



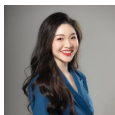
## DUSA BI-Monthly Newsletter

## DUSA Online Training

## How to Prepare the Work Report with PowerPoint

**January 16** the Online training about "How to Prepare the Work Report with PowerPoint". DUSA invited a very experienced trainer, Grace Yan.

Grace Yan, As a bilingual trainer, she was the internal trainer of G10 multinational enterprise. Grace has been worked in Dell, Chevron, and Pernod-Ricard. Having rich experience in office training in global 500 companies, she helps to solve office problems for clients and trainees. Until now, more than 10,000 trainees are benefited from Grace's training.



Grace Yan

Microsoft Certified Trainer, is also the trainer of Microsoft golden partner. She is certified as Microsoft Certified Office Master, Microsoft Certified Excel / PPT/ Word (Full mark in Word part) and Microsoft Certified Data Analyst Associate.

## Sports circle



DUSA Sport circle is becoming more and more popular among members. January Badminton, February Basketball were successfully held in Olympic Center. About 30 people participated in the badminton and around 40 people attended the basketball exercise.

Sports Circle reaches people from the member companies vertically across all levels. DUSA welcome more people join Sports Circle.

## DUSA HR Circle

## Team Leadership in the Tough Time

*There is an old saying: "Walk fast alone, while walk far together".*

*In the final analysis, the competition among enterprises is the competition between teams instead of individual leaders. An excellent leader is one who has the ability to build an excellent team and form a competitive force. We can also call it team leadership. Excellent teams can maintain high performance over a long period of time, not just a flash in the pan.*

**February 3** HR Circle, almost 40 HRM/HRD attended the event. We invited Mr. James Cheng to study, share and co-create with us topics about Google's Five Characteristics of High-Performing Teams; Harvard professor Amy Edmonson's research on team psychological safety; The five factors that drive the performance of the team researched by MIT; The laws behind elite teams; Zhi He team leadership model; Experience the Zhi He team leadership test and interpret the report.

Meanwhile we also invited Ms. Vicky Yang to share with us some know about the wine and lead us to taste the wine.



James Cheng

- Founder of J&L TEAMS Team leadership Assessment®
- Lecturer of CEIBS digital
- MBA Ivey School of Business Canada
- EMBA Xi'an Jiaotong University



## DUSA Roundtable

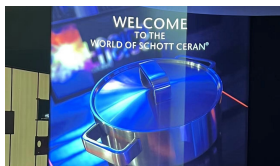
## China Economy and Business Outlook in 2023

*The past 2022 was a year full of challenges. In 2023, the reopening of the world's second largest economy is set to have a significant impact on the global economy. At the same time, intensifying external geopolitical tensions and increasing policy uncertainty have posed raising concerns from businesses operating in the Chinese market. The uncertainty and opportunities of Chinese market in the new year will be the focus of entrepreneurs and business leaders.*

**DUSA New Year Roundtable was held successfully at SCHOTT Glass Technologies (Suzhou) Co., Ltd. on February 9th. About 50 members and friends attended the event.**



At the event, Mr. Martin Spier, Home Tech Suzhou Plant Manager of SCHOTT gave the company introduction. Dr. Weisi Xie, Shanghai Director at the Economist Intelligence Corporate Network (EICN) shared a briefing which will consider challenges in the near term as well as economic and business outlook over the next year for China, based on the analytical work of the Economist Intelligence Unit to provide relevant information support to the formulation of long-term strategies in a complex and dynamic market environment for business leaders. Mr. Marshall Chen, Partner of FIDUCIA Strategy Advisory introduced DUSA Business Sentiment Survey which is planned in 2023.



After the presentation, participants visited the show room of SCHOTT. The high tech products are very impressive.

### DUSA Online Training

#### Mitigating Cyber Security Risks

Manufacturing companies in China face specific cyber security risks. Advanced manufacturing, such as "Smart Manufacturing" or "Industry 4.0" is based on information systems and data flows, while the regulatory environment regarding cyber security is becoming increasingly complex. Moreover, efficiency in addressing security and compliance challenges is crucial for small and medium-sized firms operating in an international context.

**February 14th**, DUSA invited Mr. Thomas Zhang, partner at Dezan Shira & Associates to share the topics about the "Cyber securities". This training enabled IT managers and staff in data processing roles of manufacturing firms to understand security risks from a top-level view and use hands-on tools to mitigate them.



**Thomas Zhang**

Partner at Dezan Shira & Associates



## Social gathering

## February 15



It's been a few weeks since the Chinese New Year of 2023, DUSA held a New Year Social gathering on the evening of Feb. 15th, which was the first social event of 2023.

There were almost 60 DUSA friends gathered together to make new friends, to share with us their special experiences, challenges and opportunities, and also to build up their business network. The atmosphere was very nice. Thanks again to everyone who came, and also thanks to The Circle for their great support.



Event partner

THE  
CIRCLE



## DUSA DARE Event

**The denotation of DARE:**  
**DARE: Dusa Aspirants for Rising Eminence**

## How to Stand Out at Work

On February 22nd, the 3rd DUSA DARE event was held at VisTalker. Around 30 DUSA members attended this event. The event featured three experienced professionals: Mr. Thomas W. Scholz from Gustav Wolf Wire Rope (Suzhou) Co., Ltd., Mr. Michael Yang and Ms. Helen Yan from Laerdal Medical (Suzhou) Co., Ltd. and three young talents: Ms. Doris Zhou from Ondal Medical Systems (Suzhou) Co., Ltd., Ms. Fayme Liu from CCL DESIGN IDT (Intelligent Decorative Technologies) and Ms. Pola Li from Carbosynth China Ltd.



At the event, 6 speakers presented their understanding about the topic "How to stand out at work". From their sharing, we can see that there are four important points to stand out at work. They are: values and attitudes, continuous development, ways of work and right choice.

After the presentation, there was a panel discussion among participants. Participants exchanged their opinions about this topic and also summarize points of agreement or disagreement.

At last, the speakers and participants explored and conversed about these points together.

DUSA will continue to serve as a platform for young talents from member companies.



## Since February to May

We are delighted to introduce the offline training open courses series organized by GAMI, one of DUSA members.

This year GAMI is offering nine topics in an open course format. Advantages of the open course format are a joint experience and a close exchange of best practices with participants from other companies and backgrounds. Of course, companies can also choose the following open course topics for in-house training, and the training content will be customized to meet specific requirements.

For DUSA member companies employees, please contact with us to enjoy the DUSA member price when you register for the event.

**DUSA/GAMI Training**



17 Feb.	Industry 4.0: From Roadmap to Realization 企业工业4.0: 从实施蓝图到全面实施
03 Mar.	Lean Production Enabled by Industry 4.0 工业4.0背景下精益生产的管理
17 Mar.	Digital Shopfloor Management 数字化车间管理
31 Mar.	Structured Problem Solving 结构化问题解决
14 Apr.	Digital Twins for Flexible Production Lines Using Industrial Robots 数字孪生应用于工业机器人柔性生产线
28 Apr.	Lean and Smart Internal Logistics 精益化及智能化内部物流管理
12 May.	Cost Structure Analysis 成本结构分析
19 May.	Information Value Stream Mapping for Digitalization Initiatives 数字化项目之信息流价值流图
26 May.	Lean Office 精益办公





## News from DUSA member

## Research on the transfer of licenses in the process of asset acquisition of manufacturing companies



Asset acquisition refers to the selective acquisition of all or parts of the assets of a company by payment in cash, in-kind, securities, labor services or debt forgiveness. Asset acquisition is widely used in mergers and acquisitions, and compared with equity acquisition, asset acquisition allows the acquirer to avoid the potential tax, litigation and other risks of the acquired company.

But at the same time, asset acquisitions require more effort and time. In particular, it is necessary to consider how to achieve a smooth transfer in terms of business contracts, employee placement, license qualifications, etc. At present, the licenses involved in the asset acquisition process of manufacturing companies mainly include environmental impact statement, energy conservation reports, pollution discharge permit, etc. This article will summarize the relevant license transfer procedures.

### I. Legal provisions on the transfer of asset acquisition licenses and the response of the competent authorities.

Name of the license	Relevant legal provisions	Response of the competent authorities
Environmental impact statement	Where there are major changes in the nature, scale, location, manufacturing process used, or measures to prevent pollution or ecological damage of a construction project, the documents for environmental impact assessment for the construction project shall be re-approved. (See Article 24 of the Law of the People's Republic of China on Evaluation of Environmental Effects)	Department of Ecology and Environment of Guangdong Province (Response time: January 19, 2021): If there is a major change in the nature, scale, location, manufacturing process used, or measures to prevent pollution and prevent ecological damage of a construction project, the construction unit shall re-submit the environmental impact statement and environmental impact table of the construction project. If the project does not involve the above changes, it does not need to re-apply for environmental impact assessment.
Energy Conservation Report	If there is a major change in the construction content and energy efficiency level of a fixed asset investment project that has passed the energy conservation review, the construction unit shall submit an application for change to the energy conservation examination authority. (See Article 9 of the Measures for Examination of Energy Conservation in Fixed Assets Investment Projects)	Originated from an anonymous consultation with the competent authority in Suzhou in December 2022: If there is no major change in the construction content and energy efficiency level of fixed asset investment projects, there is no need to resubmit the energy conservation report.
Pollutant discharge permit	If a pollutant discharger changes its name, address, legal representative or main responsible person, it shall apply to the examination and approval authority for the formalities for changing the pollutant discharge permit within 30 days from the date of the change. (See Article 14 of the Regulations on Administration of Pollutant Discharge permit) The transfer of pollutant discharge permit is prohibited. (See Article 26 of the Regulations on Administration of Pollutant Discharge permit)	Opinion 1: Department of Ecology and Environment of Guangdong Province (Response time: July 12, 2019): After the business license of the original business entity of a construction project is cancelled, its pollution discharge permit shall be cancelled according to law, and the new business entity shall re-apply for pollutant discharge permit in accordance with relevant regulations. Opinion 2: Department of Ecology and Environment of Guangdong Province (Response time: January 19, 2021): Changes to pollutant discharge permit shall be implemented in accordance with Articles 43 and 44 of the Interim Provisions on Administration of Pollutant Discharge permit and other relevant provisions. Suzhou Municipal Department of Ecology and Environment (Response time: April 28, 2020): Article 43 of the Regulations on Administration of Pollutant Discharge permit: If the following matters related to the pollutant discharger change during the validity period of the pollutant discharge permit, the pollutant discharger shall submit an application for changing the pollutant discharge permit to the issuing environmental protection department within the specified time within 30 working days from the date of change of the basic information specified in the original version such as the name, address, legal representative or main responsible person of the pollutant discharger. The specific situation should be determined in accordance with the relevant laws and regulations, and combined with the actual situation of the company, or could consult with the local ecological and environmental department.

### II. Summary

Based on the relevant laws and regulations and the opinions of the competent authorities, if the construction, scale and production line of the project remain unchanged after the asset acquisition, in principle, the acquirer does not need to re-apply for the environmental impact report and energy conservation report. In practice, the responses of the competent authorities are not consistent as to whether the pollution discharge permit should be changed directly between the original business entity and the new business entity, or whether the original business entity should cancel it according to the law, and the new business entity should re-apply for the pollution discharge permit. After consulting with local ecological and environmental departments, most of the competent departments believe that the original business entity should cancel the permit and the new business entity should re-apply.

The author believes that at the time of asset acquisition, if the original business entity no longer engages in relevant business after the transfer of equipment, its pollutant discharge permit should be cancelled according to the law. The new business entity shall, in accordance with relevant regulations, re-apply for a pollutant discharge permit. If the plant and other production and business sites are also inherited by the new business entity, because there can only be one pollutant discharge permit on one production and business site, the original business entity must cancel the pollution discharge permit before the new business entity can apply for a new pollution discharge permit. Of course, the specific operation should still refer to the advice of the local authorities.

### Author



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- Commercial & Distribution Law, Product Liability/Product Compliance



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- IP Law
- Data Compliance
- Anti-unfair Competition Law



# DUSA 2023 Football Tournament



DUSA Football Tournament is a social event yearly organised with 12 teams participating from member companies.

## April 16

Around Ester, DUSA 2023 Football Tournament will be held at Suzhou Singapore International School. There will be 12 teams.

It is an open event for everyone. This year we will have very nice food and drinks tent, bouncycastle, interesting football games for kids. **Welcome to watch the games and cheer for your teams.**



## 12 Teams of 2023





## Welcome New Members

# SCANFIL

For over 40 years, Scanfil Group has been the trusted manufacturing partner and the system supplier for the most demanding customers in the international electronics industry. Driven by design and fueled by passion for our customer's success, Scanfil is leading the industrial transformation by focusing on sustainability and human-centric management. As a result, Scanfil people discover new ways to improve our customer's lives and value chains on a daily basis.

Scanfil (Suzhou) Co., Ltd. was established in Suzhou industrial park in 1998, engaged in rapid prototyping & fast ramp up of PCBA and Box Build. Currently Scanfil Suzhou has 750 contracted skillful employees, in 21,000sqm floor area of modern factory building there're advanced manufacturing equipment and smart operation system.



EGELHOF Regelungstechnik (Suzhou) Co., Ltd is a German enterprise established in 2005. The Headquarters located in Feuerbach of Stuttgart was founded in 1938 and has a history of more than 80 years.

Egelhof has been committed to the research, development and production of thermal expansion valves and solenoid valves for many years. Now, in line with the development of New Energy Vehicles, Egelhof is committed to providing customers with thermal management system solutions and products. New members of the Egelhof product series: check valve, electronic expansion valve, multi-function valve, etc. have been perfectly used in Tesla, Benz, BMW, Audi and other vehicles.



PART OF G&O MARITIME GROUP ■

Heco Mechanical Seals Technology (Suzhou) Co., Ltd, was established in Suzhou Industrial Park in 2003. There are 50 employees and 6000.00 M2 for production and office currently. Covers all products of G&O Maritime group. Including: HECO stuffing box of two stroke engine piston rod; Pre-Vac P/V valves for tanker; Atlas Incinerator for marine and offer shore; Gertsen & Olufsen Bioreactor and vibration compensators.

As a quality, niche sub-system provider to the maritime industry, they are at G&O Maritime Group working determinedly towards making vessels as greener and after place to work. The target of Heco is "Marine life without footprint" .

hGears is a subsidiary of FINATEM, a famous European investment partnership, headquartered in Frankfurt, Germany.



hGears belongs to the gear division. At present, they have specialized production plants in Italy, China and Germany to produce and manufacture small modulus gear, powder metallurgy components. hGears is a global leader in product development, design, manufacturing and sales. Products are mainly used in automobile, power tools, outdoor products, motorcycles and garden machinery and other fields.

With a history of over 100 years, the German Vossloh Group is an international leader in the field of rail infrastructure and rail expertise. Founded in 2006, Vossloh Fastening Systems (China) Ltd. has maintained the number one market share in China's high-speed rail market for years. Their products are widely used in China's high-speed railway and track construction, with a total mileage of over 7,000 km.

They are now actively expanding into new markets such as metro, tram and damping materials in more than 30 countries and regions worldwide. With more than 3,600 employees, we are moving forward as they meet new challenges and opportunities.

# vossloh



## Interview

## SCANFIL



**Christian Kesten**  
General Manager of  
Scanfil (Suzhou) Co., Ltd

Scanfil (Suzhou) Co., Ltd joined DUSA since January 2023. It was established in Suzhou industrial park in 1998, engaged in rapid prototyping & fast ramp up of PCBA and Box Build.

Mr. Christian Kesten is the General Manager of Scanfil (Suzhou), and he started in this position since 2017. During this years, Scanfil (Suzhou) has great development. Currently Scanfil Suzhou has 750 contracted skillful employees, in 21,000sqm floor area of modern factory building there're advanced manufacturing equipment and smart operation system.

Regarding the current situation, there are still many opportunities and challenges for Scanfil (Suzhou), "We see a strong demand from energy & cleantech, med tech as well as from industrial automation segment. Challenges comes from the overall geopolitics development. Serving our international customers in China market. To stay competitive we need to continue our investments in advanced automation technology and digitalization. This year, We are expecting to have double digit organic growth supported by strong local market demand primarily." Christian said.

Christian has been living in Beijing for 15 years, and then moving to Suzhou when changing company, and now been here for more than 5 years. He enjoys working and living here in Suzhou. "I regard it as "small" city offering convenient transportation and relaxed life outside of work." said Christian.

DUSA is a very suitable platform for those GMs such as Christian to find networking opportunities, expand possibility for benchmarking activities and enrich their lifestyles.

## 2023 DUSA Annual Partner

Annual Partner:



## INFORMATION COLLABORATION NETWORKING

**150+**

Members

**130+**

Manufactures

**80+**

Events Per Year

**20**

Years in Suzhou

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