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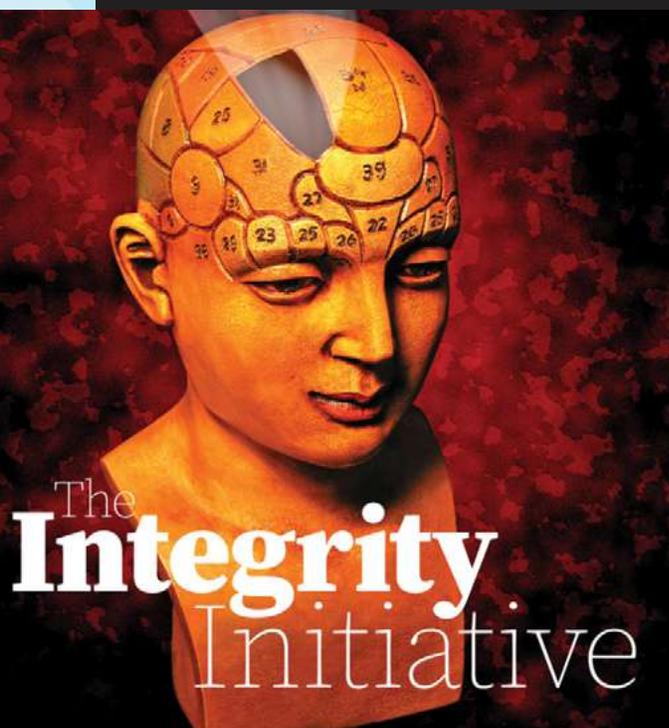
ROYAL CARGO INC. THE ANTI CORRUPTION MODEL

by Henry Schumacher (originally published on businessmirror.com.ph)

ON the day after yesterday's elections, it is my pleasure to highlight an anti-corruption model and its willingness to be a model for the future!

For those of us who are running organizations in the Philippines, corruption created by "enablers" has always been a temptation. Saying that I am against corruption is one thing, implementing it throughout my organization is another thing.

However, there is a model organization with an owner who has successfully been committed to anti-corruption: Michael Raeuber and his Royal Cargo Inc. (RCI).



Michael and I were deeply involved in the creation of the Integrity Initiative in the period of 2011 to 2015. Michael signed the Integrity Initiative Pledge in 2012 and issued a Royal Cargo Inc. commitment to Anti-Bribery and implemented company-wide policies that prohibits all executives, employees and/or agents to commit any form of bribery and corrupt practices. Royal Cargo has been firm in its stand on carrying out its business in a free, fair, and competitive environment in accordance with prevailing municipal and international laws.

Amazing is that RCI has been a TRACE International certified company since May 15, 2016. Every year thereafter and to the present, RCI has successfully managed to pass the recertification audit of TRACE.

TRACE International is a non-profit business association and the leading global anti-bribery standard setting organization that provides anti-bribery compliance support for multinational companies and their commercial intermediaries through a membership program.



TRACE certification underscores Royal Cargo Inc.'s commitment to transparency in international commercial transactions.

Why am I highlighting RCI today?

RCI has been TRACE certified for the year 2022 as compliant with Anti-Bribery and business transparency.

We are all aware of the damage corruption does to the country and its people and see the need to that both government and the private sector make a commitment to work together in anti-corruption efforts with the new government which will effectively take over in June this year.

We are also aware of the damage agri-smuggling does, effectively undermining the much needed stronger food supply strategy.

Given these strategic issues that need to be addressed by the new administration, RCI is committing to effectively contribute to a joint anti-corruption engagement and lead by example. As a leading logistics company, RCI is very familiar with the extensive issues of helping the farming community of bringing their produce to the market without major losses. Let me be more specific:

RCI is firmly of the opinion that the Department of Agriculture, the local government units with farming activities, and logistic companies like RCI, have to work together to expedite the delivery of farm products to the market inside the Philippines and for exports with little spoilage.

In a tropical country made up of an archipelago, transit time from farm-to-market is critical in preserving agricultural produce. Logistics companies can be instrumental in significantly reducing damages and spoilage by providing proper packaging, storage, handling equipment and transport solutions.

Moreover, logistics companies can extend their value in the agriculture supply chain by investing in agro-processing with individual quick-freeze technology to complement their existing warehouse storage businesses. This facility will give farmers access to the latest (but expensive) technology at a more affordable price, which will prolong their products' shelf life and eliminate wastage due to overproduction. The effect on the farming community will be that they will get a higher return for their produce and that the middlemen that have earned more than the farmers will be minimized if not be eliminated.

It is, therefore, my pleasure to present RCI not only as the anti-corruption model for business at large but also to highlight the willingness of RCI to work with the new government in addressing the needs of the farming community and contribute to a stronger food supply strategy. Feedback is welcome; you can contact me at hjschumacher59@gmail.com



HSSE CORNER:

OMICRON SUB VARIANTS: AM I PROTECTED?

by *Camille Bello*

Ever wonder how diverse the challenge of scientists to keep up with the mutating COVID-19 variants and their sub-variants is? A webinar initiated by the HSSE and **Dra. Filma Herbosa** took place on July 13, 2022 via MS Teams, intending to raise awareness of Omicron sub-variants and how to prevent infection.

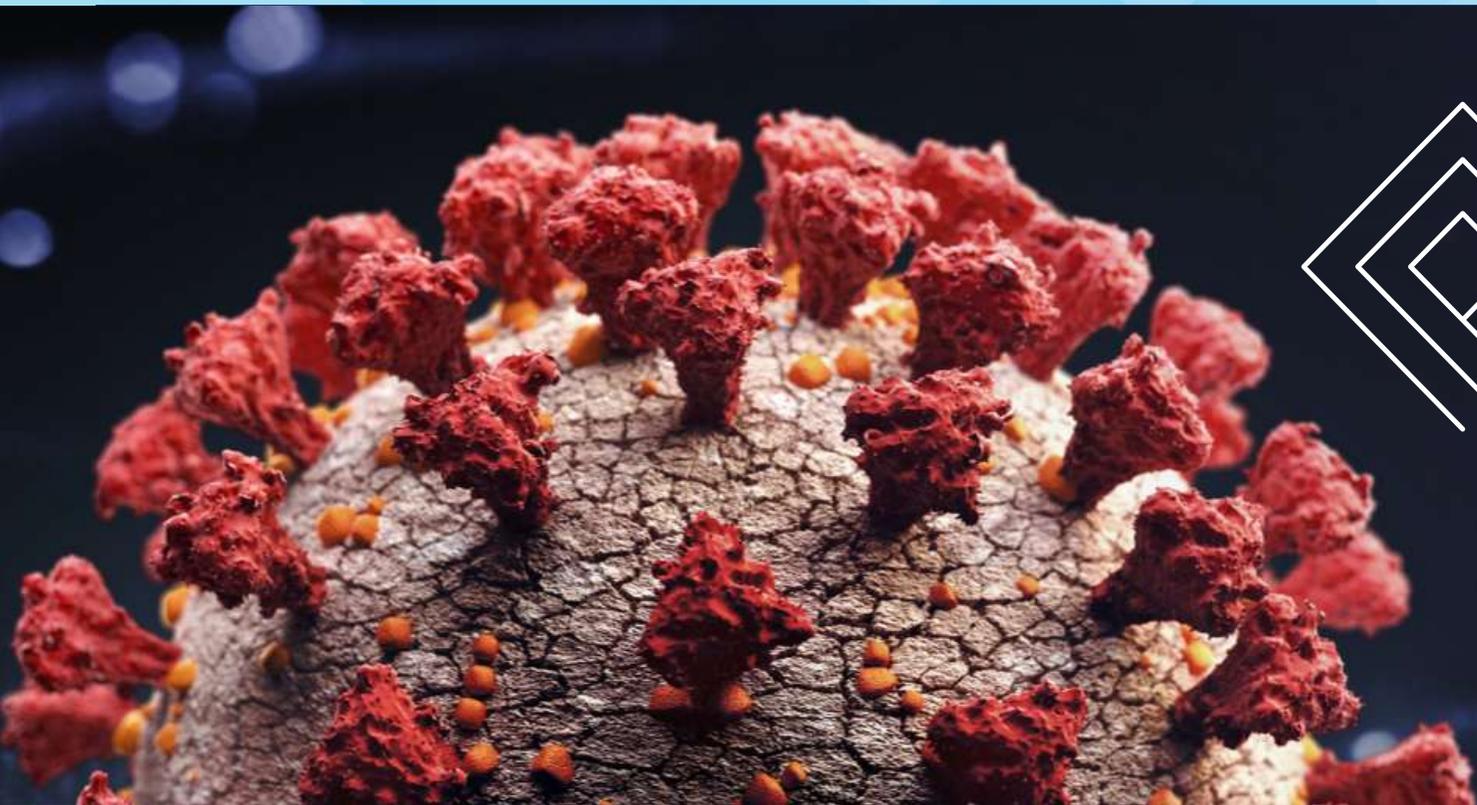
According to Royal Cargo Inc. company doctor, Dra. Filma Herbosa, she and Mr. Andrew Valenzuela teamed up to brainstorm what kind of topic would interest the RCI community; they then decided to tackle all about the omicron subvariants since the scientific facts are not known to many.

As discussed, **when a variant emerges, it never stops mutating and changing.** Dra. Filma talked about three sub-variants of Omicron, which are **BA.2.12.1, BA.4, BA.5.** Six symptoms were ruled out as more common among those three sub-variants: **runny nose, cough, sore throat, headache, fatigue, and fever.** She shared that what lingers after the 7-day quarantine is fatigue.

“COVID-19 virus is airborne!”

Dra. Filma Herbosa asked a rhetorical question to her audience: **“Did you ever think about the people who did not declare their symptoms and those cases which weren’t reported to the DOH?”** She said that we have to practice the initial health protocols because it seems like we have forgotten about them.

Dra. Filma reminded the RCI community to help prevent the spread of the virus by wearing facemasks at all times and practicing other health protocols. Most of all, she recommends everyone to take a **booster shot.**



While preparing the webinar deck for the topic, Dra. Filma did not expect that the new stealth of Omicron may evolve. The Omicron sub-variant is called Centaurus; it was first identified in India and infected almost half of the country in early July 2022. According to data, Centaurus has not yet considered a variant of concern (VOC).

Since the Omicron sub-variants have led us to a significant shift in natural immunity, and with the multiple challenges outside of our homes like the constant agony of commuting to work in the Philippines, this leaves us with the question,

“Are you Omicron-protected?”



**SCAN TO WATCH THE
RECORDED
WEBINAR VIDEO**





IN THE SPOTLIGHT:

THE REAL-LIFE “BOSS BABY”

Getting to know Ms. Virginia Jamila

by Camille Bello

When asked how long has she been working in the logistics industry, *Virginia “VCJ” Jamila* or “Boss Baby” to many did not hesitate to answer, “Definitely more than my fingers AND toes put together!” but despite the long years, VCJ says she is still learning every day.

DURING OFFICE HOURS

For VCJ, Royal Cargo’s culture is innovative, dynamic, and result-driven. **“RCI does not rest on its laurel, partly because of the type of industry we are in where to evolve is to succeed, but mostly because we have MKR at the helm, a visionary who pushes boundaries and, like Don Quixote, is not afraid to fight windmills/status quo.”** She added.

Daily, she reads and answers emails, attends essential meetings, and performs tasks as the Vice President of Global Business Development and Marketing.

VCJ also shared how she manages her time. **“When I leave the house for the office, my mind is focused on my job; when I leave the office, I try my best not to bring the issues and problems of the office with me.”**



And just like everyone, she also looks forward to weekends and holidays. To top it all off, her favorite part of the job is getting high when she wins a new customer for Royal Cargo.



BEYOND THE WALLS OF RCI

During her free time, VCJ reveals that **she bakes a mean walnut chocolate cookie**. She is also into sports!

To unwind, she watches basketball, football, baseball, soccer, tennis, golf, and now cricket, although she still could not figure out how it works.

VCJ believes reading “real” books is better than reading digital versions as it amplifies the joy of reading.

On the other hand, VCJ jokingly admitted that she has the knack for making people laugh and making kids cry.

AS A BOSS AND AS A FRIEND

VCJ’s executive assistant, **Lorelie Bundalan**, who has been working with her for over a decade, pictured VCJ as a **passionate person, a great leader, and a fair boss**.

According to Lorelie, VCJ may seem like a strict person and a disciplinarian at first glance, but those characteristics are all true. But when you get to know her, she can be one of your friends whom you can always count on.

In addition, anyone who works closely with her, especially the salesforce, could attest that she is indeed a **problem-solver**.

Ever wonder what motivates a successful, and hardworking woman like her? VCJ shared her favorite verse from the Bible: **Philippians 4:11–13**



“I can do all things through Christ which strengthens me.”



INSIDE NEWS:

QUALITY MANAGEMENT AND DATA PROTECTION IN RCI

by Mr. Rey Macaro

In compliance with the **RA 10173 (Data Privacy Act of 2012)**, the Top Management of Royal Cargo, Inc. assigned the data privacy compliance implementation to the QMS department headed by Mr. Rey Macaro. Rey has been appointed as the company registered Data Protection Officer to the National Privacy Commission. With this new appointment, there will be new initiatives, policies, and procedures for collecting and processing personal data, for data subjects to exercise their rights under the DPA, access management, system monitoring, protocols for security incidents or technical problems, and data retention.

Basics of Data Privacy

The Philippine law states, “The processing of personal data shall be allowed subject to adherence to the principles of transparency, legitimate purpose, and proportionality.”

The law defines sensitive personal information as being:

- An individual’s race, ethnic origin, marital status, age, color, and religious, philosophical, or political affiliations.
- An individual’s health, education, the genetic or sexual life of a person, or any proceeding or any offense committed or alleged to have committed.
- Issued by government agencies “peculiar” (unique) to an individual, such as social security number.

Continued on the next page





There are eight (8) rights that belong to data subjects, namely: the right to be informed; the right to access; the right to object; the right to erasure and blocking; the right to rectify; the right to file a complaint; the right to damages; and the right to data portability.

Beyond QMS

Though the law only mandates the protection of sensitive personal information, RCI as an organization will ensure that through its QMS policies, all company-sensitive trade information, including customers and employee data, will be well protected. It will be done by providing world-class IT infrastructures, procedures, and monitoring systems to keep up with the new challenges of the digital information age.

INSIDE NEWS:

ROYAL CARGO RECEIVES CERTIFICATE OF APPRECIATION FROM MARINA

by Cherry Pascual

For the unwavering support for continuous cooperation with selfless dedication to Maritime Industry in times posed by the COVID-19 Pandemic, a Certificate of Appreciation was given to IRIS Logistics, Inc. by MARINA Regional Office – National Capital Region headed by Engr. Marc Anthony Pascua last 31 May 2022.

Last year, MARINA granted consent to IRIS Logistics, Inc. to relieve exporters with the scarcity of international cargo vessels calling on Philippine ports. With this, MV IRIS Paoay successfully sailed across the Pacific as the first Philippine-flagged container vessel in 30 years.





INSIDE NEWS:

RC GROUP CEO RECEIVES PLAQUE OF COMMENDATION FROM BOC

by Cherry Pascual

Bureau of Customs (BOC) presented a *Plaque of Commendation to Michel Kurt Raeuber* last 31 May 2022 in due recognition of his invaluable guidance & expertise as a **Member of the Multi-Sector Governance Council (MSGC)** of the Bureau of Customs' Transformation Journey and unprecedented 4-Gold Trailblazer Awards about the four stages of the Performance Governance Systems (PSG) between June 2019 to April 2022.



The MSGC has been instrumental in sustaining and advancing the progress of the BOC throughout the transformation process. Several breakthrough projects recognized in each PGS Stage were recommendations from the MSGS, such as the game-changing Summit for the Business Community in March 2022.

For more information about BOC's Transformation Journey, visit the Bureau of Customs' website.



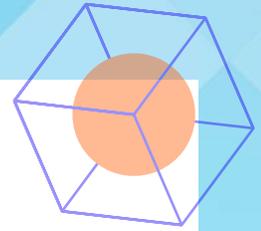
Michael Kurt Raeuber with the MSGC & BOC Officials



TECH TRENDS:

HOW TO REPORT SPAM AND SCAM SMS

by Cherry Pascual



Are you getting a lot of annoying spam text messages (SMS)? There are ways you can do to get rid of them – either use your text messaging app’s built-in blocking feature or report incidents to the NTC.

Furthermore, if you are a Globe user, you can file spam/scam complaints whenever you receive such messages. Here’s how to do it:

- Submit a Spam Message Report**
- Upload a screenshot of the spam/scam message**
- Fill out the fields, which include the mobile number and the details of the spammer/scammer’s mobile number and message.**

Please be reminded not to open any links as they may contain malware or are designed to do phishing activity and turn over sensitive personal data. **Let us be more vigilant about the rise of such numbers of spam text messages!**





EMPLOYEE ENGAGEMENT:

PROUD AND HAPPY DAYS TO ALL OUR MOMS AND DADS

by Konstantin Tolleo

We all look up to our parents, one way or another, and in some ways, we want to grow up to be like them or a much better version to honor them. Royal Cargo Employees showed that they love their moms and dads and are very proud to share that affection and admiration of their parents with others.

We celebrated Mothers' Day with a Photo+Caption event this year, asking our employees to submit their entries on "Bida and Nanay Ko ." Instead of celebrating employee moms within Royal Cargo, we asked employees to share what makes their moms special. The outpouring of emotions and pride from all the photo captions indeed struck the hearts of everyone in the company.

And in June, we replicated the Photo+Caption event, asking employees again what is very special about their dads that they can shout out, "Idol ko si Dad ." We received entries that range from the quirky and funny to the most heartfelt emotional tributes to dads.

Bida ang Nanay ko dahil...

Great News!

We know that you have a lot of terrific things to say about your Mom.

Submission of tribute entries will be extended until **12nn, 10 May 2022 (Tuesday)**.

Email your entries to hr@royalcargo.com

Witty and unique submissions will receive a special token.



Idol ko si Dad

Pay tribute to your DAD this Father's Day. Share a photo of you and your dad and complete the statement "Idol ko si Dad dahil..."

Entries will be included in a special audio-visual presentation to be shared on 20 June 2022, Monday.

You will receive a special token for witty and unique submissions.

Send your entries now!

Deadline for submission of entries is at 3pm on 17 June 2022 (Friday) | Format: word file containing the photo and tribute statement



Both events saw tribute videos to highlight the celebration of Mothers' Day and Fathers' Day. And in both videos, we also paid tribute to our leaders who stand in as our office moms and dads. Though we're not filially related, we tend to look up to them for guidance as we get from our natural parents, and they gladly give it, very often too, as customarily done by Filipinos.



It's not just an emotionally packed activity; we also had fun contests to test out the mettle of our employees in various puzzles and quizzes. And those that showed their skill in these games got neat prizes in return.

BINGO
KA
DAD!

JOIN OUR
POST-FATHER'S
DAY ACTIVITY

MONDAY,
20 JUNE 2022
12NN

JOIN OUR
POST MOTHER'S DAY
ACTIVITY

1. Download the "mothersdaypuzzle" file.
2. Do not forget to fill in your name and department on the worksheet.
3. Find and highlight the words listed on the right side of the puzzle.
4. Complete all 15 words and send the file back to hr@royalcargo.com no later than 2pm today.

THE FIRST 50 EMPLOYEES TO SUBMIT CORRECT ANSWERS WILL RECEIVE A SPECIAL MOTHER'S DAY TOKEN.

TH AN T S E A T
I R Q C V F R E L
G U S A S A L A M E
E N T K E I J A N
T D S U O L P I C
N S U S A L A M E
S S T Q F K B Q N
U D O C C G D U A G
N R R M E
W T R A M E
S Q
T F N A R E N C R

Mother's
Day

WORD
search

All the participating employees who shared in the fun activities and their stories of their parents to the whole of Royal Cargo have rewarded tokens as an appreciation gift for their efforts and stories.



SCAN TO WATCH THE VIDEOS





GLOBAL NEWS:

SEASONED LOGISTICS EXPERTS AT ROYAL LOGISTICS INDONESIA

originally featured on projectcargonetwork.com

We are pleased to approve PCN membership for PT. Royal Logistics Indonesia. They are the sister company of current members, Royal Cargo Vietnam, with a specialised project handling team based in Jakarta.

Managing Director, Cecilia M. Kusuma is a seasoned logistics expert and says; ***“PT. Royal Logistics Indonesia is driven to be a world-class total logistics provider offering specialised, high-quality and flexible solutions. We are focused on developing projects opportunities from/to Indonesia and it would be our pleasure to work together with other PCN members to develop business with mutual benefit.”***

Please see the gallery below for details and photos of their latest projects.



CONTINEO

Contineo is the official newsletter of the Royal Cargo Group of Companies produced by Marketing and Communications

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