



TACconnect

ISSUE 27
Dec 2020



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OK2MP kick-off ceremony
in UDG

17

Customer Awards

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Leading & Managing Through
COVID-19 Work Shop

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Mobile Photography Competition
for Charity

UMY IATF & ISO 9001 Surveillance Audit

As for ISO 14001:2015 a surveillance audit was conducted together with the transition of OHSAS 18001 to ISO 45001:2019 management system held on the 24th & 25th Sept 2020. A good result of 01 positive impact and 3 opportunities for improvement showed the effectiveness of the environmental and occupational health & safety management system mitigating the potential harm to business, workplace and every person on the premises.



ISO14001 & ISO45001 Surveillance Audit

A surveillance audit for International Automotive Task Force (IATF) 16949:2016 and ISO 9001:2015 Standard requirements were successfully carried out at UMY on the 17th through 21st August 2020. A good result from the audit showed the effectiveness of the Quality Management System implemented at UMY mainly on the continuous improvement for defect prevention, reducing waste, product safety and risk management.



SGA Engagement Challenges

The COVID-19 pandemic has resulted in unprecedented measures restricting social activity participation. Implementation of social distancing to slow down the spread of the virus has significantly reduced the interactions between individuals and has become the new norm.

Amidst the pandemic, our SGA committees have also been strongly affected by the disruptive effects of COVID-19. Events and activities that they organize to promote interactions and engagement amongst our employees have to be cancelled or postponed as they typically call for large number of participants on site.

Despite all the challenges, nothing has stopped our passionate and creative SGA committees to continue delivering their mission through a slew of virtual events and activities.

There have been a total of 5 virtual health talks that covered topics such as *COVID-19*, *healthy eating*, *health and well-being* and, 6 Engagement Challenges spanning across themes like food, sports, family bonding activities etc. We are heartened that these events and activities have received very good response and feedback from the employees. ‘Thank You’ to the SGA committees for instilling fun and colours into Life @ UTAC.

Engagement Challenge #1:
Winner: Amabelle Tamondong Barretto

Engagement Challenge #2:
Winner: Amabelle Tamondong Barretto

Engagement Challenge #3:
Winner: Chua Xi Bin Alphonsus

Engagement Challenge #4:
Winner: Monalyn Hipolito

Engagement Challenge #5:
Winner: Josephine Marasigan

Engagement Challenge #6:
Winner: Ho Foong Ching

UTAC ENGAGEMENT CHALLENGE # 5

You will never feel tired if you walk hand in hand with your loved one

FAMILY GOAL

MARASIGAN family PLEDGE to visit all parks in Singapore to walk, jog and exercise

Regd No - 11884272
Phone - Josephine Marasigan
18734916

Here are the top winning works and each won a cash prize of S\$88!

★ ★ ★

UTAC 10KM VIRTUAL RUN & WALK CHALLENGE 2020 is upcoming, organized by the Sports and Recreation Committee. Stay tuned and looking forward to your active participation!

Leading & Managing Through COVID-19 Workshop

In response to the on-going COVID-19 pandemic, the HR and BCP team developed and conducted a 2 hrs virtual classroom workshop for our UTAC Managers in Singapore.

The workshop titled “Leading & Managing Through COVID-19” was aimed to equip our Managers with the skills to manage both employees’ **Health and Safety** and also **Leading Change** through these difficult times.



The courses were well attended with a total of 93 participants and it also received positive reviews. Session highlights included case-studies and exercises based on actual scenarios to address challenging EHS situations and managing remote teams. It also featured videos on safe distancing and other measures undertaken in UTAC with a closing message from GM Maheson.

Below is a summary of the consolidated course evaluations. Considering the maximum rating scale is 5 (highly satisfactory/effective), the course ratings were indeed high and favourable.

A total of 4 sessions over 2 weeks in May 2020 were facilitated by HRBP managers (Wee Ling & Matthew) and BCP members (Arasu & Belle).

Course/Session Dates	5 May (pilot)	8 May	12 May	14 May	19 May
Overall course organization & objectives met	4.59	4.56	4.62	4.52	4.65
Course content, flow & methodology	4.61	4.52	4.47	4.44	4.73
Overall Course Evaluation	4.64	4.56	4.59	4.51	4.71

The following feedback were the most common on **key learning and applications back at work:**

1. Manage and engage Work from Home end Remote Teams
2. Using GROW Coaching & STAR Feedback to lead/influence teams
3. Understand and implement the various EHS measures/interventions at work
4. Understand role as Manager to be updated on information/co. situation and relay them to our teams

Suggestions for improvements includes the following:

1. Share best practices of other companies
2. More time for videos, exercises and role-plays
3. Participant engagement and interaction

Given the current work arrangements, participants also acknowledged the event provided an avenue for most employees to reconnect and learn with colleagues from across the organization. A Train-The-Trainer session was also held on 20 May for the site HR teams to customize the course and to conduct them in their respective regions.

Thank you for your participation and we look forward to organize more such courses in the near future.

'Boleh!'

Our Response to Malaysia's MCO

With the implementation of Malaysia's Movement Control Order (MCO) which has not been lifted since 18 March 2020, a sizable proportion of our Malaysian workforce who used to commute daily across the Singapore-Malaysia border have been forced to stay in Singapore.

When the MCO announcement was first made, we had to quickly source for temporary accommodation to house them in Singapore at a very short notice. As the situation evolved, we had to balance it with our long-term sustainability and business continuity.

A taskforce comprising Managers from Operations and HR was set up to collaborate and determine the best approach to achieve these objectives. Maheson Palaniyandi, USG Site GM was the sponsor and the project was named Project 'Boleh!' ('can do' in Malay).

Kudos to the taskforce, we have enabled a total of 189 Malaysian employees who were stranded in Malaysia since MCO to return to work in Singapore. Currently, a total of 228 Malaysian employees are housed in 50 HDB flats located at Sin Ming. These were achieved with minimal disruptions to the Operations while balancing the needs of the employees.



COVID-19 Financial Donation For Local Government and Medical Team



One of the CSR activities carried out in UID during the Covid-19 pandemic was to provide some funds (financial donation) to the Local /regional Government and Medical Team.

The Financial Donations were forwarded directly by the UID Representative from HRD and HSE team to the Local / regional Government and Medical Team on Monday, 27 April 2020 in the local government offices and it was also held in UID lobby area.

The purpose of the donation is to financially help people in the surrounding communities. The total amount donated was some IDR 30,000,000 (US\$ 1,962).

The recipients, Local Government and the Medical Team were very thankful to us for the amount they received and hope that UID will be able to provide such financial assistance again next year.

UID has earned certification from the Local Government and Medical Team as a gesture of appreciation for the donation they received from UID.





Strengthen Our Solidarity

The whole world has been badly impacted by the Covid-19 Pandemic. There are no immediate best solutions yet to solve this medically. Vaccines are still being developed and the pandemic has resulted in an economic crisis. The country leaders have not shown full effective leadership.

In Indonesia, we have been fighting to solve our own issues since April 2020. One of the most difficult issues is our social and communal behaviour. Indonesian people are very warm and really like to gather in crowds. We are happy when we can hang around together. However, this is not allowed now.

The government rules have been implemented. The Large Social Control rules has affected to our lifestyle. UID as a company has followed it 100%. Safety is our priority.

In August 2020, there was an unfortunate and sad situation. We found out that one of our employees was infected with Covid-19 when she had to travel to Java for some urgent reason. We did the necessary contract tracing contact on the dates concerned and undertook some preventive and countermeasures to handle the situation, including the submission of a report to the Health Department of Karawang.

The very good news is that all 28 colleagues who were in close contact and the employee's family tested negative. In UID, all employees showed their empathy and support through their prayers and kept a positive mind. All parties have increased their awareness of our health protocols. Everybody takes care of everybody.

We are aware that our operation business is going through a challenging time, so we are fully supportive to do our best to keep our jobs done well. In the tough conditions, we have to increase our loyalty to the company and solidarity to our friends.

The happiest news has since been received, our colleague has fully recovered from Covid-19 and was informed that the new PCR result was **NEGATIVE!**



UTL Community “Sharing Cabinets”

There are many people who have been affected by the impact of COVID19. UTL arranged “sharing cabinets” where staff donated food and other essential items that could be shared with people who needed them more.

These “sharing cabinets” were placed in public locations in the local communities where it was convenient for people who needed such help to go and receive the donated goods. This is just one of the more recent activities demonstrating Corporate Social Responsibility in UTL.



Facing Adversity: My Sewing Stunts during the COVID-19 Lockdown

Whilst people were busy stocking up on baking ingredients, I was stocking up on mask making materials since mid-March due to worldwide shortages on disposable masks. It was not a hobby but in dire desperation to protect the young and old in my family. I never liked sewing. My late mom's Singer machine was put to good use. I have since rewarded myself with a Brother sewing machine as I needed the lighting and help to thread the needle. Little did I know that my 83 year old aunt was doing the same using old pillow cases and tees until I gave her my sewn masks!

Two weeks later when the circuit breaker started, one of my daughters requested scrub caps as the hospital said there was a shortage too. It was a great challenge as she specifically wanted a cradle cap (round top) design and there were no YouTube videos on it. Yes, I have spent a lot of time self-learning through watching YouTube videos.

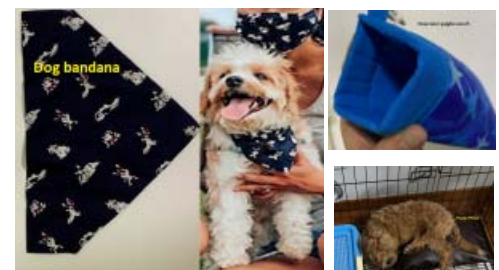
Then, my daughter needed a goggles pouch as she also bought her own medical goggles. I made a snap-open spectacle pouch using metal measuring tapes as the snaps that you squeezed to open the pouch. There were a lot of trials and errors for both the masks and scrub caps. It took me 3 months to get the scrub cap correct as my daughter was on self-isolation and 7 long months to design the best fit and most comfortable mask where it could be comfortably worn for the whole day. I became more observant and noticed Muslim women who wear tudong have their ears covered and cannot use masks with the standard ear loops. People with bigger faces are tugged by the masks, not only at their ears but at their cheeks too because they were just too small.

It bore on me and my cousin confirmed that there was no mask that fits his big face. I quickly sprang into action and made a XXL mask for him. He was so elated that he posted on his FB – “Finally, a mask that fits my face and it is comfortable. Thanks for sewing a tailored mask for me!” He then chose his own fabrics and I sewed a few more XXL masks so that he could wash and use them. It is greener for the environment if one wears reusable masks or scrub caps – I really mean washable ones. Many people have asked why I am always making masks for others instead of sewing them for myself first. I replied - the joy in seeing others happy is always happier for me!

P/S: Yes, I have also ventured into sewing for animals too! First it was a request for a puppy bandana to match human masks – twinning with puppy! The latest was a PVC pillow for my son's puppy. I held back my excitement to make myself the latest best-fit mask as I could not bear to see it resting its tiny head on the pee-pan!

Didn't know I am sew-talented!

Doreen Low
Corp IT





HARI RAYA 2020

Commencing from 24th April to 23rd May 2020, Muslims in Malaysia practiced the Ramadhan fasting under a new norm due to the COVID-19 pandemic. Not only Malaysian Muslims but also Muslims around the world observed Ramadhan under lockdown and tight restrictions due to the COVID-19 outbreak that has paralyzed the entire country.

To mark the end of this Holy Month and at the same time to create a "Raya mood" among employees, UMY distributed Raya cookies to all employees on Wednesday, 20th May 2020, just as we did in previous years.



T-shirt Design Competition

As the COVID-19 pandemic continues to spread globally, so do the feelings of anxiety and uncertainty among employees. A major concern that the UMY Management has at the moment is employee morale. How can we keep the employees' spirits up through this difficult time?

UMY wide Contest... YES! Everyone loves some friendly competition! We came up with the **T-shirt Design Competition!** A total of 14 submissions were received from the day the competition was launched from 20th August to 20th September 2020 (1 month period). To make the contest more competitive, the Management offered the top three winners cash prizes ranging from RM300 to RM100. Congratulations to the winners and to all who took part!

UMY T-SHIRT DESIGN CONTEST 2020 RESULTS

CONGRATULATIONS!!!

Thank you.. to all 14 participants who have participated in this competition. We wish to see you again next time..

<p>1st Place Winner: MOHD SAIFUL BIN HAMID (62003036)</p> <p>RM300</p>	<p>2nd Place Winner: MOHD FARIQ BIN ABDUL LATIF (62005153)</p> <p>RM200</p>	<p>3rd Place Winner: SHAHWALNIZAM BIN MINHAT (62005400)</p> <p>RM100</p>
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Emp. ID 62003036	Name Mohd Saiful Bin Hamid	Department / Section Engineering
Front		
Behind		

Thailand Labor Management AWARD 2020

22 September 2020

The Chachoengsao Provincial Labor Protection and Welfare Office organized an Outstanding Establishment Award Ceremony on Labor Relations and Welfare.

This award was presented to UTL2 (Well Grow Industrial) and was received by Mr. Phusit Lawayawat, Senior Director of Production Division representing the employer’s department and Mr. Kraisor Chanthaam from the Welfare Committee. The award was to recognise the activities that were organised to reduce and prevent labor conflicts that could arise in the workplace. By encouraging employers and employees to jointly develop good labor relations management practices, it has resulted in employees having a good quality of life and being happy at work.



ZERO Accident AWARD 2020

30 July 2020

The Executives and Safety Committee of UTAC Thai received the *Gold Award for the Zero ACCIDENT Campaign 2020* as part of the Zero Accident Statistics Campaign.



UMY FIRE Drills



A fire drill was conducted at UMY on the 3rd Sept 2020 during the night shift. The purpose was to mainly test the effectiveness of Fire Safety Procedures to ensure all staff, customers and visitors understand what they need to do should there be a fire, how effective is UMY evacuation plan and help make improvements to any aspect of UMY fire provisions which were found to be ineffective.

The old adage that “practice makes perfect” is certainly true in this instance!



Mobile Photography competition for Charity

Spare Your Change For Suzy says Thank You!

UTAC teamed up for a second year running to be creative and raise funds for charity.

Once again, UTAC supported the Cerebral Palsy Alliance Singapore (CPAS) and its campaign “*Spare your change for Suzy!*” by organising a Mobile Phone Photography competition and subsequent auction of the photos.

UTAC Mobile Photography Competition for Charity

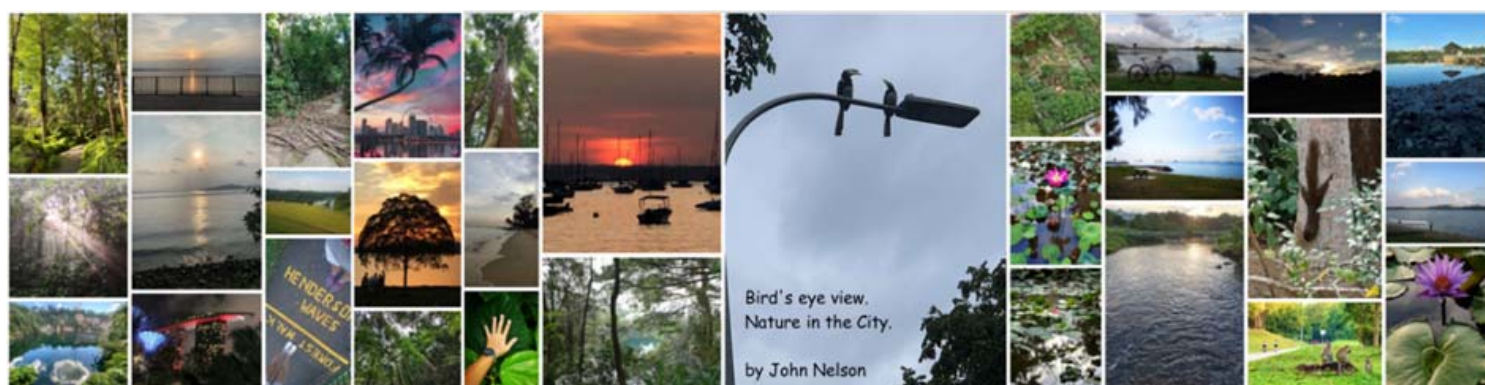
This charity event started on 11th August 2020 and had to be completed in time to commemorate World Cerebral Palsy Month in October 2020.

The Organising Committee got to work, asked employees to look through the lens of their mobile phones for a good cause and at the same time, take the chance to win some attractive prizes whilst doing so. All they had to do was snap photos of Singapore and submit them for the competition to be subsequently auctioned to raise funds.

The theme was “*All about Singapore*” and the photos had to show and convey elements of any one of the sub-themes:

- People of Singapore
- Sites & Sights of Singapore
- Weather of Singapore
- Nature of Singapore

We received an enthusiastic response with great number of very creative and excellent snapshots submitted by 111 employees. As the competition was open to **all** employees even our CEO, John Nelson, took part for charity!



Some photo entries under the “Nature of Singapore” sub-category

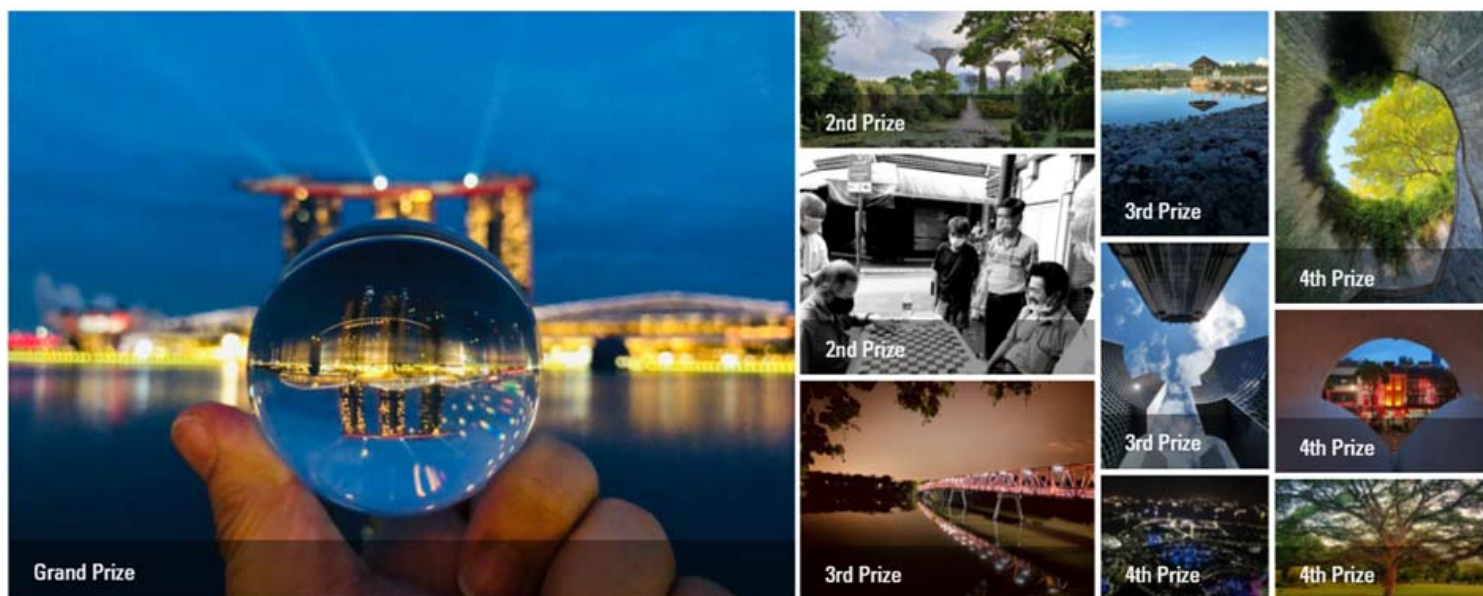
The panel of four judges comprising Regina Liew, Jeff Kam, Cheah Kim Yuan and Julian Christoffer, were chosen for their unique experience and expertise in the appreciation of photography.

Each of the 164 photos were judged on creativity, originality, theme and sub-theme relevance, caption relevance, photo quality, and the overall impression.

The top 20 winners consisting of the top 10 winners and 10 consolation prize winners were announced on 5 October 2020.

The 1st Prize overall winner was awarded with vouchers worth S\$500 plus a trophy. There were two S\$300 prizes for 2nd place, three S\$200 prizes for 3rd place, and four S\$100 prizes for 4th place. In addition to the vouchers, the runners-up also received a trophy. The consolation prize winners each received S\$25.

Here is a selection of the winning photos:



Photographs of Top 10 Winners

After the announcement of the competition winners, the **UTAC Mobile phone Photography for Charity Auction** was launched on 7 October 2020.

The auction raised a total of **S\$4,913**, which was donated to the Cerebral Palsy Alliance Singapore (CPAS) for its fundraising campaign **“Spare your change for Suzy!”**

This was a fitting way to commemorate and celebrate World Cerebral Palsy Month - October 2020.

Great News!

What’s more, CPAS wrote to tell us that every dollar we raised was matched by the government, thus doubling the amount of funds received!

Congratulations to the winners of the competition and a big thank you to all who participated in the subsequent auction!

Fire Fighter Training Program to Schools

This year, the UID HSE Committee and Fire Fighter Team organized its CSR activities on Fire Fighter Training Conducted at Schools.

This training was held on Monday, February 16, 2020. "Mentari Ilmu" Elementary School in Karawang was chosen for our CSR Fire Fighter Training program activities implementation. Some 20 teachers received the training.

We divided the training method into 2 parts: theoretical and practical. We provided educational material on fire-fighting and practical knowledge on how to use APAR with the school teachers as participants.

The purpose of conducting this program was to share knowledge with the school teachers on how to use fire equipment in the school environment as well as being prepared for dealing with any emergency situation, such as how to use APAR and so on.

The school teachers appreciated this kind of training program. It was a good opportunity for them to receive more information and knowledge, whilst simultaneously experiencing directly how to use APAR as well.

They hope that the UID HSE Committee and Fire Fighter Team can share and carry out this type of training program every year, so that knowledge will spread widely and continuously.



UTL BI♥♥d Donation

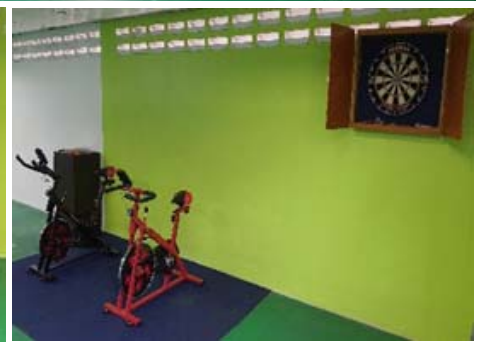
On 31 August 2020, Dr. Nathapong GM of UTAC Thai Co., Ltd. led the management team and employees to donate blood to the mobile donation unit of the Thai National Council. 123 registered users received 113 units of blood. UTL arranges this kind of CSR event every 3 months.



SPORTS ROOM



To deliver good services through employee engagement, the UMY Management set-up an Indoor Games and Sports Room to boost employee morale and motivation. As a way to create a healthy culture to encourage strong and healthy employees, this indoor games and sports room is one of many platforms to foster cooperation and teamwork to create a harmonized working environment. The types of games and equipment available in this room include table-tennis, indoor cycling, a set of dumb bells and darts.



UTL 47th Anniversary Celebration



On 18 June 2020, the company organized a celebration to mark its 47th anniversary. The event was held at the same time in all 3 factories: UTL, UTL2, and UTL3. All employees and executives attended the event to celebrate together.

Many activities were organized and there were lots of free and complimentary items such as McDonald pies, free sweets, snacks as well as a photo-taking booth.



UTL1



UTL1



UTL1



UTL2



UTL3



UTL3

