

2022 Annual Report

Adapting to
Changing Dynamics



SINGAPORE
LOGISTICS
ASSOCIATION



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About SLA



Established as “Singapore Freight Forwarders Association (SFFA)” in 1973, the Association was renamed “Singapore Logistics Association (SLA)” in 1999 to reflect the growth and broad spectrum of logistics activities carried out by its members. Today, SLA represents over 640 Singapore-registered logistics enterprises, and stays anchored in its unwavering mission to support and sustain a vibrant and thriving #SGLogistics ecosystem with active industry participation and collaborations with local and international partners.

Offering networking opportunities and a wide range of programmes to help members collaborate and be future-ready, SLA constantly reviews and explores forward-looking initiatives to help logistics companies implement business transformations to emerge stronger and ahead of competitors. To nurture a pipeline of global and future-ready logistics talents, The Logistics Academy (TLA), a wholly-owned subsidiary training arm of SLA was incorporated in 2010. TLA provides human capital development programmes as well as curated skills training courses empowering and deepening the skillsets of logisticians.

Chairman's Message



“冰冻三尺，
非一日之寒”

Simply translated, it takes time and patience to build capabilities and I hope we will be determined to stay the course in our transformation journeys so that the #SGLogistics community can continue our mission to enable industries, connect economies and improve people's lives.

Dave Ng
Chairman
Singapore Logistics Association

FACING UNCERTAINTIES IN AN UNCERTAIN WORLD

Dear Members,

When I look back at the past year, I can't help but think of the Chinese saying “一波未平，一波又起”. After two years of operating in the COVID-19 environment, we greeted 2022 with relief when Singapore and the world started to transit into a post-pandemic setting. However, this mood was quickly dampened as dark clouds gathered yet again as the world faced economic repercussions from the Russia and Ukraine war in February 2022 as well as the heightened tensions between US and China that intensified the struggles of rising costs. Arising from these conflicts, new supply chain shocks caused a ripple effect throughout the world and amidst ongoing challenges, and businesses had to face more uncertainties and escalating inflationary costs including record-high diesel and electricity prices.

Before the pandemic, digitalisation, e-commerce and re-shoring of production were re-shaping businesses and their logistics networks. New market opportunities coupled with growing demands for better visibility and flexible service standards were nudging logistics companies to automate and digitally connect with other stakeholders. COVID-19 further awakened industries and governments to new challenges in ensuring supply chain continuity in a tightly coupled global economy. We saw a hastening of efforts in reconfiguring supply chains to manage supply risks, buffering inventories to boost supply resilience, as well as closely tracking to mitigate disruptions in cargo movements. The logistics sector clearly had to further adapt to serve these complex requirements.

Chairman's Message

2022 SLA Membership and Financial Performance

Amidst the uncertainties and complex environment, the association welcomed 41 new members in 2022, expanding the SLA community to 640 companies, comprising 554 Ordinary Members, 22 Qualifying Members and 64 Associate Members by the end of the year. Together with my fellow council members, I would like to thank all members for your unwavering trust and continued support.

Financially, the Singapore Logistics Association (SLA) Group achieved a total income of S\$1,824,410 and a pre-tax surplus of S\$339,811 for the financial year ended 31 December 2022 (FY2022) which included higher income contributions from our subsidiary The Logistics Academy, an increase in memberships, continued government support, and sustained by an overall lower operating cost.

Rebranding #SGLogistics

During the COVID-19 pandemic, the logistics sector had diligently kept industries running and adjusted our operations frequently to cope with constraints such as shipping disruptions, reduced workforce, and heightened safety protocols. A united #SGLogistics community collaborated with one another and alongside the support from government agencies, unions, and the workforce, we were able to provide Singaporeans uninterrupted access to food, vaccines, and critical essentials that kept our lives as normal as possible. I salute our members and everyone in the community for their tireless efforts to make this possible!

COVID spotlighted the critical role of logistics, and it was timely that the association completed the industry rebranding project together with partners in 2022. We can now collectively use this **"#SGLogistics"** branding to exemplify our role as an "enabler of industries, connectors for economies and improving people's lives". Our new tagline **"#SGLogistics – We Orchestrate Every Move"** reflects how our industry has transformed from a traditional store-and-transport role to one which uses digital applications and control tower systems to meticulously plan, coordinate and manage simultaneous activities so that goods are stored and moved from door to door in the most optimal way.

With a refreshed brand story, we are now developing success stories with members to showcase how we have been orchestrating the logistics of MRT trains, aircraft engines, vaccines and medicines, industrial machineries and food supplies across borders. By telling these stories, we hope to highlight how lives, industries and economies are functioning smoothly with the concerted efforts of the dedicated teams of technologically-savvy and dynamic logisticians who orchestrate and enable seamless supply chains. I would like to encourage more members to come forward and work with the association to portray more of such stories for the benefit of the industry.

Chairman's Message

Strengthening Resilience to Face Uncertainties

In such uncertain times, the association will continue to work with stakeholders and help members strengthen core competencies and deepen resilience. We remain focused on helping members identify and incorporate digital technologies into our operations as well as level up our human capabilities with curated training programs.

With a growing push for Environmental, Social and Governance (ESG) practices to be incorporated in businesses, we expect this to have a lasting impact as increasing upstream customers are incorporating specific ESG compliances in their contracts. I am pleased that the association is collaborating with Enterprise Singapore and knowledge partners to set up a resource bank in the form of a microsite for green logistics practices. To be ready in the second half of 2023, members can tap on this and use the resources available to guide their ESG conversion and gain new competitive advantages

Finally, on an international front, we will continue to engage government agencies, foreign trade offices and partner trade associations and develop platforms for members to connect with potential business partners and tap on growth opportunities facilitated by free trade agreements such as the Regional Comprehensive Economic Partnership (RCEP) in overseas markets. Where practical, members can also capitalise on their Singapore base to provide specialised expertise for overseas partners to support the connectivity of their cargo flows through the Singapore air and sea hubs.

I would like to end with a reference to the saying “冰冻三尺，非一日之寒”. Simply translated, it takes time and patience to build capabilities and I hope we will be determined to stay the course in our transformation journeys so that the #SGLogistics community can continue our mission to enable industries, connect economies and improve people's lives.

#SGLogistics – We Orchestrate Every Move

Dave Ng
Chairman

CEO's Message



Singapore has emerged No.1 in a recently released 2023 Logistics Performance Index report by the World Bank which compares 139 countries worldwide, and this is a clear endorsement of the capabilities and competitiveness of Singapore and our logistics community. Let's continue our collaborations and "orchestrate every move" in global trade and supply chains."

Oh Bee Lock

CEO

Singapore Logistics Association



There was never a dull moment for the logistics sector in the past 2 years as we were kept busy adjusting our operations to ever-changing COVID-19 safe management measures. When we finally shifted gear and exited from the pandemic setting in Q3 2022, it was obvious that logistics was not returning to "business as-usual" any more.

Connecting with Members

With your continued support, the association was able to focus on the strategic thrusts that were laid out by the Council. Members are core to the work of the association and we deeply appreciate the many who take time to join our events, provided inputs for our advocacy work with agencies, and submitted ideas on how we can better serve our members. With the rebranding of #SGLogistics, we will continue our interactions with members to increase the awareness of our work and career opportunities to the general public.

CEO's Message

Advocating for the Growth of #SGLogistics

We increased our engagements with government agencies, participated in industry forums, contributed in dialogues with trade organisations, international and regional bodies, institutes of higher learning to highlight industry challenges, advocate policy support and seek practical solutions for the logistics sector. These included joining the MAS e-Payments Council 2.0, 2022/23 NWC Technical Committee, Advisory Committee for Platform Workers, Singapore Customs Advisory Council, Singapore Standards Council, ACCORD, Workplace Safety and Health Council (L&T) to name a few.

Beyond Singapore, our council members continued to be recognized and serve in senior positions at the International Federation of Freight Forwarders' Associations (FIATA) and ASEAN Federation of Forwarders Association (AFFA). In September 2022, I was honored to be invited by FIATA to speak on digitization while our council member Mr Thomas Sim spoke on human capability development at the FIATA HQ Meeting held in Busan.

Deepening Manpower Resilience and Human Capability

The new world requires our people to be versatile in both physical and digital skills. To attract new talent to take up careers in logistics, we rolled out stories featuring the activities of our members and their impact on the industries they serve on LinkedIn and Facebook. We have since garnered followings of over 3,000 and 534 respectively on both social media platforms.

The partnership with Yellow Ribbon Singapore gained momentum as 369 ex-offenders were successfully trained and awarded TLA's Certificates in Logistics Operations in 2022 – this provided them basic industry knowledge for smoother placements in logistics jobs under the Train-and-Place (TAP) program.

Cognizant of escalating manpower constraints faced by our members, a Council committee on manpower was formed and provided inputs to MOM, EnterpriseSG, NWC, SNEF and NTUC on topics such as Occupational Progressive Wage model for drivers & administrators, challenges and protection for platform workers, 2022/23 NWC discussions and recommendations, limits on foreign worker quota and long-term resilience challenges faced in hiring of Class 4 drivers.

We kept up dialogues with the Workplace Safety and Health Council (WSHC), PSA and Jurong Port on matters pertaining to workplace safety performance and port operations. A MOU was signed with the Singapore Institution of Safety Officers (SISO) to collaborate and improve safety awareness and standards. To promote workplace safety, SLA continued our support for the 2022 WSH Innovation Awards and WSH Awards for Supervisors (logistics and transportation) which was successfully concluded with active participation from 13 companies.

CEO's Message

Sustaining Digitisation

Technologies have fundamentally changed logistics processes and with new demands for better visibility, control and flexibility, we have to continue our efforts to digitise so that we remain agile and responsive to their needs. To sustain technology adoption, we partnered the Singapore Business Federation (SBF) to launch the Job Development Partners program for logistics. A full-time industry advisor is available to help our members identify priorities, relevant technologies and map out a plan for their business transformation. 9 companies have since benefitted from this program.

The association also inked a new partnership with SGTech which represents over 1,000 technology companies in Singapore, and worked with knowledge partners in addition to our existing collaborations with IMDA and Singapore Computer Society (SCS). Together with these partners and the increasing pool of Logtech members, we organised over 77 events benefiting 261 companies for updates and insights on industry trends, automated warehouse solutions, office automation, cyber security, cloud and shared services, electronic Bills of Lading and e-payments solutions. We will continue to look out for relevant technologies such as simulation, data analytics and fleet management to support our members' needs.

Harnessing Green Logistics for Green Supply Chains

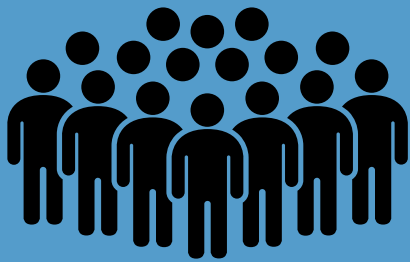
Emerging from COVID, governments accelerated action plans to tackle climate change. Singapore had launched the Singapore Green Plan 2030 in February 2021 and announced plans and regulations in 2022 to achieve net-zero emissions by 2050. More of our clients are already expecting ESG requirements to be embedded in green supply chains and logistics companies with eco-practices will be more competitive and have better chances to win contracts.

In view of this emerging need, we worked with EnterpriseSG and other knowledge partners to identify and provide toolkits and roadmaps for members with transport fleets and temperature-controlled warehouses so that they can appreciate the issues involved, available solutions and take practical steps to set up green logistics practices in their companies. Going forward, we will also provide opportunities for members to network and seek collaboration opportunities to innovate and create new green logistics products.

It has been an exciting journey and while the changing operating circumstances will bring about uncertainties, the #SGLogistics community is well positioned to seize new opportunities when we support one another and grow together. Singapore has emerged No.1 in a recently released 2023 Logistics Performance Index report by the World Bank which compares 139 countries worldwide, and this is a clear endorsement of the capabilities and competitiveness of Singapore and our logistics community. Let's continue our collaborations and "orchestrate every move" in global trade and supply chains.

Oh Bee Lock
Chief Executive Officer

2022 Achievement Highlights



640

Logistics Members



6 new collaborations
with industry knowledge
partners and trade
organisations,

Resulting in a total of 7
collaboration partners to
support SLA's expanded
range of activities for
members



Participated in over

77

local and
international industry
engagements and
dialogues

203

Successful intern placements
in partner companies



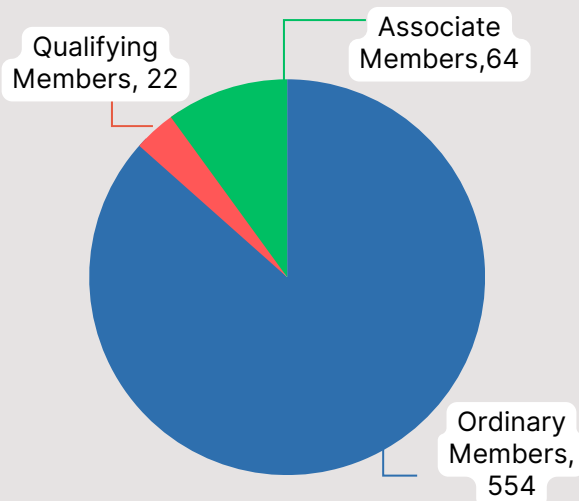
The background of the slide is a complex, abstract pattern of thin, intersecting blue lines that create a mesh-like structure. Overlaid on this pattern are several black, stylized human figures. These figures are simplified, with circular heads and rectangular bodies, and are positioned at various points within the blue line network, suggesting a network of people or a community.

Membership

Membership Profile

As at 31 December 2022, there were 640 members in SLA which reflected a net increase of 10 members compared with the same period ending 31 December 2021. A total of 41 new members had joined between January to December 2022, but the Association lost 31 members (as compared to 37 members in the same period in 2021) due to mergers and acquisitions and the ongoing COVID-19 situation also took a toll on some companies. There were 42 MTO Registry members as at 31 December 2022 compared with 41 members for the same period ending 31 December 2021.

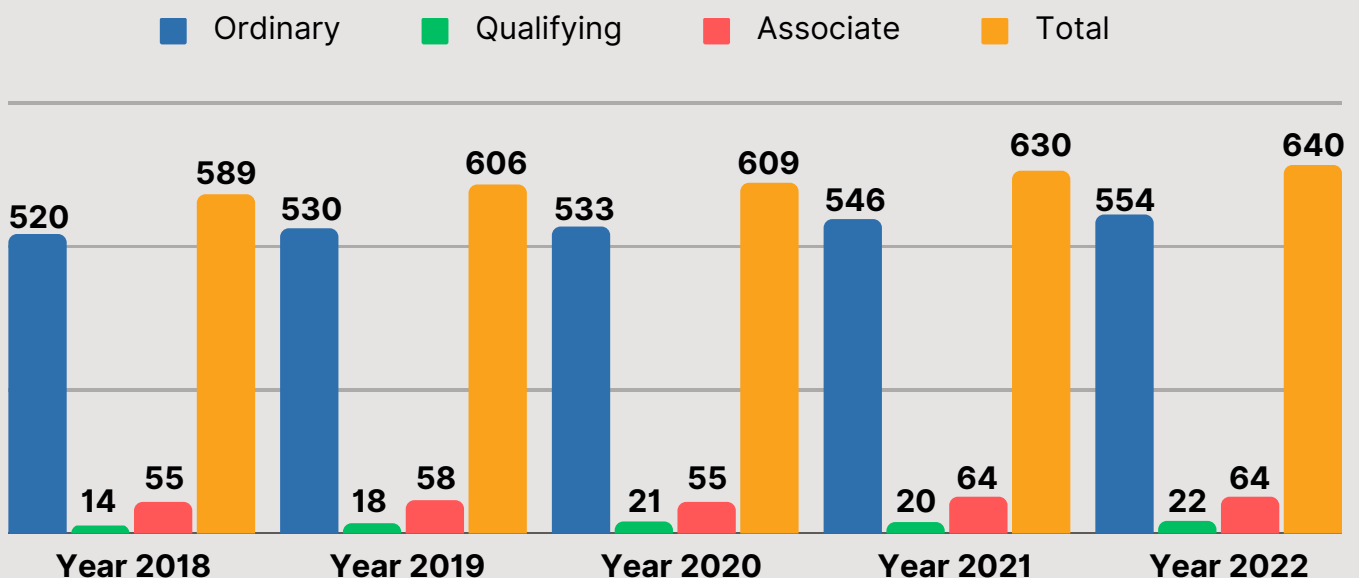
Membership Type



Membership Upgrades and Conversions

Type of membership upgrades / conversion	Total Number
Qualifying Membership to Ordinary Membership	6
Associate Membership to Ordinary Membership	1
Associate Membership to Qualifying Membership	0

Membership Growth





SLA's Leadership

Meet the Council



Gina Toh
First Dy Chairman
DAP Asia Pacific (S) Pte Ltd



Dave Ng
Chairman
Bok Seng Logistics Pte Ltd



Peter Lim
Second Dy Chairman
Lim Siang Huat Pte Ltd



Chan Hsien Hung
Dy Honorary Secretary
Yang Kee Logistics Pte Ltd



Gerry Tan
Honorary Secretary
Griffin Kinetic Pte Ltd



Andelyn Oh
Honorary Treasurer
Sin Chew Woodpaq Pte Ltd



Jimmy Ng
Dy Honorary Treasurer
YCH Global Logistics Pte Ltd

Meet the Council



Stanley Lim
Council Member
Addicon Logistics
Management (S) Pte Ltd



Ricky Loo
Council Member
CWT Pte Limited



Ken Ngan
Council Member
CK Shipping (S) Pte Ltd



Thomas Sim
Council Member
International Freight
Consultants (S) Pte Ltd



Poh Key Boon
Council Member
Poh Tiong Choon Logistics Ltd



Winston Khoo
Council Member
Quickfo Logistics Pte Ltd



Gideon Lam
Council Member
Shalom International Movers Pte Ltd

Organisation Structure



Board of Trustees

In 1992, the Association purchased a commercial property located at 153B Goldhill Centre. Since then, this immovable property was vested and held in trust for the Association by the appointed Board of Trustees (Board) as follows :

- Mr Ng Wee Peng (Dave) – Chairman
- Mr Tan Yue Boon Gerry – Honorary Secretary
- Mr Stanley Lim – Council Member
- Mr Poh Key Boon – Council Member

Industry Representations

INSTITUTES OF HIGHER LEARNING <ul style="list-style-type: none"> • ITE-Technical Committee (Work-Learn Technical Diploma in Logistics & Supply Chain Management) • ITE-Business & Service Academic Advisory Committee • Ngee Ann Polytechnic - Business & Accountancy Advisory Committee (Ngee Ann Polytechnic Council) • Governing Board, NUS Centre of Excellence in Modelling & Simulation for Next Generation Ports • Republic Polytechnic - Centre of Innovation for Supply Chain Management Advisory Committee • Singapore Polytechnic Maritime Industry Advisory Committee • Singapore University of Social Sciences - Advisory Panel for the Logistics and Supply Chain Management Programme 	<ul style="list-style-type: none"> • Mr Gerry Tan • Mr Gerry Tan • Mr Thomas Sim • Mr Oh Bee Lock • Mr Gerry Tan • Mr Oh Bee Lock • Mr Stanley Lim
MINISTRY OF DEFENCE <ul style="list-style-type: none"> • Advisory Council on Community Relations in Defence (ACCORD) 	<ul style="list-style-type: none"> • Mr Thomas Sim
MINISTRY OF FINANCE <ul style="list-style-type: none"> • Customs Advisory Council • IRAS Taxpayer Feedback Panel • MAS ePayment Council 	<ul style="list-style-type: none"> • Mr Dave Ng • Ms Andelyn Oh • Mr Peter Lim, Mr Oh Bee Lock
MINISTRY OF MANPOWER <ul style="list-style-type: none"> • Industry Resource Panel for Advisory Committee on Platform Workers • Industry Dialogue with MOM & NTUC on Occupational Wage Model for Drivers 	<ul style="list-style-type: none"> • Ms Gina Toh • Mr Peter Lim, Mr Gerry Tan, Mr Chan Hsien Hung
MINISTRY OF TRADE & INDUSTRY <ul style="list-style-type: none"> • EDB - Future Economy Council - Trade & Connectivity Sub-Committee • Singapore Standards Council - Trade & Connectivity Standards Council • Technical Committee on Logistics and Working Group on Last Mile Delivery Guidelines for Parcels (Trade & Connectivity Standards Committee) • Technical Committee on Supply and Delivery of Medication • Working Group on Sustainable Packaging • National Mirror Working Group for ISO/TC 315 Cold Chain Logistics • Singapore Accreditation Council - SS668 Cold Chain Committee • Singapore - Zhejiang Economic & Trade Council 	<ul style="list-style-type: none"> • Mr Dave Ng • Mr Dave Ng • Ms Gina Toh • Mr Gerry Tan • Mr Gideon Lam • Mr Jimmy Ng • Mr Peter Lim • Mr Dave Ng

Industry Representations

MINISTRY OF TRANSPORT <ul style="list-style-type: none">• Governing Council, Singapore Maritime Institute• National Transit Transport Coordinating Committee	<ul style="list-style-type: none">• Mr Oh Bee Lock• Mr Stanley Lim, Mr Thomas Sim
SINGAPORE BUSINESS FEDERATION <ul style="list-style-type: none">• Small and Medium Enterprises Committee	<ul style="list-style-type: none">• Mr Stanley Lim
WORKPLACE SAFETY & HEALTH COUNCIL <ul style="list-style-type: none">• WSH Council (Logistics and Transport) Committee• WSH Council (National Work at Heights Safety)• Workplace Health Committee• Tripartite Oversight Committee on Workplace Safety and Health (Sub-Committee 1 - Bringing Holistic Health and Safety Initiatives to Workers in High Risk Industries)• WSH Workgroup on Guidelines on Safe Loading on Vehicles	<ul style="list-style-type: none">• Mr Dave Ng, Mr Poh Key Boon• Mr Chan Hsien Hung• Ms Andelyn Oh• Ms Andelyn Oh • Mr Chan Hsien Hung

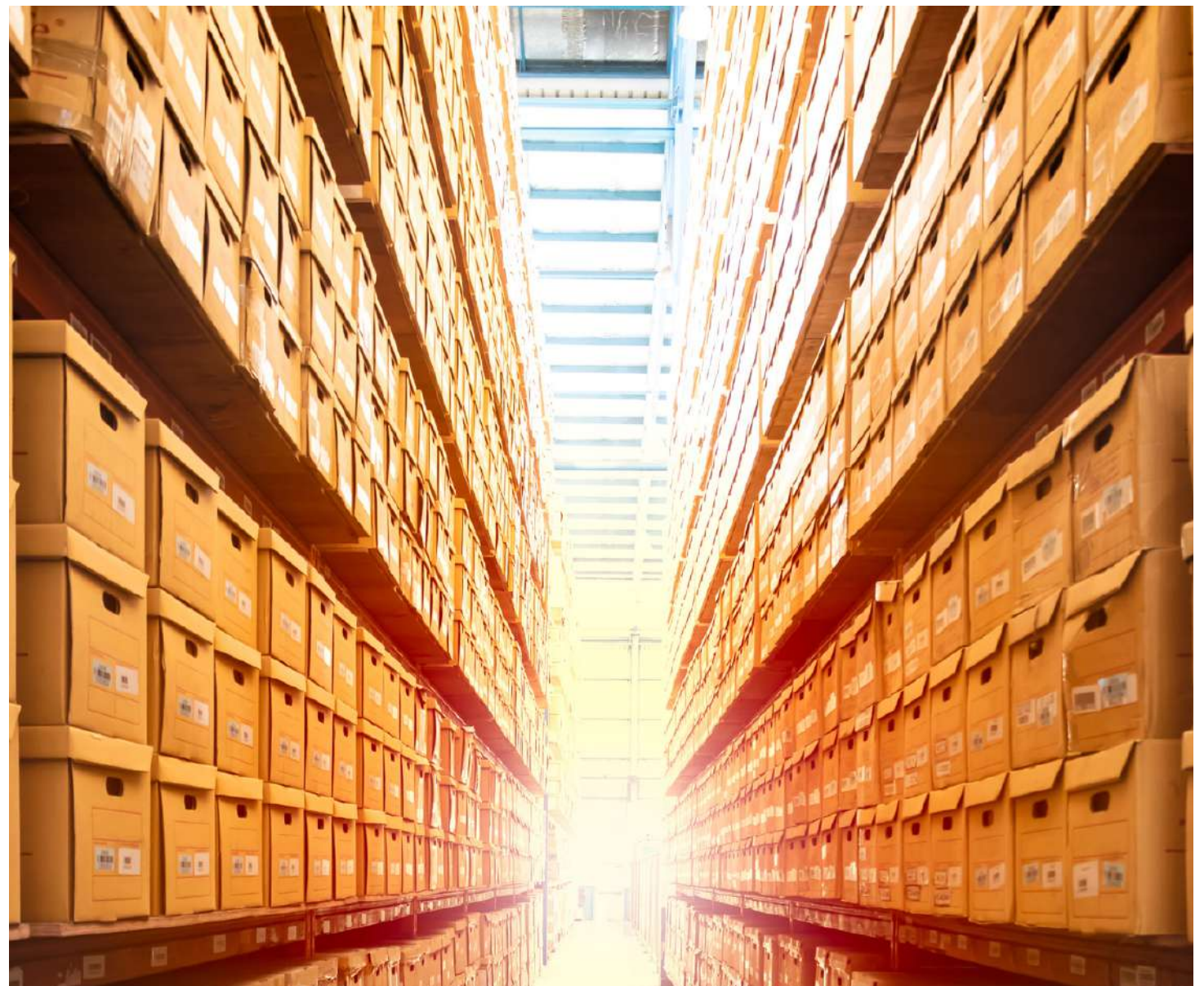
SLA Legal Counsel

The Association re-appointed Ms Wendy Tan from Morgan Lewis Stamford LLC as Legal Counsel for another 2 years.

Business Continuity and Accreditation

Miss Ng Soo Hua, our long-serving Executive Director, retired from the Association in September 2022. The Association extended its gratitude and deepest appreciation to her dedicated services. Mr Eddie Lim, an industry veteran with diverse experience in global logistics roles, joined the Association as our new Executive Director in June 2022.

To ensure we continue to provide our members with high service standards, the ISO 9001:2015 annual audit for SLA and TLA was successfully completed on 1 September 2022, and the Auditors LRQA (Lloyd's Register) concluded that both SLA and TLA had maintained and met the requirements of the Quality Management systems for ISO 9001:2015. This is the Association's 20th year of ISO certification in maintaining its process excellence.



SLA Highlights & Industry Efforts



The 48th Annual General Meeting

The 48th Annual General Meeting (AGM) was held at The Chevrans on 26 May 2022. 34 Ordinary Member Representatives, 20 observers, as well as SLA's Legal Counsel from Morgan Lewis Stamford LLC and SLA's Auditors from PKF-CAP LLP were present during the meeting. Mr Dave Ng, Chairman of the Association presided over the meeting, and through proxy and with a simple majority, the meeting approved the following:

- Minutes of the 47th AGM held on 28 May 2021
- Report of the Council for the Year 2021 and SLA Group Financial Statements for the Year Ended 31 December 2021
- Appointment of PKF-CAP LLP as Auditors until the next AGM
- Election of Council Members for a 2-year term (2022 and 2023)





Internationalisation Highlights

In the past year, SLA had actively participated in over **21** international dialogues and engagements with various overseas associations and key stakeholders.

Unlocking RCEP Benefits for the Logistic Sector

Designed for the logistics community, SLA and Singapore Business Federation (SBF) co-organised a webinar titled "Unlocking the Benefits of RCEP for the Logistics Sector" on 2 August 2022. This webinar aimed to share how the RCEP Agreement can facilitate intra-ASEAN trade and promote free flow of goods that increase integration, cohesion, innovation and connectivity.



The Regional Comprehensive Economic Partnership (RCEP) is the world's largest Free Trade Agreement between the 10 members of ASEAN and its 5 FTA partners - Australia, China, Japan, New Zealand and Republic of Korea. It entered into force on 1 January 2022 and covers 2.3 billion people or 30% of the world's population, and accounts for US\$12.7 trillion or over a quarter of global trade in goods and services.

FIATA World Conference

Representing the Singapore forwarding community, both SAAA@Singapore and SLA are Association Members of FIATA - the International Federation of Freight Forwarders Associations, which is a non-governmental and membership-based organisation for freight forwarders from 150 countries. SLA Council members continued our long tradition to serve on the FIATA leadership and Committees with Mr Thomas Sim holding the appointment of Senior Vice President and Mr Stanley Lim represented at the FIATA Foundation.



Throughout the year in 2022, the Association actively participated in numerous virtual meetings organised by FIATA to deliberate on issues pertaining to multimodal transport and international freight forwarding.

The 59th FIATA World Congress (FWC) 2022 was held in Busan, the Republic of Korea, from 11-16 September 2022. It was the first time in two years that a physical meeting was held with the theme "Uniting for Global Solutions". Hosted by KIFFA (Korean International Freight Forwarders Association) and attended by FIATA members worldwide, the participants were presented with networking opportunities over dialogues, regional meetings, presentations by domain experts and Korean cultural performances. In recognition of Singapore's and SLA's standing on industry subject matters, SLA Council member Mr Thomas Sim and CEO Mr Oh Bee Lock were invited by FIATA to speak at the FWC.

FIATA also rolled-out the paperless FIATA Bill of Lading and announced the 2022 Young Logistics Professionals (YLP) Awards regional winners, with an award ceremony taking place at the Closing Ceremony. FIATA Director General, Dr Stéphane Graber, shared his congratulations to the four regional winners. The YLP Award is of utmost importance for FIATA, it aims at developing the youth's interest in the industry but also the soft skills that are crucial in the daily work of our demanding sector.

SLA Represents Singapore at AFFA's 32st AGM

SLA is a founding member of the ASEAN Federation of Forwarders Associations (AFFA), a regional organisation comprising national logistics and freight forwarding associations in the 10 Southeast Asian member-states. AFFA promotes freight forwarding through inter-governmental cooperation

The theme for the 32nd AFFA Annual General Meeting and Conference was "Boosting Economics and Logistics Industry within ASEAN and ASIA Region in Post Pandemic Era Through Transformation".



This year's AGM also marked the setting up of a new Sustainability and Digitalisation Working Group with the aim to drive greater awareness in Environmental, Sustainability and Governance (ESG) spaces that could disrupt logistics businesses and provide guidance to future-proof logistics services and build new value-differentiators for AFFA members. SLA council members Mr Stanley Lim was re-elected as Honorary Secretary for AFFA while Mr. Peter Lim was elected as Vice-Chairman for the Sustainability chapter.

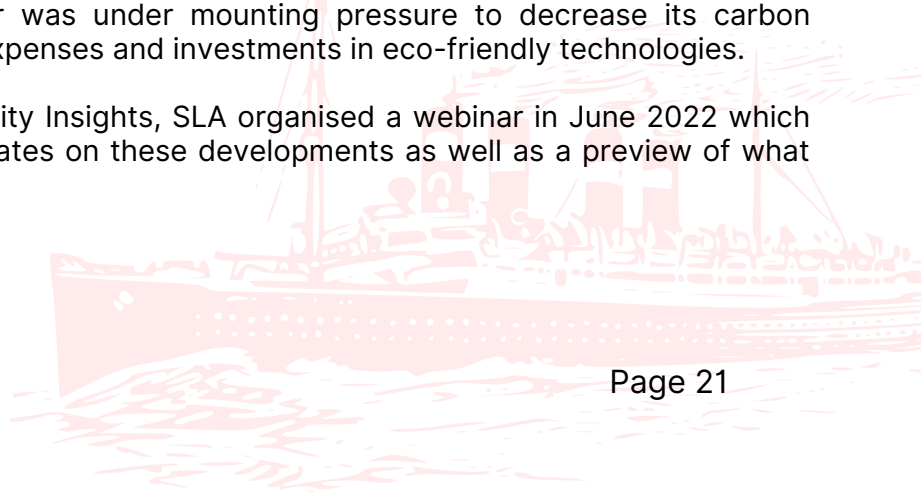


Multimodal Transport Highlights

Container Shipping Outlook Amidst Global Supply Chain Disruptions

Many were aware that the container shipping industry faced a plethora of unexpected challenges in 2022. Global supply chain disruptions continued due to sporadic port and multimodal congestions caused by the continued COVID pandemic, geo-political tensions and the Russian-Ukraine conflict. Moreover, the container shipping sector was under mounting pressure to decrease its carbon footprint, which necessitated additional expenses and investments in eco-friendly technologies.

In collaboration with S&P Global Commodity Insights, SLA organised a webinar in June 2022 which attracted 150 participants to provide updates on these developments as well as a preview of what to expect in container freight rates.





Land Based and Urban Logistics Highlights

Logistics Transport & Safety Centric Events

Through sharing of latest technologies, best practices and case studies, SLA organised a series of events focusing on improving productivity, cost-effectiveness, real-time visibility, sustainability, and safety to help members to keep abreast of the latest trends to stay updated of the changing landscape. In 2022, we organised and supported the following:



Safety Time-Out (STO) Forum 2022

The number of workplace fatal accidents was on the rise and in April 2022 alone, it was more than double the average pre-Covid level. SLA supported the WSHC's call on our companies to conduct a Safety Time Out (STO). On 19 May 2022 and in collaboration with the Ministry of Manpower (MOM), WSHC, Roofing Association Singapore, Singapore Contractors Association Limited, SLA conducted an online STO Forum that featured presentations on preliminary findings of recent fatal accidents, the safe use of equipment like forklifts and ladders, as well as good practices when working around fragile surfaces.



Real-life Insights into Fleet Electrification

Industry experts shared how electric commercial vehicles can help logistics businesses adopt green practices with reduced maintenance and lower fuel costs. Our companies had the first hand opportunity to test drive a electric van.



"Drive Safe" Campaign

To promote safe driving, SLA supported the distribution of the "Drive Safe" vehicle decals to heavy vehicles drivers.

Target Zero Falls Forum

On 14 July 2022, over 800 people, including representatives from various companies and registered workplace safety and health (WSH) officers gathered at the Devan Nair for a forum which focused on Slips, Trips and Falls. Organised by the WSH Council, the one-day forum featured presentations from industry experts on best practices related to working at heights, which include working on fragile surfaces, ladders and roofs. Mr Chan Hsien Hung, SLA Deputy Honorary Secretary gave a presentation on 'Take Action Against Slips, Trips and Falls with 5S'.

WSH Innovation Awards and Award for Supervisors for the Logistics and Transport Sector 2022

The annual Workplace Safety and Health (WSH) Awards recognises companies that have implemented sound safety and health management systems, and went to extraordinary lengths to safeguard their employees and contractors across all their worksites. SLA and WSHC jointly organised the WSH Innovation Awards and WSH Awards for Supervisors for the Logistics and Transport (L&T) Sector, two categories of the WSH Awards 2022.



The results for the WSH Innovation Awards 2022 for L&T Sector are:

GOLD

- Keppel Logistics Pte Ltd – DPX, System for Collision Avoidance and Pedestrian Detection (SCAPED)
- PSA Corporation Ltd – PSASG, Automated handling of hauliers and IGH PMs with video analytics in PPT4-6

SILVER

- PSA Corporation Ltd – P456QC Spreader Team, INDR
- SATS Airport Services Pte Ltd – SATS Apron Ramp, Safe Geofencing@Aircraft Stands
- Jurong Port Pte Ltd – Customised Multi-functional 50 Ton Forklift

BRONZE

- SMRT Buses Ltd – Team Kranji Depot, Data Driven Contact Tracing Protocol for Covid-19 Clusters in Depots & Interchanges
- SMRT Trains Ltd – Circle Line Field Services and Control, Project Eagle
- SMRT Trains Ltd – Depot Equipment Maintenance Team, Component Service Center, Fall Prevention Systems for 2.3m WAH at TWD Underfloor Wheel Lathe

The results for the WSH Awards for Supervisors for L&T Sector were:

- Jurong Port Pte Ltd – Sebastian Koh Chee Yang
- SG Integrated Pte Ltd – Joey Mariam Sim
- SMRT TEL Pte Ltd – Wong Joo Kit

Safety Conscious Drivers Lauded at the PSA HSSE Launch 2022

Nine winners from the logistics sector received the PSA Safety Conscious Drivers Awards in January 2022, which recognised drivers' good safety and driving practices on Singapore roads and within PSA's compounds.

Each awardee received a S\$200 voucher, sponsored by SLA, Container Depot and Logistics Association (Singapore) and Singapore Transport Association.



- [SLA Member] SG Integrated Pte Ltd – Suhairil Bin Sunari
- [SLA Member] Rong De Distribution Pte Ltd – Selva Kumar Munusamy
- [SLA Member] Aw Transport & Warehousing Pte Ltd – Min Naing Soe
- Likok Logistics Pte Ltd - Oh Cheng Huat
- Teo Cheng Tee (Cargoport Pte Ltd)
- Chuan Li Container Pte Ltd - Shanmugam Suriya Kumar
- Land-Way Container Services Pte Ltd - Po Eng Hwa
- CST Container Services Pte Ltd - Musa bin Ismail
- Xin Transport (S) Pte Ltd - Jiang ShuangXi



Digitisation and Green Supply Chain Highlights

The Association extended our collaboration with the Singapore Computer System (SCS).

Joint events on a wide range of topics including managing cybersecurity risks, best practices in IT security, managing change and challenges in a multi-polarised world and use of cloud services were organised for both SCS and SLA members to interact and share notes on challenges and solutions available for businesses and professionals in the current economic climate.



SLA also continued to support a number of relevant logistics events including MOVE Last Mile 2022, IOT Asia+ 2022 for Transport & Logistics, Supply Chain Asia Forum 2022 and PIER71 Smart Port Challenge to provide our members privileged access to these conferences



To enable our members to continue with practical digitisation of their operations, the Association also organised events on warehouse automation, digital ePayment solutions, RPA of office tasks and inventory management as well as digital solutions for managing office claims. To give more customised help to members, SLA also partnered with SBF to launch the Job Development Program for logistics companies and a full-time industry transformation advisor was allocated for SLA members to tap on.

With the growing demands for green supply chains, SLA worked with industry knowledge partners to bring about awareness of the benefits of electric vehicles including options and comparison case studies to help logistics businesses convert to green vehicles and save maintenance and fuel costs. Industry dialogues on the changes and opportunities, support and resources required for SMEs to start their green energy transformation were also jointly held with SBF, CDAS and STA.

An evening networking session for Logtech companies who are Associate Members of SLA was organised in November 2022 where more than 20 member representatives were able to interact and discuss common industry pain points and their digital solutions.



Human Capital Development

The Human Capital Development Committee (HCDC) was set up by SLA to co-create with and leverage capability-building ecosystems to develop competencies, in line with Singapore's SkillsFuture mission, as well as to prepare our workforce to be future-ready. The HCDC coordinates with TLA to offer quality training that meets international standards and secure recognition and accreditation from relevant authorities for its training programmes, as well as promote initiatives on talent attraction and retention.

Chairman	
Mr Thomas Sim	Group CEO, International Freight Consultants (S) Pte Ltd
Deputy Chairman	
Mr Max Ee	Principal Consultant & Director, SCMi Group LLP
Members	
Mr Stanley Lim	Director, Agency Development Addicon Logistics Management (S) Pte Ltd
Ms Jennifer Tan	General Manager, HR, Keppel T & T
Mr Bill Chua	Consultant
Mr Fabian Wang	Consultant
Dr Ong Geok Quee	Senior Consultant, Lawson Consulting Services
Mr Lee Ker Ching	Regional Director, Log & SEA Supply Chain, Alcon
Mr Gerry Tan	Managing Director, Griffin Kinetic Pte Ltd
Mr Chan Hsien Hung	General Manager, Yang Kee Logistics Pte Ltd

Global Ready Talent Programme (GRT)

The Association was re-appointed by Enterprise Singapore (ESG) as a GRT programme partner to facilitate the placement of interns with logistics companies, and also to evaluate companies who wish to participate in the GRT - Local and Overseas internships for IHL students.

As part of SLA outreach to IHL students, a learning journey was held in conjunction with the Supply Chain Challenge++ Open House. The mentor companies namely Germaxco Shipping Agencies Pte Ltd, Global Airfreight International Pte Ltd and SFS Global Logistics Pte Ltd hosted the students from the 5 local polytechnics and ITE at their premises. A total of 123 students attended the Open House physically from 4 to 9 May 2022. They gained insights into the on-site logistics operations that were ongoing during their visits.

More than 160 students from IHL and ITE attended the GRT webinar on “Technologies Driving Changes in Logistics” organised by SLA on 24 August 2022. Interesting insights were shared by industry practitioners with a view to attract young talents to explore internship and career opportunities in logistics. Students were informed on how logistics companies leverage on technology and digitalisation to manage Supply Chain Control Towers and how autonomous solutions address logistics challenges. ITE lecturers co-ordinated the webinar session for their students on-site. The lecturers and students found the content relevant and beneficial for their understanding of the logistics industry.



2022 Supply Chain Challenge++ (SCC++)

"Building Sustainable Supply Chains through ESG Initiatives" was the theme for the 10th Anniversary edition of SCC++ which was launched virtually on 28 April 2022.

The launch was graced by Mr Dave Ng – SLA Chairman and Professor Cheong Hee Kiat, President of the Singapore University of Social Sciences



250 guests from logistics industry, academia and students from 5 polytechnics and ITE were present at the virtual platform to witness the celebration of the SCC++ 10th anniversary which served its purposeful mission to bridge young talents with experienced industry mentor companies. For the first time, SCC++ 2022's theme focused on helping the industry build sustainable supply chains through environmental, social and governance (ESG) initiatives that eventually helps to lower the ecological footprint of the sector's operations and activities, such as CO2 emissions, noise pollution, and accidents.

This provided opportunities for students to learn about the latest trends in logistics sustainability while learning and co-creating practical and innovative solutions with the three mentor companies, namely:

- Germaxco Shipping Agencies Pte Ltd – Mr Joseph Ow, Sales Director
- Global Airfreight International Pte Ltd – Mr Goh Wee Yaw, Chief Operating Officer
- SFS Global Logistics Pte Ltd – Mr Roger Chew, Managing Director



More than 170 SLA Council members, SLA members and business associates as well as the SUSS academia team, IHL lecturers and students were present to give support to the Finals which was held physically after a 2-year hiatus at the SUSS premises. The panel of judges comprised subject matter experts from SLA and SUSS who gave the teams opportunities to explain and clarify their entries at the "live" event:

- Mr Gerry Tan, Honorary Secretary of Singapore Logistics Association
- Ms Andelyn Oh, Honorary Treasurer of Singapore Logistics Association
- Mr Chee Wai Meng, Head, Procurement Minor, School of Business, SUSS
- Dr Zhao Qitong Lecturer, Logistics and Supply Chain Management Programme, School of Business, SUSS

Heartiest congratulations to the winners:

CHAMPION

Team: Powerpuff Rangers from Nanyang Polytechnic
Mentor company: SFS Global Logistics P L

1ST RUNNER UP

Team: Team Novus from Nanyang Polytechnic
Mentor company: Germaxco Shipping Agencies P L

2ND RUNNER UP

Team: Team JJG-Champion from Nanyang Polytechnic
Mentor company: Global Airfreight International P L



Not only did they walk away with cash prizes, the team members also qualified for a conditional offer of admission into the SUSS full-time degree programme – the Bachelor of Science in Supply Chain Management with Minor.

Special thanks to:

- Singapore University of Social Sciences
- Global Airfreight International Pte Ltd
- Germaxco Shipping Agencies Pte Ltd
- SFS Global Logistics Pte Ltd
- Singapore Polytechnic
- Ngee Ann Polytechnic
- Nanyang Polytechnic
- Temasek Polytechnic
- Republic Polytechnic
- Institute of Technical Education
- Mr Tan Eng Soon – SCC++ Lead Co-ordinator
- Mr Thomas Chee – SCC++ Qualifying Judge panelist

Representing Logistics Sector to Attract Talent at the South West Community Job Fair

SLA supported and represented the logistics sector at the South West Community Job Fair on 29 to 30 July 2022 at Ayer Rajah CC and 19 Oct 2022 at Bukit Batok CC.

SLA and 9 other TACs joined the Mayor of South West District, Ms Low Yen Ling and members of the South West Community Development Council to kickstart the SkillsFuture Network@South West on 23 Jul 2022. Minister for Trade and Industry, Mr Gan Kim Yong kicked off the symbolic ceremony held at the Devan Nair Institute and also visited the job booths which were set up for job seekers. Amongst the booth participants were SLA members such as ST Logistics Pte Ltd, Geodis Singapore Pte Ltd and LF Logistics Services Pte Ltd.



Collaborations to Enhance Human Capability Development

1. Confederation of Indian Industry – Institute of Logistics (CII-IL)

Following the successful inaugural course intake of the International Professional Certification programmes with CII-IL in February 2021, TLA conducted a subsequent course intake from 31 October 2022 to 4 November 2022. A group of 30 logistics professionals from logistics and manufacturing companies attended the 5-day online programme on “Digital Supply Chain Transformation”.

An e-forum on “How to Achieve Digitalisation Leadership in a post-COVID-19 Era?” kickstarted the 5-day training programme. The panellist consisted of industry experts from India and Singapore. The interactive session was moderated by Mr Thomas Chee. He is the Director of Business Development for an AI and IT company, and a Consultant and Trainer for a Consulting and Training company for Logistics and Supply Chain. The collaboration was made possible with the introduction and support from the Ministry of Trade and Industry's Singapore-India Partnership Office.

2. Ministry of Defence

SkillsFuture@National Service (SF@NS)

SkillsFuture@National Service (SF@NS) is part of the Ministry of Defence (MINDEF)'s and Ministry of Home Affairs (MHA)'s efforts to recognise our Full-time National Servicemen (NSFs) contributions to the defence and security of Singapore and facilitate their transition to pursue employment and further studies after full-time NS.

TLA is one of the training institutions that offers a comprehensive range of training programmes in the learning platform.

Inaugural SF@NS Fair

On 20 and 21 September 2022, TLA participated in the inaugural SF@NS Fair which was attended by about 5,000 full-time NSFs. The event was graced by both Mr Heng Chee How, Senior Minister of State for Defence and Associate Professor Dr Muhammad Faishal Ibrahim, Minister of State, Ministry of Home Affairs and Ministry of National Development.

The 2nd run of the SkillsFuture@NS (SF@NS) Fair, jointly organised by MINDEF, MHA, NTUC LearningHub and Employment & Employability Institute (e2i), was held on 7 December 2022 at the Suntec Convention & Exhibition Centre. The fair was attended by about 5,000 full-time NSFs who would be completing their national service between January to March 2023, and would either pursue further studies or be ready to join the workforce. Again, TLA participated in the Fair and promoted its comprehensive range of training programmes.

3. SG Enable

SLA member companies participated in the SG Enable Virtual Career Fair 2022 from 25 April to 8 May 2022. The online career fair aimed to explore career opportunities in logistics with employers who are open to hiring persons with disabilities. Participating employers can post job vacancies and interact with jobseekers.

4. Singapore University of Social Science (SUSS)

Mr Oh Bee Lock represented SLA at the SUSS Alumni and Industry Lunch hosted by SUSS Provost Professor Robbie Goh on 24 August 2022. Professor Goh shared a series of impending changes to SUSS' degree program structures, with the objective to improve students' experiential learning experience and to further enhance the continual learning components for graduates in their career development.

5. Tripartite MOU – TLA, SUSS and TT SKILL

TLA marked a new milestone with the signing of the tripartite MOU on 10 June 2022 together with the Singapore University of Social Sciences (SUSS) and India's TT Logistics Skill Development Private Ltd (TT SKILL). This MOU kickstarted the development and conduct of a logistics and supply chain management training programme for the logistics manpower in India. TT SKILL is part of the Chennai-headquartered TT Group with business interests in diverse fields such as logistics management, insurance, aviation logistics, hotel and tourism. Since August 2021, both India's Ministry of Civil Aviation and Singapore's Ministry of Trade and Industry, through its Singapore-India Partnership Office (SIPO), have been facilitating this government-to-government initiative.

The scope of the MOU covers the joint development and delivery of three courses on logistics and supply chain management tailored for the aviation industry, in association with Rajiv Gandhi National Aviation University (RGNAU) and TT SKILL. RGNAU is a central university under India's Ministry of Civil Aviation.

6. Workforce Singapore

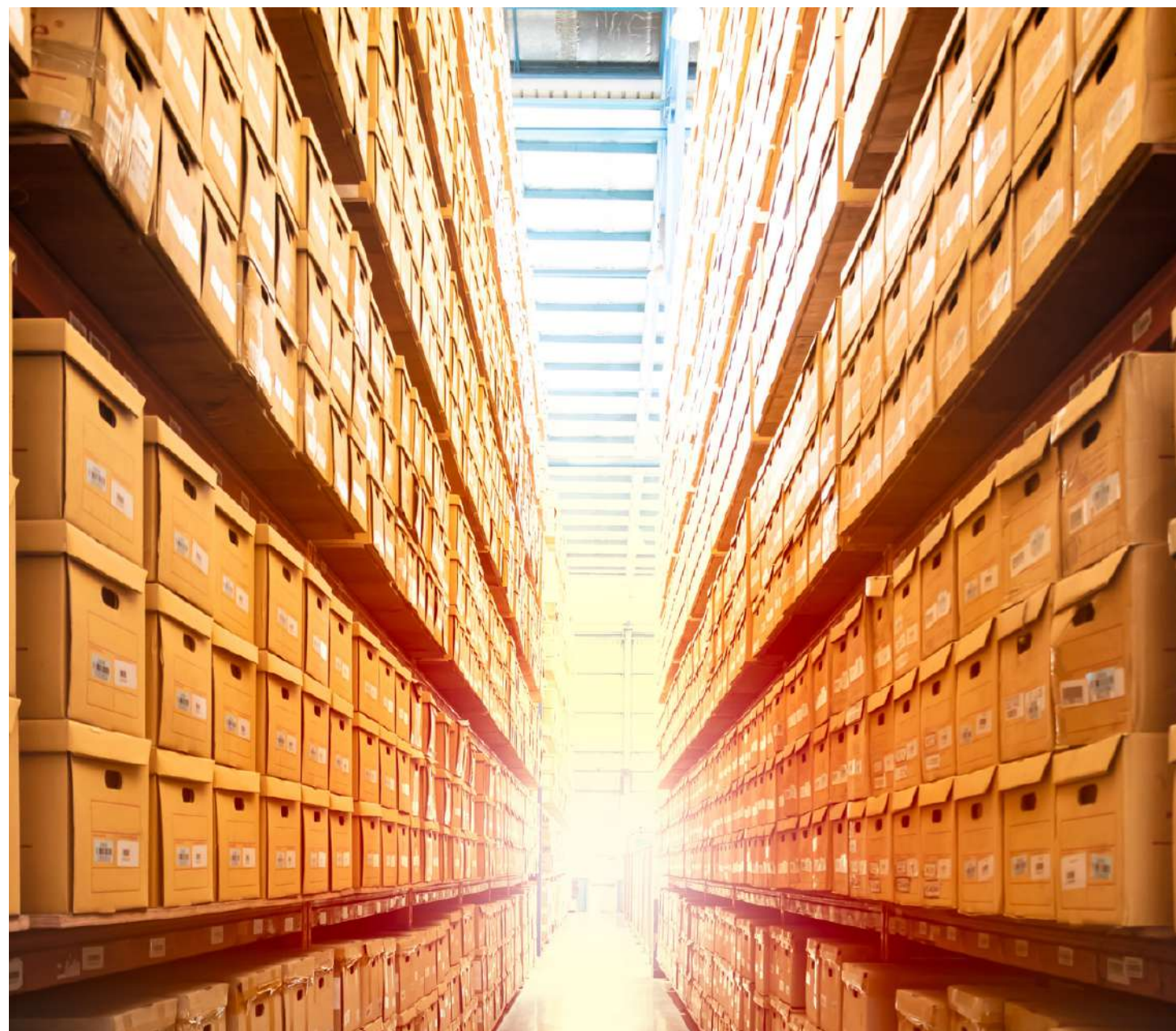
Members were briefed at the joint SLA-WSG webinar on the latest government grants and support measures to guide them in accelerating digitalisation and to promote job creation and talent development on 9 April 2022. The government grants and support included the Career Conversion Programme, SGUnited Mid-Career Pathway Programme, Industry 4.0 Human Capital Initiative, Support for Job Redesign under the Productivity Solutions Grant and Capability Transfer Programme.

7. Yellow Ribbon Singapore (YRSG)

Following the MOU signed with YRSG on 23 August 2021 to partner and build a more inclusive Singapore for the logistics sector, TLA had been conducting a specially curated training curriculum at the Changi Prison Complex. 383 inmates were trained and awarded the Certificate in Logistics Operations in 2022. GROW Movement is an additional initiative proposed by YRSG to encourage and support ex-offenders who have obtained the TLA CLP certificate to take up diploma courses.

8. Zhenghua Secondary School

To nurture young talents, SLA was invited to Zhenghua Secondary School on 9 March 2022 to share about careers in the logistics industry. Ms Samantha Sim from International Freight Consultants (S) Pte Ltd and Mrs Chua Li Tzer, Deputy Director (Corporate Services and Human Capital Development), represented the Association at the sharing session. Insights into promising career opportunities in logistics and various academic paths available after secondary school were provided to the attending students.



The Logistics Academy

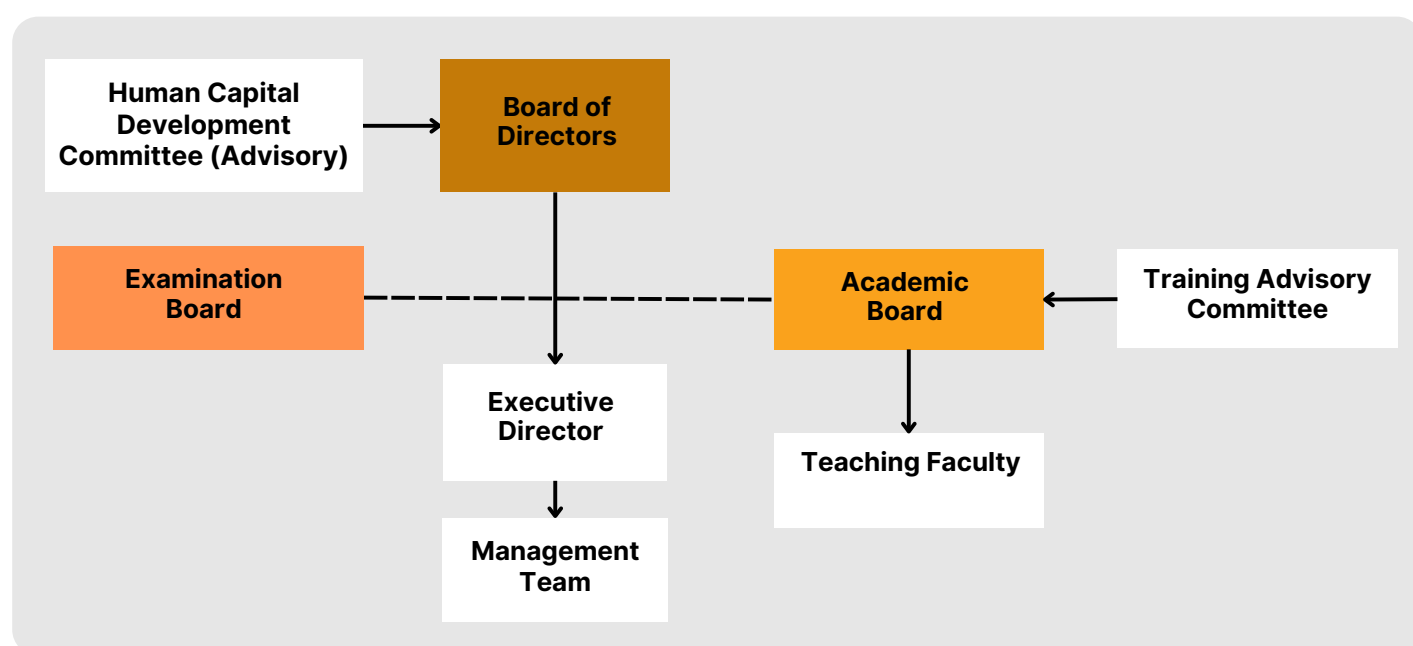


The Logistics Academy (TLA)



To nurture a pipeline of global and future-ready logistics talents for the industry, TLA, a wholly owned subsidiary training arm of SLA, was incorporated in 2010 to provide human capital management and skills development courses to empower and deepen the skills of the workforce for the logistics sector. **Scan to find out more.**

Organisation Structure



Board of Directors

- Mr Thomas Sim Chairman, SLA Human Capital Development Committee (HCDC)
- Mr Dave Ng Chairman, SLA
- Mr Stanley Lim Council Member, SLA
- Mr Max Ee Deputy Chairman, SLA HCDC
- Ms Ng Soo Hwa Director (Projects), SLA (Date of Resignation: 8 September 2022)

Academic Board

- Chairman Mr Thomas Sim – Director, TLA
- Members Ms Ng Soo Hwa – Director, TLA (Date of Resignation: 08 September 2022)
- Ms Jennifer Tan – Member, SLA HCDC
- Mrs Chua Li Tzer – Deputy Director (Corporate Services & Human Capital Development), SLA

Examination Board

- Chairman Mr Bill Chua – Member, SLA HCDC
- Members Mr Stanley Lim – Director, TLA
- Dr Ong Geok Quee – Lecturer, TLA
- Ms Pek Siew Eng – Lecturer, TLA

Training Advisory Committee

TLA is guided by the valuable inputs of the Training Advisory Committee (TAC) on industry trends and developments for curriculum standards and syllabi training of skilled manpower. Under the Chairmanship of Associate Professor Tan Yan Weng – Head (Logistics & Supply Chain Management Program), School of Business, Singapore University of Social Sciences, the members comprised of industry practitioners.

The Committee met on 13 September 2022 to review the existing training programmes offered by the Academy and also provided guidance and suggestions on new focus areas which are in line with emerging industry needs.

Chairman	
Associate Professor Tan Yan Weng	Head (Logistics & Supply Chain Management Program), School of Business, Singapore University of Social Sciences
Members	
Mr Thomas Chee	Consultant, Digilog T&C Pte Ltd
Mr Peter Chua	Managing Director, Ignite Training and Consultancy LLP
Dr Tony Halim	Assistant Director (Student Development), Temasek Polytechnic
Mr Lee Jun Xian	CEO, Moovaz Pte Ltd
Mr Peter Sundara Swamickannu	Head of Global Ocean Freight Product, Visy Logistics
Ms Surianti Yusro	Enterprise Business Development Manager, Eezee Pte Ltd
Ms Scarlett Chong	COO, Moovaz Pte Ltd

In 2022, there were 40 new applications and 281 training placements for the three Specialist Training Programmes:

2022	Diploma in International Freight Management (Synchronous E-learning)				Diploma in Integrated Logistics Management (Synchronous E-learning)			Advanced Diploma in Digital Supply Chain		
STP	R59/ Jan	R60/ May	R61/ Jul	R62/ Sep	R63/ Feb	R64/ May	R65/ Sep	R02/ Mar	R03/ Aug	R04/ Oct
New Intakes	5	3	4	5	3	5	6	5	3	1
Total Placements	118				94			69		

Workforce Skills Qualifications (WSQ)

39 TLA participants were awarded WSQ certifications under the SkillsFuture Singapore programme for two Assessment-Only-Pathway (AOP) courses on International Trade Legislation Compliance and Supply Chain Solutioning / Modelling / Planning / Strategising.

FIATA Diploma

TLA offers three diploma programmes, namely Digital Supply Chain (DSC), Integrated Logistics Management (ILM), and International Freight Management (IFM), which are validated and acknowledged by FIATA. As a result, TLA graduates can earn a dual qualification that includes a globally recognised professional certificate. 16 TLA students successfully graduated with the FIATA Diploma in Freight Forwarding and FIATA Higher Diploma in Supply Chain Management (by examination and vocational training).



Advanced Diploma in Digital Supply Chain re-validated successfully by FIATA

FIATA Association Members delivering a course leading to a FIATA Diploma are required to go through a re-validation of their training programme every four years. The key objective of the re-validation procedure is to obtain a comprehensive view of the training materials including the course syllabus, lesson plans, materials and assessments as well as its practical and didactical usability in vocational education. Through this stringent exercise, FIATA ensures the high quality of the FIATA training programme. The FIATA body responsible for the re-validation is the FIATA Logistics Institute (FLI) through its Task Force 1 – FIATA Training Standards.

SLA / TLA was invited to apply for the 50th validation/re-validation session for its Advanced Diploma programme. On 23 March 2022, FLI announced that the Advanced Diploma in Digital Supply Chain was successfully re-validated for another four years. TLA graduates of the Advanced Diploma qualify for the FIATA Higher Diploma in Supply Chain Management. The successful re-validation affirms the Academy's training quality in course curriculum and course delivery.

Continuous Learning Programmes

91 learners benefitted from the following 8 programmes spread over 10 course intakes in 2022. These short courses are designed to equip them with industry-relevant skills and knowledge in the course of their work.

Programmes	No. of Runs	No. of Ppts
ICC Incoterms 2020	1	11
Air Freight 101	1	5
Logistics Automation 2 – Light Goods Handling Technologies	1	8
Sea Freight 101	1	4
Shipping Documentation - Dos and Don'ts	1	10
Certificate in Applying IMDG Code	4	47
Certificate in Logistics Operations	1	6

ASEAN Federation of Forwarders Associations (AFFA) Logistics Institute (ALI)

Mr Peter Chua (who sits on the TLA Training Advisory Committee and also a TLA Lecturer) was awarded the Certificate of Master Trainer by the AFFA ALI on xxx 2022. Mr Stanley Lim (in his capacity as AFFA Honorary Secretary) presented the Certificate to Mr Chua.

The 6-day e-synchronous program on Logistics and Supply Chain Management was conducted under the Sustainable Human Resource Development in Logistics Services Programme of ASEAN from 25th July to 30th July 2022.

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