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ISSUE 20 / Q1 2019
Dear all,

2018 was a year full of challenges. Rubber prices deteriorated to extremely low levels, driven by a slowdown in China, increasing macro risks and, most importantly, growth in supply from non-traditional origins (NTO) namely Indo-China and West Africa.

That last point is an important one, as we are witnessing a structural shift in the natural rubber market last seen when Thailand and China started their journeys to become the #1 producer and consumer of natural rubber respectively.

What makes today’s situation so difficult to understand, is that several factors are coming into play at the same time, some deflationary, some inflationary. For example the supply growth in NTO rubber (bearish) is partially offset by the reduction in traditional origin output (bullish). The slowdown in PRC imports (bearish) is happening as Thai output is finally hitting its agricultural peak and cannot grow much more (bullish).

A key realisation is that NTO rubber remains largely un-homologated by the global tyre industry. Close scrutiny by NGOs render the approval of Cambodian, Laotian, Vietnamese by the top global tyre makers challenging. Furthermore, STR from North Eastern Thailand struggles with certain plasticity requirements due to high levels of nitrates found in the soil.

Together, these two unrelated developments render almost two million mT of annual rubber output from new plantings that have only recently come into production, inadmissible to the global market place for branded tyres. This is an astonishing development, considering that the low prices in recent years have negatively impacted replanting programs in traditional origins such as Indonesia, Malaysia and Southern Thailand.

"I don’t claim that we have all the solutions for the problems outlined above. But I do know that we are a step or two ahead of the game.”

The ‘DieselGate’ scandal that has engulfed the German automotive industry is making increasingly big waves in the tyre and consequently the rubber industry. As the car makers are reinventing themselves as ‘mobility enablers’, as responsible corporate citizens with sustainable supply chains, the question of provenance and origin has taken centre stage. Where does your natural rubber come from, global tyre maker? How do you ensure that no harm has been caused in the production of the natural rubber that goes into your tyres? How do you ensure fair play and fair outcomes to all participants?

These questions aren’t new. But the ferocity with which NGOs are prepared and equipped to pursue them is. Social media has given civil society a voice that can no longer be ignored. So the question then becomes how to provide adequate levels of supply chain stewardship and integrity?

I don’t claim that we have all the solutions for the problems outlined above. But I do know that we are a step or two ahead of the game. Since formulating and launching HeveaPro in 2014, we have come a long way.

2019 will see us launch an inclusive digital marketplace for HeveaPro, called HeveaConnect. We have reached out to various parties to join us in this important initiative and I am very happy that DBS Bank Limited was the first to confirm their participation and invest in the platform. Together we have the wherewithal, both financially and intellectually, to design and build a system that brings rubber farmers, rubber processors and rubber consumers to the table. The future of our supply chain is not the zero-sum mentality of the past. Rather, the shared objective of the supply chain must be to make the pie bigger: improve yields, enhance productivity, add more value and keep setting the bar higher over time.
2018 saw us covered extensively in 49 publications, including Singapore’s Straits Times and Business Times, The Edge, The Worldfolio, Financial Times, Reuters, and The Asset. Trade publications such as Rubber and Plastic News and European Rubber Journal provided extensive coverage for us as well.

The coverage includes our quarterly results, the Indonesian factories purchase as well as the recent launch of HeveaConnect. The August article in the Financial Times (a first for us) discussed our digitisation strategy and gives a hint of what we will be offering to the rubber industry.

Our 2018 PR efforts ended on a high note with the joint press release with DBS Bank, our first backer for HeveaConnect. It was covered in 10 publications including banking and natural rubber trade publications, and on Twitter and LinkedIn.
**OUR DIGITAL PRESENCE IN 2018**

We launched our refreshed website in May 2018 and a website needs six months before you see any meaningful data. Here are some data comparison over a six-month period.

We also use Twitter and LinkedIn to drive traffic to the website. Our traffic increased significantly overall upon the launch of the new website.

**Users:** Website visitors  
**Page Views:** Number of times user visits a page  
**New Users:** When user visits site for 1st time  
**Page/Session:** Average number of pages viewed during a session  
**Sessions:** Individual periods of time visitor spent (within 30 minutes) on website  
**Avg Sessions Duration:** Total duration of all sessions (in seconds) / number of sessions  
**No. of Sessions per User:** The number of user sessions per day in each individual periods of time  
**Bounce Rate:** Number of visits when user leave the site after one page. Industry average is 50%.

Jan-June 2018 vs July-Dec 2018:

**Our blog – Example**

The blog below was posted on 7th Aug on our website. Visitors to our website (orange) and visitors to the blog (blue) increased after 7th Aug.

On 14th Aug, we posted a link to the blog on LinkedIn and the visitors number rose.

**Findings:**

- Sharp spike in web traffic during the launch of Robert’s blog on “What is wrong with the natural rubber market?”

**Conclusion:**

- There is some correlation in the spike of web traffic with every new blog post published
- The promotion of blog posts via social media outreach, especially LinkedIn, helps to raise the website traffic

“Traffic to our website increased whenever we publish a blog and promote the blog via social media.”

**Google Analytics Data as of Dec 2018:**

- **Average time spent** is 3m 03s. This is considered **good for B2B**. Anything below 30s is bad, anything above 2m is above average.
- **Bounce rate is 43.21%.** Industry standards for the Business and Industrials sector is 50.59% which means we achieved better than the industry standards. Our 2019 goal is to **lower the bounce rate** and one way to achieve this is to have regular blog posts (our blogs do very well - more of that later) so that our visitors will have a reason to stay on longer to read our blogs, thus improving our visitors’ time spent.
- The analytics show that traffic to our website increased whenever we post a blog and again when we use LinkedIn to talk about our blogs and provide a link to the blog page on the website.

- **Increase in overall visitors to both website and Robert’s blog on 14th August when we promoted it on LinkedIn**
- Do note that on 6th Aug, the “Notification of Q2 Results Release” was published on our website, which may have attributed to the spike in traffic from 5th to 6th Aug as well

Connect with us online!

Halcyon Agri Corporation Limited
@HalcyonAgri
Halcyon Agri wins Most Transparent Company Award (Manufacturing)

As we continue upholding the highest standards of Corporate Governance and Transparency practices, we are proud to announce that our efforts have once again been recognised by the Securities Investors Association of Singapore (SIAS). Halcyon Agri was awarded winner of the Most Transparent Company Award in the manufacturing category at the 19th SIAS Investors’ Choice Awards 2018.

The Most Transparent Company Award is launched in 2000 to encourage public listed companies to be more transparent so as to help investors make informed decisions on their investments. This is the fourth award presented to us. We have previously been awarded back in 2013, 2014 and 2016 in various categories.

SUSTAINABLE NATURAL RUBBER SUPPLY CHAIN POLICY

First NR Industry Supply Chain Policy

The last quarter of 2018 was busy for us as we launched possibly the first most comprehensive natural rubber supply chain policy as well as the Sustainability Council for our Cameroonian operations. The policy has been in the works for a few months and covers seven areas: working conditions, responsible land acquisition and use, ecosystem protection, good agricultural practices, traceability, ethics & transparency and policy implementation & compliance.

Over in August, we invited the World Wildlife Fund (WWF) to visit SudCam and prepare a trip report and recommendations. Since taking over the Cameroonian assets in late 2016, we acknowledged the legacy issues and now with the report as a guideline, we are working hard on next steps. One such step is the formation of a special sustainability council for our Cameroonian operations. We have reached out to various entities to be in the council and we expect the Council to be ready in early 2019.

The Council’s main goal is to monitor the implementation of the policy focusing on the Corrie MacColl plantations business in Cameroon.

At the same time, our CEO Robert Meyer posted a strong message about our clearing activities in Cameroon. We will stop all clearing and felling activities at our Cameroonian concessions SudCam and HeveCam until the Sustainability Council is set up and have sufficient time to recommend and advise on next steps. Expect to see more updates in 2019.

Halcyon Agri implements sustainable natural rubber supply chain policy

Halcyon Agri launches sustainable NR policy
Our corporate CSR day was spent volunteering at the 2nd Singapore 4s International Wheelchair Rugby tournament, where we were the title sponsor. It was held at the Canadian International School from Oct 17th to the 21st. We watched as teams from Singapore, Malaysia, Indonesia and USA played against each other rounding off with Indonesia vs Malaysia in the finals.

Indonesia won 45 vs 41, in a close game filled with lots of excitement, clashes and cheers! We would like to extend our gratitude to all of our volunteers from HR, IT, Sales, Finance, Treasury, Risk, Legal, Strategic and Marketing and others for not only volunteering but also showing immense support to all the participating teams. Robert also came down to show his support.

Wheelchair Rugby is recognised by the Singapore Disability Sports Council. It is practised in over 25 countries around the world and recognised as a summer Paralympic Sport. A big shout-out to our CSR partner Bali Sports Foundation who organised the game.

Over in Indonesia, the Ministry of Industry has been hosting the Green Industry Award event since 2010 to encourage industrial companies to apply the principles of the Green Industry Award levels range from level 1 to level 5 based on scores. The scores are verified and assessed and we are pleased to participate in the award for the first time in 2018.

Congratulations to the Indonesian team!

1. PT. Hevea MK II (SEA) – Level 5
2. PT. Hok Tong Palembang (SCX) – Level 5
3. PT. Hevea MK I (SDR) – Level 4
4. PT. Hok Tong Keramasan (SGO) – Level 4
5. PT. Hok Tong Pontianak (KAZ) – Level 4
6. PT. Sumber Alam (KBD) – Level 4
7. PT. Sumber Djantin (KAB) – Level 4
8. PT. Sumber Djantin unit Sambas (KBE) – Level 4
9. PT. Sumber Djantin unit Sanggau (KBP) – Level 4
Many CSR activities were organised from May to Aug at PT Hevea MK I, II and Hok Tong I, II. The activities include scholarship assistance for outstanding students at the Public Elementary School 149 Gandus Palembang and scholarships for the student in need for financial aid. We also provided additional salary for honorarium elementary school teachers.

Other activities include the extension of vegetable planting and the delivery of aid for harvesting vegetables from the composting plantations of solid waste to the communities around the factory. There were also free health services for the communities around each factory. A huge blood donation drive was organised between PT Remco Palembang, PT Sunan Rubber, PT Hevea MK I and PT Hok Tong I Palembang in collaboration with the Indonesian Red Cross.

More than 100 volunteers participated in the event held at PT Hok Tong Palembang.

Hevea KB came together with Hospital Raja Permaisuri Bainun (Ipoh General Hospital) and Perak Chinese Specialist Hospital (PCSH) to provide free health screening and blood donation for the communities around our factory.

The blood donation counter was set up with a total of 24 residents donating blood. 66 residents were screened with blood pressure checks, BMI checks, blood tests and many more carried out during the health screening. In addition, the medical officers explained the medical results to the residents and provided them with various medical and health tips.
As part of our HEVEALearn social investment programme, Euroma Rubber Industries sponsored five desktop computers to a local primary school in Labu Besar, Kulim Kedah. The school’s Head Master gave our team a tour of their computer labs and shared information on their Virtual Learning Drive.

Malaysia is the first country in the world to connect all its schools on a single learning platform. To date, the project serves over 10,000,000 people which include students, teachers and also parents. The project, titled “1Bestari Net” is an effort to connect over 10,000 government schools across Malaysia to the Internet with their 4G connectivity and to provide an online learning platform with VLE (Virtual Learning Environment) that is simple, fun, and engaging.

We are proud to say that we are playing a small role in this project which helps to benefit 489 students who are very keen to try out the platform.

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Hevea KB visited Yayasan Amanah An Nur Maisarah – an orphanage about nine km from our factory in Chemor, Perak. It is home to 53 children with ages ranging from four to 17 years old.

Our volunteers were divided into two groups, Group M and Group P. Group M comprises of staff from the Maintenance and EHS departments; and Group P from Human Resource, Production, Laboratory, Quality Control and the Supply Chain departments.

Group M conducted a 30-minute talk on safety and electrical hazards and also provided inspection and maintenance work for the orphanage including replacement of bulbs, power plugs and more.

Group P gathered mops and buckets and did a spring cleaning of the orphanage to ensure that there were no areas for mosquitoes to breed.

We are proud to say that we are playing a small role in this project which helps to benefit 489 students who are very keen to try out the platform.
As part of our CSR framework, which is to support the physically challenged, HKB Team in Ipoh did a special presentation to NGOs, government officials, customers and local charity groups about how Halcyon can help a group of marginalised but otherwise healthy individuals use sports to engage back into society. Working with BSF, our partner who has many years of para-sports activities, we hosted an event to explain how this would work. We aim to provide a safe and supportive sports environment where disabled youths are treated with dignity and respect.

The CSR framework is to provide:
- Opportunity to develop new skills and sports talent
- Form friendships with like-minded groups and enhance their social networks
- Get a high level and professional training through volunteer coaches and mentors
- Identify promising talent and open up new opportunities
- Improve health and enrich their lives through sports

Type of sports would be Wheelchair Basketball, Boccia, Blind Soccer, Volleyball and Archery. Robert was on hand together with Len to give the presentation and Rodney from BSF also presented. A few local NGOs also presented. In all, more than 80 attended including Halcyon colleagues from Singapore, Indonesia and Malaysia, Bali Sports Foundation, some of our vendors and suppliers and a lot of NGOs. Feedback was positive! Our next step is to organise a recruitment drive in Ipoh (we have the venue and the date 10th Feb!) to get participants to join in the sports event. The wonderful team in Ipoh will also be reaching out to NGOs, suppliers and customers to get support. Watch this space for updates!

As part of our HEVEALife programme, Euroma Rubber Industries worked on a CSR programme with Rumah Amal Kulim, a special education school for children with autism and related disorders in Kedah. Rumah Amal Kulim is home to over 60 students who are taught life readiness skills such as learning and producing handicrafts, sewing curtains, bed sheets and clothing materials. They also learn to grow and harvest vegetables and plants. The students have a base of regular customers who often buy their works and plants.

With a growing school population, the school has insufficient resources to maintain the classes and workshops and this is where we can make a difference. The sponsorship project included three full sets of electrical sewing machines and the construction of a storeroom for agricultural equipment. We also provided soil from our effluent system for the vegetable garden.

Our main objectives through this CSR programme is to first help the children that are mentally and physically challenged to be self-reliant. And second, to coordinate and assist the activities of the special needs children and expose them to various basic skills according to their own ability and interest.

Euroma Rubber hopes that with this sponsorship, the students’ quality of life would improve and they learn to be self-reliant. We hope to keep working on more projects in the future.

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Ipoh CSR Project

Sustainable Future for the Disabled
China International Import Expo

The first China International Import Expo (CIIE) was successfully concluded in Shanghai in November. According to the CIIE Bureau, the expo concluded with intended deals valued at more than $57.8 billion. The expo attracted a lot of attention from domestic and international media, with more than 4,100 journalists from 630 news media across the globe. Our booth, designed by the Singapore team, was also well received.

During the expo, several Memorandum of Understanding (MOU) were signed, which included:

- Yanchang, 5000MT, SMR/STR, 1400USD/MT;
- Aeolus, 40000MT, SMR/STR, 1400USD/MT;
- Doublestar, 3704.4MT, SMR/STR, 1350USD/MT;
- Qingdao Kaitou, 5000MT, SMR/STR, 1400USD/MT.

HASL also explored many opportunities to interact with Chinese entrepreneurs as well as governors of the local government for future collaboration.

China

Investing in quality

Our Hainan operations recently invested RMB200,000 to increase environmental protection. One project is to improve the plant’s rainwater and sewage diversion. We also invested RMB1.66 million to upgrade the plant’s sewage treatment system to reduce the total phosphorus content of sewage and improve the quality of reused water. RMB710,000 was also used to upgrade the waste gas treatment device to improve the effect of waste gas treatment and reduce the concentration of odour and border ambient air quality.

To ensure the quality of our products, we continue to promote pest control in all regions of the island. This includes the introduction of pest control methods to the farmers, informing them of the harm of insect nests to natural rubber products. Through the training, the rubber farmers would be able to work with our company in quality control. We also donated RMB21,000 to repair gutter ways, street lamps and water supply facilities in surrounding villages to help villagers create a beautiful countryside and a harmonious social environment.

“Fine production, Green Life”, the brand image of Hainan Sinochem Rubber, is deeply rooted in the heart of our customers and villagers.
In August 2018, Xishuangbanna and other local companies signed an agreement on Poverty Alleviation Project titled, “Ten thousands of enterprises help ten thousands of villages” with the Mange Village Group of Manmo Village Committee.

The main focus of the agreement includes improving the living conditions of the villagers and their self-development abilities. The outcome is to be able to provide jobs for them amongst the committee companies, improve productivity and promote the economic development of the villagers. Income of the farmers will also be increase as a result.

We look forward to more co-development of the community, our employees and the partner enterprises to help reduce poverty in Yunnan across all ethnic groups.
Our subsidiary Wurfbain Polymer in The Netherlands ‘adopted’ a Witkraagijsvogel at the ARTIS Amsterdam Royal Zoo. The Witkraagijsvogel is a type of kingfisher, also called Halcyon. The white-collar kingfisher is found in the coastal areas of Southeast Asia, eastern Africa and Australia. The Halcyon has special meaning for Halcyon Agri and for our subsidiaries Corrie MacColl and Wurfbain. If you take a closer look at our Corrie MacColl and Wurfbain logos, you will see the CM crest enclosed by two kingfishers. The logos incorporate the Halcyon symbol (kingfisher) and the crest of Corrie MacColl representing the CM heritage of 200+ years of rubber history. We are delighted to sponsor such a beautiful bird and support ARTIS Amsterdam Zoo.

Centrotrade sponsored German National Championship in deaf tennis

The gymnastics and sports club for the deaf in Frankfurt, celebrated its 110th anniversary and participated in the 44th German Tennis Championships. This is the second time we sponsored the event. The motto for this year’s championship was “Inclusion in Tennis”. The event attracted huge media attention as three major Frankfurt daily newspapers and the Hessischer Rundfunk reported extensively on this sporting event.

Our Sponsorship of the Kingfisher at ARTIS Amsterdam Royal Zoo

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HeveCam and the international community in Cameroon came together to organise a four day mass awareness campaign in the plantation as well as in schools from 28th November to 1st December 2018. The chosen villages were villages 9, 10, 12, 15, 16 and 17 of the plantation, in Elogbatindi and Bissang. Films about HIV/AIDS were screened and voluntary screening tests by the medical laboratory teams from the Central Hospital of Niete were carried out with 725 people screened during the campaign.

It is important to continue raising the awareness of AIDS through carrying out voluntary screening so that those tested positive can begin treatment at the Approved Treatment Centre (ATC) located at the central hospital of Hevecam as soon as possible. This will allow for the disease to be contained and allow patients to receive immediate treatment.

HeveCam S.A donates 42 mosquito nets to the Bagyeli Natives

On 8th August 2018, during an educational talk regarding malaria, the Bagyeli natives of the neighbouring villages situated at Nkolezole camping site at the entrance of Bissang (HeveCam ll) received 42 mosquito nets from HeveCam. Talks were organised by the Social Affairs and Corporate units of HeveCam. The villagers eagerly received the nets and expressed their gratitude for the concern that HeveCam has shown for their health.

Kelvin Terminals Tank Expansion

As the largest latex-dedicated bulk storage facility in Europe, Kelvin Terminals, operating under Corrie MacColl International, is undergoing its largest investment and expansion in over 50 years. The expansion will see the terminal’s capacity reach 6,500 mT from the current 4,000 mT. The expanded terminal will comprise 25 tanks, with a wider range of capacities in order to support both our general commodity latex business and the diversification into niche and premium grades increasingly demanded by our customers. The new investment of EUR3.2 million represents a major commitment by Corrie MacColl International to the future of our European latex business and to offer our customers a best-in-class support facility. The construction is expected to be completed by the first quarter of 2019.
Alan L Grant (ALG) opened its doors as a natural rubber trading company circa 1952 as a division of New York City based Imperial Commodities which already had tea and coffee trading divisions. It was named after its first president, Mr Alan L Grant. Almost seven decades later, ALG is the leading supply chain management company to the North American rubber industry. We are currently based in Norfolk, VA and have 11 staff members, who work in an open seating, so communication between departments is optimised. Information is a commodity by itself.

Our customer base covers all segments of the industry, and our top five customers include Tape, Tyre, Compounding and Automotive companies. 3M awarded us with the Title: “Service Quality Supplier”. There is no typical day in our office as a big part of our day is determined by variables such as the market, and unexpected challenges in the supply chains. Not only do we bridge gaps between production and consumption, we also connect cultures, nationalities and personalities. Our distribution network proved its strength when we helped major tyre makers to dispose of their damaged cargo after Hurricane Katrina in 2005. Prior to this we had also used our network (and expertise) to distribute the DLA rubber stockpile when the US Government decided to sell it. Some bales were so old, the markings showed the old country names like Kampuchea.

Innovation is part of our DNA - we are the first USA rubber importer to switch from breakbulk to container shipping. We also chartered our own vessels. We introduced Guatemalan rubber to the US consumers and are still the leading importer of SGR.

Other core values are Performance Drive, Passion, Integrity, Humility, Sustainability, Honesty, and Trust: they have been guiding us for the past 66 years - Linking the past with the present.

International Day of Bagyelis Natives in the South Region of Cameroon

On 10th August 2018, various native villages of the South region in Cameroon came together at Adjap, the headquarter of Niete sub-division in the presence of the Head of State representative, the Sub-Divisional Officer, Mr Hotison Babila. They gathered and performed traditional dances with the help of their traditional musical instruments. The Sub-Divisional Officer and the representative of HeveCam’s General Management, gave a short welcome speech and then proceeded to listen to the various requests expressed by the leader of the native community, addressed to both the State and to HeveCam. After which, 12 bags of rice, cartons of washing soap and a buffet were distributed to the community.

Distribution of educational materials to the community

10,489 exercise books were distributed by the HeveCam, from 4th to 6th December, 2018. The students came from 51 schools (49 nurseries, primary schools and two Government High schools). They belong to villages two to 15 of the plantation. The beneficiaries gladly received the donation that contained illustrative messages regarding major activities from HeveCam and also hygiene rules that were printed on both the front and back covers of each of the exercise books. This symbolic donation served the purpose of encouraging the children of the workers to study hard and keep the flame of education burning.

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Highlight of the last quarter of 2018 was the launch of HeveaConnect, a digital marketplace for the trading of sustainably processed natural rubber. The platform serves as a one-stop shop for all stakeholders across the value chain be it farmers, producers and consumers. Other value-added services include facilitators such as financial institutions, logistics and warehousing suppliers.

We announced our first banking partner DBS Bank, the largest bank in the region through a press release and received positive coverage in business publications as well as trade magazines. The website will be launched in early 2019.

More updates coming soon!
“Luck is what happens when preparation meets opportunity.”

Tell me a little more about yourself and what was it about Halcyon that convince you to join us?

I have spent 25+ years in commodities, mostly in coffee and cocoa. I was approached out of the blue by Robert as I knew some people at RCMA. I was impressed by what Halcyon had achieved to date as well as excited about the prospect of helping build Corrie MacColl into a leading sustainable rubber trader.

What are the most important decisions you make as a CFO?

At the moment it’s mostly about how we reorganise the Corrie MacColl Group and recruiting the right people.

What was your journey like to get to where you are?

I trained as an accountant at PwC, but then left to go into commodities. I have worked in London, Australia, Singapore and Switzerland, and spent a large amount of time in West Africa.

Tell us about an accomplishment that shaped your career.

Unusually for a CFO, I spent two years as a cocoa trader. This taught me a huge amount about pressure, negotiation and even how to deal with contract players.

What is your favorite quote?

“As is a tale, so is life: not how long it is, but how good it is, is what matters.”

What is your life motto or personal mantra?

“Luck is what happens when preparation meets opportunity.”

What do you enjoy doing outside of work?

Besides watching Chinese operas, photography is another hobby. Taking pictures of beautiful things and sharing them with friends makes life better.

What is your life motto or personal mantra?

“As is a tale, so is life: not how long it is, but how good it is, is what matters.”

Who inspires you?

My mother. She is a doctor and have worked for almost 40 years. She taught me that every life is precious and never give up easily. No matter how great difficulties we encounter, we should face them bravely, and overcome them with our own wisdom and experience.

What advice would you give to people starting out in the industry?

Problem-solving ability is one of the most important ability, that is valuable. We should try to solve problems instead of avoiding responsibility. We can’t say “I can’t do it”. Don’t be afraid of stress. The greater the pressure, the faster the growth will be.

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Tell us a little more about yourself and your role at HeveCam.

I joined in April 2013 upon graduating in Corporate Communication and Public Relations (CCPR). I am a doer, determined and strong-willed person and eager to learn from others to improve on my skills. I do not only lead by example, but I convincingly encourage everyone around me to do their best and I believe in togetherness and effective communication.

I have been exerting my communication skills as an agent at the communication unit in HeveCam as I partake in guided tours, cover events (meetings, campaigns through mass communications, MC company ceremonies) and prepare write ups for monthly and semester reviews. I also assist in the conception of other communication tools as well as in the dissemination of information via intranets, notice boards and bulk SMS to employees handsets.

I love my job!

What is one thing you look forward to at work?

Always aim to assist the general management in reinforcing internal cohesion amongst workers.

Name us one thing you like about your office culture.

Team work, where I possess some abilities to generate new ideas together with cooperative coworkers to keep the company at the cutting edge of new ideas together with cooperative coworkers.

Who inspired you?

My father is my inspiration! He is an exceptional multitasker, so organised in his activities, efficient, a decisive problem solver and a good table tennis player. He worked so hard for me (as I am first born) and the entire family to pursue quality studies in renowned schools. Whenever I was close to giving up, thinking of him as a hardworking chartered accountant, as I watched him commute to work throughout the week to two different companies in different regions of the country. Listening to his pieces of advice strengthened me to keep going as I always reminded of my potentials. Never to give up on hope! I have been striving as a child not only to follow his steps though not necessarily in the same field of study, but to take path next to him and go farther than he ever dreamt possible.

What advice would you give to people starting out in the industry?

Working with HeveCam, a subsidiary of Halcyon Agri with brand name Corrie MacColl with a long heritage of 200+ years is quite an opportunity! However, school life (for graduates) is not often similar to real working world, as certain tough moments at work might seem discouraging to keep going, yet every experience gained will be a plus to build up a firm career.

What is one thing you look forward to at MTI and your move to MT Labs?

I’m 27 years old, born and raised in North Eastern Ohio. I went through the Automotive Technology vocational course in high school to become ASE Certified. Out of high school, I went into Industrial Services, where I was a coil winder and welder for several years. I specialized in TIG welding (tungsten inert gas) aluminum, as well as winding coils for low and high voltage transformers (usually between 138,000 – 500,000 kilovolts). The coils I wound provided the power distribution for utility companies and general public use. I then went into marketing and sales for an international logistics company.

Who inspires you?

My father. I was raised predominately by my father from a very young age. I can’t speak highly enough about that man. A father who raised a daughter in the likeness of himself. Who taught me how to boil a hook, hunt for worms, find the best fishing spots and change the oil in anything with a motor. A father who passed on an interest of welding, getting dirty and making things work. Who taught me the living room is a perfectly acceptable place to store your dirt bikes, to never ride through fields of tall grass if you don’t know what’s hidden within them, to lean into the turns and stand up for better control. For every time my friends have so graciously told me that I am a ‘dude trapped in a girl’s body’ - I take it with a grain and pride. Because although (outside of work) you’d be most likely to always find me a t-shirt with holes in it and dirty-knee’d-jeans and that there’s also a good chance that I probably have grease or dirt under my nails, it’s all simply because I’m my father’s daughter through and through. He taught me to love whole heartedly, to never judge a person by the way they look or the clothes they wear – but by their integrity, self-respect and the way they choose to treat others. He has the biggest heart of anyone I’ve ever known – and there’s no one in this world I would rather have had to have hands on the wheel during my childhood development. I continue to learn from him in so many ways.

What is your life motto or personal mantra?

"Mind your own biscuits and life will be gravy."
Tell us more about yourself and your role at Halcyon Agri.

I am a graduating student from Ngee Ann Polytechnic and joined Halcyon as part of my school’s 6-month internship programme. I am a digital marketing intern so my job involves a lot of designing and content writing.

What aspects of your role did you enjoy the most?

Seeing my own design and content creation come to life. Be it online through our company social media or even in the newspaper, the sense of accomplishment is indescribable. It motivates me to want to do better and create even better content.

How would you describe your internship experience so far?

Really fulfilling. I have tried working as a waitress, cashier, surveyor, and even a mascot. Yet I have never tried working an office job. So this is actually my first 9-6 kind of work and it has really opened up my eyes to the world of Corporate Communications. I am a person who is responsible and ensures that my job involves a lot of designing and content writing.

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