

HALCYON DAYS

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ROBERT'S MESSAGE

Dear all,

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

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

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

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

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

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

The 'DieselGate' scandal that has engulfed the German automotive industry is making increasingly big waves in the tyre and consequently the rubber industry. As the car makers are reinventing themselves as "mobility enablers", as responsible corporate citizens with sustainable supply chains, the question of provenance and origin has taken centre stage. Where does your natural rubber come from, global

tyre maker? How do you ensure that no harm has been caused in the production of the natural rubber that goes into your tyres? How do you ensure fair play and fair outcomes to all participants?

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

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

2019 will see us launch an inclusive digital marketplace for HeveaPro, called HeveaConnect. We have reached out to various parties to join us in this important initiative and I am very happy that DBS Bank Limited was the first to confirm their participation and invest in the platform. Together we have the wherewithal, both financially and intellectually, to design and build a system that brings rubber farmers, rubber processors and rubber consumers to the table. The future of our supply chain is not the zero-sum mentality of the past. Rather, the shared objective of the supply chain must be to make the pie bigger: improve yields, enhance productivity, add more value and keep setting the bar higher over time.

2019 has the makings of being a watershed year for the global natural rubber market. It may well be choppy, and it is unlikely to be easy, but the circumstances we face, as a company and as an industry, do not permit procrastination.

At Halcyon Agri we will continue to do our part to transform the industry such that it can offer a prosperous future to the six million farmers who tend to 13 million hectares which produce 13.7 million mT which are processed in approximately 400 rubber and latex factories, to be sold to the several thousand rubber product manufacturers who in turn supply the seven billion citizens of the world - none of whom can do without natural rubber.

Robert Meyer

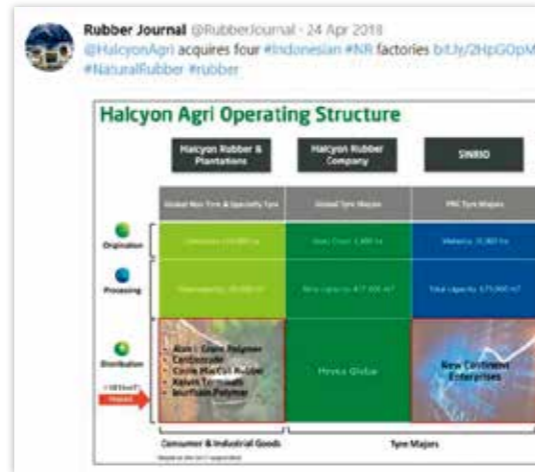


OUR MEDIA COVERAGE IN 2018

2018 saw us covered extensively in 49 publications, including Singapore's Straits Times and Business Times, The Edge, The Worldfolio, Financial Times, Reuters and The Asset. Trade publications such as Rubber and Plastic News and European Rubber Journal provided extensive coverage for us as well.

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

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



Halcyon Agri completes purchase of 4 Indonesian rubber factories for lowered S\$86.8m

© MON, APR 23, 2018 5:41 AM
STEPHANIE LUO | @stephluoBT

Halcyon Agri wraps up purchase of 4 Indonesian rubber factories for S\$86.8m, less than indicated



Halcyon Agri Sees Digital Platform as the Future for Natural Rubber

November 9, 2018

Tyre Asia @TyreAsia1 · 18 Dec 2018
Halcyon Agri Corporation Limited and DBS Bank Ltd announces partnership to launch digital marketplace -HeveaConnect- for the trading of sustainable Natural Rubber
bit.ly/25bz2N0
@HalcyonAgri @DBSBankIndia @dbsbank



Rubber Plastics News @RubberNews · 27 Feb 2018
#NaturalRubber giant @HalcyonAgri reported a profit of \$35.3 million in fiscal year 2017, and its revenues more than doubled. ow.ly/LnbP30iE8CQ

Rubber Plastics News @RubberNews · 20 Feb 2018
With three major #acquisitions in as many months, #rubber #supplychain manager @HalcyonAgri is set to strengthen its position as a world leader in its field. ow.ly/oA630iwKc



OUR DIGITAL PRESENCE IN 2018

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

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

Users: Website visitors

Page Views: Number of times user visits a page

New Users: When user visits site for 1st time

Page/Session: Average number of pages viewed during a session

Sessions: Individual periods of time visitor spent (within 30 minutes) on website

Avg Sessions Duration: Total duration of all sessions (in seconds) / number of sessions

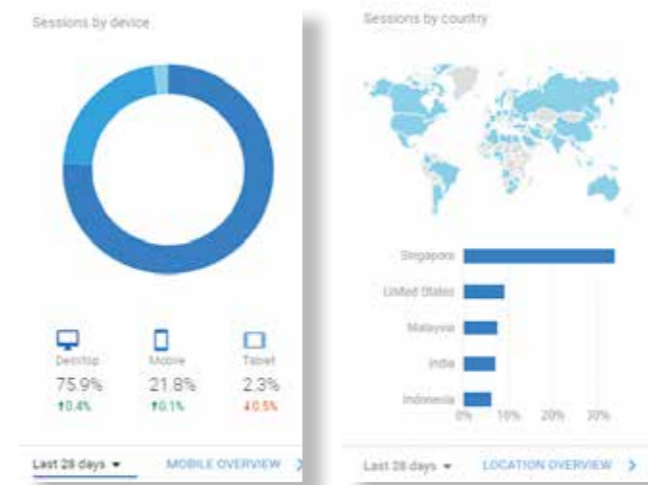
No. of Sessions per User: The number of user sessions per day in each individual periods of time

Bounce Rate: Number of visits when user leave the site after one page. Industry average is 50%.

Jan-June 2018 vs July-Dec 2018.



Other Interesting Data:



Google Analytics Data as of Dec 2018:

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

Our blog – Example

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

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

Findings:

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

What is wrong with the natural rubber market? The Chief Executive's View:



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

Conclusion:

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

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

Connect with us online!



SUSTAINABLE NATURAL RUBBER SUPPLY CHAIN POLICY

First NR Industry Supply Chain Policy



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

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



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

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



HALCYON WINS AWARD

Halcyon Agri wins Most Transparent Company Award (Manufacturing)



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

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



HALCYON 4S

International Wheelchair Rugby



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



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



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

INDONESIA

Green Industry Award 2018



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

Congratulations to the Indonesian team!

1. PT. Hevea MK II (SEA) – Level 5
2. PT. Hok Tong Palembang (SCX) – Level 5
3. PT. Hevea MK I (SDR) – Level 4
4. PT. Hok Tong Keramasan (SGO) – Level 4
5. PT. Hok Tong Pontianak (KAZ) – Level 4
6. PT. Sumber Alam (KBD) – Level 4
7. PT. Sumber Djantin (KAB) – Level 4
8. PT. Sumber Djantin unit Sambas (KBE) – Level 4
9. PT. Sumber Djantin unit Sanggau (KBP) – Level 4



INDONESIA

From helping schools to blood donation



Many CSR activities were organised from May to Aug at PT Hevea MK I, II and Hok Tong I, II. The activities include scholarship assistance for outstanding students at the Public Elementary School 149 Gandus Palembang and scholarships for the student in need for financial aid. We also provided additional salary for honorarium elementary school teachers.



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

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

MALAYSIA

Health Campaign



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



The blood donation counter was set up with a total of 24 residents donating blood. 66 residents were screened with blood pressure checks, BMI checks, blood tests and many more carried out during the health screening. In addition, the medical officers explained the medical results to the residents and provided them with various medical and health tips.



MALAYSIA

Service Community & Knowledge Sharing



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



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

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

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

MALAYSIA

School Students: Our Future!



As part of our HEVEALearn social investment programme, Euroma Rubber Industries sponsored five desktop computers to a local primary school in Labu Besar, Kulim Kedah. The school's Head Master gave our team a tour of their computer labs and shared information on their Virtual Learning Drive.

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



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



MALAYSIA

Sustainable Future for the Disabled



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

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



Our main objectives through this CSR programme is to first help the children that are mentally and physically challenged to be self-reliant.

And second, to coordinate and assist the activities of the special needs children and expose them to various basic skills according to their own ability and interest.

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



Ipoh CSR Project



As part of our overall CSR framework, which is to support the physically challenged, HKB Team in Ipoh did a special presentation to NGOs, government officials, customers and local charity groups about how Halcyon can help a group of marginalised but otherwise healthy individuals use sports to engage back into society. Working with BSF, our partner who has many years of para-sports activities, we hosted an event to explain how this would work.

We aim to provide a safe and supportive sports environment where disabled youths are treated with dignity and respect.

The CSR framework is to provide:

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



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

CHINA

Investing in quality



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



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

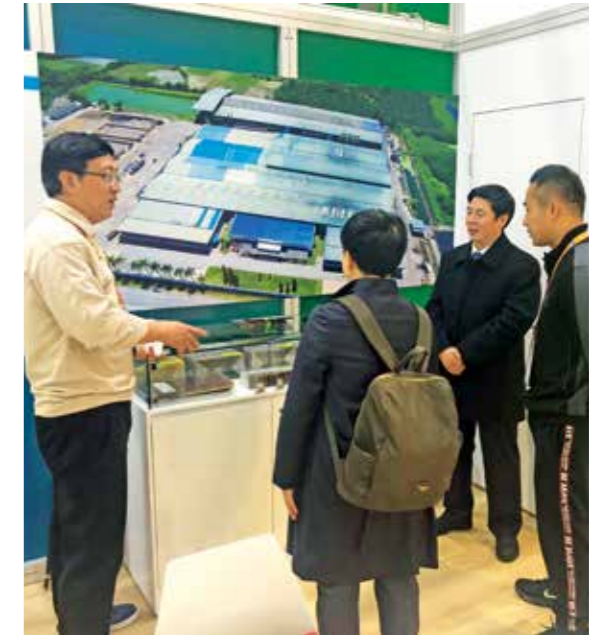
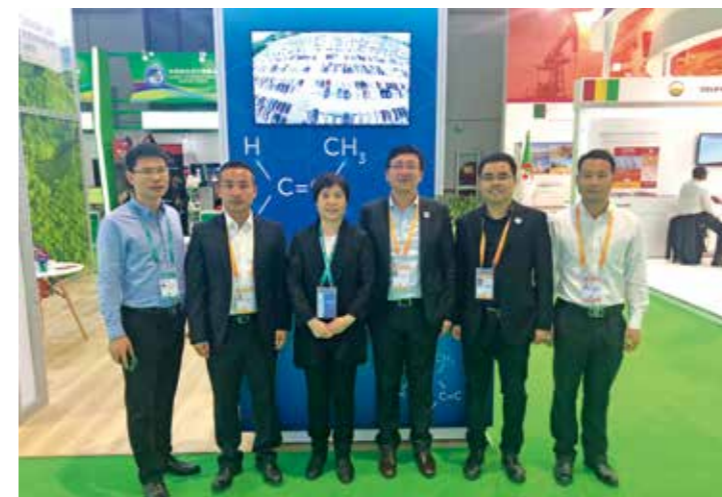
"Fine production, Green Life", the brand image of Hainan Sinochem Rubber, is deeply rooted in the heart of our customers and villagers.

CHINA

China International Import Expo



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



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

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

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

CHINA

Poverty Alleviation Project in Xishuangbanna Plant



The agreement named "ten thousands of enterprises help ten thousands of villages"

In August 2018, Xishuangbanna and other local companies signed an agreement on Poverty Alleviation Project titled, "Ten thousands of enterprises help ten thousands of villages" with the Mange Village Group of Manmo Village Committee.

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

We look forward to more co-development of the community, our employees and the partner enterprises to help reduce poverty in Yunnan across all ethnic groups.

Corrie MacColl USA

IEC Expo



Corrie MacColl International participated in the International Elastomer Conference held in Louisville, USA, over the course of three days in October 2018. It featured our JFL, HeveCam and SudCam plantations, Centrotrade, Momentum Technologies Laboratories (MTL) and Alan L Grant.

We had a 3D factory model put in place which was the highlight of the booth as it drew in plenty of attention and attracted people to the booth. The booth served as a great marketing addition. Moving forward, future exhibitions will be held at bigger shows and will focus on MTL and the further marketing of Corrie MacColl as an independent company.



USA

MTL Open House



Momentum Technologies Laboratories held a grand opening event from 5th November to 9th November 2018. The open house demonstrated the testing capabilities to customers as a third-party A2LA/ISO 17025 accredited laboratory, as well as the support of our distribution companies within the group. The open house was a huge success drawing positive feedback.

MTL offers technical support to our natural latex, natural rubber, and continue the support for our construction lab customers. Some of the customers in attendance include:

Protech Powder Coatings, LeMaitre Vascular Inc, Preferred Compounding, Killian Latex, Chemionics, Foam Products Corporation, Kent Elastomers and Tremco.



Europe

Centrotrade sponsored German National Championship in deaf tennis



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



Our Sponsorship of the Kingfisher at ARTIS Amsterdam Royal Zoo

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



ARTIS

Europe

Kelvin Terminals Tank Expansion



As the largest latex-dedicated bulk storage facility in Europe, Kelvin Terminals, operating under Corrie MacColl International, is undergoing its largest investment and expansion in over 50 years. The expansion will see the terminal's capacity reach 6,500 mT from the current 4,000 mT. The expanded terminal will comprise 25 tanks, with a wider range of capacities in order to support both our general commodity latex business and the diversification into niche and premium grades increasingly demanded by our customers. The new investment of EUR3.2 million represents a major commitment by Corrie MacColl International to the future of our European latex business and to offer our customers a best-in-class support facility. The construction is expected to be completed by the first quarter of 2019.

Africa

AIDS Awareness

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

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



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

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



Africa

International Day of Bagyelis Natives in the South Region of Cameroon



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



Distribution of educational materials to the community



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



Alan L Grant (ALG) opened its doors as a natural rubber trading company circa 1952 as a division of New York City based Imperial Commodities which already had tea and coffee trading divisions. It was named after its first president, Mr Alan L Grant. Almost seven decades later, ALG is the leading supply chain management company to the North American rubber industry. We are currently based in Norfolk, VA and have 11 staff members, who work in an open seating, so communication between departments is optimised: Information is a commodity by itself.



Our customer base covers all segments of the industry, and our top five customers include Tape, Tyre, Compounding and Automotive companies. 3M awarded us with the Title: "Service Quality Supplier". There is no typical day in our office as a big part of our day is determined by variables such as the market, and unexpected challenges in the supply chains. Not only do we bridge gaps between production and consumption, we also connect cultures, nationalities and personalities. Our distribution network proved its strength when we helped major tyre makers to dispose of their damaged cargo after Hurricane Katrina in 2005. Prior to this we

had also used our network (and expertise) to distribute the DLA rubber stockpile when the US Government decided to sell it. Some bales were so old, the markings showed the old country names like Kampuchea. Innovation is part of our DNA - we are the first USA rubber importer to switch from breakbulk to container shipping. We also chartered our own vessels. We introduced Guatemalan rubber to the US consumers and are still the leading importer of SGR. Other core values are Performance Drive, Passion, Integrity, Humility, Sustainability, Honesty, and Trust: they have been guiding us for the past 66 years - Linking the past with the present.



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

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

More updates coming soon!



BALANCING A LIFE OUTSIDE THE CITY AND COMMERCE

Alec Hayley, CFO, Corrie MacColl

“Luck is what happens when preparation meets opportunity.”

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

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

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

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

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

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

Tell us about an accomplishment that shaped your career.

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

Do you set aside specific times to cast vision to your employees?

When I ask someone to do something for me, I always like to spend time not just explaining the task but why that task matters to the business.



How would you describe your management style?

Open and inclusive, I like to share the “why”

How would you describe yourself in one word? / How would your staff and peers describe you?

An “all rounder”. I hope they would describe me as knowledgeable, calm and inclusive.

What do you like to do during your free time?

I still play competitive hockey and am a part-time farmer; I help my wife run a small farm where we care for horses and breed sheep and labradors.

What is your favorite quote?

Luck is what happens when preparation meets opportunity.

What are your success habits?

Create personal relationships – you can learn more by talking to knowledgeable people for five minutes than an hour reading reports. If you can do something now, do it now before you get distracted by something else.

Can you name a person who has had a tremendous impact on you? Why and how did this person impact your life?

My wife. She worked as a nurse and midwife for 25 years and keeps me balanced that there is a world outside the City and commerce.

What serves as your guiding principal in life?

Be honest with people. Whether the facts are good or bad, they are still the facts.

THE WORK BEHIND THE SCENES

Cindy Yin Jun, Admin Supervisor, HASL

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



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

I work in HASL located in Shanghai, China. We became a member of Halcyon family in 2016. I'm in charge of administration in the Shanghai office. My daily work includes fixed assets management, purchasing management, admin budget management, company external publicity, team building and maintenance of office environment. In short, making every little thing go smoothly.

What is the one thing you look forward to at work?

Learn more from my work and my colleagues. We are an excellent team and everyone is professional and friendly. Working with them makes me progress rapidly. I have learned a lot from their working attitude, ability to solve problems and passion for work.

Name us one thing you like about your office culture.

I work in a harmonious office environment. Everyone is kind and we are like a big family. We have a birthday party every month for our colleagues. And we also decorate our office together for the festive seasons.

People would be surprised to know that you...

You could find me in theaters almost every weekend. I'm fascinated with Chinese traditional operas, like Beijing Opera, Yue Opera and Xiangsheng. Yep, I'm one of the biggest fans of those actors.

What do you enjoy doing outside of work?

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

What is your life motto or personal mantra?

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

Who inspires you?

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

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

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

TOGETHERNESS IS KEY TO SUCCESS

Marievon Che Aghawin,
Communication Assistant, HeveCam

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

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

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

What is one thing you look forward to at work?

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

Name us one thing you like about your office culture.

Team work, where I possess some abilities to generate new ideas together with cooperative coworkers to keep the company at the cutting edge of communication with its employees and stakeholders. Team spirit prevails at the office!

People would be surprised to know that you...

That I am a corporate communicator with a typical science background (Science A Levels) but did and craved Literature at secondary school. The surprise intensifies when I share my experiences as an intern in laboratory assistance in the factory and hospital laboratories. This was thanks to the couple of years I studied Microbiology and minor in Medical Laboratory Technology (MLT) at the University before changing programme and obtaining a degree in CCPR from an Advanced Mass Communication school as I always aspire to develop my innermost talents as a journalist.



“What counts are the number times you rose when you fell, not the number of times you fell!”

What do you enjoy doing outside of work?

I love singing in the choir, doing work outs at the gym and playing table tennis. Travelling, photographing and visiting places. Meeting new faces and exchanging constructive ideas which could boost my creativity at work.

What is your life motto or personal mantra?

What counts are the number of times you rose when you fell, not the number of times you fell! Life is meant for the living and we should take every obstacle as an advantage towards achievement.

Who inspires you?

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

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

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

NOT AFRAID TO GET DOWN AND DIRTY

Rainy Wallace, Rubber Technician, MTL

“Mind your own biscuits and life will be gravy.”



Tell us a little more about yourself and your role at MTI and your move to MT Labs.

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

Who inspires you?

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

What is your life motto or personal mantra?

“Mind your own biscuits and life will be gravy.”

What is one thing you look forward to at work?

My current position keeps me constantly busy, which I love. I was hired in at Momentum Technologies International as the Purchasing Clerk – which is what I have been doing for the last (about 10) months. I was recently offered the position of Natural Rubber Technician with Momentum Technologies Laboratories and was pleased to accept the new role. I genuinely adore all my co-workers; I can honestly say that they're the reason I look forward to going to work every day. I've made life-long friends here at MTI/MTL and I'm so very thankful for that.

Name us one thing you like about your office culture.

There is a wide variety of people at MTI/MTL. So many different types of people, with different interests, hobbies and expertise. I've never worked in an atmosphere where there has been such an assortment of people that get along so well together.

People would be surprised to know that you...

I have a 7-year-old son! His name is Knox, he was born in Honolulu, Hawaii in 2011, and he is my pride and joy!

What do you enjoy doing outside of work?

Spending time with my son is first and foremost in my everyday life. As far as personal hobbies, I really enjoy "through-hiking" and backpacking. My boyfriend and I took a 16 day trip in June of 2018; we through-hiked Yosemite National Park (California), Bryce Canyon (Utah), Glenn Canyon/Lake Powell (Utah/Arizona), the Grand Canyon (Arizona) and Death Valley (California/Nevada). I also enjoy fishing, painting/ drawing, and "tinkering" with cars/trucks.

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

Be open to any and every possibility. There's no limit to the things you can learn, not only in this industry, but with everything in life! The more you're willing to learn, the more you can potentially master, and the more of an asset you will be. Knowledge is power, my friends!

INTERN BY DAY SINGER BY NIGHT

Celine Wong, Digital Marketing Intern

"You will never know how strong you can be, until being strong is your only option."

Tell us more about yourself and your role at Halcyon Agri.

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

What aspects of your role did you enjoy the most?

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

How would you describe your internship experience so far?

Really fulfilling. I have tried working as a waitress, cashier, surveyor, and even a mascot. Yet I have never tried working an office job. So this is actually my first 9-6 kind of work and it has really opened up my eyes to the world of Corporate Communications. I am really fortunate to have been given many wonderful opportunities to try out different projects and expose myself to different aspects of office culture and skillset.

What is the one thing that people would be surprised to know about you?

I guess people would be surprised to know that I am a singer. I perform at gigs, events and have participated in competitions before. I was even involved in a singing competition while I was interning at Halcyon.



How did you deal with having a singing competition and intern at the same time?

It was pretty exhausting to be honest. The competition took up a lot of time during my internship. There were many occasions where I had to rush off to vocal training or rehearsals immediately after work. Yet there is something really satisfying about doing things that you love. And for me, being able to be a designer by day, and a singer by night, I am pretty much living the dream. But, all this would not have been possible if it wasn't for the support given by my team. They were one of the most understanding and encouraging people ever.

What would you miss the most after leaving Halcyon?

The people for sure. I will miss being surrounded by my amazing colleagues and them always bringing me to hidden gems for lunch!

What advice would you give to the future interns?

Never be afraid to speak up. I think it's pretty common as we may sometimes fear to come across as ignorant or rude if we ask too many questions. But I believe it is better to ask and do it right the first time than to waste precious time wandering around for answers. When in doubt, always clarify!

Motto or Personal Mantra:

"You will never know how strong you can be, until being strong is your only option."

A WORKER NOT A DREAMER

Alan Mali Habin, Finance Intern

"I never dreamed of success. I worked for it."



Tell us more about yourself and your role at Halcyon Agri.

I am a person who is responsible and ensures that the tasks given are completed on time. I am currently working in Halcyon Agri in the finance division ensuring that payments are processed on a timely basis to our vendors.

What aspects of your role did you enjoy the most?

I enjoyed working as part of a team. I have had a good exposure to understand the commercial aspects of an organisation. In addition, I got to learn and see the inflows and the outflows of cash through the organisation. Moreover, I got to learn the basic fundamentals of the Foreign Exchange mechanisms aspect and how it is being applied.

How would you describe your internship experience so far?

It has been a rewarding experience and has allowed me to better understand the financial aspect of the business. Also, it has given me a better understanding of my skill set and where my career may take me. In addition, my internship has taught me how to make quick decisive decisions when working in a fast-paced environment while at the same time being organised and meeting deadlines on time.

What is the one thing that people would be surprised to know about you?

I am a responsible person because while working I had a lot of responsibility tasks given to me and it has made me understand the priorities at work and the importance of meeting deadlines to ensure work progresses well.

What is the difference between the culture in Singapore and Britain?

In Singapore, the people are friendlier and more helpful than in Britain. Also, the weather here is pleasant as compared to that of Britain. Moreover, working ethics are more intense in terms of workload in Singapore as compared to Britain.

What would you miss the most after leaving Halcyon?

I would miss my colleagues as they have been very helpful to make me feel part of the team and always been there to guide/assist me when I am facing difficulties at work. In addition, I would miss the culture that Halcyon currently has which has a sense of togetherness regardless of where you stand within the company.

What are your plans after this internship?

I plan to complete my degree and thereafter look for a job in Singapore/Britain. I would be keen to join Halcyon if there is an opening that I can be considered suitable for.

Motto or Personal Mantra:

I never dreamed of success. I worked for it. This means that if you want to do something you can achieve it, but you have to work for it. This quote connects to experiences of currently working with Halcyon Agri in the commodity sector. While gaining the valuable knowledge about the commodity sector and experience while working hard with Halcyon Agri, these may help me apply and manage my own company that I want to start up in the future when working in the commodity sector. I believe if you work hard for something you will learn a lot of new things that would give you the opportunity to learn and gain new knowledge and experience that may be helpful in the coming future.



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