

Volume 1/2017, Issue 3

31 March 2017

## 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.

Revised on 17 January 2017

## NATURAL REGENERATION OF LARAN

### - Core Value -

During my visit to CPT 182 to preview the tour of Datuk Sam, we were shown the Albizia which were attacked by payaus, and the pleasant surprise of white laran (*Anthocephalus cadamba*) growing next to the Albizia. These growth were evident after slashing and the crew had the sense not to disturb the valuable regeneration.

This is an important decision made by the people on the ground, and I must thank Plorrah, Kong Juu Wen and their team for making this "innovation". Innovation here is defined as the ability to produce higher value/wealth from our existing resources. We plant one Albizia seedling, and we get several laran seedlings in return, all growing well. This is indeed a blessing and a gift of nature, and by action on the ground, we were able to take advantage of it.

Just think—other FMUs were also given the same opportunities but did they manage to get the same advantage as Sapulut?

### What is the DIFFERENCE?

It is part of the core values, that we care and respect the environment, that led us to this.

We did not use any chemical fertilizer or pesticide that degrade the soil;

We consider employment to use manual slashing (can a computer do that?) to distinguish a laran from another species, and the decision to conserve the laran for future growth;

We conserved the buffer zone, which provided the favorable micro climate for the laran to grow;

And we have a passionate team on the ground that looked into such details.

In any organization, there are hundreds of decisions being made everyday. And in HQ Office, KK, we make only 10% of it. The other 90% happened on the ground. And thanks to the team, practicing "I see, I think, and I do", the decisions have helped to get us into this favorable situation.

As Warren Buffet said, the test of a good business is that costs are going down while productivity is going up. In our case, through care, good leadership on the ground, practicing "I see, I think, I do", and no application of chemical agents (another cost saving), we were able to get this benefit.

Thank you to the team.

Norman Wong, Managing Director (13 January 2017)

## Payau Attack in BASIL Planting

According to statistics, the highest mortality occur in the critical period between 2<sup>nd</sup> and 3<sup>rd</sup> census (2<sup>nd</sup> and 6<sup>th</sup> month after planting). Approximately 36% of the planted trees that survived at Cpt. 186 are attacked by payaus. Payau attack is a major factor contributing to high mortality in BASIL planting area.

### Ground observations:

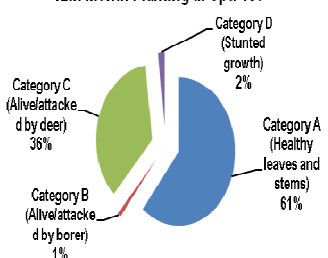
- Payaus usually attack by eating young shoots of Albizia (aged below one year old).
- For Albizia aged a year old and above, payau usually strips off the bark and eventually the tree dies.
- Most of the attacks occur in planted area adjacent to forest.

### Mitigation measures

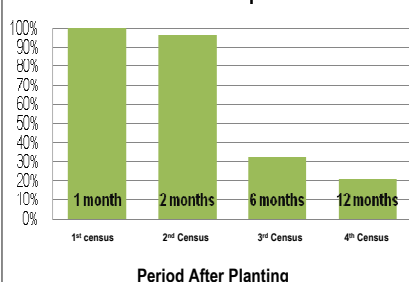
Several trials have been conducted to minimize payau attacks:

- Installation of recycled vests
- Establishment of "sacrificial" Albizia seedlings in areas with potential attacks by payaus

Distribution of Surviving Planted Trees after 12th Month Planting at Cpt. 186



Survival rate at Cpt. 186



Damaged bark of Albizia seedling (9 months old) through deer horns at Cpt. 179



Direct bite on young shoot of Albizia seedling (aged 18 months old) at Cpt. 186

**GET INVOLVED:** If you like to contribute articles, feel free to submit to [newsletter@sapulut.com](mailto: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.



## Sapulut's Annual Dinner for Year 2017

It was a memorable and exciting evening on Saturday, 11th March as management and staff gathered and unite to celebrate Sapulut's Annual Dinner 2017 at FMU 14 Base Camp, Tibow.

Over 300 employees took part in the event and it was more meaningful with the presence of our distinguished guest, Managing Director Mr. Norman Wong, accompanied by Mr. Bryant Wong, General Manager of Sapulut Forest Development Sdn. Bhd.

The event kick started at 6.30pm with the arrival of staff who and proceeded to the registration counter to sign for their lucky draw tickets and door gifts.

The highlight of the evening was the key note address by top management and the focal point was the video by our Managing Director. He emphasized on the practice and culture of "I SEE, I THINK, I DO". His speech was both inspiring and motivational. MD encouraged staff to challenge themselves to higher standard of work consistently which leads to excellence, innovation and creativity.

For the rest of the evening attendees were entertained by special dance performances by different divisions and singing performances showcasing talented Solo and Duet finalists. The performers put up an amazing show while attendees enjoy and savour the delectable Indian cuisine. The crowd showed their excitement with cheers and laughter during the Ang Pau and Hamper draws when the lucky winners were announced.

### Singing Competition Winners

Solo – Mr. Sazleey Jayfizan Sampulu  
Duet - Mr. Sazleey Jayfizan & Norajiah W.

### 1st Prize Angpau Draw

Mr. Inwansyah Sulaiman

The evening ended at 11pm with a note of thanks from the hosts for making this a successful event.

~ Lowilyn Bazar (20.03.2017)



Picture Above: Sapulut's staff from Sandakan, Tawau and KK office attending the Annual Dinner pictured together with staff at Camp and the internship students.



Picture Above: Staff who participated in the solo karaoke competition.  
Picture Below: Staff who participated in the duet karaoke competition.

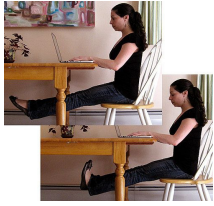
Left Picture: Presentations by the talented staff.  
Picture Below: Some of the lucky staff who won the lucky and angpau draws.



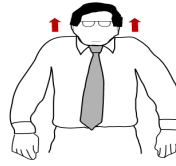


## Exercise at the Office: Finding Time to Make Time

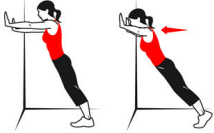
Have you ever done a workout at your workplace to overcome your midday slump? Here are some simple exercises you can do at your workplace.



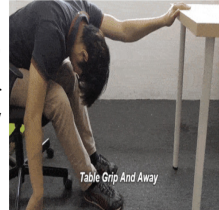
- 1. Leg Lifts**  
Sitting for too long can easily hurt your spine. So, while sitting on your seat (and without anyone noticing), lift your legs under the table and hold for five seconds. Then, lower legs and hang without touching the floor. Repeat this move several times.



- 4. Shoulder Lift**  
Shrugging your shoulder is one of the normal step when doing this warm-up routine. Lift your shoulders high up and down, do it regularly. For extra load, hold a weight in each hand (example dictionary or full water bottles) and repeat.



- 2. Push-ups**  
While waiting for a printed document, for example, you can do this exercise. Push-ups using a wall. Stand about three feet facing the wall and place your palms on the wall. Using your hands, lean your body forward and push back to complete the push-ups.



- 5. Stretching**  
If you sit on a swivel chair with wheels, it is easier. Place your hands on the table, gripping tightly and push the seat back while extending the head to the front. Look down at the floor and slowly lift your head up and down a few times so that the tension is lost.



- 3. Leg Stand**  
Start by standing with both hands on the wall for balance. Bend your right knee and lift your heel toward your buttocks. Hold for a few seconds and then lower your leg. Repeat several times and then do the same with the other leg.

Resource:

*Berita Harian, 23/04/2016, page 19 (NIOSH Bulletin Issue 08, Volume 9, 2016)*  
~OSH Department

## Year 2017: Striving for Forest Management Certification

In November 2016, we attended the Heart of Borneo (HoB) Conference and witnessed our neighbour, Bornion Timber (FMU 11) being awarded with the Forest Management Certification for their NFM area. To be honest, I felt envious of their success as it is supposed to be Sapulut. Why?? Because we had started it before Bornion but now they were certified before us.

Back in 2015, we had gone through our MC&I NF certification until Stage 2, but due to area excision, Sapulut had to postpone our certification as it was necessary to amend our FMP. Maybe there are good reasons why this happened.

During the recent Sapulut's annual dinner, MD had announced that our FMP had been approved. The next day, I spoke to MD to get the confirmation of his announcement during his speech. He gladly confirmed it and told me that we can proceed with our goal, and that is to be certified with Forest Management Certification.

The next few days, I contacted Mr Najwan (one of the auditors), and told him about our progress and he gave the encouragement for us to proceed.

For Sapulut, with cooperation and teamwork, we can certainly be certified. Let us be prepared as we will be starting our engine anytime from now! **SAPULUT BOLEH!**

~ Teddy Sius, Acting Head of THSS Department



## Do You Know—How Animals in the Rain Forest Survive?

### A) Climate

The weather in the rain forest is warm and humid for the entire year. Animals do not have to contend with seasonal changes. Rain forests are basically jungles with many trees and plants. The rain forest embodies four layers - emergent, canopy, understory and the forest floor—with different species occupying each layer that is best suited to aid in their survival. Rain forests get their name from the great abundance of rain they receive, usually more than 2000 mm annually

### B) Appearance

In the rain forest, there are animals that do not appreciate being noticed. These animals may use camouflage to blend in with their environment. This is highly useful to avoid being captured by another animal. They may also use camouflage to hide while they stalk their prey. A brightly colored animal signals to others not to bother it, as it is poisonous.

### C) Food

Gathering food for the day's meals can be competitive for animals who eat the same food. However, many animals learn to choose food that other animals shun. They adapt to this type of diet, which helps them to survive in the rain forest. Some of these may include fruits, leaves or nuts.

### D) Shelter

Due to the four layers that are present in the rain forest, it is an ideal shelter for the animals that live there. The top layer, or emergent layer, has trees that are very tall. This is where you find the animals that need the most sun, such as butterflies, monkeys, eagles and bats. The canopy layer has the most food near it. This layer provides shelter from the sun, but it is still bright. You may see tree frogs and toucans in this layer. The understory layer has little light that leopards and jaguars prefer. The bottom layer, or the forest floor, is dark. Some animals that live on the forest floor include anteaters, green iguanas and lots of insects.

Source: <https://www.cuteness.com/article/do-animals-rain-forest-survive>



## Flora and Fauna at Sapulut Forest (FMU 14)



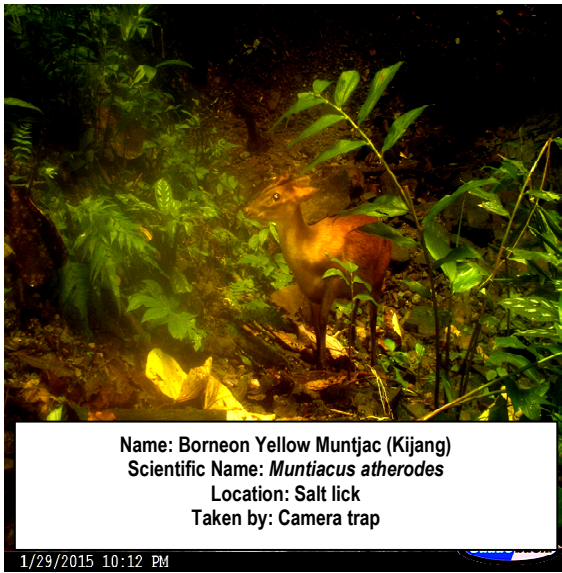
**Vinacular Name:** Borneo Pygmy Elephant  
**Scientific Name:** *Elephas Maximus Borneensis*  
**Location:** Stumping ITP 3 ( FMU 14)



**Picture above:**  
*Nepenthes wallichii*



**Picture at right :**  
*Nepenthes ampullaria*



**Name:** Bornean Yellow Muntjac (Kijang)  
**Scientific Name:** *Muntiacus atherodes*  
**Location:** Salt lick  
**Taken by:** Camera trap

1/29/2015 10:12 PM

## Sightseeing at Sapulut Forest ( FMU 14)



**Name:** Batu Saap, **Location:** ITP 6 (Compartment 197 B)  
**Area:** 11.83 Hectares (approximate), **Distance from forestry complex:** 17.8

## Tender. Loving. Care



Celebrating the birthday of staff who was born in January. Mr Santharasagaran, FMU Exec Manager and Ms Julie, Accountant.



Congratulation to HOD of Forest Protection Dept. Renny Jinoleh who gave birth to a baby son, Axelsen on 11 March 2017. Picture taken with her husband, Anderson Foo.



Picture above and below: Staff from KK Office went for an outing to Kundasang on 25–26 February 2017

