

# HONOURING 56 YEARS OF



# LEGACY, DEDICATION AND PROGRESS







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# EDITORIAL MESSAGE

On the morning of 22 August, Teckwahers gathered to celebrate the 56th anniversary of the company's founding. Delivering this year's Teckwah Day Address was newly appointed Managing Director, Chua Ai Ling, who expressed her heartfelt gratitude to all staff for their hard work, dedication and contribution. Ms Chua went on to update the progress of Teckwah's sustainability journey and urged staff to continue upholding the core values while staying united. Winners of I&I 2024 were also announced on Teckwah Day, alongside a special incentive prize awarded to a team for the successful implementation of their I&I project from 2023. Turn to the Feature segment to find out other notable highlights from the celebration.

The 7th installment of I&I was held on 6 August at Pixel Red, where 7 participating teams from Singapore, Indonesia and Malaysia, presented their innovative projects. TPPI too, held their 5th I&I Day on 28 May.

Learn about both events and the winning projects from I&I 2024 on page 9.

Teckwah Malacca launched a Sustainability Awareness campaign on 26 July. Focused on textile recycling, the initiative aimed to address the growing global issue of textile waste. Recycling bins were introduced to encourage donations of unwanted textiles and mindful consumption habits. Separately, at Blood Drive was held at Teckwah Malacca on 30 July, and saw encouraging participation from staff, with 73% first-time donors.

Finally, we congratulate Profoto Malaysia for winning 2 prestigious awards at the 2024 Asia Pacific Enterprise Awards held in June. The awards recognised Profoto Malaysia as an enterprise committed to entrepreneurship and innovation. This achievement is certainly aligned to Teckwah Group's strive towards excellence!

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My fellow Teckwahers,

Good morning!

It is a pleasure to see everyone gathered here today to celebrate Teckwah Day.

As we commemorate the founding of our company, I want to honour the people who have enabled our journey and made things happen. It fills me with pride and gratitude, knowing that every Teckwahaer has contributed to our achievements and successes over the past 56 years.

We have built a legacy rooted in operational excellence and people development, and this will propel us forward into a new era of sustainable growth.

Embarking on this journey together as your new Managing Director, I am pleased to report that we have made progress in our commitment towards Sustainability. As an organisation, we are committed to operating in an environmentally sustainable and socially responsible manner.

In our roadmap towards reducing our impact on climate change, we have put in place systems to measure and monitor our greenhouse gas emissions. We have identified decarbonisation targets and strategies for both our Packaging Printing and Logistics operations.

We have also deepened our commitment towards environmental stewardship and sustainable practices in our operations. For the first time this year, both Packaging Printing and Logistics will be releasing their own Sustainability Report, focused on how sustainable practices will be integrated into its operations while creating a better working environment for our people.

Our Lifestyle segment is also advancing on its Sustainability roadmap and implementing green practices within its operations. Profoto strives towards strengthening their sustainability management system with initiatives such as the conscious sorting of used material for recycling, and actively promoting the use of sustainable material in the fabrication of their design and build projects.

As we cultivate a company that operates in the best interests of all our stakeholders, upholding our shared values and beliefs remain vital. In my opening address at the Experiential Learning events this year, I highlighted that our shared core values of TICC are what truly define us as Teckwahers.

TICC, coupled with innovation and digitalisation initiatives, continues to drive operational excellence and elevate the calibre of our Teckwahers. I&I is another key initiative that not only puts our core values on active display but promotes a culture of innovation. At our recent I&I Day, each of the 7 projects was a remarkable showcase of core values, innovative and critical thinking.

I would also like to take this opportunity to congratulate Team 5 from last year's I&I. The team from TVC's Manufacturing department successfully implemented their post-press optimisation project and achieved an annual savings of close to \$56k!

The project outcome was validated, and results were tabled to Management and the I&I Committee for approval. With all criteria met, the team has been awarded an additional incentive for the successful execution of their project. Congratulations, Team 5!

With learning and development high on our priority, Teckwahers can look forward to upcoming programmes with a balanced focus on hard and soft skills. The training will include improving staff's digital literacy, leadership and communication skills.

As we celebrate our company day, let us continue to work as a team toward our common goal. Together, as One Teckwah.

Thank you everyone for all your hard work, dedication, and contribution. Wishing all good health and a happy Teckwah Day!

Chua Ai Ling  
Managing Director



# A COMPANY DAY MESSAGE FROM OUR EXECUTIVE CHAIRMAN

Dear Teckwahers,

As we mark our 56th anniversary, I want to extend my heartfelt gratitude to each one of you. This exceptional milestone strongly validates our collective effort, dedication and resilience. Over the years, we have navigated challenges and celebrated numerous achievements.

Our journey has been defined by our commitment to excellence and our unwavering focus on creating and delivering value to our customers and stakeholders. Reflecting on our past achievements, I look forward to a new era of growth as my successor, Chua Ai Ling, Managing Director of Teckwah Group, continues to build on our legacy and drive our company to greater heights.

Thank you for your hard work and dedication. I wish everyone a very happy Teckwah Day!



# REFRESHING OUR CORPORATE BUSINESS VIDEO



On 22 August, Teckwah debuted a new corporate business video. Executive Chairman, Thomas Chua, opens the video with a nostalgic showcase of our brand heritage, accompanied by archival footage from the past. Reflecting new leadership and key capabilities from the business segments, Managing Director, Chua Ai Ling, takes audiences through the rest of the video, resonating a message of commitment towards sustainable growth and workforce uplifting.

Through the years of our growth and transformation, we have stayed rooted in our core values and remained steadfast in our vision and purpose. The new video is a refreshed take on Teckwah's legacy and growing capabilities — a tribute to the company's progress and evolution over the last 5 decades. It retells the story of our resilience, adaptability and team spirit as we continue to progress together as "One Teckwah".

# PROFOTO MALAYSIA IS RECOGNISED FOR ENTREPRENEURSHIP AND INNOVATION



In June, Profoto Malaysia Sdn Bhd ("Profoto Malaysia") won 2 prestigious awards at the 2024 Asia Pacific Enterprise Awards ("APEA"). The company was honoured the 'Master Entrepreneur Leadership Award' and the 'Fast Enterprise Award', recognising their commitment to responsible entrepreneurship, innovation and business growth. Profoto Malaysia was among more than 150 nominees, where winners were identified through a rigorous evaluation process. Launched in 2007, the APEA is regarded as the region's most prestigious award for entrepreneurship, fair practices, innovation, and sustainable leadership. Being recognised in these categories demonstrates the excellence and continuous growth that Profoto Malaysia has achieved. Congratulations, Profoto Malaysia!



CORPORATE SOCIAL RESPONSIBILITY



# CEIBS FAMILY BUSINESS EXCHANGE VISIT

On 24 June, a group of 24 students from the China Europe International Business School ("CEIBS"), led by Professor Jean Lee, Co-Director of CEIBS Centre for Family Heritage, visit the Teckwah Logistics Centre in Gul. The group, comprising next generation leaders in their family businesses, was on an ASEAN Learning Tour, to gain knowledge and insights about family businesses in the region. Teckwah was one of the few enterprises visited by the group during the Singapore leg of the tour.

Managing Director, Chua Ai Ling, the 3rd generation successor to Teckwah, hosted the CEIBS group. Ms Chua gave a presentation on the company's founding and history as well as how family business evolved and transformed into a professionally run enterprise with diversified businesses and sound management systems in place. This was followed by a tour of the warehousing facility, co-led by Senior Business Operations Director, Kew Kee Hing and Business Development Director, Cheng Chee Kong.

### About CEIBS

China Europe International Business School ("CEIBS"), a joint venture for management education, was co-founded by the Chinese government and European Union in 1994, with Shanghai Jiao Tong University and the European Foundation for Management Development serving as its executive partners.





## TACKLING TEXTILE WASTE THROUGH RECYCLING

"I support textile recycling as it benefits the environment by reducing landfill waste, conserving natural resources, and ultimately lowering greenhouse gas emissions."

**KIRUTHIGA A/P K SUKUMARAN,  
QUALITY CONTROL INSPECTOR**

"I was astonished to learn that only 1% of textiles are recycled globally. Through proper methods of recycling, we can create real change by reducing landfill waste, contributing to resource conservation, and lessening our impact on the environment."

**TANG PANG SIAN,  
PRINTING SUPERVISOR**

Teckwah Malacca kicked off their Sustainability Awareness Campaign on 26 July, with a focus on textile recycling. This initiative comes in response to the growing global issue of textile waste, exacerbated by the rise of fast fashion and overconsumption. To tackle this issue, Teckwah Malacca introduced two indoor textile recycling bins at their facilities to encourage staff to donate their unwanted textiles.

The campaign's launch event included a keynote address on integrating Environmental, Social and Governance ("ESG") principles into business practices, and the importance of environmental responsibility. A video presentation emphasised Teckwah Malacca's past sustainability efforts and outlined future goals towards environmental stewardship. The event highlighted the need for collective effort to create a sustainable future. All staff are encouraged to participate actively in minimising our environmental footprint and promote mindful consumption habits.

## COMMUNITY SPIRIT SHINES AT TECKWAH MALACCA BLOOD DRIVE



On July 30, Teckwah Malacca held a successful blood donation drive in collaboration with the Melaka General Hospital's Blood Bank Unit. The event saw a strong turnout, with 73% first-time donors. To replenish their energy, all donors were treated to a simple lunch and received goodie bags filled with healthy drinks, biscuits, and chicken essence. Beyond supporting critical and routine medical needs, the well-organised blood drive also strengthened the sense of unity and spirit within the Teckwah Malacca community.

"It was heartwarming seeing so many colleagues, including our General Manager, eagerly participating and contributing to the cause."

**NORMILA BINI KAMARUZZAMAN,  
CUSTOMER SERVICE EXECUTIVE**

"As a first-time blood donor, I felt proud to contribute to saving lives and am committed to donating again. I'm thankful to the company and hope for more events like this to raise awareness about the importance of blood donation."

**JAYALETCHOMI A/P MUTHURAJA, OPERATOR**

"My arm was sore after donating blood, but I'm still committed to donating again and will ensure that I rest more to manage the discomfort."

**RAM PRABESH MANDAL, OPERATOR**

# REGIONAL SUBSIDIARIES' ANNIVERSARY CELEBRATIONS

Congratulations to the following subsidiaries which celebrated their anniversaries in the third quarter!

### PROFOTO DIGITAL SERVICES PTE LTD

"Thank you for your kind wishes on Profoto's 26th anniversary. We appreciate the Group's support and recognition of our team's efforts. We look forward to continued growth and success."

**LOCK HUI KOON  
MANAGING DIRECTOR**

### TECKWAH VALUE CHAIN PTY LTD



"Today we are reaching our 19th anniversary journey! It's amazing how time flies! But one thing remains the same — our passion to respond to changes in the environment and the need to collaborate that keeps us moving! We want to express our deepest gratitude to all your great support, through the teamwork

to seize the countless opportunities throughout these 19 years. Let's embrace our next chapter of journey, filled with even more excitement, growth, and success. Cheers!"

**JONES SO  
COUNTRY MANAGER**

### TECKWAH PHARMAPACK SOLUTIONS SDN BHD



## CELEBRATING TEAM EXCELLENCE AND APPRECIATING STAFF'S CONTRIBUTIONS

In recognition of the hard work and dedication of Teckwahers, special appreciation events were held on 29 July and 7 August respectively, for all staff of Teckwah Value Chain ("TVC") at Pixel Red. At both events, Business Operations Director, Patrick Kam, expressed his heartfelt gratitude, on behalf of the Management team, to all staff of TVC for their unwavering commitment and contribution. Thanks to their collective efforts, the Packaging Printing business in Singapore recorded improved performance in the first half of this year.

Both events provided an opportunity for the Management team to personally thank the staff, while immersing in the company of good food and conversation. Such initiatives create unforgettable moments celebrating cumulative successes and reinforce Teckwah's commitment to valuing its people. It ultimately shapes a motivated and cohesive workforce, who are ready to tackle future challenges for the company.







## I&I DAY 2024

The 7th edition of Innovation & Ideation (“I&I”) Day was held on 6 August at Pixel Red, with the recurring theme of “Digital Transformation and Green Sustainability”. In the morning, 7 participating teams from Singapore, Malaysia and Indonesia, presented their ideas to the judging panel in the form of keynote presentations, supplemented by visual aids that decked out the Learning Centre. From modifying an existing machine to enable auto-folding to leveraging on smart scanning solutions for warehouse efficiency, teams put up an impressive display of innovation and our core values of “TICC”.



After the morning’s judging session, Teckwahers were treated to an afternoon of learning and creativity, where they viewed the I&I projects and interacted with the teams. Throughout the day, refreshments and door gifts prepared by Staff Wellbeing Committee (“SWC”) were made available for all to enjoy while attending the event. The top 2 winning teams of I&I 2024 were announced on Teckwah Day. Read on to learn about the winning teams’ projects.



## TPPI’S I&I DAY 2024

PT Teckwah Paper Products Indonesia (“TPPI”) hosted its 5th I&I Day on 28 May, perpetuating its culture of continuous improvement. This year, 9 teams from various departments participated, with members of the Senior Management team invited as judges, providing valuable insights and feedback. Key improvement initiatives included enhancing machine speed for productivity and using Robotic Process Automation (“RPA”) to automate administrative reports.

The Corrugator Department emerged as the winning team and represented TPPI at Teckwah Singapore’s I&I event in August. Their project comprised of several innovative, yet inexpensive modifications to the corrugator line to not only manage heavy grammage corrugator production while increasing efficiency at the same time. In his closing remarks, Senior Regional Business Operations Director, James Chua, lauded the teams for effectively applying the Spinovator™ methodology, highlighting the importance of identifying pain points and developing innovative solutions.



## WINNING PROJECTS OF I&I 2024

The teams from PT Teckwah Paper Products Indonesia (“TPPI”) and Teckwah Value Chain (“TVC”) emerged as winner and runner-up positions of I&I 2024, respectively. Congratulations to both teams for their remarkable achievements!



### WINNER: PT TECKWAH PAPER PRODUCTS INDONESIA



<b>Members</b>	Undang Helmi (Leader), Rudi Santoso, Yoni Malaky Hadida, Susanti, Baiq Hotnida, Citra Cumala Dewi
<b>Problem Statement</b>	The corrugator line operates at a low speed when processing heavy grammage double-wall BC & BE Flute (250gsm and above) materials.
<b>Outcome</b>	By implementing a combination of initiatives which includes installing additional steam return pipes, fan blowers, and modifying the glue formula, the speed of the corrugator line increased by 78%, from 45 to 80 linear meters per minute. This boost in speed significantly enhanced productivity and efficiency, resulting in improved on-time delivery to customers.

<b>Members</b>	Ng Yein Fun (Leader), Sim Kim Chuan, Goh Choon Hiang, Wong Hoi Loon
<b>Problem Statement</b>	For products with specifications that exceed the folding machine’s capabilities, such as packaging inserts, a labor-intensive manual folding process is necessary.
<b>Outcome</b>	By modifying the cross-fold module and replacing the existing steel plate with a custom single length fixture, it eliminates the need for manual folding and reduced manpower requirements, resulting in an estimated annual savings of SGD\$56,250.

### RUNNER-UP: TECKWAH VALUE CHAIN





# GET HEALTHY WITH TECKWAH: *CYCLING*



On 13 July, a group of Teckwahers and their families gathered at East Coast Park for a fun-filled morning of cycling. The event, organised by the Staff Wellbeing Committee (“SWC”), saw a total of 54 participants, including staff and their family members, covering a total of 16km — a loop beginning from East Coast Park to Marina Barrage and back. Laughter and enthusiasm filled the air as participants took in the scenic views of Singapore’s coastline while cycling. After the ride, everyone enjoyed a McDonald’s meal, offering more chances to bond. What a great way to spend quality time together!



“What an enjoyable experience! The event exceeded my expectations, and I am already looking forward to the next event. Big thanks to SWC for making this a success!”

**ANNIE LAI, SENIOR PROGRAM ADMINISTRATOR**

“Participating in our company’s cycling event truly brought the team closer together. Cycling alongside colleagues helped strengthen our bond, leaving us with great memories and a shared feeling of achievement that promotes well-being and a positive, collaborative work culture.”

**HANSEN SIN, ANALYST PROGRAMMER**

“I want to thank the SWC for catering their activities to diverse interests of Teckwahers. Cycling is a fun and low-impact activity suitable for all ages. The lunch at McDonald’s provided a great opportunity for bonding and chitchatting too.”

**JAMES CHUA, SENIOR REGIONAL BUSINESS OPERATIONS DIRECTOR**

“The cycling event was a wonderful opportunity to appreciate the beautiful surroundings while staying active. It was also a fantastic way to connect with colleagues outside of the usual work setting, and I even made some new friends! ”

**ENG YI DEN, BUSINESS EXECUTIVE**



# MID-AUTUMN FESTIVAL: BONDING THROUGH CELEBRATION

Mid-Autumn Festival, also known as Moon Festival, is a traditional celebration in many East Asian cultures. Teckwahers at Pixel Red and Teckwah Logistics Centre at Gul celebrated this cherished occasion on 17 September. Organised by Staff Wellbeing Committee, staff gathered at the Teckwah Pavillion and Learning Centre respectively, for an afternoon of festivities that included savouring delicious mooncake and juicy pomelo, fun games and more. Indeed, Mid-Autumn Festival is more than just honouring the moon; it is a celebration of unity, harmony and togetherness.





# ALIGNING BUSINESS CONTINUITY PLANS FOR PIXEL RED IN TIMES OF CRISIS

As a BCM-certified organisation, it is essential for Teckwah to test the effectiveness of our operations' Business Continuity Plan ("BCP") annually. The varying types of test exercises, from desktop to deployment, ensure that the organisation's BCP strategy is relevant and that critical business functions can continue to operate with minimal disruption in times of crisis. This year, an integrated desktop exercise was performed for all operations and support team functions in Pixel Red.

Held at the Learning Centre, participants included members of the Management team, Heads of Departments, and appointed BCP coordinators of each department. Respective BCP coordinators presented their department's recovery strategy for their identified critical business functions during a BCP. The session facilitates an open discussion and helps departments align their recovery strategies by paying attention to interdependencies within the operations. Importantly, it allows gaps to be identified, and improvements made to the BCP.



# SERVING LEADERSHIP WORKSHOP



The final installment of the four-part "Serving Leadership" workshop series happened on 26 June at the Learning Centre. The training continued to focus on reinforcing an organisational culture based on core values and strengths to drive sustainable growth and success. Participants, comprising the Management team and managers, underwent a values-based alignment exercise to reflect on and align their work-based behaviour with Teckwah's core values. They were also equipped with tools to effectively identify and complement staff's diverse strengths while ensuring team alignment with the company's culture. As this training series concludes, a half-day side programme has been scheduled in early September with selected participants to further enhance the strengths-based methodology in building Teckwah's teams.



"The Serving Leadership course allows me to relate and reinforce the importance of our core values, as well as to relook into how I can better serve my team, and our internal and external customers more effectively."

**CALVIN SIM,**  
GROUP QUALITY SYSTEMS AND  
ASSET PROTECTION MANAGER



# ANNUAL RBA TRAINING AT TECKWAH MALACCA



Every year, staff at Teckwah Malacca are briefed about adhering to the principles and practices of ethical operations set forth by the Responsible Business Alliance ("RBA"). The RBA fosters responsible business practices across global supply chains and its Code of Conduct is comprised of areas such as, Labour, Health and Safety, Environment and Business Ethics.

The training sessions were held on 14 August for staff of Tompac Industrial Sdn Bhd ("Tompac") and on 16 August for staff of Teckwah Paper Products Sdn Bhd ("TPPSB") and emphasised safeguarding staff welfare and upholding workplace safety standards. Staff were also introduced to a new tool — Feedback Redressal — which encourages the direct sharing of suggestions and ideas with management.

An open feedback channel not only increases staff's sense of belonging; importantly, it strengthens the commitment towards a transparent and inclusive work environment, which aligns with RBA's responsible and ethical business conduct.

"I feel valued and reassured knowing that structured processes are in place to protect my wellbeing. I believe that continued adherence to RBA standards is not only beneficial to staff but also reinforces the organisation's overall management system."

**BK BINOD, MACHINE OPERATOR**

# BECOMING POSITIVE INFLUENCERS AT THE WORKPLACE



The "Positive Influencing Skills using NLP" programme was held on 13 September and facilitated by Aventis Learning Group. A group of managers from Teckwah Singapore attended the training workshop which focused on neurolinguistic theories and techniques to achieve positive influencing and improved communication skills. Using NLP (or Neurolinguistic Programming), participants were equipped with practical skills that enable them to deepen relationships with others both in work and personal situations, thereby building trust, increasing rapport and gaining support for ideas and proposals. In an age where society is constantly bombarded with mistruths, the art of positive influencing and persuasion is a valuable skillset for staff to be equipped with to ensure they continue to positively engage and win the support of our key stakeholders.





## EMOTIONAL INTELLIGENCE, THE KEY TO BETTER COMMUNICATION

On 30 August, selected executives and managers from Teckwah Singapore attended the “The Authenticity Advantage: Supercharge your Communication Skills with Emotional Intelligence” programme facilitated by Aventis Learning Group. Recognising the benefits of effective workplace communication, the workshop emphasised the importance of redefining communication styles and building strong, positive relationships at work.

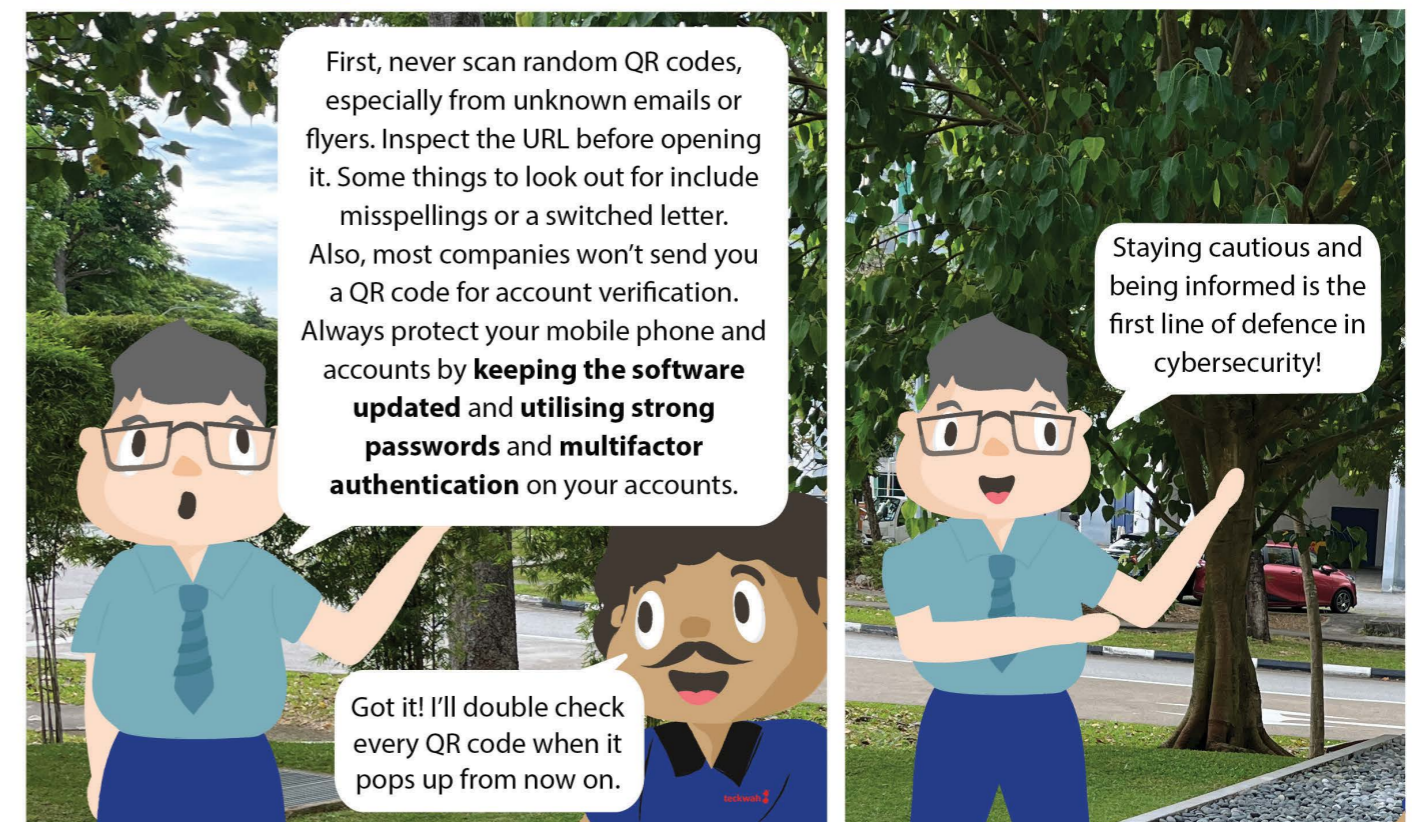
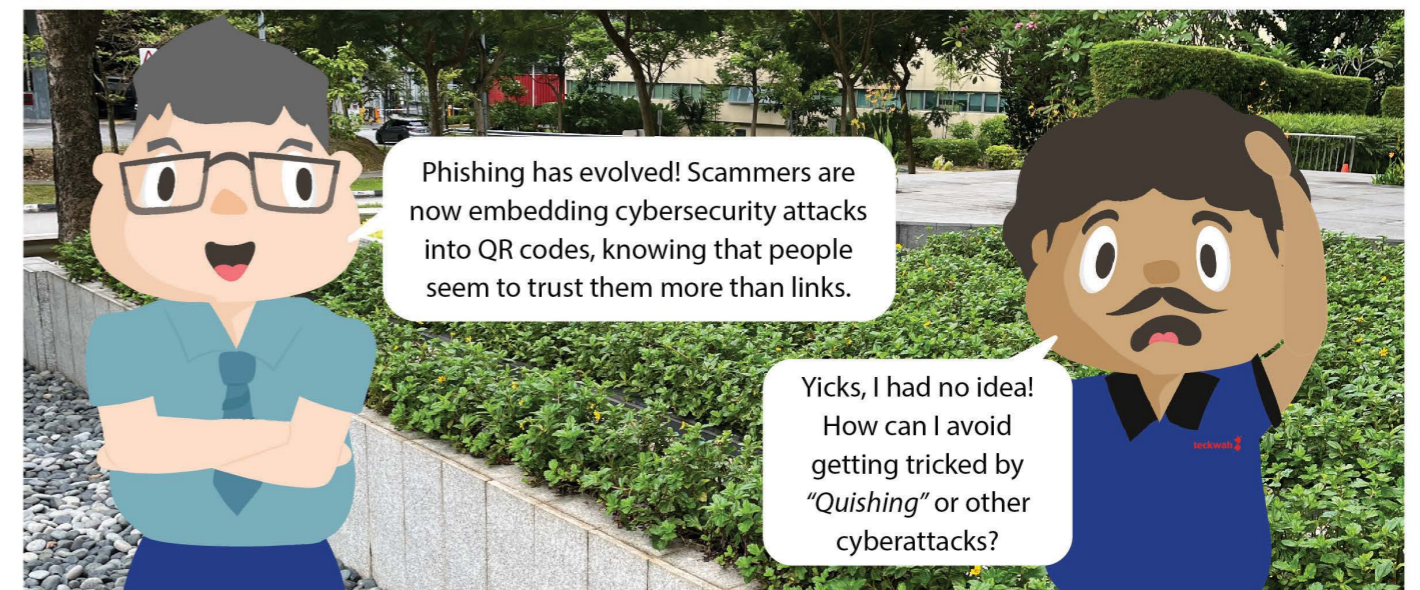
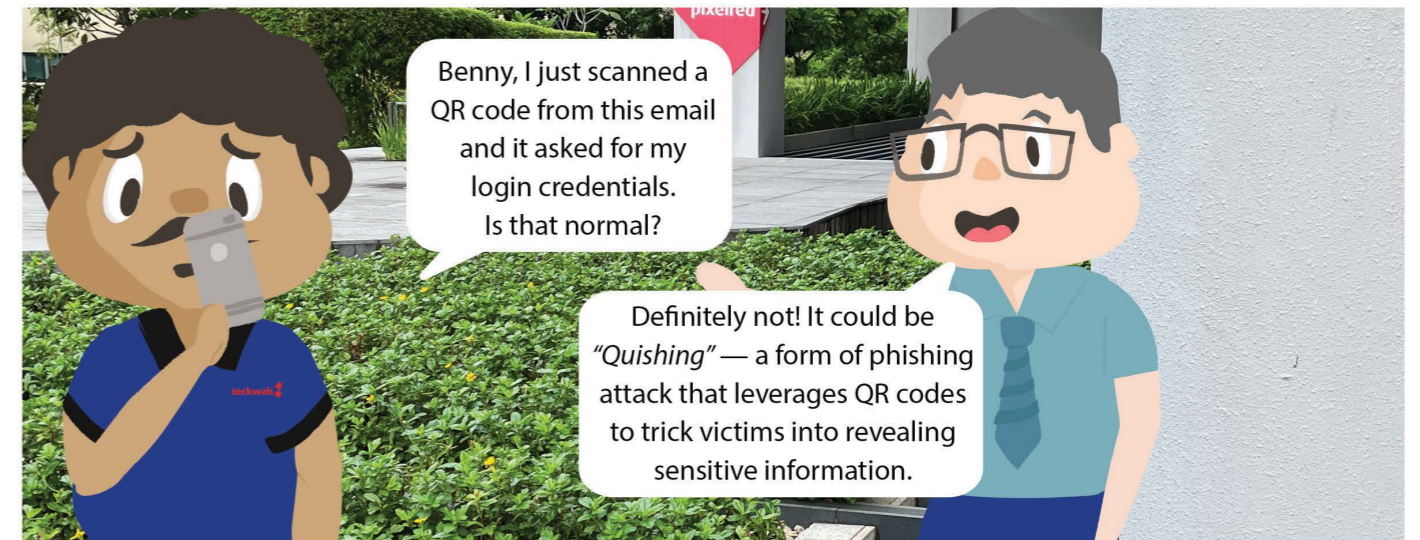


The training equipped participants with strategies and tools for leveraging their emotions in building team excellence to achieve better work outcomes. During the session, participants developed emotional competence to handle difficult situations, learned stress management techniques, and practiced applying emotional intelligence in various work-based scenarios. This training is a key step towards fostering a more communicative work environment, enhancing relationships, and achieving better results across the organisation.

“The class was engaging, and I learned new techniques like ‘i-Messages,’ ‘DISC,’ and ‘People Reading’, along with applying Emotional Intelligence, which is useful for my role. The trainer fostered an open-minded environment, allowing us to feel relaxed and comfortable while partaking in the activities.”

**YEO HUI XIN, HUMAN RESOURCE EXECUTIVE**

Charlie almost falls for a “Quishing” attack and gets help from Benny on how to recognise potential cybersecurity threats.







# HAPPY BIRTHDAY, TECKWAH!

Teckwah celebrated its 56th year of founding on 22 August. Managing Director, Chua Ai Ling, took to the stage to address all Teckwahers, kicking off the morning's celebrations at the Teckwah Pavilion. Ms Chua thanked and praised the staff for their hard work and dedication which contributed to the company's achievements and successes over the years. She also shared the progress of Teckwah's sustainability journey and reminded staff to continue upholding TICC while staying united as the company forges ahead as "One Teckwah".

Ms Chua remained on stage after her address to present prizes to the winning teams of I&I 2024. Executive Chairman, Mr Thomas Chua, also took to the stage to award the special



incentive prize to TVC's Manufacturing Department team for a successful year-long implementation of their post-press project from I&I 2023. It was the first time such a prize was awarded to an I&I team. Heartiest congratulations to the winners for their outstanding performance!

One of the highlights from the celebrations was the debut of

our new corporate business video, which encapsulated our heritage, capabilities and corporate spirit. The BU teams then filled the air with their enthused cheering and applause while colourful streamers decorated the atmosphere. The cake-cutting ceremony, singing of our Company song and a group photo marked the end of the celebrations.

Teckwahers later enjoyed a buffet lunch and traditional ice creams at the Pavilion. Staff working at offsite locations were also treated to a delectable bento lunch.

Happy Birthday, Teckwah!



RECIPIENTS OF SPECIAL INCENTIVE PRIZE FOR I&I 2023



WINNER: TPPI



RUNNER-UP: TVC





# REGIONAL SUBSIDIARIES' /PARTNER'S WISHES FOR TECKWAH DAY 2024

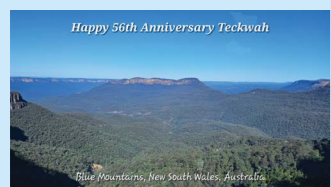
## 各地区子公司/生意伙伴向德华致贺



### PROFOTO DIGITAL SERVICES PTE LTD (新加坡)

"Profoto Singapore extends our sincerest congratulations on Teckwah's 56th anniversary. We are proud to be part of such a remarkable organisation and look forward to continuing our journey of growth and success together. Wishing Teckwah many more years of prosperity and achievement!"

"Profoto新加坡热烈祝贺德华成立56周年。我们很自豪能够成为这家卓越企业其中的一员，并期待与大家携手同心，继续迈向未来的成长和成功之路。祝德华未来繁荣昌盛，再创佳绩！”



### TECKWAH VALUE CHAIN PTY LTD 德华价值链 (澳洲)

"Happy Anniversary! Congratulations and wishing the company a very happy 56th anniversary. Over half a century — what an amazing accomplishment! What a remarkable 56 years it has been! Looking forward to many more successful years to come."

"周年快乐！祝贺公司成立56周年。德华稳健前行了半个多世纪，真是令人赞叹的成就！过去56年是一段波澜壮阔的岁月。期待未来能够再创辉煌。”



### WUXI TECKWAH PAPER PACKAGING CO. LTD 无锡德华

"On the occasion of Teckwah Group's 56th anniversary, I, along with all my colleagues from Wuxi Teckwah extend our sincere blessings and warmest congratulations. On this special day, may Wuxi Teckwah celebrate this glorious moment together with the Group. Let us work hand in hand to create a brighter future and may Wuxi Teckwah and the Group continue to prosper and achieve new heights!"

"德华集团总部成立56周年之际，我携无锡德华彩印包装有限公司全体同仁，献上最诚挚的祝福和最热烈的祝贺。在这特殊日子里，愿无锡德华与集团共庆辉煌时刻。愿我们携手并进，共创未来，祝无锡德华与集团繁荣昌盛，再创佳绩！”



### SHANGHAI JOINTAC INTERNATIONAL LOGISTICS CO. LTD 上海展通

"Teckwah celebrates its 56th anniversary in 2024, marking a new chapter in its legacy. Over the years, Teckwah continues to evolve and "compose" new chapters, like timeless pieces of music passed down through generations. On this joyous occasion, Jointac wishes Teckwah Group continued prosperity, growth, and greater achievements!"

"2024年的德华迎来了56岁华诞，也迎来了新的传承。数易春秋，风华正茂，德华如同一部经典的传世音乐，又在传承和续写新的乐章。值此欢庆时刻，我谨代表上海展通，祝德华集团蓬勃兴旺、欣欣向荣、续写更加壮丽的篇章！”



### PT TECKWAH TRADING INDONESIA 德华商贸 (印尼) AND PT TUNAS WIJAYA LAKSANA

"Congratulations on reaching the impressive milestone of 56 years. Management's visionary leadership and steadfast dedication have guided the company through decades of growth and transformation. We are grateful for the direction and support that has paved the way to our collective success. Here's to many more years of excellence and prosperity ahead."

"祝贺德华成立56周年，这是一个重要里程碑。历经数十年风雨，管理层的远见卓识和精诚奉献引领公司在转型中不断蓬勃发展。我们感激管理层一直以来的指导和支持，塑造了我们共同的成功之路。祝愿德华未来继续繁荣昌盛。”

### PROFOTO MALAYSIA SDN BHD (马来西亚)



"Happy 56th Anniversary! Wishing Teckwah continued prosperity and growth in the years ahead!"

"祝德华56周年快乐！愿未来岁月中，德华继续蓬勃发展，繁荣兴旺！”

### TECKWAH VALUE CHAIN SDN BHD 德华价值链 (马)

"Happy 56th Anniversary! Wishing for all of us to be healthy and energetic to move towards new heights. Let's hope for the best and strive for a better harvest tomorrow."

"56周年快乐！祝愿大家都身体健康，活力满满，继续勇攀高峰。让我们怀抱最美好的期待，为明天的丰硕成果而努力奋斗！”



### TECKWAH TRADING (HK) LIMITED 德华商贸 (香港)

"Happy 56th birthday to Teckwah! Wishing everyone much joy on this remarkable day."

"德华56岁生日快乐！在这个特别的喜庆之日，祝愿大家开心如意。”



### TECKWAH PAPER PRODUCTS SDN BHD AND TOMPAC INDUSTRIAL SDN BHD 德华纸制品厂 (马) 和德明纸制品厂 (马)

"Happy anniversary from all of us! Wishing our company a fantastic 56th anniversary! Proud to be part of Teckwah. Here's to many more years of innovation and excellence!"

"我们全体员工祝公司周年快乐！祝愿德华56周年庆典圆满成功！作为德华的一员，我们倍感自豪。期待在未来岁月中延续创新精神，再创辉煌！”



### TECKWAH VALUE CHAIN (THAILAND) CO. LTD 德华价值链 (泰国)

"Teckwah Thailand would like to extend our warmest congratulations and best wishes on Teckwah's 56th anniversary. For 56 years, Teckwah has been committed to excellence, consistently delivering innovative solutions and exceeding customer expectations. This is testament to the strong leadership of our Management and the hard work of every Teckwahr. We look forward to many more years of success together."

"德华泰国公司向德华56周年庆典致以最热烈的祝贺和最美好的祝愿。过去56年里，德华始终追求卓越，坚持创新，不断超越客户的预期。这一切都归功于管理层的杰出领导和每一位德华员工的辛勤付出。我们期待未来与大家再一起再创辉煌！”



### TECKWAH PHARMAPACK SOLUTIONS SDN BHD 德华医药物品包装 (马)

"Teckwahers from TPSSB wish Teckwah the happiest of birthdays! Another year of milestones, another year wiser!"

"来自德华医药物品包装 (马) 的全体德华员工祝德华生日快乐！新的一年，我们更睿智，更强大，未来将取得更辉煌的成绩！”



### TECKWAH TRADING (SHANGHAI) CO. LTD 德华商贸 (上海)

"We would like to extend our warmest congratulations and best wishes to Teckwah on our 56th anniversary. Here's to continued success and strive for greater achievements!"

"值此总部56周年庆之际，我们上海分公司谨向您献上最诚挚的祝福。愿您的事业蒸蒸日上，再创辉煌！我们都越来越好。”

### TECKWAH VALUE CHAIN (JAPAN) CO., LTD 德华价值链 (日本)

"Congratulations! As Teckwah celebrates 56 years, we believe that the Group will continue its successful business and a shining future!"

"热烈祝贺！在德华庆祝56周年之际，我们相信集团今后必将继续发展壮大，创造更美好的未来！”



### TECKWAH VALUE CHAIN (TAIWAN) LTD 德华价值链 (台湾)

"We extend our heartfelt congratulations on Teckwah's 56th birthday. We wish for continued success, and good health and prosperity for all Teckwahers. Happy Birthday, Teckwah!"

"我们衷心祝贺德华56周年快乐！愿德华继续繁荣昌盛，所有德华员工身体健康、事业兴旺。德华生日快乐！”

### PT TECKWAH PAPER PRODUCTS INDONESIA 德华纸制品 (印尼)



"Teckwahers from TPPI wish Teckwah a happy 56th anniversary and many years of continued remarkable success and achievements. Huat Ah!!!"

"来自德华纸制品 (印尼) 的全体德华员工祝德华56周年快乐，愿未来继续创造荣耀和辉煌。财源滚滚！”



### TECKWAH LOGISTICS KOREA CO., LTD 德华后勤服务 (韩国)

"Happy 56th Anniversary!"

"This is a remarkable achievement thanks to everyone's hard work and dedication over the years!! Wishing Teckwah the best as we celebrate this special milestone and look forward to many more successful years ahead!!!"

"祝德华56周年快乐！德华能有如今的成就，离不开大家多年来辛勤的付出和奉献！在这个特殊的时刻，衷心祝愿德华的未来更加辉煌！”



### TECKWAH LOGISTICS (INDIA) PRIVATE LIMITED 德华后勤服务 (印度)

"As we celebrate 56 years of excellence, we want to express our deepest gratitude to the Management team for your outstanding leadership and unwavering commitment towards the company's success. Your vision, strategic insights, innovative thinking and guidance have been instrumental in shaping our journey. Thank you for your relentless pursuit of excellence and for continuously inspiring us to reach new heights. Here's to many more years of unparalleled success and prosperity together. Happy 56th anniversary!!!"

"在庆祝德华成立56周年之际，我们衷心感谢管理团队团队的卓越领导，以及带领公司迈向成功的坚定信念。你们的远见卓识、战略眼光、创新思维和高瞻远瞩，在公司的发展历程中起到了关键作用。感谢你们对卓越的不懈追求，不断激励我们迈向更高的目标。期待未来与大家再一起再创辉煌，祝德华56周年快乐！”



# 彩訊

2024年第3期

## 56 载薪火相传



## 精诚奉献，稳健前行







2024年第3期  
7月-9月

德华集团内部刊物  
印刷-德华价值链  
私人有限公司

顾问  
陈碧芬

主编  
蔡幸玲

秘书  
黄彩云

创意编辑  
王诗淑

会员  
钟诗玲  
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童秀珠 (马来西亚)  
黄金月 (马来西亚)  
黄绍恒 (马来西亚)



《彩讯》也刊登在  
德华集团网站  
www.teckwah.com.sg

请电邮您的反馈到  
info@teckwah.com.sg

# 编委的话

8月22日上午10点，德华在总部Pixel Red的德华广场举行了56周年庆。集团新任董事经理蔡艾玲发表了厂庆献词，她感谢全体员工们付出的努力，希望大家团结一致，继续坚守企业核心价值，她同时也分享了公司在可持续发展方面的进展。当天还宣布了2024年度创意与构思日的获胜团队，并向2023年起成功实施创意与构思日项目的团队颁发了特别奖励。请参阅本期专题栏目，了解厂庆的亮点。

第7届创意与构思日于8月6日在Pixel Red举行，来自新加坡，印尼和马来西亚的7支参赛团队展示了他们的创新项目。德华纸制品（印尼）也于5月28日举办了第5届创意与构思日。

德华马六甲于7月26日启动了可持续发展意识活动，重点关注纺织品回收，旨在解决全球日益严重的纺织品废物问题。他们设立了两个回收箱，鼓励员工捐献出不需要的纺织品，养成谨慎的消费习惯。另外，德华马六甲也在7月30日举行了献血活动，员工们踊跃参与，其中73%是首次献血者。

最后，我们祝贺Profoto马来西亚在今年6月初举行的2024亚太企业奖中荣获两项享有盛誉的奖项。该奖项表彰Profoto马来西亚致力于包容性创业和创新商业战略的企业。这一成就与德华集团追求卓越的努力不谋而合！

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# 2024德华日

# 董事经理献词



各位同事，

早上好！

我非常高兴能与大家一起庆祝德华日。

在这个值得纪念的一天，我向所有陪伴及支持公司成长的德华员工致敬。德华能够在这56年里持续的取得辉煌成绩，归功于每一位员工的贡献。我感到十分自豪！卓越经营和培养人才是公司持续发展的基础，这也将引领我们迈向企业可持续发展的新阶段。

公司在可持续发展的道路上取得了显著的进展，而身为新任的董事经理，我很荣幸能够与大家携手同行。作为一家企业，德华将继续以环保和对社会负责的方式经营业务。这是公司的承诺！

我们已制定为减少业务活动对气候变化影响的详细规划。计划里就包括建立温室气体排放的测量和监测体系。同时，我们也确定了包装印刷和物流业务的去碳化策略和目标。

我们也将进一步提高在经营过程中的环境保护和可持续发展的水平。今年，我们的包装印刷和物流业务将首次独立发布可持续发展报告。报告会说明公司将如何推行并融入可持续发展到日常运营中的同时，也为员工创造更融洽及更具包容性的工作环境。

我们的生活与时尚业务也非常积极的推进可持续发展的经营模式。Profoto努力强化可持续管理体系，例如实行废旧材料分类回收的措施，并鼓励在设计与建造项目中使用可持续材料。

我们致力于打造一家符合所有利益相关者最佳利益的公司，守住我们的核心价值和理念也非常重要。我在今年的体验学习活动开幕献词中就已强调，公司的核心价值，就是一群策群力、自动自发、承担许诺和精益求精——是我们德华员工的特质。

此外，我们将通过创新与数码化实现更高效的营运方式以及提高员工的素质。一年一度的创意与构思日是具有非凡意义的。活动不但能促进德华的核心价值，也能加强企业的创新文化。今年的创意与构思日就展出了7个充分展示了我们公司核心价值的项目。

我愿借此机会恭喜去年参加创意与构思日，来自德华价值链生产部门的第5组团队。这个团队的印后制作优化项目已成功实施，经核实能够为部门全年节省将近5万6千新元！这个项目被管理层与构思委员会审批和确认所有成果已达到标准后，团队也获颁额外的奖励以表扬他们的出色表现。再次恭喜第5组团队！

德华一直都很注重员工的学习与发展。为了确保员工能够与时俱进，公司接下来将陆续推出一系列培训课程，比如数码技能及领导和沟通能力。再次谢谢大家的努力和付出！让我们继续同心协力，再创佳绩，实现共同的目标。心系德华，共创辉煌！  
德华日快乐！

蔡爱玲  
董事经理



# 执行主席德华日致辞

各位德华同仁：

在庆祝公司成立56周年之际，我在此向每一位德华同仁致以诚挚的感谢。德华能有今日的卓越成就，离不开我们共同的奋斗、奉献和坚持。多年来，我们同心协力，克服了重重挑战，不断地创造佳绩。

在前行的道路上，我们不懈地追求卓越，并持续专注于为客户和利益相关方创造价值。回首来时路，我期待我的继任者，德华集团董事经理蔡艾玲，能够传承德华的优良传统，带领公司继续攀登新的高峰，开创一个全新的辉煌时代！

感谢各位的辛勤付出和精诚奉献。祝大家德华日快乐！



# 发布全新的企业宣传视频



8月22日，德华发布了全新的企业宣传视频。在视频开篇，执行主席蔡其生以怀旧的方式回顾了我们的品牌历史，同时展示了过去的档案影像。随后，董事经理蔡艾玲介绍了公司的新领导团队和各个关键业务部门，展现了公司对可持续增长和提升员工福祉的坚定信念。

在多年的发展与转型过程中，我们始终坚守核心价值，积极地践行公司的愿景和使命。新宣传视频展现的德华历史底蕴和日益增强的实力，是对公司50多年来的进步与发展的致敬，它生动地讲述了我们心系德华，奋勇前行的故事，彰显了全体德华员工坚韧不拔、与时俱进、同心协力的精神。

# PROFOTO马来西亚的创业和创新精神获得认可



6月，Profoto马来西亚在2024年亚太杰出企业奖的评选中荣获两项大奖，包括“卓越企业领袖奖 (Master Entrepreneur Award)”和“企业跃进奖 (Fast Enterprise Award)”，以表彰公司对负责任企业经营、创新和业务增长的重视。Profoto马来西亚是150余家经过严格评估和筛选后获得提名的企业之一。亚太杰出企业奖创立于2007年，是亚太地区最负盛名的企业奖项，旨在表彰杰出的企业家精神、公平公正的商业实践、创新精神和可持续领导力。Profoto马来西亚能够获此殊荣，彰显了公司的卓越成就和持续进步。祝贺Profoto马来西亚！



企业社会责任



# 中欧国际工商学院家族企业交流访问

6月24日，位于卡尔的德华物流中心接待了中欧家族传承研究中心联合主任李秀娟教授所带领的24位中欧国际工商学院的学生。这些访客都是他们家族企业里新一代继承人。这次的亚细安之旅是希望能够从不同类型的家族生意吸收知识与见解。德华是他们在新加坡访问的其中一个企业。

身为德华集团的第3代继承人，集团董事经理蔡艾玲接待他们。她与访客们分享了德华的历史和发展，包括集团如何从家族生意转变成为一家有专业管理系统的国际企业。访客也在业务营运高级总监邱继兴及业务拓展总监程志刚的陪同下参观了货仓设施。

关于中欧国际工商学院  
中欧国际工商学院是一家中外合办的管理学教育机构，由中国政府和欧盟于1994年联合创办，双方的办学单位分别是上海交通大学和欧洲管理发展基金会。





## 通过回收减少纺织品浪费

“我支持纺织品回收，因为这有助于减少垃圾填埋，保护自然资源，最终降低温室气体排放，有利于保护环境。”

**KIRUTHIGA A/P K SUKUMARAN,**  
质检员

“我了解到全球纺织品的回收率只有1%让我大吃一惊。通过合理的回收方法，我们可以改变现状，减少垃圾填埋，节约资源，降低我们对环境的影响。”

**邓彭先,**  
印刷主管

德华马六甲于7月26日举办了“可持续发展宣传活动”，此次活动聚焦纺织品回收。近年来，由于快时尚的兴起，加上过度消费，全球纺织品浪费的问题愈发严重。为应对这一个问题，德华马六甲在公司内设立了两个室内纺织品回收箱，鼓励员工捐出他们不需要的纺织品。

在此次活动的启动仪式上，主旨演讲的主题是如何将环境、社会和治理原则融入到商业实践中，强调了环保责任的重要性。仪式上还播放了一个视频，重点介绍了德华马六甲以往采取的可持续发展举措，以及未来在环境保护方面的目标。此外，该活动强调，大家应同心协力，创造可持续发展的美好未来。公司鼓励所有员工积极地参与，尽量减少我们的环境足迹，养成有节制的消费习惯。

## 德华马六甲举办献血活动，社群互助暖人心



7月30日，德华马六甲和马六甲综合医院的血库联合举行了一次献血活动，获得圆满成功。大家纷纷踊跃参与，其中73%的员工是第一次献血。活动主办方为每位献血者提供了简单的午餐，还赠送了装有健康饮料、饼干和鸡精的礼品袋，帮助献血者补充能量。举办一次成功的献血活动，不仅能支持医院的重症和常规用血需求，还有助于强化德华马六甲所在社群的团结互助精神。

“看到有那么多同事，包括我们的总经理，踊跃参与献血，令我非常感动。”

**NORMILA BINTI KAMARUZZAMAN,**  
客户服务管理員

“这是我第一次献血，很自豪能够参与到拯救生命的重要活动中，将来我还会继续献血。感谢公司提供这样的机会，希望以后有更多类似的活动，增强大家对献血重要性的认识。”

**JAYALETCHOMI A/P MUTHURAJA,**  
操作员

“献血之后我的手臂有点酸，但以后我还要继续献血。虽然有小小的不适，但回去多休息就没事了。”

**RAM PRABESH MANDAL,** 操作员

## 区域子公司的周年庆典

祝贺以下子公司在2024年第3季度举办周年庆典!

### PROFOTO 新加坡

“感谢大家对Profoto成立26周年的祝福。我们衷心感谢集团对团队的支持和认可。期待未来实现稳健增长，再创佳绩。”

**骆惠坤**  
董事经理

### 德华医药物品包装 (马)



### 德华价值链 (澳洲)

“今天我们迎来了第19个周年纪念! 时光飞逝，但有一件事始终未变——那就是我们对环境变化的应对热忱以及我们合作的需求，正是这些驱动着我们不断前行! 我们要衷心感谢大家在过去19年中给予的巨大支持，以及通过团队的合作抓住了无数的



机遇。让我们共同迎接接下来的新篇章，满怀更多热忱、成长和成功。敬祝未来更加辉煌!”

**苏炳忠**  
区域经理

## 庆贺团队的卓越表现，感谢员工的辛勤付出

为了表彰德华员工的辛勤工作和奉献精神，公司分别于7月29日和8月7日在Pixel Red为德华价值链的全体员工举办了特别酬谢活动。在这两次活动中，业务营运总监甘松德代表管理团队向德华价值链的全体员工表达了最衷心的感谢，感谢他们的不懈努力和辛勤付出。在大家的共同努力下，新加坡包装印刷业务在今年上半年取得了业绩增长。

两项活动为管理团队提供了一个亲自感谢员工，并与大家一起享用美食、交流互动的机会。活动创造了难忘的时刻，庆祝了我们累积的成果，同时也进一步强化了德华对员工的重视。最终，这种氛围塑造了一支积极进取、同心协力的团队，为公司应对未来的挑战做好了充足的准备。







## 创意与构思日2024

第7届创意与构思日于8月6日在Pixel Red培训中心举行，本届主题依然是“数码转型与可持续发展”。当天上午，来自新加坡、马来西亚和印尼的7支参赛队伍以主题演讲的形式，配合培训中心视觉辅助工具，向评审团展现了他们的创意构思，从改造现有机器以实现自动折叠工序，到利用智能扫描解决方案来提高仓库效率，各团队展现了令人印象深刻的创新意识和企业核心价值观。



上午的评审结束后，下午开放给德华员工参观，他们一边观看各团队的参赛项目，一边与团队相互交流。员工福祉委员会为参观员工精心准备了茶点和伴手礼。德华日庆祝活动上宣布2024年创意与构思日的获胜者是德华纸制品（印尼）。



## 德华纸制品（印尼）的2024年创意与构思日

德华纸制品（印尼）于5月28日举行了第5届创意与构思日，延续精益求精的企业文化。今年，共有来自不同部门的9支团队参赛，高层管理团队受邀担任评委，并提供了宝贵的意见和反馈。主要参赛项目包括提升机械设备运行速度以提高生产力，以及利用机器人流程自动化技术来自动生成管理报告。

瓦楞纸部门在这次比赛中获胜，代表德华纸制品（印尼）参加了8月举行的德华新加坡创意与构思日。他们的项目对瓦楞纸生产线进行了几项创新且低成本的改进，不仅能够生产更高克重的瓦楞纸，还提高了生产效率。区域营运高级总监蔡其兴在闭幕致辞中，赞扬各个团队灵活运用了Spinovator™技术，并强调了发现痛点和通过创新方式解决问题的重要性。

## 2024年创意与构思日获奖项目

来自德华纸制品（印尼）和德华价值链的团队在2024年创意与构思日中分别荣获冠亚军。祝贺两个团队取得优异成绩！



### 冠军：德华纸制品（印尼）



#### 成员

Undang Helmi (队长)、Rudi Santoso、Yoni Malaky Hadida、Susanti、Baiq Hotnida、Citra Cumala Dewi

#### 问题

瓦楞纸生产线在处理高克重双层BC楞和BE楞型（250克重及以上）时运行速度慢。

#### 成果

通过实施多项措施，包括安装额外的蒸汽回流管、散热风扇以及改进胶水配方，瓦楞纸生产线的速度提升了78%，从每分钟45米提高到80米。生产线速度的提升大大提高了生产力和效率，确保产品按时交付到客户手中。

### 亚军：德华价值链

#### 成员

吴燕芬 (队长)、沈金川、吴俊贤、黄海伦

#### 问题

对于规格超出折叠机能力的产品，如包装插页，需要耗费大量人力手动折叠。

#### 成果

通过修改交叉折叠模块，将现有钢板替换为定制的单一长度固定装置，不再需要手动折叠，减少了人力需求，每年可节省成本约5万6250新元。





# 工作不忘运动：骑行活动！



7月13日早晨，一群德华员工及家属齐聚东海岸公园，开启了一场充满欢乐的骑行活动。本次活动由员工福祉委员会举办，共有54名参与者，包括员工及其家属。骑行线路全程16公里，从东海岸公园开始，行至滨海堤坝后返回。一路上充满了欢声笑语，大家一边骑行，一边欣赏新加坡海岸线的优美风景。骑行结束后，大家一起到麦当劳享用午餐，边吃边聊天，进一步增进了同事们之间的感情。真是美妙的一天！

“这真是一次美妙的经历！活动效果超出我的预期，我已经在期待下一次活动了。特别感谢员工福祉委员会为这次活动圆满成功所做的努力！”

**ANNIE LAI, 项目高级执行官**

“参加公司的骑行活动，让团队感情更加深厚。和同事们一起骑行，加深了我们的情谊，给我们留下了美好的回忆和共同奋斗的经历，有助于增进健康，打造积极向上、高效协作的企业文化。”

**辛泓升, 程序分析员**

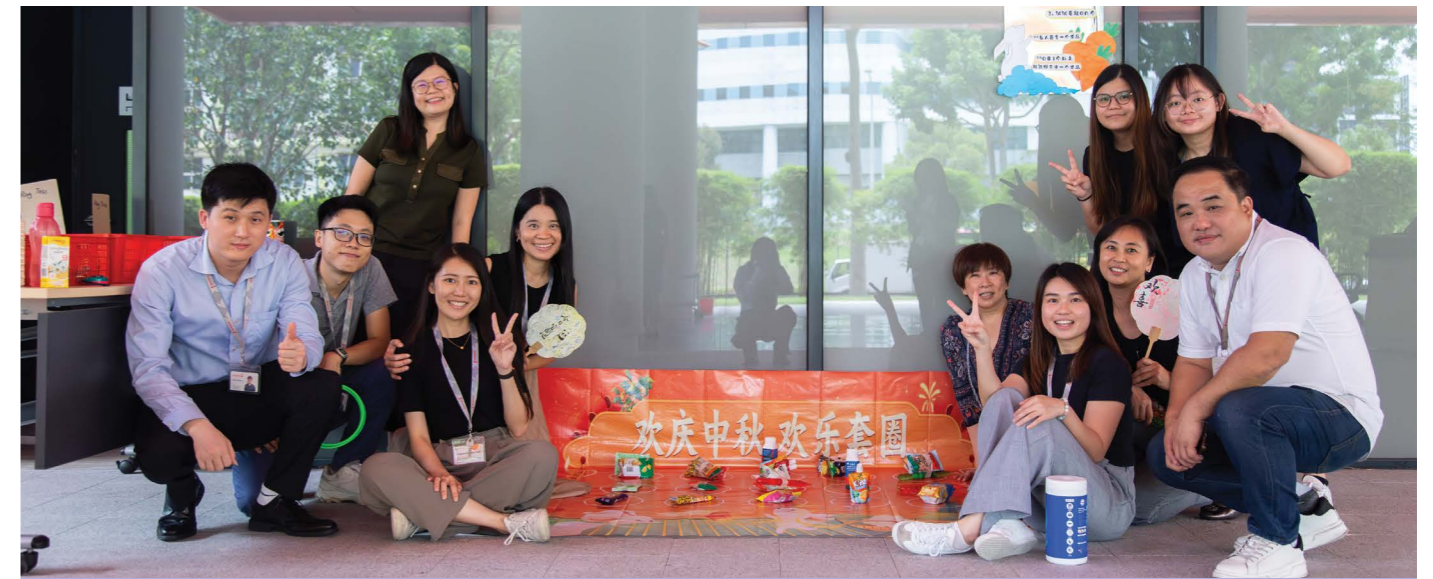


“我要感谢员工福祉委员会在举办活动时，用心兼顾德华员工的多种兴趣爱好。骑行是一种有趣、对身体冲击力较低的运动，老少咸宜。麦当劳的午餐聚会也为互动交流和谈天说地提供了好机会。”

**蔡其兴, 区域营运高级总监**

“这次骑行活动让我们有机会一边运动，一边欣赏美丽的景色。同时，它也是在工作场合之外与同事交流互动的绝佳方式，我还交到了一些新朋友！”

**余宇腾, 业务执行员**



## 中秋团圆庆：德华员工欢聚一堂

中秋节，也被称为月亮节，是东亚各文化中最重要传统庆祝活动之一。9月17日，德华员工分别聚在Pixel Red德华广场和卡尔物流中心的培训中心庆祝这个重要的节日。由员工福祉委员会组织的中秋庆祝活动包括品尝美味月饼和多汁的柚子，以及有趣的游戏等。实际上，中秋节不只是赏月，更是一个团结、和谐与欢聚的庆典。





## PIXEL RED开展危机时期的业务连续性预演

作为获得业务连续性管理认证的组织，德华必须每年测试业务连续性计划的有效性。公司通过开展各种预演活动，包括桌面演练和实际部署等，确保业务连续性战略仍然有效，在危机时期关键业务职能维持正常运行，基本不受影响。今年，Pixel Red的所有运营和支持团队进行了桌面综合演练。

演练活动在培训中心举行，参与者包括管理团队、部门主管以及各部门的业务连续性协调员。每位业务连续性协调员都介绍了危机时期关键业务职能的恢复策略。此外，通过开放式讨论，我们让各部门了解不同部门之间的相互依赖性，确保恢复策略的协调一致。重要的是，通过演练，可以发现业务连续性计划存在的不足之处，并采取改进措施。



## 服务型领导力研讨班



6月26日，在培训中心举行了“服务型领导力研讨班”4期课程中的最后一期。此次培训的重点依然是基于企业核心价值和优势，加强企业文化，推动可持续发展，实现长远成功。参与者包括管理团队和各级经理，培训内容是价值与行为的统一，通过反思日常工作中的行为，确保与德华的核心价值保持一致。参与者还学习了如何利用工具，有效地发掘员工的多元优点，实现团队内部的优势互补，同时确保团队与公司的文化保持一致。随着一系列培训课程进入尾声，9月初还举行了为期半天的附加活动，挑选部分参与者进一步学习如何打造优势互补的德华团队。



“服务型领导力课程让我进一步认识到了核心价值的重要性，并重新审视自己应该如何更好地为团队和内外客户服务。”

沈志强，  
集团品质系统与资产维护经理



## 德华马六甲 年度责任商业联盟培训



每年，德华马六甲的员工都会接受关于遵守责任商业联盟的商业道德原则和实践的培训。责任商业联盟鼓励全球供应链采取负责的商业实践，其《行为守则》涵盖劳工、健康与安全、环境和商业道德等领域。

8月14日的培训课程面向德明纸制品厂（马）的员工，德华纸制品厂（马）的员工则参加了8月16日的培训，此次培训的重点是保护员工福祉，维护工作场所安全标准。培训课上还向员工介绍

了一种新工具，即“反馈处理 (Feedback Redressal)”，鼓励员工直接向管理层提出建议和意见。公开的反馈渠道不仅能增强员工的归属感；更重要的是，它有助于建立透明、包容的工作环境，确保遵守责任商业联盟的企业责任和商业道德守则。

“我了解到有专门的流程来保护我的福祉，这让我感觉自己受到了重视，因此更有安全感。我相信，持续遵守责任商业联盟的标准，不仅有利于员工，也能优化企业的总体管理制度。”

BK BINOD, 操作员

## 成为职场上的 正面影响者



9月13日，Aventis Learning Group举办了“运用神经语言处理 (NLP) 的正面影响”的课程，德华新加坡的几位经理参与了此次培训。课程内容集中于神经语言学的理论和技巧，旨在实现正面的影响力和加强沟通技巧。通过学习神经语言程序学，参与者掌握了一系列实用技能，使他们能够在工作和个人生活中更好地与他人建立信任和共鸣，从而加深感情，并为他们的想法和提案赢得支持。

在这个充满虚假信息时代，掌握正面的影响力和说服艺术是一项宝贵的技能。这不仅能够确保员工能够继续积极互动，还能获得各个合作方的支持，增强亲和力，并在业务活动中赢得关键利益相关方的支持。







## 情商：提升沟通能力的关键

8月30日，德华新加坡的部分执行力和经理参加了由Aventis Learning Group主办的“真诚的力量：成为高情商沟通达人”培训课程。此次课程体现了有效职场沟通的重要性，强调需要重新调整沟通风格，在工作中建立强而有力、积极的人际关系。



通过此次培训，参与者了解到如何运用各种策略和工具，发挥情商的作用，提升团队的总体表现，从而取得更好的工作成果。在课程中，参与者学习了如何培养冷静处理棘手情况的能力，以及应对压力的技巧，并练习将情商应用到各种工作情景中。此次培训是打造沟通型工作环境、提升人际关系和增强企业整体表现的关键一步。

“课程非常有趣，我学到了‘i-Messages’、‘DISC’和‘解读他人’等新技巧，还学习了如何灵活运用情商，这些对我的工作非常有助益。培训讲师营造了开放的氛围，让我们在参与练习活动时感到轻松自如。”

杨惠心，人力资本执行员



小明差点坠入“QR码钓鱼”的陷阱，阿华帮助他识别潜在的网络安全威胁。



绝对不正常！这很可能是“QR码钓鱼”——一种利用QR码的钓鱼攻击方式，诱导受害者泄露敏感的信息。



哎呀，我完全不知道！我要怎么做才能避免被“QR码钓鱼”或其他网络攻击骗到呢？



明白了！今后我会仔细检查每一个QR码。

保持警惕并了解最新信息是确保网络安全的第一道防线！





# 德华，生日快乐！

德华于8月22日庆祝56周年。蔡艾玲，集团董事经理，为当天的庆典拉开序幕。她的致辞里感谢员工们付出的努力。蔡董事经理也分享公司在可持续发展方面的进展，也不忘提醒所有员工继续坚守德华的核心价值观及勉励全体员工团结一致、共同“心系德华、共创辉煌”！

蔡董事经理在致辞后颁发奖状给一年一度的创意与构思日的赢家。蔡主席也颁发特别奖金给德华价值链生产部门。团队于2023年创意与构思日的印后制作优化项目取得满意的成果。



这也是公司第一次颁发类似的奖金。再次向所有获奖的队伍献上我们最真诚的祝贺！

新拍的企业宣传视频首映也是这次周年庆的另一大亮点。新的宣传视频包含公司的历史、专业能力及团队精神。接着，部门的队呼和缤纷的飘带充满现场。管理层共同举行了切蛋糕仪式并以厂歌及拍团体照结束庆典。所有在现场的员工过后享用丰盛的自助餐和传统雪糕。场外的员工也收到美味的便当午餐。

祝贺德华56周年快乐！



2023年创意与构思日特别奖获奖者



冠军：德华纸制品（印尼）



亚军：德华价值链

