

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.

From the MDO's Desk

Dear All,

When we introduced BASIL in end of 2014, it was a 5-meter planting strip and buffer lines. It was subsequently increased to 15-meter lines, then 33-meter, and there were discussions to increase to 100-meter for AWP 2020. The reasons to widen the planting strip lines were to increase performance of the planted seedlings (less shading effect from the side of the buffer), easier land preparation, and increase in the number of planting points.

Fortunately, we have kept the data of planting, survival and growth rates since we introduced BASIL. These data were provided to Borneo Forestry Cooperative's (BFC) specialists for analysis and interpretation. (*Thanks to Su Wah, Stephen David and the ICM team*). BFC concluded the following in their report dated September 18, 2019:

"The key operation aspects of the BASIL system are outlined- it is based on 33 m strips which are aligned east-west. The apparent Advantages and Disadvantages are listed- it is considered that the latter outweigh the former. Among the considered disadvantages are the alignment of strips against the topography, the substantial soil damage that occurs, the difficulty of moving resources along the strips, that on 50% of any 'map' HA is actually planted and the competition effect of the existing trees in the buffer strips on the planted trees".

In addition to the above, BFC offered some benchmark comparisons with some of their other members, which indicated that although BASIL and conventional systems have more or less similar establishment costs, BASIL under performs when it comes to MAI and standing points, thus it is less productive than conventional system.

In our AWP 2020 meeting on September 26, 2019, it was resolved to change towards a conventional system but at the same time to improve the ecological and environmental values of the ITP area by increasing the riparian reserves to 100 meters.

To make our plantation economically viable, we need to scale up our planting and also our supporting sub-systems to meet the new requirements. We need to:

1. Scale up of our nursery to produce 1,000,000 plantation seedlings;
2. Invest in greenhouse, planting trays, change of planting medium, and improvement of operational practices (a separate report was also provided by BFC);
3. Scale up of planting points – productive and qualitative improvements in planting teams, and to introduce the use of environmentally compliant weedicides and fertilizers, to facilitate our planting;
4. Scale up of harvesting in ITP (from 700 HA to 1,400 HA) and change of harvesting methods with less soil compaction;
5. More investment in training, and application and reinforcement of what we learnt from Lean Six Sigma and lessons from BFC.

This is a tall order. But due to our HODs' management and leadership skills, I believe it is readily achievable.

This scaling up is also important to provide consistent, predictable and sustainable input of plantation timber for our processing mill. Processing is an important part of SAPULUT's strategy of adding value to our plantation timber, contributing to more skilled employment opportunities and wealth creation for Sabah's economy.

Thank you.

Norman Wong (Managing Director), 30 September 2019

We have finally launched our website on **October 01, 2019**, as a source of information for the public as well as for ourselves. The website highlights first and foremost on what we represent and how we are different from other forest development companies. We emphasize on our Core Values, Data Driven Management and BASIL Technology.

We stand firmly behind the vision, that is to **Bringing Back the Natural Forest and Managing it Sustainably**. Through the website, we hope to educate the public on how we manage the forest sustainably and highlight our planting and maintenance activities.

You can visit our website at sapulut.com.my. For any questions, suggestions, feedback and comments, please email us at info@sapulut.com.

3rd Phase Lean Six Sigma Training & Coaching ~ Edward Lee

The Lean Six Sigma training and coaching had been extended to the Forest Resource Department which consist of Research & Development Unit and Inventory, Census & Monitoring Unit. The first session started on the May 13 until May 17, 2019 with the aim of training both units in creating and implementing projects based on the methods that they learned in the Lean Six Sigma training.

The participants learned how to filter projects that were most appropriate and beneficial to the company's operations. Based on the Lean Six Sigma method, they went through the following steps:-

- A) Know how to define a project;
- B) Understand how a measurement is taken and taken accurately;
- C) Analysing data using statistical software;
- D) Implement a project and to control its result until it is submitted to other departments so as to ensure it can be sustained.

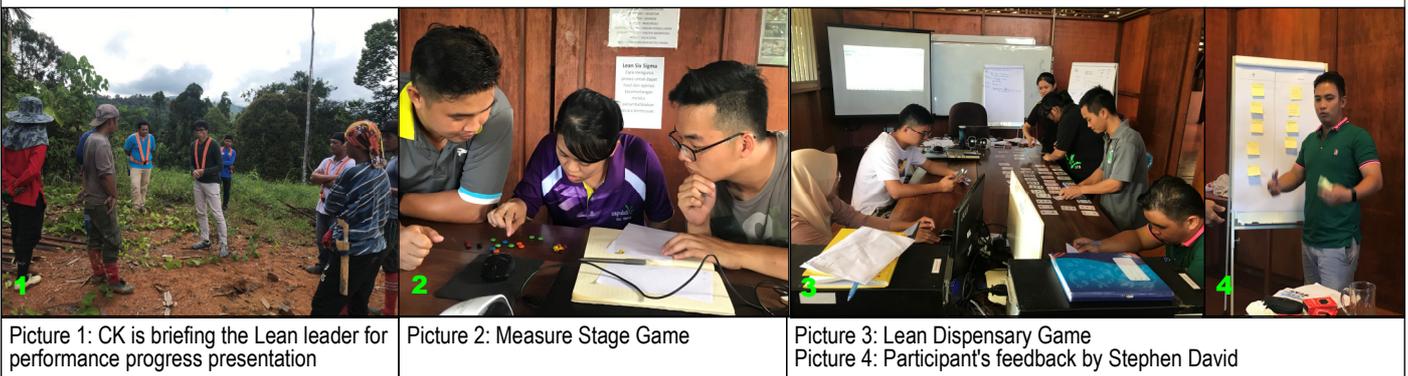
The training ended with participants receiving a certificate of participation from CK Wong.

The 2nd session started on June 13 until June 24, 2019 which focused on training teams led by Edward Sinayung and Jubly Anduan as tree guard installation contractors. The flow of the training and coaching was the same as the other phases except this time, the supervisors were trained to coach contractors on how to also apply the Lean Six Sigma tools.

Before the training, the contractors only managed to installed 100 tree guards per day by a team of seven people. After they had gone through the training and eliminating waste in the process, the contractors managed to do 290 tree guards per day with the same number of people in the team.

The significant increase has given hope to the newly planted seedlings that they can be spared from being eaten by deer (payau). This would then contribute to increase of the standing tree stock for the company. At the end of the training, participants were presented with a certificate by Teddy Sius @ Lawrencius, FMU 14 Executive Manager.

13—17 May 2019 (Forest Resource Department)



Picture 1: CK is briefing the Lean leader for performance progress presentation

Picture 2: Measure Stage Game

Picture 3: Lean Dispensary Game

Picture 4: Participant's feedback by Stephen David

13—24 June 2019 (Tree Guard Contractors)



Picture 1: CK Wong reviewing performance board with FMUEM

Picture 2: CK Wong greeting the participants of the 2nd session

Picture 3: Edward's group showing their team spirit for PDCA

Picture 4: Edward's group sharpening the wood stick for PDCA

Picture 5: G. Ary explaining the existing standard work for tree guard installation.

Picture 6: CK Wong reviewing the 3rd PDCA planning.

Nursery Training—Forest Research Center (FRC), Sandakan

Forest Resource — Nine staff of Sapulut Forest Development Sdn Bhd (Sapulut) visited the Forest Research Center (FRC) on September 24 and 25, 2019.

The topics covered during the visit were the introduction to plantation trials by Mr. Kevin Pang, seed management by Madam Rebecca Chong and nursery practices by Madam Kuina Kimjus. Mr. Kevin shared some information regarding taxa trials and plot establishment and maintenance while Madam Rebecca commented on the taxa trial regarding single stemmed vs multi stemmed tree species. Later on, she gave us some recommendations regarding seed storage, seed viability testing, seed processing and storage, and seed documentation.

Madam Kuina also provided some information regarding nursery practices. This includes a demonstration of marcotting and more importantly, cuttings. We ended the training with a visit at Gum Gum Forest Reserve where we observed the different plantings that were done by FRC and also witnessed their spacing trials. The Sabah Forestry Department's Facebook page also reported about this training that can be seen at <https://www.facebook.com/130808856953260/posts/2719418228092297?sfns=mo>

By: Matthew Ngui



Borneo Forestry Cooperative's (BFC) visit to Sapulut



Mr Warburton gave some briefing about the soil medium that were currently used by our nursery



Mr Warburton gave a briefing about the Albizia spacing and edge effect on BASIL stand.



Mr Boden gave us some briefing regarding the coco peat.



Borneo Forestry Cooperative (BFC) is a cooperative group under which members can share ideas and experiences regarding problem in forestry and help one another in finding solutions. Established in 2009 by Sabah Softwoods Bhd and Asian Forestry Company (Sabah) Sdn Bhd in collaboration with Boden and Associates, BFC has evolved from being an informal cooperative to a registered company.

It has five members including Sapulut Forest Development Sdn Bhd (Sapulut) that joined the group since 1st August 2019, representing 150,000 hectares of plantation throughout Borneo.

On 15—16 and 26—27 August 2019, Sapulut was visited by BFC Chairman Mr David Boden and Technical Manager Mr Paul Warburton. Among the topics discussed during their visit were on coming up with a Research and Development (R&D) plan with Sapulut R&D team and operations to best address the short, medium and as well as long term requirements of the company.

The visitors also gave their advice on Sapulut's current R&D and operational issues; on appropriate silviculture trials that have been developed by the BFC and are applicable to Borneo's conditions e.g. fertilizer, spacing, thinning and pruning, and herbicide, give advice regarding the establishment operations to include weed free silviculture and the advantages of fertilizer applications.

Mr Warburton was taken to look at Sapulut's nursery planting medium (saw dust) where he advised that there is a need to reduce the compaction of the polybag. This resulted in a very high bulk density which produces a strong media that impedes root growth. The high bulk density also contributes to the media's propensity to fall apart during planting, thus breaking and exposing roots, and significantly increasing planting stress.

Mr Boden, in the meantime, was taken to look at the company's BASIL (Comp. 214) particularly at how the harvesting procedures were done onsite and to understand the complexities of the FMU 14 sites (BASIL). His advice was sought on the best support available from the BFC programs.

By: Ferunica Eging—Forest Resource Department



Forest Firefighting Training



Forest fire refresher training was conducted at a nearby forest fire water source on 18th September 2019. The purpose of the training was to upgrade the skill of the participants in controlling forest fire and handling firefighting equipment.

The training was deemed necessary to ensure that the firefighting teams were always prepared, especially during the dry weather. The training session proved exhausting to the participants but they had fun at the same time. They demonstrated good teamwork, high level of discipline and team spirit from start to finish.

The forest firefighting teams were divided into two, one of which was led by Johnson Joseph and the other by Fredolin Martin. As leaders, they were responsible to brief their respective crew on safety, task distribution as well as refreshing their knowledge on forest fire crew action plan. During the group discussion, participants discussed about errors, equipment malfunction and ways to further improve. They were also reminded that in real fire situation, some of them might not be available, so other workers will volunteer to help. In this case, they were advised to take the lead and control the situation as their co-workers do not have a proper training on how to control the fire.

By: Jeffica Jaihon—HOD of Forest Protection Department

CHARITY VISIT TO CARING FOR THE FUTURE (MALAYSIA) BHD



Staff of WCLG during the getting to know you session with the children and Ms. Mericia, representative of CFFM.

22 June 2019— Wong Chik Lim Group Sports & Social Club (WCLGSSC) had organized a charity visit to Caring for The Future (Malaysia) Berhad. CFFM (Caring For the Future Malaysia) was established in 2008 as a private, non-profit, Christian based organization to provide a home for the orphaned, fatherless, abused, and neglected children in Sabah, with love and compassion, mercy and peace in a happy and godly surrounding. CFFM, which is located at Mile 8, Jalan Ulu Kimanis, Kg. Lingan Baru, Papar, accepts children from 3 to 17 years-old regardless of race, gender or religion. The home currently has 14 children, all are boys.

There were 9 of us who took part in this visit. When we arrived at the home, we were greeted by Ms. Mericia Majahas. After some introduction, Carlo Garces, President of WCLGSSC gave a short talk on the purpose of the visit.

This was followed by some games that we organized like the Marshmallow Challenge, Balloon Train and Flour Game. We then unloaded some plywood donated by Sapulut for the children's home. The other donations given to the CFFM were stationeries, a sewing machine (donated by NR Wong Continuation Sdn Bhd), foods supply and desktop (donated by GLV).

Ms. Mericia invited the children to give their feedback to us and most of them expressed their gratitude towards us for organizing this visit and donating some of the things that they needed. We took a group photo at the end of our visit.

Ms. Mericia showed us a tour around the children's home compound. Then we left about 4.00 pm to Kota Kinabalu.

Staff of WCLG: Carlo Garces, Mohd Rahmat, Edward Lee, Oliviana Garih, Noor Safinah bte Abd Rahman, Adrianna Jaudi, Adriel D. Kiandee, Zachary Leslie (intern) and Natrah Natasha.



Cash donation presented to Ms Mericia on behalf of CFFM.



Marshmallow Challenge and Balloon Game during the visit.



Candy in the Flour Game and tour around the children's home by Ms. Mericia.



Unloading plywood (one of the donation to CFFM)



Group photo with the children of CFFM

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

Base Camp: Teddy Sius, Johnson Joseph & Eve Asjera Janim.

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.