

# JOINING HANDS IN UNITY



## GROWING THROUGH LEARNING







**2ND QUARTER**  
**APR - JUN 2025**

A Publication of  
The Teckwah Group  
Printed by Teckwah  
Value Chain Pte Ltd

**ADVISOR**

Tan Peck Hoon

**CHIEF EDITOR**

Chua Xing Ling

**SECRETARY**

Betty Wong

**CREATIVE**

Trixie Ong

**MEMBERS**

Catherine Cheng

Koo Yuh Fang

Li Jing Yu

Moon Teoh

Rachel Cheo

Sabrina Soh

**CONTRIBUTORS**

Amy Nie (China)

Huang Dong (China)

Kimmy Ng (Malaysia)

Thong Siew Chou

(Malaysia)

Loke Hui Ting

(Singapore)

Santhat Maksaph

(Thailand)

Fairus Kamaruddin

(Malaysia)

Tri Ganda Wicaksana

(Indonesia)

CaiXun is also  
available on  
[www.teckwah.com.sg](http://www.teckwah.com.sg)

Feedback:  
[info@teckwah.com.sg](mailto:info@teckwah.com.sg)

# EDITORIAL MESSAGE

Teckwah's DTJ2 Journey in Singapore continues to gain traction this quarter. A series of training sessions, aimed at uplifting the digital literacy of our workforce, were conducted. Focusing on utilising digital tools such as GenAI and Power Automate, the workshops were designed to support the implementation of over 80 projects submitted for DTJ2. As teams master advanced tools and techniques, the organisation is steadily progressing towards becoming fully digitalised and paper-free.

Across the Group, shared memories and experiences were created in various forms. From cleaning up our coastline, and giving blood, to supporting a local school, teams in Singapore and Thailand joined their hands and hearts to give back to the community and the environment. Subsidiaries in China and Malaysia bonded in the surrounds of nature and culture, emerging stronger and rejuvenated to tackle fresh challenges ahead. Learn more about these initiatives in the CSR and Staff Activities sections.

In April, the world was confronted with additional uncertainty with the U.S. Tariffs. The 90-day reprieve has allowed companies to assess the impact the imposed tariffs may have on their businesses. For Teckwah and its subsidiaries, the Management team is actively assessing the implications and is ready to adapt and rise to the occasion. While these challenges may potentially impact our supply chain and cost structures, everyone's continued focus and commitment are key as we navigate this evolving environment together, as One Teckwah.

The holy month of Ramadan brought a renewed sense of community and camaraderie among the Muslim Community. The Raya celebrations offered an opportunity to reflect on key values of compassion, generosity, and togetherness — principles that resonate deeply with Teckwahers as we work towards our goals. Wishing all our Muslim readers, Selamat Hari Raya Aidilfitri!

## CONTENTS

### 03 BUSINESS UPDATES

Accelerating Teckwah's DTJ2 Journey:  
Progress and Next Steps

Gaining Employee Insights from Focus Group  
Sessions Post-Survey

Strengthening Cyber Awareness Through  
Phishing Simulations

Enhancing Teckwah's Packaging Printing  
Capabilities Through Investment

### 05 CORPORATE SOCIAL RESPONSIBILITY

Teckwahers Join Hands for Cleaner Shores

Profotarians Lead with Heart

TVCTH's Small Gesture of Hope

### 12 TRAINING & DEVELOPMENT

Strengthening Teckwah's Safety Culture  
Through Risk Assessment Training

### 07 STAFF ACTIVITIES

Regional Subsidiaries' Anniversary  
Celebrations

Regional Raya Celebrations

A Splash of Tradition:  
TVCTH Celebrates Songkran

Profoto Malaysia Unites in Qingdao

Jointac's Team Adventure in the Ancient Trails

Wuxi Teckwah Strengthens Team Synergy in  
the Mountains

Movie Night

Making Healthcare Accessible to Teckwahers

Celebrating Dragon Boat Festival

### 13 TECKWAH CHATROOM

### 14 FEATURE

Building a Future-Ready Workforce with  
Digital Upskilling

# ACCELERATING TECKWAH'S DTJ2 JOURNEY: PROGRESS AND NEXT STEPS

Teckwah's commitment towards achieving a digitalised and paper-free organisation continues to gain momentum with notable progress in our DTJ2 Journey. In a briefing held on 18 March with all Working Committee leaders, the Steering Committee updated on the status of project submissions across Teckwah Singapore entities. An impressive 82 projects are in progress, each carefully assessed by the Steering Committee for implementation either through self-help digitalisation tools or requiring specific expertise from the IT team. This structured approach ensures that each project is executed efficiently and empowers teams to effectively implement process changes.

As we advance, the Steering Committee has opened Batch 2 of submissions for Teckwah Singapore. Efforts are also underway for the regional launch of DTJ2, which will encourage broader participation across the Group. To support this journey, the Steering Committee continues to provide educational resources, including video guides

on digitalisation techniques. These materials aim to equip employees with the necessary knowledge to integrate digital solutions effectively into daily work. With teamwork and continuous learning, DTJ2 is shaping a more agile and digitally driven Teckwah.



# GAINING EMPLOYEE INSIGHTS FROM FOCUS GROUP SESSIONS POST-SURVEY



Following Teckwah Singapore's Mass Communication sessions shared by Managing Director, Ms Chua Ai Ling, a series of Focus Group Sessions were conducted between March and April to address concerns and feedback derived from the 2024 Organisational Capability Survey. Across 8 small group sessions involving Teckwahers from various departments, job levels, and lengths of tenure, employees were able to openly share their opinions. The sessions aimed to gain deeper insights into employees' experiences, thoughts, and suggestions for areas where the company can improve on. The Management extends its heartfelt gratitude to all employees who participated and contributed to the Focus Group Sessions.





# STRENGTHENING CYBER AWARENESS THROUGH PHISHING SIMULATIONS



Cybersecurity is a top priority in Teckwah, and phishing simulations play a crucial role in keeping Teckwahers vigilant. These simulated phishing emails are designed to resemble real threats, helping employees recognise warning signs without the risk of actual harm. Since launching the Phishing Simulation Campaign in November 2024, internal awareness has steadily increased, with more employees identifying and reporting suspicious emails.

Teckwahers are the first line of defence against cyber threats, and their ability to spot and report suspicious activity is key to safeguarding our company. A single click on a malicious link can compromise sensitive data or disrupt operations, but proactive vigilance can prevent such incidents. By staying alert and continuously improving our awareness, we collectively strengthen Teckwah's cybersecurity posture.

# ENHANCING TECKWAH'S PACKAGING PRINTING CAPABILITIES THROUGH INVESTMENT



In Q2, Teckwah's packaging printing facilities in Singapore (Teckwah Value Chain) and Malaysia (Teckwah PharmaPack Solutions) welcomed new printing equipment into their production shopfloors. Both machines were commissioned in May and April, respectively. These investments reflect the Group's commitment to creating and delivering the best-in-class packaging printing solutions to its global clientele. Continual investment in the latest equipment enables superior product outcomes and ensures operations remain technologically advanced, efficient, and scalable. Through strategic upgrades in both hardware and software, Teckwah enhances its production capabilities in line with the Group's digital transformation strategy.



# TECKWAHERS JOIN HANDS FOR CLEANER SHORES



On the morning of 6 May, Teckwahers, armed with gloves, tongs, and trash bags, actively participated in an organised beach cleaning activity at Singapore's East Coast Park. Within a span of 2 hours, teams amassed 16 trash bags filled with plastic bottles, discarded packaging, and a range of other debris littered along the coastline. Such initiatives prove that small steps, when taken together, can create a lasting impact. The clean-up effort not only restored the natural beauty of our coastline but also contributed to the protection of our environment. It also demonstrated the organisation's dedication to social responsibility and environmental stewardship.



For more pictures, scan here!





## PROFOTARIANS LEAD WITH HEART

Profoto Digital Services Pte Ltd (“Profoto Singapore”) is committed to leading with empathy and purpose, lighting up not only studios but also the lives of those in need. On 8 March, colleagues came together at the Health Sciences Authority for a meaningful blood donation drive to support those in need. Each of the 12 donors, with their selfless contribution, exemplified a culture of kindness and humanity that runs deep. For Profoto Singapore, this initiative extended beyond corporate social responsibility, it reflected the company’s values of compassion, community, and courage.



“Knowing that a small act like this could save lives made the whole experience incredibly rewarding.”

**JAVIER YEO**  
ACCOUNT EXECUTIVE

## TVCTH’S SMALL GESTURE OF HOPE

Hope begins with a small gesture — a sentiment that guided colleagues at Teckwah Value Chain (Thailand) Co., Ltd. (“TVCTH”) on 29 May. The TVCTH team, led by Country Manager, Santhat Maksaph, was joined by Managing Director, Ms Chua Ai Ling, Senior Business Operations Director, Kew Kee Hing, Business Operations Director, Sherlin Lee, and invited valued customer, Dell Technologies. Together, they spent a meaningful day with children at a local slum childcare centre, in partnership with the Foundation for Slum Child Care. After a warm reception and a performance by the children, the team distributed lovingly prepared gifts, essential supplies and snacks. This heartfelt gesture not only filled the children with moments of joy; it also gave Management and the TVCTH team the opportunity to express their gratitude and extend their support to the local Community.



“Today we visited a childcare centre for children living in the slums. The experience was deeply emotional and meaningful. It reminded me how much we have back home, while these children are facing such hardships. It made me reflect on how important it is to teach the next generation to be grateful for what they have and to cultivate compassion for others.”

**CHUA AI LING**  
MANAGING DIRECTOR



## REGIONAL SUBSIDIARIES’ ANNIVERSARY CELEBRATIONS

CONGRATULATIONS TO THE FOLLOWING SUBSIDIARIES WHICH CELEBRATED THEIR ANNIVERSARIES IN THE SECOND QUARTER!

### TECKWAH VALUE CHAIN JAPAN CO. LTD



“Thank you for your congratulatory message on TVCJ’s 21st anniversary! We shall continue to work together with the Group towards success.”

**AKIHIKO NISHIHARA**  
EXECUTIVE DIRECTOR

### TECKWAH VALUE CHAIN (TAIWAN) LTD



“TVCTW would like to thank everyone for their continued support which has enabled us to continue serving our clients amidst challenging circumstances. We remain committed to upholding our service ethos, delivering excellence to every customer who places their trust in us. We are truly grateful for your heartfelt support.”

**VIVIAN CHENG**  
COUNTRY MANAGER

### PROFOTO MALAYSIA SDN BHD



“Thank you for the warm wishes from the Group Management in celebration of Profoto Malaysia’s 13th anniversary. We truly appreciate the kind gesture.”

**KIMMY NG**  
MANAGING DIRECTOR

### TECKWAH VALUE CHAIN (THAILAND) CO. LTD



“Thank you for your warm anniversary message. We are truly proud to celebrate this 22-year milestone as part of the Teckwah Group. We are deeply grateful for the continued support, guidance, and recognition from Group Management and colleagues across the region. We look forward to many more years of shared success and collaboration.”

**SANTHAT MAKSAPH**  
COUNTRY MANAGER

### TECKWAH TRADING (HK) LIMITED



“Thank you for your heartfelt birthday greetings, it means a lot to us. We are blessed to have the excellent support from the regional teams in this corporate journey. We will keep going and let us get stronger together!”

**MARJORIE NG**  
PROGRAM MANAGER



## REGIONAL RAYA CELEBRATIONS

Hari Raya Aidilfitri is a significant Islamic festival that marks the end of Ramadan, the holy month of fasting. The term “Hari Raya” translates to “a grand day of celebration,” reflecting the joy and gratitude Muslims feel as they come together to celebrate forgiveness, fellowship, and food after a month of fasting, prayers, and acts of compassion. This year, Hari Raya Aidilfitri was celebrated on 31 March. At Teckwah Singapore, the Staff Wellbeing Club (“SWC”) prepared and distributed festive goodies for our Muslim colleagues. Across the region, our Muslim colleagues celebrated not only with friends and family but also with fellow Teckwahers, basking in the festivities and relishing good food and great company. Wishing all our Muslim Teckwahers a Selamat Hari Raya! We hope everyone had a joyous and blessed celebration.



## A SPLASH OF TRADITION: TVCTH CELEBRATES SONGKRAN



On 10 April, colleagues at Teckwah Value Chain (Thailand) Co. Ltd (“TVCTH”) celebrated Songkran in the spirit of tradition and unity. The highlight of the celebration was a water blessing ceremony, where employees gently poured water over the hands of their elders and supervisors, showing respect and seeking their blessings — symbolising a fresh start to the year. Adding to the joyful atmosphere, employees donned colourful outfits and enjoyed traditional Thai games and festive snacks. The celebration was memorable for the company, as it not only preserved cultural heritage but also promoted a sense of inclusion in the workplace. The Songkran festivities reflect TVCTH’s commitment to honouring local traditions while nurturing a warm and collaborative workplace environment.



## PROFOTO MALAYSIA UNITES IN QINGDAO



In March, the team from Profoto Malaysia Sdn Bhd (“Profoto Malaysia”) ventured on a memorable company trip to Qingdao, China. This 4-day experience recognised the dedication and contributions of its employees. From discovering the city’s coastal charm to enjoying local cuisines together, the trip created opportunities for meaningful interactions, strengthening cross-department relationships. The highlight of the trip was a visit to the Qingdao Beer Museum, where the team gained insight into the museum’s innovative efforts in sustainable practices. As Profoto Malaysia progresses on its sustainability journey, the experience has provided learning points that align with the company’s ESG goals. By blending leisure with meaningful exchanges, the trip left team members with stronger bonds and a renewed motivation for future achievements.







## JOINTAC'S TEAM ADVENTURE IN THE ANCIENT TRAILS

On 18 April, colleagues from Shanghai Jointac International Logistics Co. Ltd ("Jointac") traded their office lights for a 2-day adventure in Shengzhou County. The demanding Shangqing Ancient Trail tested their physical and mental limits. Team leaders were navigators in tough situations, and stronger colleagues shared loads, ensuring everyone completed the trail successfully. The top 3 teams were awarded medals handcrafted from seeds, a symbol of how "every breakthrough plant the seed of a new beginning." Colleagues recharged at Baizhang Waterfall the next day, taking in the mountain air and snapping candid photos. This adventure demonstrated Jointac's resilience and camaraderie, embodying a collective spirit that teams will carry forward into their daily work, one step at a time.



## WUXI TECKWAH STRENGTHENS TEAM SYNERGY IN THE MOUNTAINS



In March, Wuxi Teckwah Packaging & Printing Co. Ltd ("Wuxi Teckwah") embarked on a 3-day retreat, themed "Strength in Unity, Bold Dreams Ahead". Held at Putuo Mountain, the retreat aimed to strengthen team cohesion while cementing collective prospects for a successful year. The trip began with a warm welcome dinner. Management and staff connected over good food and conversations. Day 2 comprised of visits to several sacred sites, including Puji Temple, Fayu Temple, Fanyin Cave, and the iconic Southern Sea Guanyin, where the team offered earnest wishes for success, unity, and growth. The retreat concluded with a scenic visit to Peach Blossom Island, rounding off 3 days of cultural discovery, personal reflection, and team-bonding — setting a positive tone for the year ahead.



## MOVIE NIGHT



On 2 April, the Staff Wellbeing Committee ("SWC") hosted a movie night, offering colleagues an opportunity to relax and recharge after a day's work. Held simultaneously at movie theatres in Nex and Lot One, it was the visually spectacular animated blockbuster, Ne Zha 2, on feature. Family members were invited to the event, creating a warm and inclusive atmosphere. With snacks and drinks provided, the movie night offered not just entertainment but also a meaningful chance for Teckwahers to connect, unwind, and enjoy quality time with family and colleagues outside the workplace.

"Great event! Loved the movie, and it was nice to enjoy it with my family and colleagues."

**TAN CHYE HUAT,  
SENIOR QA INSPECTOR**

"Well-organised and fun night. Thanks for the treat!"

**CALEB NG,  
ASSISTANT BUSINESS  
SYSTEMS  
ADMINISTRATOR**

## CELEBRATING DRAGON BOAT FESTIVAL



This year, Teckwah Singapore marked the annual Dragon Boat Festival by distributing sticky rice dumplings (zongzi) to all employees. SWC set up a pop-up station for colleagues to collect their dumplings on 26 May at Pixel Red, and distribution of dumplings were arranged for colleagues at Teckwah Logistics Centre in Gul, and Toh Guan. The initiative brought a warm cultural touch and festive flavours to the workplace, promoting togetherness and heritage appreciation.





# MAKING HEALTHCARE ACCESSIBLE TO TECKWAHERS

In an effort to make healthcare more accessible for all employees, Teckwah Singapore organised mobile health screenings on 7 and 8 April, at Pixel Red and Teckwah Logistics Centre in Gul, respectively. The health screenings comprised several stations and covered basic health parameters such as blood pressure, cholesterol, and blood sugar. By bringing these health facilities on-site, it offers employees convenient access to essential health checks, reflecting the company's commitment to employee well-being.



TRAINING &amp; DEVELOPMENT

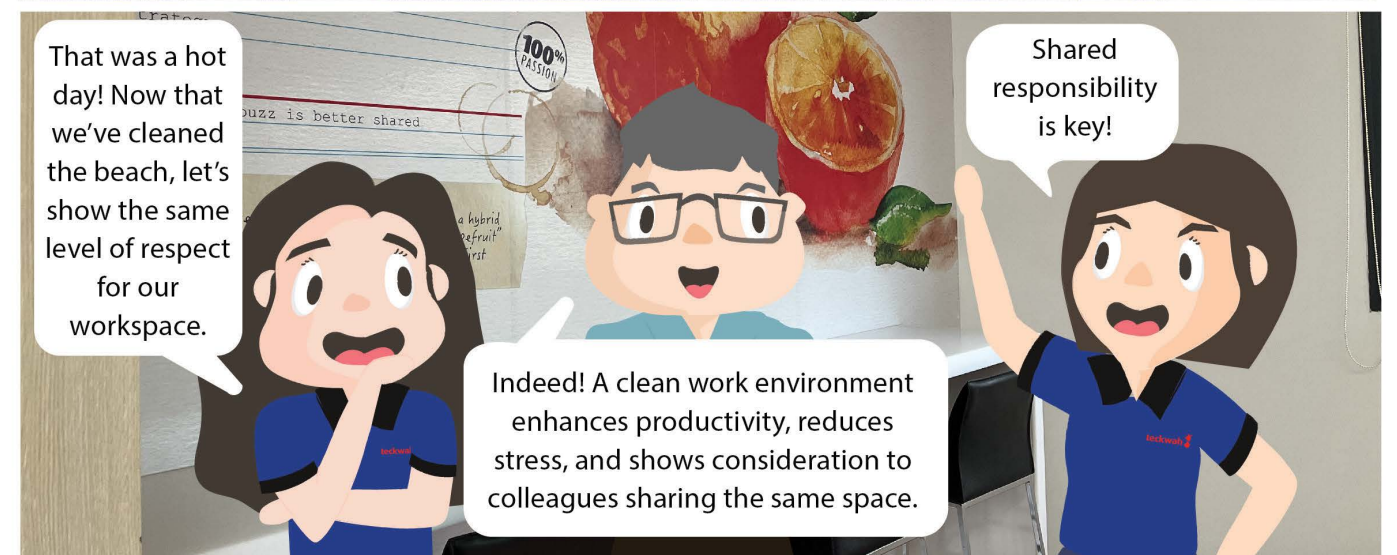
## STRENGTHENING TECKWAH'S SAFETY CULTURE THROUGH RISK ASSESSMENT TRAINING



Teckwah's ongoing training of our appointed Risk Assessment (RA) Leaders reinforces our commitment to creating a safe workplace environment. Through a comprehensive two-day training facilitated by CCIS on 22 and 23 April, our RA Leaders gained advanced knowledge and practical skills aligned with Singapore's latest Workplace Safety and Health (WSH) regulations.

By upskilling our RA team, we continuously improve on safety protocols and create a healthier and safer workplace for all. Providing RA Leaders with the tools to identify hazards, assess risks, and implement control measures promotes a proactive approach to workplace safety. With continuous improvement as our core value, we remain committed to ensuring a safer, healthier workplace — where every individual plays a role in upholding the organisation's safety standards.

THE GROUP CAME TOGETHER FOR BEACH CLEANING AND REFLECTED ON THE IMPORTANCE OF PERSONAL RESPONSIBILITY FOR THE ENVIRONMENT AND AT THE WORKPLACE.





# BUILDING A FUTURE-READY WORKFORCE WITH DIGITAL UPSKILLING

## 通过数码技能培训， 打造未来职场新力量

As part of the company's DTJ2 efforts, scheduled hands-on training sessions in Generative AI, Power BI, and Power Automate were conducted across Q2, upskilling Teckwahers with practical experiences and valuable tools to support their day-to-day work and future readiness.

在“数码化转型旅程2”的推动下，我们在第2季度举办了关于生成式人工智能、Power BI和Power Automate的实操培训，旨在提升德华员工实际操作数码工具的经验 and 技能水平，为日常工作提供支持，并增强应对未来挑战的能力。

### EMPOWERING TEAMS WITH GENAI SKILLS

From April to June, 7 Generative AI (“GenAI”) training sessions were held in separate partnerships with Aventis Learning Group and Nanyang Polytechnic. Participants explored key GenAI concepts such as large language models, prompt engineering techniques like Chain-of-Thought, and methods for customising AI outputs to business needs. The sessions also covered identifying and mitigating biases in AI-generated content, promoting ethical and inclusive use of AI. By the end of the workshops, Teckwahers are equipped to apply GenAI tools in real-world scenarios, strengthening their ability to work efficiently and responsibly.



### 提升团队的生成式人工智能技能

4月至6月，我们分别与Aventis Learning Group和南洋理工学院合作举办了7场关于生成式人工智能的培训。参与者深入学习了生成式人工智能的核心概念，包括大型语言模型、链式思维（Chain-of-Thought）等提示工程技术，以及根据业务需求定制AI输出的方法。培训内容还涉及如何识别和减少人工智能生成内容中的偏见，倡导伦理且包容的人工智能使用方式。培训结束时，德华员工学会了如何在实际工作场景中使用人工智能工具，提升了高效且负责任地运用AI的能力。



### TURNING DATA INTO DECISIONS WITH POWER BI

On 19 and 20 May, selected employees participated in a 2-day masterclass on Power BI, conducted by Intellisoft. Through hands-on exercises, the comprehensive course guided participants through data analytics workflow, from loading and cleaning data, to building data models and designing impactful visualisations. Teckwahers also learned essential tools like Power Query and DAX to manage complex datasets and to create interactive dashboards. Structured around the PDCA model (Plan, Do, Check and Act) — the course emphasises data-driven storytelling that enables participants to communicate insights clearly and effectively.

### 使用Power BI将数据转化为决策

5月19日和20日，部分员工参加了由Intellisoft主办、为期两天的Power BI高级培训班。此次课程内容全面，让学员通过亲手操作，学习整个数据分析流程，包括数据导入和清理、数据模型构建，以及可视化设计。德华员工还学习了如何利用Power Query和DAX等必备工具管理复杂的数据集，并制作互动性数据看板。课程结构以PDCA模型（计划、实施、检查和行动）为框架，强调利用数据来讲故事，让学员能够清晰、有效地传达数据中的信息。



### AUTOMATING WORKFLOWS WITH POWER AUTOMATE

On 27 May, selected employees attended a 2-day course on Power Automate. Conducted by Intellisoft, the training showed how everyday tasks are simplified through workflow automation. Participants learned to create flows that trigger actions from new SharePoint entries, send approval requests automatically, and update lists with approval results. They also explored how to use mobile and web apps to track approvals and monitor task progress. By cutting down repetitive tasks, Power Automate helps teams work faster and smarter, boosting overall productivity and responsiveness.

### 使用Power Automate实现工作流程自动化

5月27日，部分员工参加了由Intellisoft举办为期两天的Power Automate培训课程。课程展示了如何通过自动化流程，简化日常工作量。参与者学习了如何建立自动流程，例如在SharePoint创建新条目、自动发送审批请求、以及根据审批结果更新清单功能。大家也了解了如何通过手机或网页应用追踪审批进度，并监控任务执行情况。团队可借助Power Automate减少重复性工作，更高效、更智能地完成任务，从而提升整体生产力与响应速度。

“The GenAI training was really insightful! It helped me to see how AI can be useful in my day-to-day work. The hands-on guidance and real examples made it easy to understand and apply.”

“参加这次GenAI培训让我收获很多，更了解了AI工具在日常工作中的实际应用。培训内容结合了实际案例，还有动手操作，既实用又易懂。”

ENG YI DEN 余宇腾  
BUSINESS EXECUTIVE 业务执行员

“The Power BI training really helped me better understand its features and how to create new measures. It was very clear and hands-on.”

“Power BI的培训让我对它的功能有了更深入的了解，也学会了如何创建新的度量值。课程讲解清晰，操作性很强，收获很大。”

LOH PEI YING 罗佩银  
ACCOUNTANT 会计师



# 彩訊

2025年第2期



## 携手共进

## 学习成长





2025年第2期  
4月-6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  
王詩淑

会员  
钟诗玲  
邱钰芳  
李靖宇  
张梦欣  
曹嘉欣  
孫静佳

投稿者

聂雯雯 (中国)  
黄栋 (中国)  
黄金月 (马来西亚)  
童秀珠 (马来西亚)  
骆慧葶 (新加坡)  
Santhat Maksaph  
(泰国)  
Fairus Kamaruddin  
(马来西亚)  
Tri Ganda Wicaksana  
(印尼)

《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

本季度，德华在新加坡继续推进“数字化转型旅程2”。我们举办了一系列培训课程，以提升员工的数码技能，尤其是如何运用生成式人工智能（GenAI）和Power Automate等数码工具，从而为“数字化转型旅程2”中的80多个项目提供支持。随着各个团队熟练掌握各种先进工具和技能，集团正在稳步迈向全面数码化和无纸化。

集团也通过多种形式为大家创造了温馨回忆与珍贵体验。从清理海岸线、献血，到支持本地的学校，新加坡和泰国的团队携手同心，回馈社群，保护环境。中国和马来西亚子公司的员工则在自然与文化的氛围中增进了团队凝聚力，焕发出新的活力，以更强大的心态面对未来的挑战。关于这些活动的详细介绍请参阅“企业社会责任”和“员工活动”章节。

今年4月，美国加征关税为全球局势增添了新的不确定性。关税政策暂停实施90天，让各家企业能够评估关税对其业务可能带来的影响。德华集团及其子公司的管理团队正在积极评估相关影响，并已做好准备，灵活应对当前形势。虽然这些挑战可能会影响到我们的供应链和成本结构，但每个人持续的专注与承担许诺才是我们在不断变化的环境中共同前行的关键。

斋戒月进一步强化了穆斯林群体的归属感和情谊。开斋节庆祝活动为我们提供了一个契机，以行动彰显践行侧隐之心、慷慨和团结等核心价值观——这些原则与德华员工在实现目标的过程中始终高度契合、息息相关。祝愿所有回教徒读者开斋节快乐！

## 内容

### 03 最新业务报告

德华加速推进“数字化转型旅程2”：  
进展和下一步计划

通过焦点小组讨论深入了解员工反馈

通过网络钓鱼模拟强化网络安全意识

通过投资增强德华的包装印刷能力

### 05 企业社会责任

造一寸净土，结万众善缘

Profoto员工以爱之名，点亮希望

德华价值链（泰国）传递希望的小小善举

### 12 培训与发展

通过风险评估培训增强德华的安全文化

### 07 员工活动

区域子公司的周年庆典

各地庆祝开斋节

传承泼水文化：德华价值链（泰国）庆祝泼水节

Profoto马来西亚团队齐聚青岛

展通团队古道徒步之旅

无锡德华登山团建，凝聚力量共筑梦

德华“电影之夜”

为德华员工打造便捷健康体检服务

欢庆端午节

### 13 德华聊天室

### 14 特写

通过数码技能培训，打造未来职场新力量

## 德华加速推进“数字化转型旅程2”： 进展和下一步计划

德华的“数字化转型旅程2”旨在实现整个集团的数码化和无纸化，目前已取得显著的进展。3月18日，管理委员会向所有工作委员会的领导做了简报，介绍了德华新加坡各公司实施相关项目的情况。目前共有82个项目正在推进，管理委员会对每个项目进行严格评估，之后将通过自助式数码工具实施，或由IT团队提供专门的技术支持。这种结构化推进的方法确保每个项目都能高效执行，赋能各个团队，从而有效地落实流程转型。

与此同时，管理委员会已经开始征求德华新加坡的第2批项目提案。此外，我们也已经着手在整个地区启动“数字化转型旅程2”，鼓励集团内部更广泛地参与该项目。为支持转型旅程，管理委员会继续提供教育资源，包括关于数码化技能的视频指南。这些资源旨在帮助员工学习必要的知识，以便将数码解决方案有效地融入日常工作。结合团队协作和持续学习，“数字化转型旅程2”正在打造一个更具应变能力、数码化驱动的德华。



## 通过焦点小组讨论深入了解员工反馈



继由董事经理蔡艾玲女士主持的员工交流会后，德华新加坡在3月至4月期间，开展了一系列焦点小组讨论活动，以处理2024年企业氛围调查中了解到的员工意见和反馈。在共计8场小组讨论中，来自不同部门、职级和资历的员工积极参与，大家能够畅所欲言，坦诚地分享自己的看法。此次活动旨在深入了解员工的体验、想法及改善建议。管理层对所有参与并积极贡献的员工表示衷心感谢。





## 通过网络钓鱼模拟强化网络安全意识



德华高度重视网络安全，“钓鱼邮件”演练对于提升德华员工的警惕性至关重要。此类演练旨在模拟真实的网络安全威胁，在没有造成实际损害的情况下，帮助员工识别警示信号并应对潜在的安全威胁。自2024年11月推出“钓鱼邮件”演练以来，公司的内部网络安全意识稳步增强，有更多员工发现并举报了可疑邮件。

德华员工是抵御网络攻击的第一道防线，他们能否发现和报告可疑活动，是保护公司网络安全的关键。点击恶意链接可能导致公司的敏感数据泄露或业务中断，但主动保持警惕即能够有效防止这种情况发生。通过保持警惕，不断提升意识，我们将共同强化德华的网络安全防护能力。

## 通过投资增强德华的包装印刷能力



今年第2季度，德华包装印刷厂——马来西亚（德华医药物品包装（马））和新加坡（德华价值链）引进了新的印刷设备。这两套设备分别于4月和5月投入使用。这些设备投资体现了集团为全球客户提供一流包装印刷解决方案的决心。持续投资于最新设备，不仅提升了产品质量，也确保工厂的运营在技术上保持领先、高效且具备可扩展性。通过硬件和软件的战略升级，德华增强了自身的生产能力，也契合了集团的数码化转型战略。



## 造一寸净土， 结万众善缘



5月6日的早上，德华新加坡全体同仁积极参与了在新加坡东海岸公园举行的海滩清洁活动。短短两小时内，各小组共收集了16袋垃圾，其中包括塑料瓶、废弃包装以及散落在海滩上的各类杂物。此次活动展现了团结的力量，即使是微小的举动也能产生非凡的意义。清洁行动不仅恢复了海岸线的自然美景，更为环境保护贡献了一份力量，同时也体现了公司对社会责任与环境保护的坚定承诺。



扫描以查看  
更多图片





## PROFOTO员工以爱之名，点亮希望

Profoto新加坡始终相信，企业不仅要点亮摄影棚的灯光，更要照亮需要帮助的人。3月8日，来自不同部门的同事们齐聚新加坡卫生科学局（HSA），共同参与了一场意义非凡的献血活动。12位勇敢的同仁踊跃参与，他们用实际行动传递了爱心，展现了Profoto新加坡一直以来倡导的关怀与团结精神。

这不仅仅是一次公益活动，更体现了公司所坚持的价值观——关爱他人、服务社区、勇于承担。每位献血者都像是希望的传递者，用一袋热血，为有需要的人带来生命的希望，也为公司的文化注入了温暖和正能量。



“知道这样一个小小的举动能够拯救生命，让整个过程变得非常有意义。”

杨子豪  
客户执行员

## 德华价值链(泰国)传递希望的小小善举

希望往往源自于一个微小的行动——正是秉持着这样的信念，德华价值链（泰国）的同事们在5月29日开展了一次有意义的社区活动。

当天，德华价值链（泰国）团队在区域经理 Santhat Maksaph 的带领下，与董事经理蔡艾玲女士、高级业务运营总监邱继兴以及业务运营总监李美云，以及重要客户 Dell Technologies 一同前往当地一个由 Foundation for Slum Child Care 资助的贫民区托儿中心。

孩子们以热情和精彩的表演为活动拉开了序幕。德华价值链（泰国）团队随后为他们送上精心准备的礼物、生活用品和小零食。这些贴心的举动不仅为孩子们带来了欢乐时光，也让管理层和团队成员有机会向社区表达感恩与关怀。这是一次充满温情的交流，更是一份希望的传递。



“今天我们探访了一个为贫民区儿童设立的托儿中心。这次经历令我十分动容，也意义非凡。它让我意识到，我们在自己的生活中拥有的其实已经很多，而这些孩子却要面对重重困难。这也让我更加明白，教育下一代懂得感恩和关心他人，是多么重要的一件事。”

蔡艾玲  
董事经理



## 区域子公司的周年庆典

祝贺以下子公司在2025年第2季度举办周年庆典！

### 德华价值链（日本）



“感谢大家对德华价值链（日本）成立21周年的祝贺！我们将继续努力，与集团共创辉煌。”

AKIHIKO NISHIHARA  
执行主席

### 台湾德华



“谢谢总部同事们送来的祝福。台湾德华感谢大家的支持和协助，让我们可以持续在困难的环境中继续服务客户，并继续秉持服务的精神，提供优质服务给愿意给台湾德华机会的顾客们。真心感恩您们用心的支援，因为后台有您们，我们更安心。”

郑淑尹  
区域经理

### PROFOTO马来西亚



“感谢集团管理层对Profoto马来西亚13周年庆典的诚挚祝福，我们衷心感谢你们的美意。”

黄金月  
董事经理

### 德华价值链（泰国）



“感谢您温馨的周年祝福。作为德华集团的一员，我们为能共同庆祝这22年的重要里程碑感到无比自豪。衷心感谢集团管理层以及来自各地同事一直以来的支持、指导与认可。我们期待未来继续携手共进，创造更多的成功与佳绩。”

SANTHAT MAKSAPH  
区域经理

### 德华商贸（香港）



“感谢您对我们的周年祝福，这对我们意义非凡。在这段旅程中，我们很幸运能够得到区域团队的大力支持。我们会继续前行，变得更强大！”

伍韻儀  
项目经理



# 各地庆祝开斋节



“开斋节”是庆祝斋戒月结束的重要节日。“Hari Raya”——词意为“盛大的庆典”，体现了穆斯林在经历一个月的禁食、祈祷与反思后，团聚庆祝宽恕、友谊和美食时所感受到的喜悦与感恩之情。今年的开斋节在3月31日，为纪念这个特别的日子，德华新加坡员工福祉委员会为公司所有的穆斯林员工精心准备了节日礼包。

各地区的穆斯林同事不仅与亲朋好友共庆佳节，也与公司的伙伴们一起沉浸在欢乐的节日氛围中，享受美食与美好时光。祝愿所有德华的穆斯林同事开斋节快乐！愿大家度过一个愉快且幸福的佳节。



## 传承泼水文化： 德华价值链(泰国)庆祝泼水节



4月10日，德华价值链（泰国）的同事延续传统，共同庆祝了泼水节。庆典的亮点是泼水祝福仪式，员工们将水泼到前辈和上级的手上，以示尊敬并祈求祝福，这个仪式也象征着新一年的美好开始。当日，员工身穿色彩鲜艳的服装，积极参加各种泰国传统游戏，并享用节日美食，现场洋溢着欢乐的气氛。对公司而言，这是一次具有重要意义的活动，因为不仅传承了传统文化，还增强了工作场所的包容性。此次泼水节庆祝活动体现了德华价值链（泰国）尊重当地的传统文化，同时也致力于创造温馨、协作的工作氛围。



## PROFOTO马来西亚团队齐聚青岛



3月，Profoto马来西亚组织了一次前往中国青岛的员工旅游活动。此次活动为期4天，旨在感谢员工的付出和贡献。旅行期间，员工们欣赏了青岛美丽的海岸线，一起享用了当地美食，为大家的互动交流创造了机会，增进了各部门之间的情谊。此行最大的亮点是参观青岛啤酒博物馆，了解博物馆在可持续发展方面的创新举措。Profoto马来西亚也在推进可持续发展，因此，这次经历让团队学到了有助于公司实现ESG目标的知识。此次行程巧妙融合了休闲游玩与学习交流，不仅加深了团队成员之间的情谊，也激发了大家创造美好未来的动力。







## 展通团队 古道徒步之旅

4月18日，上海展通的同事们走出办公室，开启了为期两天的春日团建之旅，前往浙江嵊州，挑战当地著名的“上青古道”。这趟路程全长11公里，山路陡峭，不仅考验体力，更考验团队之间的协作和坚持。登山过程中，组长们负责带队，指引方向。大家互相帮助，有人主动分担背包，有人鼓励落后的伙伴。虽然过程辛苦，但大多数人都坚持走到了终点，展现了展通人团结、不轻言放弃的精神。当晚，大家参加了庆功晚宴。前3名队伍获得了由种子制作的特别奖牌，寓意每一次突破都是新的开始。晚宴上笑声不断，大家分享登山过程中的趣事，气氛轻松愉快。第2天，大家前往百丈飞瀑游览，感受大自然的清新空气和美丽景色，在轻松的氛围中放松身心。这次两天的旅程虽然短暂，却收获了满满的信任、陪伴和回忆。这不仅是一场旅行，更是一次增强团队凝聚力的宝贵经历，也为接下来的工作注入了新的动力和信心。



## 无锡德华登山团建，凝聚力量共筑梦



3月21日至23日，无锡德华组织了一次为期3天的团队建设活动，主题为“灵蛇献瑞展宏图，团队齐心共筑梦”。此次活动选址风景秀丽、文化底蕴深厚的普陀山，旨在增强团队凝聚力，提升士气，为新一年的工作注入更多动力。活动首日晚间，公司安排了欢迎晚宴，同事们在轻松愉快的氛围中共进晚餐，管理层与员工之间的交流也更加亲近，拉近了彼此的距离。第2天，大家参观了普陀山上的几处著名祈福地点，包括普济寺、法雨寺、梵音洞和南海观音像。在虔诚的祝愿中，大家为自己、为团队、也为公司未来的发展送上了美好的祝福。最后一天，大家前往桃花岛游玩，在自然美景中放松身心。这趟旅程不仅让大家领略了文化与自然的魅力，也加深了彼此之间的了解与信任。3天的行程虽短，却让团队的凝聚力更进一步，也为新的一年打下了充满信心的基础。



## 德华“电影之夜”



员工福祉委员会于4月2日举办了一场电影之夜，为员工在工作一天后提供了放松和充电的机会。此次活动在Nex和Lot One的电影院同步举行，放映的是视觉效果震撼的动画大片《哪吒2》。员工的家属也受邀参与，使这场观影活动更显温馨。现场还提供了零食和饮料，让这场电影之夜不仅是一场娱乐活动，也是德华员工在工作场所之外，与家人和同事增进感情、放松身心、共度美好时光的宝贵机会。

“很棒的活动！电影很好看，很开心可以和家人同事一起看这部电影。”

陈再发  
高级品质检测员

“组织得很好，很有趣的一晚。谢谢大家的用心！”

黄迦勒  
业务资讯系统助理行政员



## 欢庆端午节

今年端午节，德华新加坡给全体员工派发粽子，庆祝这传统佳节。员工福祉委员会于5月26日在Pixel Red设立了临时服务点，供员工领取粽子；同时也安排将粽子送至位于卡尔和卓源路德华物流中心的同事。此次活动不仅为工作场所增添了温暖的文化气息和节日氛围，也促进了员工间的凝聚力和对传统文化的认同感。





## 为德华员工打造便捷健康体检服务



德华新加坡于4月7日和8日，分别在Pixel Red和位于卡尔的德华物流中心举办了移动健康体检活动，旨在提高员工健康服务。本次体检有多个检查站，涵盖了血压、胆固醇、血糖等基础的健康指标。通过将健康体检服务引入到工作现场，为员工提供了更加便捷的体检体验，体现了德华对员工福祉的承诺。



培训与发展

## 通过风险评估培训增强德华的安全文化



德华通过持续培训指定的风险评估主管，体现了我们对营造安全工作环境的决心。4月22和23日，风险评估主管参加了由CCIS主持的全面培训，学习了符合新加坡最新的工作场所安全与健康条规的相关知识和实用技能。

训不仅为风险评估主管提供识别危险、评估风险和实施管控措施的工具，也有助于提升工作场所安全水平。精益求精是德华的核心价值之一，因此，我们始终致力于打造更安全、更健康的工作环境，需要每一位员工的积极参与，共同维护集团的安全标准。

通过不断提升风险评估团队的技能水平，我们持续改进安全规章制度，为全体员工创造一个更健康、更安全的工作环境。此次培

集团员工通过参与海滩清洁活动，强化了对环保与职场整洁的个人责任意识。

