularly young adults, were keen on taking up diving as a hobby. Booths at the event had the latest gadgets, diving equipment and travel packages to beautiful dive sites such as the Maldives and Boracay.

Raffles Marina under the Blue Green Alliance (BGA) banner had the honour to be at The

Singapore Pavilion – an exclusive booth managed by the National Parks Board (NParks) celebrating Singapore's First Marine Life Park situated at Sister's Island.

BGA is a joint environmental responsibilities agreement between Raffles Marina, Nature Society (Singapore) and Asian Geographic Society. Its aim is to forge a strategic alliance, to further the causes of marine leisure, marine conservation and the well-being of the marine eco-system in Aseanarean, which is home to the world's highest marine biodiversity. Its means will be consultation, co-operation and corporate social responsibility. The agreement will allow each party to

leverage on each other's attributes, visions and missions; identity and realize synergies; and spin off projects to achieve its aims.



NPark's Singapore Pavilion where RM has a booth.

Winners of Start Snapping Away!

Did you know NSL has a multi-talented workforce? Shutterbugs from subsidiaries locally and regionally sent in their entries for the photo contest that was advertised in the previous issue. NSLink has received a total of 56 photos from 19 contestants.

The judges, Mr Chia Tong Hee, SVP, Finance and Corporate Services Division and Ms Yvette Tan, AVP, Corporate Communications were astounded at some of the quality of photos received for the contest!

NSLink would like to congratulate the winners and thank everyone for submitting your photos. We look forward to more participants for future contests!



1st prize

Malig Juvy, Eastern Pretech (Singapore)

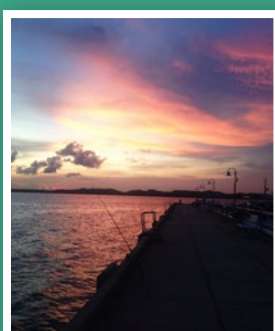
“Until The End”



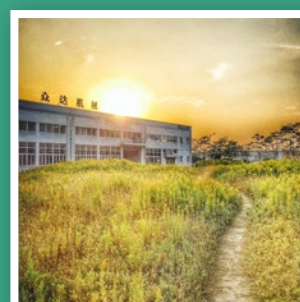
Consolation Winners

Due to good response and many quality submissions, consolation prizes were given to five more participants. Each winner walked away with a Logitech wireless mouse.

Salamah Binti Hamid, Raffles Marina
“View of Raffles Marina at Breakwater during sunset”



Tee Liang Yuan, RAM SMAG Lifting Technologies
“Path & Home”
(Taken in Changshu Factory, China)





2nd prize
Liew Kok Heng,
Eastern Pretech (Singapore)
“EMIX Sungei Kadut Plant”



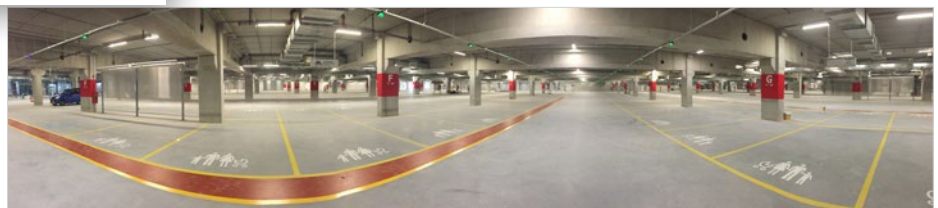
3rd prize
Hong Yiying,
NSL Chemicals
“Eco-Pavement”



4th prize
Melchor Calipayan,
Eastern Pretech (Singapore)
“People behind our products”



5th prize
Lee Mun Sam, Eastern Pretech (Malaysia)
“Completed Car Park Floor of IKEA Cheras, Kuala Lumpur”



Chek Mun Wai, Eastern Pretech (Singapore)
“2 families, great fun!”

Yong Chiang Boon, Eastern Pretech (Singapore)
“Men at Work”

Mandy Kuan, Raffles Marina
“Sunny day at Raffles Marina lawn”



EPS Wins Medals from BATU Cricket Tournament



Eastern Pretech (Singapore) sent three teams to participate in the Building Construction and Timber Industries Employees' Union (BATU)'s annual cricket competition on 24th April at Farrer Park Field. BATU is one of the industrial unions in Singapore taking care of a wide spectrum of 35,000 members in the construction, waste/property management, cleaning and timber-related industries.

A total of 10 teams competed in the tournament and EPS teams emerged as first and second runner-up while the champion title went to Hong Leong team. The event was graced by Mr Zainal Bin Sapari, Member of Parliament for Pasir Ris – Punggol and BATU's Executive Secretary.



NOC Bags Second Runner-up

A team of nine from NSL OilChem Waste Management (NOC) put up a tough fight in an annual soccer tournament at Ngee Ann Polytechnic Sports Complex organized by the Association of Singapore Marine Industries (ASMI). ASMI is a non-profit trade association formed in 1968 to promote the interests and advancement of the marine industries in Singapore. The team comprised members from different business arms of NOC and played against 18 teams from companies such as Jurong Shipyard Limited and ST Marine, eventually conquering the semi-finals, and bagged a trophy for second runner-up. The champion of ASMI 21st Soccer Tournament was Keppel Shipyard – Gul team.



NSL Receives SSO Benefactor Award



It was an honour bestowed on the company when NSL received the Singapore Symphony Orchestra (SSO) Benefactor Award on 17 April at the SSO Benefit Dinner for having contributed more than \$1 million to SSO over the years.

Professor Cham Tao Soon, Chairman of NSL Group, received the award presented by Ms Grace Fu, Minister for Culture, Community and Youth, on the company's behalf at the

dinner which was attended by over 470 guests. Held at Ritz-Carlton Millenia, the benefit was organized by members of the SSO Ladies' League which is chaired by Mrs Odile Benjamin.

A long standing sponsor of the arts, NSL has supported SSO for over 30 years and is currently the Official Postage Sponsor of the orchestra. NSL's support has been instrumental in helping the Orchestra

communicate with their members and reaching out to the community-at-large for SSO to bring great music to the audience.

Want to enjoy a concert by SSO? We are giving away three pairs of tickets to Shakespeare 400: Javier Perianes Plays Grieg on 26 August, 7:30pm at Esplanade Concert Hall.

Write in to nslink@nsl.com.sg by 12 August and you might just get lucky!

Back to School

Eastern Pretech (Malaysia)'s (EPM) annual dinner held on 27 February was an unforgettable and fun evening. Themed "Back to School", employees from various work locations travelled to KSL Resort in Johor Bahru in their costumes with most of them in their old school uniforms.

The event started with a visit to Seelong factory in Johor, where employees from Kuala Lumpur, Beranang and Sungei Petani were taken to a tour by EPM General Manager James Ng. Thereafter the evening started with various performances and games organised by EPM's Sports, Welfare and Recreation Committee.



CEO KP Ng (middle) with recipients of long service awards



Employees showing off their dancing skills



Kudos to the SWRC Committee Members for the great event



Winners of the Best Dressed Awards

DPC's 10th Anniversary



Dubai Precast (DPC) obtained its license to operate 10 years ago, in April 2006. In celebration of this significant milestone anniversary and in appreciation of staff contribution for the past year, an annual dinner was organized for the staff in February. Everyone enjoyed the cool winter evening in the lush greenery of the Grand Hyatt Hotel grounds, a welcome relief from the usually hot desert climate.

During the dinner, CEO Matti Mikkola presented some old photos of the factory from 10 years ago when there was nothing much but a sandy plot of land and great ambitions to build a sustainable business. A slide presentation summarizing events and projects of the past years brought everyone a trip down memory lane, reminiscing the good and tough times experienced together.

The very first long-service award for 10 years of service was awarded to Jaime “James” Bautista, who was one of the first staff to join DPC in Dubai. James had been working for Eastern Pretech many years before coming to DPC. Staff turnover is very low in the company, and the CEO looks forward to presenting the award to many more staff in the years to come.



Let's Battle It Out!

On 15 April, the first Sports and Recreation Club event of the year saw over 70 pax from Singapore business units in the Group battle it out in an indoor laser tag tournament. Indoor Laser Tag is an interactive game where players attempt to score points by tagging opponents with a phaser gun in a dark room. There were a total of 12 teams and in each round, three teams took turns to play against each other. Participants had strapped on their equipment excitedly, discussing strategies before slinking away to their chosen corners to prepare for the onslaught.

Some went in with guns blazing, some were free targets, some were frequent targets; there were occasional surprised screams and shouts. Most agreed that it had been too long since they last had any form of physical activity.

After two grueling rounds, the top three teams with the highest scores were picked for the final round. Meanwhile, teams who were waiting for their turn in the arena were occupied with a mini-game called Spaghetti and Marshmallows. The objective of the game was to build the tallest tower using only spaghetti and marshmallows. The winning team came from NSL OilChem Waste Management (NOC).

Team Eastern Pretech (Singapore) prevailed against the other two teams and emerged as champions of the tournament while the first runner up was the IT team, followed by second runner up NOC.



▲ Excited players ready to hash it out in the arena



▲ Tournament champions from EPS



▲ Winning team of mini game from NOC



▲ Team Emix applying technical knowledge to their spaghetti tower

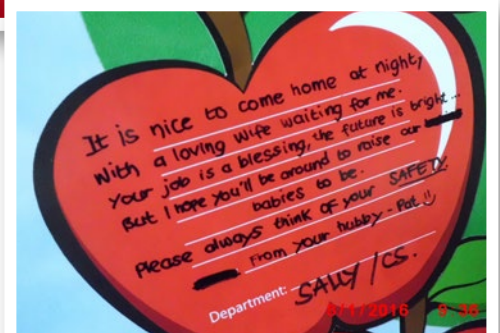
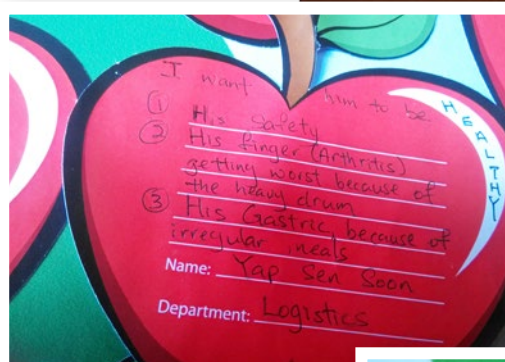
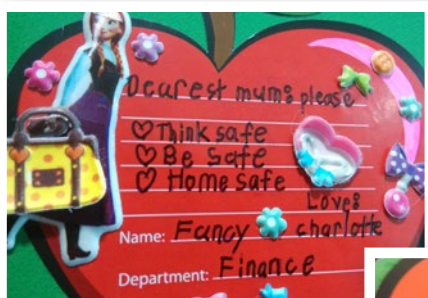
Pledge for Your Loved Ones

NSL OilChem Waste Management (NOC) held a thoughtful safety campaign in December 2015 to promote and encourage workplace safety and health awareness among all employees. The aim of the campaign was to create a stronger safety culture which is motivated not only by superiors in the workplace but also their loved ones. Staff gave their family specially designed 'apple' memos to write messages to be hung on a Pledge Tree. It is hoped that the messages, also called Safety Pledges, would serve as a loving reminder and encouragement to employees to work safely.

For those with families overseas, the messages were contributed by their friends. The Apples were then hung on four Pledge Trees located in NOC Gardens at 23 and 26 Tanjong Kling Road and 10A Tuas Avenue 12. To encourage participation, the 10 best messages were awarded shopping vouchers and had their family invited to join them at the NOC Annual Dinner held in February 2016.



Here are some heartwarming entries:



Fatty Liver Disease on the Rise in Young Singaporeans



What you should know about fatty liver disease

Once considered a middle-aged disease associated with excessive alcohol drinking, fatty liver disease is now affecting more young people who drink little or no alcohol.

“The incidence of fatty liver in Singapore is increasing just like in most parts of the developed world. Many of the relatively young people whom I treat for gallstone disease also have fatty liver,” says Professor Pierce Chow, Senior Consultant at the Department of Hepato-pancreato-biliary and Transplant Surgery at Singapore General Hospital (SGH), a member of the SingHealth group.

The good news is a simple fatty liver condition is reversible in most cases.

However, if it is not managed properly, it can lead to a more serious liver disease called non-alcoholic steatohepatitis (NASH) where the fatty liver becomes inflamed.

NASH may progress to permanent scarring and hardening of the liver, a condition called liver cirrhosis. People with liver cirrhosis have a higher risk of liver cancer.

Symptoms of fatty liver disease

Early non-alcoholic fatty liver disease usually shows no symptoms. However, you may experience the following:

- Tiredness
- Bloating
- Loss of appetite
- Pain in the right upper abdomen

Late symptoms relate to the complications of liver cirrhosis and include nausea, jaundice, swollen abdomen and poor concentration. A fatty liver also carries a higher risk of liver failure, should surgery of the liver be required, says Prof Chow.

What causes fatty liver disease?

A fatty liver is an abnormal accumulation of fats in the liver cells.

Non-alcoholic fatty liver is closely linked to obesity, diabetes and the metabolic syndrome, conditions which are also on the rise. Studies have shown that 80 per cent of obese people and 70 per cent of people with diabetes have fatty liver disease.

High cholesterol and high blood pressure are also correlated with fatty liver although fatty liver can be found among the young and thin with no high blood pressure.

Why do we need a healthy liver?

The liver, located in the right upper abdomen, is a key organ. It keeps the body in optimal health by performing metabolic and detoxifying functions.

A healthy liver regulates the amount of fat, protein and glucose in the blood. It processes nutrients from the intestines. It also removes toxins and drugs from the bloodstream.

Treatment of fatty liver disease

Management involves diagnosing and treating the underlying cause of the fatty liver disease. “With counseling, a few of my patients became very motivated and managed to reverse their fatty liver disease through disciplined lifestyle changes,” says Prof Chow.

It is important that young people with fatty liver take steps to control their weight and glucose levels to prevent the condition from deteriorating, adds Prof Chow.

Steps to reverse a fatty liver

1. Cut down on carbohydrates.
2. Eliminate refined sugar, e.g no sugar in coffee.
3. Eat plenty of vegetables, whole grains, seeds and nuts, pulses and legumes.
4. Exercise at least five times a week. Each session should last at least 30 minutes. It can be any form of exercise but it should at least raise the pulse rate moderately.

With expertise from the Dept of Hepato-pancreato-biliary and Transplant Surgery at:



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