

# NSL *Link*

Issue 22

Oct 2017

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## NSL Culture

Integrity • Innovation • Care  
Respect • Commitment



# *A Note from Our* **Executive Director**



Dear Colleagues

In June and July, we held town halls across the Group in Singapore and Malaysia. I would like to thank many of you for your positive feedback. The sessions were fulfilling as the management walked the ground and gathered insights from you.

During the town halls, I appreciate the interests raised on the corporate culture of NSL. Essentially, the NSL culture stems and evolves from our core values - integrity, respect, innovation, care and commitment.

You play a major role in building our culture and I encourage you to apply these values in the work that we do. With rapid technologies and innovations, the world is ever-changing. It is critical that we gear towards high productivity and raise our adaptability to these changes. Continue to innovate. Thinking outside the box is certainly an

important aspect of our core values and culture.

Like what Charles Darwin, a famous scientist said, "It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is most adaptable to change".

If we are resistant to change, and hesitate exploring new opportunities, we will fall behind and lose our competitiveness. Think of the possibilities, instead of impossibilities; can do rather than cannot be done. Read how you can move with change on [page 6](#).

We are committed to grow our businesses organically through innovation. As an expansion to the coastal marine sector, CNC Petroleum a wholly-owned subsidiary of NSL Fuel Management Services officially launched the new Penjuru Jetty. Prior to the change of hands, the jetty's infrastructure was manual and mechanical. Since then, CNC Petroleum has upgraded it into a modern self-service fuel dispensing kiosk capable of monitoring usage with real time online monitoring

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**LIKE WHAT CHARLES DARWIN, A FAMOUS SCIENTIST SAID, "IT IS NOT THE STRONGEST OF THE SPECIES THAT SURVIVES, NOR THE MOST INTELLIGENT THAT SURVIVES. IT IS THE ONE THAT IS MOST ADAPTABLE TO CHANGE".**

system. These innovations have raised productivity where customers can now enjoy an efficient and effective service in tandem with Smart Nation Singapore initiative.

We also care for our environment and community while working on innovating new products. Eastern Pretech Singapore (EPS) continues to adopt sustainable construction in its products and practices. In June, they achieved the prestigious 'Green Mark' certification for 45 concrete mix designs from Singapore Green Building Council, making EPS the first pre-caster to have their concrete mix designs 'Green Mark' compliant.

These are just two recent examples of how we are projecting our core values and culture in our businesses.

I would also like to extend my heartiest congratulations to the winners of Hey You Shutterbugs! The five winners were selected by all employees across the Group and it was a joy seeing different perspectives of our people and the work that we do.

**Dr Low Chin Nam**

# NSL Culture and Core Values



## NSL Culture Stems from its Core Values

*Together, let's build a healthy work culture across our subsidiaries*

**W**e hustle around the clock all day, playing different roles. Resultantly, we forget what makes the business tick sometimes. However, an aligned set of core values unites us and gives us an edge over competitors.

Employees make the foundation of our business. To elevate the business to greater heights, employees need to be in sync with the organisation's values and culture. As Dr Low Chin Nam, NSL's Executive Director once said, "The vision, mission and core values are the rallying focus of our aspiration, goals and personality of NSL Group." In particular, core values underpin everything we do and our relationship with our stakeholders.

**The NSL culture stems from the core values of the Group.**

At NSL, our five core values are reflected across our businesses.

**INTEGRITY:** We value honesty. It is the foundation of our individual and corporate actions.

Since the early 1960s, we have built a sound presence as a listed company in Singapore. Today, we remain compliant in the things we do through the implementation of a whistle-blowing policy. Any individual may in confidence, raise concerns about any impropriety, corrupt, fraudulent or illegal practices, unsafe work practices or conduct which may cause financial losses and damage our reputation.

**SPEAK UP!**

**What You Can Report**

- Suspected **Unlawful and Improper Activities** (e.g. Corruption, Fraud & Bribery)
- Unethical Business Practices**
- Unsafe Working Conditions or Work Practices**
- Specific Danger to Health or Safety of any person**

**Where to Report**

- Your Supervisor (or other appropriate administrator you are comfortable to raise your concern with), who will report it to:  
Mr John Koh  
NSL Ltd  
Audit Committee Chairman
- Directly to  
Mr John Koh  
NSL Ltd  
Audit Committee Chairman

**How To Report**

- In Writing or Orally
- With as much specific factual information as possible
- Anonymously, if preferred

You Have 3 Ways to Share Your Genuine Concerns with Mr John Koh:

Phone : +65 9645 6186  
Email : jk2009@jkhoh.com  
Post : Mr John Koh  
Newton Post Office  
PO Box 115  
Singapore 912204

Confidentiality will be maintained within limits required by law  
Mr Koh will investigate all reports made in good faith  
Mr Koh will follow through when investigation substantiates your allegation  
If you suffer from victimisation as a result of your report, inform Mr Koh

**NSL**

▲ The whistle-blowing poster is displayed across our subsidiaries, in three languages.



**INNOVATION:** *We constantly pursue new ideas and creative solutions with a “Can Do” attitude.*



▲ *Steel slag aggregate is an innovative product developed by NSL's R&D team together with National University of Singapore and the Land Transport Authority.*

Innovation differentiates us from our competitors. For that reason, we empower employees to solve problems. They are encouraged to think out of the box, embrace a can-do attitude at work, and constantly challenged to go beyond. Take some risk and learn from mistakes.

Our Corporate Research and Development advisory panel, comprising senior management, scientists and academicians from Universities, local government agencies, meet regularly to evaluate and propose innovative viable solutions for the businesses. Leveraging on our strength in technology and research and development, we aim to bring higher productivity and create better and more innovative products and services.

**CARE:** *We care for our staff, community and the environment.*



It is a fact that our businesses, services and products revolve around sustainability and caring for the environment and communities. Our precast products such as reinforced concrete products, pre-stressed planks and hollow-core slabs have attained the Singapore Environment Council's Green Label certifications. We also support social and environmental causes that benefit the community at large through fundraising and championing environmental conservation programmes. In 2017, we raised some \$20,000 for one of our beneficiaries, the Melrose Home, Singapore, towards the children's meals.

Internally, our Sports and Recreation Club (SRC) Committee boosts camaraderie among employees by organising fun workshops and sporting activities. Employees in Singapore are also able to enjoy annual body check-ups to ensure that their health is in tip-top conditions.

**RESPECT:** *We respect all individuals and value their contributions.*

Besides ensuring that the remuneration packages are competitive to the market, we give recognition to long-serving employees annually to show our appreciation for employees' contributions. Through NSLink, we also recognise employees who have shown exemplary performance in customer service and safety practices.

**COMMITMENT:** *We honour our commitments. We are committed to work towards the highest level of business excellence that differentiates us from our competitors.*



Companies in NSL strive for business excellence. Many of them have attained ISO14001, ISO18001, ISO22301 and bizSAFE Star certifications in Singapore. Our safety committee further promotes a robust safety culture through trainings, toolbox meetings and award programmes. In recent years, some subsidiaries have reported a reduction of incident rates and 500 accident free days.

### What lies ahead?

It is only when we put our people first, and business operations second that employees will be motivated to uphold these core values. This results to a strong organisation culture that will bring NSL to greater heights.

# Moving with Change

In the previous article, we shared in detail about each of the core values and how they ultimately build an ideal work culture in the organisation. All of us are encouraged to have a positive mind-set and adopt these core values into our daily lives.

We tend to get comfortable with habits, routines and schedules. However, too much familiarity can restrict creativity. It is hard to let go of what we know, but the quicker you let go of old things, the sooner you can learn new skills and create a better you.

This is relatable to a business book *"Who Moved My Cheese: An Amazing Way to Deal with Change in your Work and in your Life"* by Dr Spencer Johnson. It evolves around four characters, two mice (Sniff and Scurry) and two little people (Hem and Haw). The story follows their hunt for cheese, the representation of what we want in life (career, relationship, financial statuses), and the maze represents the place where we spend time looking for it.

The characters represent our common attitude towards change: Sniff has the ability to sense change, while Scurry is quick and mentally acute. On the other hand, the two little people embody our complex parts. Hem and Haw are hesitant with change, but Haw eventually realises that he needs to move with change.

We acknowledge that workplace change is not always easy to deal with, but it can bring about tremendous benefits for us and the business.

## 7 Tips to Move with Change

Based on this book, here are seven tips to move with change:

- **Change happens:** they keep moving the cheese
- **Anticipate change:** get ready for the cheese to move
- **Monitor change:** smell the cheese often so you know when it is getting old
- **Adapt to change quickly:** the quicker you let go of old cheese, the sooner you can enjoy new cheese

- **Change:** move with the cheese
- **Enjoy change:** Savour the adventure and enjoy the taste of new cheese
- **Be ready to change quickly and enjoy it again:** they keep moving the cheese

## Embrace Change or Fall Behind

Change is the only constant, and it is inevitable for all organisations. It is never too late to learn something new, like technology. In Singapore, we strive towards becoming a 'Smart Nation', and take full advantage of technology to create new jobs and business opportunities, make the economy more productive and make people's lives more convenient.

"Smart Nation is for all of us, young and old," said Singapore Prime Minister Mr Lee Hsien Loong during the 2017 National Day Rally. "The world is changing. Unless we change with it, we will fall behind."

Change can be frightening or even disruptive. However, with a positive outlook, you will be able to overcome changes.



Are you Sniff, Scurry, Hem or Haw in 'Who Moved My Cheese'?

## Weak Construction Demand Adversely Affected NSL Profitability in 2Q2017

- Group Turnover of \$83.5 million in 2Q2017 was comparable to 2Q2016
- Group Profit before tax fell 81% to \$1 million due to weak performance of Precast & PBU division.

Financial Highlights (Continuing Operations)	The Group					
	Quarter ended 30 June			6 months ended 30 June		
	2017 S\$'000	2016 S\$'000 (restated)	Change %	2017 S\$'000	2016 S\$'000 (restated)	Change %
Group Turnover	83,519	84,555	(1)	169,623	167,832	1
Group Profit Before Tax	963	5,080	(81)	3,683	10,325	(64)
Group Profit Attributable to Shareholders	983	2,668	(63)	3,568	7,301	(51)
Earnings Per Share (cents)	0.26	0.71	(63)	0.96	1.95	(51)

\* Figures have been restated due to the divestment of Dry Mix business in 2016.

**N**SL Group achieved a turnover of \$83.5 million in 2Q2017 which is comparable to the \$84.6 million in 2Q2016.

Precast & Prefabricated Bathroom Unit (PBU) division had low production loading in its precast operations in Singapore, Malaysia and Dubai in 2Q2017. However, this was compensated by higher revenue from Environmental Services division whose turnover more than doubled in 2Q2017. This was attributable to the consolidation effect of its newly acquired subsidiary in the fuel management service business and higher recycled fuel oil (RFO) sales.

Group Profit before Tax fell 81% from \$5.1 million in 2Q2016 to \$1 million in 2Q2017.

Precast & PBU division was about to breakeven this quarter due to competitive margins in the precast construction markets in Singapore, Malaysia and Dubai, compounded by lower selling prices. However, the division's PBU business in Finland

continued to perform satisfactorily.

The Environmental Services division recorded a lower loss of \$0.3 million in 2Q2017 as compared to the same period last year despite the fire incident in March 2017 which disrupted its waste treatment business. This was partially mitigated by the turnaround of the division's RFO business after a prolonged period of losses. The ongoing restructuring of the RFO business yielded higher operating volume.

After taking into account income tax and non-controlling interests, the Group reported a profit attributable to equity holders of \$1 million in 2Q2017 compared to \$2.7 million in 2Q2016.

Group turnover in 1H2017 was \$169.6 million, 1% higher than the \$167.8 million achieved in 1H2016. Group Profit before tax fell by 64% to \$3.7 million in 1H2017 mainly as a result of underperformance by the Precast & PBU division.

### Outlook

The Precast business as a whole is expected to remain challenging. Singapore Precast would continue to face intense competition adversely impacting selling price. Both Malaysia and Dubai operations have healthy order books subject to risk of project delay. The division's PBU business in Finland is likely to continue to perform satisfactorily.

In the Environmental Services division, business outlook for RFO business should continue to improve with the business restructuring. However, the performance of the division's waste management services is expected to remain challenging as part of its facilities has been shut down for repair work since March following the fire incident. Full operation is expected to resume in 4Q2017. Nonetheless, the division has adequate insurance coverage for property damage and loss from business interruption. Associate PEINER SMAG Lifting Technologies GmbH continues to face weak demand for its products.



# Hey You Shutterbugs!

## Winners

This year, the NSL photo competition made a comeback with employees across the region submitting their best shots of our business products, services and people. The contest was well-received with a total of 73 submissions from 14 contestants.

### You chose the winners!

To liven up the competition, a poll featuring the eight shortlisted entries was created for employees to vote for their favourite photo. In total, 145 employees voted and a random draw was conducted where 30 employees received a small token of appreciation.

NSLink Editorial Team would like to congratulate the winners, thank participants for submitting their photos and employees who have voted! We look forward to more participants for future contests!

### Prizes

- 1<sup>st</sup> prize** – Samsung Galaxy J5 Prime with LTE
- 2<sup>nd</sup> prize** – Vanguard Camera Bag and Peak Design Sling Strap
- 3<sup>rd</sup> prize** – Ogawa Shiatsu Back Massage Pillow
- 4<sup>th</sup> prize** – Swatch Watch
- 5<sup>th</sup> prize** – Valore Mini Drone with 2 MP Camera



### 1<sup>st</sup> Prize Winner

Name: **Abdul Rahim Bin Amat**  
Company: **Raffles Marina Ltd**  
**"Sunset at Raffles Marina"**



### Consolation:

Due to a good response, three consolation prizes were added to the list of winners. They each receive a Victorinox Classic Swiss Knife.



Name: **Spencer Leong**  
Company: **Raffles Marina Ltd**  
**"Sail Away"**



### 2<sup>nd</sup> Prize Winner

Name: **Steven Lee**  
Company: **EMIX Malaysia**  
"My Work Buddies at ET"



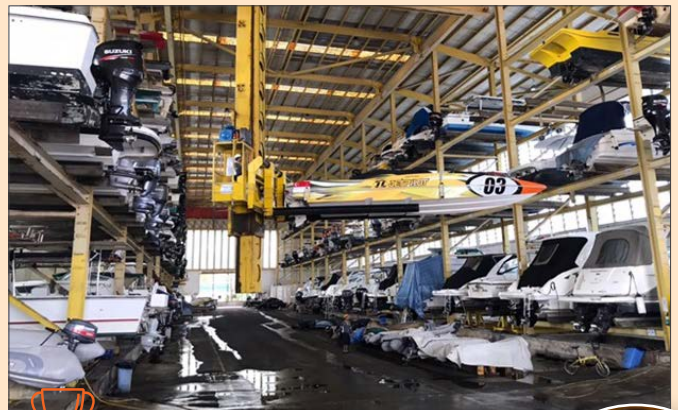
### 3<sup>rd</sup> Prize Winner

Name: **Muhammad Azly Bin Md Mustafa**  
Company: **Eastern Pretech (Malaysia) Sdn Bhd**  
"The Art of Precast Concrete"



### 4<sup>th</sup> Prize Winner

Name: **Lee Mun Sam**  
Company: **Eastern Pretech (Malaysia) Sdn Bhd**  
"Precast Solutions for Rapid Construction"

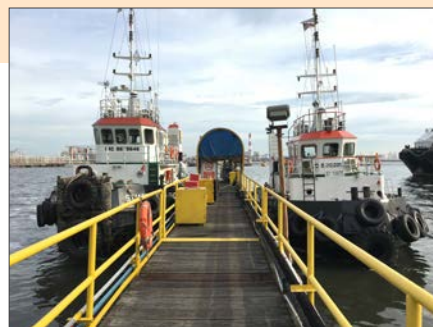


### 5<sup>th</sup> Prize Winner

Name: **Salamah Binti Hamid**  
Company: **Raffles Marina Ltd**  
"Boat House at Raffles Marina. This is how the small boat moves around using the stacker crane at Boat House."



Name: **Guganathan Rathinam**  
Company: **NSL Chemicals Ltd**  
"Departure from NOC Jetty"



Name: **Phang Mun Wai**  
Company: **NSL Fuel Management Services Ptd Ltd**  
"Expanding Our Business To Marine Coastal Sector – The Penjuru Jetty"



## Precast columns

# Construction of a 9-storey Nursing Home

By Yong Chiang Boon

Eastern Pretech (EP) has secured the tender for the fabrication and supply of precast columns, beams, lift and staircase walls, façade panels, pre-stressed planks and staircase flight for Bukit Batok West Nursing Home, a 9-storey building located at Bukit Batok West Avenue 9.

The project, valued at \$70 million is designed by MKPL Architects and

awarded to Guan Ho Construction Pte Ltd with whom EP has 30 years of working relationship.

Precast components totaling 2455m<sup>3</sup> with easy connection and simple joint details were introduced for site safety during installation.

The delivery of precast components is targeted to commence in October 2017 and completed in four months.

## EP Awarded Certificate of Accreditation for PBU

By Jason Lim and Chee Jiawei

In the last issue of NSLink, we covered on an ongoing audit to obtain the Prefabricated Bathroom Unit (PBU) Manufacturer Accreditation Scheme. With stringent quality management system in place, the audit process was smooth. We are pleased to announce that EP was awarded the certification from Singapore Concrete Institute on 6 July 2017.

To further strengthen EP's presence in the market, the team will be exploring on expanding the PBU market by offering new products to developers, consultants and contractors. To improve the site's productivity, EP is looking at PBUs made of lightweight concrete or drywall, instead of the traditional full concrete. These solutions still require further development and the team is working towards obtaining the necessary accreditation.



▲ A work-in-progress PBU that was audited



▲ PBU workstations at EPs



## *EPM Embarks on* **Fourth IKEA Project**

By Lee Mun Sam

**A**fter rigorous proposals made to main contractor Kajima (Malaysia) Sdn. Bhd, Eastern Pretech Malaysia (EPM) secured this fourth IKEA project in Malaysia. With an approximate total precast components volume of 21,000m<sup>3</sup>, this project is expected to commence in the fourth quarter of 2017, and will be completed within six months.

This IKEA Store at Batu Kawan is scheduled to open its door to public in the third quarter of 2018.



*The new IKEA store will be located along Aspen Vision City, Batu Kawan, Malaysia  
Source: The Star Malaysia*

## *EPM Clinches Significant Order for* **Hospital Putrajaya**

By Lee Mun Sam

**T**he project's main contractor, George Kent (M) Berhad, has recently awarded the design, supply and delivery contract to EPM for its new 220-bed endocrine hospital in Putrajaya.

The hospital will be located on a 10.7 acre site within Precinct 7, and 200m away from the existing Hospital Putrajaya.

This project will consist of clinical and ward blocks, and a multi-storey car park. With an estimated precast component volume of 9,000m<sup>3</sup>, the components will be produced in Beranang, Selangor and is expected to commence in the fourth quarter of 2017 for a duration of eight months.



*An artist's impression of Hospital Putrajaya  
Source: George Kent (M) Berhad website*



# The Green Journey

By Jeffrey Liew, Hao Xusheng and Hong Yiyang

**E**astern Pretech Pte Ltd (EP) started its green journey in 2009 by being a founding member of the Singapore Green Building Council (SGBC). Over the years, it ventured into different materials and products. In 2014, with the assistance of the NSL Corporate Research and Development team, it made a concerted effort into sustainable construction through green concrete technology. Sustainable construction encourages recycling and the adoption of building designs, construction practices and materials that are environmentally friendly and sustainable.

In 2015, EP achieved the Singapore Environment Council's 'Green Label'

certifications for reinforced concrete products, pre-stressed planks and hollow-core slabs. The concrete mixes were successfully designed by replacing 20% of cement with Blastfurnace Slag, a by-product of iron and steel making. A total of eight products were awarded the certifications in 2015 and another five products were awarded the certifications in 2016.

The journey did not end with that, but advanced rapidly with them receiving the prestigious 'Green Mark' certification for 45 mix designs concrete from SGBC in June 2017. 19 of the design mixes are awarded 'Good' and 26 are awarded 'Excellent'

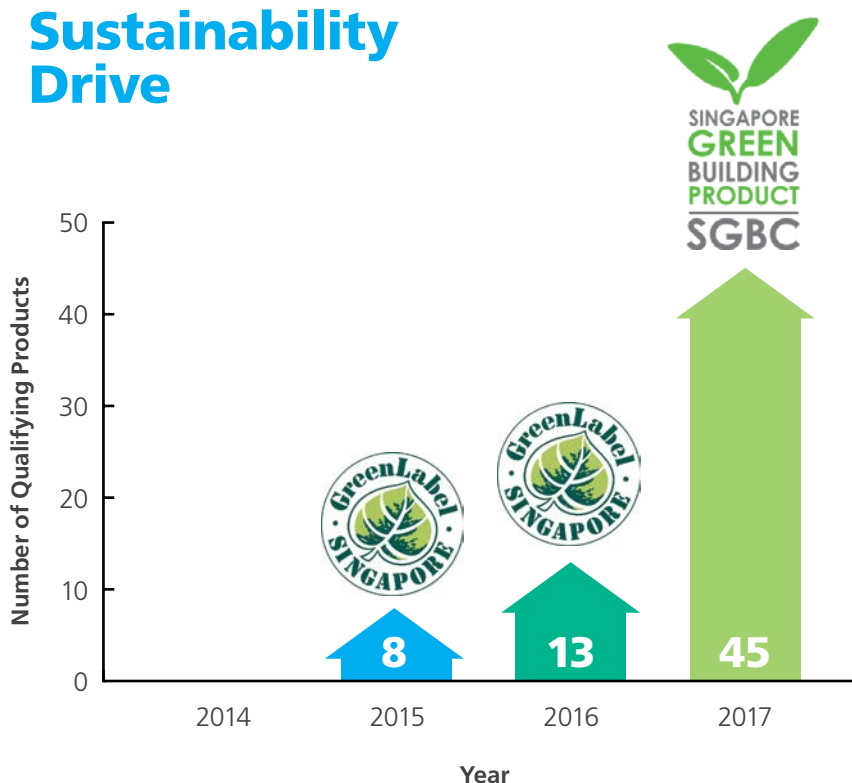
- the latter being the third highest level of sustainability certification in SGBC's 4-tier classification system.

The 'Green Mark' certification is recognized under the Building and Construction Authority's Green Mark scoring system for the environmental qualities of the product. This is assessed based on five key areas such as energy, water and resource efficiency, health and environmental protection and other green features.

EP is proud to be the first pre-caster to have their concrete mix designs 'Green Mark' compliant.

The journey continues...

## EP's Sustainability Drive



# *New Complex to Treat Industrial Wastewater From 2019*

*An artist's impression of the NSL Industrial Wastewater Treatment Complex*

**N**SL has invested \$50 million to build a new industrial wastewater complex known as NSL Industrial Wastewater Treatment Complex or "NSL IWWC" for short. This new wastewater complex is NSL OilChem Waste Management (NOC)'s efforts to expand and enhance its wastewater business to better serve its existing and new customers.

## **What does NSL IWWC do?**

Slated to be ready for commercial operations in the first quarter of 2019, NSL IWWC is situated along Tuas Ave 10 in Singapore, and is about the size of a football field. It is designed to house a full wastewater-treatment capacity of 1000m<sup>3</sup> per day, and will be in operation round-the-clock, managed by 20 to 30 supervisors and operators.

Customers will enjoy a comprehensive one-stop service, from up-front business advisory, technical consultancy to direct collection of wastewater from customer premises using NOC's tankered facilities. The wastewater will be treated using modern technologies to a quality that meet effluent discharge standards,

before it is disposed into public sewers.

## **A Modern Wastewater Complex with Integrated Technologies**

Equipped with high-end treatment technologies that are integrated and fully automated, which include multi-media and biological processes, membrane-based treatment and desalting systems, this complex is designed with the capability to treat a wide spectrum of organic-based industrial wastewater.

As part of the stringent quality assurance and quality control, government agencies such as National Environment Agency (NEA) and Public Utilities Board (PUB) will conduct regular inspections at the facilities to ensure that NSL IWWC meets its intended performance and treats wastewater to meet effluent discharge standards.

Mr Lim Chiow Giap, Director of Projects says, "Industrial wastewater management service is an expanding business in Singapore. It is a critical component of Singapore's competitiveness to promote high value-added industries to spur our

economic growth and social development, while maintaining environmental sustainability. When completed, the NSL IWWC bodes well to complement NSL's existing services rendered to our customers. We will also do our part to raise the capabilities of our local environmental sector. Government agencies such as Economic Development Board, JTC Corporation and NEA are in full support of NSL's plan to develop the IWWC and are partnering with us closely to see through the completion of the project."

As with any investment, challenges are inevitable. Mr Lim shares that one of the key challenges is to deploy a competent team to work with the consultant and contractor to build modern facilities that are robust and reliable, and for them to be constructed safely, within project budget and construction schedules.

"We will also need to put in place our operational capabilities, and equip our staff with the knowledge and relevant competencies so that they can manage the operations when it is up and running."



# New Name to Exemplify Its Business

By Phang Mun Wai



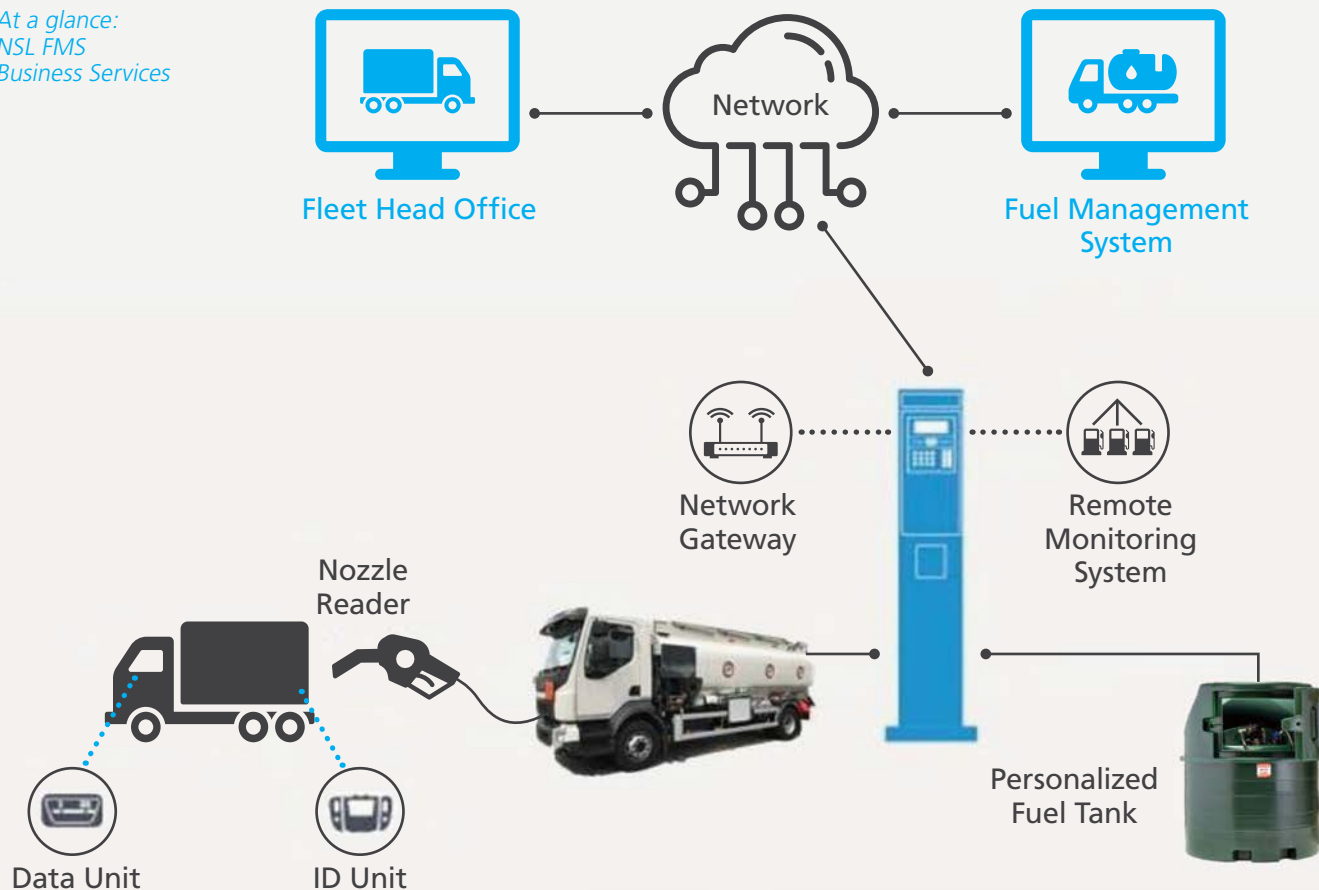
**N**SL OilChem Trading Pte Ltd has been renamed to NSL Fuel Management Services Pte Ltd on 1 July 2017.

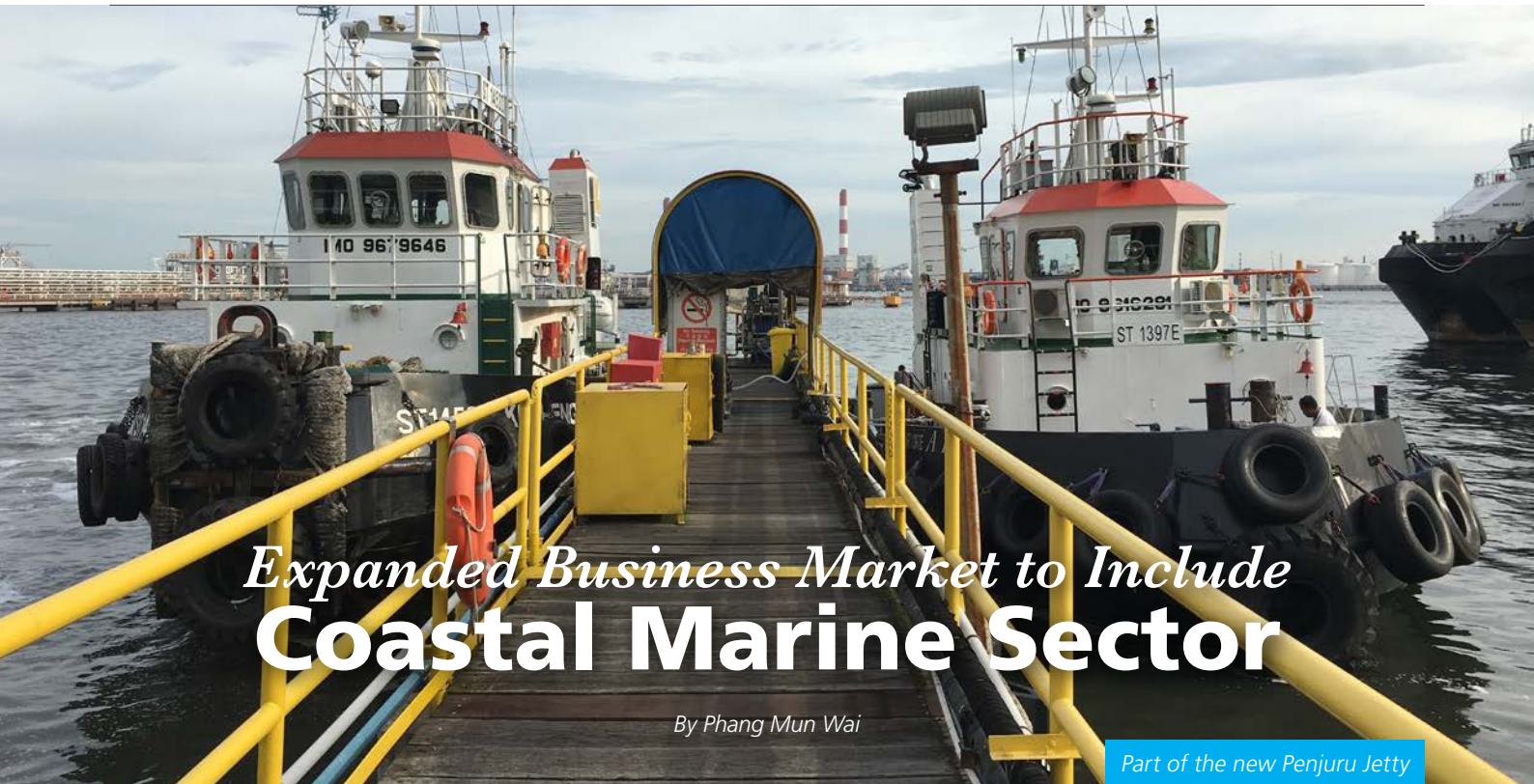
The name change exemplifies the business nature and its commitment to the parent company (NSL OilChem Waste Management) in the fuel and lubricant distribution business.

NSL Fuel Management Services' (NSL FMS) core businesses include fuel, lubricants & specialty products and fuel equipment and accessories. Endorsed with authorised distributorship by leading oil majors, it serves a diverse clientele, spanning across construction, manufacturing, transportation & logistics and marine industries.

"NSL FMS leverages latest technology in delivering fuel and lubricants with the use of remote monitoring systems, on-demand tracking devices, and advanced IT software. We enhance customisation needs with value-added services to differentiate against the traditional competitors." says Sean Chua, CEO of NSL FMS.

*At a glance:  
NSL FMS  
Business Services*





# Expanded Business Market to Include Coastal Marine Sector

By Phang Mun Wai

Part of the new Penjuru Jetty

**O**n 26 May 2017, as an expansion to the coastal marine sector, CNC Petroleum, a wholly-owned subsidiary of NSL Fuel Management Services (NSL FMS) officially launched the new Penjuru Jetty. A majority of the upgrading work started end of 2016, and the new system was implemented early this year. CNC Petroleum will manage and operate the jetty for three years.

## All about Penjuru Jetty

Prior to CNC Petroleum implementations, there have been some issues faced by customers.

"Before we took over, the infrastructure was purely manual and traditional. For example, an attendant would need to be there to roll out the diesel hose to refill the boats. Handwritten receipts were given instead of an electronic version. Such manual handling may result to

diesel pilferage." shared Mr Chin Han, Operation Manager of Penjuru Jetty.

Since the implementations of improved processes, customers can now enjoy an efficient and effective service at the jetty:



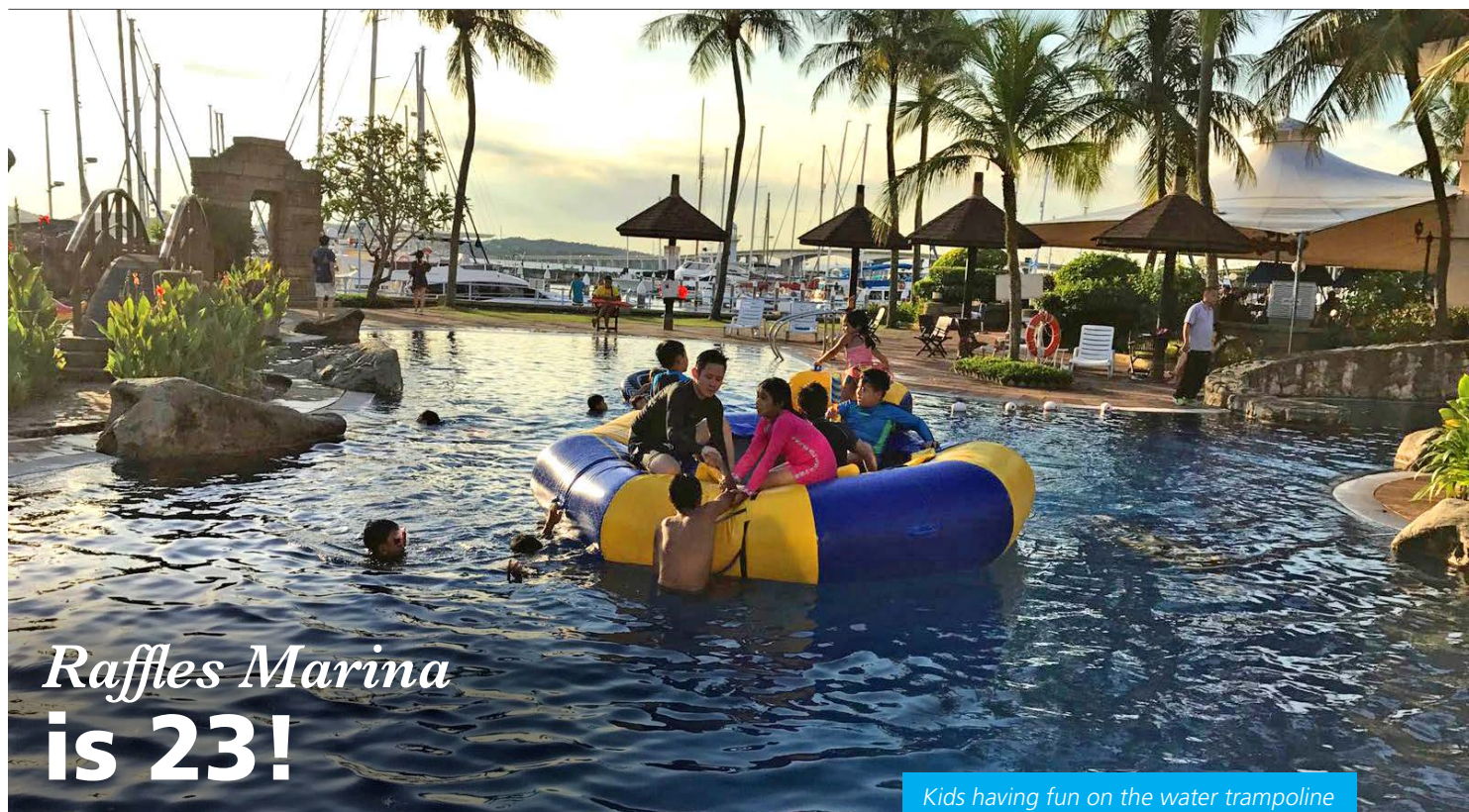
**Before:** An attendant must be there to provide handwritten receipts and manually refuel the boats.



**Now:** There are two units of automatic dispensers that are equipped with fuel hose auto-rewinders, computerized printer and user control panel. It is similar to a modern petrol kiosk terminal.

Before	New & Improved
Traditional and Manual Set-Up	Implemented a Terminal Automation System (TAS). It is a reliable system which is used globally.
Mechanical Metering Unit	Electronic Metering System. This offers a more accurate, and tamper-proof system. There is a lesser chance of short-changing customers.
Manual dispensing process (Example: handwritten receipt)	Automated dispensing process. Each vessel is issued with a unique PIN Code to dispense diesel. This prevents diesel pilferage.
Manual Tank Gauging	NSL FMS can monitor the consumption of fuel real-time online and ensure that there are sufficient supplies.





## Raffles Marina is 23!

Kids having fun on the water trampoline

Raffles Marina celebrated its 23<sup>rd</sup> birthday bash with more than 400 guests attending the water carnival on 1 July 2017. Highlights of the day consisted of a water trampoline, ZooMoov animal rides, nostalgic hawker stalls, prawning, henna tattoo art and many more.

Guests at the event had an opportunity to try standup paddleboarding at the lagoon – a free trial activity specially arranged for the carnival. Gastronomes were also treated to a splendid array of bistro favorites that were available for the day at wallet-friendly prices. Prawn Aglio Olio, Nasi Briyani and Fried Chicken Wings were some of the popular food choices among diners.

The second half of the day was hyped up with lots of water games for kids and a special appearance by Bumblebee fondly referred to as the popular “Bee” from the sequel Transformers. Even adults could not resist snapping photographs with this adorable action hero!

The night ended off with a lantern walk for kids and a lucky draw which got the crowd excited.



Nostalgic hawker stalls

Stand up paddleboarding trial at the lagoon



One with “Bee”



# Raffles Marina Lighthouse

## Lures Crowds

In recent months, people from all walks of life have visited Raffles Marina (RM) for the lighthouse. People travelled from the East to this Western part of Singapore to take snapshots of life's memorable milestone moments with the iconic lighthouse as the backdrop. The mesmerizing sunset, which the marina is well known for has made the lighthouse even more attractive and alluring.

Visitors range from cyclists, photographers, families, brides and grooms-to-be, graduates and even mothers-to-be! The Club has even witnessed the path to the lighthouse transformed into a romantic walkway with red carpet, balloons, fairy lights and rose petals for a wedding proposal!

Social Media was the main reason for this limelight. Famous local blogger such as The Smart Local with 318,000 followers shared about RM being one of the "9 Beautiful Places On The Edge of Singapore". Interest groups such as cycling communities and leisure photographers with 25,000 members, have used RM lighthouse as their meeting point and photo shoot location. Wedding bloggers have also named RM lighthouse as "One Of The Top 5 Wedding Photography Locations In Singapore". Their photos and videos are shared across various social media platforms.

Riding on the massive interest that RM lighthouse has drawn on social media, RM strategized its joint marketing promotions with Land Transport

Authority on the Opening of the Tuas Link MRT station in June to be channelled on the lighthouse. This further enhanced its popularity as the Club began to witness more public guests streaming in from the train station and heading to the lighthouse. During this period, followers for RM's Instagram and Facebook also steadily increased.

To add to the hype on the lighthouse, the Club also recently organised a lighthouse photo competition on Instagram which saw 90 submissions with over 5,700 likes!

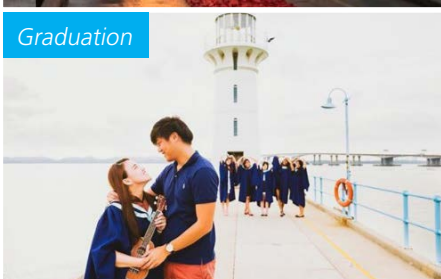
If you have not visited the Raffles Marina lighthouse, check out the luring factor via their Instagram [#rafflesmarinalighthouse](#)



A maternity shoot at the lighthouse



A wedding proposal



Graduation



Meeting point for cyclists



Pre-wedding photoshoot



### Interesting Facts About The Lighthouse

- ▶ **23** years old beacon
- ▶ **12** metres high
- ▶ Flashes every 10 seconds with a beam that reaches **15** metres
- ▶ The only lighthouse not owned and operated by the Maritime Port Authority of Singapore



# Annual Town Hall Meeting



*Dr Low emphasized the importance of training and safety during the town hall*

In the months of June and July, a series of town halls were held at NSL Ltd, Eastern Pretech Singapore, Eastern Pretech Malaysia (Seelong), NSL OilChem Waste Management Services, NSL Chemicals and Raffles Marina. A total of 313 employees were engaged at respective locations.

The meeting commenced with a presentation of an overview of the two key businesses, Precast & Prefabricated Bathroom Units (PBU) and Environmental Services by Dr Low Chin Nam, Executive Director of NSL.

## Key Thrusts to Forge a Stronger Organisation

Dr Low spoke about the three key thrusts to operate in the current environment: strengthening capabilities, tightening costs and supporting growth. A strong emphasis of training and developing employees was made, and he encouraged employees to upgrade themselves as the world is ever-changing. Dr Low stressed that employees working in the operations must be trained well especially with technology and machineries.

## NSL Industrial Wastewater Treatment Complex

At NSL Ltd's town hall, Dr Low took the opportunity to share about the new wastewater treatment complex, which is slated to be ready for commercial operations in the first quarter of 2019. Its purpose is to collect organic wastewater from manufacturing, precision engineering, pharmaceutical and biomedical industries and disposing it safely. Read more about it on [page 13](#).

## Safety & Risk Management, Employee Code of Conduct

Mr Robert Lim, Vice President for Safety & Risk Management of NSL Ltd presented a summary of workplace injury statistics between January to April 2017 in NSL Group. Compared to 2016, there was a decrease of work injury cases from 11 incidents to eight. He stressed to put safety as a priority while at work.

Ms Serene Choi, Vice President of Human Resources of NSL Ltd gave a revision of employee code of conduct and the HR policy.

Town hall sessions were concluded with Dr Low answering key questions flagged out on Pigeonhole Live, an anonymous online platform where employees are engaged to ask questions relating to the company.

Below are some of the key bread and butter issues raised; of which, have been implemented or in the course of implementation:

- Improvements to the staff canteen at Eastern Pretech Malaysia, Seelong
- Transport reimbursements are given to non-executives at Raffles Marina, following the cessation of the company's shuttle bus services due to the new Tuas Link MRT station that is located right at Raffles Marina's doorstep.
- Appointed a Head of Maintenance to ensure that the facilities at NSL OilChem Waste Management are in optimal conditions.



*Mr Lim gave a summary of workplace injury statistics at NSL Ltd Town Hall*

# NSL Cares for the Environment

**A**s part of NSL Group's Corporate Social Responsibility efforts in caring for the environment, NSL Corporate Communications facilitated an e-waste recycling programme for the group of companies in Singapore.

Held from 14 to 18 August, employees were encouraged to bring their unused electronic products from home and dispose them into designated bins with a height of 120cm in their respective offices. Our IT department took the opportunity to clear their e-waste and were the main contributors of this initiative.

## Why Recycle?

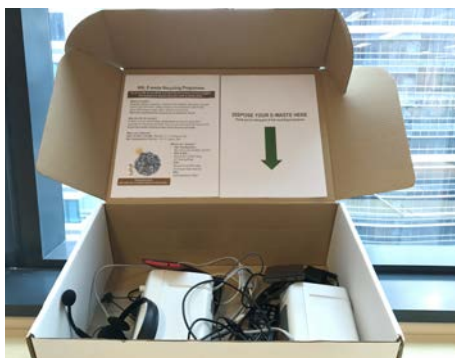
E-waste contains toxic components that are harmful to our health and environment. It includes mercury, lead and barium. Hence, e-waste requires specialised equipment from professionals like TES Singapore to dismantle the waste. Sometimes, these e-wastes can be turned into new products.

## 1,119kg Collected!

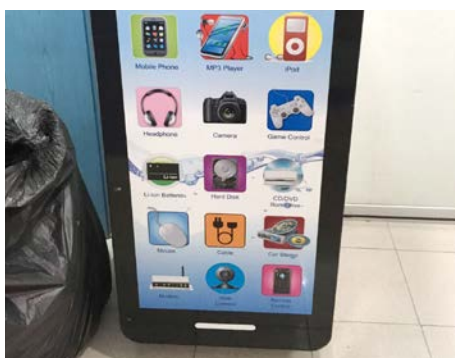
Working closely with TES Singapore, a total weight of 1,119kg of e-waste was collected. Big thanks to all employees for playing their part to protect the environment and health!



▲ A representative from TES Singapore clears the e-waste from Raffles Marina



▲ NSL Ltd: Employees brought their unused electronic items to the office



▲ E-waste at Eastern Pretech Singapore



▲ E-waste from NSL OilChem Waste Management, NSL Fuel Management Services and NSL Chemicals



# SRC Highlights

## Movie Event: Spider-Man: Homecoming

About 350 staff and their loved ones came together to watch Spider-man: Homecoming on a weekend afternoon at Shaw Lido Orchard. This movie event on 15 July provided an opportunity for staff to meet their colleague's families.



## Wakeboarding at Punggol Marina

Staff at NSL Group certainly portrayed courage and determination to face and fight challenges during a wakeboarding event at Punggol Marina. Participants braved the waves and speed atop the sunny weather on a Saturday afternoon. The 4-hour session saw much laughter and cheering as they attempted challenging "stunts" on water.

## NSL Games 2016/17 Trophy Winner

Congratulations to NOC/ NSC – the Champions of NSL Games 2016/17! After a series of adrenaline action, NOC emerged as the overall winner with ten golds, eight silvers and five bronzes. Mr Jeffrey Fung, CEO of NSL OilChem received the challenge trophy on behalf of the team from Dr Low Chin Nam, Executive Director of NSL at the award presentation ceremony on 21 July at Raffles Marina. Till we meet at NSL Games 2018/2019.

### NSL GAMES 2016/17: STANDINGS

Ranking	Teams	Gold	Silver	Bronze	Total Points
1	NOC/NSC	10	8	5	51
2	EPS	4	5	9	31
3	NSL/RML	1	2	1	8



# VISION ZERO Movement

The Vision Zero movement was launched in 2015 during the National Workplace Safety and Health (WSH) Campaign by the WSH Council, Singapore. Vision zero is a mind-set and a belief that all injuries and ill health at work can be prevented. Through this, it focuses on finding solutions to prevent injuries and ill health.

The vision zero movement started with the message “I can prevent injuries and be healthy at work.” Building on this momentum, the current message is “Prevent all injuries. Go home safe and healthy”.

For individuals, set these three personal pledges:

- **Belief:** I can prevent all injuries and ill-health at work
- **Behaviour:** Better manage risks/ Look after each other
- **Way of Life:** How you work is how you live

In upcoming issues of NSLink, NSL Safety will feature vision zero movement and programme highlights. The Environment Safety & Health (ESH) departments at various subsidiaries will also be sharing with you some insights.

***Prevent all injuries.  
Go home safe and healthy.***

**VISION  
ZERO**

Visit [wshc.sg/nationalcampaigns](http://wshc.sg/nationalcampaigns) for more information.



▲ *Safety is paramount to NSL's business and we want our employees to come to work and return home safely every day.*

Here are six steps for a company to embark on the vision zero journey:



## Step 1

### **Make a commitment.**

Company's leadership must send clear signals that they are committed to bring their workers home safe and healthy. WSH should be a core value in the company.



## Step 2

**Setting a goal** is crucial to help the company remain focused on its commitment. Example: aim to reduce workplace injuries by 20% in two years.



## Step 3

### **Communicate the goal.**

Management must communicate their targets to their workers and contractors so that they are all aligned to the goals.



## Step 4

### **Identify WSH challenges.**

The company must identify the key WSH challenges and determine the risks and hazards that are unique to its industry.



## Step 5

**Find solutions.** The company should eliminate risks and look into measures to control the risks if elimination is not possible.



## Step 6

**Reviewing and monitoring progress** is key to ensure that goals and specific targets set remains relevant.



# How to Improve Your Cholesterol Profile with Food

By Anjana Motihar Chandra



**M**s Apple Chan Li Ping, Dietitian, Department of Dietetics, Singapore General Hospital (SGH), a member of the SingHealth group, explains the ways to improve your cholesterol levels through your diet.

## 1. Cut back on cholesterol-rich foods, saturated fats and trans fats.

Cholesterol is found in foods of animal origin such as meat and poultry. The following foods are especially rich in cholesterol: organs/offal, egg yolks and shellfish.

Saturated fats can be found in foods like full cream versions of dairy products, butter, coconut milk/oil, palm oil, poultry skin and animal fats like ghee and lard. This group of fats can increase the levels of LDL-cholesterol in our body.

Trans fats present in store-bought cookies, cakes, doughnuts, crackers, margarine, shortening and fried foods also raise LDL-cholesterol levels. Fast food chains often use hydrogenated oils that contain trans fats.

## 2. Opt for 'healthier' fats and oils instead.

'Good' fats generally refer to monounsaturated fats, polyunsaturated fats and omega-3 fats. These are considered 'good' because they seem to lower LDL-cholesterol levels. However, you need to stay mindful of the calories. Too much fat, even good fat, will still provide excess calories!

Sources of monounsaturated fat include some vegetable oils such as olive oil, canola oil, nuts like almonds and cashews, and avocados. Polyunsaturated fats can be found in vegetable oils like soybean oil, sunflower oil and corn oil. They are also present in walnuts and sunflower seeds. Omega-3 fats can be found in salmon, sardines and mackerel. Some food products like bread and eggs are enriched or fortified with omega-3 as well.

## 3. Increase your consumption of fibre-rich foods.

You can improve your cholesterol profile by having a balanced diet that includes adequate amounts of dietary fibre. There are namely two types of fibre, soluble and insoluble. The Health Promotion Board (HPB) Singapore recommends a daily

intake of 20g a day of dietary fibre for women and 26g a day for men. "Fibre, particularly the soluble one, is beneficial because it binds excess cholesterol and eliminates it from the body through waste," says Ms Chan.

Both soluble and insoluble fibre can be found in grains, lentils, legumes, fruits and vegetables. Examples of sources of fibre are oats, brown rice, kidney beans, peas, apples, bananas and spinach. A good way of including more fibre in your diet is to have the whole fruit with the skin on, such as apples and grapes.

## 4. Consider including some foods fortified with sterols and stanols.

Stanols and sterols are plant compounds found naturally in some vegetable oils, nuts, grains, legumes, fruits and vegetables. They can help lower LDL-cholesterol levels by interfering with cholesterol absorption in the body. Currently, stanols and sterols can be found in some fortified food products such as milk and margarine in Singapore.

Continue reading on [healthxchange.sg](#) to learn about the **differences between good cholesterol (HDL) and bad cholesterol (LDL)**.

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**HealthXchange.sg**

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