

A NOTE FROM OUR EXECUTIVE DIRECTOR



Dear colleagues

In a blink of an eye, we are in the mid of year 2013. I would like to thank all of you for the hard work for this first half of the year.

At NSL, we recognise that our employees are our greatest asset and a key stakeholder group to the continued success of the Group.

We remain committed to nurturing and investing in our people. To ensure that our people are in the pink, health screenings are organised within the Group. Safety committee is also in placed to ensure everyone returns to home safely after work.

To establish an inclusive workplace, employee engagement activities are organised throughout the year, for staff bonding. Several of our business units have also initiated exciting programmes to engage with employees, creating robust synergies amongst all. Read on to find out more about it in this issue!

NSLink was launched a year ago to promote interactions with and amongst employees from various companies, locally and overseas. I am delighted to know that that the publication is well-received and each of you has your favourite read. I would like to express my appreciation to the editorial committee for their dedication to NSLink, making it an interesting read and linking up all employees within the Group.

In line with NSLink first birthday, the committee has also refreshed the look of the publication and adopted an electronic book (e-book) for intranet users. We hope you will like it.

Oo Soon Hee

Feature

NSL

FIRST QUARTER RESULTS

NSL Group turnover in first quarter of 2013 increased 18% to S\$113m from S\$95.5m in the previous corresponding period.

The improved performance was mainly driven by strong revenue growth in both the Construction Products and Engineering Divisions.

Despite higher revenue, Group profit before tax fell 22% to S\$15m due to lower profit before tax performance by three of the Group's Divisions

- Construction Products (-14%), Environmental Services (-20%) and Chemicals (-16%).

Group profit before tax performance was also affected by the absence of dividend income in the current quarter as against a dividend income of S\$2 m in 1Q 2012. A contribution from the Engineering

Division, which reported a small operating profit in 1Q 2013 against a loss of S\$1.2m in 1Q 2012, partially mitigated the impact.

After taking into account exceptional items and income tax expenses, profit attributable to shareholders fell 18% to S\$14.5m.

	THE GROUP		
	1Q 2013 S\$'000	1Q 2012 S\$'000	Change %
Group Turnover	112,969	95,521	18
Group Profit Before Tax (excluding exceptional items)	14,970	19,080	(22)
Profit Attributable to Shareholders	14,521	17,724	(18)
Earnings Per Share	3.89	4.74	(18)



Feature

NSL

NSL'S GREATEST ASSET – OUR PEOPLE

At NSL, we believe in building people and polishing them to their finest grade.

Employees are our greatest asset. Human Capital is core to our success at NSL. Hence, we strongly believe in cultivating, nurturing our human capital through various staff engagement programmes. Apart from a safe and conducive workplace, we embrace an open culture of diversity and inclusiveness, providing equal opportunities and fair employment practices.



Having a good dose of fun during annual dinner & dance in 2012.

Work-Life Balance

NSL champions work-life balance, integrating work and play in our workplace. Sporting & outdoor activities, family day and educational talks are organised throughout the year by the Sports & Recreation Club (SRC) in collaboration with Human Resource Departments in the Group. Employees also get to bond and have fun at annual dinner & dance, Christmas celebrations and etc.

Some of our businesses have also engaged employees through some interesting initiatives. For an example, ChangShu RAM Engineering has built not only a heritage gallery for employees and visitors to understand the history of RAM, but also a staff recreation centre where employees can hang out and relax and recharge themselves for work.

Raffles Marina, on the other hand, offers employees one day leave for their birthday and free boat rides to fish farms and across international waters, amongst others.

Upgrade Skills and Competencies

Enhancing the skills and knowledge of our employees is pivotal in nurturing the talents in our employees and creating a sustainable talent pipeline. Staff are encouraged to upgrade their skills and competencies through learning and development programmes on the job, projects and trainings. NSL scholarship programme is an integral part of our talent development programmes in building up our leadership pipeline for the Group. Employees with potential, passion and drive to succeed will be rewarded in their career progression. NSL has a robust performance management system that ensures fair and equitable recognition of staff performance based on merit.



NSL Scholars get together!

Employees' Health

Health screening is organised annually for all employees besides protecting them with a suite of insurances coverage. In the biennial Singapore HEALTH Award, NSL was awarded the Silver Award by Health Promotion Board in 2012 in recognition for having commendable workplace health promotion programmes to improve employees' health and well-being.



Awarded the Silver Award by Health Promotion Board in 2012.

Feature

NSL

NSLINK CELEBRATES OUR FIRST BIRTHDAY!

We would like to thank all readers for your support over the last one year!

Last issue, we encouraged readers to submit their feedback on NSLink. We are very heartened and delighted to know that the publication is well-received and each of you has your favourite column! Thank you to all contributors for your greetings and suggestions, a goodie item will be headed your way! We are reviewing



some of the suggestions and would be implementing it in our coming issues. Look out for it!



I look forward with excitement to every issue of the NSLink. My favourite is the FEATURE section. It keeps me updated on what the different business units are doing and we can pick up some ideas and learn from each other. Besides featuring new appointments of new staff, it would be great to feature newly-weds or even newborn babies!

- Marine Chan, Human Resource Senior Manager, NSL Chemicals

"Life and Health" is my favourite section. I enjoyed Issue 4's "Weight Loss: Nutrition Facts and Myths" because it features timely news and provides tips to remind us to take care of our well-being and safety.

- Ong Bee Leng, Operations Risk & Compliance Executive, NSL Ltd

It would be interesting to feature staff with special interesting assignments and share with us what they do. This will give us a better idea on their tasks and any safety procedures they have to comply with. Some pictures of the tasks would also add to the excitement.

- Salamah Binti Hamid, Dockmaster, Raffles Marina

I enjoy reading NSLink as it provides a good overview on the businesses, activities and staff of all business units. In particular, I like the "Getting to Know You" section. After featuring all the senior management, it would be great to consider interviewing some of the longest-serving employees within the Group.

- Philip Lee, Chief Executive Officer, NSL Engineering

(Continue to next page)

Feature

NSL

NSLink links us up as one big family, keeping us informed of the latest development and activities of all the divisions. It provides us with short informative articles for our safety and well-being, making us feel that NSL cares us. I enjoy reading the "PEOPLE – Getting to know you" Section as it enables us to know more about the people from various subsidiaries at a more personal level. Happy 1st Birthday NSLink! Keep up the good work!

- Valerie Chuang, Senior Internal Auditor, NSL Ltd

My favourite sections are "Construction Products" and "Staff Bulletin" articles. I feel upbeat whenever I read the Staff Bulletin articles as all the employees look so happy and delighted. With just a click online, I get access to information from various offices. NSLink has indeed made all readers as ONE! Happy birthday~

- Polly Yu, Senior Personnel & Admin Officer, Eastern Pretech Hong Kong

Congratulations to NSLink on turning one! My favourite section is Life and Health which provides information of the recent SRC activities and tips for healthier lifestyle. I look forward to knowing more healthy lifestyles tips through NSLink.

- Lee Loong Siang, Technology Development & Projects Engineer, NSL OilChem

As the NSL family gets bigger, NSLink provides a platform to all employees to get to know the happenings within the group. I enjoy reading the contents of our newsletter and keeping myself abreast of the development within the group. Well done to the editorial team of NSLink!

- Lee Mun Sam, Precast Marketing Manager, Eastern Pretech Malaysia

Congratulations NSLink for turning one! NSLink has done a wonderful job connecting subsidiaries together with just a few clicks away. My favourite section is "FEATURE" as it broadens my horizon and enlightens me of the activities going on in NSL Group. To improve further, it would be good for NSLink to also publish inspirational or motivating articles that offers staff on some useful food for thoughts.

- Winnie Ti, Technology Development & Projects Engineer, NSL OilChem

NSLink is quite an easy-to-read newsletter with relevant information about the NSL group of companies. The Quiz section is a great idea! We could have a page where readers themselves can contribute their own photos and articles about everything relating to their work, daily encounters, their holiday trips, health tips, food tips etc. To encourage readers to contribute, prizes can be awarded to selected articles as well.

- Gerald Tham, Principal Engineer, NSL Engineering

NSLink provides an insight to all NSL subsidiaries, corporate happenings and features my favourite section "Getting to Know You", where we get to know more about the featured STAR, their profile and family matters. All in all, NSLink is a cool publication for us to stay connected! Happy First Birthday, NSLink!

- Rosalind Teo, Personal-Assistant, Eastern Pretech Singapore

Happy Birthday NSLink. I have learnt so much from this newsletter. The content makes me feel so proud to be part of NSL.

- Jovie Lee, Purchasing Senior Officer, Eastern Pretech Malaysia

I enjoyed reading the article on the NSL Logo. It is very interesting to learn that our logo was developed from a Chinese knot, and the symbolic meanings behind it. NSLink serves as a common communication portal that links up staff members from various companies, locally and overseas. Nice work, NSLink!

- Kevin Lai, Senior Sales Executive, Eastern Pretech Hong Kong

Feature

Construction Products

HARMONIOUS WORKING RELATIONSHIPS WITH STAFF AND KEY SUPPLIERS

Eastern Pretech Hong Kong (EPHK) Group encourages a harmonious working relationship with not just staff but also key suppliers.

For staff, a variety of activities are organised throughout the year to promote teamwork and give staff an opportunity to chat and mingle in a relaxed atmosphere. Here's an overview of the happenings.



Tea sessions are held twice a month for warehouse colleagues. A cold drink in a hot summer is certainly a good break for all the workers!



Birthday party – Sim Beng Hock, Consultant (pictured in red jacket, front row) is away from home and was seconded to work in our plant in China. Despite not spending his birthday at home, his day was certainly filled with warm wishes from his colleagues in ZengCheng.



Mothers' Day Celebrations – There is a Chinese song saying “世上只有妈妈好”. Thus, we take this chance to show our appreciation to all the energetic mothers at Eastern Gotech, Wanchai Office!



(Left) Dicky Lowe, Manager from Sales Department awarded with a 10-year Long Service Award
(Right) Michael Chau, Financial Controller from Finance Department awarded with a 5-year Long Service Award

Long Service Award – EPHK treasures long service staff for their commitment and loyalty to the company. A token of appreciation are given to employees on the 5th and 10th year of their service by Mr Andy Ip, Chief Executive Officer of EPHK.

Feature

Construction Products



Dinner Party with Staff and Key Suppliers – EPHK treats key suppliers as part of the family and invite them for dinner to promote teamwork and a closer working relationship. The evening is filled with a good spread of dishes, games, lucky draws, fun and laughter.

ZENGCHENG NEW PLANT READY TO SERVE CUSTOMERS SOON!

Eastern Pretech Hong Kong (EPHK) new plant in Zengcheng, China is now in its final stage of commissioning and testing.

The interior-fittings will also be completed soon. With that, EPHK is glad to announce that the official opening of the plant is scheduled on July 19, 2013. It is indeed an exciting moment that marks a new milestone of the E.MIX family!



Grand Opening

Coming Soon!

Feature

Construction Products

DUBAI PRECAST ANNUAL EMPLOYEES PARTY 2013



A huge crowd attending the annual party!

Dubai Precast LLC celebrated its Annual Employees Party on 14 February 2013 at the Etisalat Academy, Dubai, UAE.

Some 550 employees across all rankings enjoyed the company of each other on this sunny and pleasant day. The event started with a short opening speech by Dubai Precast CEO Mr Matti Mikkola, followed by games such as cricket and football matches which promote healthy-living and teamwork amongst employees. The employees also participated in other sporting events such as badminton, marathon and other parlor games.

Towards the evening, everyone wind down with an awards and prizes ceremony organised by the Human Resource Department, along with a sumptuous dinner for all. Indeed, it was a day for all employees to relax and have fun!



Team games to foster closer relationships amongst employees.



A group picture to celebrate employee engagement.



Congratulations to all the winners!

Feature

Construction Products

PARMARINE – OUR EMPLOYEES, OUR FAMILY

Parmarine treats its employees like family members. Employees are happy at work and there is a low-turnover rate as half of Parmarine's staff has worked for the company between 11 to 30 years.

Half of Parmarine's staff has worked for the company between 11 to 30 years. Most of Parmarine's employees are male and between 45 to 60 years of age. The working hours are similar to Singapore. They work between 37 ½ to 40 hours a week from Monday to Friday.

With tradition to honour older employees, Parmarine celebrates their staff birthdays once they turn 50 or 60 years old.



Thank you for your dedication for the last 30 to 40 years.

Badges of Honour

The company treasures long-service staff and has a practice of giving out badges of honour for those who have worked for 30 or 40 years with the company.

Below are awardees who were awarded on January 2013 for their commitment:

40-Year Awardees

- Helena Allen-Perkko
- Marja Kunnas
- Matti Leino
- Raimo Rämö

30-Year Awardees

- Hannu Anttila
- Kaarlo Hakala
- Tuija Huittinen
- Ilkka Mäntylä
- Ilkka Rasila
- Ari Veijola

Retirement Appreciation

When someone retires from the company, an appreciation gathering is organised for the person along with his/her co-colleagues. An exquisite glass vase is also given to the recipient. In February 2013, Pertti Kauppinen retired from the Fire Door Factory. Parmarine wishes him the very best in the future!



Risto Kallio (left), Head of Factory, shaking Pertti's hand in appreciation for his service in the company.

NOCS – WHERE PASSION AND SKILLS MATCH WITH ASPIRATIONS



Three Cheers for NOCS!

At NSL OilChem Services (NOCS), employees are its greatest asset and the management endeavors to make NOCS an employer of choice.

NOCS' Chief Executive Officer (CEO), Jeffrey Fung, often remarks that NOCS will offer not just a rewarding career, but also a vibrant and fun workplace where people's passion and skills can be matched with aspirations.

Other than organising welcome lunches for new employees, annual dinners, festive celebrations, and various other social or team-building events, NOCS also organised a Company Vision Trip for all of its managers and executives to ClubMed Bintan in March this year to convey the company's vision, as well as to launch the company's branding exercise.

Feature

Environmental Services

NOCS took the opportunity to reach out to various colleagues (contributing to the company from a year to as long as 22 years!) on their thoughts of working with NOCS.



Teamwork at its best!

"I joined NOCS when it was only a new plant. Back then, it was called NatSteel Guinard Oil Services Pte Ltd. I am glad to be part of the team witnessing the company and plant's transformation & growth."

– Helena Lee, PA to CEO, 22 years

"It can be stressful at times. But we work hard and we get our rewards."

– Zabor, Distribution Supervisor, 15 years

"I enjoy working here because we do not work alone at NSL OilChem. There is team spirit and also job stability."

– Ngiam, Asst. Manager, Marine & Logistics, 13 years



A NOCS Family.



"Waste Management is not just about working for money. It requires passion and this is something which I have discovered and developed over the years as I grow with the company."

– Raymond Quek, General Manager, 9 years

"NOCS has been part of my life for the past nine years. It has provided me with a good working environment, as well as opportunities to grow and develop by exploring different scopes of work."

– Linda Lim, Asst. Manager, Customer Service, 9 years

"I believe that success comes when people are passionate about what they do because without passion, every day is just another day at work and that, it does not constitute a meaningful existence."

– Victor Yong, Asst. General Manager, Market Development, 1 year

"Before joining the company, I thought NOCS is just like a simple rag-and-bone man for unwanted oil. It was only later that I realised how much the company has contributed to Singapore's environmental sustainability."

– Roy Chua, Executive, Market Development, 1 year

A LEARNING JOURNEY

Dubbed as Junior Environmentalists, 18 students from Jing Shan Primary School paid a visit to NSL OilChem Services (NOCS) office on 9 April 2013.

The Primary 3 to Primary 6 students from the school's Green Club were given a short introduction of the nature of NOCS businesses. Emphasising on oil-recycling, Mr Wong Sau Jun, Project Assistant Manager shared and discussed with the students on the different aspects and procedures of oil-recycling.



Mr Wong Sau Jun sharing some industry insights with the curious students.



Explaining the procedure of Testing Recycled Oil.



Hands up if you know the answer!

The students also had the opportunity to have a short tour around NOCS Plant Facilities, where they got to see the facilities as well as laboratory set up. The evening concluded with a fun question-and-answer session where enthusiastic students were tested based on what were taught through this learning journey.

This visit was part of the National Environment Agency's Corporate and School Partnership (CASP) Programme that NOCS is currently exploring the possibilities of a partnership with Jing Shan Primary School.

Since 2007, NSL has partnered Clementi Primary School under the same programme. CASP encourages the private sector to play an active role in grooming young leaders from educational institutions, initiate environmental

programmes and transfer their technical knowledge through a mentoring system. In addition, it also encourages students to be innovative in finding solutions on environmental issues and to cultivate a sense of responsibility and ownership towards the environment.

Find out more about the NSL and Clementi Primary School partnership in NSLink Issue 3, entitled "NSL Advocates Environment Values for Future Generation".

Feature

Engineering

IT'S NOT JUST ABOUT WORK!

ChangShu RAM Engineering takes effort in taking care of its employees' welfare and well-being.

Monthly Birthday Celebrations



A simple, yet heartwarming affair for all the birthday babies!

At the end of each month, ChangShu RAM Engineering (CSR) will organise a birthday celebration for all employees who are born on that month. This monthly celebrations provide an opportunity for everyone to relax and feel the warmth of each other's company! The celebrations include a

sumptuous dinner and a cake-cutting ceremony. Each birthday recipient will also receive a greeting card signed off personally by CSR General Manager, Eric Ong. Visiting guests of CSR who are born on the same month will also be invited to participate in this joyous celebration!

New Lunch Arrangement



(Left) The Management having their meals at CSR, (Right) Employees waiting eagerly to have their lunch!

This year, CSR replaced the offering of standard staple bento set with a caterer who serves a variety of warm food. To ensure cleanliness and hygiene, the caterers are required to cover their hair and ensure that utensils are sterilised daily. Employees are receptive to the

new arrangement and spontaneously form queues in an orderly manner. Food wastage is also reduced as they are able to select the food and amount they would like. Additionally, the Management and visiting guests often join and mingle with the staff at the canteen too!

Favourite Chill-Out: The SRC



The SRC is not only used for fun, but also serves as a platform to have clear communication to all staff.

The Staff Recreation Centre (SRC) in CSR is becoming a hot spot where staff can hang out, have a game or two and relax during lunch! The gaming area, equipped with snooker tables, foosballs and board games provide fun and excitement. Movies are also screened at the multi-function hall. The hall is also used by the CSR Management to relay important lectures and announcements to the staff. Ultimately, the SRC serves to rejuvenate and recharge the minds of all staff so that they can continue working safely and happily for the rest of the day!

EMPLOYEE ENGAGEMENT

NSL Chemicals (NSC) values its employees and places strong emphasis on their safety.

On 15 March 2013, NSC held its first quarter birthday celebration and also took the opportunity to engage their staff on the importance of safety in the office.

During the safety talk, the Safety Department presented on a new scheme to encourage staff at all levels to feedback on any existing unsafe work areas and facilities. The safety officer also shared a video on a real incident that happened at the workplace. In the video, the injured also shared on how the incident happened and how it can be prevented.



A safety quiz was conducted for all staff and many had perfect score! In the end, a ballot was conducted and Cheng Qiang from hydrated lime department walked away with a reward of \$50.

A team award was also presented to the Roadstone Department to recognise their efforts on the safety programme conducted.



Congratulations to the Roadstone Department!



NSC also took the chance to communicate the recent change of the audit committee chairman contact number, along with the whistle-blower posters in different languages.

Everyone celebrated colleagues' birthday who fall between January to March 2013. Li Wei, Machine Operator from slag plant, whose birthday falls on the actual day had the privilege to cut the birthday cake. Thereafter, department heads serve the spread of food to all staff.

Through this quarterly engagement, everyone across all levels is able to interact with each other and wind down in the midst of a busy day at work.



APPRECIATING OUR EMPLOYEES

Too often, we underestimate the power of a kind word, listening ear, an honest compliment, or the smallest act of care. At NSL Chemicals (M) Sdn Bhd (NCM), we hope to build a culture of mutual respect in the workplace where all will feel welcomed, recognised, valued and happy and in turn, be motivated to contribute their best efforts to NCM.



Happy employees with their families!

Bonding Trips

To keep employees motivated, NCM organises an annual event for all its employees. Last year, in December 2012, NCM held its annual outing at the newly built outdoor theme park Legoland at Johor Bahru, Malaysia. Employees and family members were invited. Though it was packed with people, everyone had a great time, especially the kids. All of them were also treated to a visit around the streets of Malacca where they had a chance to tour Dataran Pahlawan before heading back to Ipoh, Malaysia.

Long Service Awards & Best Performance

Besides annual dinner and outings, long service awards are given out to employees in the form of certificates and gifts who have contributed 10 years of their service to NCM. Tokens of appreciation are given out to those who have gone the 'extra mile' in their line work, as recognition for their exemplary performances and contributions.



Festivity Lunches

NCM embraces multi-racial culture and believes the organisation is a one big family. Every year, buffet lunches are held to celebrate the three main festivals: Chinese New Year, Hari Raya, and Deepavali.



In February this year, NCM held a buffet lunch for all in celebration of the Chinese New Year with a variety of food, desserts and of course not forgetting the "lou sang" (also known as prosperity toss)! Employees can look forward to the Hari Raya in August and Deepavali celebrations in November.

Feature

Raffles Marina



**BELIEVES IN
TREATING
EMPLOYEES
WELL**

Celebrating Staff Cohesiveness during Lunar New Year.

Raffles Marina, being part of the hospitality industry, is all about service; and to deliver this service is none other than the employees. RML believes in treating employees well, and they in turn will serve members and guests well.

Unique Staff Benefits

It starts from day one when the employee joins the Club. During the orientation programme, new employees are informed of their benefits, which are unique from other clubs! Being employed in a marina, employees get to enjoy free boat rides to visit fish farms, fishing, cruising across international waters. Employees can also attend Powered Pleasure Craft Driving Licence Course and Basic Dinghy Sailing Course at subsidised rates.

Birthday Leave

Raffles Marina celebrates employees' birthday with a one day birthday leave to allow them to spend their special day with their family and friends.

Employees' Health

Not only does the organisation care for its employees' health, dental health is taken care of too. All full-time staff enjoys yearly dental treatment at the clinics of their choice. RML rewards employees who take care of their health through the Annual Perfect Medical Award.

And the Best Employee goes to...

Outstanding staff who come under the recognition of employees' fine performance and for being a good role model will be awarded with the Best Employee Award conducted on a quarterly basis. These outstanding individuals will also be qualified for the Annual Best Employee Award. Compliments received from both members and guests on employees' exemplary performance are recorded in their personal files.

Feature

Raffles Marina

Fostering Strong Bonds

Employees within the same department and cross-department are encouraged to gather for social and sports events to cultivate inter-department team spirit through the Department Welfare Fund.

RML works closely with NSL Staff & Recreation Club (SRC) to encourage employees to participate in activities such as charity drive, outdoor activities, various sports competitions, movies, day trips, health talks etc. RML aims for employees to feel the cohesiveness and strength not only within the Club but also with all the subsidiaries in the NSL Group.



Employees taking a relaxing tour on Lady Olivia.



Employees can enjoy RML's amenities after a day at work!



Employees attending a talk on being "Happy at Work".

Extra Club's Perks!

Employees are given the advantage to hold their wedding banquet and photography at the Club at a discounted rate. They are given access to the Club's recreation facilities outside their working hours e.g. swimming pools, hot spa, fishing, billiard, bowling, gymnasium etc. Executives are allowed to patronise F&B outlets at a staff discount.

With so much of fun and benefits working in a pleasant resort environment, RML does not compromise on work safety. The management makes it a point to stress the importance of work place safety to all new employees and that they return home without negligent injuries at the end of their workday.

RML continues to look forward to working closely with employees and to make it an even better and more attractive place to work in.

EASTERN GOTECH HONG KONG ANNUAL DINNER



The E.MIX Family!

Eastern Gotech Hong Kong (EGHK) held its annual dinner on 8 March 2013 to thank all staff for their hard work and business partners for their support.

“中国风” theme was specially chosen this year so as to celebrate the commissioning of the plant in Zengcheng. All participants were spontaneously dressed in traditional Chinese attires; from emperor, empress to even a kung-fu actor!

Everyone had a fun time mingling with colleagues and guests over dinner, games and performances. Enjoy the pictures!



All dressed up in traditional Chinese attires!



Having a ball of a time on stage!



Ip Man, Master of Wing Chun, is that you?

EASTERN PRETECH MALAYSIA

Birthday Celebrations

On the last quarter of 2012, Eastern Pretech Malaysia (EPM) in the Kuala Lumpur Office introduced birthday celebrations on a monthly basis to promote team spirit! Colleagues now look forward to these celebrations in the midst of their busy work!

Check out these party pictures!



Personalised cakes for the birthday babies.



Hurray for celebrations!



Training and Development

Other than birthday celebrations, EPM sends staff for training and development. Last year, three representatives were sent to Finland for training organised by Elematic, a leading supplier of precast concrete machinery and equipment worldwide.

Mr Fong Chin Kong, Manager of Southern Region, Mr Azamudin, Project Manager and Mr Tai Boon Yen, Operations Manager were exposed to Finland's construction infrastructure. The group attended a seminar and had a tour at Parma Precast Factory in Ylojarvi, Elematic Works at Valkeakoski and a couple of construction sites. They also had the opportunity to visit Parmarine Headquarters. During the short stint, they exchanged relevant tips and practices with the counterparts in Finland.



A visit to Parma Precast Factory in Ylojarvi where Elematic extruder and concrete shuttle are in use.



Representatives from EPM!



A site visit at a 6-storey apartment.

Life & Health

SRC



On 15 March 2013, 56 colleagues accomplished new heights at an outdoor adventure venue situated at HomeTeamNS, Singapore.

Organised by NSL Sports & Recreation Club (SRC), colleagues had an array of activities lined up for them including high elements activities as well as challenging rope courses. After a detailed safety briefing on high elements, they were split into six groups and given safety harnesses and climbing helmets. The challenge rope course consists of six different stations for all to accomplish.



You can do it!



We persevered and made it through as a team!

There were certainly cheers heard from them as they encouraged their team mates to overcome their physiological fear to walk confidently at such tall heights.

Apart from the strenuous exercises, the main take-away of this experience is to discourage jeering or making fun at fellow teammates who decide not to attempt the activity. Emphasising

on teamwork, it is important for all to recognise each other's individuality and respect each other, regardless of their decisions made.

The event was successfully concluded with an enthusiastic involvement from all our colleagues across each subsidiary and ended with a short debrief followed by three cheers for NSL!

LET'S ZUMBA!

In response to the growing popularity of Zumba Dance and to encourage an active lifestyle amongst staff, NSL Sports & Recreation Club (SRC) engaged external service providers to conduct a series of Zumba classes after office hour in May.

Without a doubt, the response from staff was excellent! A total of 60 staff signed up for the Zumba classes that were held at different venues to cater to our offices in different areas in Singapore. The venues were Bukit Batok Civil Service Club, Woodgrove CC and at Pearl Centre in Outram Park.

Zumba exercises incorporate both fast and slow rhythmic tunes with resistance training for fitness and weight loss. It involves dance and aerobic elements. Zumba incorporates Hip-hop, Soca, Samba, Salsa, Bollywood and belly dance moves. Some of the



Introducing NSL Chemicals, NSL Engineering and NSL OilChem Zumba Dancers!

popular songs to dance are "Waka Waka" by Shakira, and "Glad you Came", by Halo 4.

"Every week, we look forward to the lessons because it gives us a good sweat out while having fun! I notice that my muscles have toned up and I feel fitter and lighter!" Isbrena Tan, from the Administration Department, NSL Engineering said.

She also shared that after this introductory course that SRC has organised, she signed up for another eight lessons at a community centre near her home.

Yani Amer, from Corporate Development Department, NSL Ltd also said, "I really enjoyed the lessons! It's not just a normal workout – it is a therapy dance with incredible amount of fun! Initially, we were all shy but as soon as the music starts, all of us tried our best to synchronise to the dance steps and rhythm! Since the lessons, I have lost at least 1.5kg (of course with minimal carbohydrates intake too) I am now planning to enrol for more Zumba lessons with my daughter at the community centre near our home! Would also like to thank NSL SRC for this introductory course, it was great!"



Our NSL (left) and Eastern Pretech (right) colleagues looking radiant after a good workout!

MANUAL HANDLING

In our daily work, whether at work or at home, doing manual handling at times is inevitable. This safety article serves as a guide for you to know the proper way of carrying bulky items without hurting yourself.



Manual handling involves lifting, lowering or carrying of loads by a person. Examples of manual handling are carrying of documents or tools from one location to another or lifting boxes or tools from the ground to the shelves. These activities are so common that we may not pay much attention to them. However, if manual handling is done incorrectly or if the load is too heavy, injuries may occur. Common manual handling injuries include:

- Strains and sprains
- Neck and back injuries
- Slips, falls and crush incidents

Hence, we should always conduct a quick risk assessment before doing any manual handling activity. Below are some controls that we may consider when handling items:

- Use of trolleys or other equipment to assist in the transfer of load from one location to another.
- If the load is heavy, lighten the load by doing the transfer several times. Alternatively, get another colleague to help with the heavy load.
- Provide rest breaks during heavy or repetitive work.
- Provide shelf storage for heavier objects at waist level, smaller objects on high or low shelves.
- Ergonomics should be considered during the design of work area. Tools and equipment should be within easy reach, with minimum bending, twisting or stretching of the body.
- Prevent muscle strains and fatigue by warming up before conducting the work, and allocating time for breaks.

Here are some steps that you may follow when lifting a load. Always keep in mind that you should use your strong leg muscles to lift the load and not your weaker back muscles.



Step 1:

Assess the load. If the load is too heavy, seek assistance from another colleague or separate the load into lighter loads.

Check and clear the path so that you can walk without obstructions.



Step 2:

Bend the knees while keeping your back straight. Do not bend your back as this may result in a back strain.

Hold the load firmly.



Step 3:

Keeping the load close to your body, lift the load by pushing up your leg. Keep your back upright.



Step 4:

Ensure your legs are stable before moving off. Keep the load close to your body.

BIRD FLU: WHAT YOU SHOULD KNOW ABOUT THE H7N9 VIRUS

Source: By Teresa Cheong for Health Xchange, with expert input from the Department of Infectious Disease, Singapore General Hospital (SGH).

Health authorities worldwide are closely monitoring a deadly new strain of the avian influenza A virus called H7N9. Within a few months, this new avian flu strain has infected well over a hundred people, killing about a fifth of the victims. All but one of the cases occurred in China. How serious is the H7N9 bird flu?



“The avian influenza A (H7N9) is potentially deadly. Producing a vaccine to combat this new bird flu strain may however take several months. The good news is that bird flu does not spread easily from person to person,” says Dr Jenny Low, Senior Consultant at the Department of Infectious Disease, Singapore General Hospital (SGH).

To date, majority of those infected with H7N9 have contracted it from infected birds and poultry. For the H7N9 bird flu to start spreading from person to person, it has to undergo five mutations.

Two mutations have been identified. While there is no immediate threat of human-to-human spread of H7N9, Dr Low cautions against complacency.

“This is the first time the H7N9 virus is in the human population so we have no immunity to it. Practise good personal hygiene and see a doctor immediately if you suffer from persistent flu symptoms such as a high fever, breathing difficulty and cough, especially after an overseas trip. H7N9 can quickly progress to potentially fatal respiratory illness,” adds Dr Low.

What is avian influenza A (H7N9)?

H7N9 is a type A influenza virus that affects birds and poultry and does not normally infect humans. This new avian flu strain is potentially deadly because this is the first time it has infected humans. So far, the transmission happens through direct contact with infected birds, poultry and their droppings.

Symptoms of bird flu

H7N9 bird flu symptoms are similar to those of normal flu. These include cough, high fever (38°C or higher) and shortness of breath. Worsening symptoms can lead to pneumonia, acute respiratory distress syndrome (ARDS), septic shock, multiple organ failure and death.

Majority of H7N9 bird flu patients fell seriously ill and developed severe respiratory illnesses that required hospitalisation and intensive care.

Who are most at risk of getting H7N9 avian flu?

The following people are at greater risk of getting infected with the H7N9 avian flu:

- Elderly people, age 65 and over
- Young children below 5 years old
- Pregnant women
- People with medical conditions such as asthma, heart disease and chronic lung disease
- Poultry farm workers
- Those who eat raw eggs and undercooked poultry meat

6 tips to prevent H7N9 flu

Travellers to parts of China affected by the H7N9 avian flu should heed the following cautionary tips:

1. Do not touch birds and poultry
2. Eat only thoroughly cooked poultry and eggs

3. Observe good personal hygiene such as washing your hands with soap and water before preparing food and after visiting the toilet, and do not touch your eyes, face or mouth with your hands
4. Avoid crowded places and contact with people who have fever and flu
5. Avoid visits to poultry farms and live bird or poultry wet markets
6. See a doctor immediately if you feel sick upon returning from overseas, particularly China.

As scientists rush to develop a new vaccine for the avian influenza A (H7N9), infected patients are treated with normal influenza anti-viral drugs, such as Tamiflu and Relenza.

Article contributed by the Department of Infectious Disease at:



Ref: S13

Term of Use / Disclaimer

All information provided within this web and mobile application is intended for general information and is provided on the understanding that no surgical and medical advice or recommendation is being rendered. Please do not disregard the professional advice of your physician.