

The First Phase of a Biotech Operation

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Derrick Tan founded 1st Phase Operations in 2002 to provide a one-stop operations consultancy service in business planning and admin / facility startups to biotech companies establishing or expanding their operations in Asia. Graduated with a Ph.D. degree in Chemistry (Biological Chemistry), he has since helped more than 30 biotech companies with their needs.

Since early 2000, Marvin Ng has been consulting for life sciences organisations in Asia and Europe, including startups, MNCs, research institutes and government agencies. Through Greener Grass Communications and DN Venture Partners, he provides public relations and business development support services to organisations that are looking to tap into the dynamic life sciences market in Asia.

INTRODUCTION

The Singapore Biotech Guide was first published in 2002 with the aim of providing useful operational information to biotech organisations planning to set up in Singapore. The guide covers a broad range of topics which are relevant to biotech organisations involved in the manipulation, study and testing of molecules, be it DNA, RNA, protein or chemical compounds for the purpose of improving healthcare. The guide is updated annually and it offers up-to-date information on permit requirements, grant schemes, HR and tax related matters, equipment procurement, etc. Medical technology companies, as well as pharmaceutical or biopharmaceutical companies may also find portions of the guide useful. However, we would like to stress that this guide has not been written with this latter group in mind and there may

be other authority clearance and regulatory permits that these companies will need prior to starting up their operations. A check with the various government agencies is therefore recommended.

At the very least, this guide lists the contact information of relevant agencies and companies that you may call upon for additional information. Information included here is by no means exhaustive and we welcome suggestions of additional topics that may be of interests to readers for inclusion in subsequent editions. This may be done easily via email to biotechguide@1st-phase.com.

Happy Reading!

Getting Started

SINGAPORE & ITS LAW

Written laws in Singapore have its roots in English law and take the form of Statutes made by the Singapore Parliament and official administrative bodies. In addition, subsidiary Legislations that accompany the Singapore Acts comprise rules and regulations that regulate the manner in which the Act is to be administered.

The Singapore legal system is internationally regarded for its efficiency and integrity and the country is well recognised as a leading legal hub in Asia. Many companies have tapped upon this strength and chosen Singapore as the location for their regional headquarters and the Singapore law as the governing law for their international business transactions. Singapore's strong commitment to the protection of intellectual property and its efficient enforcement of IP rights have also contributed to its position as a leading innovation hub in Asia.

The entire Singapore Statutes is available online at the Singapore Attorney-General's Chambers website (<http://statutes.agc.gov.sg>) while the Subsidiary Legislation is available via monthly or pay-as-you-use online subscription at the LawNet website (www.lawnet.com.sg). Printed copies of the documents may also be purchased online at <http://www.toppanleefung.com/webshop/>.

These documents lay the rules on how businesses and other matters should be conducted in Singapore. More importantly, they spell out the procedures and requirements for



the various licenses and permit applications. Some of the more common ones are described below and reference made to the relevant Statutes and Subsidiary Legislation. Companies are advised to check with the various government ministries and agencies on other licenses and permits that may also be relevant to them.

COMPANY REGISTRATION

Prior to performing business activities in Singapore, one will need to register his business or company with the Accounting and Corporate Regulatory Authority (ACRA) (www.acra.gov.sg). Registration may be performed online at www.bizfile.gov.sg via SingPass authentication. SingPass (www.singpass.gov.sg) is a set of authentication ID and password issued to all Singapore Citizens, permanent residents and valid employment and dependent pass holders. A foreigner who is not a Singapore Permanent Resident may wish to apply for an Entre-Pass from the Ministry of Manpower (MOM) (www.

mom.gov.sg) before registering the company. Alternatively, the foreigner may wish to appoint a locally resident director to register the company.

Businesses may be registered, under the Business Registration Act, as sole proprietorship or as partnership firms or incorporated as companies under the Companies Act. A Business firm is exposed to unlimited liability and either the sole proprietor himself or all the partners in the firm are liable for all the debts of the businesses. On the other hand, a Company adopts a separate legal personality and its members cannot be sued in respect of liabilities incurred by the company nor be held liable for the company's debts. However, there are provisions in the Companies Act to curb abuse. A third type of corporate entity, known as Limited Liability Partnership, enables business owners to operate as a partnership while being granted limited liability.



Most biotech companies will start off by incorporating itself as a private company limited by shares (or Private Limited), with less than 50 shareholders or members and with liability of each of its members limited to the amount paid on the shares held.

On the other hand, a foreign company expanding into Singapore may choose to either incorporate a Singapore subsidiary or register a Singapore branch. The former is a new legal entity incorporated under the Companies Act while the latter is treated as an extension of the company incorporated elsewhere and merely registered in Singapore. All foreign companies are regulated by the relevant sections in the Companies Act and by the law of the place of its incorporation.

LICENSES AND PERMITS

Depending on the nature of the biotech operation, there are several operating permits and licenses that one will also need to get hold of prior to initiation of business. Some of the more common ones are described below:

GENERAL REQUIREMENTS FOR ALL TYPES OF OPERATIONS

Factory Registration and Workplace Safety & Health Regulations

Some biotech setups may be classified as a Factory under the Workplace Safety and Health Act (WSHA) (accessible online at <http://statutes.agc.gov.sg>). Depending on the type of factory operation, either a notification or registration with the Ministry of Manpower

(MOM; www.mom.gov.sg) may be required. On the other hand, some of you may find the definition of a factory to only partially describe the type of operation that you are planning. We will thus recommend that you seek clarification with the Occupational Safety and Health Division of MOM if you are in doubt.

Furthermore, the WSHA and its Regulations set the legal framework for occupational safety and health (OSH) management at all scheduled workplaces in Singapore. A laboratory is one such scheduled workplace that the Regulations will apply. A list of the other scheduled workplaces may be found in the First Schedule of the WSHA. More importantly, the WSH (Risk Management) Regulations 2006 requires all scheduled workplaces to conduct a properly documented safety and health risk assessment prior to undertaking any work within the premise. We will like to stress the importance of risk assessment as an essential undertaking during the operations planning stage.

Industrial Premise Siting

The impact of an industrial project on the environment has to be assessed by the National Environment Agency (NEA) (www.nea.gov.sg) prior to construction through filing a Form IA application. The assessment includes impact on water, air, land and noise pollutions as well as hazardous substance and toxic waste controls. NEA publishes a code of practice on environmental pollution control to provide guidelines on the various emission limits requirements.

Furthermore, depending on the trade effluent to be discharged, various discharge licenses and written approvals may be needed prior to construction.

Tradenet – Import, Export and Transshipment

An import/export permit is required for the import/export of all goods into/out of Singapore. In Singapore, this documentation is managed via a nationwide electronic system known as Tradenet (www.tradexchange.gov.sg). Permit applications may be made electronically and approval granted via electronic messages. All traders (importer and exporter) are identified by their respective Unique Entity Numbers (UEN) from ACRA (www.uen.gov.sg).

Employer Registration for Central Provident Fund Contribution

More information on the Central Provident Fund (CPF) may be found under the Human Resource: Staffing Matters section below. To





make the first contribution, new employer is required to submit a duly completed Form CPF/1 along with a cheque for the contribution amount to CPF Board (www.cpf.gov.sg). A welcome package and the new employer reference number will subsequently be sent once the payment has been processed.

GST Registration

Companies and businesses with or reasonably expecting an annual taxable turnover exceeding S\$1 million are required to register for Good and Services Tax (GST). GST is a consumption tax that is levied on all imported goods as well as most goods and services in Singapore. After registration, companies and businesses must charge and account for GST in their sales but may also claim for GST incurred on goods and services purchased for the business or as part of the business

operation. More information on the GST may be found under the Taxes section below.

FOR OPERATIONS WITH CHEMICAL & BIOLOGICAL AGENTS USAGE

Import, Sale, Storage, Use and Disposal of Hazardous Substances

The National Environment Agency (NEA) is also the government agency responsible for granting licenses and permits for the import, use, storage and transportation of hazardous substances as defined in the Environmental Pollution Control Act and Regulations. All applications may be made online at the NEA's website.

Hazardous Substances License – required for the import, sale or export of Hazardous Substances controlled under the Environmental Pollution Control Act.

Hazardous Substances Permit – required for the local purchase, storage and/or use of hazardous substances controlled under the Environmental Pollution Control (Hazardous Substances) Regulations.

Transport Approval – required for the transportation of hazardous substance in quantities exceeding those specified in the Environmental Pollution Control (Hazardous Substances) Regulations.

Furthermore, toxic industrial and biohazardous wastes are to be collected by NEA licensed collectors for off-site treatment and disposal. The generation and

transportation of such wastes are also tracked online through the e-Tracking system. An updated list of these collectors is available at the NEA's website.

Import, Storage and Transport of Flammable Materials

Under the Fire Safety (Petroleum and Flammable Materials) Regulations 2005, a license from the Licensing & Enforcement Branch, Fire Safety & Shelter Department (FSSD) of the Singapore Civil Defence Force (SCDF) is required for the import, storage and transportation of petroleum and flammable materials gazetted in the regulation. Additional information may be found at www.scdf.gov.sg.

Furthermore, SCDF publishes a set of technical guidelines and fire safety requirements for premises handling chemicals. The guidelines are downloadable from the SCDF website. SCDF also follows the Singapore Standard SS532:2007 as well as the US National Fire Protection Association (NFPA) Standards NFPA 45 and NFPA 55 when regulating flammable materials storage, use and handling.

Import License for poisons and controlled drugs

A Form A Poisons License is relevant and may be obtained for companies who intend to import, store and/or sell any of the scheduled poisons controlled under the Poisons Act, Chapter 234 and its Subsidiary Legislation. Additionally, as a requirement under the Misuse of Drugs Act, a license is required for

possession, supply, import and manufacture of the scheduled controlled drugs. Both licenses may be obtained from the Centre for Drug Administration (CDA), Health Sciences Authority (HSA) (www.hsa.gov.sg).

National Authority (Chemical Weapons Convention) NA(CWC) License

A NA(CWC) license is required for the production, processing, consumption, import/export and/or local sale/distribution of chemicals controlled under the CWC. Details on the scheduled chemicals and the application forms are available at www.customs.gov.sg/nacwc.

License to possess & store Explosive Precursors

Under the revised Arms and Explosives Act, a license from the Singapore Police Force is required to import, possess, deal in, manufacture and/or store a series of identified explosive precursors, many of which are oxidising agents commonly used for lab chemistry and industrial applications. Protective security measures as well as threat and risk assessments are to be in place prior to license issuance. Applications may be filed online at www.spf.gov.sg.

Imports of Pathogens

The Biological Agents and Toxins Act 2006 (BATA) regulates the possession, usage, import, transfer and transportation of scheduled biological agents and toxin in Singapore. Stringent requirements for facility, work procedures and biosafety management systems are also stipulated in

the Act. Permits for the import, possession and production of these biological agents and toxins are also required prior to initiation of the said works. More information, including a list of regulated agents and toxins, is available at the Ministry of Health's biosafety website (www.biosafety.moh.gov.sg).

In addition, import of clinical and pathological specimens must comply with the requirements laid down in the Agricultural and Veterinary Authority (AVA)'s Veterinary Regulations For The Importation of Products Of Animals and Birds (1/1) – Clinical / Pathological Specimens and any subsequent amendments. Prior approval from AVA is also needed for all imports of plants and plant products as well as veterinary biologics and microorganisms into Singapore. More information is available at AVA's website (www.ava.gov.sg).

License Related to Possession of Radioactive Materials

The Centre for Radiation Protection and Nuclear Science (CRPNS) under the National Environmental Agency (NEA) regulates the use of radioactive materials and irradiating apparatus in Singapore.

Guidelines are published by the agency on the possession and use of ionising radiations, which include emissions of alpha and beta particles (i.e. most radioisotopes frequently used in a molecular biology or chemistry lab) as well as gamma rays and X-rays.

Under the Radiation Protection Act, a license is needed for the import, export, sale, possession and use of radioactive materials and apparatus. In addition, personal radiation monitoring is a requirement for all personnel handling such materials and apparatus. Proper storage and accountability of the radioactive materials in one's possession are also imperative. Few of the more common licenses are the L4, L6 and R1 licenses, which are applicable to companies that wish to possess radioactive materials for their own use as well as individuals who wish to be registered as radiation workers respectively. Further details along with the applications forms are available at the NEA's website (www.nea.gov.sg). Such premises are also subjected to routine inspection by officers from CRPNS.

Genetic Modification Advisory Committee (GMAC)

The GMAC oversees and advises on research and production of Genetically Modified Organisms (GMOs) in Singapore. The committee has since published guidelines pertaining to the control of release of agriculture-related GMOs as well as biosafety guidelines for research on GMOs. Specifically, the latter guidelines provide the framework for assessment and notification of research on GMOs. Certain works involving genetic manipulation of organisms are to be approved by the institution's Institutional Biosafety Committee (IBC) and GMAC is to be notified. More information on the guidelines may be found at www.gmac.gov.sg.

Administration Startup

TAXES

Details of Singapore's tax regime can be found at the Inland Revenue Authority of Singapore's (IRAS) website at www.iras.gov.sg. The website provides comprehensive coverage on tax matters and is a valuable online resource. Some of the more relevant sections are summarized below:

Corporate Income Tax

Generally, companies are taxed on Singapore income and overseas income received in Singapore. The tax structure is straightforward and the tax rate will be revised down from 18% to 17% from Year of Assessment 2010 onwards.

New start-up companies enjoy a full tax exemption on the first \$100,000 of normal chargeable income and a further 50% exemption on the next \$200,000 of normal chargeable income:

Amount of chargeable income	Effective tax rate
First S\$100,000	0.0%
Next S\$200,000	8.5%
In excess of S\$300,000	17.0%

Personal Income Tax

Foreigners are considered Singapore tax residents if they spend 183 days or more in Singapore during the calendar year or if they have been working in Singapore for 3

consecutive years. Tax rates for residents depend on their total taxable income during the calendar year and range from 0% to 20%.

Non-residents are taxed only on income earned in Singapore. The applicable tax rate is the higher of 15% (with no personal reliefs) or the corresponding resident's rate (with personal reliefs). Information including details on personal reliefs can be found at the IRAS website.

Goods and Services Tax (GST)

The Goods and Services Tax (GST) is a domestic consumption tax that is levied on all goods and services supplied by GST-registered businesses. The current GST rate is 7%. Businesses that expect their taxable turnover to exceed S\$1 million will need to register themselves as taxable persons. Taxable persons are eligible to recover GST paid on qualified business purchases (Input Tax) which may be significant for new companies during the startup phases. More information may be found at the IRAS website.

Withholding Tax

Payments to foreign companies and non-resident professionals for the following services rendered in Singapore are subject to withholding tax:

- i. interest, commission, fee or any other payment in connection with any loan or indebtedness
- ii. royalty or other payments for the use of or the right to use any movable property

- iii. payment for the use of or the right to use scientific, technical, industrial or commercial knowledge or information, or for the rendering of assistance or service in connection with the application or use of such knowledge or information
- iv. management fee
- v. rent or other payments for the use of any movable property
- vi. payment for the purchase of real property from a non-resident property trader
- vii. payment of any remuneration to any non-resident director, professionals or public entertainers

The applicable rate depends on the nature of the payments and can be up to 20% of gross income. The withheld amount is to be submitted to IRAS by the 15th of the month following the payment date.

Withholding tax can be significant to technology companies where international technology transfer and licensing deals are common. For example, a S\$5 million licensing fee to a foreign company will effectively become S\$5.5 million after including 10% of tax withheld.

GOVERNMENT INCENTIVES

Biotech companies in Singapore can take advantage of a number of incentives from government agencies like the Economic Development Board (EDB), the Agency for Science, Technology and Research (A*STAR) and the Standards, Productivity and Innovation Board (SPRING). These incentives can be broadly classified into tax and non-tax incentives. Some of the more relevant ones include:

Tax Incentives

Types of Incentives	Governing Legislation	Administrating Agency
Approved Venture Company	ITA/13H	EDB
Further deduction for expenses relating to Approved Trade Fairs, Trade Exhibitions, Trade Missions or to maintenance of overseas Trade Office	ITA/14B	IE Singapore
Further deduction for expenses on Research and Development Project	ITA/S14E	EDB
Concessionary rate of tax for Approved Operational Headquarters (OHQs)	ITA/S43E	EDB
Approved Global Trading Company	ITA/S43P	IE Singapore
Pioneer Industries	EEIA/Part II	EDB
Pioneer Service Companies	EEIA/Part III	EDB
Development & Expansion Incentive	EEIA/Part IIIB	EDB
Investment Allowances	EEIA/Part X	EDB
Overseas Enterprise Incentive	EEIA/Part XIIIB	IE Singapore
Export Service Company	EEIA/Part VIA	EDB
Approved Royalties Incentive		EDB

ITA – Singapore Income Tax Act

EEIA – Economic Expansion Incentives Act

Non-tax Incentives

Types of Incentive	Administrating Agency
Supporting Research and Development Activities	
• Research Incentive Scheme for Companies	EDB
• Innovation Development Scheme	EDB
• Technology for Enterprise Capability Upgrading (T-UP)	A*STAR
Supporting Manpower Capability Development	
• Initiatives in New Technology Scheme (INTECH)	EDB
• Local Industry Upgrading Programme (LIUP)	EDB
• Locally-based Enterprise Advancement Programme (LEAP)	EDB
Supporting New Venture Formation	
• Startup Enterprise Development Scheme (SEEDS)	SPRING
• Technology Enterprise Commercialisation Scheme (TECS)	SPRING
• Young Entrepreneurs Scheme for Start-ups (YES! Start-ups)	SPRING
• Incubator Development Programme (IDP)	SPRING
• Young Entrepreneurs Scheme for Schools (YES! Schools)	SPRING

Details on the incentives can be found at the websites of the administering agencies.

HUMAN RESOURCE: STAFFING MATTERS

Contact Singapore is a resource centre with offices around the world that help those interested learn more about living and working in Singapore. The organization's website at www.contactsingapore.org.sg also provides key information on visas and employment matters. For details on Singapore's employment legislations, information can be obtained from the Ministry of Manpower's website at www.mom.gov.sg.

Recruitment Strategies

"To search or advertise?" That is a common question that companies ask themselves when recruiting. Executive search or headhunting strategies are probably more effective for senior positions. A list of international



executive search firms may be found at the Contact Singapore website.

On the other hand, advertisement placements will allow companies to cast a wider net to get at a larger pool of applicants.

Companies may choose between an online and a printed advertisement. For online advertisements, the Contact Singapore website has a list of web links to online job search facilities in Asia where companies can post their job openings. For printed advertisements, companies can choose to advertise in local newspapers as well as international scientific journals (for scientific positions). Singapore Press Holdings (SPH) is the leading newspaper publisher in Singapore; it publishes 13 newspapers including most read Straits Times. The latest advertisement rates may be obtained by contacting SPH via their website at www.sph.com.sg.

Employment Law and Guidelines

The main legislation governing employment in Singapore is the Employment Act which recently underwent a major revision. Part IV of the revised Act now states the minimum number of rest days, holidays and leaves, maximum hours of work, and other wage-

related matters that are to be extended to non-workmen receiving less than \$2,000 basic monthly salary and workmen receiving no more than \$4,500 monthly salary.

Coverage under the Act is also now extended to the previously excluded group of confidential staff. Furthermore, managers and executives earning a basic monthly salary of \$2,500 and below are now protected against non-payment of salary and are granted access to MOM's Labour Court for salary claims. The recent amendment also re-defined part-time employees as those who work less than 35 hours a week (up from 30 hours a week). Additional medical leave benefits were also stipulated in the revised Act.

The Singapore Business Federation, Singapore National Employers Federation (SNEF) and National Trades Union Congress issued a Code of Responsible Employment Practices in 2002 to promote good employment practices. The code may be found online at http://www.sgemployers.com/public/industry/code_rep.jsp.

Compensation and Benefits

There is no "perfect" way to determine an appropriate salary for each employee. Some benchmarks may be obtained from the Ministry of Manpower's Report on Wages in Singapore (www.mom.gov.sg), the Contact Singapore website and the salary survey report published by the SNEF (www.sgemployers.com). However, most of these surveys may not offer sufficient details on wages for scientific positions in Singapore.



Companies may find it useful to obtain comparable salary rates from salary reports and surveys from the American Chemical Society (ACS) (www.acs.org) or the American Association for the Advancement of Science (AAAS) (www.aaas.org) and adjust the rates accordingly to reflect the differences in costs of living, taxes, medical costs, benefits, etc. It may also be useful to obtain copies of the Expatriate Living Costs in Singapore and The Investor's Guide to Singapore (both published by the Singapore International Chamber of Commerce) from major bookstores or online at www.sicc.com.sg.

CPF

The Central Provident Fund (CPF) is Singapore's version of a social security savings plan for retirement. Members may also use the fund for purposes like investment, healthcare, education and home ownership.

All employees who are Singapore citizens and Permanent Residents (PRs) contribute towards the CPF savings, with the latter contributing at a reduced rate during the first two year of being a PR. However, contributions are not required for expatriate employees on Employment Passes or Work Permits.

Employers currently contribute 14.5% of the employees' wages to the CPF for employees aged 50 years old and below. This rate is gradually reduced to 5% for those above 60 years old. On the other hand, employees contribute 20% of their wages up to 50 years old. This rate is also gradually reduced to 5% once the employee has passed 65 years old.



Both contributions are subjected to a salary ceiling of S\$4,500, resulting in maximum contributions of S\$652.50 and S\$900 for each salaried person from the employer and employee respectively.

Companies should learn about the CPF requirements prior to their initial manpower and financial planning as CPF contributions affects an employee's proposed wages. For example, an employee earning S\$5,000 per month will have to contribute S\$900 to his CPF account each month, reducing his take home pay to S\$4,100. Furthermore, his employer will have to contribute an additional \$652.50 into his CPF account. Thus, the employer is effectively paying S\$5,652.50 per month to hire this employee.

Employment Pass

Foreign professionals have to obtain an employment pass before they can take up employment or carry out any business in Singapore. Foreigners who intend to become business owners may apply for an "Approval-

In-Principle Employment Pass” from the immigration authorities before registering their business or company with ACRA. The actual employment pass will be issued only when the foreigner is successful with the registration.

There are generally 2 types of employment passes:

P employment pass – for foreigners with acceptable tertiary / professional qualifications who are entrepreneurs or investors or who are seeking professional or executive positions. Applicant’s basic salary should be more than S\$3,500 per month.

Q employment pass – for skilled workers and technicians with a basic monthly salary exceeding S\$2,500.

S employment pass – for foreign mid-level skilled professionals, specialists or

technicians with educational qualifications of degree or diploma and a fixed monthly salary of at least S\$1,800. The number of S pass holders within a company is capped at 25% of the company’s total workforce.

A new Personalised Employment Pass (PEP) is also available for foreign professionals who satisfy the criteria to offer them greater job flexibility. This pass is not tied to a specific employer and pass holder is able to switch jobs within the country without the need to cancel and re-apply for another employment pass. The pass also enables the holder to remain in Singapore for up to six months in between jobs to evaluate new employment opportunities.

In addition, an EntrePass scheme is available for foreign entrepreneurs who are interested to start businesses in Singapore. Such applicants are to register their companies as private limited companies that are entrepreneurial in nature and with a paid-up capital of at least \$50,000. The applicant should also have at least 30% shareholding in the company.

Please refer to the Ministry of Manpower’s website (www.mom.gov.sg) for more details.

SUPPORTING INDUSTRY

Typically, one can gauge the health of an economic sector by taking a looking at its supporting industry. The stable of supporting companies to Singapore’s biotech industry is



extensive and rapidly growing – a majority of these companies are listed in the directory sections. The reader should note that the inclusion of these companies in the directory listings is not an endorsement of their products or services by the publishers. The directory is simply an attempt by the publishers to create a level platform for companies to promote their products and services.

Clinical research outsourcing is another segment of the industry that has enjoyed rapid growth in the past few years. Most of the top international clinical research organizations (CROs) have operations in Singapore. In addition, many of the international pharmaceutical companies have established clinical development centres here.

EQUIPMENT PURCHASE

Many foreign researchers in Singapore are amazed by the wide variety of choices available for scientific equipments and products here. Not only are products from America and Europe commonly available, distributors and dealers here also introduce products from other parts of Asia and Australasia, especially Japan, Korea and Australia. The enormous equipment variety available here sometime poses a serious challenge for a new procurement officer. While the choices may be plenty, one downside about operating here is that some of these equipments or reagents may take a while to arrive at your doorstep. It is not uncommon for supplier to state a lead time of 6 – 8 weeks on quotations. There are, of course, always exceptions and some

suppliers may carry items ex-stock. It is thus wise to plan ahead and check the lead time before committing to a purchase.

On top of that, most lab products are sold via distributorships in Singapore. Therefore, in addition to just associating products with brands, there is an additional need to associate brand / products with distributors. In an attempt to help you navigate the local lab equipment trading scene better, we have included a lab products directory as part of this guide.

The directory is divided into three sections:

1. An A-Z listing of most lab equipments / products / service suppliers in Singapore.
2. A Company / Product Matrix to help you identify “who-sell-what” in Singapore.
3. A Brand Listing to help you identify “who-sell-what-brand” in Singapore.

The listings here are by no means exhaustive. In fact, we have only included relevant companies who have contributed advertisements in the Company / Product Matrix as well as the Brand Listing. It remains our aim to include as many relevant companies as we can in subsequent editions, and we may expand the listings to beyond lab products companies in the next issue. If your company would like to be contacted for listing in subsequent issues, please feel free to drop us a note at biotechguide@1st-phase.com. We will contact you when we begin to compile the next edition.