

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.

Revised on 28 June 2017

Courtesy Visit from Sabah Rubber Industry Board

March 19, 2018— Sapulut FMU 14 had received a courtesy visit by Datuk Harris Matthew, the General Manager of Sabah Rubber Industry Board and his delegations. They have been shown on our BASIL planting and rubber plantation where they were impressed by our Red Laran and rubber trees.

The short visit ended with a lunch served at the semi detached kitchen and the delegations thanked Sapulut for the visit and hospitality provided.

Picture at right: Datuk Harris Matthew and his wife (standing no. 5 and 6 from left) taking a photo with his delegation and Sapulut team.

By: *Teddy Sius, FMU Executive Manager*

FOREST MANAGEMENT CERTIFICATION —behind the scene of Sapulut's achievement

When I was with the FDPM (Forestry Department of Peninsular Malaysia, HQ), I was attached with the Forest Economic Unit for 6 years, therefore I never had the opportunity to get involved directly in Forest Management Certification (FMC) as it was only implemented in the State level. After serving in the HQ, I was transferred to one of the States located in the northern part of West Malaysia under the Forest Management Unit for 2 years. I was only involved in surveillance audits twice as the FMC has been implemented for several years, thus my involvement and knowledge are very...very...limited.

Long story short, two days before the end of my resignation notice, when I packed my belongings and I saw the FMC manual book for FDPM. My eyes stared at it for a while before I decided to 'smuggle' the book (i.e. I steal the book) because someday I thought it might useful for me at my new work place (moved to Sapulut).

Back in 2012, when I was assigned to lead the Sapulut's certification project, my mind immediately thought of the book which I had 'smuggle' and it helped my colleagues and I as we go along for our certification in the beginning and to this day, I still keep the book safe.

Sapulut took almost 6 years to achieve its goal, and of course, there were several challenges faced during the process. However, we succeeded in pursuing these challenges. The main **challenge** we faced was the excision of partly FMU14 area where during that time we had just completed Stage 2 audit back in 2015 and we end up put on hold our certification for nearly 2 years. **Frustration**...that was what the feeling I experienced at that time as our efforts we put 'kaboom' just like that. Changes in the first liner of Sapulut staff also affect our progress on certification. Following this change, we need to start over from the beginning and that is to introduce the certification to them so that they understand, familiarize and apply it on the ground. **This requires a lot of patience.**

As you all already know, Sapulut will soon be certified with FMC for MC&I Natural Forest. However, that is not the ending of 6 years efforts but a **BEGINNING of managing Sapulut as a certified area.** The next step we need to think and do is to maintain our standard as certified FMU and how do we apply certification in relation to our logs marketing or future products produced from our Intergraded Timber Complex (ITC). **We also need to look at the economic part.**

However, the achievement we did so far is due to all of you whom had put so much effort to make things happen. The achievement I recognized is come from all of us via a **great team work job.** Thank you everyone!

Teddy Sius @ Lawrenceius
FMU Executive Manager



Research: Cross Laminated Timber Project



Above: Staff of Sapulut and Grand Likas pictured together with Mr Eng Weng Hong, officer from FRIM, lecturer and students from UMS.

A meeting was held on the December 21, 2017 between Sapulut, Forest Research Institute Malaysia (FRIM) and Faculty of Science and Natural Resources (FSSA), Universiti Malaysia Sabah. The purpose of this meeting is to discuss about the research study of cross laminated timber project which emphasize on the strength and durability studies on the performance of low-density tropical plantation timbers (*Paraserianthes falcataria* and *Neolamarckia cadamba*). During the meeting, the representatives from each parties introduced their background and they also were shown the research studies by the students from FSSA.

It was concluded that the results from Sesunduk project by the FRIM will be the benchmark of this research for references. The glue type that will be used is phenol resorcinol formaldehyde (PRF). The manufacturing standards will be provided by the FRIM and size of the panel produced is 500 mm X 500 mm X thickness.



6 Basic Leadership Qualities

Source: <https://www.tonyrobbins.com/career-business/6-basic-leadership-qualities/>

BE CONFIDENT

Know how to set the right tone as a leader by letting your confidence show. Practice strong non-verbal communication by standing tall, making eye contact and learning to control your fidgeting.

FOCUS

Amazing leaders are very organized and plan well ahead while still remaining spontaneous enough to handle unexpected challenges.

BE HONEST

Strongest leaders treat others just as they expect to be treated. Make sure each member of the team knows what your culture and core expectations are, and show them how much you value honesty in your everyday interactions with others.

POSITIVITY

Leaders have abundant positivity that energizes everyone around them. Choose positive beliefs that will propel you forward, not negative thinking that will weigh you down. When you practice positive thinking it becomes your powerful cognitive habit and allows you to reassure and motivate those around you.

BE DECISIVE

The ability to be decisive can mean the difference between getting through tough times and folding under pressure. Making these kinds of calls doesn't always make you will be well-loved, but when you use judgment to make decisions, it will earn you the respect of others.

INSPIRE

One of the secrets to wild success is honing your leadership vision and communicating it to others. Inspiration is what pushes people to plow through difficult times—and to work on achieving your goals even when times are simple and undemanding. You define yourself with your identity. Refocus and sharpen your identity often so you will inspire those on your team.



What is Dendrology?

Dendrology Training

On 22nd January until 26th January 2018, Sapulut have invited Mr. Kho Ju Ming and his assistant, Ms. Hayati as master trainers to share their experiences and input about dendrology with the Sapulut staffs comprises of 50 pax at Forestry Complex, Sapulut FMU 14 Base Camp.

During the training, Mr. Kho shared about the type of forest at Sabah, introduction of commercial and protected timber species, general plant morphology and industry and statistics. For more exposure in general to the species, Mr. Kho take an approach by bringing the staff closer to the main species through field research. This training is very beneficial to us especially for the ground staff whom work related to identify tree species at Sapulut area.



What is dendrology?

Dendrology is the study of trees or also means study the taxonomy of woody trees including herbs, climbers and shrubs. It is also means the study of various part of the plant including the shape of the leaves, structures and functions of the tree using naked eyes or modern technologies for the process of identification because it is importance to be an extra careful while doing the observation in this field.

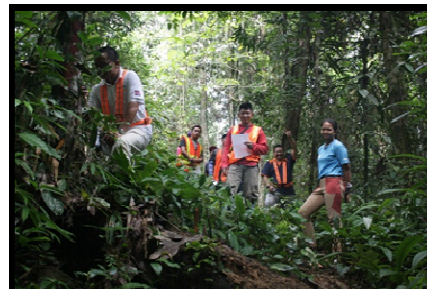
Morphological units for plants consist of stems, leaves and roots. Each plant morphology unit is unique because through the plant morphology unit we can easily classify the plant species according the order, family, genus and species of the plant.

Importance of Dendrology for Sapulut

Sapulut Forest Reserve Class II is one of the reserve forest that rich in biodiversity because there are various trees stands with the commercial value in the Sapulut area. Therefore, dendrology field is to help us to identify tree species within the our area and this will enable us to protect the endangered trees from being overly logged.

For example in Inventory, Census and Monitory (ICM) Unit, dendrology is important for data collection for Permanent Sample Plot (PSP) in NFM area that requires data such as tree species, DBH, clear bole height, tree height and tree quality. The purpose of this data collection is to find out the diversity of core species that can be found in the compartment at random place.

By: ICM Unit



The Interesting Facts About Ant



Ants are one of the most successful insects on Earth. There are more than 9000 different species.
The study of ants is known as **myrmecology**.

People sometimes rear ants in elaborate ants farms.
Ants belong to an order of insects known as **Hymenoptera**. Bees and wasps also belong to this group.
Entomologists believe that ants evolved from wasps million of years ago.

Ants are social insects and live in huge colonies. These colonies consist of the queen ant, female workers and male ants.
An ant can lift a weight that is **20 to 50 times more than its own body weight**.
In ants colonies, the different ants divide themselves into groups that perform various tasks.
Some ants are cleaners, some take care of the young while others gather food or defend the nest.

Ants are intelligent. Experts have discovered that **ant brains can function as fast as a powerful computer**.
Ants spray formic acid on predators as a form of defense. People used to obtain this acid by boiling ants.
When ants find food, they form a chemical trail of pheromones so that other ants can find their way from the nest to the food source.
Birds allow ants to crawl on their bodies and spray them with formic acid. Known as *anting*, this gets rid of parasites from their feathers.



Source: Book Title: 1000 things you should know about insects (Miles Kelly publishing ltd 2007)
Book Source from Julie Voon



Sapulut Annual Dinner ~ March 2018

Work As A Team, Dine As A Family – was the theme of this year's annual dinner.

We had the privilege once again to be gathered as one big family of Sapulut Forest Development Sdn Bhd to commemorate the end of another challenging year for 2017. Unlike previous years, there was an awkward mixed sense of achievement, comfort and sadness this time around. Not that we did great altogether but as a team and as families of different cultures, we weathered the storm. We pulled through and came out stronger and wiser. At the same time, we lost several of the good staff and colleagues, part of our family members, who went on their own way.

This year's annual dinner is everything but the ordinary. We heeded the advice of the Management, did away with most of the custom events of past annual dinners. Thanks to the participation of the WCL Band ACSS (All Culture Shapes and Sizes) who brought together with them a full set of musical equipments to the camp for the annual dinner. It was indeed an opportunity not to be wasted as some of the camp staff who stepped forward to initiate band practices 1 week before the annual dinner event.

In addition, both camp and KK were also involved in directing a secret video show for the event. It was meant to be a pleasant surprise for everyone, particularly the management.

The night itself was filled with several spectacular and entertaining events. Exciting angpau draws and lucky draw quickly became the star event of the night. Several dance presentation choreographed by the FAD Division, UMS Students and Nursery/Plantation Dept were also some of the highlights of the evening. The biggest surprise to all was the announcement made by our General Manager who upon listening to the camp band practicing for past few nights, decided to award the equipment to the camp in the hope that the good effort of bridging cultural differences and diversity from KK is similarly practiced at camp. I believe it is the fervent hope of the management that our theme "Work as a Team" will live on and continue in order to bring Sapulut to a greater height"

By: Jeffrey Tendahal



Did You Know?

MEDICINAL PLANTS

Borneo is the home for many ethnic groups, each maintaining their diverse yet unique ways of life, including the widespread practice of traditional cures and medicines. The use of plants or plants materials in their traditional medical practices has been an integral part of their cultures and which they have carried on long before the introduction of modern medical systems.



(1) Family: Myrtaceae
Scientific Name: *Psidium guajava* L.
Local Name: Jambu batu, Biabas (Kadazandusun)
Uses: Young leaf is warmed and soaked into water. The infusion, about 150 ml, 3 times daily is taken for about 3 days, to treat diarrhea. Similarly, the decoction is used to treat dysentery and acute gastroenteritis in Chinese medicine.

(2) Family: Solanaceae
Scientific Name: *Solanum nigrum* L.
Local Name: Binterung (Kadazandusun)
Uses: Fruit is boiled and the infusion, about 150 ml 3 times daily is taken for 3 days, to treat hemorrhoids.

(3) Family: Myrtaceae
Scientific Name: *Syzygium cerina* Hend.
Local Name: Bagu (Kadazandusun)
Uses: Root is soaked into local alcohol (montoku) for drink as tonic.



(4) Family: Rubiaceae
Scientific Name: *Morinda citrifolia*
Local Name: Mengkudu, Bingkudu (Kadazandusun)
Uses: Ripe fruit is taken to treat gastritis. Leaf is heated and applied to treat swollen pancreas. Decoctions of roots or bark are drunk to treat hypertension or gastric ulcer. In Brunei root decoctions are drunk to regulate menstruation and the fruits are chewed to prevent tooth decay. The plant is used to treat hypertension in Vietnam.

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, 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.