

DINNER & DANCE 2022

SANKYU! READY! SET!

GLOW!

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GLOW!
Dinner & Dance 2022

SANKYU

SANKYU

MARINA BAY Sands
SINGAPORE

Opening speech by
MR YAMAÑOI

Mr Yamanoi, the Managing Director, made the opening address to the guests. His speech focused on business continuity and support for our customers in these difficult times of high cost and uncertainties. He also expressed his heartfelt appreciation towards the company staff across the business functions who had put in effort to keep our business moving during the past years.

Yamanoi MD says: "With each and every one of your hard work and mutual cooperation, let's work together so that we can meet here again next year."

Thank you very much、謝々、Terima Kasih、Nanri & ありがとう。

READY! SET! GLOW!



PROSPEROUS TOAST FROM MR & MRS YAMA NOI



SANKYU GOT TALENT - LADIES WINNERS



SANKYU GOT TALENT - MALE WINNERS



JOSEPH THEN THE VENTRILOQUIST SHOW



JOSEPH THEN THE VENTRILOQUIST SHOW



BEST THEME DRESS



Article By: Michael Lim - HR

LONG SERVICE AWARD

40 YEARS OF SERVICE



Raymond Tang - TPC I

30 YEARS OF SERVICE



Douglas Chng - TPC I



Ahmad Bin Kachong - TPC II

25 YEARS OF SERVICE



Yasin Bin Nasir - SMT



Yanamurthi A/L G Subramaniam - TPC II



Soosay A/L Govindaraju - AKSS



Goh Kim Soon - SMT



Said Bin Kardi - MELS



Prema D/O Narayanan - REG



Kumaran A/L Seladorrey - MGE D

20 YEARS OF SERVICE



Roslee Bin Ahmad - TPC I



Kok Yuen Wah - MELS 2



Kaja Maideen Bin Ibrahim - TPC II



Devaraj A/L Subramaniam - TPC I



Sim Boon Keong - MELS

Article By: Michael Lim - HR



BEACH CLEANING

A beach cleaning exercise was organised by the SSRC as a company's CSR promotion. Due to the situational pandemic environment, volunteers were limited to group size of 100. The cleaning up of the beach was carried out at the East Coast Park on 28 August 2022. A competition on the maximum trash collected was held to motivate the participants to pick up as much trash as possible.



"Care for the world, Care for the beach"



Debrief by Yamanoi MP



Article By: Michael Lim - HR

WSDip Partners Engagement for ITE April 2023 Intake



A total of about 17 MNCs/Companies was invited by ITE-East (Simei) on 7th Oct 22 from 9:30am to 13:30pm and Sankyu Singapore was one of the participants, a roadshow was put up by the team with displayed of company corporate video clip (multimedia) to attract potential ITE WSDip trainees (Work-Study approach) for the April 2023 intake to join the PCM industry. Each invited company are given a "Booth" consists of 1 table (around 2mx1m) with 1 to 2 power sockets.

No.	Company	No.	Company
1	Asahi Chemicals (S) Pte Ltd	10	Mitsubishi Chemical Machinery Singapore Pte Ltd
2	Denka Singapore Pte Ltd	11	Howbery Pte Ltd
3	Boonik	12	Petrochemical Corporation of Singapore
4	AsahiKasei Asia Pacific Pte Ltd	13	Prakchi Chem
5	Feed Enterprise Oil Pte Ltd	14	Sankyu Singapore Pte Ltd
6	Sun San	15	Onoda
7	Sinclair Circuit (Showa Denko)	16	Sunward Pharmaceutical
8	Linde Gas	17	Seneca ES Singapore
9	Mitsubishi		

Singapore is facing an aging population. The engagement of the young potential trainees (future engineers) to inject fresh blood in the PCM industry for Singaporean citizens or PRs with the opportunity to develop their fullest potential throughout life, regardless of their starting points. Through this movement, the skills, passion and contributions of every individual will drive Singapore's next phase of development towards an advanced economy and inclusive society.

No matter where you are in life-schooling years, early career, mid-career or silver years- trainees will find a variety of resources to help them attain mastery of skills. Skills mastery is more than having the right paper qualifications and being good at what you do currently; it is a mindset of continually striving towards greater excellence through knowledge, application and passion for the job. You can earn own a better future with skills mastery and willing to add value to the organization. Your skills. Your asset. Your future.



- ### Objectives
- ✓ To Align academic curriculum to process industry-related skillsets.
 - ✓ To Expose trainees to actual-life working environment.
 - ✓ To Recruit & Retain potential trainees to join the PCM industry.

- ### Benefits
- ✓ Sankyu Singapore to continue to partner with ITE in providing better trained and more effective technologists for the industry.
 - ✓ Trainees to be hired by Sankyu that commits to trainees' skills development.
 - ✓ Trainees will be employed and earn a Monthly salary.
 - ✓ Obtain valuable work experience with career advancement.
 - ✓ Learn Industry-Relevant Skills in Real Work Environment and instill with the right working attitude and safety culture.



Participant's Rep from HR/Recruitment team: Aaron Tan, Joshua Thng, Edlyn Koh
Participant's Rep from Engineering team: Kan Fook Meng

Article By: Kan Fook Meng - MMP Site

SAFETY TIME OUT (STO) CAMPAIGN



In Sankyu, promotion of STO Campaign involved respective function heads, members of Main Safety Committee and the board of directors.

To ensure there is no fall short on safety, all departments and contractors required to complete the Time-Out Checklist. And this Time-Out Checklist help to review our current WSH systems and work processes. A STO Campaign was launched and activities involved the following:-

- Review risks on existing/new work processes
- Use HAR (Horizontal Activity Report), discuss in a small group meeting on similar accident case study
- Daily safety patrol to check on SOP in-place, e..g. equipment pre-operational check
- Encourage two-way communication in sharing and reporting near misses
- Training for all levels on job requirements
- Walk-the-talk and Tool Box Meeting by Top Management

SAFETY TIME OUT (STO)

Announced by The Ministry of Manpower (MOM) introduce a slate of new measures to strengthen WSH (Workplace Safety and Health) and improve WSH oversight. The Heightened Safety period is from 01 Sep 2022 till 23 Feb 2023.



Walk-the-talk by Managing Director, Division Directors and Management Executives joined the TBM, 5'S' Housekeeping and Safety Patrol



Article By: QSSHE Team

改善 1ST HALF YEAR 2022 KAIZEN Directors Award



Congratulations! Winning Teams

KZ Project
Vertical Multi-Stage Pump Preservation

- Engineering Division
MMP – TPC Daily Maintenance Team
- Team Members:**
1. Goh Tia Chang
 2. Aziz Bin Ahmad
 3. Ho Hock Beng
 4. Suan Ngiap Soon Jerald
 5. Chong Geok Hwa

KZ Project
Achieve higher efficiency in low damage rate, less counting and on-time

- Logistics Division -
SRPC Department
- Team Members:**
1. Looi Chee Wing
 2. Tok Ai Lee
 3. Tan Yew Tai
 4. Wan Aziz Bin Wan Mahmood
 5. Ki Beng Chew

KZ Project
Improvise Product Inspection Conveyor Bypass Switch

- On-Site Division –
CL4 AKSS
- Team Members:**
1. Prasanan A/L Chandran
 2. Salarajoo S/O Kalimuthu
 3. Thirunaukarasu A/L Kannaiah
 4. Muhammad Khalid Warraich
 5. Visvanathan A/L Rajoo

KZ Project
Save Costs and Go Green One Copier Instead To Two units

- Administrative Division -
IT Department
- Team Member:**
Leo Lee Ka Hang

IDEA

Your ideas can be a BIG improvement to the work process and your chance to be the next KZ Directors' Award winner

Workplace Hygiene and Cleanliness



Article By: QSSHE Team



Ever wonder how conflicts arise whenever people come to work together. Everyone has different set of belief and value system in them that make them unique. If we always want things to be exactly the way we expect, we will feel frustrated when it does not meet our expectation. Often when differences arise, both parties may not be able to accept each other's view.

Whenever a task is assigned to someone, there is bound to be some expectations from the Superior or fellow colleagues. The moment the results differ from what is expected, the other person may feel upset and frustrated on the outcome.

What has gone wrong? What is wrong with the other party? Or is there something wrong with our expectation of what and how things should be? Was it clearly communicated to the other party? Was there a lack of knowledge or competency on how to perform the task?

We should learn to understand the other person perspective to come to a better solution in whatever we do. Everyone will have some know-how that will be useful to improve the situation. Some may need more help from others due to their lack of experience.

Most conflicts arise when we chose not to listen to the other person view. We tend to believe that it is their problem and not ours. From the other end, they too will think like you. It is always our lack of truly understanding the real underlying issues that generate all these miscommunications. Many people do not listen to understand. They listen to answer even before the other party can finish talking.

Everything depends on the perspective of the individual, when we face each other (party A and party B), Party A's left is Party B's right. While Party B's left is Party A's right.

We need to learn to embrace Conflict so that a better solution can be found. In order to minimize conflict, it is important to hear the other party out. When we disagree with their approach, we should discuss over it. A compromise may be derived when both parties are impersonal and very objective about the matter. Always recognize that conflict arises when there is a difference in opinions. When we listen more and understand where the other party is coming from, we will have lesser conflict.

Article By: **Ronnie - Administration**

Republic Polytechnic COI-SCM in partnership with Sankyu to develop and strengthen their supply chain and logistics capabilities through Process Innovation, Technology Enablement, and Training (19 July - 31 Oct 2022)



6 Sankyu Customer Service Representatives attended goDCE training conducted by Republic Polytechnic from 19 July to 31 Oct 2022. This course was designed to assist Sankyu to achieve Distribution Centre Excellence: Warehouse Performance Measurement and LEAN Model Warehouse Training.



Republic Polytechnic worked closely with Sankyu to develop work-ready solutions, optimise work processes, and increase productivity, while reducing operating costs.



Participants learned to apply lean principles to systematically eliminate wastes and increase process throughput.

The instructors facilitated technology evaluation and the deployment of simple digital innovations to enhance warehouse operations.

They also built staff capability and recommended scalable warehouse processes to streamline warehouse operations.

The goDCE programme by the Centre of Innovation for Supply Chain Management at Republic Polytechnic evaluated Sankyu on its warehouse processes, identified gaps, and advised productivity and innovation solutions respectively.



Participants learned to use data to optimise container photo - taking and warehouse operations: unloading, racking, storing and loading. Tally sheet recording has also been enhanced with the IT application.

Through the many training and data coaching sessions, Republic Polytechnic provided support to implement the proposed solutions and capability building through project-based training for sankyu staff.

Participants engaged in facilitated group discussions to apply the strategy which included digitisation which would enhance sankyu's warehouse productivity, which would also be cost-effective.

Article By: **A S Muthu - WHS-TLH**

Sankyu Collaboration with ITE Work-Study Diploma Programme at Mapletree Warehouse



My name is Sharwanath Bte Abdul Malik. I have joined Sankyu Singapore Pte Ltd since February 2022 as part of the Work-Study Diploma student scheme under warehouse division. After completing ITE, I was looking to further my studies and at the same time be able to support myself. The work study diploma in supply chain was a great choice and with Sankyu Singapore supporting me on this journey it has been really an eye-opening experience for me. The Diploma in Logistics (Warehouse Management) aims to provide learners with a comprehensive understanding of the functions and activities in warehouse and inventory management. It covers costing, technology, process, layout, materials handling systems and manpower aspects of managing a warehouse to support manufacturing or distribution. The course takes on an interactive, hands-on approach to learning with an emphasis on analysis using Excel and presentation skills.

I have learned many new skills at Sankyu that helped me to transition successfully into the logistics industry. As a customer service representative, I support customers by providing helpful information, answering questions, and



responding to complaints. I am also the front line of support for clients and customers and I help ensure that customers are satisfied with products, services, and features. I also attend Key Performance Indicator Review meetings with customers. As a customer service representative, I have been able to hone professionalism, patience, and a "people-first" attitude in my area of work.

I am extremely grateful to Sankyu for giving me this opportunity to grow in my career as a competent customer service representative.

Article By: **Sharwanath - WHS-TLH**



Evolvement of my career as an SGenable Intern at Sankyu Tuas Logistic Hub to a Customer Service Representative @ Maple Tree Warehouse

I started as a simple office intern in Sankyu Tuas Logistic Hub (TLH) for five months from mid-October 2020 to late February 2021 as part of my ITE internship journey through the help of SG Enable.

My early job scope revolved around working on power point presentations for various usages such as training presentations and the creation of organization chart for TLH. Other assignments I did during that period ranged from creating training summaries in excel, filing and organizing hard copied documents of quotations, training attendance and summaries into file holders. I also assisted some Customer Service Representatives in scanning their shipping documents and archiving them systematically.

Additionally, I served as a work mentor by helping younger interns from ITE and SG Enable to adapt to the work routines as they fulfilled their respective internships in Sankyu.

At the end of 2021, I was transferred to the Sankyu Mapletree Warehouse. In my new position as an administration coordinator. I distributed office supplies and uniforms to both office and warehouse employees. I also provided support to Customer Service Representatives in terms of checking documents for warehouse audit and distributing documents to warehouse personnel like picking lists and shipping marks and storing and organizing hard copies of customer order documents in labelled boxes.

With the support of fellow Customer Service Representatives and warehouse personnel, I have

@ Maple Tree Warehouse



been steadily inducted into the Customer Service role by managing a customer account confidently. When I became a full-time employee as a permanent customer service representative, my job scope expanded to include archiving maintenance and repair records of various equipment such as forklifts and Very Narrow Aisle vehicles. I have also learned to update stock inventory using the Weblincs system.

In October 2022, I commenced a part-time diploma study in Singapore Polytechnic to upgrade myself. It has not been entirely easy, working in the day and attending classes during the four evenings of the working week. But thanks to the support and approval of Sankyu management for allowing me to leave early. Consequently, I have been able to attend my classes on time. This exciting journey continues as I hope to put into practice what I have been learning. I am profoundly grateful to Sankyu for giving me this opportunity to grow in my career as a Customer Service Representative.



Article By: **Jordan - WHS-TLH**



SG ENABLE Job Shadowing Day 2022

Sankyu Singapore Pte Ltd participated in SGenable Job Shadowing Day 2022.

We hosted 6 special needs pupils and 4 staff from St. Andrew's Autism School (SAAS) at Mapletree Logistics Hub at 76 Pioneer Road, Singapore 639577 on Friday, 16 September 2022 for a Job Shadowing Day.

The participants also had the experience of going onboard the Very Narrow Aisle Vehicle (VNA) and see first hand the fascinating features of the vehicle that were operated on by the driver to execute the logistics operations skilfully. Finally, the students and staff from St. Andrew's Autism School had left the premises of Maple Tree Logistics Hub with a good knowledge of warehouse logistics industry.

Mr Jordan Tan, a special needs employee briefed the participants on the culture and history of the company as well as engaged them to better understand the concept of employment and what work life would entail.



Subsequently, the participants toured the warehouse and witnessed the best practices at workplace. They were excited to see first hand the logistics operations of unloading, staging and racking of cargoes at the warehouse consecutively.



Article By: **A S Muthu - WHS-TLH**



Sankyu Regional Training Workshop 21-22 July 2022



Sankyu South East Asia Holdings Pte. Ltd. (SEAH) in collaboration with Singapore Institute of Materials Management (SIMM) organized a regional training workshop from 21 to 22 July 2022 at Sankyu Tuas Logistic Hub on the following subject matter:

- TAPA Security Standards
- Cold Chain Management
- GDPMDS

All in all, 13 Sankyu participants representing the following countries engaged meaningfully and enthusiastically in the workshop: Indonesia, India, Malaysia, Saudi Arabia, Singapore and Vietnam respectively.



Sankyu SEAHD Director, Watanabe-San warmly welcomed the participants to the workshop. At the outset of his welcome speech, he stressed the importance of TAPA Security Standards, Cold Chain Management and GDPMDS to the success of 3PL logistic firm in its ability to meet the future challenges of the Logistics Industry.

3 prominent speakers were engaged to shed light on the following themes: TAPA, GDPMDS and Cold Chain Management respectively:

- Mr Roger Lee, Director of Singapore Institute of Materials Management (SIMM)
- Mr Junus Kartara, AGM Logistics Division in Sankyu Singapore Pte Ltd
- Mr Johnny Chua, Lecturer with 35years experience in end to end Supply Chain Management access across Asia Pacific regions

Participants learn that TAPA ensures commitment to supply chain resilience. They also realised that TAPA Standards provide a trusted framework to manage known risks, reduce loss exposure, protect assets, improve people security, and save the heavy financial and reputation costs which can result from a cargo theft incident.



During the Question and Answer session, participants understood that TAPA Standards are respected by Manufacturers, Shippers, Logistics Service Providers, and Insurers as best-in-class minimum security requirements to safeguard high value, theft targeted goods stored in facilities and during the transportation process.

Participants were able to achieve the following objectives pertaining to GDPMDS:

- acquire knowledge requirements on handling medical devices
- understand and implement GDPMDS in medical device 3PL Logistics firms
- Prepare and execute the internal audit
- Implement corrective and follow-up actions to improve GDPMDS efforts

As a follow-up, Mr Junus allowed the workshop participants to embark on a warehouse walk - down to see first-hand the implementation of GDPMDS in medical device 3PL logistic firm.



As the name says, participants learn that cold chain is a logistics management process for products that require the refrigerated temperatures that customers demand. Subsequently, they engaged themselves in robust facilitated group discussions pertaining to the future implementation of TAPA Security Standards, Cold Chain Management and GDPMDS in their respective warehouses.

Group Presentations by representatives from 6 countries



Finally, representatives from the six countries presented their take aways from the workshop and how they intended to implement the best practices that they had learnt pertaining to TAPA Security Standards, Cold Chain Management and GDPMDS in their respective warehouses back home.

At the closing address, Kato-San, Sankyu Logistics Director emphasized the importance of teamwork and spirit of camaraderie among staff to achieve success in the logistics industry. Participants learnt an important lesson that no man is an island but everyone must rely on the company and comfort of others in order to thrive.

Article By: **A S Muthu - WHS-TLH**



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