

WELCOME ON BOARD!

● Mr. Kazuhiro Nishino ●

Managing Director of Sankyū Southeast Asia Holdings

Go-An-Zen-Ni!

My name is **Kazuhiro Nishino**, newly onboard Managing Director of Sankyū Southeast Asia Holdings.

First of all, I would like to express my sincere gratitude for your dedication to everyday work.

The year 2024 is called the Year of the Dragon in Japan, which originates from the Chinese calendar that assigns an animal and its reputed attributes to each year in a repeating twelve-year cycle. The Dragon is the only mythical creature among the 12 Chinese Zodiac signs. It is said that since the emergence of The Dragon, as the god of water and the sea, comes with natural phenomena such as tornadoes, it is a symbol



of dynamic motion. The emergence of the Dragon represents good fortune that the seeds of success sprout out and shape successful growth.

Instead of introducing myself, I would like to introduce my favorite words. "The Effort controls luck." The words are quoted from the late Mr. Shukuzawa, a former head coach of Japan's national rugby team. At the end of the day, we can only make use of what we have learned and tried hard to do in our work. With that effort, perseverance, and determination, we can even control our luck. I have tried not to say, "I was lucky, or I was unlucky." since I heard his words. Problems such as the occurrence of workplace accidents, compliance violations, and contract disputes can be traced back to our own negligence. On the other hand, "Zero-accident" has been achieved in many works on-site through our tireless efforts.

Although the performance of individual work is a mere addition, we can amplify and multiply it by working as a team. We, Sankyū Southeast Asia Holdings Pte. Ltd., support all of you in every aspect. With our motto "Respecting People", we believe that human resource improvement is the key driver of our growth and competitiveness. Always keeping it in mind, we continue to support and lead all of you to success.

Last but not least, I wish everyone a healthy and safe life this year.



A Sharing Session of SKYCELL's Services

to Prospective Customers at Sankyu's Clementi Distribution Centre (CDC)



In collaboration with Sankyu Singapore Pte Ltd, SkyCell hosted a special sharing session with their prospective customers to introduce their services and next generation hybrid containers on Tuesday, 29 August 2023 at Sankyu's Clementi Distribution Centre (CDC). Sankyu Singapore Managing Director, Mr Yamanoi and Director of Logistics and On-site Logistics Division of Sankyu Singapore, Mr T. Kato met and chatted with SkyCell key personnel :Ms Chiara Venuti , Head of Strategic Partnership ; Ms Samantha Yao, Strategic Partnerships Development Manager and Ms Verinica Piazza , Global Key Account Manager and greeted them. Sankyu Singapore Management supported this event to make it a success!

bring clients a step closer to meeting their sustainability goals, while maintaining high standards of safety for their pharmaceutical cargo. Especially, the 1500X container which is a hybrid container that enables pharma shipments for products that need to be kept within +2°C to +8°C temperature range and has a tested independent runtime of 270 hours. The container also comes fully equipped with SECURE SaaS platform for in-transit monitoring. Sankyu warehouses are equipped with the storage facilities for SkyCell containers.

The SkyCell's representative, Ms. Chiara Venuti shared with the prospective customers that with the addition of SkyCell's hybrid 1500X container to its existing range of pharma container offerings: 2500C/ CRT, 1500C/CRT, 1500F and 1500DF; customers now have an extensive choice when deciding how to transport their pharmaceutical products. This option will also

During the walkabout of Sankyu CDC warehouse in small groups, SkyCell prospective customers were indeed amazed with the technical edge that the SkyCell's innovative hybrid containers have over its competitors in shipping pharma products efficiently and effectively with speed and safety without compromising quality! The sharing session truly has left an indelible mark on the minds of prospective SkyCell's customers that SkyCell's hybrid containers are renowned for their cutting edge technology, performance and sustainability.



BARBECUE PARTY AT CLEMENTI DISTRIBUTION CENTRE(CDC)

"A Celebration of Coming Together and Rising Above"

Every year, Singapore celebrates its independence on 9 August. This year's theme is "Onward as One", emphasising Singapore's tenacity and strength stemming from a shared identity. The festivities did not end on 9 August because Sankyu staff celebrated National Day with an array of special Singapore -style BBQ and bites with nostalgic historical games.

There was nothing like a great barbecue session in the Clementi Distribution Centre premises to catch up with colleagues and friends in a casual and relaxed setting on Friday,18 August 2023. Fifty people kitted out in their sharpest red and white outfits and they had a ball of a time barbecuing their evening away. Barbecue pits were located in a spacious place for the staff to cook just about everything on the grill, from seafood, sausages and meat to bread, potatoes and vegetables.

Some staff grilled the chicken wings over moderate heat from the barbecue pits, turning frequently, until golden. We had side dishes such as some corn on the cob, fresh lettuce, coleslaw, sliced tomatoes, hard-boiled eggs, fried bee hoon, fried rice and a pasta dish to serve our loved staff on their Friday barbecue. We had also prepared

some bread and buns, as some people had preferred to eat grilled meat with bread or bun. There was free-flow of soft drinks at the barbecue party. The staff were merrily eating fabulous grilled food and mingling freely with one another in a joyous mood. Staff participated enthusiastically in team building games and prizes were awarded to everyone on the winning teams.

Sankyu's National Day Barbecue was planned to laud the age-old cooking practice, and to encourage our staff to get out and try their hand at creating delicious backyard cuisine as well as to commemorate Singapore's Independence.



Article By: A S Muthu - Warehouse



Vice-President of International Refreshment Singapore (IRS), Mr Irawan Bahtera Visits Sankyu's Clementi Distribution Centre Warehouse

On Friday, 21 July 2023, we were honoured to have the Vice-President of International Refreshment Singapore (IRS), Mr Irawan Bahtera grace us with his presence at our Sankyu's Clementi Distribution Centre (CDC). IRS is the first manufacturing plant built locally by Suntory Group. IRS mainly serves Suntory's beverage businesses in the region, with an aim to grow and extend their services worldwide.

Our GM, Mr Junus Kartara shared with Mr Irawan Bahtera and his entourage about Sankyu's business model and our growth plans for the coming years.

Mr Irawan Bahtera and his entourage mingled with the staff at the warehouse and chatted with them to gain a deeper understanding of the working culture at the workplace.



Then Mr. Junus Kartara led the guided workplace walkabout seamlessly and with ease. Mr. Irawan Bahtera was acquainted with the cargoes (both finished goods and raw materials) of IRS stored in the warehouse.

During the walkabout, Mr. Irawan saw the best practices and safety measures put in place at the CDC warehouse. He also had the opportunity to view the facilities and infrastructure at the warehouse.



Mr. Irawan was delighted to meet staff of various years of experience at the warehouse. The working trip to the warehouse was indeed a memorable experience for both Mr Irawan and his entourage.

Finally, we would like to thank Mr Irawan Bahtera and his entourage for taking the time to visit us. It was a pleasure to host them, and this was indeed a very proud moment for Sankyu Singapore!

Article By: **A S Muthu - Warehouse**





Unveiling of New Uniform

of Sankyu Singapore Pte Ltd



Sankyu will launch its new uniform for its staff in January 2024. This will align with our counterparts overseas. Sankyu Singapore MD, Mr Yamanoi san pushed for this alignment to ensure we have one look around the world.

Customers will be greeted by Sankyu Singapore Staff donning brand new uniforms in January 2024. The new uniforms are more than just a means of identification to the customers; they symbolize team spirit, identity, and culture. The new uniform features Sankyu's corporate colours: light blue and dark blue in distinct blocks to create a sense of feeling safe, trusting, reliable and responsible.

The new uniform is also designed with safety in mind, featuring several prominent reflective strips as many of our staff are constantly working in the warehouses and outdoors.

Most importantly, we want every single Sankyu staff to feel a sense of pride when wearing their new uniforms.

Article By: **A S Muthu - Warehouse**



Managing Expectations

Usually, one tends to react when their space is invaded, they are very concerned about what others think about them. We care about the impression of others about us. From young, we were taught to excel in whatever we pursue. Everyone applauds when we did well and scored highly in our test or examinations. Acknowledging one's emotion is not something we were trained to do. We like to look good. Nobody likes to share their difficulties with others as they do not want to be seen as weak

In the Asian context, although we are more reserved compared to our Western counterparts, we are very committed to meet others' expectations.

The constant pressure on the end result creates a situation where we ask ourselves if we are good enough. Regardless of any generation, everyone wants to be acknowledged as a capable person and not a failure. Everyone is going through a different battle in the life and we will not know what they are doing through.

We do not judge a fish that is unable to climb the tree. Put the fish back to the river or pond, we will see how great the fish swims. All of us have a unique ability that surpassed the others. That is called talent. When we can excel based on our talent, we will do very well.

Skills can be learn based on our interest and hard work. With the explosion of the social media platforms and various websites, one can learn anything merely by keying that into

Google search or ChatGPT. There is a lot of information out there and it is up to us to explore and learn.

Whenever we face many challenges in our life, we need to sit down and list it out. Categorized it according to Internal or External matters. Internal refers to something within our control while External refer to something outside our control that requires others assistance.

When we use 5W1H approach, it will provide a holistic approach to resolve the matter.

- ✓ WHAT IS IN THE LIST?
- ✓ WHICH ONE IS TOP PRIORITY?
- ✓ WHO ARE THE STAKEHOLDERS INVOLVED?
- ✓ WHEN CAN WE CARRY OUT THE TASK?
- ✓ WHY ARE WE FACING THIS SITUATION?
- ✓ HOW CAN RESOLVE THESE ISSUES?

Article By: **Ronnie Seah - Administration**



Annual QSSHE Campaign

“ Raising Awareness and Safety Activities, Let's Work Together and Build Everyone's ZERO Accident Workplace. ”



Speech delivered on 3rd July 2023 at CDC By Managing Director, T Yamanoi



Speech delivered on 6th July 2023 at SMA@ By General Manager, M Yaekura (Engineering Division)

Sankyu Singapore started off this year's QSSHE campaign in July 2023 with the slogan "Raising Awareness and Safety Activities, Let's Work Together and Build Everyone's ZERO Accident Workplace". The campaign activities were planned in relation to Quality, Safety, Security, Health and Environment. Official opening speeches were delivered by our top management at various Sankyu locations.



Speech delivered on 4th July 2023 at TLH By Director, T Kato (Logistics & On-site Logistics Divisions)



Quiz time at TLH WH



Quiz time at Engrg SMA@



At CDC, Hand-on fire fighting exercise



SPILL TRAINING

Spill training was conducted by appointed vendor 3M, trainees from Transport emergency response, CDC & TLH CERT was present to hand-on and experience the effective use of spill containment kits to clean up the spill and disposal of the contaminated materials.



Participants actively answering quiz



In-action to contain the spills



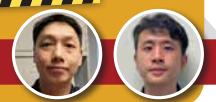
FIRE FIGHTING TRAINING

Fire Fighting Training was conducted with the Transport Team on 12th July 2023. The training is to educate our staff on the use of a fire extinguisher and how to safely extinguish incipient fire.



SAFETY PATROL
This is one of the key events during the campaign period.
Walk-down findings and observations exchange among departments.

Article By: Keith Lim and Harrison Ong - QSSHE





SUPERVISORY TRAINING PROGRAMME

Sankyu is committed towards continuous improvement. As such, the Supervisory Training Programme was conducted in several batches.

The objective was to enhance supervisory level management knowledge and skill, inculcate Sankyu's QSSHE requirements, roles and responsibilities as well as to train a pool of competent frontline supervisory staff.



Interactive Session with case study and experience sharing



SANKYU WELLNESS DAY



SWD was held on **20th July 2023**. This initiative is aligned to Corporate Social Responsibility (CSR). The programme comprises of a warm up and cool down exercise, employees got to enjoy the nice scenery walking to a park while carrying out litter picking along the way. Through this event it signifies Sankyu's commitment towards the environment as well as our employee's well-being.

Setting off Group Photo



Collected trash from the Park



Meeting Point



SUPPLY CHAIN SECURITY AWARENESS TRAINING

Being a TAPA & STP-Plus certified company, The **Supply Chain Security Awareness Training** was conducted on **20th July 2023** virtually with a total participation of **40 pax**. Through this training our employees were provided with relevant information such as TAPA & STP framework, security procedures, risk assessment and SGSecure.



QSSHE CAMPAIGN E-QUIZ



The **QSSHE Campaign e-Quiz** carried out was a success with an overall participation rate of **75%** which included Sankyu's contractors.

Participants were given a multi coloured pen for their participation. Furthermore, a lucky draw was conducted and winners were rewarded with \$20 (1st prize winners) & \$10 (2nd prize winners) of sports vouchers.



Article By: **Keith Lim and Harrison Ong - QSSHE**



QUALITY • SAFETY • SECURITY • HEALTH • ENVIRONMENT



KAIZEN DIRECTORS' AWARD

1st Half Year 2023

Engineering Division - O & C Project 1



Men work underneath a overhang huge tank cover, a crane is used to lift the cover. Specially designed stud bolts were used to secure and strengthen the tank cover to ensure men's safety.



KAIZEN Directors' Award 1st Half 2023

Winning Team, Engineering Division - O&C Project 1

Project Title: Men work underneath a overhang huge tank cover, a crane is used to lift the cover. Specially designed stud bolts were used to secure and strengthen the tank cover to ensure men's safety.

KAIZEN

On-Site Division - MELS



Bale resizing process from manual pneumatic power, reduced manpower and improved safe operation.



KAIZEN Directors' Award 1st Half 2023

Winning Team, On-Site Division - MELS

Project Title: Bale resizing process from manual to pneumatic power, reduced manpower and improved safe operation.

KAIZEN

QSSHE Department & Admin Division



Implement Important Document Tracking System (IDTS) with pre-alerts programming to allow tracking and ensure renewal.

KAIZEN Directors' Award 1st Half 2023

Winning Team - QSSHE Dept & Admin Division

Project Title: Implement Important Document Tracking System (IDTS) with pre-alerts programming to allow tracking and ensure renewal

KAIZEN

Logistic Division - SRPC



Fully utilized recycle materials instead of new EPS packing.



KAIZEN Directors' Award 1st Half 2023

Winning Team, Logistics Division - SRPC

Project Title: Fully utilized recycle materials instead of new EPS packing

KAIZEN



SANKYU CSR INTRODUCTION

Sankyu new Corporate Social Responsibility (CSR) Polices namely covers 4 topics on Environment, Labor, Ethics and Sustainability. These polices will provides a clearer clarity of Sankyu corporate social responsibility

direction. Sankyu believe in transparency and trust in both Sankyu employees, customers and business partners for a stronger relationship working towards a sustainable society.

Environment

- ✓ Energy Usage
- ✓ GHG Emissions
 - Scope 1, 2 & 3 emissions
- ✓ Material Usage & Waste Production
- ✓ Environmental Advocacy

Labor & Human Rights

- ✓ Working Environment & Conditions
- ✓ Employee Communication & Consultation
- ✓ Professional Career Management & Development
- ✓ Workplace Inclusivity & Diversity
- ✓ Safety & Health

Ethics

- ✓ Anti-Corruption
- ✓ Conflict of Interest
- ✓ Fraud and anti-Money Laundering
- ✓ Anti-Competition
- ✓ Data Security

Sustainable Procurement

- ✓ Sankyu Procurement Code of Conduct
- ✓ Environmental
- ✓ Governance
- ✓ Social

Article By: Keith Lim and Harrison Ong - QSSHE

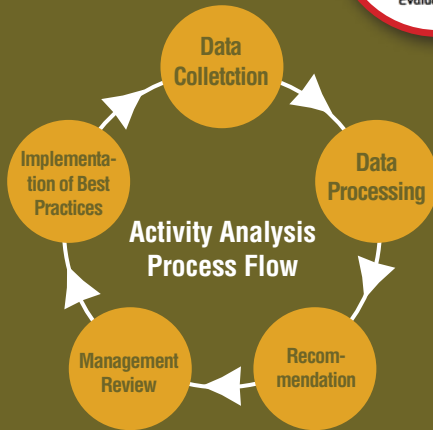


Productivity Improvement Programmes (Part 2)



1 What is Activity Analysis (AA)

- Activity Analysis (AA) is a continuous process of measuring and improving the amount of time that craft workers spend on actual Routine Maintenance / Projects Construction / TAR / SDM.
- This measured time is referred to as tool time, wrench time, or direct work time.
- The purpose of AA is first to study and identify productivity barriers, and then to implement improvements to eliminate or reduce these barriers.
- The intent is to reduce activities that do not actively advance the finished product, and thereby to increase the direct work rate.
- To nominate key personnel to attend training, perform site tracking, monitoring, capturing/recording the data's of Time-On-Tools (ToT), Summarize/Analysis & generate reports by an assistant.



Activity Analysis (AA)

2 Training course on Best Productivity Practices (BPPII-1) & Activity Analysis (AA) level-1, 2 on November/December 2022 conducted by Singapore Chemical Industry Council (SCIC).

The objective of the training is to introduce and equip personnel of the PCM industry with basic and theoretical knowledge, skills required on AA to drive productivity improvement initiatives by conducting AA on site in their respective departments and projects.

The Learning Outcome:

To gain the basic understanding Activity Analysis and how to use the software to acquire Direct work and associated percentages for each core trade on-site and will understand the following:

- The basic principles of Activity Analysis
- How to identify and categorise different activities on-site
- How to identify the gaps in the current work process
- How to use the software to acquire data on-site
- How to prepare and plan AA on-site

Categories of Activity Analysis (AA)

Direct Work	Waiting	Others
<ul style="list-style-type: none"> Installation Demolition 	<ul style="list-style-type: none"> Permit Instruction Material Equipment QA/QC Unknown 	<ul style="list-style-type: none"> Preparatory Work Material Handling Tools and Equipment Travel Personal Crew Delay

- 3 operating sites (MMP, O&C, PJ2) have nominated each a representative to attend the above training courses (Jagupali Ramesh, Nagarajan Prasanna, Ms Sarah Begum, Ulaganathan Thirumeni)

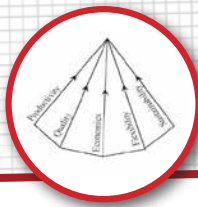
- 3 operating sites have made arrangement to purchase the Agile S NI Zone 2 tablet that works with Window OS



3 Temp Plate for Data Collation

Sankyu Singapore Pte Ltd																											
Activity Analysis (AA Data Collection / Tracking / Analysis / Monitoring / Reporting)																											
(TEMP PLATE)																											
Work Description	Team	Name	Emp No	Site Designation	Subcon	8:00 am	8:30 am	9:00 am	9:30 am	10:00 am	10:30 am	11:00 am	11:30 am	12:00 am	12:30 am	1:00 pm	1:30 pm	2:00 pm	2:30 pm	3:00 pm	3:30 pm	4:00 pm	4:30 pm	5:00 pm	5:30 pm	6:00 pm	Remarks
11F SOM2024 (Piping Mod, Replacement)	Direct H/W Team		20180723	Foreman	NA	TBM	8	3	6	2	2	2	Lunch	7	2	2	2	2	2	Tea Break	2	2	2	8	11		
11F SOM2024 (Piping Mod, Replacement)	Direct H/W Team		20151110	P/W	NA	TBM	8	3	6	2	2	2	Lunch	7	2	2	2	2	2	Tea Break	2	2	2	8	11		
11F SOM2024 (Piping Mod, Replacement)	Direct H/W Team		20131226	Welder	NA	TBM	8	3	6	2	2	2	Lunch	7	2	2	2	2	2	Tea Break	2	2	2	8	11		
11F SOM2024 (Piping Mod, Replacement)	Direct H/W Team		20220314	G/F	NA	TBM	8	3	6	2	2	2	Lunch	7	2	2	2	2	2	Tea Break	2	2	2	8	11		
11F SOM2024 (Piping Mod, Replacement)	Direct H/W Team		20220316	Fire Watcher	NA	TBM	8	3	6	2	2	2	Lunch	7	2	2	2	2	2	Tea Break	2	2	2	8	11		

Work Code	Title
1	Tool
2	Direct Work
3	Waiting for Permit
4	Waiting for instruction
5	Waiting for others
6	Preparation Work
7	Material Handling
8	Travel
9	Lunch
10	Tea Break
11	Back Home
12	Personal



4 Long-Term Benefit

- ✓ Benchmark against a common productivity yardstick (locally & internationally).
- ✓ Better understand organisation's performance and its position against competitors
- ✓ Hopefully, to secure more contracts from clients

Article By: Kan Fook Meng, MMP





FILIPINO SANKYU SINGAPORE EMPLOYEES BASKETBALL TEAM BRINGS HOME THE BACON (CHAMPION)

Filipino communities from Clementi & other part of Singapore who are working from different companies organized a 2023 basketball league that are open for groups from different companies, and as part of the community, The Sanky employees received the invitation to join & compete on this league.

With the initiative from our employees from Engineering Departments (EGO) who are supporting the campaign of SANKYU Singapore to actively join on sports activities to maintain good health physically & mentally, these Basketball team has been formed.

The league is held every Saturday & Sunday night only, it was started May 27, 2023 and closed last Sep 16, 2023 for the Finals/Championship match.



Activities Highlights:

- Illimitation round – 5 Wins / 2 Loss
- Quarter Finals – WIN
- Semi Finals – WIN
- Finals / Championship game – WIN

[Players; Jezreel Rubia (GMT-EGO), Jessie James Daquis (MMP-Maint.), Victor Caliwagan (GMT-EGO), Walter Hojas (Project), Fernando Lanzaderaz (Project), allan Ibale (Project), Ronaldo Pacana (O&C), Sherwin Canoy (MMP-Maint), Allister Caliwagan (MMP-Maint), Lougine Rovita (MMP-Maint), Leo De Mesa (MMP-Maint), Richard Mendoza (GMT-EGO), Rene Fabul (MMP-Maint) & Jeff Randell Abel (O&C)]

Article By: Jezreel from GMT - Engineering



Sanky (S) Pte Ltd

Futsal Tournament 2023

The futsal inter-department tournament was held on Sep 16 2023.

A total of 13 teams participated in the tournament which was played at the Premier Pitch located at Turf City.

The game was tough and exciting and O&C team was the eventual champion for the event.



Article By: Michael Lim - HR



2023

Sankyu's Dinner & Dance

The annual 2023 D&D was held at the Fairmont Hotel on Oct 21 2023.

MD, Yamanoi-san presented the LSA whilst Kato-san from Logistic Division presented the KAIZEN awards.

As observed from the photos, staff were active in participation of the programs for the night. The atmosphere was full of joy and laughter and indeed, the staff enjoyed every moment of it.



Article By: Michael Lim - HR





2023 ARCHERY



An Archery session was held on Nov 19 2023 for enthusiasts keen to learn the basics of the sport. As a recreational sport, archery is great for developing focus and mental skills. A mini competition for top shooters was held after the training.



Article By: **Michael Lim - HR**



Zoo Trip 2023

As part of the company's CSR effort in contributing towards the society, the SSRC collaborated with GLYPH, an organisation that seeks to improve the development of children from disadvantaged and less privileged backgrounds.



An educational trip to the zoo was organised on Aug 26 2023, with the support from Sankyu staff who are keen and passionate towards this program.

Kudos to the volunteers for their time, guidance and dedication towards the kids' learning process.



Article By: **Michael Lim - HR**



Hello...



FROM OUR NEW STAFF



Go Anzen Ni! My name is **Yuki Nakamura** and I have been assigned to Sankyu Singapore Warehouse department since July 2023. I joined Sankyu in 2018. Until 2023, I was working under the seafreight section in Japan. I'm very excited and happy to come to Singapore because I've always wanted to work overseas.

Apart from working, I like traveling and eating local food. I want to try various kinds of food in Singapore, and also want to travel to countries around south east Asia.

I am looking forward to working with you all. Thank you!

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Greetings to my fellow colleagues, my name is Harrison and I'm from the QSSHE department. I joined Sankyu in the month of July 2023.

I started my first job handling firearms in defence logistics. I gradually developed a keen interest in workplace safety and health while I was with the company.

I decided to pursue the safety profession along the way and I've been a safety practitioner for 5 years now.

The workplace is often known as our second home. I look forward to work hand in hand with all of you to achieve a safe and healthy working environment at Sankyu.

