

NOTE FROM THE GENERAL MANAGER

This month I would like to highlight the contributions of the Sapulut Covid-19 Committee for their great contributions during these difficult times. Unfortunately, we were put in a very testing position with large clusters opening up in and around our forest reserve. Thanks to the precautions the committee put in place, and cooperation from the vast majority of camp staff, the impact was greatly limited. Thank you to all the committee members for keeping us safe.

I want to take this opportunity to remind all staff to please give full cooperation to the committee as they take on this work. It is the responsibility of all of us to keep each other safe. We owe it to each other to **be honest at all times**. The committee's work is difficult enough as it is without having to worry about dishonesty from our staff creating a huge hindrance to their efforts.

2021 has gotten off to a rocky start with the work stoppage and MCOs. This has not stopped Sapulut from making great progress on multiple projects that we are very excited to be sharing about in the near future.

I also want to pass my condolences to the family of Luis @ Nawari bin Anagu @ Anahok. It is never an easy time to lose a family member, but especially so in these already difficult times. Please keep his family in your thoughts and prayers.

Bryant Wong

General Manager, 29 March 2021



ANNOUNCEMENT OF PROMOTION OF STAFF FOR THE YEAR 2021

We are pleased to announce the following staff have been promoted. Join us to congratulate them and give them our full support in their new positions. We wish them all the best!

Angeline Loh - promoted to Senior Marketing cum Operation Officer
 Jeffica Jaihon - promoted to Senior Forest Officer
 Subinah binti Salarong - promoted to Senior HR & Admin Assistant
 John bin Apin - promoted to Forest Ranger
 Kuliman bin Tambuloi - promoted to Forest Ranger
 Jiffendy bin Sampulu - promoted to Forest Ranger
 Antukar bin Ansan - promoted to Forest Ranger
 Riekoh bin Bunsadan - promoted to Senior Forest Ranger
 Heron Humberlus - promoted to Senior Forest Ranger
 Mohd Herman bin Abdullah - promoted to Forest Ranger
 Bennady bin Baritoh - promoted to Forest Ranger

Daibah binti Satu - promoted to Admin Supervisor
 Elvin bin Muirin - promoted to Forest Ranger
 Matitin Sisiop - promoted to Forest Ranger
 Rynold bin Robert - promoted to Forest Ranger
 Masto Angundi - promoted to Forest Ranger
 Hezron Day - promoted to Junior Forest Ranger
 Rojudan Antaun @ Bataun - promoted to Junior Forest Ranger
 Eliud Segundok - promoted to Junior Forest Ranger
 Jawalis bin Balitou - promoted to Junior Forest Ranger
 Jelly Launing - promoted to Operation Assistant

VISION SUMMARY OF SAPULUT

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.

PURPOSE

- Bringing back the natural forest and managing it sustainably.
- Sustainability of the natural forests depend on availability of alternate supply from forest plantation timber.
- Availability of supply from forest plantation timber depends on the development of forest plantation timber.

BRAND PROMISE

Consistent, Predictable and Sustainable Supply of Natural Forest and Forest Plantation Timbers

Phone Campaign Project For The Needy 2021



Through Madam Rebecca Chin's Phone Campaign Project For The Needy, on the 09th February 2021, Community Forestry Unit have assist to deliver 10 units of smartphone and powerbank for two selected students from each of the five school namely SMK Sapulut, SK Sapulut, SK Labang, SK Salarom and SK Simatuoh. The initiative were initiated following requirement for online learning due to closure of schools for Covid-19 Movement Control Order (MCO).

Based on our survey with the teachers, most students are facing problem in terms of possessing device, weak internet line at home and lack of skill in using learning applications like Google Form. There are also handful parents who deliberately do not lend their children devices, this is mainly due to inadequate internet data and insufficient device storage to receive learning materials especially in the form of video. With the help from school teachers, students were identified not only based on how the pandemic has affected their family but also from their academic performance.

Students who are reachable at their kampong were able to immediately get the devices on their hand meanwhile some were passed to the school headmaster due to inaccessible road to kampong. The respective school will assist to deliver the devices for the selected students.

The program received overwhelming response from schools, students as well as the parents. They are extremely grateful to both Madam Rebecca and Sapulut effort for reaching those in need especially students who lack smart devices for online learning. Thanks to the contributions, these students are able to receive task from school and submit it online instead of having to walk down few kilometres to school in order to get the their modules. This also results in enhanced relationship between Sapulut and the community despite of the pandemic which limits our interaction with them these days.

By: Lyevivialyne Sopital—Forest Protection Department



Sapulut Social Welfare Food Supply Aid

Covid-19 has abruptly intruded into the lives of people in Nabawan and its surrounding areas with villages bearing the brunt of its wrath. Unfortunately, even Sapulut was not spared by this harrowing threat and it has brought our operations to a grinding halt. Taken by surprise, staff were rushed into quarantine without even the chance to resupply on food and provisions.

Realizing this, Sapulut has provided aid to its staff through its Welfare fund along with a generous contribution from our General Manager, Mr. Bryant Wong. Supplies consisting of rice, eggs, noodles, cooking oil, and more were bought and delivered, through an appointed supplier from Keningau, for all 234 camp staff. The goods were then successfully distributed on the 16th of March to the staff at the forestry complex all the way to ITC, ITPs, Central Stumping and Base camp.

By: Anastasha Arlene Junigo (TLC)



February 2021— A total of 11 staff underwent the Cardiopulmonary resuscitation (CPR) and First Aid training for camping purposes which was held at the Forestry Complex Open Hall in the first week of February.

The purpose of this training is to provide knowledge and training to the staff, especially for those who required to camp in the forest or to enter the forest. With the training, staff will have the skills and knowledge to provide emergency treatment to victims in the event of emergency cases, before being sent to the nearest medical facility.

In the training, the staff were exposed to the anatomy and physiology, which refers to the limbs and human organs and their functions. Then, the staff were taught of the examination procedure from head to toe in order to detect if there is any injury and the actions that need to be taken to manage it.

In the next lesson, the staff were exposed to the ways on how to perform respiratory rehabilitation, where this method is useful to revive an unconscious breathing. The training was conducted by Logiman and Mary.

By: Logiman Gamad—Medical Assistant (TC)



The Meerkat and the Frog—A Story About Dealing with Pain

Tom went to visit his mentor Dwyer for his weekly catch up. It was obvious that the younger man was troubled by something, so Dwyer asked him what was wrong.

Tom explained that he had experienced a tough week. He'd had an argument with his dad, he felt hurt by something one of his friends had said and he had missed out on a promotion at work.

"So what should I do now?" he asked.

Dwyer looked at Tom and said, "Did you know that meerkats eat scorpions?"

"What?"

"It's amazing. These cute little guys attack and eat poisonous scorpions. It seems that they have been stung so often that they have become resistant to their poison and it doesn't hurt them one bit."

"What?" Tom responded incredulously.

"And then there are these beautiful little frogs in South America who are extremely toxic. They aren't born that way, but they get their toxins from the food that they eat and it builds up in their system until they become dangerous to eat. Their bright colours warn potential predators to keep their distance."

Tom shook his head, "I don't understand, I come to you with a problem and you give me a biology lesson."

Dwyer smiled.

"When you experience the poison of pain, you have two choices. You can be like the meerkat and use the experience to become more resilient. Or you can become like the frog, allowing the poison to rise up in your system until you're toxic and everyone wants to keep their distance."

Everyone experiences pain, how you respond is up to you. You can be a meerkat, or you can be a frog.

Which one are you?



Lean Six Sigma Training and Coaching—Edward Lee



10th Phase Lean Six Sigma Training and Coaching conducted on the January 12, 2021 until January 19, 2021 for staff from Forestry Support Services, Plantation (Maintenance) Supervisors and Rubber Supervisors. They are Mohd Shahrullah bin Laupa, Massako Angundi, Ronnie bin Ralan, Sugali Subari, Rojudan Antaun @ Bataun, Jekerin bin Yus, Sylvitus Marinus (FSS), Jiffendy Sampulu, Nurvi Vinson, Kuliman Tambuloi (Plantation), Clarence James and Youel Jamali (Rubber).

The coaching session is focusing on FSS Batch 1 Process of Demarcation (1 Compartment) and Plantation—Process of Before Planting Spray. Closing ceremony with speech done by Mohd Shahrullah bin Laupa and emphasizing the team the need to make use of the things that they have learned in this training.

11th Phase Lean Six Sigma Training and Coaching conducted on the February 23, 2021 until March 01, 2021 for staff from Forestry Support Services 2nd Batch. They are Kenneth Areson Kuansin, Danny Angkabar, Jawalis Balitou, Hermon Gomiring, William James, Renoiel Mother, Jairon Baritoh and Hezron Day.

The coaching session is focusing on Process of Demarcation of 1 riparian in NFM area. Closing ceremony with speech done by Kenneth Areson Kuansin and thereafter presented the certification to the participants.

