

SANKYU SINGAPORE PTE LTD

ENTERS INTO A MEMORANDUM OF UNDERSTANDING WITH PLASPULP UNION PTE LTD TO PROMOTE THE USE OF RECYCLABLE PALLET WRAP.

Sankyū Singapore Pte Ltd, a leading Japanese 3PL company, proudly announces that it has signed a memorandum of understanding (MOU) with Plaspulp Union Pte Ltd in Singapore, to advance its ambition to become an eco-friendly company by adopting best sustainable packaging practices. Both Mr Katsumi Yajima, Managing Director of Sankyū Singapore Pte Ltd and Ms. Hazel Loh, Business Development Director of Plaspulp Union Pte Ltd endorsed the MOU with their signatures in the presence of **Dr Amy Khor Lean Suan, Senior Minister of State for Transport and Senior Minister for Sustainability and the Environment** on Wednesday, 13 November 2024 during the PRS Asia Conference held at Marina Bay Sands, Singapore.

This MOU promotes a circular economy, aiming to reuse resources leading to zero waste model. This is beneficial to everyone. Zero waste means fewer ocean-bound plastics, less trash in our oceans, and fewer landfills. It also means that there is less of a need to mine finite resources; we use them instead which is made feasible through the process of recycling used stretch film.



Recycled stretch wrap, an increasingly popular eco-friendly method of pallet wrapping, has caught the eye of Sankyu Logistics warehouse procurement team seeking to reduce the environmental impact of their operations.

Driven by Sankyu's policy on sustainability, Sankyu purchases recyclable stretch film shrink wrap from Plaspulp Union Pte Ltd.

Environmental benefits reaped from wrapping the pallets with recyclable stretch film shrink wrap are as follows:

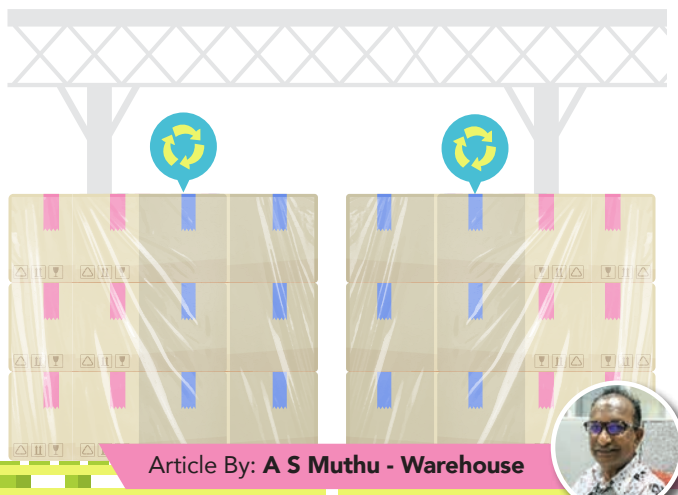
- ✓ Made of 30% post-consumer recycled plastic, this stretch wrap is holistically sustainable and environmentally friendly.
- ✓ Offers an innovative solution to pallet wrapping needs.
- ✓ Reduces reliance on virgin plastic and its associated environmental impacts.
- ✓ Supports a circular economy through ease of recyclability.
- ✓ Suitable for a wide range of packaging needs, from manual to automated operations.
- ✓ Hand and machine rolls cater to diverse usage demands.



While the stretch film is made of recyclable plastics such as linear low-density polyethylene (or LLDPE), we cannot just throw our used film into a single stream recycling bin.

Sankyu adheres to a specific set of protocols to ensure that the films actually get recycled. Sankyu makes sure that the films are correctly sorted and baled first. Once our used stretch wrap has been properly baled and sorted, they are deposited into the recycling bin.

Plaspulp Union Pte Ltd will collect the material and then channel the substrate to a compounder to clean, sort and dry the used film. Next, the compounder will run the material through a system to turn the material into LLDEP pellets, which can then be turned into PIR plastic stretch film. PIR plastic means post-industrial recycled plastic, from which the final pellets are made. Currently, Sankyu purchases 30% of recyclable pallet wrap from Plaspulp Union Pte Ltd. Moving forward, Sankyu intends to increase the use of recyclable pallet wrap from 50% in 2026 to 90% in 2030. Sankyu's commitment to promoting sustainable packaging practices in its warehouses is unwavering.



Article By: A S Muthu - Warehouse

Curtin University Students' Learning Journey to Sankyu Tuas Logistics Hub (TLH)

Curtin University was successful in securing the New Colombo Plan funding to take 20 students from the School of Management and Marketing, Curtin Business School to Singapore. These students are pursuing Logistics and Supply Chain Management three-year full-time Degree Program. They visited Sankyu Tuas Logistics Hub (TLH) on Thursday, 12 December 2024.

Upon arrival at TLH, our guests were welcomed with a warm greeting by our staff who donned their traditional costumes which showcased the rich multicultural and racial harmony in our workplace.



Ms Yuki Nakamura, Assistant Manager, provided a brief introduction to our company's history and operations. Her inspiring speech left the audience in awe. Everyone was paying attention to her, and it looked like the audience had gained a better understanding of the corporate culture of Sankyu Singapore.

The students and lecturers embarked on a guided tour of our expansive TLH warehouse, showcasing various sections dedicated to receiving, storage and distribution. Throughout the tour, our warehouse assistant managers explained the specialised handling requirements for different types of goods, such as nutrition and chemical goods, halal goods, and temperature-sensitive products.



We also highlighted the certifications and accreditations we have obtained to ensure compliance with industry standards and regulations. This interactive and informative session provided our visitors with a deeper understanding of the intricate workings of logistics operations.



This visit provided a unique opportunity for us to showcase our facilities while demonstrating how we handled different types of goods with specialised care. Our team was eager to share our processes and procedures, emphasising the importance of adhering to the highest standards in logistics. Light refreshments of finger foods and mineral water were served to our guests.

The visit concluded with a Question and Answer session, where the students had the opportunity to ask questions and gain a deeper understanding of the inner workings of warehouse operations.

Article By: A S Muthu - Warehouse

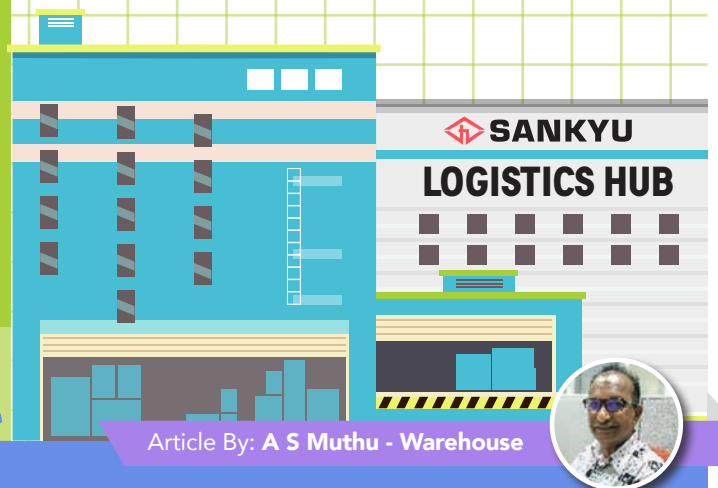




Subsequently, Mr Takato Kato, Director of Logistics and On-site Logistics Division of Sankyu Singapore, delivered his farewell message. In his farewell note, he offered a glimpse of the New Tuas Distribution Hub warehouse to be completed in 2026 to the listeners. He also shared the rich history of both Sankyu Japan and Sankyu Singapore with the audience. He emphasised that by visiting TLH warehouse, the logistics students were given the opportunity to experience the processes and operations within a warehouse first hand and see the practical application of knowledge and skills developed on the course designed by Curtin University. He ended his speech by saying that he enthusiastically looking forward to future collaborations with Curtin University.



Finally, Mr Richard Oloruntoba, Discipline Lead Supply Chain Management and Associate Professor of Supply Chain Management at Curtin University, thanked Sankyu staff for the well organised behind-the-scenes guided tour of Sankyu TLH warehouse. He mentioned that he is also eagerly looking forward to future networkings with Sankyu Singapore Pte Ltd.



Article By: A S Muthu - Warehouse

HOW TO PRODUCE **CONSISTENT** RESULTS?

- C** lear about what need to be performed and do it
- O** rganized yourself so that works are done in a systematic sequential manner
- N** ever postpone what you can complete today and always clear the task quickly
- S** ystemize your work flow so that more can be completed properly
- I** ntervene when the work sequence/flow is not in order and make the change accordingly
- S** top procrastinating, start taking action when task.
- T** ransfer your knowledge on how you have successfully accomplished the task for more success story
- E** nsure you follow through the work until it is completed
- N** ever give-up no matter how tough you are experiencing
- T** ime is of essence and we must use wisely



YOUTH CONNECTION PROGRAM

SBF FOUNDATION IN PARTNERSHIP WITH SINGAPORE POLYTECHNIC AND HALOGEN

As the Sankyu Singapore representative, I was invited by SBF Foundation to be one of the Youth Connector where we get to be match to some polytechnic students over period of 8 weeks that consist of the following milestones:

13 Sep 2024 - Speed Matching where youth interact with connectors and get to know each other better.

20 Sep 2024 - Matched where both connector and youths are linked up offline.

2 Oct 2024 - Bond over a meal where we met at JEM and subsequent tea session to exchange views

11 Oct 2024 - In the Real World, both youths visited our office at 11 Clementi Loop and had a quick tour of our Warehouse facilities.

5 Nov 2024 - Till we meet again, we reconvene to share our experiences.



“ WE DON'T KNOW WHAT WE DON'T KNOW ”

Our colleague Nickson Hoe (ITE Work Study Diploma Year 2) from Warehouse showed

Eldon and Matthew around our Clementi Distribution Centre facilities for a quick overview of our operation. Stephen Teo, AGM for HR explained briefly to them on our nature of business after the walkabout. Both of them had been given a short introduction into the Supply Chain Business and a video show of Sankyu INC 100 years celebration. Founded in 1 October 1918, we are already 106 years old company that engages more than 31,000 people with 40 branches & 45 subsidiaries in Japan and 40 subsidiaries & 1 representative office overseas.

Eldon Aw Yi Zhe, Year 2 for Diploma in Applied AI and Analytic shared his takeaway from the program. ABC - Attitude, Beginner's mind and Clarity. As a student learning new thing and facing new challenges, ABC would be able to help change my view of approaching anything I am unsure of. I have learnt that I am too harsh on myself and learning to recognize my progress better.



Article By: Ronnie Seah - Admin & Corporate Planning

ANNUAL QSSHE CAMPAIGN



Sankyu Singapore launched this year's QSSHE campaign in July 2024, with the promotion slogan of "Let's all go back to the basics and act honestly to protect our own bodies and friends by taking care of each other."

Campaign activities were aligned with Quality, Safety, Security, Health, and Environment expectations. Opening speeches were delivered by top management at multiple locations to kick off the month-long event.

At CDC, exhibition panels for the QSSHE related topics were displayed at the lobby



Speech delivered on 1st July 2024 at CDC By Managing Director, K Yajima

Work At Height demonstration at TLH, using the VNA machine



At CDC, Sustainability (Reduce, Reuse & Recycle) demonstration by Looi San from Logistic-SRPC



Speech delivered on 3rd July 2024 at TLH By Director, T Kato (Logistics & On-site Process Divisions)



Speech delivered on 5th July 2024 at PCS By General Manager, Y Kogo (Engineering Division)

At PCS, one of the winners receiving quiz prizes



Article By: QSSHE Team



TRANSPORT SAFETY INSPECTION

Conducted on July 10, 2024, an inspection exercise led by top management, T. Kato, on identifying potential vehicle hazards. This exercise is to raise greatest awareness among Sankyu drivers on vehicle safety.

Vehicle Inspection in progress



3.3.3 SAFE LIFTING EVENT

Conducted on 19 July 2024, demonstration of safe lifting operations involved departments lifting crews from Engineering division.

What is 3.3.3?

Take safety Steps by
3 Seconds to Check
30 cm Off Ground
3 Meters Away



FORKLIFT SAFE HANDLING EVENT

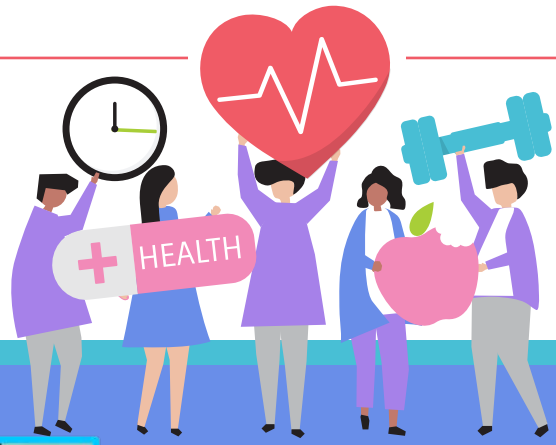
Conducted on 20 July 2024 in collaboration with UMW, Sankyu forklift operators showcased their skills through both practical demonstrations and theoretical knowledge. Pre-operational safety check for forklifts and safe battery handling procedures were also conducted.

The top winner was selected to participate in the Southeast Asia Forklift Competition, held at the Sankyu Technical Academy on 24 October 2024.



Article By: QSSHE Team

SANKYU'S HEALTH WEEK



This year, the Sankyu Group is dedicated to promoting health awareness among employees and enhancing the work environment. Embracing the motto, "We support a healthy workplace with smiles on everyone's faces." Sankyu Singapore launched Occupational Health Week from 1 to 11 October 2024. One of the event's highlights was health talk by a Traditional Chinese Medicine (TCM) physician, focusing on managing high cholesterol. Other promotional activities included e-Bulletin circulations, management health patrols, heat stress prevention, and more.



OCCUPATIONAL HEALTH PATROL

Conducted from 1 to 17 October 2024, the patrol was focused on Occupational Health. Numerous good practices were observed in action across Sankyu warehouses and on-site process locations.

Good Practices

SANKYU (Singapore) Pte Ltd
DAILY TOOL BOX MEETING RECORD

Date: 09.10.2024 Day: Wednesday Time From: 0830hrs To: 0940hrs

SAFETY MESSAGE: TAKE SAFETY SERIOUSLY BEFORE YOU END UP BEING HURT SERIOUSLY.

TOPIC DISCUSSED: ALWAYS ALIGN FORK PROPERLY BEFORE ENTERING MBS.

ENVIRONMENTAL POLICY:
1) Segregate waste and dispose into designated bins (E.G Paper, Plastic & Domestic waste).
2) Print only when necessary. Print on both side of paper.

COMPLIANCE: ALL STAFF MUST WEAR PPE WITHOUT FAIL.

NO	ATTENDANCE NAME	DESIGNATION	SIGNATURE	HEALTH CONDITION	
				AM	PM
1		SUPERVISOR		☺	☺

Colour	Level of Hydration
No colour (clear)	Good hydration
Pale yellow	Slight to moderate dehydration
Dark yellow	Mild to moderate dehydration
Orange	Severe to critical dehydration
Redden	Severe dehydration

Use colour as an indicator of hydration before work.

PANTRY HOUSEKEEPING SCHEDULE

DAY	TEAM
SUNDAY	PACKAGING TEAM
TUESDAY	WAREHOUSES TEAM
WEDNESDAY	PACKAGING TEAM
THURSDAY	WAREHOUSES TEAM
FRIDAY	PACKAGING TEAM
SATURDAY	WAREHOUSES TEAM
SUNDAY	PACKAGING TEAM

1. Do Cleaning with cloth at the table & chair
2. Do Cleaning floor sweep & mop
3. Do cleaning washing basin

1. Do not keep your food & water bottle keep at provide box
2. Make sure your food provide box is clean & hygienic
3. Do not keep your food & water bottle on top table

Safety Theme 2024: "Let's all go back to the basics and act honestly to protect our own bodies and friends by taking care of each other."

Article By: **QSSHE Team**

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KAIZEN DIRECTORS' AWARD 1st Half Year 2023

PROJECT TITLE Established e-Portal for the applications of SSRC and Voluntary activities

An e-Portal was established that has significantly improve the overall efficiency and accuracy of event management process



PROJECT TITLE Introduction on the use of electric lifter to improve manual lifting to an ergonomic working environment

An electric lifter was introduced and has improved manual lifting between platform levels by packers to an ergonomic working environment

PROJECT TITLE Building an alternate road access to customer plant

The building of an alternate road to the customer plant has greatly cuts down the journey and time of all road users



PROJECT TITLE The use of pipe to cover container door hinges to prevent flexicon bags being entangled onto it

To prevent flexicon bags being entangled with the container door hinges, PVC Pipe with smooth surface is used to cover the door hinges



TRAININGS

ISO9001, ISO14001, ISO45000, FSSC22000 AWARENESS AND INTERNAL AUDITOR TRAINING

A training session for new and refresher Internal IMS Auditors was organized to maintain compliance with the various ISO standards for which Sankyu is currently certified. An external trainer was engaged to conduct both awareness and internal auditor training on ISO 9001, ISO 14001 and ISO 45001. The training greatly benefited employees knowledge in the upcoming internal audit program. We welcome new auditors on-board and sustain our internal auditor pool.



INTERNAL EDUCATIONAL PROGRAMS

In alignment with the QSSHE Campaign, multiple internal awareness training sessions were conducted to improve understanding of Sankyu's quality management, environmental practices, security measures, and safety & health protocols. These sessions aimed to educate employees about the importance of each area, ensuring they are well-informed about the policies, procedures, and best practices that contribute to a safe and efficient workplace. By fostering this awareness, Sankyu encourages a proactive approach to maintaining high standards in all aspects of operations, ultimately leading to performance improvements and employee well-being.



Article By: QSSHE Team

DINNER & DANCE

The annual D&D was held at the Fairmont Hotel on **Oct 19 2024**.



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



The event atmosphere was alive with **fun and laughter**.

Article By: **Michael Lim - HR**



PULAU UBIN

A trip to the rustic island of Pulau Ubin was organised on Jun 30 2024. A short bum boat ride from Changi Point Ferry Terminal, the island is the last bastion of rural village life in Singapore.

ARCHERY

The Archery event was held on **Nov 17** with a participant size of **40 pax**.

Training sessions were provided by qualified instructors and a mini competition was held with prizes for the **top 10 shooters**.

Archery is a sport which is great for developing focus and mental skills.



MOVIE DAY

Movie Day was organized on **Aug 17 2024** with 2 shows screening concurrently. One show was a Family Based cartoon titled **Despicable Me** while the other an adventure film titled **Twisters**.



FISHING

The Fishing competition was held at the Pasir Ris Park on **26 May 2024**.
A total of **30** fishing enthusiasts participated in the competition.



Article By: **Michael Lim - HR**



FUTSAL

The futsal inter-department tournament was held on Sep 21 2024.

A total of 12 teams participated in the tournament which was played at the Golazo Futsal Pitch located at Jurong West area.



The tournament was hard fought with O&C team the eventual winner and retaining their championship title.



Article By: Michael Lim - HR

