



Kaertech Newsletter



Team Luzon's Winning Costume and Dance Performance during Kaertech's Year-End Party

Pinoy Fiesta: Kaertech Year-end Party 2022

The annual celebration of Kaertech's Year-End party happened last December 16, 2022, with the theme "Pinoy Fiesta sa Kaertech". Highlight of the event was the showcase of talents through dance competition, singing contest, individual and group best dressed of the night. Lots of games, raffle items, foods, presentations, prizes, and unforgettable experiences were shared during the party. The twist added to the singing contest was all contestants must be a "Sing-Tunado" or employees who may not possess exceptional vocals but has great confidence. Winner for the solo singing contest was Mylene Cimera from Production. She sang "To Love You More" by Celine Dion. The winner of the individual costume contest was Aiziel "Mhaya" De Villena from the QEHS Department. She wore a traditional local costume from Mindanao. As winners, Maylyn and Mhaya brought home Php 3,000 and Php 2,000, respectively.

For the group costume and dance competition, employees are divided into three teams - Team Luzon comprising of Production Backend, Team Visayas with members from Production SMT, EDA, plastic, parts prep, solder, material handling, and Team Mindanao from sales and delivery, TSD/FA & Test Engineering, finance & admin, QEHS, and supply chain. Team Luzon's theme presented the glamorous festivals of Panagbenga and Puto Latik. Team Visayas showcased three beautiful festivals - Sinulog, Masskara, and Ati-Atihan. Team Mindanao performed a heartfelt interpretation of the Kadayawan festival. The winners received the following:

	Winner	Dance Performance	Group Costume
1st place	Luzon	₱15,000	₱5,000
2nd place	Mindanao	₱10,000	₱3,000
3rd place	Visayas	₱7,000	₱2,000



Team Mindanao



Team Visayas

Year-end Party Photos



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Interested to become a contributor? Feel free to contact any members of the QEHS Team



Mickael Bouffaut awarding Maricris Umilda the cash bonus for being the 2022 Employee of the Year Awardee

Employee of the Year Awardee

The most anticipated award of the year was also announced last December 16, 2022, during the Year-end party. Maricris Umilda, a Line Leader from Backend Production won the award for exemplifying the core values of the company. She received Php 10,000 cash bonus from the CEO, Mickael Bouffaut, during the night.

In her own words, "I just want to say thank you to Kaertech Electronics Philippines. It is great honor receiving such award as best employee of the year 2022. It makes me feel overwhelmed and I didn't expect this award. I just also want to thank my boss to make this award possible, to Ma'am Nhell, Sir Rick, and especially to Boss Mickael for the trust in me. I hope that the company will continue to grow and be more successful."

Who will be the Employee of the Year Awardee for 2023?



Employees receive their Certificate of Appreciation for demonstrating commitment to work amidst the Typhoon Paeng (Nalgae).

Dedicated employees recognized

All the employees that showed up for work last October 29, 2022, in the midst of typhoon "Paeng" were given certificates of appreciation for their outstanding commitment and dedication. The certificates were awarded during the "Monthly Kapihan" session which was conducted last December 13, 2022. In addition to this, employees who were also present during Christmas day were given a small token from the CEO, Mickael Bouffaut, to show gratitude and acknowledgement for the employees' continuous support and diligence to their work. Appreciation and recognition are given to all the hardworking employees that always give the best in their assigned tasks.



Employees received a simple gift for working on Christmas Day.

Passionate New Hires



Stephanie "Steph" Ramos
Senior HR Manager

"Passion and integrity for me are vital to an effective HR service. Such quality service leads to a motivated and successful organization. Today, I am excited to be part of a company with a heart and promising future. I am glad to be home."



Christopher Joseph
"CJ" Crisostomo
Project Manager

"I am excited to be part of the team and start to learn new things and develop new skills as well. Looking forward to work collaboratively in order to achieve Kaertech/Baracoda's goals"



Cristoffer "Cris"
Difuntorium
Project Manager

"I am really thankful for the warm welcome of my Kaertech family. I'm looking forward to working harmoniously with my colleagues from different teams as we take on different projects."



Eduard Raymundo
Sr. Electronics Design Engineer

"I am really looking forward to join Kaertech as it opens an opportunity to explore another vast area in Electronics Industry. Being exposed to Semicon and Power Electronics in the past, I am looking forward to learn more about IoT's, and at the same time apply the knowledge I acquired from my past work experiences."



Rommel "Mel" Ayos
HR Supervisor

"I am grateful and honored to be joining a company with great leaders and team members. I look forward to meeting everyone and actively engaging in organization's employee activities."



Joshua "Jiwee" Samio
Principal Mechanical Engineer

"I am excited and looking forward to join Kaertech. Thank you for the opportunity!"



Klaire Ann Alcantara
Quality Engineer

"Being officially a part of the Baracoda and Kaertech family is such a blessing for me. I am truly thankful for the warm welcome and looking forward to working with all of you. "



Catherine Acuno
Jr. Electronics Design Engineer

"Joined Kaertech as an intern and now as an Employee. It is indeed a good decision and a great opportunity to start a new journey with this organization. Thank you for the trust and believing in my capabilities."

As of end of 2022, Kaertech has a total of 169 passionate employees, which is an increase of 27% from 2021.



Parish Youth Choir singing Christmas carols during Kaertech's Year-end Party

Kaertech's year-end party with a touch of CSR



Kaertech Managers with Parish Youth Choir

As part of the company's Corporate Social Responsibility (CSR), a group of twelve children, called the Parish Youth Choir, together with their youth leaders received cash donations during Kaertech's Year-end party. These children are from a small community in Real, Calamba City who were heavily affected by Typhoon Paeng last October 2022. The group is part of the Parish Music Ministry in San Vicente Ferrer Parish - Real. The Parish Youth Choir was formed during Dalaw Patron sa Kapitbahayang Katoliko (DPKK) wherein the parish priest and volunteers, went to secluded areas and communities to provide spiritual and physical needs. These kids have since been discovered and they now show their commitment by singing every Sunday during service and performing in every Parish events. The kids have shown diligence in attending practices while doing their responsibilities at home and in school.

During the party, they performed two Christmas songs in front of the employees and guests. The group radiated their positive and joyful energy to the crowd through their beautiful voices and smiles.

Environmental, and Occupational Health & Safety Activities

Annual Fire Drill

Company's annual fire evacuation drill was conducted last December 20 and 21, 2022 for the two buildings. The drill was facilitated by the Environment, Health, and Safety (EHS) Committee.



Employees evacuating the building

The alertness and urgency in terms of emergency response by all the employees was tested during the drill. This is being conducted semi-annually to make sure that all the employees are ready to respond in cases of emergency, such as fire. The evacuation took 91.12 seconds average for both buildings. This is an improvement from the previous drill's 154 seconds. With the cooperation and participation of all, the outcome of the drill is successful.

Water Discharge Testing

Consistent with the company's efforts in meeting compliance obligations to regulatory requirements, the water discharges from Kaertech's two buildings were tested last December 15, 2022. This was conducted as part of the company's continuing compliance to Laguna Lake Development Authority's (LLDA) requirement.



Sewage testing conducted by LTI Laboratory Inc. and Laguna Water

Water sampling and testing were performed by Technopark Industrial Laboratory Inc. together with a Laguna Water representative. A total of 17 parameters were tested and the result of laboratory analysis (ROLA) showed that all parameters passed.



HR's Stephanie Ramos facilitating the Business Ethics Training

Business Ethics Refresher Training

During the General Assembly for the month of December 2023, the Human Resource Team conducted the annual Business Ethics Refresher Training. This was part of the company's preparations for the annual social compliance (SMETA) audit. All the employees attended the session which was facilitated by the Senior Human Resource Manager, Stephanie Ramos. Kaertech's Business Ethics is defined in the Employees' Handbook. Topics included business integrity, disclosure of information, intellectual property, protection of identity, and privacy. The roles and responsibilities of both The Company and the employees were also tackled.



Employees attending the training



Kaertech SMETA Core Team with the Bureau Veritas Auditors

Kaertech maintains compliance to SMETA Requirements

Kaertech successfully completed the annual Sedex Members Ethical Trade Audit (SMETA) last December 28-29, 2022. SMETA is a social compliance audit that covers requirements, called pillars, on Labour Practices, Environment, Health & Safety, and Business Ethics. The audit was facilitated by assessors from Bureau Veritas. The audit included additional activities that covered Manufacturing of Plastic Molded Parts which is located in the new building.



Assessors from Bureau Veritas during facility tour

The audit included a facility tour, document review, and individual and group interviews of workers. While there were minor nonconformities raised during the audit, the Kaertech Leadership Team took this as opportunities to improve the processes, systems, and business practices within the company.

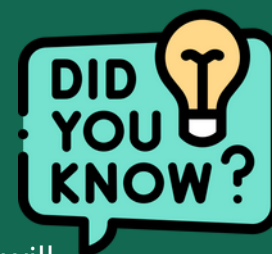


Pictures from the First Health and Wellness Event

Healthy Living

First Health and Wellness Event

A lifestyle changing event happened last October 14, 2022. Partners and advocates of Health and Nutrition were invited to promote a healthy lifestyle to all the employees of Kaertech. Harvie Baron kicked off the event and introduced "The Baron Method" which advocates the healing power of food. All the questions related to food, health, and diet were all addressed well by the speaker making the employees realize the benefits of The Baron Method. Also, representatives from Medicard, the company's HMO provider, offered medical insurance to employees' extended family members, who are not part of the usual qualified dependents. To add a bit of CSR to the event, the company invited Vibes Massage to provide massage services to employees. Vibes Massage provides livelihood to visually-impaired individuals by training them to become massage therapists. The employees were also encouraged to provide tips and donations to Vibes Massage.



Excessive caloric intake will increase the risks of having heart disease and diabetes.

Tips to prevent overnutrition:

- Limit foods with saturated fats, high salt content and empty calories
- Drink lots of water
- Stop binge eating
- Avoid skipping meals
- Eat more fiber to keep you feeling full longer