

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, learning and doing;
- Discipline- discipline of self, disciplined thoughts and disciplined action;
- Do ordinary things extraordinarily well.

Staff Insights

- *"Working with Sapulut is great because it is closer to my village and the company provides good accommodation for staff"- **Driver, in service for 12 years.***
- *"I am satisfied with the working environment, the management system and the good colleagues"- **Clerk, in service for 2 years.***
- *"I am happy and admire the way Sapulut manages its forest"- **Junior Forest Ranger, in service for 3 years.***
- *"Sapulut has improved a lot through the years. With systematic management - a vast improvement on the planting system — overall I'm very content" - **Senior Forest Officer, in service for 10 years.***
- *"I am thankful for the equal opportunity, a chance to improve my capabilities and to develop my career. A workplace with a magnificent view, good colleagues, it is my second home"- **Officer, in service for 4 years***

"I SEE, I THINK, I DO"

When the tsunami hit Fukushima in Japan, the nuclear power reactors within a nuclear power station were damaged. To prevent a bad situation from getting worse, the station manager knew that he had to shut down the nuclear reactor. But the authority to shut down the reactor lies with the President, as he is the only person who can authorise a shutdown.

Despite this modern age of instant and high speed communication, the President cannot be contacted - no one had anticipated the tsunami has completely shut down the power grid and damaged the communications network.

Instead of **doing the right thing** to shut down the reactors right away, the plant manager deferred the decision to the President, and precious time was wasted, and the negative impact worsened by the minute. The **manager was avoiding errors** by passing the responsibility to the President.

To this day, there are still continuous reactive leaks from the nuclear power plant, and the leaks are going into the Pacific Ocean. With the ocean currents, these radioactive materials are being moved around and our food chain is being affected.

What if.....

What if the nuclear plant manager adopted a different mindset of **"I see, I think and I do"**? The nuclear reactor would have been shut down earlier, and this terrible disaster could have been avoided.

How to put into practice "I see, I think, I do"?**1. Do the right thing, not just avoid errors**

The nuclear power station manager was an expert and fully trained, but he did not do the right thing (immediately shutdown the reactor) but he chose to avoid errors (by following company policy at a critical period when time was the essence).

2. I see, I think....

What if he had taken a moment to "think" and asked himself **"what if?"** instead of going into default mode and simply passed the information to the President. Had he being aware of the consequences of his inaction (people dying, irreparable damage). Would he have acted?

Nothing happens until action is taken. In the Fukushima case, the plant manager did not act, but took his time to communicate with some who had the authority. It would have been better if he acted, or given the authority to act.

3. "I do..."

That is, action is required.

As MDO, after we clarified the goals and ensure that the "doer" is competent for the task, we empower the individual with authority to act. The empowered individual has the freedom to act, at the time and in the manner it deems best, with the WHOLE process or team in mind. We set goals (our intent) but do not give precise instructions, because the ground people are better informed than us.

Thus authority goes to those with information, and not information goes to those with authority.

4. Change the environment, and not the people

After setting realistic goals and getting the right people in the right place, if things are not working out, then MDO must change the environment.

An example is CS, where it is facing some challenges. We have set the goals (serve our customers well, accurate grading, freshness of logs, no reject/leftover logs, minimise LG logs, volume target) but it is still not performing as it should be.

We changed the environment by moving some people to different areas of responsibilities, change the workflow, use additional tools such as tablet and update the LFIS, take steps to increase accountability and better communication amongst the team- we take the necessary steps to improve CS.

Feedback and Communicate

Last but not least, provide feedback so that we all know what is happening and see how we can help each other. Feedback is an important part of communication, and it is one way of engaging each other, and provides a means of constant improvement.

Conclusion:

By engaging ourselves with a positive mindset of "I see, I think, I do", we will find ourselves a valued person, and will improve our own confidence. We will feel better about ourselves, and live a more rewarding and meaningful life.

Norman Wong, Managing Director
22 December 2016

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

Base Camp: Teddy Sius (FMUEM Office), Lowilyn Bazar, 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.

International Heart of Borneo and Ramsar Conference

The International Heart of Borneo (HoB) and Ramsar Conference was held on the 07 November until 10 November 2016 at Magellan, Sutura Harbour, Kota Kinabalu. This year Sapulut participated by setting up a booth to share and exhibit the activities and operations in FMU 14.

Overview and lessons learned:-

- 1) Visitors at our booth were mainly from the government sector, other FMUs and students from nearby schools such as :-
 - Sabah Forestry Department, Sabah Agriculture Department and Sabah Education Department
 - Borneon Timber Sdn Bhd, KTS Plantation and Sabah Softwood
 - Students from SMK Tansau, Maktab Sabah, La Salle Secondary School and Stella Maris Secondary School
 - Students from Universiti Malaysia Sabah and Universiti Pertanian Malaysia

2) Comments:-

	Positive Comments	Negative Comments
Community Forestry	Excellent Employment Opportunity for surrounding community	Lacking participation from NGO in Community Forestry
	Excellent village goodwill visit	Lacking training for surrounding community
BASIL Plantation	Future harvesting will affect buffer area, falling of harvested trees towards buffer area	Low count of leftover trees in buffer area due to damage when doing selective DBH logging
	Protection of habitat and biodiversity in buffer area	Not cost effective. Proceeds are from 30% of area but cost covers all e.g. Road Construction
	Protection of water-course and soil health through no use of chemical fertilisers	Low harvest yield. Only 50% are planted with timber
	Provide job opportunities	Future harvesting will affect buffer area, falling of harvested trees towards buffer area
GIS and Mapping		Could use more drone and GIS related training
Others		Need to provide takeaway reading materials e.g. Pamphlets, Brochures
		Common typing errors
		Could provide samples of seedlings, forest products
		Could be dressed in more formal Sapulut corporate attire

3) Lesson learned:-

- Booth Manning Officers (BMO) should be supportive of each other when presenting information about Sapulut and the operation of FMU 14.
- To improve on self-confidence when speaking English
- Be patient and flexible when dealing with visitors
- To understand the essence of the presentation
- To submit registration of participation early
- To select suitable participants for each sub-conference categories

Reports submitted by:

Jesse Tendahal, Regina Bail, Plorrah Paulinus, Renny Jinoleh and Fredolin Martin



Picture Above: Sapulut's Booth Manning Officer (BMO) with Mr. Abdul Jamal Ibrahim, DFO of Tibow at International Conference on Heart of Borneo at Magellan, Sutura Harbour on the 07– 10 November 2016.



Picture Above: Dr. Colin R. Maycock, one of the lecturer from Science and Natural Resources Faculty, Universiti Malaysia Sabah at Sapulut's booth together with our GM, Mr Bryant Wong and our FAD Manager, Mr Matthew Wong.



Picture Above: Professor David Newbery from Institute of Plant Sciences, University of Bern, Switzerland at Sapulut's booth together with our MD, Mr Norman Wong.



Picture Above: Staff of Sapulut with Mr Eng Weng Hong, Sapulut's consultant of ITC and staff from Sabah Forestry Department.

Picture Below: Visitors from one of the secondary school in Kota Kinabalu.



Theme of International Heart of Borneo Conference 2016:
**“Enabling and Empowering Conservation Through Science-Policy Interface,
 Conservation Finance and Community Engagement”**

UMS Students for Industrial Training at Sapulut

During the HoB Conference, several students, mostly from Universiti Malaysia Sabah, expressed interest in having their industrial training at FMU14.

After a fruitful discussion with the Coordinator of Forestry Complex, Intern Coordinator and interested students, management has decided to accept 8 students from two major courses in the Faculty of Science and Natural Resources, University Malaysia Sabah.

The students will undergo 6 months industrial training with Sapulut commencing on February 2017 until July 2017.

The 8 students are:

Major course:

International Tropical Forestry

- 1) Wong Yi Ying
- 2) Nasrur Alfiuddin bin Mohammad Sidik
- 3) Choi Sher Pei
- 4) Francisca Romana Charles

Major course:

Forest Plantation and Agroforestry

- 1) Haslina binti Laharum
- 2) Jackquelyn Anak Jalai
- 3) Martin Anak Ason
- 4) Vivian Royling

Of the eight students, five are from Sabah, two from West Malaysia and one from Sarawak. All of them have basic knowledge and training and have covered topics including soil science, dendrology, pathology, forest ecology, surveying, silviculture, forest inventory, GIS, forest management, wood science and forest plantation management.

Report from Human Resource Department

Datuk Sam Mannan's annual visit to Sapulut

The Chief Conservator of Forests, Datuk Sam Mannan paid a visit to Sapulut on December 18, 2016. He was accompanied by staff from Sabah Forestry Department, Sandakan and Tibow Forestry Department.

Datuk Sam was very happy during the visit and congratulated the Sapulut team on their commitment, dedication and on upholding our core values. Datuk also commented that his annual visit was a satisfying visit because of he was shown real, operational ground conditions and not areas that were prepared just for the visit.

Overall comments from Datuk:-

1. Field visit—overall, excellent because of good management of planting and maintenance of the planted area.
2. Impressed with Sapulut's young team and recommended to develop them even further
3. Obvious dedication and commitment from both Managing Director Office and ground team
4. Sapulut has a bright future, evidenced by attention to biodiversity and ecosystem through the balance of buffer areas and planted strip line

In this annual visit, Sapulut took the chance to ask Datuk Sam about the payau issues which have been one of our main problems. Datuk Sam said that all FMU are facing the same problem and he advised to have more human movement to deter the payau. He also opined to build small huts/shelter at strategic points where attacks often occurred so that the payau will be frightened by human movement.

Datuk Sam also saw the area planted with *Terminalia copelandii*, also known as payung-payung, and he was impressed by the good growth performance as it usually grows quite slowly in the first 2 years.



Picture Above:

Sapulut's staff with Datuk Sam Mannan, Director of Forestry during his annual visit to FMU 14, Sapulut Forest Development Sdn Bhd on the December 18, 2016.



Picture Above:

Name: Sambar Deer (Payau or Rusa)

Scientific name: *Cervus unicolor*

Location: Salt Lick

Captured by a camera trap

Sapulut's Gallery

Sapulut possesses a natural salt lick located at compartment 218A. The area is approximately 5 hectares and located 24 km distance from Sapulut Forestry Complex Office. The area is classified as a HCVF (High Conservation Value Forest) area and has the potential to be a research and wildlife observation area for wildlife data collection in the future.



DID YOU KNOW ABOUT SALT LICKS?

Fact #1:

A mineral Lick (also known as a salt lick) is a place where animals can go to lick essential mineral nutrients from a deposit of salts and other minerals.

Fact #2:

Mineral licks can be naturally occurring (Natural licks) or artificial (such as blocks of salt that farmers place in pastures for livestock to lick).

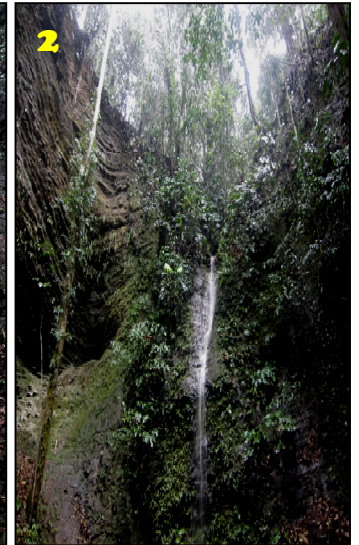
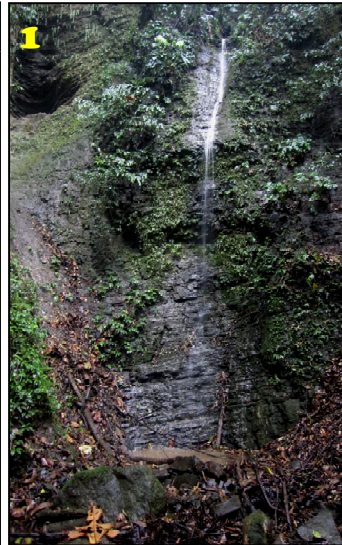
Fact #3:

Natural licks provide the biometals (sodium, calcium, iron, phosphorus, zinc and trace elements) required in springtime for bone, muscle, and other growth in deer and other wildlife such as moose, elephants, tapirs, porcupines and others wildlife.

Fact #4:

Such licks are especially important in ecosystem with poor general availability of nutrient. Many animals regularly visit mineral licks to consume clay, supplementing their diet with nutrients and minerals.

Reference: https://en.wikipedia.org/wiki/Mineral_lick



Picture 1 & 2: Natural salt lick at compartment 218A, Sapulut Forest Development (FMU14).

Picture 3: *Rafflesia keithii* — discovered at CPT 192 with diameter of 18cm. It is categorized as Totally Protected Species (Checklist of Protected Plant Species—Schedule 1). In order to protect such valuable species, the area is demarcated to prevent any activities which could affect the species.

Picture 4: Young buds near the flower and yet to bloom.

Picture 5: *Rafflesia* has no predictable blooming season and it takes 6 to 9 months to bloom from bud. Its flower will only last between 5 to 7 days.

Christmas Celebration at Wisma Manikar

Christmas Celebration 2016 was held at Mezzanine Floor, Block A, Wisma Manikar on December 20, 2016 with afternoon tea. It was organized by Sapulut's staff and all staff under Wong Chik Lim Holdings group were invited to join this festive celebration. The celebration was started off with a short speech and greeting from Mr Norman Wong and proceeded with caroling from Sapulut's team led by Mr Stephen Garces.



Picture 1: Christmas cake cutting by Mr Norman Wong

Picture 2: Christmas carols by Sapulut's staff led by Mr Stephen Garces

Picture 3: Sapulut's staff of KK Office with Christmas' smiles

Warmest thoughts and best wishes for

A WONDERFUL CHRISTMAS 2016 AND A VERY HAPPY NEW YEAR 2017

From:
The Newsletter Team of Sapulut Forest Development Sdn Bhd