

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

- Do 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 and learning and practice "I see, I think and I do";
- Discipline- discipline of self, disciplined thoughts and disciplined action;
- Do ordinary things extraordinarily well;
- Know the rules, and know how to break them properly.
- Ideas are easy. Execution is everything. It takes a team to win.

Revised on 21 May 2018 by Mr Norman Wong

We Value Your Opinion.
Feedback makes us better!



As we build this newsletter, we're always looking to improve and feature content that you find interesting and helpful.

The best way for us to make this newsletter better is to hear from you. We'd love to get any feedback or post suggestions you think should be included.

You can simple email to us at newsletter@sapulut.com

Or drop any feedback on the suggestion box provided at Forestry Complex.

Cross Laminated Timber Project—Sapulut & UMS

The Palace Hotel, Kota Kinabalu - "Strength and Durability Studies on the Performance of Low-Density Tropical Plantation Timbers (*Paraserianthes falcataria* and *Neolomarckia cadamba*)" Presentation which related to Cross Laminated Timber organized by Sapulut Forest Development Sdn Bhd (Sapulut) with collaboration project with University Malaysia Sabah (UMS) was held on 10th January 2019 at the Palace Hotel, Kota Kinabalu.

The purpose of this presentation is to share on the results of the research on Cross Laminated Timber done by UMS students for eight (8) months by using *Paraserianthes falcataria* and *Neolomarckia cadamba*, two tree species planted by Sapulut. The presentation also expose to the various industry and agency representatives on the Cross Laminated Timber (CLT).

CLT refers to large-scale, prefabricated, solid engineered wood panel which is light weight yet very strong, with superior acoustic, fire, seismic and thermal performance. It is also fast and easy to install, generating almost no waste onsite. On than that, it is also offers design flexibility and low environmental impacts.

Overall, the research team presented their findings to various industry and agency representatives on the experimented 'laran' and 'batai' plantation timber species. The presentation was a success although there are some technical issues during the presentation and Sapulut also obtain various feedbacks from other agencies.



Lean Six Sigma (LSS) Training and Coaching ~ Edward Lee

LSS Training & Coaching, Conference Room, Forestry Complex FMU 14, 3-11 January 2019.

Mr. CK Wong started the training and coaching with the staff of Forest Plantation Department under the Planting Unit, headed by Mazlan During to spark up continuous improvement culture in our company. The participants were a mix of planting and nursery workers as well as their supervisors and executives joining together to form a team of 12 peoples for the session. The team was exposed with the need to seek improvement in their work and their live thru continues trying and learning using the **Plan-Do-Check-Act (PDCA) Methodology**.

In parallel with igniting up the culture, the team were equip with the skill and method to do continuous improvement in their process. They also had been thought in identifying and eliminate waste in their processes. The session is a combination of learning in class and field application of the knowledge. Once they learned the knowledge in the class, they were constantly asked to try it in the field the next day. They start by looking for ways to achieve a never-reaching planting target. The team had been given a challenge to divide themselves into two teams, one team with five members to plant 500 Laran's seedlings in 4 hours. Even though they did not meet the target of planting 500 seedlings, they have done a good job to achieve near target. The achievement already exceeds the planted quantities that they usually achieve. It has become a motivation for them to move forward to achieve more excellent result in planting by eliminating wastes in their process steps. Now they work wisely rather than work hard and their pay also increased without adding extra working hours.

Enhancement Program, Conference Room, Forestry Complex FMU 14, 28 January—01 February 2019

The activities that had been carried out were observation by CK Wong on the standard work done by the Tiger team, trial planting to test out the 3rd PDCA planning, new planting challenge for the team (Plant 1,200 Laran or 2,400 Albizia Seedling or 600 Laran seedling and 1,200 Albizia Seedling) and Single Minute Exchange of Die (SMED) game. The result for the new challenge was 5 persons with 8 hours can plant 1,390 Albizia Seedling.

Other than that, CK Wong also conducted training of Lean Manager for Teddy, Mazlan, Baxter, Peter and Edward Lee by introducing the Leader Standard Work, Visual Management System, Stand Up Meeting, Town Hall Meeting, People Centric Meeting and so on. This is to assist the manager's role as a 'glue' to sustain the result from this program from regressing to old performance. The team were given a certificate of participation from Teddy and they were brought to KK Office as part of the recognition given by the management. CK Wong has presented final report to the management for the 1st phase. The next target after this program is the remainder of 5 planters, nursery and to develop Teddy as a lean manager.

03—11 January 2019



28 January—01 February 2019



Picture 1: Planting by Laitah
Picture 2: Holing by Francis
Picture 3: Seedlings distribution by Bradlee

Courtesy Visit to Sapulut by Minister of Trade and Industries

The 10th of March 2019 was another historic date for Sapulut's calendar this year. The camp has received a courtesy visit from Deputy Prime Minister cum Minister of Trade and Industry, Yang Berbahagia Datuk Wilfred MadiusTangau along with his entourage from the ministry. The visit was very good and it is a tribute to Sapulut, where minister born with forestry backgrounds even now hold different portfolios, visit us at Sapulut Camp. During the visit, they were presented with a short video about the BASIL plantation followed by Sapulut's Managing Director, Mr Norman Wong and later by Yang Berbahagia Datuk Wilfred. At the end of the tour, we can see the happy faces among the entourage and among the Sapulut staff, enjoying the visit, where everyone were served local dishes and presented by dances performances by Sapulut. Thank you Yang Berbahagia Datuk Wildfred for your time in Sapulut.



Sapulut team took the opportunity having photo session together with Ybhg. Datuk Wilfred MadiusTangau.



UMS Student Interview Session for Forest Certification



On the 26th of March 2019, Sapulut Forest Development Sdn Bhd hosted 8 students from University Malaysia Sabah (UMS) to an open interview session. The topic of the interview was on our MC&I certification of our Natural Forest Management areas. The questions asked were focused on the certification and re-certification process including the findings and challenges of the internal audit team. Overall the students seemed interested in our certification process and also voiced their enthusiasm for our BASIL plantations. We hope that this exchange provided them with a small insight into Sapulut Forest Development and add to their curiosity in forestry.

Submitted by: Matthew Ngui

Picture Left : Sapulut's Internal Audit Team with UMS students after interview session

Heart of Borneo International Conference 2019



Magellan Sutura, Kota Kinabalu (21—22 March 2019) —The Heart of Borneo is the platform for knowledge and information exchange in terms of forest conservation covering forest management, capacity building and empowering stakeholders. The conference enable wide range of speakers from various organization and agencies, government and non-government, local and international to present their research and projects in order to minimize the issues such as forest deforestation and degradation. This year's conference addressed the theme **Transcending Boundaries For A New Conservation Era** which aimed to showcased the efforts and accomplishment as well as the importance of this initiative to conserve the forest in Borneo.



Sapulut's participation during the event enabled visitors to have clear understanding on what we do. Our main operation, plantation species, management systems, internship programs as well as our current and upcoming project respectively. Main thing highlighted during the exhibition was our CLT project. Visitors were impressed with our product and most of them were very interested in getting to know more about it especially on the test made for the species used for CLT and how its implementation would benefit and gain attention especially in construction industry.



As BMO (Booth Manning Officer), I was able to share and exchange knowledge mainly about FMU and community forestry. Forever Sabah has shared their approach for community done in FMU5 such as workshop and village water intake program. They also mentioned about collaboration where they can provide trainer/speaker from their organization to work together with Sapulut to conduct beneficial activity for the community. The sharing from Mr McWesley Wisdin during his visit to our booth is what attract me the most. He was impressed with our CLT product and after I explained about the result of termites attack on species used for CLT, he shared about traditional way the locals ensure the strength of wood harvested to be used in construction. According to him, villagers often harvest wood during full moon as they believe the strength of wood fibres is high during that periods. That is the ancient technique used which explained why many local houses still stands to these days. He is one of the presenter for the Human Elephant Harmony (HEH) Project in Telupid. The session I had with Bornion Timber representative and manager on the other hand gave me information on how their FMU manage and resolve conflict with community which is through frequent consultation and visit to the kampongs.

SAPULUT FOREST DEVELOPMENT SDN. BHD.



In terms of booth manning task, I was able to improve my knowledge especially for CLT as I was not exposed much on it before. The other BMOs helped me to understand the project and in turned I get the chance to explain it to our booth visitors. Not to forget, there were few UMS student came and asked about the internship programme. My experience as intern in Sapulut allowed me to share about my internship journey and what Sapulut has to offer. They were all interested after hearing to my experience. Overall, the experience enabled me to build connection and networking with wide range of people of other FMU(s) and agencies, lecturers, researchers and so forth while simultaneously gained extensive spectrum of knowledge through conversation with them.

The experience was priceless. Last time I joined while I was still a student and now I finally represent one of FMU in Sabah that contribute in the management of our Heart of Borneo.

Submitted by: Lyevivialyne Sospital

GET INVOLVED: If you 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 & Adrianna C. Jaudi

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We welcome any feedback or comments to improve the contents of our newsletter. We also welcome any of the staff who wish to become a member of Newsletter Team.