

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

2019 has not been an easy year, but I will hopefully look back and remember it as a good one, as the start of a new age for Sapulut

Among the changes we have faced this year:

1. Our Managing Director has been named the President of the Timber Association of Sabah.
2. We have taken steps to becoming a Lean Six Sigma organisation, a big step forward in creating a culture of performance.
3. We are on the verge of securing certification for our ITP to reflect our ongoing performance in our NFM area.
4. We have established the Research and Development Unit, tasked with taking our ITP to world class levels of performance.
5. We have finally committed to upgrading the hardware of our nursery, to reflect our intent on achieving this.
6. MIS has shipped PRISM, HRIS and has plans for major upgrades to LFISO and LFRES early in the new year.
7. The accounts team has made significant changes to our systems, enabling us to track and manage expenses better than ever.
8. We have finally launched our website, a major contributor to spreading our vision of bringing back the natural forest and managing it sustainably.

None of this has come easy, it has taken entire teams participating in training after working hours. It has taken many hours of commitment. It has taken leaders and teams putting their heart into making these changes possible. It has taken leaders opening themselves to new ways of thinking, committing to believing in themselves and more importantly, their teams.

That said, a common theme in all these improvements is that they are all beginnings. First steps. It will take continuous improvement and continuous commitment from all of us to continue achieving more. Next year will not be an easy year either. We are making huge changes to the ways we are working our ITP. The operations teams will have to deal with the challenges of having multiple sites of harvesting now we are shifting to eastern areas of the NFM. The Community team will have to be as diligent as ever as we are dealing with the challenges of a slow economy effecting us and those around us.

As President of TAS, much of MD's time this year has been spent ensuring that on top of these challenges, we do not have to worry about challenges from external forces and that we have a strategy to move forward in our vision. The change of government has given us new sets of challenges and opportunities, we also have a clear path to seeing through our project of having the first CLT building made with timber grown in Sabah.

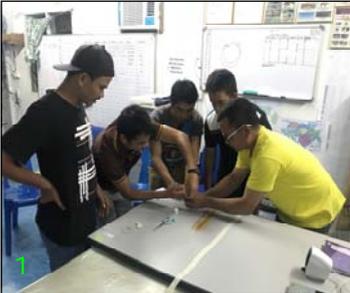
None of this progress would be possible without commitment on his part and that of our leaders in the office and at camp. For the progress we have made, I offer my gratitude. For all our shortcomings, I offer my personal commitment to doing better.

2019 was a year of new beginnings. Let's make 2020 a year of commitment to progress.

*Bryant Wong, General Manager
December 31, 2019*

6th Phase Lean Six Sigma Training & Coaching ~ Edward Lee

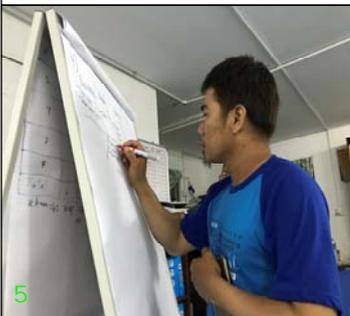
Lean Six Sigma Training and Coaching continues on Timber Harvesting Support Services (THSS) Department from the November 25, 2019 until December 12, 2019 at Central Stumping Office. This time the participants was mostly from Central Stumping Office and Site Staff namely Fredolin Martin, Jimmy AK Wesley, Yukor Laminit, Deepavali Ansagu, Samsur Samat, Siti Muslamah Binti Buntung, Vernon Bin Joseph, Udi Undoh and Jerome Gotonis. The participants were trained using the same syllabus as the previous group. This time the focus is on the log sales process at Central Stumping and the closing compartment of NFM. The team said that the coaching can help them improve their work and detect waste in their processes. Closing speech of the session was done by Norman Bandara as Head Of Department in THSS Department.



Picture 1 & 2 : Marshmallow Challenge by Fredolin's team (before and after).



Picture 3 : PDCA discussion led by Vernon.
Picture 4 : Top Down Chart discussion



Picture 5: Kaizen Event—Yukor vote for potential root cause that can be improve.
Picture 6: Fredolin leading the team in brain storming session for finding the potential root cause.



Picture 7: Spot Dot Game with kanban concept in place.
Picture 8: Group photo of the participation with their certificates.

Visit to Sabah Softwood Berhad

A visit to the Sabah Softwood Berhad (SSB) were conducted on the October 15 until October 17, 2019. There are 7 staff who have participated in this visit namely Hue Su Wah, Peter Philip, Matthew Ngui, Edward Lee, G. Ary Michael, Nurvi Vinson and Kuliman Tambuloi. The purpose of this visit is to:

- Observe chemical weedicide application on the field.
- Understand and learn the planning process prior to spraying.
- Observe the logistics behind conducting chemical weedicide application in a large-scale plantation.



ROBONEO

RoboNeo is an annual event organized by Kinabalu Coders in collaboration with Politeknik KK and Ministry of Educations and Innovation. This year, the event was held from November 21 until November 24, 2019, at Politeknik Kota Kinabalu, Sabah. There were in total 4 representatives from Sapulut (Mohd Ridhuan, Nabil, Norazma and Nurdiana) in its inaugural participation in a non-forestry related outing. The experience reveals that there are indeed more than meets the eye. The event was participated by communities of robotics, programming and artificial intelligence enthusiasts from all walks of life in Sabah e.g. students coming from a different school, teachers, parents, and guests. The main goal of this event was to connect communities through technology where everyone is welcomed. The event is divided into multiple categories such as:

- IoT & Machine Learning Workshops
- Robotracer (Open & Youth) - Line Tracking Challenge
- RBN-AI - Self-Driving Car Challenge
- RBN-ROV - Remotely Operated Underwater Vehicle Challenge
- RBN-SUMO500 - Sumo-Bot Challenge (500g)
- RBN-SUMO3000 - Sumo-Bot Challenge (3kg)
- RBN-DRONE - Surveillance Drone Challenge

The workshop is separated into 2 sessions, the first session is the Internet of Things (IoT) workshop. This session focused more on an infamous piece of hardware known as Raspberry Pi. Many IoT project has been made possible with the use of Raspberry Pi and a few well-known projects e.g. Portable Weather Stations, Micro Climate Controller. However, the main intention of the workshop was to expose the participants to the possibilities and potentials of Raspberry Pi, among them are, ways to program it and how to integrate modules like the camera and Sense HAT which is responsible for gathering data such as temperature, humidity, and pressure. Why Raspberry Pi is called an "IOT"? The reason was simply that the device acts like a computer that can transmit data over the internet and accessible over the internet. Raspberry Pi is commonly used as education tool until one can acquire the basics before moving up the scale with better and sophisticated hardware.

Machine Learning, was the main topic for the second session. What is it exactly? Can a machine learn? The answer is yes, it can learn based on what is taught to the machines. As an example, the participants were exposed to how autonomous car works and how it can be programmed. This is achieved by repeatedly driving the vehicle around a course while the machine gathers the data through the use of sensors. It will then come up with a probable machine behaviour it is expected to do.

There were robotics competition held during the event. One particular event was the so-called Sumo challenge where 2 robots were pitted in a circle and upon the blow of the whistle, will try to push each other out fo the circle. These Sumo robots were not in any way controlled remotely by humans. They are simply running a pre-programmed algorithm that relies on the built-in sensors to detect proximity and the boundaries of the arena. Other challenges/competition includes drone manoeuvring, underwater submarine challenge, and track racing competition. The event was indeed an eye-opening to the fact that there are communities within Sabah that have caught the fever of IoT and are embracing artificial intelligence as a daily hobby, both by people as young as 5 years old right up to a group of friends in their early 60s.

By: Management Information System (MIS) Department



Group Visit by Jane Manjaji's Group

Sapulut has received a group visit which consist of 13 person led by Madam Jane Manjaji from Kota Kinabalu on the October 30, 2019 until November 01, 2019. The purpose of this visit were to familiarize with the forest management in Sapulut or known as FMU14. Throughout their two (2) days and one (1) night stay, they were able to carry out activities including hiking to Salt Lick and visit to both NFM and BASIL site to have more insights on harvesting and planting system in FMU14. The group were also introduced to Murut tradition and briefed on the history of Batu Punggul legend through a visit at village chief house at Kampung Tataluan. At the end of the visit, the group expressed their gratitude for the experience and great service from Sapulut. They also wish to re-visit the village in December 2019 with some goods to contribute for the villagers and also plan to hike Batu Punggul.

By: Jeffica Jaihon & Lyevivialyne Sopital



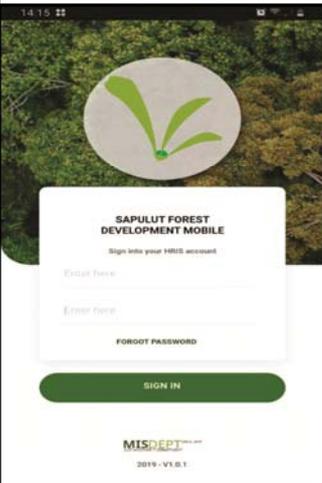
Hiking to Salt Lick



Visit to BASIL plantation and NFM harvesting site



Visit to Kampung Tataluan



NAME-THE-APP Competition

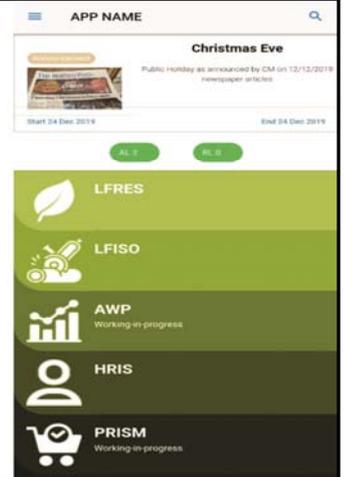
As part of the series of digital transformation / innovation planned, MIS Department will be rolling out the company's own mobile application. The mobile application is a step-up of the previously-released web-applications namely, **LFISO** (harvesting), **HRIS** (human resource), **PRISM** (purchasing) as well as 2 other beta version of **MEVS** (machinery, equipment and vehicle) and **LFRES** (nursery and plantation).

Aimed at bridging the gap of technology, data and information management within the company, this mobile application also takes into consideration the shortfalls of web-application where not everyone in the company will have access to a computer to enjoy the benefits of the applications developed.

With blessings from the Management, the MIS Department wishes to extend an invitation to **ALL STAFF** to be a part of the process of making this mobile app a reality, by participating in the naming of the *up-coming* and *soon-to-be-released* mobile application. There are no rules for this competition. Send in as many app-names as you like. However, each app-names must be accompanied with:

- proposed name of mobile app and the reason for choosing that name
- your full name and department

Submission is through Whatsapp only (**Jesse @ 0168496911**). Deadline : **31st January 2020**. Entries will be judged based on creativity, simplicity and the reason / story behind the name.



Borneo Forestry Cooperative: Overview of Harvesting Operations—Sapulut Forest Development Sdn Bhd

The 2-days visit was undertaken by Bruce Calder, Harvesting Consultant, to Sapulut Forest Development Sdn Bhd (Sapulut) from the November 04, 2019 to November 05, 2019 as part of the 2019 Boden & Associates Support Program under the Borneo Forestry Cooperative (BFC) umbrella.

Objectives of this visit:

- To review harvesting operations with the view to minimize soil compaction in the mixed tropical hardwoods.
- Assess the contractor's equipment with the view to optimizing productivity and minimizing soil damage.
- Review harvest planning.
- Recommend harvesting operations for the Research and Development (R&D) area (compartment 218) so as to minimize soil damage.
- Review the potential of the three stacked yarders at the workshop.

This visit included the following:

- Visit harvesting extraction operators at compartment 220B.
- Assess the extraction equipment belonging to the contractor, Sim Gaya.
- Visit compartment 194 to be clear felled in 2020.
- Visit planned R&D compartment 218A.
- Carry out planning workshop on compartment 41 with planning GIS team and the contractor.
- Visit the workshop and inspect the cable yarders.

As a result from this visit, they have recommended that the harvesting system remains based on bulldozer extraction but that the following aspect be implemented to ensure that the damage to site and soil is kept at the absolute minimum, and that it be used under a clear fell and not BASIL silvicultural-management system. The following aspects were recommended:

- Set in place harvesting planning with all departments involved.
- Develop a harvesting planning form that allows for all parties to add input.
- Better supervision and control is required with a focus on soil disturbance.
- Setting responsibilities and accountability for all parties involved will assist in developing a more effective harvesting operation.
- Plan to repair and maintain yarders and bench mark cost and production in the rubber plantings or in other smaller timber that may come on stream.
- Open communications with the contractor to work together.
- On a daily basis discuss the extraction tracks and operations used the day before and use this to implement improvements going forward.

By: Forest Resource Department



Malaysian Timber Council (MTC) and Foreign Journalist visit to Sapulut (FMU14)



Briefing on Comprehensive Harvesting Plan and Logfisher operations by Isidro Genson (Head of RIL Supervisor Team).

SAPULUT is proud being chosen by the Malaysian Timber Council (MTC) for their visit together with the foreign journalists from United Kingdom, China, South Korea, Australia, South Africa and Netherlands on the November 22 until November 23, 2019. The main purpose of their visit is to get the international journalists to familiarize and see the forest management practice in Malaysia particularly in Sabah.

On the first day in Sapulut, the delegation were briefed by the District Forest Officer of Ulu Segama Malua, Mr Robert Mijol, representing the Forestry Department of Sabah with the presentation titled "Conservation efforts in Sabah and Forest Rehabilitation at Bukit Piton Forest Reserve". After that a briefing by Sapulut which were presented by Teddy Sius, talking about the concept of Forest Management Unit (FMU) in Sabah and the implementation in Sapulut context. Later the delegation went to the field visit to see Reduced Impact Logging (RIL) operation under the Natural Forest Management (NFM) area and afterwards been brought to Industrial Tree Planting (ITP) area to see BASIL planting grown with Red Laran and Albizia.



Delegation briefed by Norman Bandara on stumping operations as part of 'Chain of Custody'.

The next day, the delegation was taken to visit Kampong Tataluan, to give them an experience of the local community culture, livelihood, and food. There, they were entertained by the cultural dance of the Murut community and served local Murut food. The delegation were also given the opportunity to dance with the villagers. Their visit ends at noon, where they will leave for Kota Kinabalu. As a gesture of appreciation and farewell, the local community 'said good bye' to the delegation by playing the 'Gong'. With the visit especially for the foreign journalist, it provided a clear and accurate picture of how Sabah manages the Forest Reserve under the FMU concept, rather than information obtained from unreliable source. "Seeing is Believing".

By: Teddy Sius, FMU Executive Manager



The delegation visited the BASIL planting area and listened to a briefing led by Peter Philip and his team.



Delegates took the opportunity to take pictures with the villagers dressed in traditional Murut costumes.



Thank you for the successful year and the great cooperation in the company. We will meet again in the New Year with a lot of new ideas and new energy.

Let new beginnings signify new chapter filled with pages of success and happiness, written by the ink of hard work and intelligence.

From:
The Management and Newsletter Team.