

VISIT TO FOREST SOLUTIONS MALAYSIA (GERAK SAGA SDN BHD) Exchange Ideas: It Takes A Team To Win by Stephen David

This visit was held on 6 – 7 September 2022 to fulfill the invitation from Forest Solution Malaysia (FSM) Managing Director, Mr. Glen McNair. Official visit from Sapulut was led by our Managing Director, Mr. Norman Wong together with Mr. Bryant Wong, Mr. Teddy Sius, Stephen David, Flerrencius Josilin and G. Ary Micheal. The visit aims to observe their plantation’s operation and our main objective is to exchange ideas and challenges that the company faces and how they handle it.

We were treated to a big breakfast at the FSM office before the activities continued the first day of the visit, and at the same time an official FSM video was presented which gave an overview of their office and ground operations. After the hearty breakfast, we travelled to Gerak Saga which located at Bengkoka Forest Reserve Pitas.

After lunch, FSM made a poster presentation which showcase the existing departments and they explain their roles and responsibilities, namely forest planning, community programs, quality control, compliance and recovery team.

In our next station, we were taken to visit the *Eucalyptus pellita* (EP) clone cultivation, where EP clone growth is uniform and it is growing well. In this session, the officer in charge presented to us and explained the plant material, the history of the plot and growth model over time. The next visit is to the Bambang Logyard where the logs are delivered. We were briefed on the chain of custody and its processes.



On the last day, we were taken to visit the fire store at Seraya Camp where Mr. Alexander Mawing explained to us the tools and actions in case of a forest fire. At around 8.00 a.m, we travelled back to FSM Office in Kota Marudu.

Last but not least, this is my second visit to FSM, where the first time was during the BFC Operational Field Week Visit last July 2022. I am honored to have been given the opportunity to join in this eye-opening visit and challenged me and our team in Sapulut to do better.

To all my colleagues at Sapulut: Let’s work together to make continuous improvements, starting with ourselves and Sapulut through training and learning, and practicing “I see, I think and I do” to achieve better results.

**Ideas are easy. Execution is everything.
It takes a team to win.**

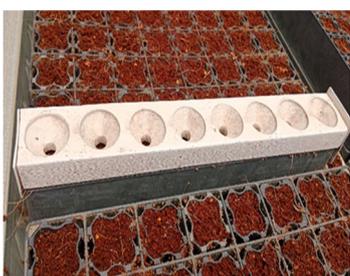


Mr Alexander Mawing, leading the planting operation showed us the SK-10 fertilizer they use. This fertilizer is in the form of nuggets, and it is waste free from using a plastic bag to pack the fertilizer.

Then, we visited Taxa Trial Plot managed by Mr. Jino Albert. He explained the operation, the importance and how they conducted the data collection. However, as described by him, the white laran growth is not promising due to the sandy soil.



Mr John Payoi who manages the nursery has enlightened us about the operational work, methods and tools used by them in the nursery. Their timeline is shorter at 8 weeks because they are using a 50cc cell size. One of the interesting thing that we saw there, during the transfer work, they use a tool that resembles a ‘congkak’ that facilitates their work and at the same time increase their productivity.



OFFICIAL OPENING OF SAPULUT NURSERY BY CHIEF MINISTER OF SABAH by Anastasha Albert Junigo

“Today marks a very proud day in the story of Sapulut Forest Development”, announced Mr. Bryant Wong, Sapulut’s General Manager in the morning of the 25th of July 2022. It was a once in a blue moon honor for Sapulut to host a visit by the Sabah Chief Minister, Yang Amat Berbahagia Datuk Seri Panglima Haji Hajiji Bin Haji Noor, who was invited to officiate the opening of Sapulut’s nursery in an inauguration ceremony.

It was important for elected committee members to put together an event that was not only successful in meeting its objectives but also authentic in terms of atmosphere, so every major role was carried by Sapulut’s own members with guidance and advice from the Senior Assistant of the Chief Conservator of Forest. Village heads of settlements surrounding FMU14 were also invited to witness the Chief Minister himself and field staff who hailed from these villages were also given the opportunity stand in front of the grand audience to share about the benefits they gained after years of service to the land and the prospects they foresee in Sapulut, all of them noting how they were able to provide for their families in a secure job while staying close to their village.

Light afternoon rain preceded the arrival the Chief Minister and his entourage, offering a fresh relief from the sun’s intense glare that morning, then it gradually wavered just as the stream of vehicles carrying the honored guests arrived through the gates. Staff members aligned after the steps up to the forestry complex building to welcome the ministers as they were ushered towards the open hall. The event began with an opening speech by Sapulut’s Managing Director, Mr. Norman Wong who highlighted the achievements of the team throughout the recent pandemic and the significance of teamwork towards achieving the sustainable forest management goals of balancing social, environment, and economy to make Industrial Tree Plantations (ITP) a successful venture. Mr. Norman also alluded to the new crisis of high

energy and labour costs faced by forestry players in the wake of inflation that is aggravated by geopolitical conflicts. However, with the 17th of January 2022 announcement of the ITP policy by the Chief Minister, Mr. Norman expressed a positive outlook that ITPs will play an equal part in the state’s natural forest management strategy as it will produce more sustainable timber to supply enough raw materials to the economic value chain. He ended his speech by ensuring the Chief Minister that, “With a productive ITP and economic value chain, the ITP policy will provide 80,000 employment and achieve a GDP of 12 billion by 2035 or even sooner if started right and done well.”

After the speech the Chief Minister was invited to the stage to sign the Sapulut guestbook and accept a memento from Mr. Norman before the event shifted to the nursery site where the Chief Minister officially opened the nursery by revealing a commemorative plaque. After a swift walk around the nursery to observe the seedlings, the Chief Minister cordially parted from the forestry complex followed by the rest of the guests. The coordination and communication between staff members of multiple departments throughout the preparations of this event truly championed the theme of the event and the Sapulut core value of, “It takes a team to win”.



FIRST AID, CPR AND AED TRAINING

by Johnson Joseph

On 25 August 2022, Safety & Health Department with the collaboration from Suria Lifecare Sdn Bhd as the instructors have held the 1-day First Aid, CPR and AED Training in the Sapulut Open Hall. A total of 27 participants attended the training which derived from all department and contractors.

The objectives of the training is to provide understanding and knowledge of the followings:-

- Management of emergency cases such as heart attack, stroke, drowning, suffocation, etc.
- The correct way to perform CPR (cardiopulmonary resuscitation) - current method is 'hands on CPR' only and does not use the mouth-to-mouth method due to Covid-19.
- Bandage technique on the victim's injury.
- How to use AED (Automated External Defibrillator).
- Techniques using Spinal board and scoop stretcher.

With the knowledge and experience that the participants gained in this training, it will allow them to be more confident and brave enough to face all kinds of emergencies that may be encountered in the future. In addition to that, all of them are automatically became the members of Sapulut's emergency rescue team for any medical emergencies.



VISIT BY MALAYSIAN TIMBER INDUSTRY BOARD

by Joulín Taurín

Malaysian Timber Industry Board (MTIB) team led by Dr. Loh Yueh Feng, the Deputy Director of Research and Development of the Biocomposite and Fiber Centre (FIDEC) visited Sapulut on the 05 September 2022.

Purpose of their visit is:-

- To do a study/survey on the plantation and industry sector for *Acacia mangium* in Malaysia under the allocation of the Italian's company Silvateam S.P.A
- To know the direction for the Acacia Farm in Sabah. However, they know that many areas have already shifted to other species, therefore they also included other species to obtain additional information for their study.

Their visit begins with a brief introduction of Sapulut's main operations at ITP and NFM, species planted and its area as well as the final product of the plants. Briefing was done by Fredolin Martin and me.

Then, we visited the plot area planted with *Eucalyptus pellita*, *Neolamarckia macrophylla* (Red Laran) and *Neolamarckia cadamba* (White Laran).

Overall, the MTIB team greatly appreciate the information and experience gained throughout the visit especially those related to the planting of Laran and Pellita in forest plantations. This is a new thing for them and it will be included in their study on the plantation industry in Malaysia.





CERTIFICATE OF COMPLIANCE YEAR 2022

Our Managing Director, Mr Norman Wong receiving the Certificate of Compliance on 24 August 2022 at the Majlis Apresiasi Perhutanan Tahun 2022. Congratulations to our team!



MANAGING UNDERPERFORMANCE

by Emily M Juhim



Subinah conducts the training for morning session.



Briefing on the revised assessment form for FPD.



Picture of *E. pellita* tree planted captured by Mr Bryant during his July visit at Camp.

The first internal training under Human Resource Department (HRD) conducted by the team was held on the 20 September 2022 at Forestry Complex Open Hall. This training is conducted to open the minds of HODs and HOU's regarding the management of poor performance in the workplace.

The objective of this training is to guide the leaders of Sapulut on how to identify low-performing staff, analyse problems and explore possible solutions and how to improve their work performance. This will also assist them to evaluate their staff during annual appraisals.

Closing session was completed by Renny, where she shared her own experience when she felt her performance is low during her transfer to KK Office and the guidance she have received which improved her performance especially in the HRD. She also emphasized that they should utilize what they have learned in their work.

Next, the session continued with a briefing to all the HODs and HOU's about the revised evaluation form. In this session, they showed an attitude of curiosity and asked questions and guidance in determining and scoring their annual objectives.

For next year, HRD will do more internal training that promotes staff development and increase their knowledge and skill. We hope that we can build a stronger and united leaders in Sapulut.

“In order to build a rewarding employee experience, you need to understand what matters most to your people.” – Julie Bevacqua



BFC INDUSTRIAL OPEN DAY

Pictures by Bryant Wong



VISION SUMMARY OF SAPULUT

CORE 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.

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.

BRAND PROMISE

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



The Borneo Forestry Cooperative (BFC) Open Day was held on the 10—11 August 2022 at Borneo Royale Hotel, Tawau.

Day 1—Symposium with local and international speaker including our MD, Mr Norman Wong as the President of Timber Association of Sabah.

Day 2—Industrial tree plantation site visit at Sabah Softwood Berhad (SSB) plantation in Brumas, Tawau.



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