



PRECISION

EURO CHEMICALS, INC.
OFFICIAL NEWSLETTER



ECI Family at CCT Tagaytay Retreat And Training Center

2023 KICK-OFF RALLY + TEAM-BUILDING

By: Joshua Jereza

Eurochem jumpstarted the 2023 business year with an exciting Kick-Off Rally and Team Building event. This highly anticipated event was held at the beautiful, scenic, cold, and windy CCT Tagaytay Retreat and Training Center. Organized by our thoughtful HR & Admin team, this whole-day activity aimed to motivate and equip the many employees of the company with experiences and insights on how to harness the power of teamwork to overcome challenges and win together. This year, we are joined by the new faces who are eager to learn as well as build relationships with teammates who they will work with.



ECI family on action inside the assembly hall

Starting the day, the Sales team delivered with a high-energy and meaningful skit performance geared to inspire and rally the company. The theme, Mission Impossible, conveys the message that in order to finish the mission, even with seemingly impossible challenges, Eurochem must embrace teamwork, preparation, speed, and excellence.

The Team Building portion of the day was facilitated by Silverback Training and Events, led by the seasoned professional coach and mentor Bong Sace, who specializes in gamifying organizational learning experiences.

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With the first activity, In and Out, we learned that individual performance is vital in a team, since every team is made up of individuals. The game tested our ability to listen well to instructions, discern information, adjust to situations quickly, and clearly execute, with conviction and precision. Another learning we had in this activity is the necessity to willingly call out errors of our teammates and to accept feedback as well.

The second activity, group charades, highlighted the burden and responsibility of leadership and management as the key decision makers of the company. It is an immense task to set the direction and pave the way for the team. They will hear many inputs but have to decide which one to pursue. It is also necessary to appoint leaders



Red team giving their best shot during group charade

and empower team members in their area of expertise, as in the game we found out that those knowledgeable in Netflix series may not be so knowledgeable in Filipino films.

For the third activity, speed is the heart of the game, as we entered into relay. To win the race, each member of the team had to cooperate well. A disorganized team (even with some members being the most athletic), would not move smoothly if members would move out of step with each other, so we must cooperate with each other's pace/timelines. We also learned the importance of physical health and taking care of our body as it can affect our productivity.

As a culmination for the team building event, we were given a special activity, the first of such, conceptualized by Coach Bong and the Silverback team. A seemingly impossible task, Mr. Miguel Plana, would have to walk a full circle lap on rope outstretched and held by the entire Eurochem workforce, all within the fast time-limit of 5 minutes. This activity was intended to help us embrace our organization leader and concert company-wide efforts to supporting the leader's efforts to reach the finish line and achieve the seemingly impossible goal. We also learned endurance and helping each other carry the weight, as a whole, for the whole.



Coach Bong giving instructions during the "In and Out Activity"



ECI team supporting MJP while crossing the full circle lap on a rope

To help us internalize and remember the insights we gained, we were all given the chance to reflect back and put it in writing. All of us received bracelet tokens to help remember this day.

Ending the day with a warm note, we all ate delicious food and had drinks together at Leslie's, a restaurant overlooking Taal Lake. Teammates, who are now also friends, took groupies, bought pasalubong, and enjoyed each other's company even until the ride back home.

LOVE IS IN ECI

By: Finance Team

February, a month dedicated to love, is when Valentine's Day is observed. This is the month to celebrate love with everyone you care about, including your family, friends, coworkers, and yourself.



Finance team photo op at the ECI lobby

As this event is traditionally done by everyone, Euro Chemicals Inc. made it for everyone. Showing your presence on Valentine's Day, you can wear your status: **red for in a relationship**, **blue for single and survivor**, **green for single and focused on work**, **black for heartbroken**, **yellow for waiting for someone**, **orange for it's complicated**, **white for moving on**, and an ECI shirt for not interested.

One activity given was a quiz to determine your love language. As a result of the quiz, you will know the different ways of expressing and receiving love. The 5 love languages are acts of service, receiving gifts, physical touch, quality time, and words of affirmation.

ECI never ends the event without an undying raffle, which also gives enjoyment and excitement for all employees, because through these, ECI makes their employees feel that Valentine's Day is not always about those happy with their significant other but for everyone regardless of relationship status. ECI makes us feel that we can celebrate Valentine's Day as long as there is love in our hearts.

OUR NEWBIES

By: Joana Caasi

To welcome our newly hired colleagues, we asked them the following questions:

- 1 How do you find ECI as a company?
- 2 What do you think are the things that will motivate you to do a job well done?
- 3 What do you expect in a boss, co-workers, and the company?



Janrick Cayetano, Sales - CPC

- 1) Oks naman masaya and wild.
- 2) Recognition and reward and support from eci fam.

3) Open-minded tapos reasonable and hindi terror ang boss, supportive and cool na co-workers, and fun loving but sales domination oriented company.



Akkiko Nikki Manuel, TSD

- 1) Among the top personal care ingredient distributors here in the Philippines, I find ECI the best quality, innovative products, and services that

they serve. From conceptualization, and innovation to finished products. The company extends its support and effort to the customers continuously.

2) For me a great work culture, learning and development/career growth, Passion, and leadership of the company.

3) Expectations to my boss: Honest, Knowledgeable, Transparent, and Positive Thinker. Expectation to co-workers: Consistent, Trustworthy, Flexible, and Empathetic.



Marefe Balagtas, Sales - CPC

- 1) I find ECI to be a very promising company with a great reputation in the industry. I am excited to work for a company that values its employees & is committed to producing quality products and services.

2) I believe that a sense of purpose, challenge, and recognition are essential motivators for doing a job well done. Knowing that my work has a positive impact on the company and its clients would give me a sense of purpose. Challenging work that requires me to learn and grow my skills would also encourage me to continue to work hard and strive for excellence.

3) As a new employee, I would expect my boss to provide guidance, support, and feedback. A supportive and empowering boss who fosters a positive work environment and values their employees would help me feel motivated and engaged. In terms of co-workers, I would expect professionalism, collaboration, and mutual respect. A friendly and welcoming work environment that encourages teamwork and creativity would help me feel comfortable and supported in my role. For the company, one that values its employees and promotes a healthy work-life balance, would also be important to me.



Jaziel Fernandez, Sales - CPC

- 1) ECI is a very welcoming company especially for us newly hired employees. They practice a holistic business approach in achieving their goal as a

company.

2) A healthy work space will motivate me to do my job well. For me, a work life balance is very important to function well and to be efficient in the company.

3) I expect our boss, co-workers and the company to give us opportunity to contribute to the company and to add value to their job as well.



Miguel Faustino, Marketing

- 1) I find the company keep on progressing by having a marketing. In this way, they can make potential clients be aware of the product, services and

help them in purchasing decision.

2) Right now, what motivates me is my family. Since I was married and as a first time dad, I always think of them first. They are my priority that is why I am eager to work and start my job and satisfy the needs of my family especially my son. I want to provide them the best that I can give. I want to save money to prepare for the future of my wife and my son when he starts studying.

3) I expect my boss, co-workers and the company to have a fair treatment, a safe working environment, and help me in acquiring new abilities that I can use to benefit the business from my boss, coworkers, and the corporation.



Jean Quibuyen, Sales - CPC

- 1) ECI really embodies a family-oriented company culture. I immediately feel at ease working with everyone because they are all very welcoming.

2) I think positive outcome or success will motivate me to do a job well done and I also think that aligning the company's vision and good values with my own is a way to achieve that.

3) I expect to learn a lot from my boss and my colleagues and I also expect a healthy work environment.

INTERCOMPANY SPORTSFEST 2023

By: Joana Caasi

Last March 31, 2023, Friday, RCMC kicked off in style with a 2 hour long opening ceremony held at the open area of RCMC premises. Almost a hundred of participants join the parade while flexing their sports uniform. This event was followed by the announcement of winners including the best in uniform which was given to the ECI Ballers and Spikers.



ECI Spikers getting ready for the parade.

It is almost after a gap of fifteen years that the most awaited event is being organized. The preparations begin two weeks earlier so that participants can perfect their moves. Employees can choose different sports like badminton, basketball, volleyball, and chess.

In contention are players from various companies including, Euro Chemicals Inc, Refinette Cosmetic Manufacturing Corp and Euro Asia Pharmaceuticals Inc.



Solid start for ECI Ballers winning their first game via RCMC Soap BB team (68-57)

ECI PARTICIPATES ON FIRE PREVENTION MONTH

By: Rey Anzures

In observance of National Fire Prevention Month 2023 with the theme "Sa Pag-iwas sa Sunog, Hindi ka Nag-iisa" themed by the Bureau of Fire Protection (BFP) with the help of the Philippine Information Agency (PIA) and Local Government Units.

By the mandate of Presidential Proclamation No. 115-A, s.1966, March is observed as the Fire Prevention Month. Essentially, it aims to remind people to be cautious and responsible at home and in the workplace, as fire safety is everyone's concern. Furthermore, the public must participate in fire prevention drills and innovative programs concerning this observance as they always pay to be ready.

ECI as a way of compliance with Fire and other disaster preparedness is conducting a "Fire Drill" in coordination with the QC-BFP.

In this light, here are some prevention tips to keep our home and offices safe...

ADVICE COLUMN

By: Remus Nico Medel

5 scientifically proven ways to be happier at work:

- 1) Start the day on a good note.
- 2) Make fewer decisions.
- 3) Help a colleague.
- 4) Make progress and acknowledge it.
- 5) End your workday with a simple gratitude pause. If you share something positive about your day with someone else, even better. Research shows that discussing positive experiences with others enhances how good you feel about them and increases their after-effect.

QMS SECTION: ROOT CAUSE ANALYSIS

By: Alleli Patulot

Root cause analysis (RCA) is a process used to identify the underlying cause of a problem or an issue. It is a systematic approach that involves identifying the problem, gathering data, analyzing the data to determine the root cause, and developing a plan to address the root cause.

Corrective action formulation is the process of developing a plan to address the root cause identified through RCA. It involves developing a set of actions that will prevent the problem from occurring again in the future.

The RCA and corrective action formulation process is critical in any organization as it helps to identify and address problems before they become major issues. The process involves several steps, including:

1. Problem identification: The first step in RCA is to identify the problem or issue that needs to be addressed. This could be a customer complaint, a safety incident or a production issue.

2. Data collection: The next step is to gather data related to the problem. This could involve reviewing records, conducting interviews, or observing the process.

3. Root cause analysis: Once the data is collected, it is analyzed to determine the root cause of the problem. This involves asking "why" questions to identify the underlying cause.

4. Corrective action formulation: After the root cause is identified, a plan is developed to address the issue. This could involve implementing new procedures, providing additional training, or making changes to equipment or processes.

5. Implementation: The final step is to implement the corrective actions and monitor the results. This helps to ensure that the problem is resolved and does not recur in the future.

In conclusion, RCA and corrective action formulation are critical processes in any organization. They help to identify and address problems before they become major issues, improving efficiency and reducing costs. By following a systematic approach, organizations can effectively address problems and prevent them from reoccurring in the future.

ECTF UPDATE

By: Christopher Soberano

COVID-19 cases in Metro Manila continue to drop – DOH, March 8, 2023

Local government units (LGUs) in Metro Manila have recorded decreasing COVID cases, the Department of Health (DOH) announced yesterday.

At a press briefing, DOH National Capital Region director Aleli Sudiagal said COVID cases in the NCR continue to drop.

"In fact, some of the LGUs have not been recording any case at all.

Acting Health Secretary Maria Rosario Vergeire said an average of 133 COVID cases have been posted daily across the country.

"In the past weeks, the recorded increase was three to five cases only. This is not significant compared to our weekly average number of cases.

The DOH asked the public not to be complacent as the current COVID numbers do not reflect the actual situation in the country.

Since 2020, the country's total number of cases has stood at 4,007,183, including 4,002,115 recoveries and 66,167 deaths.

Always Stay Safe & Healthy
ASHO

GWP TRAINING

By: Rico Basa, Kenneth Garraton, Jeffrey Insek



Warehouse forms a very critical link in the supply chain of any organization and plays a pivotal role in matching demand with supply. Efficient warehousing practices help in achieving maximum order fulfillment at the lowest possible cost. Thus, using best warehousing practices are mandatory to transform the warehousing operations which can result in a reduction of cycle time, better inventory management, improved safety standards, lower costs etc. Most importantly, it improves customer service, increases order fulfillment rates and eventually adds more value to the overall supply chain. Here are the benefits of GWP:

- Storage Facility
- Easy Accessibility of inventory
- Enhanced safety
- Optimized production process
- Smooth movements of goods
- Cost-Effectiveness
- Enhanced Risk Management
- Reduced Human Error
- Information Management
- Value Added Information



QC & SC Department with Trainer, Ms. Michelle Palaca