

PACIFIC LOGISTICS GROUP

CORPORATE NEWSLETTER

QUOTE OF THE MONTH

"IN A FAST-MOVING, COMPETITIVE WORLD, BEING ABLE TO LEARN NEW SKILLS IS ONE OF THE KEYS TO SUCCESS. IT'S NOT ENOUGH TO BE SMART — YOU NEED TO ALWAYS BE GETTING SMARTER."

— HEIDI GRANT HALVORSON

INDUSTRY NEWS

Firms future-proofing by operating on 'just-in-case' basis amid global disruptions

Senior Minister Teo Chee Hean recently highlighted the evolving landscape of business resilience in the face of global disruptions. Companies are increasingly moving away from a "business as usual" approach, embracing instead a "just-in-case" model to future-proof their operations. This strategic shift is a testament to the need for preparedness amidst uncertainties and potential challenges.

With our integrated supply chain solutions, access to global networks and robust inventory management, PLC is equipped to support our clients in building more resilient supply chain operations and ensure that they are well-equipped to navigate the volatilities of today's global markets.



Click [here](#) to read more

ASEAN's Strategic Rise in Global Trade and the Role of the Johor-Singapore SEZ in Enhancing Singapore's Logistics Hub Status



(Photo: AFP).

The Association of Southeast Asian Nations (ASEAN) is strategically positioned to boost its share of global trade, as manufacturers worldwide are pivoting towards more resilient and diversified supply chains. In the wake of disruptions from global events such as the COVID-19 pandemic and trade tensions, companies are seeking to mitigate risks by avoiding heavy reliance on a single country or region for their manufacturing and supply needs. ASEAN nations stand to benefit from this shift due to their geographic proximity to major markets, competitive labour costs, and ongoing efforts to improve infrastructure and trade policies.

Within this regional context, the proposed Johor-Singapore Special Economic Zone (SEZ) is set to play a critical role in reinforcing Singapore's role as a pivotal logistics hub. Singapore's well-established port infrastructure, advanced financial services, and strong legal framework make it an attractive centre for trade, transport, and supply chain management.

The SEZ aims to facilitate seamless trade and economic activities between Johor and Singapore, leveraging the strengths of both regions. For Johor, it means tapping into Singapore's global connectivity and reputation for efficiency and reliability. For Singapore, the SEZ provides an expanded industrial and logistical footprint, access to a broader labour pool, and potential cost efficiencies.

The integration of these zones is expected to enhance cross-border flows of goods, services, and investments, further smoothing supply chain processes. The Johor-Singapore SEZ could not only attract diverse industries and investments to the area but also serve as a model for future bilateral economic cooperation, strengthening ASEAN's collective clout in global trade dynamics. With this initiative, Singapore is poised to solidify its status not just as a logistics nexus within Southeast Asia, but as a key player in the broader reshaping of resilient and balanced supply networks.

[Click here to read more](#)

OUR NEWS

RENEWAL OF RACA CERTIFICATION STATUS



**SINGAPORE
POLICE FORCE**
SAFEGUARDING EVERY DAY

**AIR NAVIGATION ACT 1966
AIR NAVIGATION (REGULATED AIR CARGO AGENTS AND
KNOWN CONSIGNORS) REGULATIONS 2017**

CERTIFICATE OF REGISTRATION

Unique Entity No. 200002805C	RCA Registration No. RCA/0178/2008
Name of Regulated Air Cargo Agent: PACIFIC INTEGRATED LOGISTICS PTE LTD	
Registered Office Address: 31 TUAS SOUTH LINK 4 PLG BUILDING SINGAPORE 636834	
Date of Commencement: 1 April 2024	Date of Expiry: 31 March 2027
The above named is hereby registered as a Regulated Air Cargo Agent . This certificate will continue to be in force until the date of expiry unless it is earlier cancelled or suspended in accordance with regulation 9 of the Air Navigation (Regulated Air Cargo Agents and Known Consignors) Regulations 2017.	
Conditions This certificate is issued subject to the attached conditions.	


AC M. Malathi
Commander
Airport Police Division
Singapore Police Force

We are pleased to announce the successful renewal of our status as a Regulated Air Cargo Agent (RACA), a pivotal development in our ongoing commitment to operational excellence and security compliance. This renewal not only underscores our adherence to stringent security protocols but also reinforces our capability to facilitate smoother, more efficient airfreight operations to our valued clients globally.

The attainment of RACA status allows us to leverage reduced cargo screening procedures, thereby enhancing the timeliness and reliability of our service offerings. This is a crucial advantage in the competitive landscape of international logistics, directly contributing to more streamlined and cost-effective solutions for our clients.



OUR SERVICES

13 TUAS WAREHOUSE

Exciting news for our valued clients: Space has just opened up at our 13 Tuas warehouse. Below are the details for your consideration. Seize this opportunity to expand or streamline your storage needs with us!

Capacity

Ambient:

Prices start from \$3.50 / pallet per week
5000 pallet spaces available

Air-conditioned:

Prices start from \$7.50 / pallet per week
3000 pallet spaces available

Conditions

- Cargo needs to be palletised
- Pallet size cannot exceed 1.2m (length), 1.1m (width) and 1.5m (height)
- Cargo weight has to be below 800kg

STARTING



HUB

CELEBRATING OUR PEOPLE
FORGING CONNECTIONS



HAPPY MID-AUTUMN FESTIVAL



中秋節快樂

MAY YOUR CELEBRATIONS BE FILLED WITH HAPPINESS,
MOONCAKES, AND THE BEAUTY OF THE FULL MOON.

Cultivating a Trustable Culture to Counter Micromanagement



In the previous article, we discussed the detrimental effects of micromanagement on employees and organisational performance. To counteract these negative impacts, it is essential to foster a culture of trust and empowerment. A culture of trust not only mitigates the disadvantages of micromanagement but also enhances employee engagement, creativity, and productivity. This article outlines strategies for cultivating a trustable culture in the workplace.

Empowerment is the cornerstone of a trustable culture. By giving employees the autonomy to make decisions and take ownership of their work, managers demonstrate trust in their capabilities. Encouraging employees to set their own goals and providing them with the necessary resources and support fosters a sense of responsibility and accountability. This empowerment leads to higher job satisfaction and a more motivated workforce.



Open and transparent communication is vital for building trust. Managers should create an environment where employees feel comfortable sharing their ideas, concerns, and feedback without fear of reprisal. Regular team meetings, one-on-one check-ins, and anonymous feedback channels can facilitate open dialogue. By actively listening and addressing employee input, managers can build stronger relationships and foster a culture of mutual respect.

Acknowledging and celebrating employees' contributions is a powerful way to build trust. Recognition programmes, whether formal or informal, can boost morale and reinforce positive behaviours. Publicly appreciating employees' efforts and achievements not only motivates them but also demonstrates that their work is valued. This recognition helps to create a positive work environment where employees feel appreciated and trusted.



Investing in employees' professional development is a key component of a trustable culture. Offering training programs, mentorship opportunities and career advancement pathways shows that the organisation is committed to their growth. When employees see that their development is a priority, they are more likely to trust their managers and remain loyal to the organisation. This investment in human capital ultimately benefits both employees and the organisation.

Leadership plays a crucial role in cultivating a trustable culture. Managers must lead by example, demonstrating integrity, transparency, and consistency in their actions. By modeling the behaviours they expect from their employees, leaders can establish a foundation of trust. Consistently honouring commitments, being approachable, and maintaining open lines of communication are essential for building and sustaining trust within the team.



Countering micromanagement requires a deliberate effort to build a trustable culture. By empowering employees, encouraging open communication, recognising contributions, providing growth opportunities and leading by example, organisations can create an environment where trust thrives. This shift not only mitigates the disadvantages of micromanagement but also enhances overall organisational performance and employee well-being. Embracing a trustable culture is a strategic imperative for modern workplaces seeking long-term success and sustainability.



plg-logistics.com

Contact us at marketing@plg-logistics.com
or email us to receive our monthly newsletter.