



In this issue, we cover these updates:

- Highlight: Safety and the Impact on Us
- Did You Know: Staff Incentive for Referrals
- ISO 27001:2022 : Certification Achievement
- The “Great Place to Work” Journey : PRIDE
- STAR Awards update
- Build-IT department changes
- Staff Movements and Promotions

Welcome

Hey there! How are you? I hope this latest issue of our employee newsletter has found you in good spirits. Once a month, we update you on key topics which is important and useful for our employees to know. Our newsletter is also to share initiatives that the company is working on, as well as update on staff movements within BHS.



Highlight on Safety:

Safety incidences since the start of the year has increased our cost of operations, reduced customer satisfaction and endangered our team

[Read More >](#)

BHS SAFETY REPORT

APRIL 2025

Safety Incidences: What you can do, how you can help

INCIDENTS TO LEARN FROM

- Forklift Toppled Load – Worker injured.
- Use pallet and strap. Staff should never hold load during lift.
- Rolling Trolley – Near-miss at slope.
- Check brakes and chock wheels. Communicate clearly.
- CCTV Hit by Truck – Misjudged turn.
 - Go slow in tight bends. Be aware of surroundings.
- Prohibited Item Found
 - Don't bring banned items on site. Employee was dismissed.
 - **Vaping and vape sticks are illegal in Singapore**



WHAT TO DO (ALWAYS)

- Strap all odd-shaped loads
- Use pallet together with forklift
- Inform Security before reversing
- Take photos before and after container work
- Chock wheels and lash cargo
- Follow ToolBox Meeting (TBM) safety tips
- Wear your PPE – No shortcuts

REMEMBER

- Safety is not just rules — it is respect for your team and the cargo we are trusted with.
- Speak up if you see a hazard.
- Zero Harm is possible — together.



**STAFF REFERRAL
PROGRAM**

Did you know

**\$800
cash Just
for you!**

**Only for B H S
Staff**

**DON'T MISS OUT!
READ ABOUT IT ON THE NEXT PAGE**

BHS Employee Referral Rewards

(for questions, email hr.sg@bhs.global)

Main Reward

Earn S\$800 for every successful referral

- S\$400 paid after 4 months (1 month after confirmation)
- S\$400 paid after 7 months (4 months after confirmation)

Eligibility

- Referee must be a new hire and stay for at least 6 months
- Referrer must be a confirmed employee and still with BHS at time of payout
- Referee must not receive disciplinary action during the 6 months
- Both referrer and referee must not be serving notice during payout

Rewards are paid via payroll and CPF applies

Extra Incentives

- Receive a S\$5 voucher for every name referred (up to 10 per month), even if not hired
- (Candidate must show up for the interview)
- Top 3 referrers per quarter receive an additional S\$1,000 (minimum 8 hires required)
- At year-end, the staff with at least 15 successful referrals will win a 2-day, 1-night 5-star hotel stay paid for by BHS

Who We are Hiring

- Facility Assistant
- Installation Technician
- Machine Rigger
- Truck Driver (Class 4)

Important Notes

- You are not responsible for the new hire's work performance
- Referral reward cycle resets monthly and quarterly
- No payouts if the referrer resigns before scheduled payment

We Have

ISO 27001:2022



BHS

THANK YOU TO EVERYONE
WHO HELPED IN THE
ACHIEVEMENT

**We covered
Credibility, Respect,
Fairness in previous
issues. For this month,
let us look at PRIDE.**



What “Pride” Means in GPTW

Pride has three levels:

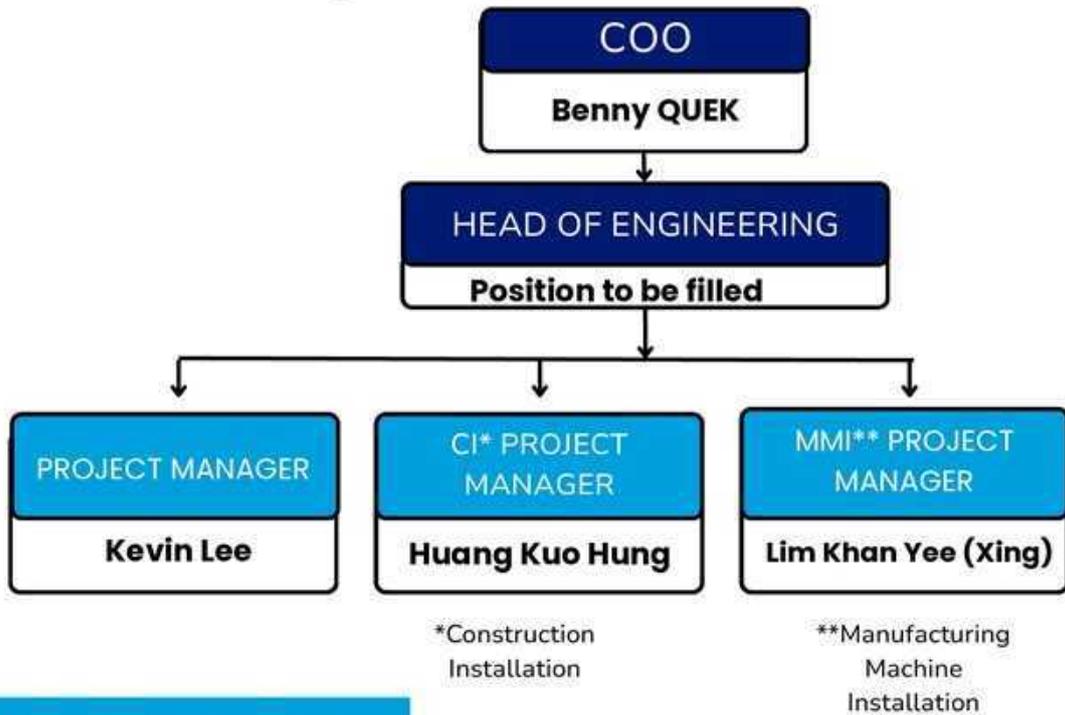
- **Pride in Your Work**
 - You feel that your job matters.
 - You're proud of the work you do and try to do it well.

- **Pride in Your Team**
 - You are proud of how your team works together.
 - You feel happy when your team does a good job or solves problems together.

- **Pride in the Company**
 - You are proud to work at BHS.
 - You believe in what the company stands for and feel good telling others you work here.

Changes in Build-IT team

Organization Chart



We warmly welcome Juan Carlos Costa who recently joined BHS North America team as their head of Operations and Commercial. More on Juan in next month's issue.

Other changes to note:

Khoo Gim Soon (Adrian) is transferring to MOVE-IT team as Survey and Marking Supervisor

Our team in US- a photo



Are you on LinkedIn? Check out our recent postings, follow us on <https://www.linkedin.com/company/bhsglobal>. We will be restarting our WeChat page shortly!

BHS
BUILD-IT

We show up ready.

No need for your team to micromanage.

We bring the tools, the checklist, and the mindset to get things done.

BHS

STAR AWARD

QUARTER 1 WINNERS
<WATCH THIS SPACE FOR SUPPORT
FUNCTIONS AWARDS>

Move-IT :
Name: TRINH HUU TU
Employee ID: 0653

Build-IT :
Name : LIM KHAN YEE
Employee ID : 0044

Store-IT :
Name : KIEW SHI CHAU
Employee ID : 0042

Truck-IT :
Name : MOHAMED ISKANDAR BIN MOHAMED
SUDIRMAN
Employee ID : 0674

Winners get a Certificate and NTUC \$50 voucher

Criteria:

- Perfect attendance rate
- Perfect accuracy of clock in/out in QHR mobile app
- Excellence in adherence to SOP/safety
- Excellence in communications and teamwork display



Mohammad Razali Bin
Ab Rahman



Raji Veerapathiran



Gobalswamy Karthik



Natarajan Sathiyaraj



Govindarasan
Gunasekran



Rana Soheli



Hasan Nazmul



Uddin Mohammad
Kutub



Kenneth Tay Zhi Yuan

NEW JOINERS FOR APRIL 2025

Welcome to the company

White Frames (Move-IT Team)

Blue Frame (Truck-IT Team), Yellow Frame (Commercial)



Gundan Gajendran



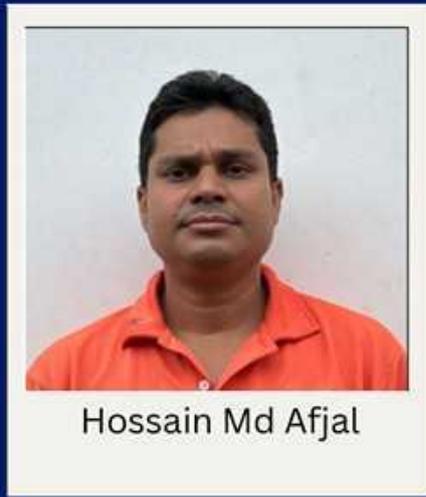
Alam Nura



Sheikh Raton



Hossain Tufajjal



Hossain Md Afjal

NEW JOINERS FOR APRIL 2025

Welcome to the company

White Frames (Move-IT Team)

News in Human Resources Team

We congratulate LOO Wen Yee for her promotion to Assistant Manager

**Our strength lies in
the colleagues who
make B H S successful
everyday.**

Thank you to all our staff



**For Singapore employees, May 3rd is Polling Day and is declared a
PH in Singapore and will be treated as any other Public Holiday
which falls on a Saturday for our employees.**

Look out for the QHR announcement on this.