

NSL *Link*

Issue 24

Apr 2018

Review 2017



A Note from Our **Executive Director**



Dear Colleagues

NSL announced that profit before tax for the financial year 2017 declined 71% to \$5.1 million. The decline in profit before tax was mainly due to the weak performance by Precast business in Singapore, Malaysia and Dubai, notwithstanding the satisfactory performance of the PBU business in Finland which made significant profit contribution to the Group.

We achieved a turnover of \$356.2 million in FY2017, a 6% increase from \$337 million in FY2016.

Significant Events in 2017

Read about significant events achieved by the divisions on page 5 and their individual operation reviews on page 6 and 7.

Innovative Engineering Initiatives

As reported by Chairman in the letter to shareholders in our Annual Report 2017, the Group actively took advantage of its strength in engineering technology to improve its processes and develop new products and services to bring about higher productivity and better customer engagement respectively.

For Precast and PBU division, NSL Research and Development (NSL R&D) department worked with

its Singapore Precast business to develop a lightweight concrete for its PBU system in 2017. The new PBU product which weighs about 40% lighter received a certificate of In-Principle Acceptances from the Building and Construction Authority, enabling it to broaden its PBU product offerings.

In line with the Singapore government's efforts to promote greater productivity through the use of technology in the construction sector, the division had also invested in Building Information Modeling IT system to facilitate better collaboration and more seamless information flow with various stakeholders across the construction value chain, resulting in greater operational efficiency.

NSL Chemicals commercialised a new low noise asphalt concrete mix using steel slag aggregate that was used in resurfacing a section of East Coast Parkway (ECP) expressway. This newly developed environmentally-friendly steel slag aggregate asphalt concrete mix is a collaborative effort between NSL R&D, local government agencies and tertiary institutions.

NSL Group is also committed to digitalise our business to improve overall operational efficiency and

productivity. Digital technology was deployed in the Environmental Services division to ensure traceability of waste collection. The system empowered holistic automation scheduling, waste collection optimisation and vehicle route planning.

The Group has also started to employ data analytics in our business operations. Although, still in its infancy, data analytics has been applied to optimise manpower scheduling for business operations, enhance understanding of customers' preferences and track the effectiveness of marketing promotions, campaigns and events.

Looking forward, we will continue to leverage on digital technology and data analytics to improve our processes and to strengthen our competitive advantage and market share.

Thank you all for your contributions to the Group for the past year. In the year ahead, let's continue working together as a team to bring in better profit for the Group.

Dr Low Chin Nam

NSL Group Profit Before Tax Fell in 2017

- Profit before tax declined 71% to \$5.1 million in FY2017 as a result of the weak performance by Precast business in Singapore, Malaysia and Dubai
- Proposed dividend of \$0.05 per share for the financial year

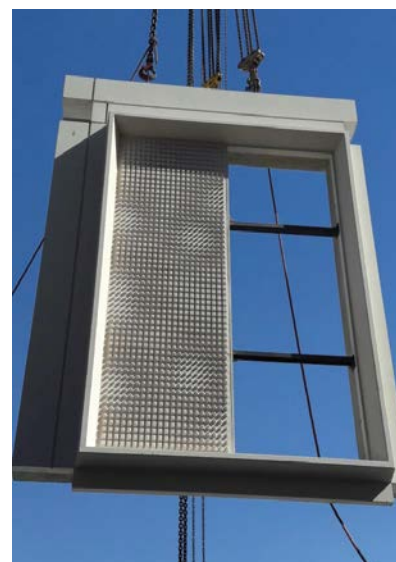
Group Financial Overview

	2017 S\$'000	The Group 2016 S\$'000	Change %
Group Turnover	356,150	336,968	6
Group Profit Before Tax	5,092	17,486	(71)
Group Profit attributable to equity holders of the Company	4,363	13,885	(69)

Continuing Operations

	2017	The Group 2016	Change %
Turnover (S\$'mil)			
Precast & PBU	208.5	237.8	(12)
Environmental Services	124.9	75.9	65
Others	22.8	23.3	(2)
	356.2	337.0	6
Attributable profit before tax (S\$'mil)			
Precast & PBU	2.9	25.4	(89)
Environmental Services	(2.4)	(5.1)	(53)
Share of PSLT results	0.1	(0.9)	n/m
Others	4.5	(1.9)	n/m
	5.1	17.5	(71)

n/m: not meaningful



NSL Group achieved a turnover of \$356.2 million in FY2017, a 6% increase from \$337.0 million in FY2016. The higher turnover was mainly due to Environmental Services division's newly acquired subsidiary in fuel management services business and the restructured Recycled Fuel Oil (RFO) business. Revenue generated by Precast & Prefabricated Bathroom Unit (PBU) division declined.

Profit before tax declined 71% to \$5.1 million in FY2017 as a result of the weak performance by Precast business in Singapore, Malaysia and Dubai, notwithstanding the satisfactory performance of the PBU business in Finland which made significant profit contribution to the Group.

After taking into account income tax and non-controlling interests, the Group reported a 69% drop in profit attributable to shareholders from continuing operations in FY2017, from \$13.9 million in FY2016 to \$4.4 million in FY2017.

Significant Events

The Precast & PBU division gained greater recognition for its efforts in promoting the development of environmentally sustainable buildings. The precast components of its Singapore and Malaysia operations were awarded the prestigious Singapore Green Building Product certification for 45 types of environmentally-friendly concrete mix in June 2017 and another 35 types in January 2018.

In response to the strong order book for its PBU business in Finland, the division leveraged its robotic tiling technology to expand its production capacity by 20% in FY2017.

During the year, the Environmental Services division rebuilt its fixation plant which was disrupted by a fire incident. The fixation plant would likely resume operations in the first quarter of 2018. The division also strengthened its business operations by deploying the internet of things




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2017 Annual Report



<http://www.nsl.com.sg/investor-relations/annual-reports>

and digitalising its business processes. In addition, it upgraded its laboratory equipment to reinforce process control and treatment robustness.

The Environmental Services division successfully restructured its RFO business in 2017 by offering oily wastewater cleaning and removal services (deslopping) directly to its marine customers. The construction of the division's organic wastewater treatment facility in Tuas has commenced and is progressing on schedule for completion in 2018.

The fuel management services business of Environmental Services division was awarded a Marine Gas Oil Bunker supplier and Bunker Operator license by Maritime and Port Authority of Singapore during the year. With this license, the division can now offer its service to coastal marine customers directly, achieving a greater level of customer satisfaction through timelier and more transparent service deliveries with its automated fuel dispensing technology.

Looking Ahead

The Precast business as a whole is expected to remain challenging. The Singapore and Malaysia Precast operations are being restructured to improve cost competitiveness in the face of intense competition. Although the Dubai operation has a healthy order book, it is subject to risks of project delays. Business outlook for the PBU business in Finland is expected to remain favourable.

In the Environmental Services division, business outlook for recycled fuel oil (RFO) business continues to look positive driven by stronger performance of the restructured RFO business and the expected full resumption of the waste management services by March 2018.

Dividend

Subject to the approval of shareholders at the annual general meeting of the Company to be held on 24 April 2018, the Board is recommending a final dividend of \$0.05 per share for the financial year ended 31 December 2017 to be paid on or about 22 May 2018 or such other date to be determined by the Directors.

Precast & PBU Review 2017

Performance

The Precast & Prefabricated Bathroom Unit (PBU) division's turnover declined by 12% to \$208.5 million in FY2017 compared to FY2016, mainly as a result of sluggish market demand as well as delays in precast projects in Singapore, Malaysia and Dubai. Average selling prices in Singapore remained weak due to intense competition from languishing private sector construction activities. However, its Finland PBU operation did well, driven by healthy demand for PBU in Finland and Sweden.

As a result of the losses made by its Singapore and Malaysia operations and lower profit from Dubai, profit before tax fell from \$25.4 million in FY2016 to \$2.9 million in FY2017 despite the significant profit contributions from Finland operations.



Development Highlights

Parmarine achieved full production loading for both its PBU and fire door plants in FY2017. Its PBU operating capacity successfully expanded by 20% in 2017 with an additional robotic automation equipment production line to cope with higher PBU demand in Scandinavia.

During the year, Dubai Precast LLC secured several prestigious projects, such as Dubai EXPO 2020, Jebel Ali Refinery pipe rack and tunnel segment for Dubai Metro Route 2020. In the Dubai Expo 2020 project, other than supplying and installing precast coloured concrete panels for EXPO 2020 Thematic District, the Company will also be supplying 40,000m² of hollow-core slabs for the shopping mall.

Dubai Precast LLC successfully completed its first precast concrete pipe rack project, consisting of columns and beams weighing up to 45 tons, for the expansion of Jebel Ali Refinery. Production and delivery of its first concrete tunnel segment project for Dubai Metro Route 2020 has commenced and is expected to be completed in 2019.

Eastern Pretech Malaysia secured its fourth IKEA warehouse project in Malaysia to design, supply and install precast components.

The Singapore construction market encountered headwind in 2017. Tenders were few and, as a result, highly competitive. Eastern Pretech Singapore maintained its focus on institutional and industrial projects, and won projects such as Integrated Care Hub, Global Switch and Google Phase 3.

Eastern Pretech Singapore obtained a certificate of In-Principle Acceptances from the Building and Construction Authority to manufacture a new and cost competitive range of drywall panels and lightweight concrete PBU systems for the Singapore market. Another key milestone during the year was the achievement of the prestigious Singapore Green Building Product certification for many types of its environmentally-friendly concrete mix, used in its precast components, in Eastern Pretech Singapore and Eastern Pretech (Malaysia). This award is a recognition of the companies' efforts in promoting the development of environmentally sustainable buildings.



Going Forward

The Precast business as a whole is expected to remain challenging. The Singapore and Malaysia Precast operations are being restructured to improve cost competitiveness in the face of intense competition. The Dubai operation has a healthy order book, but it is subjected to risks of project delays. Business outlook for the division's PBU business in Finland is expected to remain favourable.

Environmental Services Review 2017

Performance

Turnover of Environmental Services division increased 65% from \$75.9 million in FY2016 to \$124.9 million in FY2017 on the back of a higher sales volume from its newly acquired subsidiary in the fuel management services business and Recycled Fuel Oil (RFO).

The division achieved a loss before tax of \$2.4 million in FY 2017. It would have turned around last year had it not been for the fire incident in March 2017 which disrupted its waste treatment business (for which our business interruption insurance claims have yet to be recognised). The improved performance of the division's restructured RFO business on the back of higher sales volume and price, profit contribution from its fuel management services business and reversal of impairment for property, plant and equipment uplifted the business.



Development Highlights

During the year, the Environmental Services division rebuilt its fixation plant which was disrupted by the fire incident. The fixation plant is likely to resume operations in the first quarter of 2018. It also strengthened its business operations by deploying the internet of things and digitalising its business processes. In addition, it upgraded its laboratory equipment to enhance process control and treatment robustness.

Its RFO business was successfully restructured in 2017 to offer oily wastewater cleaning and removal services (deslopping), and sell RFO directly to its customers. The division would continue to invest in plant, equipment and resources to grow its RFO business to increase its market share in 2018.

The construction of the division's organic wastewater treatment facility in Tuas has commenced and is progressing on schedule for completion in 2018. The new Tuas plant with an eventual wastewater treatment capacity of 1,000m³ per day is equipped with advanced treatment technologies that are capable of treating a wide range

of industrial wastewater to support Singapore's industrial promotion plan for the electronic and chemical clusters.

In November 2017, the division's fuel management business was awarded a Marine Gas Oil Bunker supplier and Bunker Operator license by Maritime and Port Authority of Singapore. With this license, the division can now offer its service directly to coastal marine customers, achieving a greater level of customer satisfaction through timelier and more transparent service deliveries with its automated fuel dispensing technology.

In a bid to improve the productivity of airport operations, the division introduced a customised AeroTruck with Radio-Frequency Identification smart dispensing system, which has features that are above the latest airport safety and security requirements of Changi Airport.



Going Forward

In the Environmental Services division, the business outlook for RFO business continues to look positive driven by stronger performance of the restructured RFO business and the expected full resumption of the waste management services by March 2018.



Winners of 'Stop the Act' Safety Photo Competition

With an aim to cultivate a safe work environment for all, NSL's Corporate Communications and Corporate Safety Committee organised 'Stop the Act' Safety photo competition in November 2017. Employees across the Group were encouraged to spot any unsafe act that jeopardises the safety of fellow colleagues or even company's assets.

In total, the Corporate Safety Committee received 16 submissions from 12 contestants. They selected the top five winners based on the seriousness of the unsafe act/ condition or risk, and its safety/business impact to individuals and/or the company.

"I'm encouraged by the feedback from our vigilant employees. While most of the unsafe acts are related to work at height, there were entries that featured employees who did not use personal protective equipment, instances of unsafe handling of gas cylinders and blocked fire hydrants/hose etc. We will keep track and continue to work towards creating a safe work environment for everyone," said Mr Robert Lim, Vice-President of Safety and Risk Management, NSL Ltd.

We would like to congratulate all winners and thank all the participants for submitting their photos. Remember, safety begins with you!



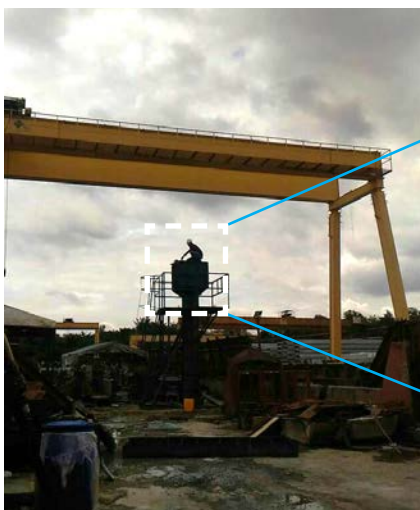
1st Prize Winner

Name: Lok Bahadur Kami, HR & Administration department

Company: Eastern Pretech (Malaysia) Sdn Bhd (Beranang)

Unsafe Act: Working under heavy load

Prize: Xiaomi Redmi 4X LTE-DS 32GB with Accessories Bundle including soft case, selfie stick and portable power bank



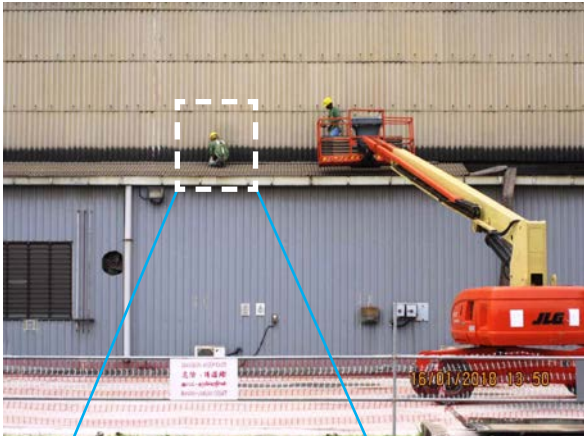
2nd Prize Winner

Name: Mohd Zulfadlee B Kamaruzaman, IT department

Company: Eastern Pretech (Malaysia) Sdn Bhd (Beranang)

Unsafe Act: Working at height without safety harness

Prize: LG Pocket Printer PD239 and 2 boxes of sticker photo paper



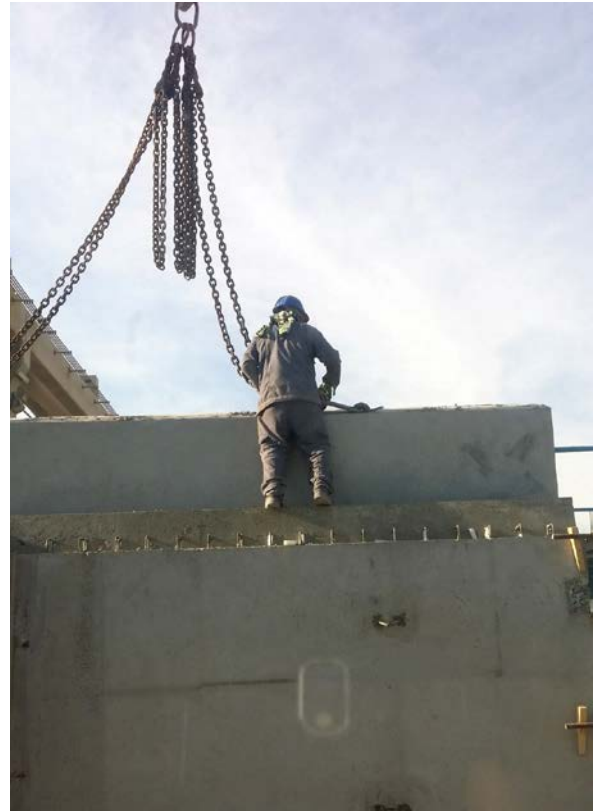
3rd Prize Winner

Name: Zhang Li Xin, Store department

Company: NSL Fuel Management Services Pte Ltd

Unsafe Act: Working at height without adequate safety harness support

Prize: Seagate backup plus ultra slim 2.5" 1TB portable drive



4th Prize Winner

Name: Anonymous

Company: One of the precast plant

Unsafe Act: Working at height without safety harness

Prize: Sony headphones MDR ZX310

5th Prize Winner

Name: Andy Khoo, Logistics department

Company: NSL Chemicals Ltd

Unsafe Act: Forklift driver's front view blocked

Prize: Scuderia Ferrari 5000mAh portable charger



The designer of NSL's Greeting Cards

Muscular Dystrophy Association Singapore also known as MDAS is a long term beneficiary of NSL. Since 2009, NSL has also engaged the service of their members to design our festive greeting cards through BizPower, an enterprise branch of MDAS comprising adults who are unable to manage regular employments due to the severity of their condition. This enterprise provides MDAS members an opportunity to develop and enhance the skills of young adults during their employment. The organization has taken much pride in designing NSL's festive greeting cards with the designs captivating us all the time.

The editorial team of NSLink had a chat with Ms Yean Cheng, 38, from BizPower who designed two of our 2017 e-cards.

1. When were you diagnosed with muscular dystrophy and how has MDAS supported you.

Since young I already knew that I was different from other children. I was weaker, could not walk for long and would fall over very easily. It was only at the age of 25 years that I was officially diagnosed with Spinal muscular dystrophy. At that point of time I was introduced to MDAS and they were my pillar of strength by providing me with a career path through BizPower.

2. How long have you been with BizPower and how have you benefited from this programme?

I have been with BizPower for 11 years and it was via this programme that I picked up designing skills. When I was initially introduced to it, I had no idea what digital art was and wanted to explore some possibilities to see

if it was of my interest. The team introduced me to design softwares like Photoshop and Illustrator and there was a little bit of chemistry along the way! I also met new friends and that really boosted my moral and confidence.

3. What are the challenges that you faced while designing the card?

There are two main hurdles. Physically, I started feeling a little sore and weak accompanied by neck and shoulder pain. Mentally would be on brainstorming the concept of the card, once the ideas started pouring in, my indecisiveness kicked in. Every design appeared to be nice and shortlisting the ideal one was a tough challenge. I usually spent quite a fair bit of time at that stage.

4. How do you find creative inspirations like this and how long do you take to design a card?

I mostly get the ideas through online browsing but when time permits I also visit the malls during the festive seasons to take a look at the decorations and props on display for some inspiration. Designing a card definitely takes time; it ranges from an hour to a couple of days depending on the elements in the card.

5. Share with us any interest or hobbies that you have.

Actually I'm a really boring person, the only thing that you'll catch me doing would be working on my designs. When I have free time at home, I'll be doodling on my laptop, attempting various designs and styles. I get a sense of satisfaction when I see the end product; it's literally from nothing to something!

◀ 2017's Christmas and this year's Lunar New Year e-cards was designed by Yean Cheng



Yean Cheng and her colleague working on projects



Yean Cheng (extreme left) and members of BizPower

Eastern Pretech Malaysia Updates

IKEA Penang Project Update

By Matti Mikkola

IKEA Penang has been the largest project for Eastern Pretech (Malaysia) Sdn Bhd (EPM) in recent months. As with all three previous IKEA stores, this is also constructed in precast by EPM. All structural components such as columns, beams, staircases, lift walls as well as staircase flights and landings are precast. Hollow-core slabs spanning 16m have been used for most areas. Due to heavier design loads compared to our previous projects, a large portion of the areas in IKEA Penang are converted from hollow core slabs to single-T slabs in this project.

Production of most of the components is being carried out at EPM's Beranang plant. A minor portion is produced in EPM's Sungai Petani plant, including the single-T slabs. The slabs are post-tensioned in the casting yard before delivery to site and to facilitate timely transportation of the components, a large site stockyard was arranged to store the components for easy transfer to the installation location.

Installation works commenced in November 2017 and by mid-February 2018 more than 80% of the components were produced and more than 50% were installed. Full installation works are targeted to be completed by the second half of April with the store expecting to open by early 2019.



Scan to Watch

Construction of IKEA Penang
<https://vimeo.com/256551967>



Casting of single-T slabs at Sungei Petani plant

EPM Clinches Sunway Big Box Village Project

By Lee Mun Sam

EPM has been chosen yet again by a reputable conglomerate, Sunway Group in Malaysia for the construction of its latest retail establishment, Sunway Big Box Village in Iskandar, Johor. The retail mall is about 500,000 sq ft in retail space and is scheduled for completion by 4Q2018.

EPM's scope of work includes the design, supply, delivery, installation of precast components and grouting works for a duration of six months. Production will be taking place at Seelong plant in Johor.



An artist's impression of Sunway Big Box Village
 Source: Star Media Group Berhad Website

EPM Clinches Multi-Storey Carpark Project

By Lee Mun Sam

EPM was awarded the design, supply, installation of precast components and grouting works for the construction of a new multi-storey carpark at Robert Bosch Power Tools Sdn Bhd in Penang by the project's main contractor South Island Building Sdn Bhd.

The fast-track 7,000m³ project will require vigorous planning and execution from EPM's plants in Beranang, Selangor and Sungai Petani, Kedah.



An artist's impression of Robert Bosch Power Tools Sdn Bhd
 Source: M.E.I Project Engineers Sdn Bhd

Installation of precast components are expected to commence in May 2018 for a period of 4 months.

Eastern Pretech Singapore Updates

EP Receives Accreditation for Lightweight Concrete and Drywall PBUs

By Jason Lim

In the October 2017 issue of NSLink, we covered on Eastern Pretech Singapore (EP) being awarded the Certificate of Accreditation for Concrete PBU on 6 July 2017 by the Singapore Concrete Institute.

EP is pleased to announce that Building & Construction Authority has granted a certificate of In-Principle Acceptances (IPA) to both of EP's new PBU systems – Lightweight Concrete and Drywall panels on 6 December 2017.

To achieve this accreditation, EP had to fulfill seven new criterias in the assessment consisting submission of method statement, video of delivery and installation works, use of non-combustible materials, connection details between PBU and in-situ site construction to ensure fire safety compliance, water tightness and robustness, introduction of water storage heater tank in the PBU and submission of third party test reports on meeting the required codes for the two systems.



Light weight concrete PBU



Metal frame PBU with drywall panels



Certificate of accreditation for Drywall PBU



Certificate of accreditation for Lightweight Concrete PBU

Dubai Precast Clinches Dune Crest American School Project

By Henrik Jensen

Dubai Precast was awarded the design, supply, delivery and erection of Dune Crest American School project in Dubai.

Precast concrete elements consisting of columns, beams, walls, colored sandwich walls, staircases and hollow-core slabs were supplied and installed for a total volume of 7,450m³.

Delivery of the precast concrete components commenced in December 2017 and is expected to be completed by end March 2018.





Corporate Uniforms for **Environmental Services Division**

In February, NSL Corporate Communications launched corporate uniforms for the Environmental Services Division's sales and marketing team. Through this new branding initiative, NSL OilChem Waste Management and NSL Fuel Management Services employees will act as brand ambassadors for NSL.

The shirt is tailor-made with light blue soft cotton oxford material and the respective company logo is proudly embroidered above the right chest pocket. The business shirts are to be worn on Mondays to Thursdays and can be paired with formal business pants in dark solid colours.

The shirts are customised to the work-nature of the two businesses. NSL OilChem Waste Management employees received short-sleeved shirts, while the NSL Fuel Management Services employees were given long-sleeve shirts.

In addition to the business shirts, the ambassadors were also given navy blue polo shirts to don on smart-casual Fridays. They can be paired with denim jeans.

"Apart from brand awareness, we hope that these corporate uniforms foster a sense of team spirit, loyalty and belonging among the employees," said Ms Yvette Tan, Assistant Vice-President of NSL Corporate Communications.



The light blue oxford slim-cut shirt is a classic, refreshing and minimalistic design



The polo shirts can be worn on smart-casual Fridays.

CNC Petroleum enters **Singapore's Bunker Market**

By Phang Mun Wai



As the largest bunkering port in the world; Singapore has one of the most stringent bunkering standards. This includes meeting proper documentations, equipment, procedures, quality of bunker fuel supplied and more.

IN NOVEMBER 2017, CNC PETROLEUM PTE LTD, A WHOLLY-OWNED SUBSIDIARY OF NSL FUEL MANAGEMENT SERVICES (NSL FMS), WAS AWARDED A MARINE GAS OIL BUNKER SUPPLIER AND BUNKER OPERATOR LICENCE BY THE MARITIME AND PORT AUTHORITY OF SINGAPORE (MPA).

This is an extension of CNC Petroleum's existing business supply diesel and other petroleum products by trucks to various non-maritime sectors in Singapore.

CNC Petroleum was the only new entrant in 2017, and is ranked 52 out of 55 licensed bunker suppliers in MPA's list. To deter malpractice and ensure that the most stringent standards are followed in Singapore's ports, MPA reviews these standards from time to time.

While securing its physical supplier licence is recent, delivering diesel to the marine industry is not new to them. They have been tapping through other bunker operators previously, and saw this as an opportunity to grow the business further.

With this accreditation, CNC Petroleum wants to increase customers' experience further. The subsidiary aims to enhance digitalisation of its business processes, emphasizing on transparency, accuracy and speed of delivery. "We will also tap on the internet of things; embarking on automated fuel tanking system and monitoring systems to optimise inventory; monitoring of fuel consumption for customers; retrieving business intelligence reports from analytics and so forth," elaborates Mr Sean Chua, CEO of NSL FMS. He also added that forging strong partnerships with oil majors is important to secure consistent volume and supply.

You can read more of CNC Petroleum's expansion to the marine sector in NSLink Issue 22 (October 2017).

To a Prosperous Year Ahead!

On 1 March, employees in NSL Ltd and senior management staff in NSL Group were treated to a lunch at the headquarters by Dr Low Chin Nam, Executive Director.

This year's lunch also coincided with the monthly birthday celebrations. It was a double celebration for Mr Sky Chong, Raffles Marina's Chief Financial Officer, whose birthday falls in March. This get together was certainly a good way to start the New Year right!



Bring on the Chinese New Year Cheer!

On the fifth day of Chinese New Year (20 February), employees from NSL OilChem Waste Management and NSL Fuel Management Services were treated to a sumptuous six-course lunch at Kek Seafood Restaurant at Pandan Gardens, Singapore. Everyone was in good spirits as they caught up with each other.

At the start of the lunch, 65 employees tossed the prosperity salad, also known as 'Lo Hei' in Cantonese. While 'tossing up good fortune', auspicious phrases are exchanged, so that everyone is blessed with better prospects and fortune in the year ahead.

Enjoy some of the snapshots, and wishing everyone a prosperous 2018!



Durian Party at EP

Eastern Pretech Singapore (EP) kick started the first team bonding event for the year 2018 with a Durian Feast on 12 January at Sungei Kadut plant. A total of 100kg of Mao Shan Wang durians were arranged for the party.

Staff were all smiles upon seeing the “King of Fruits” and could not wait to sink their teeth into the fleshy sweet fruit and not to mention the heavenly fragrance that engulfed the air. The picture speaks for itself!



EP staff all smiles for the camera

Dubai Precast's CSR Initiative

By Ibrahim Kutty

Dubai Precast (DPC) recently visited Rashid Centre for Disabled as part of their CSR initiative. This initiative was coordinated by DPC's HR Department on 10 January 2018 as an effort to be a part of the local community and to show their togetherness. Employees from DPC visited the center with monetary donations,

gifts and educational materials for the disabled children and teenagers aged between infants to 18 years. The children sang songs and played games as part of their interaction with DPC employees.

The success of this CSR programme was made possible thanks to the help of its socially active employees. This

event was attended by the center's staff, teachers and children.

HR Department would like to thank all of its volunteers for their efforts in making this initiative a success and hopes to have continuous support for more of such activities.





Raffles Marina ushers in the New Year

By Samuel Lee

Recipients of Perfect Medical Award

Raffles Marina held their annual staff Lo Hei gathering on 31 January 2018 at the Compass ballroom. Each staff received a pair of mandarin oranges and an Ang Bao as good wishes from the management.

The two-hour luncheon was graced by Mr Peter Lim, Club President, Dr Low Chin Nam, Executive Director of NSL and colleagues from Head office and commenced with a welcome speech by Mr Ray Parry, CEO of RM. The Lo Hei ceremony led by Henry, restaurant manager of Captain's Table had everyone tossing the Salmon Yu Sheng while wishing each other prosperity, good health and luck.

An award presentation for Perfect Medical, Honesty and Best Employee followed thereafter. Special commendation was given to Mr Li Lei from Housekeeping for safeguarding and handing over cash amounting to \$1,970, a ring and NRIC. A lucky draw session concluded the day with Mr Simon Chai, walking away with the grand prize. Congratulations to all ten winners!



Mr Li Lei, winner of the Honesty Award



Huat ah! Tossing to prosperity, good health and luck!



Awards for Best Employees of 4Q17 presented by Mr Peter Lim, President of RM.
From left to right: Ms Cindy Ng Leng Hwee, Mr Simon Chew Siao Chin and Mr Yang Yu.

Latest Club Merchandise



Collar Pin

This classy collar pin is a great accompaniment to both formal and informal wear. The pin is lightweight metal and feature a butterfly clutch as a backing. Priced at \$4 nett, one can gift it as a souvenir or purchase it as a collectible.



Club Belt

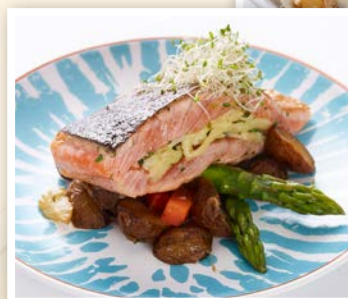
This double D-ring fabric woven belt features a beautiful line-up of nautical flags representing the Club's name. The belt is stylish, sturdy and is priced at \$28 nett with sizes ranging from XS (27") to XXL (42"). A great gift to consider for birthdays.

Marina Bistro – Revitalised!

Marina Bistro has recently been refurnished, offering a comfortable and stylish dining experience for members and guests. From March, diners can look forward to a new menu, spanning across local delights, western and Indian dishes. It includes Seafood White Bee Hoon, Bacon Fried Rice, Beef Hor Fun, Butter Chicken Briyani and Stuffed Salmon Fillet with Spinach & Cheese.

Take the weekend off with your family and head down to the Club. Not only can you enjoy the new dishes while relaxing in the bistro, you can also take photos of the picturesque Raffles Marina Lighthouse.

Seafood White Bee Hoon



Stuffed Salmon Fillet with Spinach & Cheese



NSL SRC Promotes Fun at Work

To foster camaraderie across subsidiaries in Singapore, the NSL Sports and Recreation Club (SRC) continues to bring about interesting activities for employees. On 30 January, a get together lunch was held with the 2016/2017 committee and new 2018/2019 committee. Dr Low, Executive Director of NSL Ltd took time to thank everyone for committing their time to organise events for the NSL Group of Companies in Singapore.

In the year ahead, employees in Singapore can look forward to new activities such as NSL Master Chef, Nature Hike & Photography competitions. "It will be an exciting year as we will be organising the bi-annual Family Day for everyone as well," shared Mr Sebastian Tan, new SRC Chairman.

SRC Vice-Chairman Mr Christopher Chang, added, "We hope to get participation from employees. With your participation, the new committee will be encouraged to brainstorm even more interactive activities for everyone."



SRC Committee 2016/2017 and 2018/2019



The newly formed 2018/2019 SRC Committee with Mr Sebastian Tan, SRC Chairman (Second row, extreme left), and Mr Christopher Chang, SRC Vice-Chairman (Second row, extreme right)

Fish for the Freshest!

On 11 February, just four days before Lunar New Year, over 40 employees across the subsidiaries in Singapore had a chance to fish for their keep!

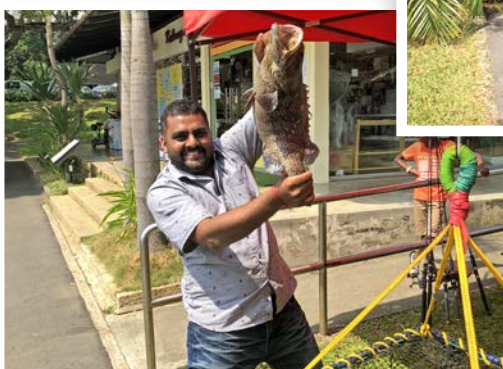
Held at D'Best Fishing Main Pond, Pasir Ris, it was a rewarding time for the enthusiastic anglers to fish for the heaviest catch. Not only did they bring home their catch, the top three anglers walked away with \$50, \$30 and \$20 vouchers. Everyone was also treated to a buffet lunch to 'fuel up' and bait more fish!

Our heartiest congratulations to the grand winner Mr Henry Chew, Plant Manager at Eastern Pretech, Mr Khairul Salleh Bin Selamat and Mr Gobi A/L Manogaran, both vehicle attendants at NSL OilChem Waste Management!



◀ Grand winner Mr Henry Chew walked away with the heaviest catch of 4.06kg!

Mr Khairul Salleh Bin Selamat (left) came in second! ▶



◀ Third prize winner, Mr Gobi A/L Manogaran poses proudly with his catch

EPM Sports, Welfare & Recreational Club **Activities**

Movie Night

By Lee Mun Sam

Eastern Pretech Malaysia's (EPM) Sports, Welfare & Recreational Club (SWRC) organised a series of events in the last quarter of 2017. 17 staff attended the screening of Thor: Ragnarok on 10 November 2017 at Plaza Salak Park, Kuala Lumpur and had an enjoyable time.



EPM staff work hard and play hard too!!!

Bowling Tournament 2017

By Lee Mun Sam and Kanagarajan Varatharajan

The much anticipated bowling tournament of the year took place on 8 September 2017 at Megalanes Bowling situated at Sri Petaling. 8 teams competed for the top position, with Group 1 (Mr Azamuddin, Mr Shamsuddin, Ms Syahirah and Ms Nurulfarah) emerging as champions. Mr Tang Lai Peng and Ms Haliza Junid were awarded the highest pin for the men's and women's category respectively. As a token of appreciation, all participants were given a meal voucher worth RM10 each. Congratulations to all winners and thank you to all participants.



Staff of EPM and their family members.

Paintball Activity

By Kanagarajan Varatharajan

21 staff from the Beranang plant participated in an intense weekend game of paintball at Semenyih Eco Venture Park on 10 December 2017. This adrenaline pumping activity also served as a team-building event, with participants learning about teamwork in a fun and exciting environment.



All geared up!

3 Types of Primary Headaches

By “Beautiful inside out” –
The SingHealth Guide to Women’s Health

Primary headaches include migraines, tension-type headaches, and cluster headaches. The Department of Neurology at National Neuroscience Institute (NNI) shares the symptoms of 3 primary headaches.



Primary and secondary headaches - what’s the difference?

Migraines, cluster headaches and tension-type headaches are primary headaches, while secondary headaches are due to an underlying problem in the head or neck, including bleeding in the brain, infections, brain tumour, or meningitis and encephalitis.

Here are some pointers to help you identify the type of primary headache you may have:

Migraine

An important cause of primary headaches, a migraine is an episodic, disabling headache that can last between a few hours and a few days.

According to the Department of Neurology, National Neuroscience Institute (NNI), a member of the SingHealth group, migraines are more common among women, with headache episodes occurring more frequently during the perimenstrual period, as a result of changes in oestrogen hormone levels during the menstrual cycle. Premenstrual migraines occur during or after the time when the female hormones, oestrogen and progesterone, decrease to their lowest levels.

Symptoms of migraine include:

1. Intense throbbing and pulsating pain
2. Unilateral pain that begins or remains on just one side of the head
3. Nausea or vomiting
4. Sensitivity to stimuli such as lights, sounds and smells
5. May be aggravated by physical activities, especially coughing or bending over
6. May be preceded by flashing lights
7. May be associated with visual symptoms, such as seeing zigzag lines
8. Tingling, numb or cold limbs

Tension Headache

This is the most common type of primary headache, occurring in up to 90 per cent of adults in their lifetime.

The exact cause of a tension headache is not known, although physical and emotional stress can cause the muscles that cover the skull to contract and cause pain.

Tension headaches are more common among women than men, especially among those with high stress levels.

Symptoms of a tension headache include:

1. Pain that feels like a tight band pressing around the head, with the most intense pressure over the eyebrows
2. Pain is usually mild, dull and steady, not throbbing or disabling, and bilateral (affecting both sides of the head)
3. No nausea or vomiting associated with the headache
4. Occurs sporadically (infrequently and without a pattern), but can also occur frequently or even daily

Cluster Headache

A rare type of primary headache (about 0.1 per cent incidence) more common among men in their late 20s, although cluster headaches can also occur among women and children.

Symptoms of a cluster headache include:

1. Headache attack often wakes patient from sleep at a similar time every night
2. Pain always occurs on the same side, usually over one eye, which causes tearing and redness of the eye.

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