

ISSUE
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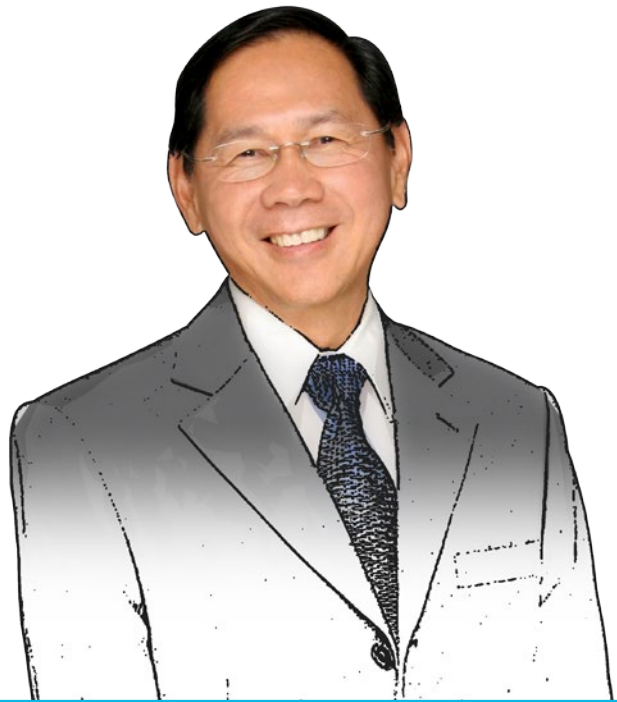
NSL *link*

JAN
2015

CORPORATE SOCIAL RESPONSIBILITY



A Note from Our Executive Director



Dear Colleagues

Happy New Year to you all and to our Chinese colleagues a healthy and prosperous year of the Goat! As we welcome the New Year, I want to take this opportunity to express my appreciation to everyone for your contributions for the past year.

2014 was a difficult year and 2015 will be equally challenging. The business environment is fraught with uncertainties. We have to commit ourselves to ensure that we maintain and achieve business excellence in all aspects of our work to weather this period. Together, I can be sure we can!

NSL strongly values Corporate Social Responsibility (CSR), and has taken focus efforts to continuously play our part in creating positive impacts on the environment, community and our staff. This corporate spirit is reflected throughout NSL Group's businesses, operations and services.

In recent years many companies have embraced and recognised the importance of CSR. Many individuals today are basing their corporate loyalties on how companies are positively impacting their community, therefore, participating in various CSR programs is not only beneficial to the society but for the company initiating it as well.

NSL takes great care to ensure the materials used in its products are environmentally friendly and the process is sustainable. Buyers or clients feel good purchasing from suppliers that helps the community.

Potential employees too are attracted to work for a company that has a good public image and is active in giving back to the society and community, it fosters a positive workplace environment. NSL strives to continue its good work through donating to many charitable

organisation with meaningful causes, organising visits to homes to spend time interacting with the people as well as educating the young about the importance of protecting our environment.

Going forward, I would like to urge you to continue to be mindful about the environment and community while doing business. Let's continue our good works in contributing to the community and protecting our environment for the enjoyment of our next generation.

Oo Soon Hee

NSL Reported 3Q PBT of S\$6.1m

Profit before tax (excluding exceptional items) increased to S\$6.1 million although turnover declined by 1%.

Financial Highlights	THE GROUP					
	QUARTER ENDED 30 SEPTEMBER			9 MONTHS ENDED 30 SEPTEMBER		
	2014 S\$'000	2013 S\$'000	Change %	2014 S\$'000	2013 S\$'000	Change %
<u>Continuing Operations</u>						
Group Turnover	122,072	123,154	(1)	362,595	348,364	4
Group Profit Before Tax (Excluding Exceptional Items)	6,139	3,853	59	13,687	11,696	17
Exceptional Items	229	69	232	229	(531)	n/m
Group Profit Before Tax	6,368	3,922	62	13,916	11,165	25
Group Profit Attributable to Shareholders	4,155	3,350	24	9,440	8,203	15
Earnings Per Share (cents)	1.11	0.90	23	2.53	2.20	15

NSL Ltd reported that it recorded a turnover of S\$122.1 million in 3Q2014 compared to S\$123.2 million in 3Q2013. The slight decrease in turnover was mainly due to lower revenue from Engineering division, partially offset by higher revenue from the Environmental Services division.

The Group recorded a profit before tax (excluding exceptional items) of S\$6.1 million in 3Q2014 compared to S\$3.9 million in 3Q2013. The improvement was largely because of higher contributions from Environmental Services and Construction Products (Precast & Others) divisions, partially offset by weaker performance by Engineering division.

After taking into account income tax and exceptional items, the Group reported a profit attributable to equity holders of S\$4.2 million in 3Q2014 compared to S\$3.4 million in 3Q2013.

For the nine months ended 30 September 2014, the Group recorded a 4% increase in turnover to S\$362.6 million. The better turnover was achieved from higher revenue recorded by Environmental Services, Engineering and Construction Products (Dry Mix) divisions.

Group Profit before tax (excluding exceptional items) improved by 17% to S\$13.7 million compared to previous year, driven largely by higher

contributions from Environmental Services and Engineering divisions, partially offset by weaker performance by Construction Products (Precast & Others) division.

After taking into account income tax and exceptional items, the Profit attributable to shareholders for 9 months ended 30 September 2014 was S\$9.4 million.

NSL to Merge NSE's RAM with SMAG

NSL is to merge its subsidiary NSL Engineering Pte Ltd's ("NSE") RAM container spreader business with Salzgitter Maschinenbau AG's PEINER ("SMAG") Lifting Technologies GmbH to form a leading global bulk cargo and container lifting device group



On 5 December 2014, NSL announced that NSL Engineering Holdings Pte. Ltd. ("NSEH"), a wholly-owned subsidiary of mainboard listed NSL Ltd., entered into agreement with Salzgitter Maschinenbau AG ("SMAG") in relation to the proposed merger of NSE's RAM container spreader business with SMAG's grab business.

Under the agreement, NSEH will inject NSE into SMAG's fully owned subsidiary, PEINER SMAG Lifting Technologies GmbH ("PSLT") in exchange for 33.33% equity stake in PSLT with SMAG holding the remaining 66.67% equity stake.

NSE is one of the world's frontrunners in container lifting device while SMAG's grab business is a global leader in bulk cargo lifting. The merger will lead to the formation of the world's largest independent lifting device group in both bulk cargo and container handling.

The merged company, PSLT, will have access to a market potential significantly larger than just the port equipment sector, including bulk cargo vessels, waste to energy incinerations plants, scrap metal yards, steel mills, marine dredging and mining businesses.

With this unique partnership, PSLT will be able to offer a full spectrum of bulk cargo and container lifting device solutions to port operators and crane manufacturers worldwide with strong production, storage and after sales service support.

Mr Oo Soon Hee, Executive Director of NSL Ltd, said, "The complementary strengths of both companies should generate significant synergies and serve as a strategic competitive advantage for PSLT to seize further growth opportunities."

Mr Sebastian H. Brandes, CEO of SMAG, commented, "Both companies hold a top ranking and will develop further in their market segments to become a leading multi-channel provider. Through the merger we are able to extend our marketability in several regions and provide enhanced order performance, delivery and customer service."

With the completion of the merger, the PSLT Group should generate an annual turnover of approximately S\$240 million with a workforce of more than 1,000 employees. Manufacturing bases are located in Germany, China and India. Through its extensive dealer network, the group is represented in more than 70 countries.

NSL Corporate Social Responsibility



SRC photography workshop was met with an enthusiastic response from our staff

NSL is a leading industrial group in Asia Pacific that strives to be a responsible corporate citizen and firmly believes that while achieving its business goals is important; its actions must have a positive impact on society, environment and all stakeholders. This corporate spirit is reflected throughout NSL's businesses, operations and services.

Community

With a work force of over 3,000 employees in the Asia Pacific region, NSL strives to be an organisation that cares about the society and its staff. In an effort to contribute in meaningful ways to the community, NSL Group supports a variety of groups including young, disabled and the elderly.

In early 2014, employees from NSL Group in Singapore visited Melrose home which is run by the Children's Aid Society to provide a

supportive environment for children who require care and protection in a residential setting. A donation of \$12,000 from staff and \$10,000 from NSL Group was presented to Mr Amargid Singh, the Programme Executive of Melrose home.

NSL's Environmental Services Division, NSL OilChem Group shares the vision of Halogen Foundation Singapore which is to focus on building young leaders and entrepreneurs, with a goal to influence a generation of young people to lead themselves and others well. The Company supports the Foundation with a direct cash donation and hopes that the young people will all have the potential to be future leaders and entrepreneurs and in return contribute positively to the society.

Raffles Marina reaches out to the Sailability, a not for profit, volunteer-based organisation that



Mr Amargid Singh, Programme Executive of Melrose Home (second from left) and NSL management

enriches the lives of people with any type of disability as well as the elderly, the financially and socially disadvantaged with the activity of Sailing. Since 1997, Raffles Marina has been hosting annual races for the disabled sailors in the Western Circuit Sailing Regatta (WCSR). The club has also arranged numerous activities to provide financial assistance for Sailability Singapore. The most recent was the open charity auction that took place during the gala dinner of the WCSR in August 2014.

People

NSL values its employees and is committed to their well-being and safety. With employees being a core asset, the company continues to enhance the capabilities of the current pool of talent and attracting the right people.

Inculcating a holistic lifestyle, NSL has in place a Sports & Recreation Club (SRC) where the committee promotes healthy lifestyle and employee well-being through activities that strengthen bonding and work-life balance. Encouraging healthy competition through fun, games and teamwork, the SRC have organised various activities and events like participating in the Corporate Community Games (CCG) by the Ministry of Culture, which was met with an enthusiastic response as eight teams of participants from all strategic

Business Units were formed to compete in six out of the 10 CCG events.

In addition, the SRC have also organised activities like Zumba coaching lessons to promote healthy body and lifestyle, the outdoor adventure challenge, health talks, healthy cooking demonstrations and notably NSL Family Day 2014.

Environment and Sustainability

As part of the Corporate and School Partnership Programme (CASP) chaired by the National Environment Agency (NEA), NSL OilChem Group has been hosting on-site visits for primary schools and most recently, Corporation primary school students from the Environmental Club. The students were given an overview of the waste oil collection business and also experienced an enriching session of questions and answers.



Contestants of Sailability, a not for profit organisation, at sea competing



NSL and Corporation Primary School at the Clean and Green Singapore Schools' Carnival for the Corporate and School Partnership Programme

This year, Corporation Primary School, sponsored by NSL as part of CASP, won the Merit Award for the Clean and Green Singapore (CGS) Schools' Carnival 2014 which showcases the best of NEA's environmental programmes for schools (preschools to tertiary institutions). The CGS Schools' Carnival also acts as a platform to bring together corporate partners, educators and NGOs to network, share environment projects and renew their commitment to collaborate on programmes to nurture a sense of environmental ownership in the young.



NSL Family Day 2014

The company aims to educate and inspire the younger generation by supporting causes that advocates sustainability of the environment such as recycling campaigns, water and electricity conservation initiatives as well as increasing awareness on the importance of protecting the environment and nature.

NSL Supports MDAS

NSL had once again engaged the Muscular Dystrophy Association Singapore (MDAS) to design and create the 2014 e-Season's greetings card in support of their cause. MDAS is a self-help organisation formed in March 2000, committed to uplift lives of people with Muscular Dystrophy.



BizPower, an enterprise branch of MDAS, comprises young adults with Muscular Dystrophy who graduate from mainstream education but are unable to manage regular employment due to the severity of their disability. Since 2008, when NSL first enlisted their help for NSL's e-season's greetings card, BizPower has consistently delivered beyond expectations.

Muscular Dystrophy refers to a large group of muscle diseases characterised by the development of muscle weakness, wasting and contractures that are usually progressive and sometimes life threatening. There is presently no cure for Muscular Dystrophy.

(24), filled me with empathy and gladness. Diagnosed with Muscular Dystrophy at a tender age of three when they were still too young to understand the situation, they have almost lived their whole life battling the disease.

Coping with Muscular Dystrophy and being part of MDAS

Attending social activities or even work at MDAS is challenging for Kelvin and Jia Yong, as they are unable to move around and need constant assistance from their caregivers. Despite their physical conditions, they actively participate in activities, including visits to attractions like Garden by the Bay, River Safari and Madame Tussauds Singapore, organised by the association.

In addition, the pair enjoys being part of BizPower. For Jia Yong, BizPower provides a platform for him to widen his social circle, making friends that understand his condition. Meanwhile, beyond valuing the opportunity to socialise with colleagues at work, Kelvin is also appreciative of the mental and physical support MDAS provides, which has shaped him into a better person. Sherena Loh, Executive Director of MDAS, who also has Muscular Dystrophy, provides counselling and comfort to the younger community with the same condition.

Working with NSL

In order to produce NSL's e-card, the duo worked hand in hand – Kelvin took two weeks to conceptualise and create the main design while Jia Yong brought it to life with interesting animations within the span of three weeks. The feat was made possible with the help of technology, specifically their best friend – YouTube. Through YouTube, Jia Yong was able to research on animation and design which helped him greatly with NSL's e-card.

Once again, the partnership between MDAS and NSL has given designers at BizPower the opportunity to acquire new skills and knowledge.

For information on how you can help MDAS, please go to: www.mdas.org.sg



Jia Yong working on the animations for NSL's E-Christmas card

Tenacious and Capable young men

Chatting with the pair of talented young men in charge of producing our recent e-card, Kelvin (25) and Jia Yong



Kelvin at his work station

With a heavy heart, we would like to announce the passing of Syahrinizam, the young man who designed NSL's e-card in 2012. Rest in peace, Syahrin.

Relaunch of PARMA Prefabricated Bathroom Unit (PBU) At Buildtech Asia Exhibition 2014

Eastern Pretech Singapore (EPS) participated in the fourth edition of BuildTech Asia (BTA), part of Singapore Construction Productivity Week, to relaunch PARMA Prefabricated Bathroom Unit. PARMA PBU, an environmental friendly product, is fully furnished with all necessary high quality sanitary ware, plumbing and electrical works and fixtures pre-installed before delivery to site.

Held over three days in October, BTA attracted business professionals to showcase, share and succeed in the regional built sector. Close to 200 exhibiting brands and more than 6,000 people from the region attended the event held at Singapore Expo. During the trade event, attendees exchanged knowledge and experience on coping with the demands of an evolving industry, a tightening of foreign workers supply and a constant elevation of acceptable standards.



Visitors at the EPS booth



EPS's Booth at BTA Exhibition 2014 held at Singapore Expo

EPS was a stand out from the crowd at BTA 2014 with a significant amount of clients and visitors continuously dropping by their booth to inquire and network.

Being the first company to introduce steel cassettes PBU, EPS provides this incomparable high-quality and efficient service in Singapore. With a branding of over 10 years in producing PBU and the technique know how from Parmarine, EPS has accomplished numerous prestigious private and public projects, including Oceanfront Condominium at Sentosa Cove, Parc Emily Condominium at Mount Emily, Redevelopment of Gurkha Camp, NTU Hostel at Nanyang Drive, etc.

Mr Yong Chiang Boon, General Manager of EPS, explained: "Apart from being the pioneer in providing PBU, the company is active in educating and enhancing staffs' knowledge and skills in PBU. The building and reconstructing of steel cassette PBU requires skillmanship and expertise compared to concrete PBU where it is easier to break down and demolish."

Interview with Radio 938 LIVE

With relation to the event, an interview was arranged for Ms Debbie Tan, Group CEO of Eastern Pretech with Radio 938LIVE to discuss on prefabricated bathroom industry in Singapore.



A MEDIA CORP Station

The one hour discussion was aired during prime time (7pm to 8pm) on the 15 October. The attributes of PBU, EPS's history, what home-owners should know about PBU, what set our PBU products apart as well as the advantages of PARMA Prefabricated Bathroom Units — the availability of customisation to client's desired design and layout as well as the convenient of fully furnished high quality output were mentioned and highlighted.

Intranet users can access the radio recording at NSL News: <http://home.nsl.com.sg/sites/media/SitePages/NSLNews.aspx#>



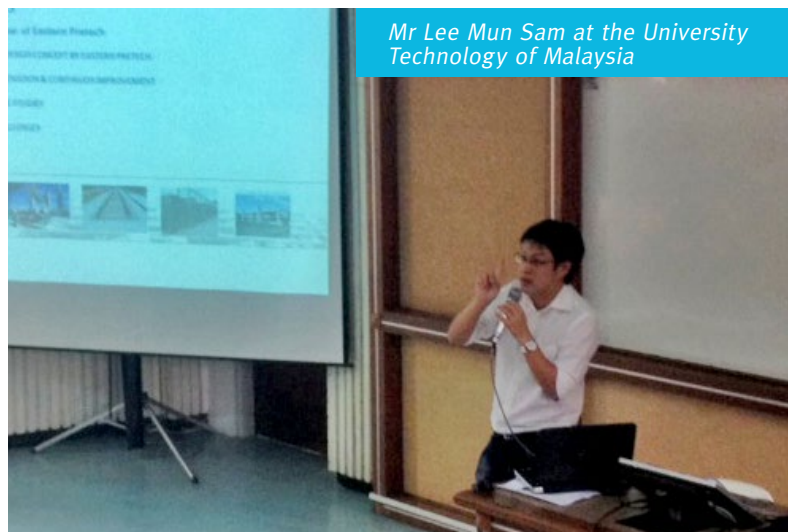
Eastern Pretech Malaysia Gives Back to Society

Eastern Pretech Malaysia (EPM) and the Association of Consulting Engineers Malaysia co-organised a seminar in Kota Kinabalu, Sabah in September 2014 on Precast Concrete Technology – Design Concept. The seminar was well received with an attendance of more than 100 professional engineers. During the seminar, EPM General Manager Mr LP Tang, gave a talk on the fundamental design of precast concrete, production of precast concrete and operational requirements at site.

A similar technical talk was held at the University Technology of Malaysia in September 2014, where our Senior Manager for Marketing, Mr Lee Mun Sam, presented an inspiring talk to over 100 final year students on the precast industry in Malaysia. Topics covered in this technical talk include design concept of precast concrete and the future of Industrialised Building System (IBS) in Malaysia.



Mr Lee Mun Sam receiving a token of appreciation from the university



Mr Lee Mun Sam at the University Technology of Malaysia

E.MIX Hong Kong formed Strategic Partnership In Yun Fu, Guangdong

E.MIX Hong Kong is pleased to announce the formation of a new Joint Venture with its long-term strategic partner, Yue Fung (HK) Limited to establish a production plant in Yun Fu, Guangdong, China.

The new Joint Venture has been formed to deliver full quality assurance solution to our customers. E.MIX dry-mixed plaster and mortar technology is complemented by the best quality stone material from Yue Fung (HK) to benefit our customers in providing innovative solutions using the unique expertise and experience of each individual company.

Given the expectations for substantial growth in the construction industry, both partners are looking forward to capturing significant market share in China.



裕豐建材(香港)有限公司



美特耐(中國)有限公司

雲浮市美特耐合營項目 合作協議簽署儀式

17.10.2014 廣東省雲浮市



Mr Andy Ip, CEO of Eastern Pretech Hong Kong (third from the left) and Yue Fung (HK) Limited

Overseas Business Training In Hong Kong and Guangzhou, P.R.C

By: Jeffrey Tan Jia Ming, Engineer-Business Development

As part of my career development in Emix Industry Pte Ltd (Singapore), I am truly fortunate to be posted to Hong Kong and Guangzhou for business training. First of all, I want to thank the company for giving me the opportunity to work in these two great cities.

The adventurous experience of working overseas has provided me the chance to learn their culture and language (namely Cantonese). I got to meet interesting and influential people and also made useful professional contacts in Hong Kong through the Singapore Association there. Working overseas has definitely boosted my confidence and motivation to better excel in what I am doing currently.

Working for my business development director in Hong Kong has equipped me with the knowledge and skills to undertake business development responsibilities in Singapore. With the practical knowledge and skills I have acquired on the development of construction products, I will be able to craft out value added strategies to support Singapore's business development activities.

During my training, I got to analyse and critically assess various

perspectives of issues and achieved an organised mind to plough through and tidy rubble of knowledge and conflicting viewpoints.

A confident expression of thought in speech and writing allowed me to get my points across effectively. I was also fortunate to work in the state-of-the-art laboratory in Guangzhou where it provides a spacious, comfortable and completely ergonomic work environment for our employees in Guangzhou.

Finally, I would like to thank a number of people for making this business

training a fruitful one. The completion of this business training would have not been such a success without their support. I will begin with the CEOs Andy Ip and Vincent Loke, for their utmost support and guidance in this business training. I would also like to thank my mentor from Hong Kong, Dr Chan Chi-Yui for providing me with all the useful knowledge and advice. To all my fellow colleagues in Hong Kong and Guangzhou, thank you for the friendship and support. Every one of you has made a world of difference to me.



Volunteer Work



Lunch with fellow colleagues from Hong Kong and Guangzhou

Picture taken at the rooftop of Zengcheng's office





A picture of NOC staff together with the students and teachers

Environmental Responsibility: Learning Journey to Oil Recycling Plant

As part of the Corporate and School Partnership Programme chaired by the National Environment Agency, NSL OilChem (NOC) hosted 18 students from Jing Shan Primary School's Green Club in April 2013. The visit was very well received and as a result, Corporation Primary School (CPS) requested for a visit to NOC, for their students from the Environmental Club.

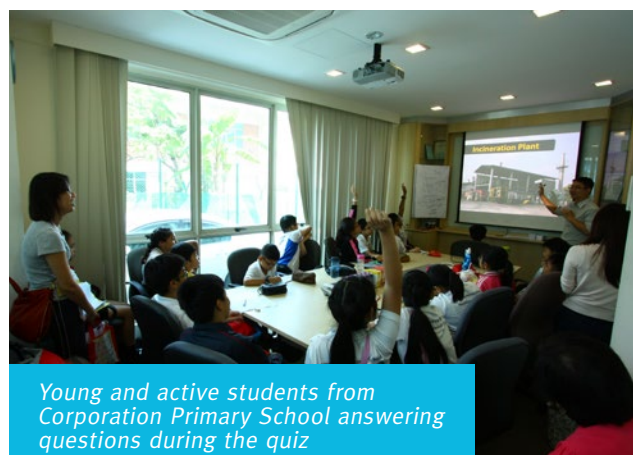
The "Learning Journey to Oil Recycling Plant" on 2 of September 2014 saw 22 Primary four and five students along with three teachers from CPS touring NOC.

The visit began with an enriching session in NSL OilChem's Innovation Room where Mr Wong Sau Jun (Assistant Manager, Engineering) presented to the students an overview of NOC's waste oil collection business. This was followed by a tour of NOC's laboratory and a simple demonstration on oil sample analysis by Laboratory Manager, Ms Gan Wee Xian. The students were then taken back to the Innovation Room for some light refreshments and a quiz game.

NOC is glad to play a part in educating the future generation on the importance of preserving the environment.



Students toured NOC



Young and active students from Corporation Primary School answering questions during the quiz

Corporate Social Responsibility of NSL OilChem

As part of NSL OilChem's (NOC) Business Excellence initiative and having "Care" as a core value, NOC developed a Corporate Social Responsibility (CSR) policy to ensure that NOC consistently operates in a manner that incorporates environmental and social considerations. NOC's Policy is categorised into the following sections:



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Corporate Governance

This section addresses corporate governance issues such as the Code of Conduct for Employees, Financial control (Corporate Authorisation system), Ethics & Governance, and NOC's Commitment to Industry Best Practices and Standards.



Active Community Outreach:

This section tackles issues such as Donations & Sponsorships, Volunteering & Community Requests, and Internships / Scholarships.



Responsibility to Provide a Safe Working Environment:

NOC strongly believes that a safe and healthy workplace is an undeniable right of its employees. Therefore, this section focuses on NOC's role and responsibility to provide a safe working environment.



Environmental Responsibility

In line with NOC's core value, Care, this section elaborates on NOC's mindfulness on the impact of NOC's activities on the safety, health and environment of its employees and society.



Active Community Outreach: Being Part of an Educational Charity

As part of NOC's CSR programme, a donation of S\$2,000 was made to the Halogen Foundation Singapore. The company hopes that by supporting the foundation, young people will all have the potential to be future leaders and entrepreneurs and in return contribute positively to the society.

Halogen Foundation Singapore is an educational charity focused on building young leaders and entrepreneurs, with a goal to influence a generation of young people to lead themselves and others well. As part of a holistic leadership and entrepreneurship development for youths, Halogen designs Events to inspire, Academy programmes to educate, Projects to generate action, Award to recognise exceptional young leaders, Social communities to facilitate conversations and Lab for research and development.

NOC 3rd Quarter Performance Review 2014 & Strategy Planning for 2015

At NSL OilChem (NOC), we take every opportunity to engage with our colleagues and the recent town hall meeting was no exception. We were honoured to have our Executive Director of NSL Ltd, Mr Oo Soon Hee, along with our Corporate Development Department (CDD) colleagues from the headquarters, to join us for the meeting on a precious Saturday morning.

During the session, our CEO and Head of various Departments shared NOC's to-date performance and its strategies and plans for the new financial year and beyond. A discussion on strategies to approach anticipated challenges in the rapid changing landscape was also held to ensure our strategic direction and plans are aligned with our corporate Vision and Mission.

For the afternoon session, our colleagues from the supervisory level (including plants and logistics units) to the higher management, gathered at the Corporate DNA Session to listen to our CEO's industry insights, NOC's strategic direction towards its Vision and Mission as well as his perspective of NOC's culture.

For the same reason, we were all encouraged and had the opportunity to share with him our thoughts and desires to make continuous improvements in our work processes and working environment. Most importantly, we want to elevate NOC quality standards in our deliverables and delivery to our customers.

This platform reinforced NOC's culture in nurturing future thinkers and stronger leaders while strengthening various communication objectives.

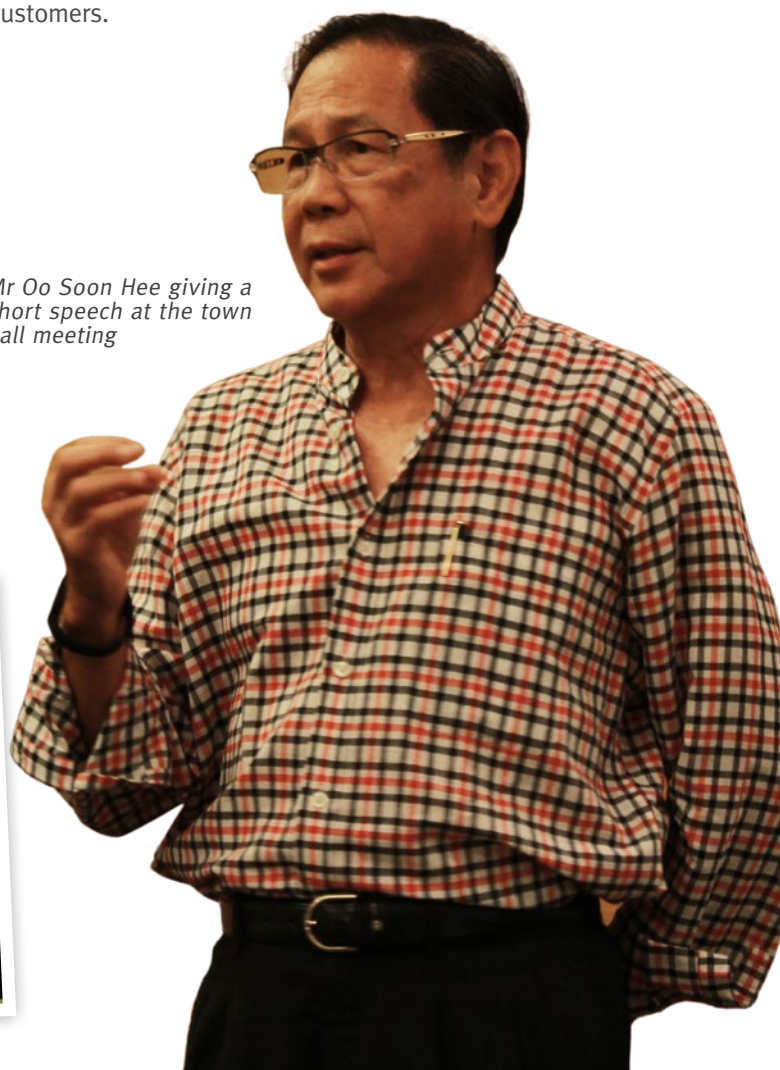
Our take-away from this meeting: managers or managerial team to watch over and engage the crew in the boat so that the CEO can focus on the stars and guide the boat towards the right direction, and bring us to our desired destination.

It was indeed a meaningful bonding event for the CEO and employees.

Everyone gathered and ready for the meeting and discussions



Mr Oo Soon Hee giving a short speech at the town hall meeting



Smiling for a picture after the meeting



NSL Chemicals Wins Award by the Ministry of Transport

After more than three years of preparation and hard work by the project team that comprises the Land Transport Authority (LTA), National University Singapore (NUS) and NSL Chemicals (NSC), the Development of Environmentally Sustainable Pavement Mix for Singapore using steel slag aggregate process by NSC, has finally been completed this year.

On 11 November 2014, the team was presented the Distinguish Award, the highest award in this category by the Minister for Transport, Mr Lui Tuck Yew, at the MOT Award Ceremony 2014. It is an immensely meaningful and proud achievement for the company to be recognised for its contributions towards the project.



The project team, including Dr See from NSC (second from the left) and Minister of Transport, Mr Lui (middle)

Developing Green Products for Sustainability

In order to achieve a sustainable business model, NSL Chemicals (NSC) has been putting in effort to develop green products to meet customer requirement. Green products are not only beneficial to the environment they are also better in quality and provide a competitive edge over substitute material. For this issue, we would like to highlight on the dry tundish mix, a refractory product.

Tundish is a holding vessel used in the steelmaking process before the molten steel is casted into billet. It is an important part of the steelmaking process to ensure batch process at ladle furnace is converted into a continuous process at the casting machine section.

In the past, tundish coating is used as the refractory working lining. However, with the higher quality requirement water-less system is preferred therefore, dry tundish mix is being used in the steel mill. Unfortunately, nearly all mixes uses binder which emits dangerous volatile matter during the heating process. The odour is so strong and pungent that many workers have raised concerns.



Checking of the lining after de-moulding

Installation of other tundish component

After a year of review, lab tests and trials conducted with NatSteel Singapore in 2010, NSC has successfully introduced a dry tundish mix which uses organic binder. In addition to having no toxic gas being emitted, the product has achieved tundish service life requirement of the steel mill, which is above 40 heats. The installation of the mix is also very simple. It has a short cycle time avoiding any mixing process in the plant.

With the introduction of our green product, NSC has become the sole supplier of tundish working lining for NatSteel Singapore.

Sailability Singapore and Raffles Marina

Sailability World Inc. is a not for profit, volunteer-based organisation that operates in numerous countries around the world. Present at 350 Sailability clubs, the organisation enriches the lives of people with any type of disability as well as the elderly, the financially and socially disadvantaged with the activity of Sailing.

The organisation actively operates in Australia, France, Greece, Great Britain, Hungary, India, Japan, Malaysia, Netherlands, New Zealand, Philippines, Portugal, Singapore, Timor Leste and USA with new national Sailability organisations currently being established in all parts of the world.

Activities at Sailability cover a broad spectrum, ranging from recreation, therapeutic and competitive activities, to grass-root, entry level along with the elite World Championships and Paralympic training. Today the organisation is the leading national charity for disabled sailing in the UK with over 15,000 sailors benefiting from its activities.

In 2010, Sailability Singapore became the beneficiary of the Western Circuit Sailing Regatta (WCSR). Raffles Marina and Singapore Management University (SMU) is the organising committee for the WCSR and it been an annual key event in Raffles Marina since 1997.



The open charity auction during the gala dinner on the final night of WCSR

Every year, Raffles Marina provides continuous support to Sailability Singapore by hosting races for disabled sailors in the WCSR which are held over two meaningful weekends in August. Their remarkable sailing skills and competitive nature that are all put on display so close to our shores during the races, is always a highlight of this regatta.

As part of the organising committee, Raffles Marina has been arranging numerous activities to provide financial assistance for Sailability Singapore. One of the more prominent events is the open charity auction that takes place during the gala dinner on the final night of WCSR. Proceeds will go towards the funding of continued improvement of their facilities and training programmes.

Raffles Marina and SMU will continue working together, ensuring that the foundation will continue to share the joys of sailing and enriching the lives of the less fortunate.



A group shot of contestants at the SMU and Raffles Marina event



A contestant of WCSR posing with a smile

EPM Turns 25!

Turning 25 in July 2014, Eastern Pretech Malaysia (EPM) celebrated its silver jubilee in August at the Connexion @ Nexus, Bangsar South, Kuala Lumpur.

The dinner started by welcoming EPM's VVIP, not the bosses but our longest serving employees in EPM, Maggie Shem, Agnes Ng, Mohd Shamsudin and R. Selvam, followed by a memento video on how far the company has developed since our

incorporation in Malaysia back in July 1989. (To catch a glimpse of the very young Debbie Tan, KP Ng and LP Tang check out www.epmsb.com.my).

The event was coordinated by our very own emcees Zairie Alias and Hailey Teh, with games and quizzes conducted throughout the night. Amidst all the excitement, we had the opportunity to conduct a health talk on some tips to ensure good physical and mental wellness.



Picture memoir of EPM's 25 Years Anniversary



Customised hollow core slab cake



Photo-taking session at the reception



A toast to great success!

Safe+y Is Not A Gadget But A State Of Mind



In the forefront of today's building industry, having First Aid knowledge is mandatory for employees in the workplace. EMIX Industry Malaysia (EIM) is aware of the risk and recognises the importance of safety especially for all employees that work in the factories.

On the 18 and 19 September 2014, about 20 staff from all three plants participated in the First Aid Training held at Bemban. The purpose of the training is to educate and inform employees about safety in workplace and to train them on basic occupational first aid.

The training was conducted through a variety of programmes including a presentation, exercises, scenarios, discussion and Q&A. The most interesting part of the entire training was when participants got to experience the real-life demonstrations and the chance to practise Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED) with professional guidance. Apart from being able to acquire the necessary knowledge and skills, the whole session was a lively and enjoyable one.

Upon completion of the First Aid Training, each participant was awarded a First Aid Certificate. We believe that these skills and knowledge are applicable to an individual's daily life, empowering them to act on, prevent, and manage life's emergencies. A safe working environment and well-trained employees will contribute to the best interest of the organisation's CSR.

Prepare and Prevent!

Posing for a picture with life-like injuries during the practice



Staff experiencing the various emergency situations during the training



NSL Chemicals Annual Dinner at Royal Plaza Hotel

*Mr Oo and our
long serving staff,
Mr Shafiee*

On 28 October, NSL Chemicals (NSC) held their annual dinner at the Carousel, Royal Plaza on Scotts Hotel. All guests were dressed to their nines in Blue and White as they were treated to a sumptuous meal on that joyous night. It was a good time of catch-up and mingling with colleagues.

This year, NSC had the honour of having Mr Oo Soon Hee, Executive Director of NSL Ltd, to present a 40 years of service award to Mr Shafiee from Quality Control department. Dr See Soo Loi, CEO of NSL Chemicals, also presented a token of appreciation, specially prepared by the annual dinner committee, to Mr David Low, General Manager of NSC. NSC wishes David all the best as he starts his work with Eastern Pretech effective from November 2014.



Staff dressed in the blue and white theme at Royal Plaza Hotel



Mr Oo Soon Hee and Debbie Tan



Voice of NSL's Champion, Jesus Don Aquino from NSC



NSL Family Day 2014 at Punggol Ranch

NSL Family Day 2014

NSL Family Day 2014 was attended by more than 400 staff and families at the Punggol Ranch on 9 November. NSL Executive Director, Mr Oo Soon Hee officiated the event with the sounding of an air horn. The event was jointly organised by NSL Sports & Recreation Club (SRC) and HR departments from the various companies.

The highlight for the first half of the Family Day programme was the horse

and pony ride for attendees. Visitors were entertained with a series of stage performances, interactive games and other fringe activities.

After the buffet lunch, the Family Day ended on a high note with the first season of Voice of NSL and grand lucky draw. 16 contestants from various business units performed their selected songs with admirable effort. Jesus Don Aquino from NSL Chemicals (NSC) emerged as the Champion, singing all I ask of you from the Phantom of Opera. First runner up Azman Bin Buang and daughter Izatulfarhanah Binte Azman and Second runner up Zul Azhar M.S. and daughter Sarah Shaista also walked away with a trophy and prize!



Attendees enjoying the pony and horse rides!



Registration counter



Winners!



NSL staff was treated to a series of photography workshop, health talk and cooking demonstration organised by the SRC.



Photography Workshop

The workshop focused on photo “composition” and how to use a camera to construct beautiful photographs together with tips and tricks.



Secret of Weight Management Health Talk



The health talk was refreshing and interesting. The secret of weight loss and the journey to a healthy weight and proper diet were covered. Everyone got to calculate their Body Mass Index (BMI) and the amount of calories that they consume on a daily basis.



Healthy Cooking: Japanese Sushi Making Demo

In the month of October, staff got the opportunity to taste and learn the art of making sushi from Chef Alvin, a former chef of Shangri-La Hotel with more than 20 years of experience in preparing Japanese delicacies. Sushi can be prepared and consumed in a way to achieve a good and healthy diet.





Winning the gold medal Bowling Tournament for NSL OilChem



Winners of the relay for Walk & Run 2014 from NSL OilChem



The Pool Tournament Gold award goes to the representative from NSL Engineering, Silver from EMIX Industry Singapore and Bronze from Eastern Pretech Singapore

Bonding Over Multi-Sports

With the slogan “*Out Run, Out Play, Out Win*”, NSL Sports and Recreation Club (SRC) introduced NSL Games 2014/2015 which aims to promote inter-company bonding and engagement amongst employees through multi-sports.

NSL Games 2014/2015 reaches out to seven NSL companies in Singapore and comprises of a series of nine sport games which started in October 2014 and will end in April 2015. The first sports event, Walk and Run, was successfully launched at West Coast Park and saw runners breaking their own record time.

The other two sports events, Bowling and Pool tournament, saw staff not just competing against each other but also spending time getting to know one another.

In the coming months, NSL SRC will be introducing basketball, futsal, table tennis and many others.

NSL Games 2014/2015 will conclude the series of multi-sports with a Telematch game and award ceremony in April 2015. Do look out for it!



Event	Tentative Month
Table Tennis	Jan 2015
Badminton	
Basketball (3V3)	March 2015
Futsal (5V5)	
Tennis	April 2015
Telematch & Award Ceremony @ AC-TIVE Day 1/2015	

Your Behaviour - The 3rd Leg of Your Safety Triad

Hands up, those of you who have been hit by a car while crossing the road!

I believe the number of hands up should be practically zero, and why is that so? Ever since we were able to walk, we been trained to look out for vehicles while crossing the roads.

From young, many of us were taught to look on our left, on our right and then repeat the process again before crossing a road. This training is so ingrained in us that it has become a natural behaviour we exhibit before crossing a road. Other similar behaviours include not touching hot surfaces, watching out for sharp edges and various other safety measures to prevent ourselves from harm in our daily lives.

Yet this safe behaviour we practise daily is not brought entirely across to our workplace.

Today, we are provided with training for work that carries safety risk. Tools and equipment are provided to help us perform our work safely and more efficiently. Standard operating procedures, safer work practices, safety management system are put in place by companies to enable employees to practice work safety and to build a safer working environment. However, training and systems can only provide for 2 legs of safety triad.

Your behaviour at your workplace is the 3rd leg required to complete safety triad. Just like how you always

look out for vehicles whenever you cross the road, you need to:

- Follow established work procedures and avoid shortcuts
- Stop using “urgent work” as an excuse to bypass safe procedures
- Wear and use the Personal Protective Equipment (PPE) required. Keep yourself safe at all times and keep a look out for your fellow workers
- Go home to your family in the same way you came to work, not with an injured or missing body part

Safety Triad (安全三元素)



Are Organic Skincare Products Better?

Source: Article first appeared in Singapore Health, a bi-monthly publication of SGH and the SingHealth Group.

Organic skincare products may appeal to those seeking more natural forms of beauty

If you've been to the beauty aisle in your local supermarket or shopping mall, you're sure to have seen many products proclaiming to be "natural". But what does this word really mean?

"Natural" is a word that has been bandied about rather freely by beauty brands seeking entry into a market where the notions of "green", "pure", "botanical" and "natural" can justify a premium price.

But like food and other product categories, "natural" does not mean much else, apart from the green shades that adorn a product's packaging.

One option for consumers seeking natural alternatives is organic skincare products that have been made with organic ingredients, grown and processed without the use of pesticides, synthetic fertilisers or chemicals.

However, not all organic products are created equal. The term "certified organic" is where minimum standards come in. The United States Department of Agriculture, or USDA, is an established certification body which dictates the specific standards that products must meet in order to display the "USDA Organic" seal. Other similar organisations can be found in Japan and some European countries.

While each organisation has different standards, "certified organic" products may be the closest consumers can come to buying products that have been subject to some form of regulation.

Skin sensitivities

What matters most are not the ingredients present in skincare products but rather the ones that are absent. Organic skincare products typically don't contain parabens, sodium laureth sulphates, synthetic chemicals, dyes, preservatives, fillers, petroleum-derived ingredients or artificial colours and fragrances.



Skin sensitivities are usually the main reason why sufferers turn to organic skincare, says Dr Pang Shiu Ming, Senior Consultant and Director for the Department of Dermatology at Singapore General Hospital (SGH), a member of the SingHealth group.

Having doubts about the benefits of organic skincare and cosmetics, he says there is no scientific data to support the claim that they are less allergenic or less irritating to the skin. Those with known allergies to preservatives and fragrances should avoid using products with these ingredients, and you should stop using a product if an itch or rash appears.

If you're looking for a more natural solution to your skincare needs, clearly labelled, certified organic products may be a good place to start.

The hit list

These ingredients have been known to cause allergic reactions:

- **Parabens (methyl, propyl, butyl and ethyl):** Used as preservatives in many toiletries and cosmetics, these can cause allergic reactions in those with sensitive skin.
- **Artificial fragrances:** Can cause skin discolouration.
- **Synthetic colourings:** Commonly used to make cosmetics visually attractive, these are labelled as FD&C or D&C, followed by a colour and a number (e.g. FD&C Green No. 6 and D&C Red No. 6).
- **Sodium lauryl sulphate (SLS):** SLS and its chemical cousin sodium laureth sulphate (SLES) are known irritants, but not known carcinogens (i.e. cancer causing).
- **Formaldehyde, Diethanolamine/Triethanolamine (DEA/TEA):** Can irritate sensitive skin.

With expertise from the Dept of Dermatology at: