

# NSL *Link*

Issue 26

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

Dear Colleagues

One of NSL's core values is integrity. We value honesty as it forms the foundation of our individual and corporate acts that drives NSL corporate strategy, responsibilities and compliance.

Warren Buffett, once expressed the importance of integrity by saying, "Somebody once said that in looking for people to hire, you look for three qualities: integrity, intelligence, and energy. And if you don't have the first, the other two will kill you. You think about it; it's true. If you hire somebody without (integrity), you really want them to be dumb and lazy."

Compliance plays a pivotal role in NSL's corporate culture.



**WE MUST DO OUR VERY BEST TO COMPLY WITH THE GOVERNMENT REGULATIONS, TECHNICAL STANDARDS, CUSTOMERS' REQUIREMENTS AND INTERNAL PROCESSES.**



For example, we must adhere to the government's stringent discharge requirements for our processed wastewater into the public sewages and the sea, enforced high level safety and health standards in our workplace, and ensure that we operate robust business processes that meet our customers' requirements. A culture of strict compliance therefore gives us an important competitive edge and enhances investors' confidence in us as it will help to mitigate business risks, financial loss or reputational damage.

To emphasise its importance and express the management's commitment to compliance, NOC has recently announced their new business motto as "Your Compliance is Our Responsibility".

NSL has in place two key departments, Risk Management and Internal Audit department that provide a check and balance in our operations to ensure that rules, standards and regulations are

adhered to. NSL Risk Management department identifies potential business and process risks within the organisation, the impact to our business should it occur followed by measures to prevent it from happening. Our Internal Audit department provides independent assurance that NSL's risk management, governance and internal control processes are operating effectively, protecting us against fraud and theft of NSL assets. In addition, the NSL Group has a whistle-blowing policy encouraging staff to speak up and report any unlawful, unsafe, unethical or dangerous act in the Group.

Management takes a very serious view of the importance of compliance. Staff should strive to place compliance as an integral part in their daily work practices, anyone not adhering to compliance will be dealt with severely.

**Dr Low Chin Nam**

# *Strong Compliance Culture,* **a Necessary Success Factor**

**C**ompliance is an important area not to be overlooked in an organisation and is given utmost attention in local companies and multinational corporations. A strong compliance programme forms the backbone of a company, allowing mitigation in fines and helps to prevent any business risks, financial loss or reputational damage.

Compliance can be loosely defined as a set of established guidelines organisations implement to ensure employees and the organisation as a whole abide by. Internal codes of conduct consist of the company's written values, its ethics policy and employee handbooks. External rules and regulations refer to policies dealing with legal obligations, such as taxes and corporate reporting.

A strong culture of compliance is necessary for a company's success. An effective way to implement compliance is to inform, educate and train staff to incorporate it in daily work practices.

**Here are four compelling reasons on the importance of compliance.**

## **Reduce legal matters**

The most distinct impact of compliance is reduced risks of fines, penalties, work stoppages, lawsuits or cessation of business operations. Non-compliance, such as discharging water that is not within regulatory guidelines into public sewers, may result in warnings or fines from regulatory bodies. For serious violations, there are costly consequences such as stop work orders.

## **Better branding**

Having a good reputation allows for competitive advantage in the corporate arena. Compliance programmes have a profound and direct impact in business dealings, as it builds and maintains trust. In surveys, industry leaders rank corporate reputation as a top indicator for business collaborations.

## **Increase productivity**

Compliance enhances a company's productivity and profitability. For example, adherence to workplace safety and health guidelines help prevent injuries or fire incidents which can impact profitability. It is good to frequently review business practices and policies to help safeguard the company's operations.

## **Higher employee retention**

Compliance aims to protect employee interests, as policies and regulations ensure a fair, professional and safe working environment. Creating a desirable workplace increases staff retention in the long run. An example is to have whistle-blowing policies which address abuse against staff.





# NSL Risk Management

By Chia Wei Min



**N**SL Risk Management department plays a key role in upholding compliance standards in NSL Group. The team works closely with the Group's subsidiaries and focuses on operational risks. This includes business continuity, process integrity, productivity & efficiency, risk assessment as well as safety and compliance.

01

## Business Continuity

In the event of a business disruption, business recovery plans are in place to ensure operations recover to normalcy as soon as possible.

02

## Process Integrity

The department looks at end-to-end processes and seeks to minimise and prevent wastages and leakages. As part of this integrity check, it helps to set up frameworks of mass balance across all NSL subsidiaries.

03

## Productivity & Efficiency

As the department is process-centric, it seeks to measure productivity and efficiency in business operations, thus providing better performance visibility. Working closely with the Information Technology (IT) and Corporate Research & Development (CRD) departments, alternative business processes can be introduced by leveraging on technology.

04

## Risk Assessment

To minimise disruptions to business operations, it is fundamental that stakeholders of each subsidiary conduct risk assessments to identify hazards, risks or potential problems. The department adopts a pragmatic approach and works together with these stakeholders on adhoc projects which cause considerable business impact.

05

## Safety & Compliance

With employees being a core asset, NSL is committed to caring for the well-being and working environment of its employee. The department's involvement provides insight into these areas and seeks to introduce innovative ways to drive safety and compliance in each subsidiary.

# Compliance with Government Regulations

## Workplace Safety & Health

By Lee Chin Huat

**N**SL OilChem Waste Management (NOCWM) has a comprehensive range of activities in engaging staff and ensuring practices are compliant with government workplace safety and health regulations.

There are three broad areas that equip NOC on-site employees with awareness and skills to uphold health and safety standards in the workplace.



Respirator fit test

### TRAINING

NOC ground staff took part in hands-on and in-house trainings that reinforce the importance of workplace safety and health. Hands-on trainings include respirator fit test and gas detector trainings, while in-house seminars touch on topics like risk management and chemical safety awareness.

The Safety committee also contributes effectively to the improvement of safety and health at the workplace by attending training which equips them with the necessary knowledge and skills to perform and discharge their responsibilities.



Spillage response exercise

### EXERCISES

Spillage response exercises are carried out to assess the capabilities of appointed personnel during an emergency chemical or oil spillage situation. On top of providing hands-on experience in protective clothing and spill kits, they can now respond effectively and identify potential areas for improvement.



Industrial hygiene monitoring

### MEDICAL EXAMINATIONS

Under the Workplace Safety and Health (WSH) medical examination regulation, all on-site employees are sent for pre-placement medical examination and periodic medical examination annually. This includes audiometric examinations which helps employees in early detection of hearing loss due to noisy working environment.

An industrial hygiene monitoring program has also been kicked off to evaluate employees' exposure to air-borne contaminants, such as benzene. This involves all NOC staff handling or exposed to air-borne contaminants.



◀ NOC staff bonding over lunch during a training course

## Stringent Quality Control in Wastewater Treatment

By Kim Hyeong Kyu

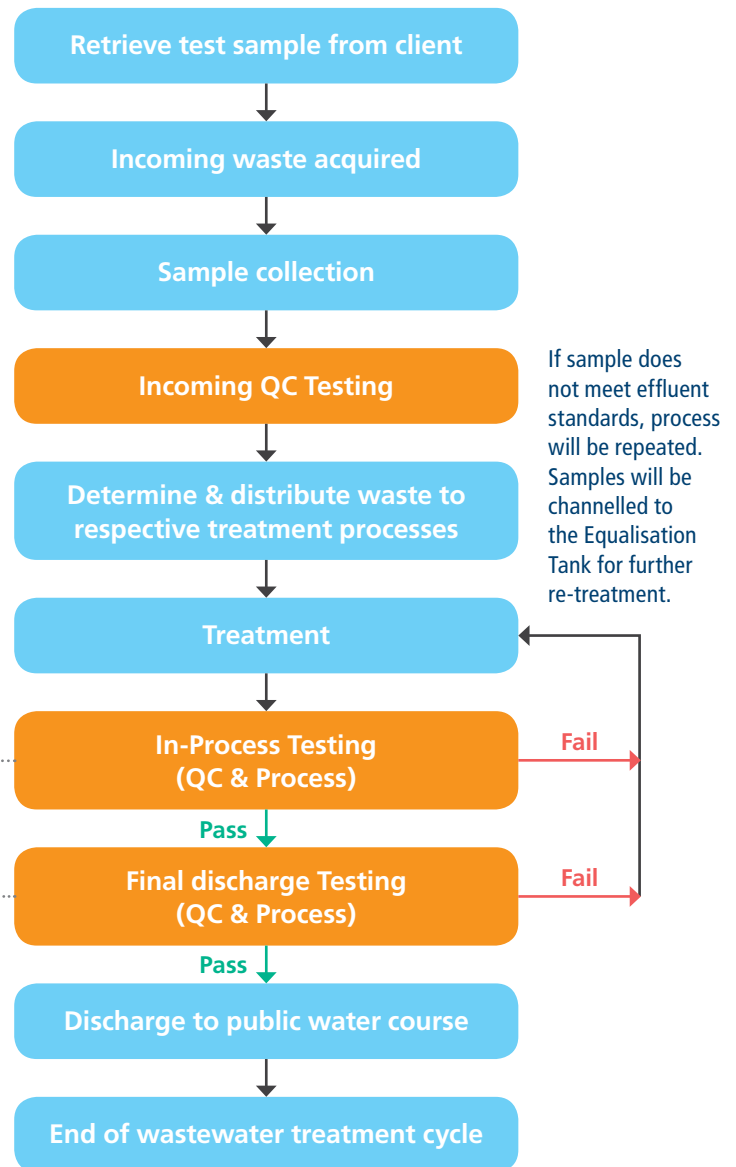
**Q**uality Control (QC) plays a pivotal role in ensuring wastewater discharged into the public water course complies with Public Utilities Board (PUB) effluent standards.

Through rigorous levels of testing and QC processes, NOC tailored a wastewater control system with operational measures that establishes the quality of wastewater upon discharge. This is achieved through the implementation of innovative processes and deploying cutting edge technologies in wastewater management.



When O&G meter reading is more than 9 ppm and pH value is out of the discharge limit of 6-9, the actuators valves will shut off automatically to disallow any discharge.

### WASTEWATER CONTROL SYSTEM



An artist's impression of the Industrial Wastewater Treatment Complex





# SHE Compliance at IKEA Batu Kawan Site

By Azamuddin Bin Inn

**E**PM takes SHE (Safety, Health and Environment) management seriously, especially at work sites. Featured here is the fourth IKEA project that EPM has been contracted at Batu Kawan, Penang Malaysia. Safety requirement at this site has increased and improved in comparison to the first IKEA project done previously at Damansara, Johor Bahru, Malaysia. IKEA had appointed AECOM to monitor safety requirements provided by Kajima (Malaysia) Sdn Bhd, the design and build contractor of the project to ensure that all the sub-contractors comply with IKEA's safety regulations and requirements. Documentations such as safe work method statement, lifting plan, HIRAC and many more must be approved by AECOM before proceeding with installation works on site.

Some photos depicting the safety precautions undertaken on-site during the entire project:



Area around installation works barricaded via GI pipes



Appropriate signages were installed at site. Example: No entry for unauthorized personnel, heavy lifting in progress



Installation of precast beams at site using boom lifts/ scissor lifts



Hollow-core slabs installed by using belt and adjustment via clumper



Hard barricades installed at site



Hard barricade installed before lifting all precast beams



Safe-zone walk way for workers around the site



Hard barricade with netting installed at edge of building and opening area

# Food and Kitchen Safety at RM

By Ng Ai Li

**R**affles Marina (RM) has in place food and safety processes and regulations which are practiced and adhered to by the Food and Beverage team.

We hear from Master Chef Chong and Mr Henry Ng, restaurant manager of Captain's Table chinese restaurant, on what goes on behind the scenes of the restaurant. They also share tips on safety, hygiene, food handling, selection and preparation of ingredients for the restaurant.

## Selection of Produce

Chef Chong emphasised that it is an important rule to select the freshest vegetables and live items. At RM, vegetables and live stocks are purchased daily. A team of kitchen staff will inspect each batch of delivery and items that do not fulfil the quality standard will be rejected.

Chef Chong does not believe in overstocking the ingredients, which can result in wastage or a compromise of the freshness and quality in an ingredient.

Here's a tip from him on selecting fresh produce: Look out for the colour, texture, springiness or firmness of meat items and vegetables.



*Fresh ingredients and delivery in progress*

## Personal Hygiene of Service Staff and Kitchen Crew

It's mandatory for all staff to keep to the high standards of personal hygiene and practices. Staff needs to sport short fingernails. Ladies are required to tie up their hair.



*Short finger nails of restaurant staff*

## Food Preparation

First and foremost, chefs are to clean the utensils that are under their care. Frozen food will be taken out of the freezer and securely covered during the thawing process. The team then proceeds to trim and wash the vegetables while awaiting the process to be over.



*Thawing and cleaning of food*



## Kitchen and Staff Safety

Chef Chong is very strict with his staff when it comes to safety in the kitchen. Gas checks are performed at the start of their respective shifts and valves must be turned off after every shift. Kitchen floor must be kept dry at all times and wet hands on switches are forbidden. Staff is also forbidden to carry heavy loads around the kitchen.

The kitchen is also equipped with fans and two air-conditioning units to help cope with the humidity and ventilation, which is essential to upkeep fresh produces and sauces.

## Serving of food at the restaurant

Hot food must be carried on trays and soup bowls must have an underliner to prevent spillage and to avoid hands coming into direct contact with hot surfaces. Service crew must also be careful not to allow fingertips to touch any food items.



## NSL Registered a Loss Despite Higher Revenue in 2Q2018

- Group Turnover increased by 13% to \$94.6 million in 2Q2018 from \$83.5 million in 2Q2017.
- Group incurred a loss before tax of \$1.6 million due to decline in gross profit margin of Precast & PBU division and closure of Singapore's precast plant.

Financial Highlights (Continuing Operations)	The Group					
	Quarter ended 30 June			6 months ended 30 June		
	2018 S\$'000	2017 S\$'000	Change %	2018 S\$'000	2017 S\$'000	Change %
Group Turnover	94,679	83,519	13	201,747	169,623	19
Group Profit Before Tax	(1,622)	963	n/m	(4,038)	3,683	n/m
Group Profit Attributable to Shareholders	(1,598)	983	n/m	(4,753)	3,568	n/m
Earnings Per Share (cents)	(0.43)	0.26	n/m	(1.27)	0.96	n/m

n/m: not meaningful

NSL Group achieved an increase in Group turnover of \$94.6 million in 2Q2018 which is an increase of 13% from \$83.5 million in 2Q2017. This is due to higher revenue from both the Precast & Prefabricated Bathroom Unit ("PBU") and Environmental Services divisions.

Turnover of the Precast & PBU division increased by 22% in 2Q2018, on the back of revenue growth in Singapore, Dubai and Finland. Environmental Services division turnover rose by 5% in 2Q2018 driven by higher sales from recycled fuel oil ("RFO") and waste treatment businesses.

Group incurred a loss before tax of \$1.6 million in 2Q2018 compared to \$1.0 million in 2Q2017. This is attributed by the Precast & PBU division which recorded a pre-tax loss of \$2.4 million in 2Q2018 primarily to due poor performance by its Singapore and Malaysia precast operations and cessation of production at the Singapore plant since 23 May 2018 in preparation for the return of the property to the landlord in early July 2018.

In addition, the division incurred a

one-off restructuring cost of \$2.2 million in 1H2018 following the completion of the restructuring of its Singapore and Malaysia operations in end June 2018. Dividend income from a financial asset was also lower.

The Environmental Services division reported a profit of \$0.8 million in 2Q2018 compared to a loss of \$0.4 million in 2Q2017. The improved profit is partly due to the RFO business, which recorded higher pre-tax profit on the back of improved sales volume and prices. The division performance was also lifted by insurance income of \$2.3 million in 1H2018, of which \$0.8 million was recognized in 2Q2018. The insurance income was related to the fire incident in March last year.

After taking into account income tax and non-controlling interests, the Group reported a loss attributable to equity holders of \$1.6 million in 2Q2018 compared to a profit of \$1.0 million in 2Q2017.

Group turnover in 1H2018 is \$201,747 million, 19% higher than the \$169,623 million achieved in 1H2017, due to higher revenue from both the Precast & PBU and Environmental

Services division. Notwithstanding the increase in turnover, the Group incurred a loss before tax of \$4.0 million in 1H2018 compared to profit before tax of \$3.7 million (which included a one-off gain of \$3.5 million from disposal of an investment property) in 1H2017.

### Outlook

The precast business in Singapore and Malaysia remains challenging amidst very competitive market conditions. However, the business would benefit from the improved cost competitiveness following the restructuring of the operations in Singapore and Malaysia. Dubai operation has healthy order book subject to risk of project delay. Business outlook for the division's PBU business in Finland is expected to remain favorable with healthy order book and full-year contribution from the plant expansion.

Business outlook for the Environmental Services division is likely to continue to improve driven by growth in the RFO business with 2 additional slop barges coming into operation and the full resumption of the waste management services, both expected by end of 3Q 2018. The construction of the division's organic wastewater treatment facility in Tuas is progressing on schedule for completion by end of 2018.

# NSL THROUGH A LENS

NSL's annual photo competition is back! Are you able to portray a story via your photographs? We are on the lookout for staff with a flair for photography to capture NSL's products, operations, activities or events. Submit your entries by **1 November 2018** to win attractive prizes!



1<sup>st</sup> prize:  
Google Home



2<sup>nd</sup> prize:  
G-Shock Watch



3<sup>rd</sup> prize:  
D-Link HD Pan &  
Tilt Wi-Fi Day/ Night Camera



4<sup>th</sup> prize:  
Google Home Mini



5<sup>th</sup> prize:  
Philips 10,000 mAh  
Power Bank

## 1. We are on the lookout for interesting photos depicting the following categories or themes:

- Product/ Service
- Workplace/ Factory
- People

## 2. Prizes :

- 1<sup>st</sup> prize – Google Home
- 2<sup>nd</sup> prize – G-Shock Watch CSG-7900-3DR
- 3<sup>rd</sup> prize – D-Link HD Pan & Tilt Wi-Fi Day/ Night Camera
- 4<sup>th</sup> prize – Google Home Mini
- 5<sup>th</sup> prize – Philips 10,000 mAh Power Bank

## 3. Criteria:

Photos will be judged on relevance (40%), technical skill (20%), creativity (20%), and composition (20%). Be sure to include the identity of the company and capture the NSL essence!

## 4. Submission Details:

Include your name, title, department and a brief tagline in your submission to [nslink@nsl.com.sg](mailto:nslink@nsl.com.sg) by **1 November 2018**.

## 5. Terms and conditions:

- Photo size – Minimum 3MB, maximum 5MB file size, resolution 300 dpi. Photo format – JPEG
- Each image submitted must be the original and unpublished work of the participant.
- Confidentiality/Sensitivity clause: Photos taken in the factories must be cleared with Manager or Supervisor for sensitive elements before submission.
- Maximum 5 entries per staff are allowed.
- By submitting an image for the competition, the participant will be regarded as having granted NSL Corporate Communications the right to use the image.
- Photos which fail to adhere to the terms and conditions will be rejected.

# Eastern Pretech Group Updates

**Singapore** By Wilson Chong

## EPS Clinches Woodlands Health Campus Project

**E**astern Pretech Singapore (EPS) was awarded the tender for the supply and delivery of precast elements with a total volume of 25,000m<sup>3</sup> for six blocks of the 7-storey Woodlands Health Campus.

The first 1,800 bedded medical facility in Woodlands will comprise of an Acute Hospital, Specialists Outpatient Clinics, a Community Hospital and Nursing Home.

Delivery of precast elements will commence from 3Q2018.

**Dubai** By Henrik Jensen

## DPC Awarded Staff Accommodation Project

▲ An artist's impression of the project

Dubai Precast (DPC) was awarded the tender for the design, supply and erection of two blocks of staff accommodation in Dubai.

A total of 13,500m<sup>2</sup> of hollow-core slabs along with 4,400m<sup>3</sup> of reinforced concrete precast walls, beams and stairs will be supplied.

Production and erection commences in 3Q2018.



**Malaysia** By Lee Mun Sam

## EPM Clinches another Hospital Project

An autocad drawing of Hospital Serdang



Eastern Pretech (Malaysia) Sdn Bhd (EPM) has been awarded the design, supply and delivery of precast elements for a cardiology block and multi-storey car park at Hospital Serdang located in Selangor. This is another hospital secured by EPM this year in addition to Hospital Putrajaya and Hospital Tanjung Karang secured earlier this year.

The construction of this 9-storey medical, clinical and ward building is expected to commence in August 2018. A total of 8,100m<sup>3</sup> of precast elements will be produced at the Beranang factory.

Delivery of the precast elements is slated for October 2018.

## EPM Continues to Gain Recognition in Metro Line



Source: Mass Rapid Corporation Sdn Bhd, E-newsletter

EPM was awarded the design, supply and delivery of precast metro line sleepers for the prestigious Klang Valley Mass Rapid Transit Line 2, Sungai Buloh -Serdang -Putrajaya Line (SSP). This is the second major order from this project after the attainment of supply contract of tunnel segments for the same line last year.

The new 52.2km metro line is a continuation from KVMRT Sungai Buloh - Kajang Line (SBK) which EPM had previously supplied segmental box girders and tunnel segments to. The line is scheduled to be operational by July 2021 and civil works are currently on-going.

A total of 182,000 units of sleepers will be produced at the Sungai Petani factory in 4Q2018 for an estimated period of 18 months. Delivery of the sleepers are expected to take place by end 2018.



## ***IKEA Penang Continues to Draw Attention***

EPM and IKEA Penang have been receiving continuous attention the past few months from government bodies due to the latter receiving the highest IBS Score of 92.3 out of 100 by the Construction Industry Development Board (CIDB). Top officials from CIDB and The Institute of Engineers, Malaysia visited the site and EPM's office to find out about the company's precast system.



*EPM CEO Matti Mikkola and CIDB top officials during the site visit in May 2018.*

Source: CIDB, Malaysia Website



*EPM's General Manager LP Tang with officials from CIDB's northern branch*



*EPM's Senior Marketing Manager, Lee Wei Thiam briefs attendees from The Institute of Engineers, Malaysia on the company's precast system, during their recent visit in August 2018*

## ***EPM Showcases its Products at Government Event***

EPM was recently invited by Malaysian Public Works Department (JKR) to an event held in Kedah in July 2018, in conjunction with the Ministry's senior management meeting. It was an honorable moment as EPM was the only precast concrete supplier invited to showcase their technology, products and services.



*Minister of Works, Mr Baru Bian presenting a Certificate of Attendance to EPM's Assistant Marketing Manager, Ikram, flanked by the CEO and Senior Director of Malaysian Public Works Department (JKR)*

## ***Finland*** *By Jussi Raunio*

### ***Parmarine Supplies Bathroom Units for Residential project***

Parmarine was awarded the tender to supply 255 bathroom units to Tiedemansfabrikken Felt E, a residence in Norway.

The delivery of the bathroom units will take place during 2018.



### ***Parmarine Develops Electronic Sliding Door Driving System***

Parmarine has developed an electronic sliding door driving system that can be easily installed on the old pneumatic sliding doors. Advantages of this product are that it is easy to install and the old door structure can still be utilized.

Pneumatic doors are still used in ships built in the '80s and '90s, but it is difficult to get spare parts for the pneumatic driving systems.

# Working Towards a Safe Working Environment at EPM

By Teoh Teik Aun

**E**astern Pretech (Malaysia) Sdn Bhd's Seelong factory successfully completed a major housekeeping of two of their plants – Plant 2 and 3. The entire housekeeping project took a full working day to be completed with Mr Ricardo Mucha Falales, Senior Engineer, Production leading the task. EPM staff and sub-contractors gathered at the plant for a briefing led by him starting with the distribution of the cleaning materials and PPEs before commencing works. Regular housekeeping sessions really do make a huge difference, the before and after pictures are a testimony to this.

EPM looks forward to spread the message of maintaining a safe working environment and will continue this housekeeping project with other plants.



◀ *Before: Wooden planks lying around the factory which are a hazard.*



▶ *After: A clear walk way*



◀ *Before: Tools lying around which pose as a danger for staff working at that area*



▶ *After: A spacious and neat work area*



The NOCWM Team at SIWW 2018

## NOCWM at SIWW 2018

**N**SL OilChem Waste Management (NOCWM) exhibited the upcoming Industrial Wastewater Treatment Complex at the Singapore International Water Week at Marina Bay Sands Expo and Convention Centre from 8 to 12 July. The annual global event attracted more than 24,000 participants from 110 countries and regions; it is a platform for key stakeholders to discuss global water challenges and cutting edge technologies.

With a focus on innovative water treatment processes, the team from NOCWM showcased the specially designed wastewater plant which treats a wide spectrum of industrial wastewater. Ready by 2019, the new wastewater treatment complex has a treatment capacity of 1,000m<sup>3</sup> daily. It uses technologies to treat wastewater to comply with Public Utilities Board (PUB) effluent standards.

“SIWW is the largest and most extensive global water trade event. It is a platform for industry leaders to establish business and networking opportunities. NOCWM is glad to be a part of the SIWW as we were able to showcase our upcoming wastewater plant during the exhibition.” says Mr Kerk Boon Hock, Senior Manager of NOCWM.



Introducing the new wastewater treatment complex to industry partners



# NSL's Corporate Social Responsibility

## *A Thought for The Environment*



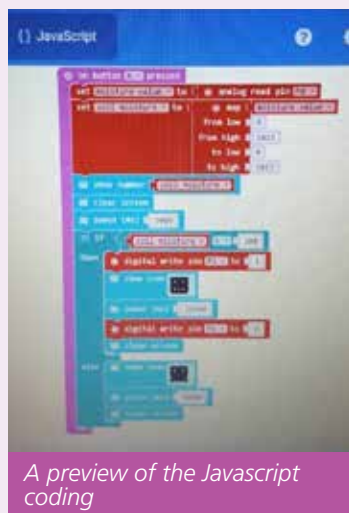
*Trial and testing*

**P**rimary 5 students from Clementi Primary School participated in the Environment Challenge for Schools organised by Clean and Green Singapore. This project was supported by NSL as part of our long-term Corporate Social Responsibility collaboration with the school.

Adhering to this year's theme on climate change, students had to design a prototype to help fight climate change. Gunganathan from NSL's CRD department guided the students with his knowledge on Javascript coding and created an ideal "Happy Plant".

The microbit will sense the dryness of the soil and would pump sufficient water when needed.

Check out the photos and videos of the children's learning journey in creating their own microbit.



*A preview of the Javascript coding*



Scan to view the interactive video of the children at work!

## *2018 Sailing and Sustainability Programme*



*Happy faces at NSL HQ office*

**U**nder the Sailing and Sustainability Programme (SSP), NSL hosted 16 Secondary One students and staff from Guangyang Secondary School. Held on 29 August 2018, this is Phase 2 of the programme in line with NSL's commitment towards corporate social responsibility. Since its inception in August 2015, SSP aims to educate and inculcate values in students through real-life examples and experiences. The first phase was held at Raffles Marina in May 2018 and was targeted at cultivating young minds to think out of the box and also highlighted the importance of teamwork. Phase 3 of the SSP is slated to commence in October 2018.

Upon arriving at NSL HQ office, students and staff were given an overview of NSL Group and its subsidiaries by Dr Low Chin Nam, Executive Director of NSL Group. He also shared his valuable experiences in the corporate world, as well as his personal anecdotes. Recounting his life as a schoolboy, it was discipline and resilience that pushed him on. He encouraged the students to never give up and to strike a balance between studies and playtime. The students were then given the opportunity to present their ideas and reflections of Phase 1 of the SSP. One of the main takeaways is that we should always pursue our passions and interests in life.



*Having fun while presenting!*



# Happy Moments at DPC

By Ibrahim Kutty

Dubai Precast organised an inter-department bowling event for their staff as part of their periodic team building activity. Held on 21 June 2018 at Switch Bowling Centre, the event received an overwhelming support from 105 staff, aside yells and cheers as they demonstrated camaraderie while cheering for their team mates.

The goal of the event was to engage staff with healthy activities, away from the office setting which will help in forging working partnerships with one another.

At the end of the exhilarating game, "Team Falcon" comprising of five participants emerged as the overall winner, who will be recognised and awarded at the next annual staff party tentatively in November 2018. Aside from this, four individual winners were hailed as "best scorers" and they each walked away with a gift voucher worth AED 100.



Highlights of the event

Presenting the winners – Team Falcon!



## Best Individual Scorers

### Male

Mohandas  
Latheesh

### Female

Roselle  
Mylene

## Participants in Team Falcon

Latheesh

Naveed

Amrith

Karikalan

Delyne



Congratulations!





# NSL Group Family Day 2018

Imagine a day in the life of your favourite superhero! That would best describe the NSL Group Family Day 2018, which was held at River Safari on Sunday, 2 September. Families were greeted by lush greenery at the river-themed wildlife park. The event saw a turnout of about 370 NSL staff and their families.

CEO of NSL OilChem group, Mr Jeffrey Fung kickstarted the event with a welcome speech, followed by a cheque presentation to Dr Luis Carlos Neves, Director of Zoology who received it on behalf of Wildlife Reserves Singapore, as part of our corporate social responsibility efforts this year.

The highlight of the day was the games that got everyone hyped up. Four groups participated in the telematch games, which showcased teamwork. The kids also enjoyed a fun-filled morning with magic performances and a superhero-themed trivia. Four best dressed children who were decked out in creative superhero costumes won exclusive prizes.

30 lucky participants walked away with prizes for the Lucky Draw segment, which rounded up the event for the day. Thereafter, the participants were free to explore and enjoy the park.



*Cheque presentation for NSL's adoption of Jengo*



*1<sup>st</sup> prize winner walking away with an iPhone 8!*



*Teamwork during the telematch games*







*Our best dressed winners*



*Magic show for the kids*



*Kudos to SRC team for the success of this event*





# Meet Jengo, a New Member of the NSL Group

**P**resenting Jengo, a 6-year old Chimpanzee adopted on 1 September by NSL Group for one year. This initiative comes as part of the group's Corporate Social Responsibility efforts in giving back to the society. The adoption will cover expenses inclusive of food and enrichment activities of this clever primate.

The next time when you're at the zoo, check out this gigantic chimpanzee exhibit which houses ten chimps and if you've a keen eye for detail, you may be able to catch a glimpse of Jengo!

Watch him having fun on a bright sunny afternoon with his family, we think they are extremely cute!



**Answer three questions by  
31 October 2018 to win an  
exclusive Singapore Zoo  
Motif Recyclable Bag!**

Click the link or scan the  
QR code to participate:

<https://goo.gl/pds1vn>



## Do you know?

- Chimps have a life span of about 35 to 40 years and are of African origin
- They are closely related to humans and share 98% of genetic material.
- Their diet comprises barks, seeds, honey, fruits, insects and meat from small mammals.
- Young chimps love to play which allows them to learn more about their body and teaches them to get along with other troop members.
- They partake in enrichment activities at the Singapore Zoo, which encourages them to explore their environment and solve puzzles.





# SRC Highlights

## *How Good is Your Spine and Neck?*

A lunchtime talk was held in July 2018 for staff of NSL Group in Singapore to highlight the importance of having a healthy spine and neck for better well-being and a pain-free body.

Doctors from Chiropractic Focus Group shared with attendees about adopting healthy postural and sleeping habits, signs of degeneration of discs, causes and remedies for this ailment. All participants were provided with a complimentary two-minute scan to know the stress level on their neck and spine.

The talk was overall an eye-opener and informative to many of the attendees.

▶▼ Colleagues from headquarters and EPS



▲ Spine scan in progress

## *A Thrilling Experience at Xcape Room*

On 3 August 2018, 32 staff from NSL Group in Singapore participated in Xcape, a popular real room virtual reality gaming activity with various movie themes players can choose from. Gamers are required to solve riddles and complex puzzles in an intense challenging environment within a given timeframe to go on to the next level.

Participants had a good time bonding and socialising via various exhilarating 60-minute games depicting well-known movies like Upside Down, Annabelle, Kungfu Panda and Vampire Diary.



Excited faces!



Team Kungfu Panda comprising of representatives from NSL HQ and RM



Representatives from NSL OilChem Waste Management

# Personal Mobility Devices: A Pain or Gain?

By Chia Wei Min



Getting from one place to another has been transformed through the introduction of personal mobility devices (PMD), such as power assisted bicycles (PAB). This alternative form of transport is not only a common sight; it has also increased the number of shared users for footpaths and roads.

Transport Minister Khaw Boon Wan mentioned in parliament in January 2018 that about 30 out of 110 accidents in 2017, between January to September, occurred on footpaths involving pedestrians and mobile vehicle users. To ensure safety is not compromised in the usage of common spaces on footpaths and roads, the Active Mobility Act (AMA) was put in place. This provides cyclists, PAB and PMD users with a code of conduct. Using this as a guideline, Land Transport Authority (LTA) regulates the sale and use of PAB and PMD on footpaths and roads.

## WHERE DEVICES CAN BE USED\*

	Bicycle	Power Assisted Bicycle	Personal Mobility Device
<b>Shared path</b>	Yes	Yes	Yes
• Park connector			
• Cycling path			
<b>Footpath</b>	Yes	No	Yes
<b>Road</b>	Yes	Yes	No

## SAFE RIDING HABITS\*

- Before riding, check that the equipment is in good working condition before setting off.
- Keep a safe distance from other users.
- Always keep left unless overtaking. Alert other users before overtaking.
- Always give way to pedestrians.
- Slow down when approaching bus stops or at intersections of paths.
- At road crossings, stop and look out for traffic and follow traffic rules. Cross only when it is safe to do so.

Since its enforcement, a total of 2 non-compliant PAB and 18 non-compliant PMD were seized through an island-wide enforcement operation in mid-2018.

## USE OF PAB & PMD IN THE WORKPLACE

In coherence with NSL's workplace safety guidelines, use of PAB and PMD are not allowed in NSL workplace. The charging of these devices is prohibited in all NSL plants and offices due to the risk of electrical fire.

\* Data from table and safe riding habits are extracted from LTA.



# Footwear Advice: 5 Characteristics of Good Shoes

By Gerard Evans

**Footwear advice and 5 characteristics of good shoes by Gerard Evans - Podiatrist with the Podiatry Department at Sengkang Health.**

It is estimated that in an average lifetime, we use our feet to walk the equivalent of five times the circumference of the earth. Yet we rarely give our feet – and our footwear – much attention beyond aesthetics.

Shoes may be in fact the most important part of an individual's attire, as no other article of clothing must fit so precisely and perform critical mechanical functions such as transferring body weight.

Aside from immediate foot discomfort, inadequate or incorrect footwear may lead to problems with the lower legs, knees, hips and lower back.

In addition, falls - which can have dire consequences in the elderly - are most frequent among those with poorly fitting footwear.

## Good shoes are:

There are many characteristics to a good shoe. Typically, price isn't a factor as a good shoe may be cheaper than an inappropriate shoe, and famous brands are not a guarantee of a quality shoe. You should check if the shoe has the following features.



### 1. Adjustable

There should be an adjustable strap such as laces or Velcro which allows for adjustment depending on an individual's needs.

### 2. Stable

The shoe's heel support / heel cup should be soft and stable, preventing vertical or horizontal heel movement.

### 3. Roomy enough

There should be sufficient room (both width and depth) at the front of the shoe for your toes. During normal walking your foot both spreads out and lengthens up to one centimeter in each direction. Therefore, you should pick a shoe that is longer than your longest toe by about the width of your thumb.

### 4. Max 2.5cm (1 inch) heel

The shoe's heel must not exceed 2.5cm in height. Otherwise, the heel and ankle become more unstable and thus prone to sprains and forefoot pain.

### 5. In good condition

Monitor your footwear and discard shoes that are too worn-down, as these have often lost some of their basic functions. Continuing to run in worn out running shoes increases the stress and impact on your legs and joints, which can lead to overuse injuries. It is suggested that a pair of running shoes should be changed every 500 to 650 kilometers (300-400 miles).

Continue reading on [healthxchange.sg](http://healthxchange.sg) to **find out what shoes you should avoid**.

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