

Volume 1/2016, Issue 1

30 September 2016

Vision

Bringing back the natural forest and managing it sustainably

Core Purpose

To deliver consistent, predictable and sustainable supplies of quality timber from our NFM and ITP (BASIL) forests

Core Values

- Doing the Right thing, even though no one is watching;
- Love and respect for self, fellow man and nature;
- Recognise and promote teamwork, and never let your team members down;
- Continuous improvement of self and Sapulut through training, learning and doing;
- Discipline- discipline of self, disciplined thoughts and disciplined action;
- Doing ordinary things extraordinarily well.

Message from MDO

I want to congratulate the Newsletter Team for putting out the first Sapulut newsletter. We just refer to it as Sapulut Newsletter until we find a better name for it.

In the past few years, MDO has been bringing the foundation stone for building an enduring company, by articulating the Vision, Core Purpose and Core Values. The three items define the culture of the Company.

We also invested in training, setting standards of performance and minimizing the levels from the ground to MDO to just 4 levels. We want MDO and everyone else in the team of work close together as "one big family".

While maintaining the culture, performance standards and commitment of everyone in the team, MDO is guiding the Company towards innovation and adaptability. If Sapulut is to be a relevant force in the forestry industry, it has to be more than just planting trees and "bringing back the natural forest and maintain it sustainability". Let me explain.

In the past year or so, many timber processing companies have been closing. These companies are our potential customers and if they are not doing well, soon we will have no one to sell our logs to. Thus we have to take steps to adapt to this change in our business environment.

Our investment in using the **yarder** is a step in the process of lowering costs, and at the same time reduce disturbance and soil compaction in our BASIL harvesting. I thank **Sylvester Emis and team** for taking up this challenge. It is through doing that we learn and improve ourselves. And MDO stand ever ready to guide and assist.

To remain a successful company, Sapulut has to innovate and adapt. With great teamwork and full engagement from all, I know we will succeed.

Thank you for all your help and support. I am proud to be associated with each and everyone of you.

Yours sincerely,
Norman Wong
Managing Director
25 September 2016.

Sapulut: Achieving Forest Certification Through Other's Experience

When talking about Forest Certification in Sabah, the main focus is on:-

- ⇒ Deramakot Forest Reserve (DFR) - managed by Sabah Forestry
- ⇒ KTS Plantation - an FMU managed by a private company

Here is what our Assistant FMUEM, Teddy has to share about certification:-

When I was given the responsibility to handle Sapulut's certification, I was wondering why can't Sapulut be one of the FMUs in Sabah and be the attention because of its success in forest certification.

While working towards the goal of achieving certification with Sapulut, I found a paper about DFR's experience and achievements after being certified.

8 Experiences of DFR's achievements:-

A) FMP and Annual Work Plan

- ⇒ DFR owes its success to proper planning, concept development and in the implementation of the FMP.

B) Harvesting

- ⇒ Annual allowable cut (AAC) of 20k m3 based on individual tree growth simulation model, DIPSIM.

C) Expenditure and Revenue

- ⇒ DFR shows a positive income only after the implementation of certification.

D) Production by Harvesting Methods—tractor, skyline and combined systems.

E) Silvicultural**F) Rehabilitation Planting and Achievement**

- ⇒ 2001, SFD (DFR) stopped rehabilitation planting and focused on maintaining planted seedlings based on:

- Escalating costs beyond the financial capacity of DFR
- Areas considered 'degraded' actually have available mother trees and sufficient regeneration
- Improper planting in the beginning following the blanket concept
- More cost effective to do silvicultural treatment.

G) Protection—proper demarcated boundaries facilitate enforcement work.

H) SGS Surveillance—timber extraction presents the greatest challenge.

Full article can be downloaded from:-
<http://www.deramakot.sabah.gov.my/PDF/drkt5.pdf>

By making an example of DFR achievements, these are some ways you can help Sapulut to achieve forest certification:-

- If Sapulut achieves certification, it is because of your support and understanding. We can only achieve this together!

- Relate your work to the purpose and goals of certification. This will indirectly cover the requirements for certification and help us to maintain them.
- For myself, I have always been envious when hearing that another FMU is going to be certified ahead of Sapulut. This is how I motivate myself to ensure Sapulut's certification. Want to know why? **Please come and see me!**
- Possess the attitude that certification is just the first part of the journey, and not the end of it. If we are able to consistently maintain certification standards, then that is a GREAT achievement!
- Be committed in whatever we do and with MDO's support – we can achieve it!



GET INVOLVED: If you would like to contribute articles, feel free to submit to newsletter@sapulut.com or contact any of the team members:-

KK Office: Deckna Mosinoh & Theresia Richard

Base Camp: Teddy Sius (FMUEM Office), Lowilyn Bazar, Johnson Joseph, Joying Julian & Eve Asjera Janim.

We welcome any feedback or comments to improve the contents of our newsletter.

SAPULUT GENERATION: A BETTER FUTURE

The company is committed to provide and expose staff to more training, seminars and personal improvement. Among the courses we have sent staff to this year are to Sabah Forestry Institute on Forest Ranger Course, ARGIS Course, Mindset lectures and others.



Wildlife Honorary Warden Training
(26-28 July 2016)



Forest Fire Training
(1—3 August 2016)



ArcGIS Training
(07—09 September 2016)

Congratulation to all the participants for the **Tree Identification Course (19—22 May 2016)!**

Name	Marks (out of 100)	Name	Marks (out of 100)
Richie Christopher	76.4	Yohanes Nambalek	72.8
Regina Bail	73.5	Wayang Mansibu	70.0
Angeline Loh	73.5	Hearrey Lonlee	70.0

WE WANT TO HEAR FROM YOU

*Have you participated in any training so far?
What did you gain from it?*
Share your experiences and what you get out of the training. The selected sharing will be featured in our next newsletter.



◆ Roney Anthony Pidur (May 28, 2016)—for his further effort when he cancelled his leave in order to execute his duties

◆ Norman Bandara and Plorrah Paulinus—promoted teamwork and taking initiative to minimize the interruption in scaling works



◆ Renny Jinoleh and Yambranny Akoi (January 27, 2016) - delivering an excellent presentation during Hasil Bumi's

◆ Joulin Taurin, Erik Michael and Yohanes Nambalek—achievement in the IPS training for 2015 session

We Care and We Share

May 2016—Charity works by Community Forestry Division (Forest Protection Dept) in collaboration with St Simon Catholic Church, Likas to villagers in Kg Tonomon, Kg Liningkar, Kg Bukokoh and Kg Kangkamon.

Let us support and lend our helping hands. Please contact the department for more details.

"It's not how much we give but how much love we put into giving." ~ Mother Theresa ~



HOD of Forest Protection Dept, Renny Jinoleh handing out the contributions to one of the village representative.



DID YOU KNOW ABOUT RAINFORESTS?

Fact #1:
Rainforests only cover around 2% of the total surface area of the Earth, 50% of the plants and animals on the earth live in the rainforest.

Fact #2:
There are 2 different types of rainforests—temperate and tropical. Tropical rainforests are the ones that are most commonly found around the world.

Fact #3:
Rainforests help to maintain our supply of drinking and fresh water, so they are critical in the sustainability of the earth.

Fact #4:
Average temperature of the tropical rainforest remain between 70° - 85°F.

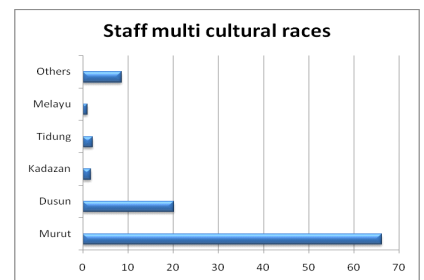
Fact #5:
70% of all plant species deemed "useful" in cancer treatment are only found in rainforests.

Reference:
(1) <http://all-that-is-interesting.com/rainforests-facts>
(2) <http://www.conserve-energy-future.com/various-tropical-rainforest-facts.php>

Be Part of Our Sapulut Team

Sapulut's growth has create more career opportunities and a means of livelihood for its local people from nearby village in FMU 14. Staff comprise of multi-cultural races such as Murut, Dusun, Kadazan, and others.

We are optimistic in developing individuals with responsibility, teamwork, discipline which are few attributes to excel. More importantly we want to be part of the society which makes the world a better and greener place to live in now and in the future.



Join us and be part of Sapulut!



- VACANT POST:**
- Security Guard
 - Junior Forest Ranger

SEND YOUR RESUME:
hr-recruit@sapulut.com
 088-858 826 (Camp)