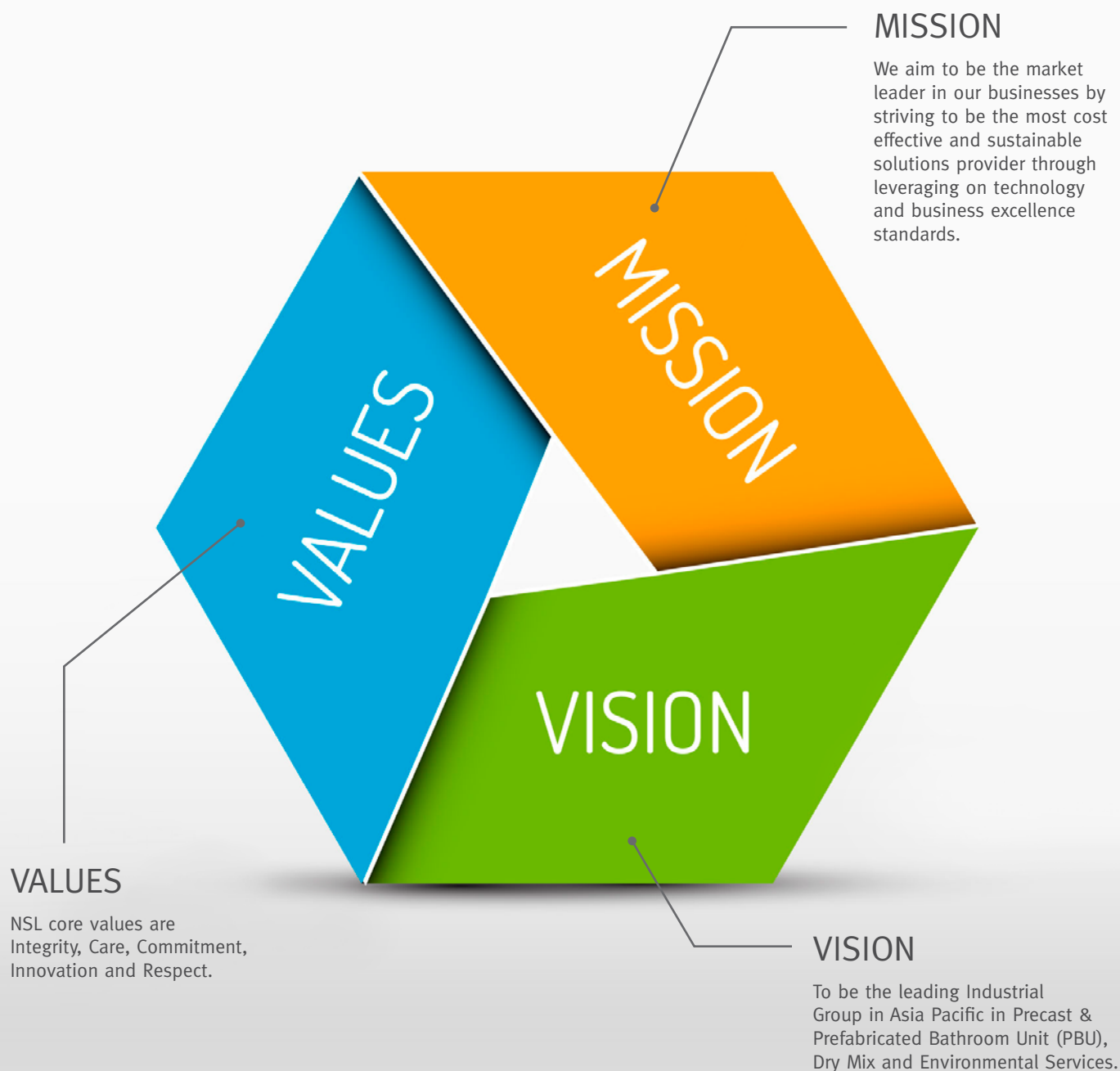


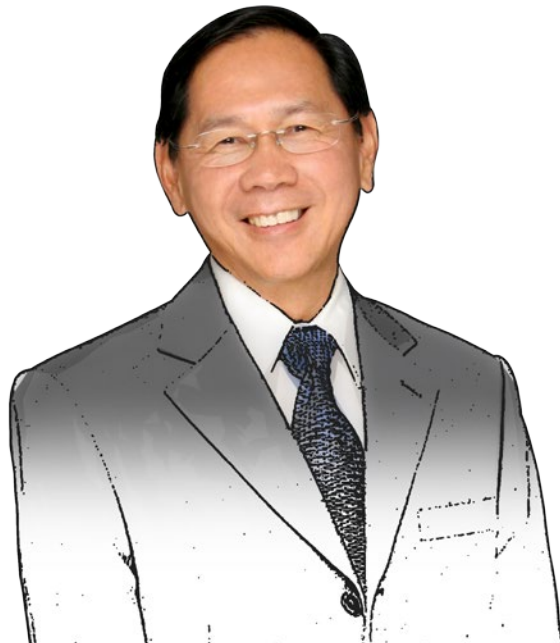
ISSUE
15

NSL *link*

Jan
2016



A Note from Our Executive Director



Dear colleagues

Happy New Year to all, and to our Chinese colleagues, a bountiful year of the Monkey! As we usher in the New Year, I would like to express my gratitude to everyone for your contributions for the past year.

Despite the initial negative economic outlook for 2015, NSL Group has remained resilient and performed better than anticipated. In the course of 2015, the Group saw some significant events such as the merger of NSL Engineering with Salzgitte Maschinenbau AG (“SMAG”) and the conclusive divestment of NSL Chemical’s lime business in Singapore and Malaysia to Lhoist Singapore Private Limited in February.

Going forward, the outlook for 2016 is fraught with uncertainties. The prolonged weaknesses in oil price and the slowdown in the global economy will continue to impact our businesses. By being united as a team, we can overcome adversities.

It is befitting to start this year by reaffirming our Vision, Mission and Values (VMV). VMV is the three most important statements in the company. It defines and guides our Group’s ability to actualise our aspiration and change the future!

Each subsidiary business unit has been asked to reiterate their VMV, and as you read on, you will learn about how staff have worked

towards the vision by putting their core values in practice and influencing stakeholders such as customers to be their loyal customers. Another SBU has creatively communicated their VMV to serve as a daily reminder to spur one another to work towards its goals and aspiration.

Oo Soon Hee

NSL PBT Improves to \$13.2 million in 3Q2015

Turnover increases 10% to \$120.9 million

The better performance and turnover were mainly attributable to the higher contributions from Precast & PBU and Dry Mix Divisions

Financial Highlights (Continuing Operations)	THE GROUP					
	Quarter ended 30 September			9 months ended 30 September		
	2015 S\$'000	2014 S\$'000 (restated)	Change %	2015 S\$'000	2014 S\$'000 (restated)	Change %
Group Turnover	120,866	109,813	10	331,053	323,112	2
Group Profit Before Tax	13,229	5,179	155	25,698	8,848	190
Group Profit Attributable to Shareholders	10,986	3,107	254	20,323	4,892	315
Earnings Per Share (cents)	2.94	0.83	254	5.44	1.31	315

NSL Ltd reported a turnover of \$120.9 million in 3Q2015, 10% higher than \$109.8 million achieved in 3Q2014. This was largely due to the higher sales revenue from its two key divisions - Dry Mix and Precast & PBU ("Prefabricated Bathroom Unit").

Group Profit before tax from continuing operations rose to \$13.2 million in 3Q2015. The stronger performance was mainly attributable to the improved contributions from Precast & PBU and Dry Mix divisions on the back of higher revenue and improved operating margins. However, performance of the Environmental Services division was adversely impacted by weak product prices and low sales volume for its Recycled Fuel Oil ("RFO") against a prolonged decline in oil prices this year.

After taking into account income tax, the Group reported a profit attributable to equity holders

from continuing operations of \$11.0 million in 3Q2015 compared to \$3.1 million in 3Q2014.

For nine months ended 30 September 2015, the Group recorded a 2% increase in turnover to \$331 million. The better turnover was mainly attributable to higher revenue achieved by its Precast & PBU and Dry Mix divisions.

Group Profit before tax improved to \$25.7 million due to higher contributions from Precast & PBU and Dry Mix divisions.

After taking into account income tax, the Group reported a profit attributable to equity holders from continuing operations for 9 months ended 30 September 2015 was \$20.3 million.

Outlook

The Precast business in Singapore and Dubai is underpinned by a healthy order book while that of the

Malaysian operation will continue to be challenging. However, risks associated with project delays and execution cannot be ruled out in the industry in which it operates. In the PBU business, Parmarine is expected to continue to contribute positively to the division's overall results.

Demand for Dry Mix products 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, prolonged weaknesses in oil price and demand continue to adversely impact the RFO business. The distribution business and waste management services are expected to remain subdued.

The order book for PSLT ("PEINER SMAG Lifting Technologies GmbH") remains satisfactory.

The Three Most Important Statements

Do you know that there are three statements in a company that has the potential to change the world? Yes, our vision, mission and values can define and guide our organization's ability to actualize our aspiration and change the future!

Dr Low Chin Nam, NSL's Chief Operating Officer, has aptly commented that "vision, mission and core values respectively are the rallying focus of our aspiration, goals and personality of NSL Group."

With businesses in Precast & Prefabricated Bathroom Unit (PBU), Dry Mix and Environmental Services and operations and joint ventures in 9 countries, NSL Group's vision (aspiration) is to be the leading Industrial Group in Asia Pacific.

Its mission statement (goals) is to be the market leader in its businesses by striving to be the most cost-effective and sustainable solutions provider through leveraging on technology and business excellence standards. The Group instills core values (personality) such as integrity, care, commitment, innovation and respect.

Core values influence everything the company does and its relationships with its stakeholders.

Dr Low, who has been with NSL for four years, works closely with the our three core SBUs and when asked what is the one value that he views that the Group should improve on, he mentioned excitedly

that it would be "Innovation!" He said that "the Group still has room to improve on innovation. Staff should think out of box and have a can-do attitude in their course of work as innovation can differentiate us from our competitors."

He shared without hesitating that the Group's strongest values are honesty and reliability. This is proven by the many loyal customers who continue to work with our SBUs to this day. He believes honesty and reliability are fundamental to our success in maintaining business relationships and we should continue to excel in it.

Let's continue to strive in our values while focusing on our aspiration and goals!



“

The Group still has room to improve on innovation. Staff should think out of box and have a can-do attitude in their course of work as innovation can differentiate us from our competitors.”

Dr Low Chin Nam, COO of NSL Group

The leading Industrial Group in Asia Pacific



Spreading Our Reach

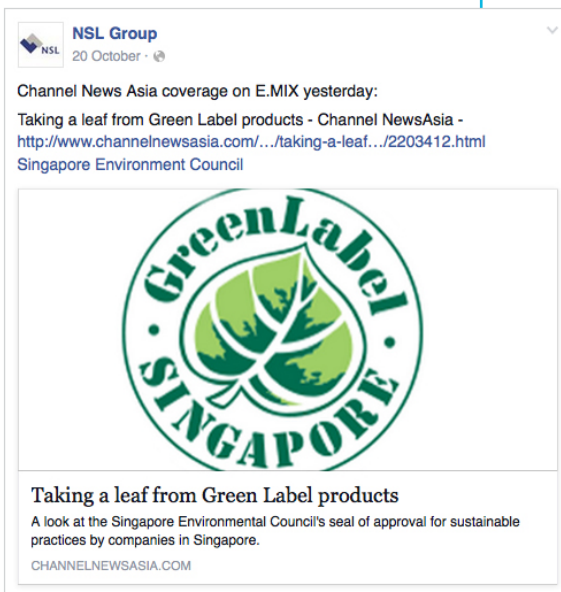
We are on Facebook and LinkedIn! NSL has expanded its online presence to include social media such as Facebook and LinkedIn. NSL Facebook was started four years ago as a platform for scholars to network and to attract new potential scholars but it has since moved to include latest happenings in the company!

The Group's objective is to spread awareness of its corporate social responsibility events, latest company products, services or events to build brand loyalty and increase exposure to potential and current customers and employees.

One of our recent posts on facebook is on E.MIX celebrating their 30th anniversary and donating to the Community Chest. That post has reached over 750 people although we have about 140 followers. This is with due thanks to the mutual tagging with the Community Chest, thereby extending our reach and exposure.

facebook

In another instance, our joint news feed update with Singapore Environment Council on Channel News Asia interviewing E.MIX's General Manager on their Green Label certifications has reached over 1,000 people! We are encouraged to see that our post has reached many people and hope that our Facebook page can be a platform for more engagement with our stakeholders and potential stakeholders.

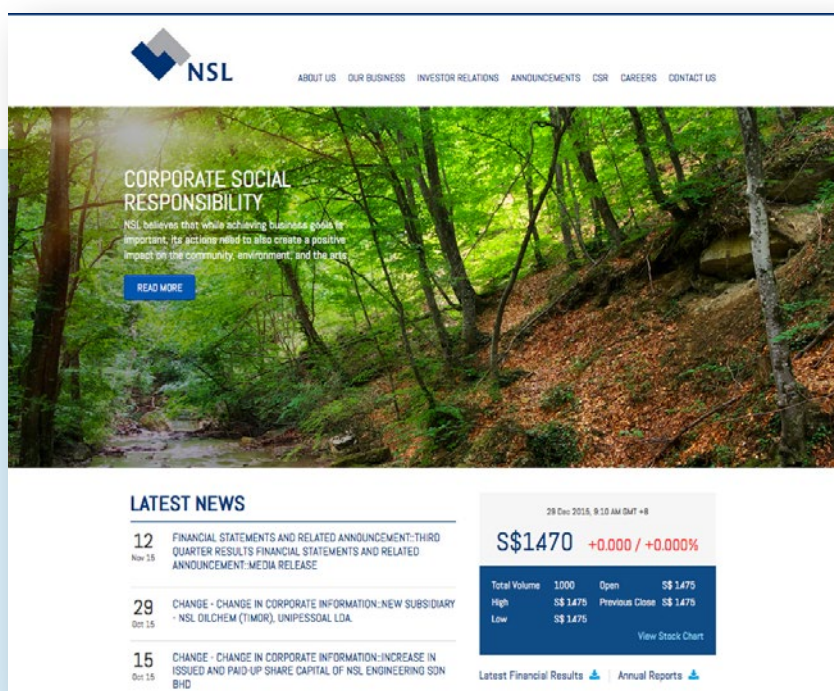


LinkedIn

Many of our staff are on LinkedIn, a business-oriented social networking service. We have created a NSL LinkedIn account, follow us on LinkedIn at www.linkedin.com/company/nsl-ltd-singapore- for the latest company news and update.

NSL website has a new look

NSL has revamped its website in 2015. Aside from a fresh look, the revamped website has some new features such as the latest news, financial results, annual reports and stock price update on the homepage for direct and fast access. In addition, readers will get to enjoy a new and easier way to navigate through our site. Visit www.nsl.com.sg now!



A Common Vision

Precast and PARMA Bathroom Unit (PBU) businesses are located in Dubai, Finland, Malaysia and Singapore.

The mission of the Eastern Pretech (EP) Group is to offer quality products and services that meet customers' expectations at a competitive price delivered in a professional, safe and timely manner.

Although the Group is geographically apart and at different phases of life with different vision statements, they have a common vision:

To be the Preferred Solution Provider of Precast Concrete and Prefabricated Products in the Construction and Marine Industry.

They also strive to promote and share their knowledge on precast

and prefabrication technology so as to contribute positively and significantly to the development of the industry.

Since the EP group are in different developmental stages, each business unit has to adapt its services and products offering to local conditions to achieve the above. Examples of their offerings are: sharing of technical know-how with the industry, early project involvement with developers and consultants to enjoy the full benefits of precast and prefabrication, providing customized and innovative precast and prefabrication solutions for fast, safe and economical construction.

In countries that the Precast and PBU group operate in, they are proud that they are respected and recognized by industry and peers as a professional and reliable service provider.



*Debbie Tan,
CEO of EP Group*

As quoted by Debbie Tan, CEO of the EP group, 'Our values of being professional and reliable are key to our success. They are supported by values such as respect, teamwork, responsible & perseverance.'

She shares more on the values below:

- Professional - We behave professionally and appropriately and do not allow personal bias, opinions and emotions to distract us from our task.
- Respect - We promote and expect mutual respect by encouraging all team members to speak up and listen to others in meetings.
- Responsible - We promote and expect individuals to take on personal responsibility for the task assigned and contribute actively and positively to the project team.
- Teamwork - We organized company events to promote comradeship and team spirit.
- Perseverance - We have many times persevered as a team in very difficult situations and delivered our promise as a team in the best that we can. The team is especially proud of this.
- Reliable - With all the above attributes, we are reliable.

Together, we CAN.



EP Showcases PARMA Bathroom In BuildTech Asia 2015

Eastern Pretech Singapore (EP) participated in BuildTech Asia 2015 exhibition, the region's annual leading trade show for the built environment, on 13-15 October at Singapore Expo. Hosted by the Building and Construction Authority of Singapore (BCA) and held in conjunction with Singapore Construction Productivity Week, BuildTech Asia 2015 explored the latest game-changing smart construction technologies and building materials from across the region.

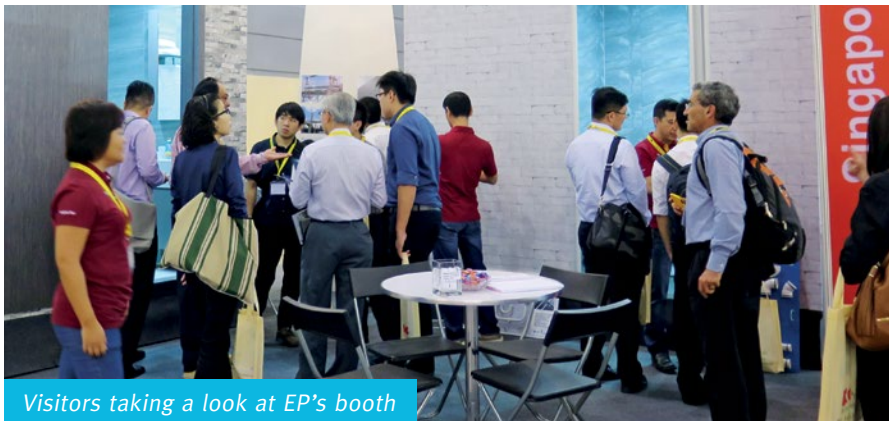
EP showcased and promoted its PARMA bathrooms with the latest material – dry wall panel. Another bathroom with steel cassette wall

and beautifully designed interiors was set up to attract visitors. EP's booth was busy with visitors over the three days and the well-presented exhibits drew a lot of interest from stakeholders in the construction industry.

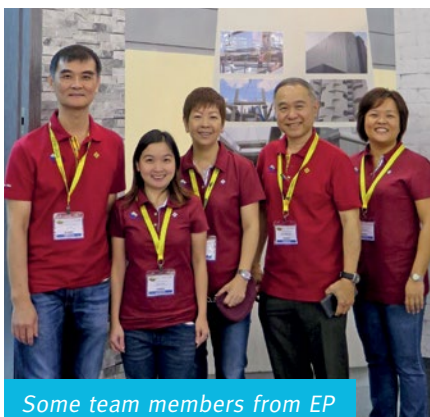
EP was honoured to be selected by BCA to have a special panel exhibit in BCA's Design For Manufacturing & Assembly booth, featuring precast architectural façade which boasts of 40% manpower savings at trade-level. Over the past years, EP had engaged in many notable projects with architects and contractors which have won Gold, Gold Plus and Platinum awards in Building Information Modelling (BIM) Award

2015. These projects were exhibited in BCA's BIM booth. EP is proud to have supplied close to 100% of precast components in the construction of the BCA Academy, a project that won the Gold Plus BIM Award.

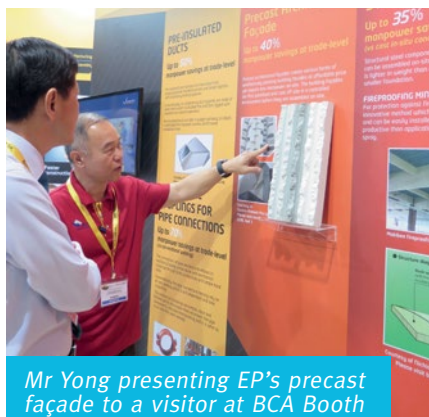
This event which saw over 5,200 visitors from across the region was very instrumental in promoting EP's services and capabilities to the industry; it served as an avenue of renewing old contacts as well as networking with new ones. In addition, it functioned as a good platform to exchange technology from industrial players, exploring of new materials and collection of feedback from users.



Visitors taking a look at EP's booth



Some team members from EP



Mr Yong presenting EP's precast façade to a visitor at BCA Booth



Inside the fully furnished PARMA bathroom

Putting Values into Practice

E.MIX has operations in Singapore, Malaysia, Hong Kong and China and is a well-known brand in the region. E.MIX's reputation is built on its vision to be the drymix partner of choice offering value and sustainable solutions to the construction industry. It achieves that through its mission to deliver value and sustainable solutions through quality, partnership and innovation.

In line with the corporate values of “Quality – Innovation - Partnership”, quality excellence and integrity are instilled as guiding principles for their products and services.

Quality

E.MIX's commitment to offering consistent and reliable products is attested to the numerous marks of qualification from renowned certification bodies. Undergoing stringent tests and audits to secure their prestigious position in the market, E.MIX Malaysia (EIM) was awarded with the certificates of appreciation during Majlis SIRIM Industri Certification Presentation Night, for successful participation in the Certification Scheme of Quality Management System, Environmental Management System, Occupational Health and Safety Management System. Such achievement reflects their unwavering promise in delivering high-quality products and services that meet the best practices of the industry.

Innovation

Lately, innovative value has led to completion of a mock up unit for an office development at Bangsar South, Malaysia, with E.MIX's Self-Levelling Screed (SLS) – Flowment 550. The SLS was used in replacement of conventional screed for better productivity and surface finishing. With assistance from E.MIX Hong Kong (EIH) and E.MIX China teammates, EIM completed 500m² of floor areas within three hours. This accomplishment impressed the client and shall enable countless opportunities for EIM to popularise the products, being a prime mover for commercial applications.

Partnership

In propelling the value of partnership, EIM successfully organized a technical seminar in collaboration with Building Materials Distributors Association of Malaysia (BMDAM) on 10 September, at Petaling Jaya, Malaysia. Business Development Director, Dr Chan Chi Yui from EIH was invited as the speaker for the event, and shared his invaluable products and application experience with the audience. The topics of discussion in the seminar include the introduction of E.MIX product portfolios and the challenges addressed in modern dry-mix application. The seminar has attracted approximately 40 members from various fields, comprising trading houses, manufacturers, building maintenance companies, and interior design firms in Malaysia. The partnership with BMDAM is in line with EIM's strategic intent to broaden its distribution channels and long term business sustainability.

E.MIX firmly believes that these core values shall steer them through the gloomy economic outlook and they shall strive to exceed stakeholders' expectations.



Partnership with stakeholders



Using E.MIX's innovative SLS improves productivity & surface finishing.



A toast to E.MIX's continued success!

E•MIX's 30th Anniversary and New EIS Website

Months before 5th October, preparations have been in the works for a big event marking E.MIX's 30th anniversary. The celebration was graced by the Building Construction Authority's CEO, Dr John Keung as the Guest of Honour, and NSL's Board of Directors Prof Cham Tao Soon, David Ban and Mr Oo. E.MIX also invited fellow colleagues, valued suppliers and customers to the event held at Orchid Country Club, Singapore. Prior to the beginning of the event, guests mingled in the grand foyer where a violinist performed in a giant bubble next to E.MIX's panels set up to show visitors about their humble beginnings and value drivers.

The huge ballroom was filled with guests who were treated to a sumptuous eight-course dinner with

popular television host Hossan Leong as emcee for the night. Hossan belted out a couple of songs to serenade the audience, while a sand artist drew a timeline of E.MIX's early years to its present strength today, captivating the audience with scene after scene.

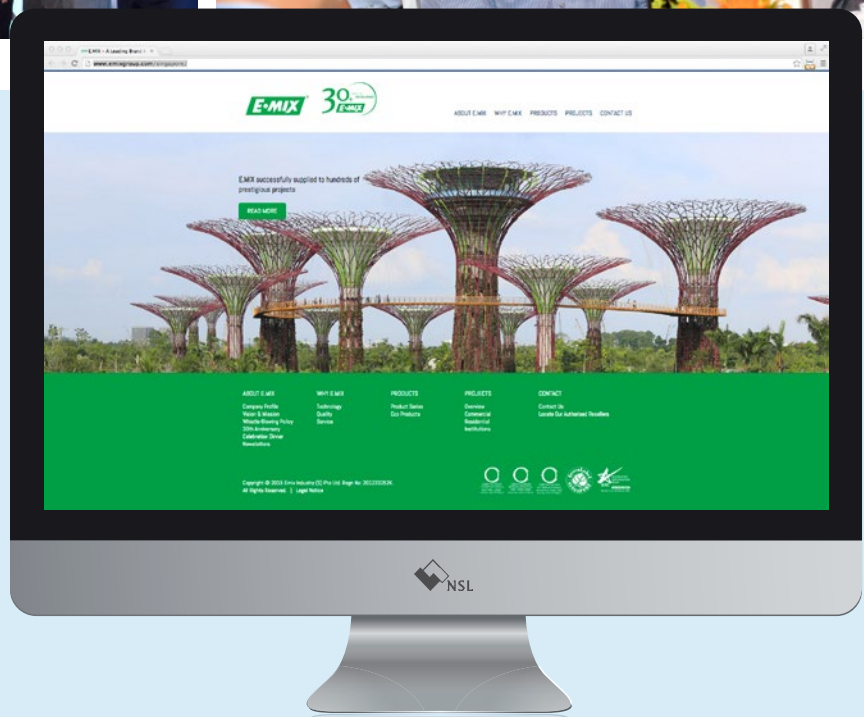
Dr Keung, NSL directors and E.MIX key management were then invited to the stage for the cake cutting ceremony complete with pyrotechnics and a toast to E.MIX's continued success. Not forgetting the less fortunate while celebrating its success, E.MIX presented a \$30,000 donation to the Community Chest to help three beneficiaries; Rainbow Centre - Yishun Park School, Singapore Association of the Visually Handicapped and REACH Family Service Centre.





EIS's New Website

Did you know E.MIX Singapore has a new website? The freshly created website has a simple and clean layout that takes on a modern feel, showcasing E.MIX's products and project capabilities. Relieve the 30th Anniversary celebration through the pictures and watch fellow colleagues featured in the corporate video. There is also a page dedicated to E.MIX's eco products which are certified to Singapore Green Label. Log on to www.emixgroup.com/singapore/ to explore!



E•MIX on TV!

Singapore

E.MIX Singapore (EIS) was approached by the Singapore Environment Council (SEC), an organization which coordinates environmental efforts in Singapore, to be interviewed by the national TV station Mediacorp on 19 October. SEC executes a range of holistic programmes including the Singapore Green Labelling Scheme (SGLS), the region's most established ecolabelling system, of which EIS participates in.

The interview with EIS General Manager, Gordon Tan was conducted in the morning with two journalists from Channel 8 and Channel News Asia which lasted an hour. With heightening public

awareness on environmental issues sparked by the recent haze pollution in the South East Asia region, the spotlight was placed on how EIS was awarded the green labels. After the interview with Gordon, the TV crew spent about another two hours to understand and film E.MIX's green labels auditing process and its production, focusing on the company's sustainable processes.

On the very day itself, the news was broadcasted on primetime news slots in the evening on Channel 8, Channel U and Channel News Asia. It showcased E.MIX's commitment to the environment, having attained

more than 15 SGLS certifications on top of their ISO 14001 certification. The interview was aired over a surprisingly lengthy two and half minutes over the three channels and had an estimated advertising cost of over \$260,000.

Much preparation work was put in before the interview request which came on a short notice of three days. The team at EIS worked relentlessly over the weekend to clean the factory and together with the assistance of NSL corporate communications and management, prepared a list of anticipated questions and answers for the interview.



GM Gordon Tan being interviewed by Mediacorp

Hong Kong

E.MIX Hong Kong was invited by the Federation of Hong Kong Industries to talk about their Q-Mark certification, a publicly recognised mark of quality and best practices for a company, for a television programme called "Energizing Hong Kong Industry". The programme aimed to help consumers understand Q-Mark certification and introduce companies which have been awarded to boost consumer confidence in purchasing products with the mark. The interview was featured on now TV, Hong Kong's leading pay-TV operator and one of the world's largest commercial deployments of Internet Protocol Television, and was aired on Channel 368, HKSTV Zhonghe on 28th August.



CEO Andy Ip giving an interview about Q-Mark certification

In the eight minute interview, CEO Andy Ip talked about how achieving Q-Mark benefitted E.MIX by strengthening consumers' confidence in the brand. Hong Kong's many skyscrapers mean the demand for E.MIX products is very high. Regardless of the harsh heat or fierce typhoons, products from E.MIX have withstood

the test of time. Being the only dry-mixed plaster and mortar supplier in Hong Kong granted three authoritative recognitions on system, environmental and quality management, the leading position of E.MIX is reaffirmed. It was a great chance to promote the professionalism of the E.MIX team and products to the world.

NOC's VMV Made Visible to Staff

NSL OilChem (NOC) first announced their Vision statement to all staff during their Annual Dinner on 28 Feb 2014, when the company was renamed as NSL OilChem Waste Management Pte Ltd, and NSL OilChem Trading Pte Ltd was established. NOC's mission was to provide hassle-free, safe, efficient and cost-effective solutions to value-add to their stakeholders in oil and chemical management. This was defined and explained in detail to the managers and executives during a staff retreat on 16 May 2014.

NOC makes great effort to reinforce the Vision, Mission and Values (VMV) to employees. The Vision Statement was boldly displayed at NSL OilChem's lobby and boardroom, and Mission statements and values were displayed on the TV at the lobby so as to serve as a reminder to each of the staff each day.

The statements were also reinforced to the workers through posters that were put up near time card machines and even translated to Mandarin on the back of every employee's staff pass for better understanding for Chinese-speaking colleagues. Creatively planned, NOC has also named meeting rooms according to their core values - Integrity, Innovation and Care.

“

An organisation exists for a purpose. Without a purpose, it is a directionless organization.

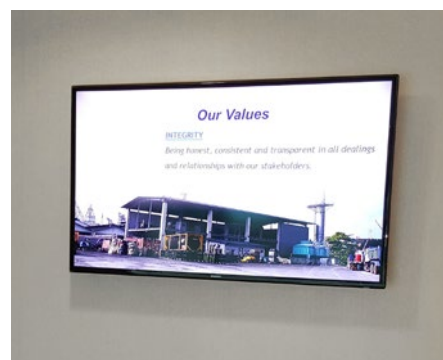
Vision, mission and value statements are just words on the plaque, hollow and meaningless, if we don't subscribe and exemplify them in our daily dealings with our stakeholders.

Let's all be guided by these statements, so that our stakeholders will differentiate and recognise us as NOCians.”

Jeffrey Fung, CEO of NOC



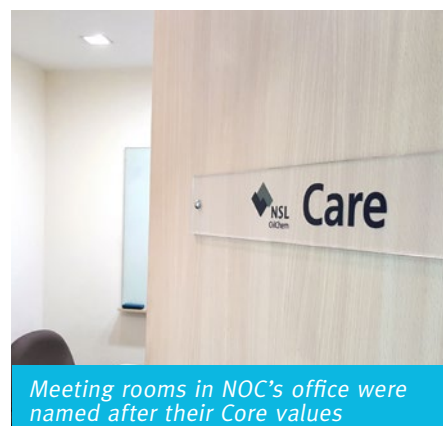
Vision statement at NSL OilChem's boardroom



VMV on the TV display at NSL OilChem's lobby



VMV posters were neatly displayed at the plant



Meeting rooms in NOC's office were named after their Core values

Reaching Out to Future Generations

Hua Yi Secondary School's Learning Journey

NSL OilChem (NOC) hosted about 80 Secondary Three students and teachers from Hua Yi Secondary School for a learning journey of the waste management business in October. The visit began with a sharing session by Engineer Lee Loong Siang, where the students were given an overview of NOC's waste oil collection business and treatment technology. This was followed by a simple demonstration on oil sample and wastewater analysis by the Laboratory Senior Chemist. Sales engineer Goh Yong Kiong engaged the students with a career talk on engineering prospects, after which the students were treated to refreshments and a short quiz was conducted thereafter. Watching science being practically applied in a business setting exposed students to possibilities for future careers.



Watching science come to life



Career Talk at Yang Zheng Primary School

To inspire students on their future aspirations, Yang Zheng Primary School holds a Career Day event for Primary 6 students after their Primary School Leaving Exam each year and invites professionals with different occupations to give the children an insight on their jobs.

Sales engineer Goh Yong Kiong was among the invited professionals and an alumnus from the school. He first introduced himself and his background of majoring in Chemical Engineering before becoming a Sales Engineer in NOC. He explained what engineering is about and how it is applied in many spectrums of daily life. Chemical engineers also get to improve process techniques and methods of producing special materials to enhance the quality of life.

Mr Goh shared his experiences of being a Sales Engineer in NOC and how he applies his knowledge in his job. He explained that engineering is very helpful in teaching people the logical steps to solving a problem, which is why it is a very practical skill to have. There are many fields of engineering which the children can be engaged in to think about how they can solve the many problems faced by the world today.



Raffles Marina Hosts Indonesian Dignitaries

One Saturday afternoon in November saw a unique event unfold at Raffles Marina. A meeting was held for some 50 heads and key officers from Singapore Marinas, Marine Associations, yacht brokers, cruising boaters and others, for an important announcement by the Indonesian Government. The Senior Adviser and former Coordinating Minister of Maritime Affairs, Dr Indroyono Soesilo, and his team flew in from Indonesia especially for this meeting with the boating community of Singapore.

As it turned out the news was both historic and very exciting. Through a newly announced Presidential Decree, Indonesia has deregulated its existing Customs, Immigration, Quarantine and Port regulations, to encourage exploration of the Indonesian archipelago of 17,508 islands by sea and to provide a competitive advantage, in anticipation of the formation of the Asean Community in December 2015. In addition, visa free status was conferred upon 90 countries, making Indonesia freely accessible to half the countries of the world. These new policies are expected to encourage the growth and development of marine tourism within Indonesian waters.

After many years of requiring much documentation and long processing periods to ensure compliance for boaters travelling to Indonesia, this was good news indeed for the gathered industry representatives. Now, boaters can travel with ease and convenience within the archipelago.

Raffles Marina was privileged and honoured that the dignitaries chose their venue to announce such a major change in Indonesia's Marine Tourism Policy; this is a modest tribute to the many years of friendly cooperation with our Indonesian neighbours that have been enjoyed by the Club.

The announcement was met with a positive response with many already planning cruising trips to Indonesia. Raffles Marina now looks forward to promoting the islands of "Wonderful Indonesia" to their resident boating community.



An attentive boating community

The team posing for a group photo



E•MIX Singapore Goes to Penang!



E.MIX Singapore (EIS) had their first team building event at Penang, Malaysia, from 24-26 October. 30 staff spent a meaningful and enjoyable weekend of interaction while engaging in fun and entertaining activities. EIS recognises the importance of teamwork as a crucial factor that contributes to the success of an organization because it improves the efficiency and collaboration between employees, maximising each person's effort and contribution. Therefore various activities were specially planned during the retreat to create opportunities for staff to better understand one another and have fun.

E.MIX's Master Chef

The activities planned include the "Master Chef Contest", "Sticker Hunt" and "Team Funniest Photo Contest" at various popular spots in Penang. Among all the team-building events, the main highlight of the trip was the "E.MIX's Master Chef Contest". Five teams of five were tasked to cook up a creative dish with prawns, after which they had to name and market the dish to a panel of judges which includes the

chef from Rasa Sayang Shangri-La. Teams were also made to compete in mini tasks such as "Apron Design", "Make Life Butter" and "Fastest way to Peeling Garlic". The "Make Life Butter" challenge was fun and involved all team members trying to shake a bottle of full-cream milk as though they are doing cocktail mixing to turn it to butter!

Through these activities, staff got to hone their skills in communication, problem-solving, goal setting and prioritization when collaborating to create the best recipe in a limited time. It bonded the teams and allowed members to understand each other better based on the different scenarios created during the activities.

Gordon Tan, General Manager of EIS, congratulated the champion team, stressing the importance of the cooking competition and how it relates to the business world. "Competition will continue to outdo each other. We need to innovate and work as a team to stay ahead of competition," he said.

A post-event survey of the Penang getaway conducted received numerous positive feedbacks. Staff were able to establish better understanding with each other, and are more motivated and confident to improve their working environment and relationships in the organisation. The event was so well-received everyone is looking forward to the next team building.

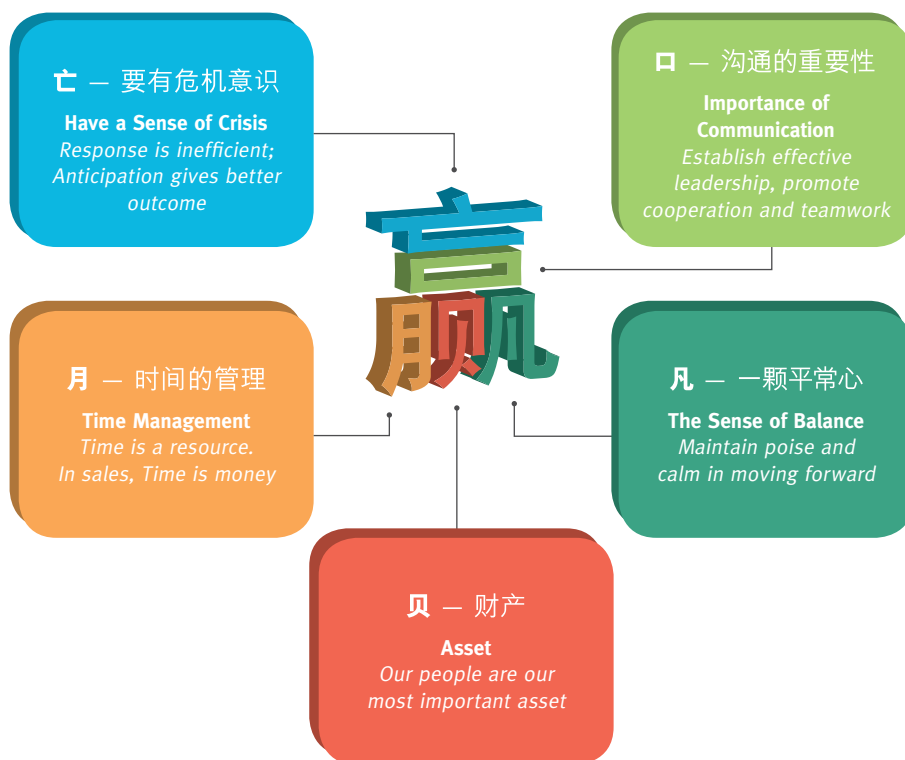
Proudly presenting their delicious creation



NOC Trading Team Building Workshop 2015

After work on 15 October, NSL OilChem Trading got together at Raffles Marina for a fun-filled team building workshop. The aim of the workshop was to foster a resilient culture that will sustain in the fast-changing business landscape and boost motivation of staff. Additionally, staff with vast improvement on attendance, zero incident and zero complaints from customers were awarded cash vouchers to encourage good working habits and behaviours.

Quoting the Head of Trading Division, Ms Angelia Cheng said 'To win is difficult, but to sustain is even more difficult!' To encourage staff, she shared an insightful analogy of the Chinese character '赢', which means to win. In Chinese language, one character or word can be made up of different Chinese characters.



Together, these five characters and concepts make up the winning formula!

CEO Jeffrey Fung in his closing address on Key People Skills emphasized on Communication, Humility, Trust, being Empathetic and Innovative, which encouraged staff to carry out their jobs with greater confidence and conviction of the NOC Mission: **To provide hassle-free, safe, efficient and cost-effective solutions to value add to our stakeholders in oil and chemical management.**



Staff with improvements in performance get rewarded



Learning the winning formula

A Time of Bonding

NSL Kukup Overseas Trip

At 7am on 5 September, 105 NSL Group employees and family members in Singapore assembled at Woodlands MRT station to board the coach for a short trip to Kukup, Malaysia. Everyone was excited to explore the little rustic fishing village located southwest of Johor Bahru and chill with their colleagues over the weekend at the chalets.

First, the participants visited a floating fish farm, called 'kelong' by the locals. Farm owners then introduced the fishes they reared, and a horseshoe crab which intrigued the crowd. Next, the hungry horde was fed lunch at a nearby seafood restaurant and shopped around the area for local goodies before being ferried to the chalets.

Like most of the residences at Kukup, the chalets were built on

stilts just above the sea, with wooden planks serving as walkways. Once participants settled in their allocated rooms, some took to exploring the nearby areas, fishing, having a massage, karaoke or playing mahjong.

Soon, evening rolled around and barbequed seafood was served for dinner. Everyone gathered in the dining hall to have their meal and chat. After dinner, there was a movie screening for the kids, as well as fireworks and sky lantern lighting. The night sky lit up with many lanterns gently bobbing upwards, each carrying a wish for better fortune and blessings.

The next day after lunch, it was time to head back to Singapore. Overall it was a good opportunity to bond with colleagues over the pleasant trip.



Looking at the horseshoe crab with intrigue



Enjoying the BBQ dinner



Time to go home!

Mini Snowskin Mooncake Workshop

During Mid-Autumn festival this year, about 80 colleagues at NSL Group learned how to prepare green tea and red bean paste mini snowskin mooncakes during lunch time. With the precise instructions and weight measurements prepared by the instructor, it was fun and easy as compared to traditional mooncakes, enabling one to start making it on their own at home. Emphasising on healthy cooking, the ingredients used in the workshop were all made with less sugar. Ask your colleague who attended this workshop to make some for you next year, or better yet, learn how to make it yourself!



Pretty mooncakes in NOC



NSL proudly showcases their handmade mooncakes



Weighing, molding, rolling...

World Suicide Prevention Day Campaign

SOS (Samaritans of Singapore) launched a new campaign in conjunction with World Suicide Prevention Week called “Wear a plaster. End the silence”. Believing that the first step to prevent suicides is to start talking about it, the campaign aimed to use a special plaster as a conversation starter. On 10 September, NSL colleagues took the chance to distribute a postcard which carried the plaster containing a message at Jurong East MRT area to encourage people to start a conversation, ask about each other, and to be there for one another as part of suicide prevention. Celebrities such as former President SR Nathan and several local artistes also lent some star power to support the campaign.



Volunteering for a good cause



Former president SR Nathan supporting the campaign

Round Two of Night Cycling

A second round of night cycling was conducted from East Coast Park to Changi Village on 6 November. This time, some 29 participants from the Group braved the 18.5km-long ride, taking in the cooling sea breeze and lovely view. The aroma of food being roasted on barbeque pits by park users only spurred the cyclists faster to their destination, where their hard work was paid off with a delectable dinner at the famed Changi Village.

Corporate Community Games 2015

This year is NSL's second participation at the Corporate Community Games, which is organized by Ministry of Culture Pte Ltd. Advocating the message of “Beyond Competition”, the Games aim to provide a learning avenue for teams to engage in healthy playing and bonding while raising companies' own standards of participation and forming new friendships.

Based on the results from NSL Games 2014/2015, seven teams from NSL Group were gathered to compete in basketball, table tennis, tenpin bowling and futsal.

Notably, the futsal team represented by NSL OilChem entered the futsal top-32 despite a competitive fight among the teams sent by other companies such as DBS, OCBC and Singtel. The teams look forward to a better performance in CCG 2016.



A group photo before we take off!



Futsal team

NSL Group Safety Initiatives

The NSL Group's Environmental, Safety and Health (ESH) Committee comprises members from each Subsidiary Business Unit's (SBU) safety committee and is chaired by Dr Low Chin Nam. The committee, which convenes on a quarterly basis, is committed to work closely with the SBUs to promote workplace safety and health through various capability building and engagement programmes. To achieve this, several safety improvement strategies were implemented across the NSL Group in 2015. Among them are:

- Monthly reporting on safety violations (unsafe acts and unsafe conditions) and near misses
- Toolbox meetings at SBU level
- Safety campaigns at SBU level on
 - » Personal Protective Equipment (PPE)
 - » General Housekeeping
- Staff safety competencies improvement by attending process safety trainings
- Semi-annual cross-SBU safety reviews
- Safety strategic improvement suggestion
- Safety tests for SBU staff

Safety Initiatives at Eastern Pretech Singapore (EPS)

Following the lead by NSL Group ESH Committee, the safety programs and initiatives in EPS have largely incorporated the strategies recommended and can be broadly classified into competency building, promotional activities, rewards and recognition, and penalties. The fabrication of precast reinforced concrete components is a labour intensive process relying heavily on manual handling. Hence, competency and safety awareness of staff are of utmost importance.

Reinforcement – Daily Toolbox Meetings

Safety is reinforced to all staff on a daily basis through the daily toolbox meetings conducted by

the Plant in-charge. During the toolbox meeting, the plant in-charge will inspect the hand tools and PPE of staff. Daily reminders of safety before the start of work are important.

Promotion – Half-yearly Toolbox Meetings

As part of safety promotion, mass toolbox meetings are typically conducted twice a year and serves as a platform to share good safety practices. In the mass toolbox meeting held on 21 October, staff enthusiastically re-enacted two accident cases, showing the correct safety practices that would have prevented work injuries.

Reward and Penalty System

From beginning of 2015, an incentive system to reward staff in supervisory roles based on points accumulated for three criteria – Safety, Quality, and Productivity was put in place. On a monthly basis, points are awarded for good safety records, quality and labour productivity. These points will contribute



Role play to demonstrate the importance of using proper handtools and securing of mould sideforms.

towards the year-end bonus of the staff.

In addition, there is a penalty system for safety violations. Any staff with a safety violation would be put on a mandatory period of no overtime. To emphasize the importance of safety, the work permit of staff who are found to be repeat offenders with three safety violations would be terminated.

Safety Tests

To confirm the safety competency of staff, a safety test has been conducted for all operation staff starting 2015. The safety test comprises pictorial questions and staff are required to pass the test.



Re-enacting accident cases



Cataracts

A cataract is a clouding the lens of the eye which is normally transparent. When the vision gets clouded, day to day activities like reading, driving at night become difficult. Most cataracts develop slowly and do not affect vision in the early stages but in the later stages they can significantly interfere with vision. If impaired vision affects the normal lifestyle of the person, surgery for cataract removal may be required which is generally a safe and effective procedure.

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Cataracts commonly affect distance vision and glare.

Types of cataracts

- Nuclear cataract occurs in the centre of the lens.
- Cortical cataract begins as whitish, wedge-shaped opacities or streaks on the outer edge of the lens.
- Sub capsular cataract starts as a small, opaque area just under the capsule of the lens near the back of the lens.

Symptoms

Signs and symptoms of cataracts include:

- Clouded, blurred or dim vision
- Difficulty with night vision
- Sensitivity to light and glare
- Halos around lights
- The need for brighter light for reading and other activities
- Frequent change of spectacles or contact lens
- Double vision in a single eye



Tests and diagnosis

A clinical eye examination is necessary to make a diagnosis of cataract which includes several tests:

- **Visual acuity test** refers to the sharpness of vision or how clearly one can see an object. It is done with the help of a chart with progressively smaller letters from top to bottom (Snellen's chart).
- **Slit-lamp examination** allows the doctor to see the structures at the front of your eye under magnification.
- Sensitivity to light and glare
- **Retinal examination** is done with a slit lamp or a special device called an ophthalmoscope.

Treatments and drugs

Cataracts cannot be cured with medications, dietary supplements, exercise or optical devices.

The only effective treatment for cataracts is surgery which involves removal of the clouded lens and replacing it with a clear lens implant. Occasionally cataracts are removed without reinserting implant lenses and the vision defect is corrected with eyeglasses or contact lenses.

Prevention

Regular eye exams remain the key to early detection. If you are 65 years or above, plan and have regular eye check ups.

You can take the following steps to help slow or prevent the development of cataracts:

- Avoid or quit smoking as smoking produces free radicals, increasing your risk of cataracts.
- Ultraviolet light may contribute to the development of cataract. Therefore, wear sunglasses that block ultraviolet B (UVB) rays when you are outdoors.
- If you have diabetes or other medical conditions, you may take other preventive steps such as keeping diabetes under control, wearing UVB-blocking sunglasses when outdoors.
- Use eyeglasses or contact lens that are the most accurate to correct your vision defect.
- Use a magnifying glass to read.
- Improve the lighting in your home with more or brighter lamps.
- Wear sunglasses to reduce glare while going outdoors.
- Avoid night driving if possible.

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